AMENDMENT NO._______ Calendar No._______

Purpose: In the nature of a substitute.


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 following:

3 SECTION 1. SHORT TITLE.

4 This Act may be cited as the "National Apprenticeship Act of 2023".

6 SEC. 2. EFFECTIVE DATE.

7 This Act, and the amendments made by this Act, shall take effect beginning on October 1, 2024.
SEC. 3. AMENDMENT.

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

"SECTION 1. SHORT TITLE; TABLE OF CONTENTS.

“(a) Short Title.—This Act may be cited as the ‘National Apprenticeship Act’.

“(b) Table of Contents.—The table of contents 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 System.

Subtitle C—Evaluations and Research

Sec. 131. Program evaluations.
Sec. 132. National Apprenticeship System research.

Subtitle D—General Provisions

Sec. 141. Authorization of appropriations.
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. 203. Evaluations of activities.
"Sec. 204. Authorization of appropriations.
"Sec. 205. Definitions.

1 "SEC. 2. DEFINITIONS.

"In this Act:

“(1) ADMINISTRATOR.—The term ‘Administrator’ means the Administrator of the Office of Apprenticeship established under section 111(a).

“(2) ADVISORY COMMITTEE.—The term ‘Advisory Committee’ means the National Advisory Committee on Apprenticeships established under section 112.

“(3) APPRENTICE.—The term ‘apprentice’ means an eligible individual who is a participant in an apprenticeship program.

“(4) APPRENTICESHIP AGREEMENT.—The term ‘apprenticeship agreement’ means a written agreement that—

“(A) includes the terms and conditions for the training and employment of a program participant in a covered apprenticeship program laid out under section 123; and

“(B) is between—
“(i) a program participant in a covered apprenticeship program; and

“(ii) a sponsor of a covered apprenticeship program.

“(5) APPRENTICESHIP EQUAL OPPORTUNITY REGULATIONS.—The term ‘apprenticeship equal opportunity regulations’ means the regulations specified in part 30 of title 29, Code of Federal Regulations (as in effect on the date of enactment of the National Apprenticeship Act of 2023).

“(6) APPRENTICESHIP HUB.—The term ‘apprenticeship hub’ means a regional, sectoral, or State-based qualified intermediary recognized by a State apprenticeship agency or a State Office of Apprenticeship as organizing and providing activities and services related to the development of pre-apprenticeship and covered apprenticeship programs.

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

“(8) COMMUNITY REHABILITATION PROGRAM.—The term ‘community rehabilitation pro-
gram’ has the meaning given the term in section 7 of the Rehabilitation Act of 1973 (29 U.S.C. 705).

“(9) COMPETENCY.—The term ‘competency’ means the attainment of knowledge, skills, and abilities in a subject area, as specified by an occupational skill standard and demonstrated by an appropriate written and hands-on proficiency measurement.

“(10) COMPETITIVE INTEGRATED EMPLOYMENT.—The term ‘competitive integrated employment’ has the meaning given the term in section 7 of the Rehabilitation Act of 1973 (29 U.S.C. 705).

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

“(12) DISCONNECTED YOUTH.—The term ‘disconnected youth’ means an individual who is—

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

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

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

“(13) EDUCATION AND TRAINING PROVIDER.—

The term ‘education and training provider’ means—

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

“(B) an early college high school;

“(C) an education service agency;

“(D) a high school or secondary school;

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

“(F) a Tribal educational agency, Tribally controlled college or university, or Tribally controlled postsecondary career and technical institution;

“(G) a postsecondary educational institution;

“(H) a minority-serving institution;

“(I) a provider of adult education and literacy activities under the Adult Education and Family Literacy Act (29 U.S.C. 3271 et seq.);”

“(J) a State agency administering an approved State Plan under title I of the Rehabili-
tation Act of 1973 (29 U.S.C. 720 et seq.),
other than section 112 or part C of that title
(29 U.S.C. 732, 741);

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

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

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

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

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

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

“(A) except where a higher minimum age
standard is otherwise required by law, at least
16 years of age; and
“(B) except for purposes of such an individual who is a pre-apprentice, employed by an employer that sponsors or participates in a covered apprenticeship program.

“(15) English Learner.—The term ‘English learner’ has the meaning given to ‘English language learner’ under section 203 of the Workforce Innovation and Opportunity Act (29 U.S.C. 3272).

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

“(17) Indian Tribe; Tribal Organization.—The terms ‘Indian Tribe’ and ‘Tribal organization’ have the meaning given the terms in section 4 of the Indian Self-Determination and Education Assistance Act (25 U.S.C. 5304).

“(18) Interim Credential.—The term ‘interim credential’ means a recognized postsecondary credential issued by a pre-apprenticeship or covered apprenticeship program as certification of competency attainment by a program participant during participation in such program.

“(19) Journeyworker.—The term ‘journeyworker’ means a worker who has attained a
level of skill, abilities, and competencies recognized within an industry as having mastered the skills and competencies required for the occupation.

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

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

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

“(A) apprenticeship and youth apprenticeship programs that are approved by the Office of Apprenticeship and State apprenticeship agencies;

“(B) pre-apprenticeship programs; and

“(C) qualified intermediaries and partnerships that interact with and support such covered apprenticeship and pre-apprenticeship programs.

“(23) **NATIONAL PROGRAM STANDARDS OF APPRENTICESHIP.**—The term ‘national program standards of apprenticeship’ means a set of apprentice-
ship program standards developed and adopted by an eligible sponsor (as defined in section 111(b)(10)(B)) that—

“(A) are designed for traditional or non-traditional apprenticeship occupations;

“(B) are national or multi-State in the design, suitability, and scope of the standards; and

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

“(24) National Guidelines for Apprenticeship Standards.—The term ‘national guidelines for apprenticeship standards’ means a template of apprenticeship program standards developed by a labor organization, trade or industry association, or other organization with national scope and industry expertise that are recognized by the Office of Apprenticeship for the purposes of being adapted by affiliated sponsors for local or national registration.

“(25) Nontraditional Apprenticeship Occupation.—

“(A) In General.—The term ‘nontraditional apprenticeship occupation’ means an occupation in an industry sector which has an av-
verage program participant rate of fewer than
10 percent for each of the 5 preceding years.

“(B) Program participant rate.—In
this paragraph, the term ‘program participant
rate’, when used with respect to an occupation
in an industry sector, means the percentage of
the total workers in an occupation that actively
participate in a covered apprenticeship program
in such occupation.

“(26) Nontraditional apprenticeship popu-
lation.—The term ‘nontraditional apprenticeship
population’ means a group of individuals with a
common trait (such as women, people of color, low-
income participants, individuals impacted by the
criminal and juvenile justice system, individuals with
a disability, individuals with substance abuse issues,
veterans, military spouses, individuals experiencing
homelessness, foster and former foster youth, and
individuals with barriers to employment), the mem-
bers of which—

“(A) comprise fewer than 25 percent of the
program participants in a covered apprenticeship
program; or

“(B) based on the most recent satisfactory
data from the Bureau of the Census, comprise
a percentage of individuals employed in an occupation that is lower than the percentage of the total population of the United States comprised by such members.

“(27) OCCUPATION SUITABLE FOR APPRENTICESHIP.—The term ‘occupation suitable for apprenticeship’ means an occupation that the Administrator has approved as an occupation suitable for apprenticeship under section 121.

“(28) OUTLYING AREA.—The term ‘outlying area’ means American Samoa, Guam, the Commonwealth of the Northern Mariana Islands, and the United States Virgin Islands.

“(29) PRE-APPRENTICE.—The term ‘pre-apprentice’ means an eligible individual who is a participant in a pre-apprenticeship program.

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

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

“(B) meets the standards described in section 122(e).
“(31) Program Participant.—The term ‘program participant’ means an apprentice, a pre-apprentice, or a youth apprentice.

“(32) Qualified Intermediary.—

“(A) In general.—The term ‘qualified intermediary’ means an entity that demonstrates expertise in building, connecting, sustaining, and measuring the performance of partnerships described in subparagraph (B) and serves program participants and employers by—

“(i) connecting employers to pre-apprenticeship programs or covered apprenticeship programs;

“(ii) assisting in the design and implementation of such programs, including curriculum development and delivery for related instruction;

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

“(iv) providing professional development activities such as training to mentors;
“(v) supporting the recruitment, retention, and completion of potential program participants, including nontraditional apprenticeship populations;

“(vi) developing and providing personalized program participant supports, including by partnering with organizations to provide access to or referrals for supportive services and financial advising;

“(vii) providing services, resources, and supports for development, delivery, expansion, or improvement of pre-apprenticeship programs or covered apprenticeship programs; or

“(viii) serving as a sponsor.

“(B) PARTNERSHIPS.—The partnerships described in this subparagraph are partnerships among entities involved in, or applying to participate in, covered apprenticeship programs, including—

“(i) industry or sector partnerships;

“(ii) partnerships among employers, joint labor-management organizations, labor organizations, community-based organizations, industry associations, State or
local workforce development boards, education and training providers, State and local education agencies, institutions of higher education, State career and technical education agencies, social service organizations, economic development organizations, Indian Tribes or Tribal organizations, one-stop operators, one-stop partners, or veterans-service organizations in the State workforce development system; or

“(iii) partnerships among entities described in clauses (i) and (ii).

“(33) Recognized Postsecondary Credential.—The term ‘recognized postsecondary credential’ has the meaning given the term in section 3 of the Workforce Innovation and Opportunity Act (29 U.S.C. 3102), except that such term does not include a certificate of completion of an apprenticeship.

“(34) Registration Agency.—The term ‘registration agency’ means the State Office of Apprenticeship or State apprenticeship agency in a State that is responsible for—

“(A) registering—
“(i) in accordance with section 124, covered apprenticeship programs; and

“(ii) in accordance with subsection (b)(3)(B) of such section, covered apprenticeship program participants in the State or area covered by such Office or agency; and

“(B) carrying out the responsibilities of supporting each covered apprenticeship program registered by such Office or agency, including—

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

“(ii) conducting regular quality assurance assessments and reviews of such a program to ensure compliance with the minimum labor standards and the equal employment opportunity requirements of this Act.

“(35) RELATED INSTRUCTION.—The term ‘related instruction’ means an organized and systematic form of instruction that meets the requirements of section 122(b)(1)(C).
“(36) RELATED FEDERAL PROGRAMS.—The term ‘related Federal programs’ means programs or activities under the following:

“(A) The Workforce Innovation and Opportunity Act (29 U.S.C. 3101 et seq.), including adult education and literacy activities under such Act.


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


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


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

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

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


“(O) Employment and training activities carried out by the Secretary of Housing and Urban Development, the Secretary of Defense, the Secretary of Commerce, the Secretary of Energy, the Secretary of Transportation, and the Administrator of the Small Business Administration.

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

“(Q) Educational assistance programs under chapters 30 through 36 of title 38, United States Code.
“(R) Any other Federal programs related to pre-apprenticeship or covered apprenticeship programs.

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

“(38) SPONSOR.—The term ‘sponsor’ means any employer, joint labor-management organization, trade association, committee, professional association, labor organization, education and training provider, or qualified intermediary—

“(A) in whose name a covered apprenticeship program is (or is to be) registered by a registration agency under section 124; and

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

“(39) STATE.—The term ‘State’—

“(A) has the meaning given such term in section 3 of the Workforce Innovation and Opportunity Act (29 U.S.C. 3102); and

“(B) includes each of the outlying areas.

“(40) STATE APPRENTICESHIP AGENCY.—The term ‘State apprenticeship agency’ means a State agency recognized as a State apprenticeship agency under section 113(a)(1).
“(41) State apprenticeship council.—The term ‘State apprenticeship council’ means an entity established under section 113(b)(3) to assist the State apprenticeship agency.

“(42) State office of apprenticeship.—The term ‘State office of apprenticeship’ means the office designated by the Administrator to administer programs under the National Apprenticeship System in such State and meets the requirements of section 111(b)(3).

“(43) State or local workforce development board.—The terms ‘State workforce development’ and ‘local workforce development’, used with respect to a board, have the meanings given the terms ‘State board’ and ‘local board’, respectively, in section 3 of the Workforce Innovation and Opportunity Act (29 U.S.C. 3102).

“(44) State workforce agency.—The term ‘State’, used with respect to a workforce agency, means the State agency with responsibility for workforce investment activities under chapters 2 and 3 of subtitle B of title I of the Workforce Innovation and Opportunity Act (29 U.S.C. 3121 et seq., 3131 et seq.).
"(45) Tribal educational agency.—The term ‘Tribal educational agency’ has the meaning given the term in section 6132 of the Elementary and Secondary Education Act of 1965 (20 U.S.C. 7452).


"(47) Veteran.—The term ‘veteran’ has the meaning given the term in section 101 of title 38, United States Code.

"(48) Youth apprentice.—The term ‘youth apprentice’ means an eligible individual who is a participant in a youth apprenticeship program.

"(49) Youth apprenticeship program.—The term ‘youth apprenticeship’, used with respect to a program, means a model or program that meets the standards described in subsections (c) and (d) of section 122 and is registered under section 124(b).

"(50) CTE terms.—The terms ‘area career and technical education school’, ‘articulation agreement’, ‘credit transfer agreement’, ‘postsecondary educational institution’, ‘Tribally controlled college or university’, ‘Tribally controlled postsecondary ca-
reer and technical institution’, and ‘work-based learning’ have the meanings given in section 3 of the Carl D. Perkins Career and Technical Education Act of 2006 (20 U.S.C. 2302).


“SEC. 3. PROGRAMS UNDER THE NATIONAL APPRENTICESHIP SYSTEM.

“Any funds appropriated to carry out this Act shall only be used for, or provided to, programs under the National Apprenticeship System, including any funds awarded for the purposes of grants, contracts, cooperative agreements, or other agreements, or the development, implementation, or administration, of programs under the National Apprenticeship System.

“SEC. 4. TRANSITION PROVISIONS.

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

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

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

“(2) continue to administer any regulations in effect as of the date of enactment of the National Apprenticeship Act of 2023 that are not inconsistent
with this Act (as amended by the National Apprenticeship Act of 2023).

“SEC. 5. DISAGGREGATION OF DATA.

“(a) In General.—Except as provided in subsection (b), the disaggregation of data under this Act shall not be required if the results would reveal personally identifiable information about a program participant or would reveal such information when combined with other released information.

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

“SEC. 6. RELATION TO OTHER LAWS.

“Nothing in this Act shall invalidate, supersede, or limit the remedies, rights, and procedures under any Federal, State, or local law, or the law of any State or political subdivision of any State or jurisdiction establishing minimum labor standards of apprenticeship or minimum requirements for equal employment opportunity in connection with programs under the National Apprenticeship System that are more stringent or protective than those established under this Act, including those laws governing the numeric ratio of apprentices to journeyworkers, the minimum starting age of an apprentice, the minimum entry wage payable to a program participant, the min-
inum number of hours of on-the-job learning or related
instruction required by a covered apprenticeship program,
and the provision of remedies, rights, and procedures that
provides greater or equal protection for individuals based
on race, color, religion, national origin, sex, sexual orienta-
tion, gender identity, age, genetic information, or dis-
ability than are afforded by this Act.

“TITLE I—PROMOTING PROGRAMS UNDER THE NA-
TIONAL APPRENTICESHIP SYSTEM

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

“SEC. 111. THE OFFICE OF APPRENTICESHIP.

“(a) Establishment of the Office of Apprenticeship.—

“(1) In general.—There is established, in the
Employment and Training Administration of the
Department of Labor, an Office of Apprenticeship
(referred to in this section as the ‘Office’), which
shall be directed by an Administrator who has dem-
onstrated knowledge of the National Apprenticeship
System necessary to head the Office, to—
"(A) facilitate the administration of the requirements of this Act and of any regulations issued under this Act;

"(B) coordinate the effective operation of the National Apprenticeship System; and

"(C) fulfill and advance the specific duties and objectives described in this Act.

"(2) Final Decision-Making Authority.— The Office shall retain final decision-making authority for Federal purposes on any matter related to the registration, deregistration, or operation of any program registered by a registration agency.

"(b) Responsibilities.—The Administrator shall be responsible for the administration of this Act, including:

"(1) Promotion and Awareness Activities.—The Administrator shall carry out promotion and awareness activities with respect to this Act, including the following:

"(A) Supporting the development or scaling of apprenticeship models nationally, marketing the effectiveness of pre-apprenticeship and covered apprenticeship programs, and providing promotional materials to State apprenticeship agencies, State workforce development systems or local workforce development sys-
tems, State educational agencies or local educational agencies, employers, trade associations, professional associations, industry groups, labor organizations, joint labor-management organizations, education and training providers, Federal agencies, Federal and State correctional facilities, veterans-service organizations, and prospective apprentices in such programs.

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

“(i) promoting outreach to nontraditional apprenticeship populations, including by engaging schools that participate in a schoolwide program under section 1114 of the Elementary and Secondary Education Act of 1965 (20 U.S.C. 6314) and minority-serving institutions;

“(ii) disseminating best practices to recruit nontraditional apprenticeship populations; and

“(iii) engaging small, medium-size, women-owned, and minority-owned businesses, and employers in high-skill, high-wage, and in-demand industry sectors and
occupations that are nontraditional apprenticeship occupations; and

“(iv) supporting the participation and retention in the National Apprenticeship System of apprentices and employers from the populations and businesses and industry sectors and occupations, respectively, described in clauses (i) and (iii).

“(2) TECHNICAL ASSISTANCE ACTIVITIES.—The Administrator shall carry out technical assistance activities with respect to this Act, including the following:

“(A) Providing technical assistance to—

“(i) assist State apprenticeship agencies and sponsors in complying with the requirements of this Act, including with respect to developing the State plan in section 113(c), the process and standards described in subtitle B, and the evaluation and research requirements described in subtitle C;

“(ii) receive and evaluate comments or complaints from program participants, sponsors, employers, State apprenticeship agencies, State local workforce agencies or
local workforce agencies, State educational agencies or local educational agencies, qualified intermediaries, labor organizations, joint labor-management organizations, or other stakeholders;

“(I) assist (including by providing assistance for remote or virtual learning or training, as necessary) sponsors, employers, qualified intermediaries, apprenticeship hubs, and education and training or related instruction providers, or other entities interested in becoming sponsors or qualified intermediaries or seeking support for developing, improving, or expanding pre-apprenticeship or covered apprenticeship programs or for effectively carrying out such programs;

“(iii) assist eligible entities applying for or carrying out grants, contracts, or cooperative agreements under title II, including through facilitating the sharing of best practices;
“(iv) share, through a National Apprenticeship System clearinghouse, high-quality materials, including materials for a specific industry or sector and materials designed or developed by employers, labor organizations, and joint labor-management organizations of nontraditional apprenticeship occupations and, as applicable, other high-skill, high-wage, or in-demand industry sectors or occupations, for pre-apprenticeship and covered apprenticeship programs (such as related instruction or training materials in user-friendly formats that are easily accessible, complies with the most recent final version of the Web Content Accessibility Guidelines (or successor guidelines), and are available in multiple languages to, as determined by the Administrator, improve access); and

“(v) assist State apprenticeship agencies in establishing or expanding apprenticeship hubs in accordance with section 113(c)(6).

“(B) Cooperating with other Federal agencies for the promotion, establishment, and ex-
pansion of pre-apprenticeship and covered ap-
prenticeship programs, and reviewing the op-
portunity to braid, blend, and sequence the
funding provided under this Act with related
Federal programs, including the—

“(i) Secretary of Education in—

“(I) providing technical assist-
ance for the development and imple-
mentation of related instruction under
the National Apprenticeship System
that is aligned with State education
systems and education and training
providers; and

“(II) supporting the eligibility of
academic credit and credentials
earned as part of such pre-apprentice-
ship and covered apprenticeship pro-
grams, including through articulation
agreements and career pathways;

“(ii) State workforce development sys-
tems to promote awareness of opportuni-
ties under the National Apprenticeship
System;

“(iii) Attorney General and the Direc-
tor of the Federal Bureau of Prisons in
providing technical assistance for the development and implementation of related instruction under the National Apprenticeship System that is aligned with a mentoring program administered by the Attorney General to—

“(I) support the establishment or expansion of pre-apprenticeships and covered apprenticeship programs for individuals impacted by the criminal justice system to all Federal correctional institutions;

“(II) share through the National Apprenticeship System clearinghouse research and best practices for pre-apprenticeship and covered apprenticeship programs in correctional settings and for individuals impacted by the criminal and juvenile justice system;

“(III) provide technical assistance for State prison systems and employers seeking to operate or improve corrections-based pre-apprenticeship or covered apprenticeship programs; and
“(IV) support the successful transition of individuals in correctional institutions to pre-apprenticeship or covered apprenticeship programs upon exiting from correctional settings;

“(iv) Secretary of Health and Human Services to coordinate with State programs funded by the program of block grants to States for temporary assistance for needy families established under part A of title IV of the Social Security Act (42 U.S.C. 601 et seq.) to promote awareness of opportunities under the National Apprenticeship System for participants in such State programs; and

“(v) Secretary of Commerce to promote awareness of opportunities under the National Apprenticeship System and to provide technical assistance to develop, operate, expand, or improve pre-apprenticeship or covered apprenticeship programs among—

“(I) entities funded by economic adjustment assistance programs es-
established in section 209 of the Public Works and Economic Development Act of 1965 (42 U.S.C. 3149); and


“(3) State offices of apprenticeship.—

“(A) Establishment of offices.—

“(i) In general.—The Administrator shall establish and operate a State Office of Apprenticeship in each State described in clause (ii) to, as described in subparagraph (B), serve as the registration agency for such State.

“(ii) Applicable states.—A State described in this clause is a State—

“(I) in which, as of the day before the date of enactment of the National Apprenticeship Act of 2023, there is no State Office of Apprenticeship; and
“(II) that has not applied for recognition as a State apprenticeship agency under section 113(a)(2), or for which such recognition was not provided or has been withdrawn by the Administrator under subsection (e)(1) of such section.

“(B) Program Registration.—Each State Office of Apprenticeship shall have authority to register a covered apprenticeship program in the State of such State Office of Apprenticeship, including by—

“(i) determining whether such program is in compliance with the standards for such program under section 122;

“(ii) in accordance with section 124, registering such a program that is in compliance with such standards and providing a certificate of registration for such program;

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

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

“(C) STATE PLAN REQUIREMENT.—Each State Office of Apprenticeship shall be administered by a State Director who shall prepare and submit a State plan that meets the requirements of section 113(c), except that a reference to a State apprenticeship agency or a State agency in such section or section 113(d) shall be considered to be a reference to the State Office of Apprenticeship.

“(D) VACANCIES.—Subject to the availability of appropriations, in the case of a State Office of Apprenticeship with a vacant position, the Administrator shall make information on such vacancy available on a publicly accessible website.

“(E) RULE OF CONSTRUCTION.—Nothing in this paragraph shall be construed to prohibit any State described in subparagraph (A)(ii) from establishing an agency or entity to promote pre-apprenticeship or covered apprenticeship programs in such State, in coordination with the State Office of Apprenticeship operating in the State, so long as such agency or
entity does not act as the registration agency in such State.

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

“(A) to ensure that such process is easily accessible and efficient to bring together entities described in section 2(38) as sponsors or potential sponsors of covered apprenticeship programs;

“(B) to support the formulation and furtherance of labor standards necessary to safeguard the welfare of program participants; and

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

“(5) OCCUPATIONS SUITABLE FOR APPRENTICESHIP.—

“(A) IN GENERAL.—The Administrator shall, in accordance with subparagraphs (B), (C), (D), and (E), review and have exclusive au-
authority to approve any occupation suitable for
apprenticeship.

“(B) NEW OCCUPATIONS.—

“(i) IN GENERAL.—The Administrator—

“(I) shall review each application
submitted under subsection (a) of section 121 seeking approval for an occupation to be an occupation suitable for
apprenticeship; and

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

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

“(C) EXISTING OCCUPATIONS.—The Ad-
ministrator—
“(i) shall, not later than 1 year after
the date of enactment of the National Ap-
prenticeship Act of 2023, review each occu-
pation that was approved as an apprentice-
ship occupation on the day prior to such
date of enactment to ensure that such oc-
cupation is in compliance with the require-
ments of subparagraph (A) or (B) of sec-
section 121(a)(2); and

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

“(D) REVIEW.—The Administrator—

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

“(ii) may, if the Administrator deter-
mines through such review that the occup-
pation is no longer in compliance, with-
draw the approval of the occupation.
“(E) Regulations.—Not later than 1 year after the date of the enactment of the National Apprenticeship Act of 2023, the Secretary shall, through notice and comment rulemaking under section 553 of title 5, United States Code, issue proposed regulations for purposes of carrying out subparagraphs (A), (B), (C), and (D).

“(F) Nontraditional Apprenticeship Populations.—The Administrator shall regularly evaluate the participation rate of the nontraditional apprenticeship populations for each occupation suitable for apprenticeship.

“(6) Program Oversight and Evaluation.—The Administrator shall—

“(A) monitor State apprenticeship agencies, State Offices of Apprenticeship, recipients, and subrecipients of assistance under title II, and sponsors of covered apprenticeship programs to ensure compliance with the requirements of this Act;

“(B) in coordination with the Chief Evaluation Officer of the Department of Labor, conduct research and evaluation in accordance with subtitle C; and
“(C) require regular reports by State apprenticeship agencies on the performance of State agencies, including on efforts State agencies make to increase employer awareness of apprenticeship programs for employers who have not participated.

“(7) PROMOTING DIVERSITY IN THE NATIONAL Apprenticeship System.—The Administrator shall promote diversity, and ensure equal opportunity to participate, in programs for apprentices, youth apprentices, and pre-apprentices, including by—

“(A) taking steps necessary to promote diversity in occupations suitable for apprenticeship under the National Apprenticeship System, especially in high-skill, high-wage, or in-demand industry sectors and occupations in areas with high percentages of low-income individuals;

“(B) supporting the recruitment, employment, and retention of nontraditional apprenticeship populations in pre-apprenticeship and covered apprenticeship programs in high-skill, high-wage, and in-demand industry sectors and occupations.
“(C) require that programs meet the requirements of the apprenticeship equal opportunity regulations.

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

“(A) regularly consult with the National Advisory Committee on Apprenticeships established under section 112(a); and

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

“(9) COORDINATION.—The Administrator shall coordinate and align covered apprenticeship programs with related Federal programs to better promote participation in the National Apprenticeship System.

“(10) NATIONAL PROGRAM STANDARDS OF APPRENTICESHIP.—

“(A) REGISTRATION.—

“(i) IN GENERAL.—In accordance with clause (ii), the Administrator shall, on a nationwide basis, register as national
program standards of apprenticeship any standards for an apprenticeship program submitted by an eligible sponsor of such standards that—

“(I) meet the minimum requirements for national program standards established by the Administrator; and

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

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

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

“(II) after notifying such sponsor, not later than 120 days after such submission.

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

“(i) an employer—
“(I) that does not have an apprenticeship program registered by a registration agency under section 124 in the name of such employer with respect to the national program standards of apprenticeship for which the employer is seeking to register under subparagraph (A)(i);

“(II) has, on the date of submission of the application for registration of such national program standards of apprenticeship, not less than 300 employees;

“(III) is a national or multi-State employer with, on such date of submission, business operations in not less than 3 States or an international or transnational employer with, on such date of submission, business operations in not less than 3 countries (including the United States); and

“(IV) that demonstrate an achievable strategy for equitable program growth that will be successful in enrolling not less than 20 apprentices
within 2 years after the date of registration under subparagraph (A)(i);

“(ii) a sponsor that is an employer—

“(I) that sponsors one or more apprenticeship programs registered under paragraph (1)(B)(i) of section 124(b) or maintaining status under paragraph (4)(A) of such section;

“(II) that annually enrolls not less than 10 apprentices total in all such apprenticeship programs;

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

“(IV) that demonstrates an achievable strategy for successful multi-State or nationwide expansion so that the program will operate in not less than 3 States within such 2 years and in not less than 5 States
within 3 years of such date of registration; or

“(iii) a multi-State, group entity, such as national trade or industry groups or associations, qualified intermediaries, educational institutions, or a consortium, that—

“(I)(aa) is a sponsor; or

“(bb) does not have an apprenticeship program registered by a registration agency under section 124 in the name of such entity with respect to the national program standards of apprenticeship for which the entity is seeking to register under subparagraph (A)(i);

“(II) establishes national curricula, standards, and credentials for apprenticeship programs to be adopted and used by affiliated employers across the United States;

“(III) has identified and obtained written commitments from not less than 3 employers that use, or commit to using, such curricula, comply with
such standards, and provide such credentials;

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

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

“(C) OUTREACH AND PRIORITIZATION.—

“(i) INITIAL.—Not later than 60 days after the date of enactment of the National Apprenticeship Act of 2023, the Administrator, in collaboration with States, shall—

“(I) identify any sponsor operating an apprenticeship program in multiple States on such date of enactment that may be eligible for registration of national program standards of apprenticeship; and
“(II) invite such sponsor to apply for registration under subparagraph (A)(i) and prioritize processing any application submitted by such a sponsor.

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

“(I) on a semi-annual basis, identify any sponsor operating an apprenticeship program in multiple States that may be eligible for eligible for registration of national program standards of apprenticeship; and

“(II) provide assistance described in subparagraph (C) to such a sponsor.

“(D) TECHNICAL ASSISTANCE.—The Administrator shall provide technical assistance to any potentially eligible sponsor to assist such a sponsor in preparing an application to submit under subparagraph (A)(i), including referral to alternative approaches, including national guidelines for apprenticeship standards, if national program standards are not appropriate for the proposed program.
“(E) Reciprocity.—

“(i) Administrator.—Not later than 7 days after the date on which national program standards of apprenticeship are registered under subparagraph (A)(i), the Administrator shall request that each registration agency agree to recognize as an apprenticeship program in the State of such registration agency any program that meets such national program standards of apprenticeship.

“(ii) States.—Not later than 30 days after receiving a request under clause (i), each registration agency shall, notwithstanding any other registration application requirement, agree to register any such program as an apprenticeship program in the State of such registration agency, including, with respect to a registration agency that is a State apprenticeship agency, in accordance with section 113(c)(4).

“(11) National Guidelines for Apprenticeship Standards.—The Administrator shall, on a nationwide basis, certify national guidelines for an apprenticeship pro-
program submitted by the sponsor for the purposes of registration by State offices of apprenticeship and State apprenticeship agencies.

“(c) INFORMATION COLLECTION AND DISSEMINATION.—The Administrator shall provide for data collection and dissemination of information regarding pre-apprenticeship and covered apprenticeship programs, including—

“(1) not later than 2 years after the date of enactment of the National Apprenticeship Act of 2023, establishing and supporting an integrated data repository and reporting infrastructure to support data collection and reporting from State apprenticeship agencies, State offices of apprenticeship, eligible entities carrying out grants, contracts, cooperative agreements, or other agreements under title II, sponsors, and administrators by providing for a data infrastructure that—

“(A) is—

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

“(ii) informed by best practices on public provision of credential information; and
“(B) aligns, to the extent practicable, with the technology infrastructure for related Federal programs, such as the technology infrastructure used under the Workforce Innovation and Opportunity Act (29 U.S.C. 3101 et seq.); and

“(C) best meets the needs of the National Apprenticeship System stakeholders that are reporting data to the Administrator or State apprenticeship agencies, including through the provision of, as necessary, technical assistance and financial assistance to ensure reporting systems are equipped to report into such single information technology infrastructure.

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

“(A) is consumer tested, complies with the most recent final version of the Web Content Accessibility Guidelines (or successor guidelines), and is searchable and comparable (through the use of common, linked, open, and
interoperable data description language, such as
the credential transparency description lan-
guage, learning and employment record stand-
ards, or a substantially similar resource, and in-
cludes the use of application programming
interfaces); and

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

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

“(ii) information on education and
training providers providing opportunities
under such system, including whether pro-
grams under such system offer dual or
concurrent enrollment programs, articula-
tion agreements, and recognized postsec-
ondary credentials as part of the program
offerings; and
“(iii) information about the educational and occupational credentials and related competencies of programs under such system.

“SEC. 112. NATIONAL ADVISORY COMMITTEE ON APPRENTICESHIPS.

“(a) Establishment.—

“(1) In general.—There is established in the Department of Labor a National Advisory Committee on Apprenticeships.

“(2) Composition.—

“(A) Appointments.—The Advisory Committee shall consist of—

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

“(ii) ex officio nonvoting members described in subparagraph (C).

“(B) List of individuals.—The voting members described in this subparagraph are—

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

“(I) not less than 1 representative who represents employers rep-
resenting nontraditional apprenticeship occupations and, as applicable, other high-skill, high-wage, or in-demand industry sectors or occupations; and

“(II) not less than 1 representative who represents a women, minority, or veteran-owned business;

“(ii) 9 representatives of labor organizations or joint labor-management organizations who have responsibility for the administration of an apprenticeship program (including those sponsored by a joint labor-management organization and from non-traditional apprenticeship occupations), including not less than 1 representative who represents employees primarily in the building trades and construction industry; and

“(iii) 1 representative of—

“(I) a State apprenticeship agency or State apprenticeship council;

“(II) a State or local workforce development board with significant expertise in supporting a covered ap-
prenticeship program or pre-apprenticeship program;

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

“(IV) an area career and technical education school or local educational agency;

“(V) a national organization with significant expertise in expanding such covered apprenticeship programs or pre-apprenticeship programs to nontraditional apprenticeship populations;

“(VI) a State or local postsecondary education and training provider, including a provider of a community rehabilitation program, that administers, or has an articulation agreement with an entity administering, a covered apprenticeship program;

“(VII) a provider of an industry-recognized credential;
“(VIII) a national qualified intermediary; and

“(IX) a program participant.

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

“(i) the Secretary of Labor;

“(ii) the Secretary of Agriculture;

“(iii) the Secretary of Commerce;

“(iv) the Secretary of Education;

“(v) the Secretary of Energy;

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

“(vii) the Secretary of Transportation;

“(viii) the Secretary of Veterans Affairs;

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

“(x) the Attorney General;

“(xi) the Secretary of Defense; and

“(xii) the Chair of the Federal Communications Commission.

“(3) QUALIFICATIONS.—Each individual selected under paragraph (2)(A)(i) shall be selected by the Secretary on the basis of the experience and
competence of such individual with respect to pre-apprenticeship or covered apprenticeship programs.

“(4) TERMS.—

“(A) IN GENERAL.—Except as provided in subparagraph (B), each member of the Advisory Committee selected under paragraph (2)(A)(i) shall be appointed—

“(i) not later than 6 months after the effective date of the National Apprenticeship Act of 2023; and

“(ii) for a term of 2 years.

“(B) VACANCIES.—

“(i) IN GENERAL.—A vacancy on the Advisory Committee of a member selected under paragraph (2)(A)(i) shall be filled in the manner in which the original appointment was made and shall be subject to any conditions that applied with respect to the original appointment, except that such appointment shall be made not later than 90 days after the date of the vacancy.

“(ii) FILLING UNEXPIRED TERM.—An individual chosen to fill such a vacancy shall be appointed for the unexpired term of the member replaced.
“(iii) Expiration of Terms.—The term of any member selected under paragraph (2)(A)(i) shall not expire before the date on which the member’s successor takes office.

“(iv) Appointment for Full Term.—Such a member who fulfilled a partial term as the result of a vacancy may, at the end of that term, be appointed to a full term.

“(v) Multiple Terms.—A member of the Advisory Committee selected under paragraph (2)(A)(i) may serve not more than 2 full terms on the Advisory Committee.

“(C) Subcommittees.—

“(i) In General.—The Secretary may establish subcommittees under the Advisory Committee, to carry out specific functions related to the purposes of the Advisory Committee and provide recommendations to the Advisory Committee for the review and consideration of the Advisory Committee.
“(ii) MEETINGS.—Any subcommittee established under clause (i) may meet, as appropriate, when the Advisory Committee is not meeting in accordance with subsection (c).

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

“(c) VICE CHAIRPERSONS.—There shall be 2 Vice Chairpersons of the Advisory Committee, with one designated by the Advisory Committee members described in subsection (a)(2)(B)(ii) from among such members and one designated by the Advisory Committee members described in subsection (a)(2)(B)(i) from among such members.

“(d) MEETINGS.—

“(1) IN GENERAL.—The Advisory Committee shall meet at the call of the Secretary and shall hold not fewer than 4 meetings during each calendar year. The Secretary shall consult with the Chairperson and Vice Chairpersons in developing the agenda for the meeting.

“(2) OPEN ACCESS.—All meetings of the Advisory Committee shall be open to the public. A tran-
script shall be kept of each meeting and made available for public inspection not later than 30 days after the meeting.

“(e) Duties.—The Advisory Committee shall, at a minimum—

“(1) advise, consult with, and make recommendations to the Secretary on matters relating to the administration of this Act, including recommendations on regulations and policies related to the administration of this Act;

“(2) annually make recommendations to the Secretary, to be transmitted in accordance with section 111(b)(8)(B), on improving the registration process under subtitle B to make the process easily accessible and efficient for use by sponsors while safeguarding the health and safety of apprentices and youth apprentices and maintaining the requirements under subtitle B;

“(3) make recommendations to the Secretary, to be transmitted in accordance with section 111(b)(8)(B), on expanding participation of non-traditional apprenticeship populations in pre-apprenticeship and covered apprenticeship programs in a way that maintains the quality and integrity of the
national apprenticeship system and safeguards the health and safety of the program participants; and

“(4) review occupations suitable for apprenticeship and, based on reviews of labor market trends and changes, make recommendations to the Secretary on whether to update the list of occupations suitable for apprenticeship under section 111(b)(5).

“(f) DATA REQUESTS.—The Advisory Committee, through its Chairperson, may request data from the Secretary as determined necessary by the Advisory Committee to carry out the functions of the Advisory Committee.

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

“SEC. 113. STATE APPRENTICESHIP AGENCIES AND STATE OFFICES OF APPRENTICESHIP.

“(a) RECOGNITION OF STATE APPRENTICESHIP AGENCIES.—

“(1) IN GENERAL.—The Administrator shall recognize, under paragraph (3), a State agency of a State that submits an application under paragraph (2) as the State apprenticeship agency of the State and cooperate with such State apprenticeship agency regarding the formulation and promotion of standards of apprenticeship under subtitle B in the State.
“(2) APPLICATION.—A State desiring to have a State agency recognized as a State apprenticeship agency under paragraph (1) shall submit an application at such time, in such manner, and containing such information as the Administrator may require, including—

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

“(B) a description of how the State apprenticeship agency will meet the State plan requirements of subsection (c); and

“(C) a description of the linkages and coordination of the proposed standards, criteria, and requirements in such State plan with the State’s economic development strategies and workforce development system and the State’s secondary, postsecondary, and adult education systems.

“(3) REVIEW AND RECOGNITION.—

“(A) IN GENERAL.—Not later than 180 days after the date on which a State submits a complete application under paragraph (2), the Secretary shall notify the State regarding whether the agency of the State is recognized
as a State apprenticeship agency under paragraph (1).

“(B) DURATION OF RECOGNITION.—

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

“(ii) RENEWAL.—

“(I) IN GENERAL.—The Secretary shall notify a State apprenticeship agency not fewer than 180 days before the last day of the 4-year period regarding whether the State apprenticeship agency is in compliance with this section.

“(II) COMPLIANCE.—In the case of a State apprenticeship agency that is in compliance with this section, the recognition of the State apprenticeship agency under paragraph (1) shall be renewed for an additional 4-year period and the notification under subclause (I) shall include notification of such renewal.
“(III) NONCOMPLIANCE.—In the case of a State apprenticeship agency that is not in compliance with this section, the notification shall—

“(aa) specify the areas of noncompliance;

“(bb) require corrective action; and

“(cc) offer technical assistance.

“(iii) RENEWAL AFTER CORRECTION.—If the Administrator determines that a State apprenticeship agency has corrected the identified areas of noncompliance under this subparagraph not later than 360 days after the date of the notification of noncompliance under clause (ii)(I), the recognition of the State apprenticeship agency under paragraph (1) shall be renewed for an additional 4-year period.

“(C) TRANSITION PERIOD FOR STATE AGENCIES.—

“(i) IN GENERAL.—Not later than 1 year after the effective date of the National Apprenticeship Act of 2023, a State
agency that, as of the day before the date of enactment of such Act, was recognized by the Secretary for purposes of registering apprenticeship programs in accordance with this Act shall submit an application under paragraph (2).

“(ii) Transition period.—A State agency described in clause (i) shall be recognized as a State apprenticeship agency under paragraph (1) for a 4-year period beginning on the date on which the Secretary approves the application submitted by the State agency under paragraph (2).

“(b) Authority of a State Apprenticeship Agency.—

“(1) In general.—For the period during which a State apprenticeship agency is recognized under subsection (a)(1), the State apprenticeship agency shall carry out the requirements of a registration agency under this Act.

“(2) Program registration.—The State apprenticeship agency of a State shall have authority to register a covered apprenticeship program in such State, including by—
“(A) determining whether such program is in compliance with the standards for such program under section 122;

“(B) in accordance with section 124, registering such a program that is in compliance with such standards and providing a certificate of registration for such program;

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

“(D) in the case of such a program that fails to meet the requirements of this Act, providing for the deregistration of the program in accordance with section 131(d).

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

“(A) **IN GENERAL.**—A State apprenticeship agency may establish and maintain a State apprenticeship council, which shall operate under the direction and control of the State apprenticeship agency, and whose functions shall include providing the State apprenticeship agency with advice, recommendations, and reports concerning apprenticeship policies, regulations, and trends.
“(B) COMPOSITION.—A State apprenticeship council established under subparagraph (A) shall be advisory in nature and shall—

“(i) be composed of individuals with expertise in occupations suitable for apprenticeship; and

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

“(I) representatives of employer organizations, including such employer organizations with respect to nontraditional apprenticeship occupations;

“(II) representatives of labor organizations or joint labor-management organizations, including such organizations with respect to nontraditional apprenticeship occupations; and

“(III) public members; and

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

“(C) SPECIAL RULE.—A State apprenticeship council may make recommendations on a
sponsor’s application for program registration under section 124, but may not make final determinations on approval or disapproval of such application.

“(c) State plan.—

“(1) In general.—For purposes of an application under subsection (a)(2)(A) by a State agency to be recognized under subsection (a)(1) as a State apprenticeship agency, the State agency shall submit to the Secretary a State plan that meets the requirements of this subsection.

“(2) Approval of state plan.—

“(A) Submission.—

“(i) Initial plan.—The initial State plan of a State apprenticeship agency submitted under subsection (a)(2)(A) shall—

“(I) contain—

“(aa) a description of any State laws (including regulations), policies, or operational procedures relating to the process of registering programs under the National Apprenticeship System, including any requirements
that exceed the minimum requirements of this Act;

“(bb) in the case where such State laws (including regulations), policies, or operational procedures do not satisfy the minimum requirements under section 122 and 124 and other related Federal laws or requirements for registering a covered apprenticeship program under this Act, an explanation of how the State intends to meet such requirements;

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

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

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

“(ff) the plan to promote diversity in the National Apprenticeship System described in paragraph (13); and

“(gg) an assurance that the State apprenticeship agency will submit subsequent plans in accordance with clause (ii); and

“(II) be submitted to the Administrator with the application under subsection (a)(2)(A).

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

“(B) Approval.—Not later than 90 days after the date of submission of a State plan under subparagraph (A) or of a modified State plan under subparagraph (C), the Administrator shall—

“(i) approve such plan; or

“(ii) if the Administrator determines such plan is inconsistent with the requirements of this Act, provide to the State agency—

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

“(II) an opportunity to, not later than 30 days after receipt of such determination, appeal of such determination to an administrative law judge.

“(C) Modifications.—

“(i) Modifications.—At the end of the first 2-year period of any 4-year period covered by a State plan, the State appren-
apprenticeship agency may submit modifications of the State plan to the Administrator to reflect changes in labor market and economic conditions or other factors affecting the implementation of the State plan.

“(ii) Approval.—A modified State plan submitted for review under clause (i) shall be subject to the approval requirements described in subparagraph (B).

“(3) Technical assistance.—Each State plan submitted in accordance with paragraph (2) shall describe how the State apprenticeship agency will provide technical assistance for—

“(A) potential sponsors, employers, labor organizations, joint labor-management organizations, qualified intermediaries, apprentices, education and training providers, credentialing bodies, eligible entities, industry associations, or any potential program participant in the National Apprenticeship System in the State for purposes of recruitment, retention, program development, expansion, or implementation, including by, as necessary, supporting remote or virtual learning or training;
“(B) sponsors of programs registered in the State, including sponsors that are not meeting performance goals under subtitle C, for purposes of assisting sponsors in meeting or exceeding such goals; and

“(C) sponsors of programs registered in that State for purposes of assisting such sponsors in achieving, in accordance with paragraph (13), State goals with respect to diversity and equal opportunity in apprenticeships.

“(4) RECIPROCITY.—Each State plan submitted in accordance with paragraph (2) shall describe the process for the State apprenticeship agency to register in the State any covered apprenticeship program that is seeking to be registered in such State and that is registered in another State or, with respect to a covered apprenticeship program that is an apprenticeship program, meets the national program standards of apprenticeship, including a description of the process for—

“(A) the sponsor of such program to request that the State apprenticeship agency register such program in the State of the State apprenticeship agency; and
“(B) the State apprenticeship agency to register such program not later than 90 days after receiving the request for such registration under subparagraph (A) if—

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

“(I) provide not less than the wages, overtime pay, fringe benefits, and hours of on-the-job learning and related classroom-based instruction that are required for covered apprenticeship programs registered in the State; and

“(II) in the case of such a program that is determined by the Secretary to be in a high-hazard occupation, meet the numeric ratio requirement of apprentices to supervisors (such as journeyworkers, mentors, or on-the-job learning instructors, as applicable) that is at least as protective with regard to health, safety, and supervision as such numeric ratio re-
requirement for covered apprenticeship
programs registered in the State; or
“(ii) such program is an apprentice-
ship program that meets the national pro-
gram standards of apprenticeship.
“(5) Complaints.—
“(A) In general.—Each State plan sub-
mitted in accordance with paragraph (2) shall
include a description of the system for the State
apprenticeship agency to, subject to subpara-
graph (B), receive and resolve complaints sub-
mitted by a program participant, an authorized
representative of a program participant, a spon-
sor, an employer, or a nonprofit compliance or-
ganizations, such as complaints concerning
equal employment opportunity or discrimina-
tion, violations of the apprenticeship agreement,
or violations of requirements of this Act.
“(B) Collective bargaining agree-
ments.—Any controversy arising under an ap-
prenticeship agreement which is covered by a
collective bargaining agreement shall not be
subject to the system described in subparagraph
(A), except that complaints concerning discrimi-
nation or any matters described in subpara-
graph (13)(B) shall be subject to such system.

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

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

“(A) describe how the State apprenticeship
agency, in coordination with the Administrator,
will establish annual State performance goals
for the programs registered by the State ap-
prenticeship agency for the indicators de-
scribed—
“(i) in subclauses (I) and (II) of section 131(b)(1)(A)(i); and

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

“(B) describe how the State apprenticeship agency will collect performance data with respect to such performance goals from programs registered by the agency; and

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

“(8) USES OF FUNDS.—Each State plan submitted in accordance with paragraph (2) shall include a description of the planned uses (in accordance with subsection (d)) of the allotment received by the State apprenticeship agency under subsection (f).

“(9) ALIGNMENT OF WORKFORCE ACTIVITIES.—Each State plan submitted in accordance with paragraph (2) shall include a summary of State-supported workforce development activities (including education and training) in the State, including—

“(A) a summary of the covered apprenticeship programs and pre-apprenticeship programs
on the list of eligible providers of training services under section 122(d) of the Workforce Innovation and Opportunity Act (29 U.S.C. 3152(d));

“(B) the degree to which the covered apprenticeship programs and pre-apprenticeship programs in the State are aligned with and address the skill needs of the employers in the State identified by the State workforce development board; and

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

“(10) State strategic vision.—Each State plan submitted in accordance with paragraph (2) shall include a summary of—

“(A) the strategic vision and goals of the State with respect to preparing an educated and skilled workforce and to meeting the skilled workforce needs of employers, including in ex-
isting and emerging in-demand industry sectors and occupations, as identified by the State apprenticeship agency; and

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

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

“(A) with the workforce development system of the State to achieve the strategic vision and goals described in paragraph (10)(A), including for the core programs (as defined in section 3 of the Workforce Innovation and Opportunity Act (29 U.S.C. 3102)) and the elements related to system alignment under section 102(b)(2)(B) of such Act (29 U.S.C. 3112(b)(2)(B));

“(B) for pre-apprenticeship and covered apprenticeship programs in the State with other
Federal education programs, including programs under—

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

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

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

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

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

“(C) to provide information about access to available State assistance or assistance under related Federal programs, including such assistance under—

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

“(ii) section 3672 of title 38, United States Code;
“(iii) section 231 of the Second Chance Act of 2007 (34 U.S.C. 60541); and

“(iv) programs of the State funded by the program of block grants to States for temporary assistance for needy families established under part A of title IV of the Social Security Act (42 U.S.C. 601 et seq.).

“(12) **State Apprenticeship Council.**—

Each State plan submitted in accordance with paragraph (2) by a State apprenticeship agency shall, as applicable, include a description of the composition, roles, and responsibility of the State apprenticeship council of the State of such State apprenticeship agency and how the Council will comply with the requirements of subsection (b)(3).

“(13) **Promoting Diversity in the National Apprenticeship System.**—Each State plan submitted in accordance with paragraph (2) shall include a plan for how the State apprenticeship agency will—

“(A) promote diversity in occupations suitable for apprenticeship offered throughout the State, including a description of how such agen-
cy will promote the addition of such occupations
in high-skill, high-wage, or in-demand industry
sectors and occupations, and in nontraditional
apprenticeship occupations;

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

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

“(d) State Apprenticeship Agency Funding.—
A State apprenticeship agency shall use any funds received
under clauses (i) and (ii) of subsection (f)(1)(A) according
to the following requirements:

“(1) Program Administration.—Except as
provided in paragraphs (2), (3), and (4), the State
apprenticeship agency shall use such funds to sup-
port the administration of pre-apprenticeship and
covered apprenticeship programs in the State, in-
cluding for—

“(A) staff and resources;
“(B) oversight and evaluation required under this Act;

“(C) technical assistance to sponsors, program participants, employers, labor organizations, joint labor-management organizations, education and training providers, and qualified intermediaries;

“(D) pre-apprenticeship and covered apprenticeship program recruitment and development, including for—

“(i) engaging potential providers of such programs such as employers, qualified intermediaries, related instruction providers, and potential program participants;

“(ii) publicizing pre-apprenticeship and covered apprenticeship program opportunities and benefits; and

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

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

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

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

“(ii) of assessments related to obtaining
a recognized postsecondary credential.

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

“(A) alignment of youth apprenticeship
and pre-apprenticeship programs with the sec-
ondary education programs in the State, includ-
ing support for career exploration, career path-
ways, education and career planning, and en-
gagement with youth apprenticeship and pre-
apprenticeship programs for teachers, career
guidance and academic counselors, school lead-
ers, administrators, and specialized instruc-
tional support personnel and paraprofessionals;

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

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

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

“(A) alignment, in accordance with para-
graphs (9) and (10), and subparagraphs (A)
and (C) of paragraph (11), of subsection (c),
with the workforce activities of the State and
the strategic vision and goals of the State with
respect to preparing an educated and skilled
workforce and to meeting the skilled workforce
needs of employers;

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

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

“(D) alignment of funding received and re-
porting required under this Act, including rel-
evant placement, retention, and earnings infor-
mation, with the Workforce Innovation and Op-
portunity Act (29 U.S.C. 3101 et seq.), and
technical assistance for how individual training accounts under section 134(e)(3) of such Act (29 U.S.C. 3174) could be used to pay for the costs of enrolling and participating in covered apprenticeship programs;

“(E) partnerships with State or local workforce development boards, State workforce agencies, and one-stop centers and one-stop operators that assist program participants in accessing supportive services to support—

“(i) the recruitment, retention, and completion of pre-apprenticeship and covered apprenticeship programs, including the recruitment of nontraditional populations and dislocated workers;

“(ii) transitions from youth apprenticeships and pre-apprenticeships to apprenticeship programs; and

“(iii) the placement into employment or further education upon program completion; and

“(F) except in the case of funds received by a State Office of Apprenticeship, expanding the list of eligible providers of training services under section 122(d) of the Workforce Innov-
tion and Opportunity Act (29 U.S.C. 3152(d))
to include covered apprenticeship and pre-ap-
prenticeship programs in the State.
“(4) LEADERSHIP ACTIVITIES.—

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

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

“(C) INCENTIVES FOR EMPLOYERS.— A
State apprenticeship agency shall use not less
than 5 percent of funds reserved under sub-
paragraph (A) to incentivize employers to par-
ticipate in covered apprenticeship or pre-ap-
prenticeship programs, such as by providing
funding for costs related to program develop-
ment, staffing for mentors and supervisors, related instruction, or the creation of industry or sector partnerships to support employer participation.

“(D) State-specific initiatives.—Except as provided in subparagraphs (B) and (C), a State apprenticeship agency may use funds reserved under subparagraph (A) for State-specific apprenticeship initiatives, such as the development or expansion of pre-apprenticeship or covered apprenticeship programs in high-skill, high-wage, or in-demand industry sectors and occupations.

“(e) Derecognition of State Apprenticeship Agencies.—

“(1) In general.—The Secretary may withdraw recognition of a State apprenticeship agency before the end of the 4-year recognition period of the State apprenticeship agency under subsection (a)(3)(B) if the Secretary determines, after notice and an opportunity for a hearing, that the State apprenticeship agency has failed for one of the reasons described in paragraph (2) and has failed to take corrective action under paragraph (3)(A) to remedy such failure, such as by not being in compliance with
the performance improvement plan under such para-

graph.

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

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

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

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

“(D) meet the State levels of performance as described in subsection (c)(7)(A) or demon-

strate improvements in performance for 3 consecutive program years; or

“(E) otherwise fulfill or operate in compli-

ance with the requirements of this Act and other Federal laws and regulations regarding apprenticeship.

“(3) DERECognition process.—

“(A) IN GENERAL.—If a State apprentice-

ship agency fails for any of the reasons de-
scribed in paragraph (2), the Secretary shall
provide technical assistance to such agency for corrective action to remedy such failure, including assistance in the development of a performance improvement plan.

“(B) REDUCTION OF FUNDS.—Except in the case of exceptional circumstances, as determined by the Administrator, in a case in which such a State apprenticeship agency continues such failure after the provision of the technical assistance under subparagraph (A)—

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

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

“(C) TERMINATION OF PROCEEDINGS.—If the Administrator determines that the State apprenticeship agency’s corrective action under
subparagraph (A) has addressed the agency’s failure identified under paragraph (2), the Administrator shall—

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

“(ii) notify the State apprenticeship agency that the recognition of the agency will not be withdrawn under this subsection for the reason for which the funding was most recently reduced under subparagraph (B).

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

“(i) provide a written notification to the State apprenticeship agency describing such failure and notifying the State apprenticeship agency that the Administrator has determined the State apprenticeship agency has failed to remedy the failure; and
“(ii) offer the State apprenticeship agency an opportunity to, not later than 30 days after the date of such notice, appeal of such determination to an administrative law judge.

“(4) Process and requirements regarding withdrawal of recognition.—

“(A) Office of Apprenticeship.—

“(i) In general.—If a State apprenticeship agency does not appeal the determination under paragraph (3)(D)(ii) or is unsuccessful in such an appeal, the Administrator shall—

“(I) provide to the State apprenticeship agency an order withdrawing recognition of such agency under this subsection; and

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

“(ii) After order.—Not later than 30 days after the date that an order under clause (i)(I) is provided to a State apprenticeship agency, the Administrator shall provide notification of the withdrawal to
the sponsors in the State of the State apprenticeship agency that were registered with the State apprenticeship agency to enable each such sponsor to be registered with the Administrator (acting through the State Office of Apprenticeship established under clause (i)(II)).

“(B) State Apprenticeship Agency Requirements.—A State agency that has had recognition withdrawn under subparagraph (A) shall—

“(i) provide to the Administrator program standards, apprenticeship agreements, completion records, cancellation and suspension records, performance metrics, and any other documents relating to the covered apprenticeship programs in the State;

“(ii) cooperate fully during the transition period beginning on the date of the order withdrawing such recognition under subparagraph (A)(i)(I) and ending on the date on which the Administrator establishes a State Office of Apprenticeship in
the State under section 111(b)(3)(A)(i);
and

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

“(5) Reinstatement of recognition.—A State agency that has had recognition withdrawn as a State apprenticeship agency under this subsection may have such recognition reinstated upon presentation of adequate evidence that the State apprenticeship agency has—

“(A) submitted an application under subsection (a)(2); and

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

“(f) Reservation and State allotments.—

“(1) State allotments.—

“(A) In general.—Of the amount appropriated under subsection (g) for a fiscal year—

“(i) 33⅓ percent shall be equally allotted among each State Office of Apprenticeship, outlying area, and eligible State; and

“(ii) 66⅔ percent shall be allotted to eligible States on the basis described in subparagraph (B).
“(B) **FORMULA.**—

“(i) **IN GENERAL.**—Of the amount described under subparagraph (A)(ii)—

“(I) 25 percent shall be allotted on the basis of the relative share of program participants in each eligible State, as determined on the basis of the most recent satisfactory data available from the Administrator, compared to the total number of program participants in all eligible States, as determined on such basis;

“(II) 25 percent shall be allotted on the basis of the relative share of program participants who have completed a covered apprenticeship program in each eligible State during the most recent 5-year period, as determined on the basis of the most recent satisfactory data available from the Administrator, compared to the total 5-year average of program participants who have completed a program in all eligible States, as determined on such basis; and
“(II) 50 percent shall be allotted on the basis described in clause (ii).

“(ii) Allotments Based on BLS and ACS Data.—Of the amount described under clause (i)(III)—

“(I) 33 1/3 percent shall be allotted on the basis of the relative share of individuals in the civilian labor force in each eligible State, compared to the total number of individuals in the civilian labor force in all eligible States;

“(II) 33 1/3 percent shall be allotted on the basis of the relative share of individuals living below the poverty line in each eligible State, compared to the total number of individuals living below the poverty line in all eligible States; and

“(III) 33 1/3 percent shall be allotted on the basis of the relative number of unemployed individuals in each eligible State, compared to the total number of unemployed individuals in all eligible States.
“(2) DEFINITIONS.—In this subsection—

“(A) ELIGIBLE STATE.—The term ‘eligible State’ means a State that has a State apprenticeship agency.

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

“(C) UNEMPLOYED INDIVIDUAL.—The term ‘unemployed individual’ means an individual who is without a job and who wants and is available for work. The determination of whether an individual is without a job, for purposes of this paragraph, shall be made in accordance with the criteria used by the Bureau of Labor Statistics of the Department of Labor in defining individuals as unemployed.

“(g) AUTHORIZATION OF APPROPRIATIONS.—There are authorized to be appropriated to carry out this section—

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

“(2) $85,000,000 for fiscal year 2026;
“(3) $95,000,000 for fiscal year 2027;
“(4) $105,000,000 for fiscal year 2028; and
“(5) $115,000,000 for fiscal year 2029.

“SEC. 114. INTERAGENCY AGREEMENT WITH DEPARTMENT OF EDUCATION.

“(a) IN GENERAL.—Not later than 2 years after the effective date of the National Apprenticeship Act of 2023, the Secretary (acting through the Administrator) shall—
“(1) enter into an interagency agreement with the Secretary of Education to promote and support integration and alignment of pre-apprenticeship and covered apprenticeship programs with secondary, postsecondary, and adult education and vocational rehabilitation, through the activities described in this section; and
“(2) submit to the Committee on Health, Education, Labor, and Pensions of the Senate and the Committee on Education and the Workforce of the House of Representatives such agreement and any modifications to such agreement.

“(b) ALIGNMENT FOR YOUTH APPRENTICESHIPS.—In order to promote alignment between youth apprenticeship programs and secondary school graduation requirements, the interagency agreement under subsection (a)(1) shall describe how the Secretaries will work to provide—
“(1) information and resources to—

“(A) parents and students to promote, in user-friendly formats and in multiple languages, a better understanding, by not later than middle school, of pre-apprenticeship programs and covered apprenticeship programs and their value in secondary and postsecondary education and career pathways; and

“(B) school leaders (working with academic counselors, teachers, and faculty) about the value of such programs and information on how to effectively align youth apprenticeship programs with secondary and career and technical education programs; and

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

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

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

“(C) facilitate transitions for youth apprentices who have completed their youth apprenticeships into further education, including an associate, baccalaureate, or advanced degree or related apprenticeship opportunities; and


“(c) Apprenticeship College Consortium.—In order to support the establishment of a college consortium of postsecondary educational institutions, including minority-serving institutions, related instruction providers, sponsors, qualified intermediaries, employers, labor organizations, and joint labor-management organizations for the purposes of promoting stronger connections between
pre-apprenticeship or covered apprenticeship programs
and participating 2- and 4-year postsecondary educational
institutions, the interagency agreement under subsection
(a)(1) shall include a description of how the Secretaries
will—

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

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

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

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

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

“(C) support the creation or expansion of easily accessible, low- or no-cost electronic transcripts for apprenticeship programs and all academic content, including related instruction and on-the-job training;

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

“(5) provide to consortium participants or potential participants information regarding—

“(A) a list of apprenticeship programs in related occupations offered in the State or available under the Office of Apprenticeship that may become part of the consortium;
“(B) information on how to develop an apprenticeship program;

“(C) information on Federal, State, and local financial resources available to assist with the establishment and implementation of apprenticeship programs; and

“(D) information on related qualified intermediaries or industry or sector partnerships supporting apprenticeship programs, as applicable; and

“(6) support information regarding the apprenticeship consortium being made available on a publicly accessible website, including—

“(A) a list of participating members of the consortium, apprenticeship programs provided, credentials awarded with each program, and available occupations suitable for apprenticeship; and

“(B) models of articulation agreements, prior learning assessments, and competency-based curriculum for related instruction for illustrative purposes.

“(d) BEST PRACTICE DEVELOPMENT AND SHARING.—
“(1) Dissemination.—The interagency agreement under subsection (a)(1) shall require that the Secretaries disseminate information on the value of pre-apprenticeship and covered apprenticeship programs, including relevant placement, retention, and earnings information, labor market data from the local area, and sector forecasts to determine high-skill, high-wage, or in-demand industry sectors or occupations of such programs, to local education and training providers, labor organizations, or joint labor-management organizations (including those representing teachers).

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

“(A) for improving performance and increasing alignment of secondary and postsecondary education content, programs, and requirements pre-apprenticeship and covered apprenticeship programs; and

“(B) publicly disseminate continuously updated, high-quality information and resources on—
“(i) replicable related instruction and
on-the-job learning; and
“(ii) how to build an understanding of
apprenticeship opportunities available to
students.
“(e) DATA SHARING AGREEMENT.—The Secretaries
shall disseminate best practices for the alignment of edu-
cation records and records of pre-apprenticeship and cov-
ered apprenticeship programs, including information on
program participants who enroll in, complete, and receive
academic credit for postsecondary coursework while par-
ticipating in such a program.
“(f) SECRETARIES DEFINED.—In this section, the
term ‘Secretaries’ means the Secretary of Labor and the
Secretary of Education.

“Subtitle B—Process and Standards for the National Apprentice-
ship System

“SEC. 121. OCCUPATIONS SUITABLE FOR APPRENTICESHIP.
“(a) APPLICATION.—
“(1) IN GENERAL.—For an occupation to be
approved as an occupation suitable for apprentice-
ship by the Administrator under section 111(b)(5),
a person seeking such approval shall submit to the
Administrator an application under paragraph (2)
that demonstrates demand from an employer in the occupation for a covered apprenticeship program in such occupation that will prepare individuals for the a range of skills and competencies needed for such occupation.

“(2) CONTENTS.— An application submitted under paragraph (1) with respect to a covered apprenticeship program in the occupation shall describe how the program will involve the progressive attainment of skills, competencies, and knowledge that are—

“(A) clearly identified and commonly recognized throughout the relevant industry or occupation; and

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

“(b) ASSESSMENT.—

“(1) IN GENERAL.—In assessing under section 111(b)(5) whether a program in an occupation for which an application is submitted under subsection (a) will meet the requirements of subparagraph (A) or (B) of subsection (a)(2), the Administrator shall—
“(A) conduct a comprehensive assessment of the skills, techniques, and competencies required by the occupation, which assesses whether such skills, techniques, and competencies—

“(i) are specialized and acquired optimally through a structured, systematic training program involving close on-the-job supervision and mentoring by subject-matter experts;

“(ii) require—

“(I) at least 2,000 hours of on-the-job learning and mentoring to achieve proficiency in an apprenticeship program; or

“(II) an alternative amount of time for purposes of a pre-apprenticeship or youth apprenticeship;

“(iii) are acquired optimally through a supplementary educational or instructional component conveying theoretical and conceptual knowledge relevant to the occupation;

“(B) determine whether the occupation is an occupation that is commonly recognized throughout an industry or sector; and
“(C) determine the extent to which the skills, competencies, and knowledge required by the occupation comprise only discrete or limited tasks of another occupation that has been approved as an occupation suitable for apprenticeship, rather than the full scope and depth of the skills, competencies, and knowledge of an occupation appropriate for approval as an occupation suitable for apprenticeship.

“(2) Prohibition on Deskillig.—

“(A) In General.—In a case in which the Administrator determines under paragraph (1)(C) that the skills, competencies, and knowledge of the occupation being assessed under paragraph (1)—

“(i) comprise only discrete or limited tasks of another occupation that has been approved as an occupation suitable for apprenticeship; or

“(ii) fail to encompass the full scope and depth of the skills, competencies, and knowledge of an occupation appropriate for approval as an occupation suitable for apprenticeship;
the Administrator may, except as provided in subparagraph (B), determine that the occupation being so assessed is not an occupation suitable for apprenticeship.

“(B) REQUIRED DETERMINATION.—In the case of an occupation being assessed under paragraph (1) that performs work classified in sector 23 or industry 562910 of the most recent publication of the North American Industry Classification System, the Administrator may not determine that such an occupation is an occupation suitable for apprenticeship if such occupation meets the criteria in clause (i) or (ii) of subparagraph (B) with respect to another occupation suitable for apprenticeship.

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

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

“(b) APPRENTICESHIP PROGRAM STANDARDS.—In addition to the standards described in subsection (d), an
1 apprenticeship program shall meet the following stand-
2 ards:

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

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

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

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

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

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

“(B) A process for maintaining appro-
16 priate progress records, including the reviews
17 and evaluations described in subparagraph
18 (A)(iv).
“(C) A description of the organized related instruction the apprentice will receive in technical subjects related to the occupation, which—

“(i) for time-based or hybrid apprenticeship programs, shall include not less than 144 hours for each year of apprenticeship;

“(ii) may be accomplished through classroom instruction, occupational or industry courses, instruction provided through electronic media, or other instruction approved by the registration agency;

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

“(I)(aa) meet technical instructor requirements of the applicable education agency in the State of registration; or

“(bb) are subject matter experts recognized within the industry as having expertise in the occupation; and

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

“(iv) where appropriate and to the extent practicable, shall be aligned to a career pathway; and

“(v) where appropriate and to the extent practicable, shall incorporate the principles of universal design for learning.

“(D) A progressively increasing, clearly defined schedule of wages to be paid to the apprentice that is—

“(i) consistent with competency attainment; and

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

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

“(II) the applicable wage required by other applicable Federal or State laws (including regulations) or by a collective bargaining agreement.

“(E) The term of the apprenticeship program, which may be measured using a hybrid
model, which blends the time-based and competency-based approaches.

“(F) The methods used to measure the skills and competencies of an apprentice, which may include an initial diagnostic assessment or assessment of credentials that verify an individual’s foundational knowledge and skills that would be needed to succeed in an apprenticeship program, and which shall include—

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

“(ii) in the case of a competency-based model, the apprentice’s successful demonstration of acquired skills and knowledge through appropriate means of testing and evaluation for such competencies, and by requiring apprentices to complete a paid on-the-job learning component of the apprenticeship; or

“(iii) in the case of a hybrid apprenticeship, a combination of a specified minimum number of hours of on-the-job learning and the successful demonstration of
competency, as described in clause (ii), and
a work process schedule.

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

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

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

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

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

“(C) establishes the process for assessing an individual apprentice’s demonstration of competency and measurable skill gains associated with the particular interim credential.

“(c) Youth Apprenticeship Program Standards.—In addition to the standards described in subsection (d), a youth apprenticeship program shall meet the following standards:

“(1) The program is designed for youth apprentices who, at the start of the program, are—

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

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

“(ii) disconnected youth.

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

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

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

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

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

“(iv) a description or timeline explaining the periodic reviews and evaluations of the youth apprentice’s performance on the job and in related instruction.

“(B) A process for maintaining appropriate progress records, including the reviews and evaluations described in subparagraph (A)(iv).

“(C) Related classroom-based instruction, which may be fulfilled through dual or concurrent enrollment, and—

“(i) is, to the extent practicable, aligned with secondary school diploma requirements and career clusters; and

“(ii) meets the additional requirements as described in subsection (b)(1)(C).
“(D) A progressively increasing, clearly defined schedule of wages to be paid to the youth apprentice.

“(E) The term of the program, which may be measured using a hybrid model, which blends the time-based and competency-based approaches.

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

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

“(3) The program equally grants advanced standing or credit to all individuals applying for the youth apprenticeship with demonstrated competency or acquired experience, training, or skills, including individuals with disabilities seeking competitive integrated employment.

“(4) In the case of a youth apprenticeship program that chooses to issue an interim credential, the
program meets the requirements of subsection (b)(4).

“(d) GENERAL COVERED APPRENTICESHIP REQUIREMENTS.—Each covered apprenticeship program shall meet the following standards:

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

“(2) The program—

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

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

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

“(3) The program records and maintains all records concerning the program, as may be required by the Secretary, the registration agency of the program, or any other applicable law, including records required under title 38, United States Code, in order for veterans and other individuals eligible for educational assistance under such title to use such assistance for enrollment in the program.
“(4) The program provides—

“(A) all individuals with an equal opportunity to participate in the program as described in section 111(b)(7)(B) and complies with the requirements of the apprenticeship equal opportunity regulations; and

“(B) materials that comply with the most recent final version of the Web Content Accessibility Guidelines (or successor guidelines).

“(5) The program awards a certificate of completion in recognition of successful completion of the program, evidenced by an appropriate certificate issued by the registration agency, and prepares a program participant to obtain a recognized postsecondary credential that is described in the application for the program submitted under section 124(a);

“(6) The program provides that an individual who is to become a program participant under the program enters into a written apprenticeship agreement described in section 123 with the sponsor of the program prior to registering to participate in the program.

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

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

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

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

“(e) Pre-Apprenticeship Program Standards.—A pre-apprenticeship program shall meet the following standards:

“(1) The program is designed to assist individuals who face barriers to entering, or do not meet minimum qualifications for, an apprenticeship program as described in subsection (b)(3) and prepare them to enter and succeed in such an apprenticeship program, including by providing the skills and competency attainment needed to enter the apprenticeship program.

“(2) The program—

“(A) is carried out by an entity that maintains a written agreement with at least one sponsor of a covered apprenticeship program for entry of a pre-apprentice who successfully completes the pre-apprenticeship program into the covered apprenticeship program upon such completion;

“(B) demonstrates the existence of an active, advisory partnership with an industry or sector partnership to inform the training and
education services necessary for a pre-apprenticeship program;

“(C) demonstrates partnerships with qualified intermediaries, community-based organizations, labor organizations, or joint labor-management organizations; and

“(D) provides data requested by the Secretary on the success of the pre-apprenticeship program in preparing participants for a covered apprenticeship program.

“(3) The program includes a written plan developed by the entity carrying out the pre-apprenticeship program that is developed in consultation with the sponsor of the apprenticeship program described in paragraph (2)(A), that—

“(A) provides for paid work-based learning, to the extent practicable and as funding allows, or simulated work experience, which may include an industry or sector partnership and a related instruction provider collaborating to provide training that will introduce participants to the skills, competencies, and materials used in one or more occupations suitable for apprenticeship;
“(B) is based on and aligned with national, State, regional, or local industry standards for high-skill, high-wage, or in-demand industry sectors and occupations and with the requirements of one or more related apprenticeship programs for which the pre-apprenticeship prepares participants;

“(C) to the extent appropriate and practicable, meets the related instruction requirements as described in clauses (ii) through (iv) of subsection (b)(1)(C) that includes enabling an individual to attain a secondary school diploma or its recognized equivalent that enables a pre-apprentice to enter into an apprenticeship program; and

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

“SEC. 123. APPRENTICESHIP AGREEMENTS FOR COVERED APPRENTICESHIPS.

“(a) Universal Template.—To ensure the standards described in subsections (b) through (d) of section 122 are applied to covered apprenticeship programs, the Administrator shall develop a universal template for an
apprenticeship agreement that meets the requirements of this section.

“(b) REQUIREMENTS.—The apprenticeship agreement for each covered apprenticeship program shall—

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

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

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

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

“(5) as required under section 124(b)(3)(B), be completed and submitted, including via electronic submission, by the sponsor to the registration agency and the Administrator.

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

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

“(A) that is time-based, a statement of the number of hours to be spent by the program participant in on-the-job learning and on-the-job training in order to complete the program;
“(B) that is competency-based, a description of the skill sets to be attained by completion of the program, including the on-the-job learning and work components; or

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

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

“(3) a schedule of the work processes in the occupation or industry divisions in which the program participant is to be trained and the approximate time to be spent at each process;

“(4) for apprenticeships or youth apprenticeship programs, the graduated wage scale to be paid
to the apprentices, benefits offered to the apprentices, and how the wages and benefits compare to State, local, or regional wages in the related occupation; and

“(5) demonstration of commitment to and compliance with section 111(b)(7)(B) and the requirements of the apprenticeship equal opportunity regulations.

“(d) COLLECTIVE BARGAINING.—Nothing in an apprenticeship agreement or this Act shall operate to invalidate an applicable provision in a collective bargaining agreement between employers and employees establishing higher standards for covered apprenticeship programs.

“SEC. 124. REGISTRATION OF PROGRAMS UNDER THE NATIONAL APPRENTICESHIP SYSTEM.

“(a) Program Registration Application.—Except as provided in subsection (b)(4) and section 111(b)(10)(E)(ii), each registration agency shall, in accordance with subsection (b) and any regulations promulgated by the Administrator, register any program as a covered apprenticeship program for which a sponsor applying to register such a program submits, including via electronic submission, the information required by the registration agency, including—
“(1) information demonstrating that each of
the applicable requirements of section 122 will be
met for the program;

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

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

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

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

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

“(b) RECOGNITION AND REGISTRATION PROCESS.—

“(1) REVIEW AND APPROVAL PROCESS.—

“(A) PROVISIONAL REGISTRATION RE-
VIEW.—A registration agency that determines
an application to register a program as a reg-
istered a covered apprenticeship program sub-
mitted under subsection (a) meets the require-
ments described in such subsection shall reg-
ister such program for a provisional 1-year pe-
riod beginning not later than 30 days after
such application is submitted. During such pe-
riod, the registration agency shall accept and
record the apprenticeship agreement as evidence
of the program’s compliance and registration to
operate such program.

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

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

“(ii) if the registration agency deter-
mines that the program fails to meet or
comply with the requirements or standards, the registration agency may—

“(I) in accordance with subparagraph (C), extend the provisional registration of the program under subparagraph (A) through the first full training cycle for program participants in the program and conduct an additional provisional review at the conclusion of the training cycle; or

“(II) deregister such program in accordance with the procedures described under paragraph (3) of section 131(d) as if the registration agency made the determination described under paragraph (1)(B) of such section with respect to the program.

“(C) Extended provisional registration.—In the case of a program that has a provisional registration under subparagraph (A) extended under subparagraph (B)(ii)(I), the registration agency shall—

“(i) provide technical assistance described in 131(c) and take corrective ac-
tion for the program described in 131(d)(1)(A); and

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

“(I) if the registration agency determines that the program meets and complies with the standards and requirements, the registration agency shall register the program; or

“(II) if the registration agency determines that the program fails to meet or comply with the requirements or standards, deregister such program in accordance with the procedures described under paragraph (3) of section 131(d) as if the registration agency made the determination described under paragraph (1)(B) of such section with respect to the program.

“(2) CERTIFICATE OF REGISTRATION.—

“(A) IN GENERAL.—A registration agency that registers a program as a covered apprenticeship program under paragraph (1) shall—
“(i) provide the sponsor of the program with a certificate of registration or other written evidence of registration; and

“(ii) as applicable, provide a copy of the certificate of registration, or other written evidence of registration, to the Secretary of Veterans Affairs or the applicable State veterans agency for the purpose of aligning the registration process with the process for registering such program for eligible veterans’ use of supplemental educational assistance benefits.

“(B) Registration name.—A certificate of registration or other written evidence of registration under subparagraph (A)(i) shall be in the name of the sponsor.

“(3) Program participant registration.—A sponsor of a covered apprenticeship program registered in accordance with paragraph (1) shall provide to any individual seeking to be a program participant in the program the opportunity to apply through the sponsor and shall—

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

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

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

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

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

“(c) Modifications or Changes to Covered Ap-
prenticeship Programs.—

“(1) Sponsor proposal.—Any sponsor that
wishes to modify a covered apprenticeship program,
including a modification to the method of the pro-
gram for meeting the standards required under this
Act, shall submit, including via electronic submission
a proposal for the modification to the registration
agency for the program for consideration in accord-
anee with paragraph (2).

“(2) Registration agency requirements.—

“(A) In general.—With respect to a pro-
posal for modification submitted to a registra-
tion agency under paragraph (1), the registra-
tion agency shall, not later than 60 days after
receipt of the proposal—

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

“(ii) notify the sponsor of the deter-
mination.
“(B) Approval of Proposal.—If the proposal is approved, the registration agency shall, not later than 10 days after the date of approval, amend the record of the program to reflect the modification and provide the sponsor with an acknowledgment of the amended program, including by electronic notification.

“(C) Disapproval of Proposal.—If the proposal is not approved, the registration agency shall—

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

“(ii) provide the sponsor with the opportunity to submit a revised proposal under paragraph (1), including providing appropriate technical assistance to modify the proposal in order to meet the requirements of this Act.

“(d) List of Deregistered Programs and Disapproved Proposals.—Each registration agency shall—

“(1) maintain a list of programs that were deregistered under subparagraph (B)(ii)(II) or sub-
paragraph (C)(ii)(II) of subsection (b)(1) and, including the reasons for each such deregistration; and

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

“Subtitle C—Evaluations and Research

“SEC. 131. PROGRAM EVALUATIONS.

“(a) PURPOSE.—The purpose of this section is to provide program performance transparency across covered apprenticeship programs in the National Apprenticeship System, assess the effectiveness of States in achieving positive outcomes for covered apprenticeship program participants served by those programs, and establish performance accountability measures related to program completion and key indicators of performance under the Workforce Innovation and Opportunity Act (29 U.S.C. 3101 et seq.).

“(b) REVIEWS BY REGISTRATION AGENCIES.—

“(1) PERFORMANCE REVIEWS.—

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

“(i) annually collect performance data for each covered apprenticeship program registered under section 124 by such agency to determine—
“(I) the performance of the program with respect to any applicable indicators of performance under section 116(b)(2)(A)(i) of the Workforce Innovation and Opportunity Act (29 U.S.C. 3141(b)(2)(A)(i)) or, in the case of a youth apprenticeship program, section 116(b)(2)(A)(ii) of such Act (29 U.S.C. 3141(b)(2)(A)(ii)); and

“(II) the completion rates of the program;

“(ii) as necessary, provide technical assistance to covered apprenticeship programs for the collection of the information under clause (i) and subparagraph (B)(i);

“(iii) comply with the report requirements under subparagraph (B); and

“(iv) provide data collected under clause (i) and subparagraph (B), disaggregated in accordance with clause (ii) of subparagraph (B), to the independent entity conducting the evaluations on behalf of the Secretary under section 132.
“(B) Reports.—

“(i) In general.—The registration agency for a State shall annually prepare and submit to the Administrator a State performance report that contains the information described in clause (iii) and, with respect to each covered apprenticeship program registered by such registration agency under section 124, includes the following:

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

“(II) The disaggregated (in accordance with clause (ii)) percentages of program participants from the program as compared to the disaggregated (in accordance with such clause) percentages within the working age population in the geographical area from which the sponsor usually seeks or reasonably could seek program participants and who meet
the minimum eligibility requirements for entry into the program.

“(III) The percentage of program participants from the program that obtained unsubsidized employment in a field related to the occupation suitable for apprenticeship of the program participant.

“(IV) The average time to completion for the program as compared to the description in the agreement under paragraphs (1) and (2) of section 123(c).

“(V) The average cost per participant of the program during the most recent program year and, as applicable, the 3 preceding program years.

“(VI) The percentage of program participants from the program who received supportive services.

“(ii) DISAGGREGATION.—The performance data described in subclauses (I) through (VI) of clause (i) shall be disaggregated—
“(I) by the program type (apprenticeship or youth apprenticeship) involved; and

“(II) by race, ethnicity, sex, age, veteran status, disability status, and membership in a population specified in section 3(24) of the Workforce Innovation and Opportunity Act (29 U.S.C. 3102(24)).

“(iii) STATE ACTIVITIES.—The information described in this clause is information on the activities of the registration agency required under section 113(c), including the uses of funds with respect to such activities.

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

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

“(2) COMPREHENSIVE PROGRAM REVIEWS.—

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

“(B) TIMING OF REVIEWS.—A review described in subparagraph (A) with respect to a program shall—

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

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

“(C) REVIEW.—A review described in subparagraph (A) with respect to a program shall be a comprehensive review regarding all aspects of the program performance, including—
“(i) determining whether the registration agency is receiving notification from the sponsor of the program regarding individuals who are registered as new program participants under the program, or who successfully complete the program;

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

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

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

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

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

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

“(2) assistance in the development of a performance improvement plan to take corrective action if the registration agency determines, pursuant to any review under subsection (b)(2), that the program—

“(A) is not in compliance with the requirements of this Act or fails to meet an applicable quality standard under section 122; or

“(B) is achieving levels of performance on any indicator described in subclause (I) or (II) of subsection (b)(1)(A)(i) that is lower than the State goals established under section 113(c)(7)(A)(i) for any program year.
“(d) Deregistration of an Apprenticeship Program.—

“(1) In general.—After completion of a review under subsection (b)(2) with respect to a covered apprenticeship program, the registration agency may—

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

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

“(2) Determination regarding deregistration.—

“(A) In general.—For purposes of paragraph (1)(B), the registration agency shall determine a program should be deregistered in accordance with paragraph (3) if the registration agency determines that the program dem-
onstrates, as described in subparagraph (B), persistent and significant failure to perform successfully.

“(B) PERSISTENT AND SIGNIFICANT FAILURE TO PERFORM SUCCESSFULLY.—For purposes of subparagraph (A), a program demonstrates a persistent and significant failure to perform successfully if—

“(i) the sponsor of the program consistently fails to register at least 1 program participant in the program;

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

“(iii) the program shows no indication of improvement in the areas identified by the registration agency under subsection (c), including in the performance improvement plan under paragraph (1) of such subsection;
“(iv) the program demonstrates an ongoing pattern of very low completion rates over a period of 3 years;

“(v) the sponsor has not administered the program in accordance with the program’s registration application under section 124 or with the requirements of this Act.

“(3) DEREGISTRATION.—

“(A) NOTIFICATION AND HEARING.—If a registration agency makes a determination under paragraph (1)(B) with respect to a program, the registration agency shall notify the Secretary and the sponsor of the determination in writing and permit the sponsor to appeal such determination to an Administrative Law Judge for the Department of Labor. The registration agency shall transmit to the Secretary a report containing all pertinent facts and circumstances concerning the determination, including findings and a recommendation for deregistration, and copies of all relevant documents and records. If the sponsor does not request the hearing within 15 days after receiving
such notification, the registration agency shall
deregister the program.

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

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

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

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

“(I) relates to an apprentice; and

“(II) requires the registration
agency’s approval; and
“(iv) that all program participants are referred to the registration agency for information about potential transfers to other covered apprenticeship programs.

“SEC. 132. NATIONAL APPRENTICESHIP SYSTEM RESEARCH.

“(a) Research.—The Secretary, acting through the Chief Evaluation Officer of the Department of Labor, shall conduct research for the purpose of improving the management and effectiveness of the pre-apprenticeship and covered apprenticeship programs and activities carried out under this Act and to assist in the evaluation of the programs under section 131.

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

“(c) Contents.—Such research shall address—

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

“(A) improve the skill and employment competencies of participants in comparison to comparably situated individuals who did not participate in such programs and activities;
“(B) to the extent feasible, increase the levels of total employment, of attainment of recognized postsecondary credentials, and of measurable skills, above the levels that would have existed in the absence of such programs and activities;

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

“(D) demonstrate a return on investment of Federal, State, local, sponsor, employer, and other funding for pre-apprenticeship and covered apprenticeship programs, capturing the full level of investment in, and impact of, such programs; and

“(E) regularly assess the impact of such programs in effectively increasing the participation of nontraditional apprenticeship populations, such as women, minorities, individuals with disabilities, long-term unemployed, individuals impacted by the criminal and juvenile justice system, foster and former foster youth, and individuals with barriers to employment;
“(2) the impact of the National Apprenticeship Act of 2023 on the general effectiveness of pre-apprenticeship and covered apprenticeship programs, including on the implementation of policies such as dual or concurrent enrollment programs or advanced standing;

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

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

“(d) REPORTS.—

“(1) ENTITY.—The Secretary shall require the entity carrying out the research under subsection (a) to prepare and submit to the Secretary a final report containing the results of the research, including policy recommendations.

“(2) REPORTS TO CONGRESS.—Not later than 60 days after receipt of the final report described in paragraph (1), the Secretary shall submit each report to the Committee on Health, Education, Labor, and Pensions of the Senate and the Committee on Education and the Workforce of the House of Representatives.
“(e) Public Access.—Not later than 60 days after the receipt of the interim report and the receipt of the final report, the Secretary shall make each such report available on a publicly accessible website.

“(f) Demonstration and Pilot Project Authority.—

“(1) In general.—The Secretary, acting through the Administrator, may, from funds described in paragraph (4), provide grants to entities to carry out demonstration or pilot projects relating to innovative strategies for increasing the number of apprentices in high-skill, high-wage, and in-demand nontraditional apprenticeship industries or occupations.

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

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

“(B) be limited in size and scope;

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

“(D) comply with any applicable law of any State, or political subdivision of any State or jurisdiction, described in section 6.
“(3) Waiver Authority.—The Secretary is authorized to waive, for any entity carrying out a demonstration or pilot project under paragraph (1), any statutory or regulatory requirements under this Act, except for the requirements in the apprenticeship equal opportunity regulations, that would otherwise prevent such an entity from using grant funds received under such paragraph for such project.

“(4) Evaluation and Assessment.—At the conclusion of a demonstration or pilot project under paragraph (1) and prior to any further Federal funding for such a project, such project shall be evaluated and assessed by the Secretary, acting through the Chief Evaluation Officer of the Department of Labor, on the ability of the project to ensure successful program outcomes.

“(5) Funding.—The Secretary may, from the funding authorized under section 141(a), use not more than $1,000,000 annually to carry out paragraph (1).

“Subtitle D—General Provisions

“SEC. 141. AUTHORIZATION OF APPROPRIATIONS.

“(a) Office of Apprenticeship.—There are authorized to be appropriated to carry out sections 111, 112, 131, and 132—
“(1) $50,000,000 for fiscal year 2025;
“(2) $60,000,000 for fiscal year 2026;
“(3) $70,000,000 for fiscal year 2027;
“(4) $80,000,000 for fiscal year 2028; and
“(5) $90,000,000 for fiscal year 2029.

“(b) INTERAGENCY AGREEMENT.—There are author-
ized to be appropriated to carry out section 114—
“(1) $10,000,000 for fiscal year 2025;
“(2) $12,000,000 for fiscal year 2026;
“(3) $14,000,000 for fiscal year 2027;
“(4) $16,000,000 for fiscal year 2028; and
“(5) $18,000,000 for fiscal year 2029.

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

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

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

“Any sponsor of a youth apprenticeship program
shall be exempt from section 4 of the Age Discrimination
of such youth apprenticeship program.
“TITLE II—MODERNIZING THE
NATIONAL APPRENTICESHIP
SYSTEM FOR THE 21ST CENTURY

“SEC. 201. AWARD REQUIREMENTS.

“(a) Authority.—

“(1) In general.—The Administrator shall
make awards to eligible entities on a competitive
basis for apprenticeship modernization projects for 1
or more of the following purposes:

“(A) Creation and expansion activities.—To expand the offerings of programs
under the National Apprenticeship System—

“(i) to create new apprenticeship pro-
grams in a nontraditional apprenticeship
occupation, such as apprenticeship pro-
grams for which the eligible entity dem-
onstrates demand in advanced manufac-
turing (including semiconductor manufac-
turing, biomanufacturing, and automotive
manufacturing), cybersecurity and infor-
mation technology, computer science, envi-
ronmental protection, conservation, trans-
portation, health care (including home- and
community-based services), or education
(including early childhood education), or another in-demand industry sector or occupation;

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

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

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

“(v) through a Rural Apprenticeship Demonstration Program (referred to in this section and section 202 as the ‘Rural Program’) established by the Administrator—

“(I) to create or expand covered apprenticeship programs or pre-apprenticeship programs that target or serve individuals and workforce needs in a low-density area (referred to individually in this section and section 202 as a ‘rural apprenticeship program’), that lacks road connections, in which communities are accessible only by water or air, or that is located 50
road miles from a metropolitan statistical area; or

“(II) to create a rural apprenticeship program in a low-density area that has zero program participants.

“(B) ENCOURAGING EMPLOYER PARTICIPATION.—To encourage employer participation in covered apprenticeship programs or pre-apprenticeship programs—

“(i) that include individuals with barriers to employment and nontraditional apprenticeship populations, in apprenticeship, pre-apprenticeship, or youth apprenticeship programs;

“(ii) that are in social service-related in-demand industry sectors or occupations such as industry sectors or occupations related to direct care workers and early childhood, elementary school, and secondary school educators; or

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

“(C) INTERMEDIARY AWARDS.—To establish or expand to significant scale industry sector-based or occupation-based partnerships for
the development or expansion of covered apprenticeship programs or pre-apprenticeship programs through—

“(i) national industry qualified intermediaries in in-demand industry sectors and occupations, including manufacturing (including semiconductor manufacturing, biomanufacturing, and automotive manufacturing), information technology, cybersecurity, health care, insurance and finance, energy, hospitality, retail, construction, care, education, and other industry sectors identified by the Administrator (with the advice of the Advisory Committee) as targeted for expansion under the National Apprenticeship System;

“(ii) national equity qualified intermediaries serving nontraditional apprenticeship populations; or

“(iii) local or regional qualified intermediaries serving covered apprenticeship programs or pre-apprenticeship programs.

“(D) EDUCATIONAL ALIGNMENT.—To strengthen alignment between entities carrying out covered apprenticeship programs or pre-ap-
prenticeship programs, and education and training providers serving secondary, postsec-
ondary, or adult education systems, including aligning degree and credential requirements.

“(2) DURATION.—

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

“(B) EXTENSION.—

“(i) IN GENERAL.—The eligible entity may apply for, and the Administrator may grant, an extension of the period of the award for a period of the same length as the initial award period (subject to the availability of funds for obligation) if the recipient makes the demonstration described in clause (ii).

“(ii) DEMONSTRATION.—To obtain the extension, a recipient shall demonstrate to the Administrator that the recipient—

“(I) has effectively implemented an apprenticeship modernization project to achieve its stated purpose
as described in subsections (e) and (f);

“(II) has fulfilled the duties stated in the certification described in subsection (e)(9); and

“(III) has improved applicable outcomes, as demonstrated through indicators referred to in subparagraphs (C) through (I) of section 203(a)(1).

“(C) Rural program awards.—The Administrator shall make an award under this section for a purpose described in paragraph (1)(A)(v) for a period of not more than 5 years.

“(b) Funding requirements.—

“(1) Matching funds not required.—The Administrator shall not require, as a condition of awarding funds under this section, an eligible entity to provide matching funds, but may increase the amount of funds so awarded to an eligible entity that provided matching funds.

“(2) Sources of any matching funds.—Such eligible entity may make the matching funds available directly or through donations from non-
Federal organizations, in cash or in kind, fairly evaluated.

“(c) PRIORITY AND DISTRIBUTION.—

“(1) PRIORITY.—In making awards under this section, the Administrator shall give priority to an eligible entity—

“(A) proposing to serve in covered apprenticeship programs or pre-apprenticeship programs assisted through the apprenticeship modernization program a high number or high percentage of program participants who are from nontraditional apprenticeship populations; and

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

“(2) GEOGRAPHIC DISTRIBUTION.—In making awards under this section, the Administrator shall, to the extent practicable, ensure a geographically diverse distribution of such awards, including a geographically diverse distribution among regions of the country and among urban, suburban, and rural areas.

“(d) ELIGIBLE ENTITY.—To be eligible to apply for an award under this title, an entity shall—
“(1) demonstrate a partnership with entities or officials from two or more categories consisting of—

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

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

“(C) a State apprenticeship agency;

“(D) an Indian Tribe or Tribal organization;

“(E) a professional association that sponsors or participates in a covered apprenticeship program or pre-apprenticeship program, an industry or sector partnership, a group of employers, or a trade association;

“(F) a Governor, including acting through one or more State agencies;

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

“(H) a nonprofit entity, such as a community-based organization that assists program participants in accessing supportive services;

“(I) a State vocational rehabilitation agency, meaning a designated State agency or designated State unit, as the case may be, as such
terms are defined in section 7 of the Rehabilitation Act of 1973 (29 U.S.C. 705); or

“(J) a qualified intermediary; and

“(2) to the extent practicable—

“(A) be part of an industry or sector partnership;

“(B) partner with a labor organization or joint labor-management organization; and

“(C) demonstrate long-term financial stability of the covered apprenticeship program or pre-apprenticeship program assisted through the project to be carried out through the award, without the need for additional Federal funding.

“(e) General Application Requirements.—To be eligible to receive an award under this section for an apprenticeship modernization project, an entity shall submit to the Administrator an application that includes a description of each of the following:

“(1) Each purpose, as listed in a clause, or in subparagraph (D), of subsection (a)(1), for which the applicant intends to use such award.

“(2) Each entity with which the eligible entity is partnered or engaged under subsection (d) and
the role of each such entity in carrying out the apprenticeship modernization project.

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

“(A) to enroll, instruct, advance, and graduate program participants in the covered apprenticeship program or pre-apprenticeship program assisted through the award, and enable the program participants to gain employment after program completion;

“(B) to support (including by providing technical assistance) program sponsors and employers (especially small- and medium-sized businesses) in the creation of, recruitment for, and execution of covered apprenticeship programs or pre-apprenticeship programs; and

“(C) to provide opportunities to rural communities, as applicable.

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

“(A) in the case of an apprenticeship modernization project described in subsection (a)(1)(A), the need to create or expand the covered apprenticeship program or pre-apprenticeship program assisted through the award; and
“(B) a plan to align the covered apprenticeship program or pre-apprenticeship program assisted through the award with the labor market needs of high-skill, high-wage, or in-demand industry sectors or occupations.

“(5) A plan—

“(A) to comply with requirements for reports under section 203;

“(B) as appropriate, to coordinate activities assisted under the award with activities carried out under the Carl D. Perkins Career and Technical Education Act of 2006 (20 U.S.C. 2301 et seq.), the Elementary and Secondary Education Act of 1965 (20 U.S.C. 6301 et seq.), the Higher Education Act of 1965 (20 U.S.C. 1001 et seq.), the Workforce Innovation and Opportunity Act (29 U.S.C. 3101 et seq.), the Individuals with Disabilities Education Act (20 U.S.C. 1400 et seq.), title I of the Rehabilitation Act of 1973 (29 U.S.C. 720 et seq.), and any related Federal programs and if appropriate, how funds provided under those Acts or related programs will be leveraged in support of the covered apprenticeship program or pre-apprenticeship program assisted by the award;
“(C) to use funds awarded under this section in support of that program, as described in section 202;

“(D) to continue the program after the period of the award ends;

“(E) to recruit and retain program participants, including program participants from nontraditional apprenticeship populations, such as women, minorities, Indigenous people, individuals with disabilities, formerly incarcerated individuals, and individuals with barriers to employment;

“(F) to ensure the program participants are able to access supportive services, as applicable; and

“(G) to comply with the diversity and equal opportunity requirements described in section 111(b)(7)(B), the apprenticeship equal opportunity regulations, and the requirements for complaint resolution under section 113(c)(5), as applicable.

“(6) For any award to expand an existing covered apprenticeship program or pre-apprenticeship program, a description of—
“(A) a plan to coordinate the apprenticeship modernization project carried out under the award with the existing program; and

“(B) the effectiveness of the covered apprenticeship program or pre-apprenticeship program to be expanded under the award, including demonstrations of programmatic components such as program costs to employers and to program participants, completion and placement rates, credential attainment, diversity in program participant populations served, any increases in program participant wages and benefits, and services provided to employers and program participants.

“(7) A description of potential program participants in the covered apprenticeship program or pre-apprenticeship program assisted under the award and strategies to support recruitment, retention, and completion for such program participants, including, to the extent practicable, nontraditional apprenticeship populations and individuals with barriers to employment.

“(8) A description of strategies to recruit and support employers involved in the covered apprenticeship program or pre-apprenticeship program.
“(9) A certification that the eligible entity will, for the covered apprenticeship program or pre-apprenticeship program involved—

“(A) provide information to the Administrator, as requested, for such evaluations as the Administrator may carry out, including data on program completion rates, rates of placement in unsubsidized employment in a field related to the occupation in which the program participants worked during the program, and wage rates of program completers;

“(B) make program performance data collected under section 131 for the covered apprenticeship program or pre-apprenticeship program assisted under the award available (in accordance with applicable data privacy laws, including section 444 of the General Education Provisions Act (20 U.S.C. 1232g)) to independent evaluators to enable the evaluators to prepare the reports described in paragraph (1) of section 203(a); and

“(C) coordinate the apprenticeship modernization project carried out under the award with a State apprenticeship agency, if such agency exists in the State where the eligible en-
entity is applying for an award or carrying out
the project, or the State office of apprentice-
ship.

“(f) ADDITIONAL APPLICATION REQUIREMENTS.—
The Administrator shall require an eligible entity applying
for an award under this title to include as part of the enti-
ty’s application referred to in subsection (e) the following
information, as applicable:

“(1) CREATION AND EXPANSION ACTIVITIES.—

“(A) NEW APPRENTICESHIP PROGRAMS.—
An eligible entity applying to create a new ap-
prenticeship program and carry out the purpose
described in subsection (a)(1)(A)(i) shall in-
clude as part of the application a description of
employers, and as applicable, labor organiza-
tions or joint labor-management organizations,
engaged in the program creation.

“(B) EXPANDING APPRENTICESHIP PRO-
grams.—An eligible entity applying to expand
an existing apprenticeship program and carry
out the purpose described in subsection
(a)(1)(A)(ii) shall include as part of the appli-
cation a description of employers, and as appli-
cable, labor organizations or joint labor-man-
agement organizations, engaged in the program expansion.

“(C) CREATING OR EXPANDING PRE-AP-
PRENTICESHIP PROGRAMS.—An eligible entity applying to create or expand a pre-apprentice-
ship program and carry out the purpose de-
scribed in subsection (a)(1)(A)(iii) shall include as part of the application a description of—

“(i) a partnership between the eligible entity and at least one sponsor of an app-
renticeship program; and

“(ii) an existing partnership with an employer, and as applicable, a labor orga-
nization or joint labor-management organi-
ization, acting in either an advisory capac-
ity or actively participating in the pre-ap-
renticeship program.

“(D) CREATING OR EXPANDING YOUTH APPRENTICESHIP PROGRAMS.—An eligible enti-
ty applying to create or expand a youth appren-
ticeship program and carry out the purpose de-
scribed in subsection (a)(1)(A)(iv) shall include as part of the application a description of—

“(i) an existing partnership with at least one secondary school offering related
instruction for the youth apprenticeship program, with—

“(I) integration into the academic content of the secondary school diploma requirements; or

“(II) demonstrated plans for integration of related instruction into that academic content; and

“(ii) an existing partnership with an employer acting in either an advisory capacity or actively participating in the youth apprenticeship program.

“(E) CREATING OR EXPANDING RURAL APPRENTICESHIP PROGRAMS.—An eligible entity applying to create or expand a rural apprenticeship program and carry out the purpose described in subsection (a)(1)(A)(v) shall include as part of the application a description of how the program will address workforce needs.

“(2) ENCOURAGING EMPLOYER PARTICIPATION.—

“(A) INDIVIDUALS WITH BARRIERS TO EMPLOYMENT AND NONTRADITIONAL APPRENTICESHIP POPULATIONS.—An eligible entity applying to encourage employer participation in a
covered apprenticeship program or pre-apprenticeship program that includes individuals with barriers to employment and nontraditional apprenticeship populations and carry out the purpose described in subsection (a)(1)(B)(i) shall include as part of the application a description of—

“(i) specific strategies to target individuals with barriers to employment and nontraditional apprenticeship populations, and target employers, for participation in the program; and

“(ii) a partnership with organizations that assist program participants in accessing supportive services to support recruitment, retention, and completion of the program by program participants.

“(B) INDIVIDUALS CURRENTLY OR RECENTLY INCARCERATED.—An eligible entity applying to encourage employer participation in an apprenticeship program or pre-apprenticeship program that targets individuals currently or recently incarcerated and carry out the purpose described in subsection (a)(1)(B)(i) shall
include as part of their application a description
of—

“(i) a plan to assist the program participants in obtaining the documentation
and work authorization necessary to participate in the program involved;

“(ii) a partnership with an organization that will assist program participants
in accessing activities to improve financial literacy and supportive services;

“(iii) how the assessment used to support the placement of potential program
participants into the program accurately reflects the program participants’ skills
and competencies;

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

“(v) a partnership with organizations that support—

“(I) the transition from incarceration to re-entry, such as organizations that provide assistance with
housing, transportation, child care, and legal services; and

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

“(vi) wages and benefits offered to program participants that are commensurate with wages and benefits for similar work in the State or local area, as allowable; and

“(vii) alignment of the program described in the application with the requirements and benefits of the Federal Bonding Program of the Department of Labor and the Prison Industry Enhancement Certification Program of the Bureau of Justice Assistance of the Department of Justice for employers participating in apprenticeship or pre-apprenticeship programs.

“(C) SOCIAL SERVICE-RELATED IN-DEMAND INDUSTRY SECTORS AND OCCUPATIONS.—An eligible entity applying to encourage employer participation in a covered apprenticeship program or pre-apprenticeship program in a social service-related in-demand industry
sector or occupation and carry out the purpose
described in subsection (a)(1)(B)(ii) shall in-
clude as part of the application a description of
wages and benefits offered to program partici-
pants.

“(D) SMALL- AND MEDIUM-SIZED BUSI-
NESSSES.—An eligible entity applying to encour-
age employer participation, by small- and me-
edium-sized businesses, in a covered apprentice-
ship program or pre-apprenticeship program,
and carry out the purpose described in sub-
section (a)(1)(B)(iii) shall include as part of the
application a description of demonstrated suc-
cess in engaging small- and medium-sized busi-
nesses (such as small businesses owned or con-
trolled by underrepresented individuals such as
women, minorities, or veterans) and the ability
to recruit employers to participate in related
partnerships or programs.

“(3) INTERMEDIARY AWARDS.—

“(A) SUPPORTING NATIONAL INDUSTRY
AND EQUITY INTERMEDIARIES.—An eligible en-
tity applying to carry out a purpose described
in clause (i) or (ii) of subsection (a)(1)(C) for
the development or expansion of covered ap-
prenticeship programs or pre-apprenticeship
programs, shall include as part of the applica-
tion a description of the ability of such entity
to convene, for the purposes of developing or
expanding the programs, a diverse group of in-
dustry-specific stakeholders, which may include
employers, workforce development organiza-
tions, industry associations, labor groups (in-
cluding joint labor-management organizations),
small businesses owned or controlled by under-
represented individuals such as women, minori-
ties, or veterans, and education and training
providers with national reach.

“(B) Serving programs in a local or
regional setting.—An eligible entity apply-
ing to carry out the purpose described in sub-
section (a)(1)(C)(iii) for the development or ex-
pansion of covered apprenticeship programs or
pre-apprenticeship programs shall include as
part of the application a description of how
such entity will—

“(i) engage employers, especially
small- and medium-sized businesses, in the
formation or ongoing development of in-
dustry or sector partnerships and covered
apprenticeship programs or pre-apprenticeship programs;

“(ii) identify the industry or sector partnerships that will be served, and demonstrate alignment to high-skill, high-wage, or in-demand industry sectors or occupations;

“(iii) leverage additional resources, including funding provided through Federal and non-Federal resources, for the activities; and

“(iv) provide services to sponsors of the programs and program participants.

“(4) EDUCATIONAL ALIGNMENT.—An eligible entity applying to carry out the purpose described in subsection (a)(1)(D) shall include as part of the application a description—

“(A) that demonstrates the entity is in a partnership with—

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

“(II) an industry or sector partnership; and

“(ii) at least 1 of—
“(I) an educational service agency;

“(II) a secondary school or high school;

“(III) a local educational agency;

“(IV) State educational agency;

“(V) an Indian Tribe, Tribal organization, Tribal educational agency, Tribally controlled college or university, or Tribally controlled postsecondary career and technical institution, as applicable;

“(VI) a postsecondary educational institution;

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

“(VIII) a State higher education agency, as defined in section 103 of the Higher Education Act of 1965 (20 U.S.C. 1003); and

“(B) of a commitment to aligning or increasing the alignment of the related instruction with—
“(i) the requirements for a secondary school diploma or its recognized equivalent, which may be fulfilled through a dual or concurrent enrollment program; or

“(ii) the requirements for a recognized postsecondary credential, including the degree requirements for an associate’s or bachelor’s degree at an accredited postsecondary educational institution.

“(g) Waivers.—

“(1) Low-density areas.—The Secretary may waive the requirements of subsection (e)(4) for an entity if the entity demonstrates that it serves an area described in subsection (a)(1)(A)(v).

“(2) Rural apprenticeship programs.—

“(A) Ratios of participants to supervisors.—

“(i) In general.—For the period of 10 years beginning on the date of enactment of the National Apprenticeship Act of 2023, the requirements of section 122(d)(7) shall not apply to an entity if the entity demonstrates that it carries out a rural apprenticeship program under the Rural Program.
“(ii) high-hazard industries and occupations.—Clause (i) does not apply to an entity carrying out such an apprenticeship program in a high-hazard industry or occupation, including an occupation classified in sector 23 of the most recent publication of the North American Industry Classification System.

“(B) geographic distribution requirements.—The Secretary may waive the geographic distribution requirements of subsection (c)(2) for an entity if the entity demonstrates that it carries out a rural apprenticeship program under the Rural Program.


“(a) general activities.—An eligible entity that receives an award under section 201 for an apprenticeship modernization project—

“(1) for such an award for an activity described in section 201(a)(1)(A), shall use at least 10 percent of the award funds to directly provide services for or arrange for the provision of services through contracts or cooperative agreements for, or provide direct financial assistance to, apprentices, pre-apprentices, or youth apprentices, to support their financial
needs, to enter, remain enrolled in, and complete the covered apprenticeship program or pre-apprenticeship program assisted through the apprenticeship modernization project, such as support for the related costs of supplies and equipment, assessment or licensure fees, courses, transportation, child care, dependent care, internet access, and housing;

“(2) except for an award under section 201 for an activity described in section 201(a)(1)(A)(v), shall use at least 5 percent of the award funds to conduct outreach, engagement, recruitment, and coordination of activities with employers, industry associations, labor and joint labor-management organizations, qualified intermediaries, education and training providers, local or State workforce agencies, potential sponsors, community-based organizations, communities with high numbers or percentages of nontraditional apprenticeship populations, small- and medium-sized and employee-owned businesses, or rural communities, to establish or expand industry or sector partnerships and the covered apprenticeship program or pre-apprenticeship program involved; and

“(3) may use award funds for any of the following activities:
“(A) To establish or expand partnerships with organizations that provide to program participants in a covered apprenticeship program or pre-apprenticeship program referred to in paragraph (1), access to financial planning, mentoring, and supportive services that are necessary to enable an individual to participate in and complete the program.

“(B) To conduct outreach and recruitment activities for individuals who are potential program participants, including assessments of such individuals for, and enrollment of such individuals in, the program.

“(C) To carry out requirements for the award, including reporting requirements.

“(D) To conduct any activities as described in the application that would advance the purposes of the award.

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

“(b) ADDITIONAL USES OF FUNDS.—

“(1) CREATION OR EXPANSION ACTIVITIES.—

“(A) APPRENTICESHIP PROGRAM CRE-
under section 201 for an activity described in section 201(a)(1)(A)(i) shall use such funds to create a new apprenticeship program, which may include—

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

“(ii) applying national guidelines for apprenticeship standards to the State or local labor market and employer needs;

“(iii) aligning the new program with existing apprenticeship programs;

“(iv) acquiring appropriate equipment, technology, and instructional materials aligned with needs addressed by the new program, including machinery, testing equipment, tools, implements, hardware and software, assistive or adaptive technology, and other new and emerging instructional materials; and

“(v) investing in supportive services for program participants enrolled in an existing apprenticeship program or an apprenticeship program created under this title.
“(B) Apprenticeship Program Expansion.—An eligible entity that receives funds under section 201 for an activity described in section 201(a)(1)(A)(ii) shall use such funds to expand an existing apprenticeship program, which may include—

“(i) expanding and enhancing related instruction;

“(ii) conducting outreach to and engagement with employers for the purposes of the program expansion, including outreach and engagement for creation or expansion of industry or sector partnerships;

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

“(iv) building awareness of apprenticeship program opportunities for State and local workforce development, education, and economic development entities; and

“(v) investing in supportive services for program participants enrolled in an existing apprenticeship program or an ap-
prenticeship program expanded under this title.

“(C) Pre-apprenticeship programs.— An eligible entity that receives funds under section 201 for an activity described in section 201(a)(1)(A)(iii) shall use such funds to create a new pre-apprenticeship program or expand an existing pre-apprenticeship program, which may include—

“(i) coordinating pre-apprenticeship program activities with the sponsor of an apprenticeship program in a high-skill, high-wage, or in-demand industry sector or occupation, including the creation or expansion of work-based learning opportunities, and establishing articulation agreements for those who successfully complete a pre-apprenticeship to earn academic credit and enroll in an apprenticeship program;

“(ii) creating, expanding, or integrating related instruction and work-based learning, which may include training in the workplace, and supporting partnerships to create opportunities for pre-apprentices to
earn academic credit at a postsecondary educational institution for skills and competencies acquired during the pre-apprenticeship program;

“(iii) providing program participants with career exploration and career planning activities and with exploration of postsecondary opportunities, including apprenticeship programs;

“(iv) with respect to program participants without a secondary school diploma or its recognized equivalent, paying the costs affiliated with acquiring such equivalent, and the costs of any related assessments of potential pre-apprentices or active pre-apprentices, including assessments that would verify the attainment of foundational knowledge and skills necessary to succeed in an apprenticeship program;

“(v) development or expansion of partnerships with organizations that assist program participants in accessing supportive services, which may include access during the 12-month period after the con-
clusion of the pre-apprenticeship program involved;

“(vi) paying the cost of related instruction or assessment or licensure fees associated with the pre-apprenticeship program, as appropriate;

“(vii) providing stipends to pre-apprentices enrolled in a pre-apprenticeship program to cover costs or out-of-pocket expenses resulting from the program such as assessments and fees for industry-recognized credentials or driver’s licenses during the time of that enrollment; or

“(viii) creating or expanding industry or sector partnerships to support the pre-apprenticeship program and to provide additional opportunities to the pre-apprentices.

“(D) YOUTH APPRENTICESHIP PROGRAMS.—An eligible entity that receives funds under section 201 for an activity described in section 201(a)(1)(A)(iv) shall use such funds to create a new youth apprenticeship program or expand an existing youth apprenticeship program, which may include—
“(i) paying for the costs associated with curriculum development and alignment of that curriculum with recognized postsecondary credentials (which may be industry-recognized credentials), secondary school promotion or graduation requirements, and related instruction, including curriculum development for dual or concurrent enrollment;

“(ii) providing to employers and, to the extent practicable, labor organizations and joint labor-management organizations, technical assistance to support the participation of youth apprentices under the age of 21 who are enrolled in secondary school;

“(iii) integrating work-based and academic learning, which may include training in the workplace;

“(iv) providing program participants with career exploration and career planning activities and with exploration of postsecondary opportunities such as apprenticeship programs;

“(v) providing technical assistance to support the participation of small- and me-
diurn-sized businesses in the youth apprenticeship program;

“(vi) developing or expanding partnerships with organizations that assist program participants in accessing supportive services, which may include access during the 12-month period after the conclusion of the youth apprenticeship program;

“(vii) providing teachers, career guidance and academic counselors, school leaders, school administrators, specialized instructional support personnel, and para-professionals with professional development opportunities to build an understanding of apprenticeship opportunities available to students, including experiential opportunities like externships; or

“(viii) providing stipends to youth apprentices enrolled in a youth apprenticeship program to cover costs of out-of-pocket expenses resulting from the program for fees for driver’s licenses during the time of that enrollment.

“(E) RURAL APPRENTICESHIP PROGRAMS.—To facilitate participation in a rural
apprenticeship program, an eligible entity that receives funds under section 201 for an activity described in section 201(a)(1)(A)(v)—

“(i) shall use the funds to provide assistance to program participants enrolled in a rural apprenticeship program to cover costs including—

“(I) costs of housing;

“(II) costs of transportation to and from the work site or another rural apprenticeship program site;

“(III) costs of child care and elder care, fees associated with the attainment of a driver’s license, and out-of-pocket expenses incurred as a result of participation in the rural apprenticeship program;

“(IV) technology and internet connectivity costs and costs of programs to facilitate remote and distance learning; and

“(V) costs approved by the State apprenticeship agency or State office of apprenticeship to meet the goals of the Rural Program;
“(ii) shall use the funds to provide assistance to education and training providers in a rural apprenticeship program to cover costs described in clause (i);

“(iii) if the entity carries out an existing covered apprenticeship program or pre-apprenticeship program in a low-density area described in section 201(a)(1)(A)(v), may use the funds to expand (including addressing barriers to participation in) the existing covered apprenticeship program or pre-apprenticeship program; and

“(iv) if the entity receives an award under the Rural Program to create a new rural apprenticeship program in a low-density area—

“(I) may use the funds to pay for collaborative activities with an entity carrying out an existing covered apprenticeship program or pre-apprenticeship program in that low-density area; and

“(II) shall use the funds to coordinate activities with each such existing entity so that the new rural ap-
prenticeship program does not duplicate the activities of the entity or create redundant activities.

“(2) Incentive Funds.—

“(A) Individuals with Barriers to Employment or Nontraditional Apprenticeship Populations.—An eligible entity that receives funds under section 201, for an activity described in section 201(a)(1)(B)(i) that includes individuals with barriers to employment and nontraditional apprenticeship populations, shall use such funds to encourage employer participation in a covered apprenticeship program or pre-apprenticeship program, which may include—

“(i) providing financial assistance to employers to assist in paying for costs related to the covered apprenticeship program or pre-apprenticeship program involved, such as the costs of training incumbent workers for participation as mentors or employees supervising on-the-job learning or the costs of reasonable accommodations for individuals with disabilities;
“(ii) assisting in paying for the cost of related instruction, assessment or licensure fees, or wages during related instruction for program participants; and

“(iii) establishing or expanding partnerships with organizations that assist program participants in accessing supportive services to support recruitment, retention, and completion, including providing access to supplies and equipment necessary to begin the program.

“(B) **INDIVIDUALS IMPACTED BY THE JUSTICE SYSTEM.**—An eligible entity that receives funds under section 201 for an activity described in section 201(a)(1)(B)(i) that targets formerly incarcerated individuals shall use such funds to encourage employer participation in a covered apprenticeship program or pre-apprenticeship program, which may include—

“(i) providing financial assistance to employers to assist in paying for costs related to the program, such as the costs of training incumbent workers for participation as mentors or employees supervising on-the-job learning or the costs of reason-
able accommodations for individuals with disabilities; or

“(ii) assisting in paying for the cost of related instruction, assessment or licensure fees, or wages during related instruction for program participants.

“(C) Social service-related in-demand industry sectors and occupations.—An eligible entity that receives funds under section 201 for an activity described in section 201(a)(1)(B)(ii) shall use such funds to encourage employer participation in a covered apprenticeship program or pre-apprenticeship program in social service-related in-demand industry sectors or occupations which may include—

“(i) providing financial assistance to employers to assist in paying for costs related to the program, such as the costs of training incumbent workers for participation as mentors or employees supervising on-the-job learning or the costs of reasonable accommodations for individuals with disabilities;
“(ii) assisting in paying for the cost of related instruction, assessment or licensure fees, or wages during related instruction for program participants;

“(iii) establishing or expanding partnerships with organizations that assist program participants in accessing supportive services to support recruitment, retention, and completion, including providing access to supplies and equipment necessary to begin the program; or

“(iv) aligning such program with career pathways and opportunities for advancement along such career pathways.

“(D) IN-DEMAND INDUSTRY SECTOR OR OCCUPATION AWARDS FOR SMALL- AND MEDIUM-SIZED BUSINESSES.—An eligible entity that receives funds under section 201 for an activity described in section 201(a)(1)(B)(iii) shall use such funds to encourage participation of small- and medium-sized businesses in a covered apprenticeship program or pre-apprenticeship program, which may include—

“(i) providing financial assistance to employers to assist in paying for costs re-
lated to the program, such as the costs of training incumbent workers for participation as mentors or employees supervising on-the-job learning or the costs of reasonable accommodations for individuals with disabilities;

“(ii) assisting in paying for the cost of related instruction or assessment or licensure fees for program participants;

“(iii) providing technical assistance to small- and medium-sized businesses on the program registration process and on leveraging other available funds to support carrying out the program; or

“(iv) establishing or expanding partnerships to support development or expansion of a covered apprenticeship program or pre-apprenticeship program, including establishing or expanding industry or sector partnerships to ensure inclusion of small- and medium-sized businesses.

“(3) INTERMEDIARY AWARDS.—

“(A) NATIONAL INDUSTRY AND EQUITY INTERMEDIARIES.—A qualified intermediary described in clause (i) or (ii) of section
201(a)(1)(C) that receives funds under section 201 for an activity described in section 201(a)(1)(C) shall use such funds to carry out activities at a national level for the development or expansion of a covered apprenticeship program or pre-apprenticeship program, which may include—

“(i) creating partnerships and developing collaborative activities with employers, workforce development organizations, industry associations, labor organizations, and education and training providers to help multiple employers make education and training more affordable and accelerate the expansion of a covered apprenticeship program or pre-apprenticeship program;

“(ii) assisting employers in expanding a covered apprenticeship program or pre-apprenticeship program, developing either such program, and working together to create a pipeline of skilled workers;

“(iii) increasing the participation and completion of nontraditional apprenticeship populations in a covered apprenticeship
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program or pre-apprenticeship program, which may include—

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

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

“(iv) providing national activities to increase awareness of and access to the program, including providing strategic marketing and outreach, technology improvements, and innovations, that make it easier for employers to start such a program and for individuals to connect with program opportunities;

“(v) developing and disseminating training or related instruction that is associated with the program or is for curriculum improvements that align with the requirements of the program and related learning assessments; or

“(vi) providing industry employees or potential employees with a clear understanding of future career paths and the
skills needed to succeed, along with cost-effective ways of acquiring those skills through the program.

“(B) LOCAL INTERMEDIARIES.—A qualified intermediary described in section 201(a)(1)(C)(iii) that receives funds under section 201 for an activity described in section 201(a)(1)(C) shall use such funds to carry out activities at a local or regional level for the development or expansion of a covered apprenticeship program or pre-apprenticeship program through the establishment or expansion of an industry or sector partnership, which may include—

“(i) providing training or related instruction that is associated with the covered apprenticeship program or pre-apprenticeship program, or is for curriculum improvements that align with the requirements of the program and related learning assessments;

“(ii) engaging with local education and training providers to support, for the program, related instruction aligned with the needs of high-skill, high-wage, or in-de-
mand industry sectors and occupations, and to the extent practicable, support the provision of academic credit for related instruction for the program;

“(iii) providing services, including business engagement, classroom instruction, and development of partnerships with organizations that assist program participants in accessing supportive services (which may include access during the 12-month period after the conclusion of the other activities of the program);

“(iv) providing technical assistance on the registration process for a sponsor of the program;

“(v) connecting businesses, labor organizations, or joint labor-management organizations with education and training providers to develop related instruction to complement the on-the-job learning portion of the program;

“(vi) training incumbent workers for participation as mentors or employees supervising on-the-job learning in the program; and
“(vii) providing career exposure, career planning, and career awareness activities for program participants.

“(4) Educational Alignment Awards.—An eligible entity that receives funds under section 201 for an activity described in section 201(a)(1)(D) shall use such funds to strengthen alignment between sponsors of a covered apprenticeship program or pre-apprenticeship program, and education and training providers in secondary, postsecondary, or adult education systems, including alignment relating to diploma (or its recognized equivalent), degree, and credential requirements, which may include—

“(A) creating curricula or aligning the related instruction for the covered apprenticeship program or pre-apprenticeship program to requirements for a secondary school diploma (or its recognized equivalent) or an associate’s or bachelor’s degree, including through providing for—

“(i) dual enrollment in a youth apprenticeship program and a program for such a diploma or degree, with academic credit toward the diploma or degree from
participation in the youth apprenticeship program;

“(ii) articulation agreements; or

“(iii) credit transfer agreements;

“(B) creating or expanding career pathways aligned with the covered apprenticeship program or pre-apprenticeship program;

“(C) providing teachers, career guidance and academic counselors, school leaders, school administrators, specialized instructional support personnel, and paraprofessionals with professional development opportunities to build an understanding of opportunities in the covered apprenticeship program or pre-apprenticeship program available to students and enable individuals receiving the professional development to incorporate such opportunities into academic content and offerings;

“(D) offering assessments of prior learning, and encouraging arrangements that include credit for prior learning to grant advanced standing in the covered apprenticeship program or pre-apprenticeship program, and academic credit towards an associate’s or bachelor’s degree; and
“(E) training incumbent workers for participation as mentors or employees supervising on-the-job learning in the program.

“(5) COORDINATION OF ACTIVITIES.—An eligible entity that receives funds under section 201 to create a new apprenticeship program, pre-apprenticeship program, or youth apprenticeship program shall use such funds to coordinate activities with existing sponsors of apprenticeship programs, pre-apprenticeship programs, or youth apprenticeship programs, respectively in the State so that the new program does not duplicate the activities of the sponsor or create redundant activities.

“SEC. 203. EVALUATIONS OF ACTIVITIES.

“(a) RECIPIENT REPORTS.—Each recipient of an award under this title shall—

“(1) provide for an annual report and for a final report at the conclusion of the award period, which may include—

“(A) a description of how the funds received through the award were used and how the uses of funds aligned with the description in the application specified in section 201(e)(5)(C);
“(B) in the case of an eligible entity that is required to report data under section 131(b)(1), the data collected under such section for the programs involved on an annual basis;

“(C) the total number of active program participants served through covered apprenticeship programs and pre-apprenticeship programs assisted under the apprenticeship modernization project;

“(D) the total number of program participants in those programs that obtained unsubsidized employment in a field related to the occupation in which the program participants worked during the covered apprenticeship program or pre-apprenticeship program;

“(E) the total number of program participants that—

“(i) completed those programs in which the program participants were enrolled; and

“(ii) with respect to program participants in pre-apprenticeship programs, successfully transitioned to a registered apprenticeship program;
“(F) the average time for a program participant to complete each of those programs, as compared to the hours required by program standards described under paragraphs (1) and (2) of section 123(c);

“(G) for each of those programs, the average cost per program participant during the most recent program year and the 3 preceding program years;

“(H) for each of those programs, the percentage of program participants who received support services; and

“(I) the performance data described in subparagraphs (A) through (H), disaggregated—

“(i) by the program type (apprenticeship, pre-apprenticeship, or youth apprenticeship program) involved; and

“(ii) by race, ethnicity, sex, age, and whether the program participant is an individual with a barrier to employment; and

“(2) submit each report under paragraph (1)—

“(A) to the registration agency involved; and

“(B) to the Administrator.
“(b) **Administrator and Chief Evaluation Officer Evaluations.**—

“(1) **In general.**—The Administrator, in conjunction with the Chief Evaluation Officer of the Department of Labor, shall prepare—

“(A) not later than 36 months after the date of enactment of the National Apprenticeship Act of 2023, an interim evaluation on the activities carried out under awards made under this title; and

“(B) not later than 60 months after the date of enactment of the National Apprenticeship Act of 2023, a final evaluation containing the results of those activities.

“(2) **Contents.**—Such evaluations shall address, for the apprenticeship modernization project carried out under each award under this title, the general effectiveness of the activities of the project in relation to their cost, including the extent to which the activities—

“(A) improve the participation in, retention in, and completion of covered apprenticeship programs or pre-apprenticeship programs assisted through the project, by nontraditional apprenticeship populations;
“(B) to the extent feasible, increase the levels of total employment, of attainment of recognized postsecondary credentials, and of measurable skills, by program participants in the covered apprenticeship program or pre-apprenticeship program assisted by the project above the levels that would have existed in the absence of such activities;

“(C) respond to the needs reflected in State, regional, or local labor market data;

“(D) prepare such program participants for high-skill, high-wage, or in-demand industries or occupations; and

“(E) reach a wide variety of industry sectors and occupations.

“(3) Reports to Congress.—Not later than 60 days after the completion of the interim evaluation and the final evaluation described in this subsection, the Administrator shall submit to the Committee on Education and the Workforce of the House of Representatives and the Committee on Health, Education, Labor, and Pensions of the Senate an interim report summarizing the findings of the interim evaluation, and a final report summa-
rizing the findings of the final evaluation, respectively.

“(4) Public Access.—The Administrator shall make the interim and final reports available on a publicly accessible website not later than 60 days after the completion of the interim report and not later than 60 days after the completion of the final report, respectively.

“SEC. 204. AUTHORIZATION OF APPROPRIATIONS.

“(a) In General.—There is authorized to be appropriated to carry out this title—

“(1) $350,000,000 for fiscal year 2025;
“(2) $450,000,000 for fiscal year 2026;
“(3) $550,000,000 for fiscal year 2027;
“(4) $650,000,000 for fiscal year 2028; and
“(5) $750,000,000 for fiscal year 2029.

“(b) Reservation for Rural Apprenticeship Demonstration Program.—For each fiscal year specified in subsection (a), the Secretary shall reserve $40,000,000 from the amount appropriated under subsection (a), to carry out section 201(a)(1)(A)(v).

“(c) Additional Funds.—Amounts appropriated pursuant to subsection (a) shall be available to carry out this title in addition to any other funds appropriated or
made available to the Department of Labor under other laws (other than this title) to carry out this title.

“SEC. 205. DEFINITIONS.

“In this title:

“(1) APPRENTICESHIP MODERNIZATION PROJECT.—The term ‘apprenticeship modernization project’ means a set of activities described in a clause, or subparagraph (D), of section 201(a)(1) for which an eligible entity receives an award under section 201.

“(2) AWARD.—The term ‘award’ means a grant, contract, cooperative agreement, or other agreement.

“(3) EXISTING, NEW.—The terms ‘existing’ and ‘new’, used with respect to a program, initiative, or partnership, means a program, initiative, or partnership (respectively) that existed or was new (respectively) as of the date of the corresponding application under section 201.

“(4) INDIGENOUS PERSON.—The term ‘Indigenous person’ means—

“(A) an Indian, as defined in section 4 of the Indian Self-Determination and Education Assistance Act (25 U.S.C. 5304); and
“(B) a Native Hawaiian, as defined in section 6207 of the Elementary and Secondary Education Act of 1965 (20 U.S.C. 7517).

“(5) SUPPORTIVE SERVICES.—The term ‘supportive services’ means services such as transportation, child care, dependent care, housing, and needs-related payments, that are necessary to enable an individual to participate in activities authorized under this title.”.