

116TH CONGRESS
1ST SESSION

H. R. 4965

To promote effective registered apprenticeships, for skills, credentials, and employment, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

OCTOBER 31, 2019

Mr. POCAN (for himself, Mr. ESPAILLAT, Mr. SIRES, Mr. CARSON of Indiana, Mr. LEVIN of Michigan, Ms. ESHOO, Ms. LEE of California, Mr. LUJÁN, Mr. THOMPSON of Mississippi, Mrs. WATSON COLEMAN, Mrs. LAWRENCE, Mr. HIGGINS of New York, Mrs. AXNE, Mr. LAMB, Mr. KILDEE, Mr. SOTO, Mr. DAVID SCOTT of Georgia, Ms. HAALAND, Mrs. DINGELL, Mr. KILMER, Mr. EVANS, Ms. NORTON, Ms. SLOTKIN, Mr. PALLONE, Mr. CISNEROS, Mr. SABLAN, Mr. JOHNSON of Georgia, Mr. RASKIN, Ms. SCHAKOWSKY, Mr. CROW, Mr. LANGEVIN, Mr. MCGOVERN, Mr. COURTNEY, Mr. MORELLE, Mr. SERRANO, Mr. VARGAS, Ms. ROYBAL-ALLARD, Mr. DESAULNIER, Mr. TAKANO, Mr. ROSE of New York, Mr. LOWENTHAL, Mr. MICHAEL F. DOYLE of Pennsylvania, Ms. VELÁZQUEZ, Mr. VISCLOSKY, Ms. JAYAPAL, Mr. KRISHNAMOORTHY, Ms. TLAIB, Mr. GRIJALVA, Mr. KHANNA, Ms. DELAURO, Mr. CARBAJAL, Ms. DELBENE, Ms. BONAMICI, Mr. SUOZZI, Mr. RYAN, Mr. CÁRDENAS, and Ms. CLARKE of New York) introduced the following bill; which was referred to the Committee on Education and Labor

A BILL

To promote effective registered apprenticeships, for skills, credentials, and employment, and for other purposes.

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

1 **SECTION 1. SHORT TITLE AND TABLE OF CONTENTS.**

2 (a) **SHORT TITLE.**—This Act may be cited as the
 3 “Leveraging Effective Apprenticeships to Rebuild Na-
 4 tional Skills Act” or the “LEARNS Act”.

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

Sec. 1. Short title and table of contents.

Sec. 2. Findings and purposes.

Sec. 3. Definitions.

TITLE I—PROMOTING REGISTERED APPRENTICESHIPS

Sec. 101. Promoting registered apprenticeship programs.

Sec. 102. Promoting integration with postsecondary education.

TITLE II—PROGRAM DEVELOPMENT AND ENHANCEMENT

Sec. 201. Expanding registered apprenticeship programs.

7 **SEC. 2. FINDINGS AND PURPOSES.**

8 (a) **FINDINGS.**—Congress finds the following:

9 (1) A highly skilled workforce is necessary to
 10 compete in the global economy, support economic
 11 growth, and maintain the standard of living of the
 12 United States.

13 (2) The apprenticeship model is a longstanding,
 14 on-the-job training and education model that pre-
 15 pares workers for the skill demands of particular oc-
 16 cupations and employers while, at the same time,
 17 providing the workers with recognized, portable cre-
 18 dentials, and wages while in training.

19 (3) The registered apprenticeship program
 20 model has been successful in skilled trade industries,

1 including construction and manufacturing, as well as
2 service industries, such as health care, and holds
3 great potential for expansion into other industries.

4 (4) Registered apprenticeships are becoming in-
5 creasingly innovative and diverse in their designs,
6 partnerships, timeframes, and use of emerging con-
7 cepts such as competency-based learning, and will
8 continue to evolve to meet emerging skill require-
9 ments, while maintaining high standards and qual-
10 ity.

11 (5) Registered apprenticeship programs are an
12 essential element of an effective workforce develop-
13 ment system and help individuals attain a recognized
14 postsecondary credential, contributing to their per-
15 sonal economic sustainability.

16 (6) According to a report from the Georgetown
17 University Center on Education and the Workforce,
18 by 2020 the United States will face a shortage of
19 5,000,000 workers with recognized postsecondary
20 credentials.

21 (7) According to a 2012 report from the Annie
22 E. Casey Foundation, youth employment in the
23 United States has reached the lowest point since
24 World War II. More than 6,000,000 young people

1 ages 16 through 24 are disconnected from school
2 and work.

3 (8) A 2012 evaluation of registered apprentice-
4 ship programs in 10 States by Mathematica Policy
5 Research found that—

6 (A) individuals who completed registered
7 apprenticeship programs earned over \$240,000
8 more over their careers than individuals not
9 participating in such apprenticeship programs;

10 (B) the estimated social benefits of reg-
11 istered apprenticeship programs, including addi-
12 tional productivity of apprentices and the reduc-
13 tion in governmental expenditures as a result of
14 reduced use of unemployment compensation and
15 public assistance, exceeded the costs of the pro-
16 grams by more than \$49,000 per program; and

17 (C) the tax return on every Federal Gov-
18 ernment dollar invested in registered appren-
19 ticeship programs was \$27.

20 (b) PURPOSES.—The purposes of this Act are—

21 (1) to increase the number of highly skilled
22 workers in the United States, particularly in in-de-
23 mand industry sectors and occupations;

24 (2) to increase the attainment of recognized
25 postsecondary credentials by participants;

1 (3) to increase awareness about the value of the
2 registered apprenticeship program model as an effective
3 earn-and-learn model for students, workers, and
4 employers;

5 (4) to support the development and expansion
6 of registered apprenticeship programs with employ-
7 ers, joint labor-management partnerships, trade and
8 professional associations, and other program spon-
9 sors, that offer jobs that lead to economic self-suffi-
10 ciency;

11 (5) to support the development and expansion
12 of effective pre-apprenticeship programs that lead to
13 success in a registered apprenticeship program;

14 (6) to support a closer alignment between reg-
15 istered apprenticeship programs, the workforce de-
16 velopment system, career and technical education,
17 and postsecondary education, including institutions
18 of higher education; and

19 (7) to support innovative models of effective
20 work-based learning.

21 **SEC. 3. DEFINITIONS.**

22 In this Act:

23 (1) ADMINISTRATOR.—The term “Adminis-
24 trator” means the Administrator of the Office of Ap-
25 prenticeship appointed under section 101(a).

1 (2) CAREER PATHWAY.—The term “career
2 pathway” has the meaning given the term in section
3 3 of the Workforce Innovation and Opportunity Act
4 (29 U.S.C. 3102).

5 (3) EDUCATIONAL SERVICE AGENCY.—The
6 term “educational service agency”—

7 (A) has the meaning given the term in sec-
8 tion 8101 of the Elementary and Secondary
9 Education Act of 1965 (20 U.S.C. 7801); and

10 (B) includes a collaborative of those agen-
11 cies.

12 (4) HIGH SCHOOL.—The term “high school”
13 means a nonprofit institutional day or residential
14 school that—

15 (A) provides secondary education, as deter-
16 mined under State law;

17 (B) grants a diploma, as defined by the
18 State; and

19 (C) includes, at least, grade 12.

20 (5) IN-DEMAND INDUSTRY SECTOR OR OCCUPA-
21 TION.—The term “in-demand industry sector or oc-
22 cupation” has the meaning given the term in section
23 3 of the Workforce Innovation and Opportunity Act
24 (29 U.S.C. 3102).

1 (6) LOCAL AND STATE WORKFORCE DEVELOP-
2 MENT BOARDS.—The terms “local workforce devel-
3 opment board” and “State workforce development
4 board” have the meanings given the terms “local
5 board” and “State board”, respectively, in section 3
6 of the Workforce Innovation and Opportunity Act
7 (29 U.S.C. 3102).

8 (7) NATIONAL APPRENTICESHIP SYSTEM.—The
9 term “national apprenticeship system” means the
10 collective group of registered apprenticeship pro-
11 grams and pre-apprenticeship programs in the Na-
12 tion (including the rules and regulations governing
13 the 2 types of programs).

14 (8) POSTSECONDARY EDUCATIONAL INSTITU-
15 TION.—The term “postsecondary educational institu-
16 tion” means an institution of higher education, as
17 defined in section 102 of the Higher Education Act
18 of 1965 (20 U.S.C. 1002).

19 (9) PRE-APPRENTICESHIP PROGRAM.—The
20 term “pre-apprenticeship program” means a pro-
21 gram or set of strategies that—

22 (A) is designed to prepare individuals to
23 enter and succeed in a registered apprenticeship
24 program;

1 (B) is carried out by an eligible entity
2 (meaning an entity described in section
3 101(b)(2)(C) that has an application approved
4 under section 101(b)(3)) that has a documented
5 partnership with at least 1 sponsor of a reg-
6 istered apprenticeship program; and

7 (C) includes each of the following elements:

8 (i) Training (including a curriculum
9 for the training), aligned with industry
10 standards and reviewed and approved an-
11 nually by sponsors of the registered ap-
12 prenticeships within the documented part-
13 nership, that will prepare individuals by
14 teaching the skills and competencies need-
15 ed to enter one or more registered appren-
16 ticeship programs.

17 (ii) Provision of hands-on training and
18 theoretical education to individuals that—

19 (I) accurately simulates the in-
20 dustry and occupational conditions of
21 the registered apprenticeship program
22 described in subparagraph (B);

23 (II) is carried out in a manner
24 that includes proper observation of su-
25 pervision and safety protocols; and

1 (III) is carried out in a manner
2 that does not displace a paid em-
3 ployee.

4 (iii) A formal agreement with a spon-
5 sor of a registered apprenticeship program
6 that would enable participants who suc-
7 cessfully complete the pre-apprenticeship
8 program to enter directly into the reg-
9 istered apprenticeship program (if a place
10 in the program is available), and includes
11 agreements concerning earning credit rec-
12 ognized by a postsecondary educational in-
13 stitution for skills and competencies ac-
14 quired during the pre-apprenticeship pro-
15 gram.

16 (10) **RECOGNIZED POSTSECONDARY CREDEN-**
17 **TIAL.**—The term “recognized postsecondary creden-
18 tial” has the meaning given the term in section 3 of
19 the Workforce Innovation and Opportunity Act (29
20 U.S.C. 3102).

21 (11) **REGISTERED APPRENTICESHIP PRO-**
22 **GRAM.**—The term “registered apprenticeship pro-
23 gram” means a program registered under the Act of
24 August 16, 1937 (commonly known as the “National

1 Apprenticeship Act”; 50 Stat. 664, chapter 663; 29
2 U.S.C. 50 et seq.).

3 (12) SECRETARY.—Except as provided in sec-
4 tion 102 or as otherwise modified, the term “Sec-
5 retary” means the Secretary of Labor, acting
6 through the Administrator.

7 (13) SPONSOR.—The term “sponsor” means an
8 employer, joint labor-management partnership, trade
9 association, professional association, labor organiza-
10 tion, or other entity that administers a registered
11 apprenticeship program.

12 **TITLE I—PROMOTING** 13 **REGISTERED APPRENTICESHIPS**

14 **SEC. 101. PROMOTING REGISTERED APPRENTICESHIP PRO-** 15 **GRAMS.**

16 (a) ESTABLISHMENT OF THE OFFICE OF APPREN-
17 TICESHIP.—

18 (1) OFFICE.—There is established, in the Em-
19 ployment and Training Administration of the De-
20 partment of Labor, an Office of Apprenticeship.

21 (2) ADMINISTRATOR.—The Office shall be
22 headed by an Administrator of the Office of Appren-
23 ticeship appointed by the Assistant Secretary for
24 Employment and Training. The Assistant Secretary
25 shall appoint an individual who has the dem-

1 onstrated knowledge of registered apprenticeship
2 programs necessary to serve as the Administrator.

3 (3) RESPONSIBILITIES.—The Administrator,
4 through the Office of Apprenticeship, shall carry out
5 responsibilities including—

6 (A) determining whether an apprenticeship
7 program meets the requirements to become a
8 registered apprenticeship program and main-
9 tains the standards necessary to remain a reg-
10 istered apprenticeship program;

11 (B) managing the national apprenticeship
12 system;

13 (C) carrying out activities under subsection
14 (b) to promote effective pre-apprenticeship pro-
15 grams;

16 (D) promoting awareness about registered
17 apprenticeship programs, including carrying out
18 activities under subsection (c);

19 (E) engaging in regular updates of the reg-
20 istration process, ensuring that such process is
21 easily accessible and efficient for use by spon-
22 sors of registered apprenticeship programs;

23 (F) regularly engaging with the National
24 Advisory Committee on Apprenticeships and en-
25 sure that the required reports of the Committee

1 are submitted to the Secretary and transmitted
2 to Congress;

3 (G) promoting greater diversity in reg-
4 istered apprenticeship programs and pre-ap-
5 prenticeship programs, including by promoting
6 outreach to underrepresented populations,
7 youth, and veterans and supporting the develop-
8 ment of apprenticeship models;

9 (H) providing for evaluations and research,
10 as described in subsection (e);

11 (I) providing technical assistance to spon-
12 sors of registered apprenticeship programs, en-
13 tities who are interested in developing and be-
14 coming sponsors of registered apprenticeship
15 programs, and eligible entities carrying out pre-
16 apprenticeship programs; and

17 (J) coordinating and aligning registered
18 apprenticeship programs with other Federal
19 education and training programs, including
20 those authorized under the Workforce Innova-
21 tion and Opportunity Act (29 U.S.C. 3101 et
22 seq.) and the Carl D. Perkins Career and Tech-
23 nical Education Act of 2006 (20 U.S.C. 2301
24 et seq.).

1 (b) SUPPORTING THE DEVELOPMENT OF PRE-AP-
2 PRENTICESHIP PROGRAMS.—

3 (1) SUPPORT.—The Secretary shall support the
4 development of pre-apprenticeship programs.

5 (2) GRANTS.—

6 (A) IN GENERAL.—Using funds available
7 under subsection (f), the Secretary shall make
8 grants on a competitive basis to eligible entities
9 to provide the Federal share of the cost of car-
10 rying out projects that support that develop-
11 ment.

12 (B) PERIOD.—The Secretary shall make
13 initial grants under this paragraph for periods
14 of not more than 3 years, except that if an eli-
15 gible entity demonstrates satisfactory perform-
16 ance under paragraph (6) by the end of that
17 third year, the Secretary may extend the grant
18 period up to an additional 1 year for that enti-
19 ty.

20 (C) ELIGIBLE ENTITY.—To be eligible to
21 receive a grant from the Secretary under this
22 subsection, an entity shall be a public-private
23 partnership consisting of—

24 (i) a local educational agency, high
25 school, area career and technical school (as

1 defined in section 3 of the Carl D. Perkins
2 Career and Technical Education Act of
3 2006 (20 U.S.C. 2302)), educational serv-
4 ice agency (as defined in section 8101 of
5 the Elementary and Secondary Education
6 Act of 1965 (20 U.S.C. 7801)), 2- or 4-
7 year postsecondary educational institution,
8 or collaborative of such entities;

9 (ii) in a State with a State entity rec-
10 ognized by the Secretary of Labor to reg-
11 ister apprenticeship programs in that
12 State, that entity;

13 (iii) an industry or business, con-
14 sisting of an employer, a group of employ-
15 ers, a trade association, a professional as-
16 sociation, or an entity that sponsors a reg-
17 istered apprenticeship program;

18 (iv) a State workforce development
19 board or local workforce development
20 board; and

21 (v) to the maximum extent prac-
22 ticable—

23 (I) a labor organization associ-
24 ated with the industry or occupation

1 related to the pre-apprenticeship pro-
2 gram involved; and

3 (II) a community-based organiza-
4 tion that provides pre-apprenticeship
5 programs, as appropriate.

6 (3) APPLICATIONS.—To be eligible to receive a
7 grant from the Secretary under this subsection, an
8 entity shall submit an application to the Secretary at
9 such time, in such manner, and containing such in-
10 formation as the Secretary may require, including—

11 (A) a description of the training and cur-
12 riculum described in section 3(9)(C)(i), and how
13 the proposed pre-apprenticeship program makes
14 individuals who successfully complete the pre-
15 apprenticeship program qualified to enter into
16 an established registered apprenticeship pro-
17 gram;

18 (B) evidence that there are or will be suffi-
19 cient openings available in the registered ap-
20 prenticeship program referenced in subpara-
21 graph (A) to enable the registered apprentice-
22 ship program sponsor to place into a cor-
23 responding registered apprenticeship those indi-
24 viduals who successfully complete the pre-ap-
25 prenticeship program;

1 (C) information about the entity that dem-
2 onstrates the existence of an active, advisory
3 partnership between the partners described in
4 paragraph (2)(C) and the capacity, of a train-
5 ing and education provider in the entity, to pro-
6 vide the training and education services nec-
7 essary for a pre-apprenticeship program; and

8 (D) information about the proposed pre-
9 apprenticeship program that demonstrates—

10 (i) that the program is in an in-de-
11 mand industry or occupation in the region
12 in which the project is located;

13 (ii) the use of integrated work-based
14 and academic learning that may include
15 training in the workplace;

16 (iii) the inclusion of career exploration
17 focused activities, such as job shadowing,
18 career information activities, and résumé
19 preparation, in the program;

20 (iv) if the entity carrying out the
21 project includes a high school, that the
22 model to be used for the program leads to
23 a high school diploma for participants
24 without such a diploma;

1 (v) how the pre-apprenticeship pro-
2 gram is aligned with and leverages re-
3 sources of career and technical education
4 programs, programs and services author-
5 ized under the Workforce Innovation and
6 Opportunity Act (29 U.S.C. 3101 et seq.),
7 or activities of entities that provide sup-
8 portive services for participants in pre-ap-
9 prenticeship programs; and

10 (vi) that the project aligns with an es-
11 tablished registered apprenticeship pro-
12 gram, including that the model used for
13 the program leads to the attainment of
14 skills and competencies necessary for en-
15 trance into the registered apprenticeship
16 program for participants.

17 (4) USE OF FUNDS.—

18 (A) IN GENERAL.—An eligible entity that
19 receives a grant under this subsection shall use
20 the grant funds to carry out a project that im-
21 plements a pre-apprenticeship program.

22 (B) REQUIRED ACTIVITIES.—The eligible
23 entity shall use the grant funds—

1 (i) to pay for the cost of training or
2 education associated with the pre-appren-
3 ticeship program;

4 (ii) for curriculum development that
5 align with the requirements of the appro-
6 priate registered apprenticeship programs
7 and learning assessments;

8 (iii) to maintain a connection between
9 the pre-apprenticeship program and reg-
10 istered apprenticeship program;

11 (iv) for assessments of potential par-
12 ticipants for, and enrollment of the partici-
13 pants in, the pre-apprenticeship program;
14 and

15 (v) to conduct evaluations described in
16 paragraph (6)(B).

17 (C) ALLOWABLE ACTIVITIES.—The eligible
18 entity may use the grant funds for—

19 (i) teacher training, including pro-
20 viding externship opportunities for teachers
21 to learn about the skill needs of the indus-
22 try or occupation that the pre-apprentice-
23 ship program focuses on;

24 (ii) stipends for participants during
25 work-based training in the program; or

1 (iii) coordination of activities under
2 this subsection with activities carried out
3 under the Carl D. Perkins Career and
4 Technical Education Act of 2006 (20
5 U.S.C. 2301 et seq.) or the Workforce In-
6 novation and Opportunity Act (29 U.S.C.
7 3101 et seq.).

8 (5) FEDERAL SHARE.—

9 (A) IN GENERAL.—The Federal share of
10 the cost described in paragraph (2)(A) shall be
11 75 percent.

12 (B) NON-FEDERAL SHARE.—The eligible
13 entity may contribute the non-Federal share of
14 the cost in cash or in-kind, fairly evaluated, in-
15 cluding plant, equipment, or services.

16 (6) PERFORMANCE.—

17 (A) MEASURES.—The Secretary shall iden-
18 tify a set of common measures that, at a min-
19 imum, include measures of entry into a reg-
20 istered apprenticeship program and that are
21 aligned with performance accountability meas-
22 ures described in section 116(c) of the Work-
23 force Innovation and Opportunity Act (29
24 U.S.C. 3141(c)) for the local workforce develop-
25 ment area (meaning a local area, as defined in

1 section 3 of that Act) and with corresponding
2 measures under the Carl D. Perkins Career and
3 Technical Education Act of 2006 (20 U.S.C.
4 2301 et seq.), as appropriate.

5 (B) EVALUATIONS.—Each eligible entity
6 that receives a grant to carry out a project
7 under this subsection shall arrange for another
8 qualified entity to conduct an evaluation, or
9 shall participate in a Department of Labor
10 sponsored evaluation, of the project using the
11 identified common measures, and shall, to the
12 extent practicable, cooperate with the evaluator
13 in any evaluations of activities carried out
14 under this section.

15 (C) EXTENSIONS.—The Secretary shall
16 use the results of an evaluation for a project to
17 determine whether to extend the grant period,
18 or renew a grant, for the project under para-
19 graph (2)(B).

20 (c) PROMOTING AWARENESS OF REGISTERED AP-
21 PRENTICESHIP PROGRAMS.—

22 (1) IN GENERAL.—To promote awareness about
23 registered apprenticeship programs, the Secretary,
24 in cooperation with the Secretary of Education and
25 the Secretary of Commerce, shall ensure that timely,

1 current information about the value of registered ap-
2 prenticeship programs in the labor market is made
3 available through a range of widely accessible for-
4 mats and venues. The information shall be made
5 available to businesses, trade associations, profes-
6 sional associations, students, parents, workers, edu-
7 cational institutions, workforce and economic devel-
8 opment organizations, and State and local elected of-
9 ficials.

10 (2) INFORMATION FOR STATE AND LOCAL
11 WORKFORCE DEVELOPMENT BOARDS.—To promote
12 awareness about registered apprenticeship programs
13 within the workforce development system, the Sec-
14 retary shall disseminate information on the value of
15 registered apprenticeship programs, to State and
16 local workforce development boards described in sub-
17 section (b)(2)(C)(iv), which information shall in-
18 clude—

19 (A) a list of registered apprenticeship pro-
20 grams in the State involved;

21 (B) guidance for training staff of the
22 workforce development system within the State
23 on the value of registered apprenticeship pro-
24 grams, including relevant placement, retention

1 and earnings information, as a training option
2 for participants;

3 (C) guidance on how individual training
4 accounts under section 134(e)(3) of the Work-
5 force Innovation and Opportunity Act (29
6 U.S.C. 3174(c)(3)) could be used by partici-
7 pants for a registered apprenticeship program;
8 and

9 (D) guidance on how performance account-
10 ability measures under section 116 of the
11 Workforce Innovation and Opportunity Act (29
12 U.S.C. 3141) apply to participants in registered
13 apprenticeship programs, including relevant
14 placement, retention and earnings information.

15 (3) INFORMATION FOR EMPLOYERS, TRADE AS-
16 SOCIATIONS, PROFESSIONAL ASSOCIATIONS, INDUS-
17 TRY GROUPS AND LABOR ORGANIZATIONS.—To pro-
18 mote awareness about registered apprenticeship pro-
19 grams to workers and employers, the Secretary, in
20 cooperation with the Secretary of Commerce, shall
21 provide information about the value of registered ap-
22 prenticeship programs, including relevant placement,
23 retention and earnings information, through the one-
24 stop delivery systems described in section 121 of the
25 Workforce Innovation and Opportunity Act (29

1 U.S.C. 3151), to employers, trade associations, pro-
2 fessional associations, industry groups, and labor or-
3 ganizations, which information shall include, at a
4 minimum—

5 (A) a list of registered apprenticeship pro-
6 grams in the State;

7 (B) information on how to develop a reg-
8 istered apprenticeship program; and

9 (C) information on financial resources
10 available to assist with the establishment and
11 implementation of registered apprenticeship
12 programs.

13 (4) INFORMATION FOR STUDENTS AND
14 SCHOOLS.—To promote awareness about registered
15 apprenticeship programs among students and school
16 staff, the Secretary, in cooperation with the Sec-
17 retary of Education, shall disseminate information
18 on the value of registered apprenticeship programs,
19 including relevant placement, retention and earnings
20 information, to high schools, area career and tech-
21 nical education schools (as defined in subsection
22 (b)(2)(C)(i)), 2- and 4-year postsecondary edu-
23 cational institutions, and educational service agen-
24 cies, to enable, at a minimum—

1 (A) parents to understand registered ap-
2 prenticeship programs and their value in post-
3 secondary education and career pathways;

4 (B) students to understand registered ap-
5 prenticeship programs and their value in career
6 pathways;

7 (C) career and academic counselors to un-
8 derstand registered apprenticeship programs as
9 a valuable postsecondary education option for
10 students leading to job placement in in-demand
11 industries and occupations; and

12 (D) school administrators, workforce and
13 economic development coordinators, and teach-
14 ers and faculty to assist with the development,
15 implementation, and continuation of registered
16 apprenticeship programs.

17 (d) SECRETARY'S NATIONAL ADVISORY COMMITTEE
18 ON APPRENTICESHIPS.—

19 (1) ESTABLISHMENT.—

20 (A) IN GENERAL.—There is established in
21 the Department of Labor a National Advisory
22 Committee on Apprenticeships, referred to in
23 this section as the “Advisory Committee”.

24 (B) COMPOSITION.—The Advisory Com-
25 mittee shall have—

1 (i) 21 voting members appointed by
2 the Secretary, composed of—

3 (I) 7 representatives of employers
4 who participate in a registered ap-
5 prenticeship program, including em-
6 ployers who participate in a registered
7 apprenticeship program sponsored by
8 a joint labor-management partnership;

9 (II) 7 representatives of labor or-
10 ganizations who have responsibility
11 for the administration of a registered
12 apprenticeship program sponsored by
13 a joint labor-management partnership;
14 and

15 (III) 7 representatives of State
16 apprenticeship agencies, community
17 organizations with significant experi-
18 ence with a registered apprenticeship
19 program, and 2- or 4-year postsec-
20 ondary educational institutions with
21 at least one articulation agreement
22 with the entity administering a reg-
23 istered apprenticeship program; and

24 (ii) members who are ex officio non-
25 voting representatives from the Depart-

1 ments of Labor, Commerce, Education,
2 Energy, Housing and Urban Development,
3 and Health and Human Services.

4 (C) QUALIFICATIONS.—The members shall
5 be selected upon the basis of their experience
6 and competence concerning apprenticeships.

7 (D) TERMS.—The Secretary shall appoint
8 the members for terms of 4 years.

9 (2) CHAIRPERSON.—The Secretary shall des-
10 ignate one of the members of the Advisory Com-
11 mittee to serve as Chairperson of the Advisory Com-
12 mittee.

13 (3) MEETINGS.—The Advisory Committee shall
14 hold not fewer than 2 meetings during each calendar
15 year. All meetings of the Advisory Committee shall
16 be open to the public. A transcript shall be kept of
17 each meeting and made available for public inspec-
18 tion.

19 (4) DUTIES.—The Advisory Committee shall
20 advise, consult with, and make recommendations to
21 the Secretary on matters relating to the administra-
22 tion of this title and the Act of August 16, 1937
23 (commonly known as the “National Apprenticeship
24 Act”; 50 Stat. 664, chapter 663; 29 U.S.C. 50 et
25 seq.).

1 (5) PERSONNEL.—

2 (A) PROCUREMENT.—

3 (i) IN GENERAL.—The Chairperson of
4 the Advisory Committee may procure the
5 temporary and intermittent services of vot-
6 ing members of the Advisory Committee
7 under section 3109(b) of title 5, United
8 States Code, at rates for individuals that
9 do not exceed the daily equivalent of the
10 annual rate of basic pay prescribed for
11 level V of the Executive Schedule under
12 section 5316 of such title.

13 (ii) OFFICERS OR EMPLOYEES OF THE
14 UNITED STATES.—All members of the Ad-
15 visory Committee who are officers or em-
16 ployees of the United States shall serve
17 without compensation in addition to that
18 received for their services as officers or
19 employees of the United States.

20 (B) STAFF.—The Secretary shall supply
21 the Committee with an executive secretary and
22 provide such secretarial, clerical, and other
23 services as the Secretary determines to be nec-
24 essary to enable the Advisory Committee to
25 conduct its business.

1 (6) PERMANENT COMMITTEE.—Section 14 of
2 the Federal Advisory Committee Act (5 U.S.C.
3 App.) shall not apply to the advisory committee.

4 (e) EVALUATIONS AND RESEARCH.—

5 (1) EVALUATIONS OF PROGRAMS AND ACTIVI-
6 TIES CARRIED OUT UNDER THIS TITLE.—For the
7 purpose of improving the management and effective-
8 ness of the programs and activities carried out
9 under this title, the Secretary shall provide for the
10 continuing evaluation, by an independent entity, of
11 the programs and activities, including activities car-
12 ried out under subsection (a)(3)(C). Such evalua-
13 tions shall address—

14 (A) the general effectiveness of such pro-
15 grams and activities in relation to their cost, in-
16 cluding the extent to which the programs and
17 activities—

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

23 (ii) to the extent feasible, increase the
24 level of total employment and recognized
25 postsecondary credential attainment over

1 the level that would have existed in the ab-
2 sence of such programs and activities;

3 (B) the impact of the programs and activi-
4 ties for the participants, sponsors, and employ-
5 ers;

6 (C) the return on investment of Federal,
7 State, local, sponsor, employer, and other fund-
8 ing for registered apprenticeships to capture the
9 full level of investment in, and impact of, reg-
10 istered apprenticeships;

11 (D) the longitudinal outcomes for partici-
12 pants in the programs and activities; and

13 (E) the impact of specific policies on the
14 general effectiveness of such programs and ac-
15 tivities.

16 (2) RESEARCH.—The Secretary may conduct,
17 through an independent entity, research on best
18 practices in registered apprenticeship programs and
19 pre-apprenticeship programs and other issues relat-
20 ing to such programs.

21 (3) TECHNIQUES.—Evaluations and research
22 conducted under this subsection shall utilize appro-
23 priate methodology and research designs.

24 (4) REPORTS.—The independent entity carrying
25 out the evaluations described in paragraph (1) or re-

1 search described in paragraph (2) shall prepare and
2 submit to the Secretary a final report containing the
3 results of the evaluations or research, respectively,
4 and including policy recommendations. The final re-
5 port shall be made available for public inspection.
6 Not later than 36 months after the date of enact-
7 ment of this Act, the Secretary shall produce a final
8 report related to the return on investment described
9 in paragraph (1)(C).

10 (5) REPORTS TO CONGRESS.—Not later than
11 60 days after the completion of all the final reports
12 described in paragraph (4), the Secretary shall
13 transmit the final reports to the Committee on Edu-
14 cation and the Workforce of the House of Rep-
15 resentatives and the Committee on Health, Edu-
16 cation, Labor, and Pensions of the Senate.

17 (6) PUBLIC ACCESS.—The Secretary shall de-
18 velop a mechanism to make research developed
19 under this title publicly available in a timely manner.

20 (f) RESERVATION.—The Secretary shall reserve not
21 less than 10 percent of the funds appropriated under sub-
22 section (g) for each fiscal year for grants to States. A
23 State that receives such a grant shall use the grant funds
24 for the purpose of assisting the Administrator in carrying
25 out the activities under this section, and may use the grant

1 funds to support the voluntary establishment of a State
2 apprenticeship office, if no such office exists in the State.

3 (g) AUTHORIZATION OF APPROPRIATIONS.—There is
4 authorized to be appropriated to carry out this section
5 \$75,000,000 for fiscal year 2021 and each subsequent
6 year.

7 **SEC. 102. PROMOTING INTEGRATION WITH POSTSEC-**
8 **ONDARY EDUCATION.**

9 (a) DEFINITIONS.—In this section:

10 (1) COLLABORATIVE.—The term “Collabo-
11 rative” means the Registered Apprenticeship-College
12 Collaborative established under subsection (b)(1).

13 (2) SECRETARIES.—The term “Secretaries”
14 means the Secretary of Labor, acting through the
15 Administrator, working jointly with the Secretary of
16 Education, acting through the Assistant Secretary
17 for the Office of Career, Technical, and Adult Edu-
18 cation.

19 (b) COLLABORATIVE WITH 2- AND 4-YEAR POSTSEC-
20 ONDARY EDUCATIONAL INSTITUTIONS.—

21 (1) ESTABLISHMENT.—The Secretaries shall
22 establish and maintain a voluntary Registered Ap-
23 prenticeship-College Collaborative. The Collaborative
24 shall consist of the sponsors carrying out registered
25 apprenticeship programs, 2- or 4-year postsecondary

1 educational institutions, and organizations that rep-
2 resent such programs or institutions, that agree to
3 meet certain criteria in order to support the pur-
4 poses described in paragraph (2).

5 (2) PURPOSES.—The Collaborative shall sup-
6 port the purposes of—

7 (A) promoting stronger connections be-
8 tween the registered apprenticeship programs
9 involved and participating 2- and 4-year post-
10 secondary educational institutions;

11 (B) promoting the translation of experi-
12 ence in a registered apprenticeship program to
13 academic credit at participating 2- and 4-year
14 postsecondary educational institutions;

15 (C) facilitating the enrollment of an indi-
16 vidual who has completed a registered appren-
17 ticeship program (referred to in this section as
18 an “apprentice”) at a participating 2- or 4-year
19 postsecondary educational institution for the
20 purpose of attaining academic credit toward an
21 associate’s or more advanced degree;

22 (D) advancing the attainment of associ-
23 ate’s and more advanced degrees by appren-
24 tices;

1 (E) promoting the attainment of recog-
2 nized postsecondary credentials with value in
3 the labor market; and

4 (F) expanding awareness about the value
5 of registered apprenticeship programs as a
6 postsecondary education option.

7 (3) PARTICIPANT REQUIREMENTS.—The Secre-
8 taries shall establish criteria that any interested 2-
9 or 4-year postsecondary educational institution or
10 sponsor shall meet in order to participate in the Col-
11 laborative, which criteria shall include, at a min-
12 imum—

13 (A) for a 2- or 4-year postsecondary edu-
14 cational institution—

15 (i) agreement to recognize and accept
16 the academic credit (as assessed under
17 subparagraph (B)(i)) earned by an appren-
18 tice for, and the assessment of the appren-
19 tice’s learning in, a registered apprentice-
20 ship program at another participating in-
21 stitution;

22 (ii) agreement to have a formal ar-
23 ticulation agreement with a participating
24 sponsor of a registered apprenticeship pro-

1 gram, other than a 2- or 4-year postsec-
2 ondary educational institution; and

3 (iii) agreement to provide certain in-
4 formation, as determined by the Secre-
5 taries, to the Collaborative; and

6 (B) for a sponsor—

7 (i) agreement to participate in third-
8 party evaluations of the quality and rigor
9 of the program offerings in order to deter-
10 mine the value of academic credit for
11 learning during a registered apprenticeship
12 program;

13 (ii) agreement to have a formal ar-
14 ticulation agreement with a participating
15 2- or 4-year postsecondary educational in-
16 stitution; and

17 (iii) agreement to provide certain in-
18 formation, as determined by the Secre-
19 taries, to the Collaborative.

20 (4) MEMORANDUM OF UNDERSTANDING.—

21 (A) IN GENERAL.—In order to participate
22 in the Collaborative, interested 2- or 4-year
23 postsecondary educational institutions and
24 sponsors shall agree to meet certain conditions
25 determined by the Secretaries.

1 (B) CONDITIONS.—Such conditions shall
2 address, at a minimum—

3 (i) how learning during a registered
4 apprenticeship program, including related
5 instruction and on-the-job training, will be
6 assessed for academic credit;

7 (ii) how programs and procedures, es-
8 pecially those related to admissions, credit
9 transfer, and recognition of such learning
10 will be structured to support accessibility
11 for apprentices;

12 (iii) how the structure and scheduling
13 of courses will be developed in a way that
14 supports the matriculation of apprentices;
15 and

16 (iv) how residency requirements will
17 support the transferability of credit earned
18 by apprentices.

19 (5) PUBLICLY AVAILABLE INFORMATION.—The
20 Secretaries shall maintain a publicly accessible
21 website identifying, at a minimum—

22 (A) the participating members of the Col-
23 laborative in each State;

1 (B) a model for articulation agreements,
2 and copies of some exemplary articulation
3 agreements for illustrative purposes; and

4 (C) such other information as the Secre-
5 taries determine to be necessary to promote
6 awareness of the Collaborative and its members.

7 (6) USE OF FUNDS.—

8 (A) ADMINISTRATIVE.—The Secretaries
9 shall use 30 percent of the funds appropriated
10 under subsection (c) to establish and maintain
11 the Collaborative and the website referred to in
12 paragraph (5), to support the advisory com-
13 mittee referred to in paragraph (6), and for
14 technical assistance, evaluation, and research
15 activities.

16 (B) FOR PROGRAM PARTICIPANTS.—The
17 Secretaries shall use 70 percent of the appro-
18 priated funds to carry out, directly or by grant
19 or contract with an eligible entity, activities
20 consisting of—

21 (i) providing funding to Collaborative
22 participants to support the development of
23 articulation agreements with other Collabo-
24 rative participants;

1 (ii) providing funding to the Collaborative to support the assessment of learning during a registered apprenticeship program, for academic credit;

2 (iii) providing funding to the Collaborative to support third-party evaluations of the quality and rigor of program offerings, referred to in paragraph (3)(B)(i), which evaluations shall be conducted by an entity that meets minimum criteria as established by the Secretaries;

3 (iv) providing curriculum development, for participating institutions and sponsors; and

4 (v) carrying out other purposes that will help participating 2- and 4-year post-secondary educational institutions and sponsors meet the requirements of paragraphs (3) and (4).

5 (C) ELIGIBLE ENTITIES.—To be eligible to receive a grant or contract under subparagraph (B), an entity shall be a partnership comprised of—

1 (i) at least 1-, 2-, or 4-year postsec-
2 ondary educational institution participating
3 in the Collaborative; and

4 (ii) at least 1 sponsor of a registered
5 apprenticeship program participating in
6 the Collaborative.

7 (c) AUTHORIZATION OF APPROPRIATIONS.—There is
8 authorized to be appropriated to carry out this section
9 \$5,000,000 for fiscal year 2021 and each subsequent year.

10 **TITLE II—PROGRAM DEVELOP-** 11 **MENT AND ENHANCEMENT**

12 **SEC. 201. EXPANDING REGISTERED APPRENTICESHIP PRO-** 13 **GRAMS.**

14 (a) IN GENERAL.—The Secretary shall provide pay-
15 ments of assistance for eligible sponsors of new (as of the
16 date of submission of an application under subsection (b))
17 registered apprenticeship programs, or for eligible spon-
18 sors of existing registered apprenticeship programs that
19 add employers as new (as of such date) partners, which
20 may include joint labor-management registered appren-
21 ticeship programs.

22 (b) APPLICATIONS.—To be eligible to receive pay-
23 ments under this section for a registered apprenticeship
24 program, a sponsor shall submit an application to the Sec-

1 retary including information demonstrating that (as of the
2 date of submission)—

3 (1)(A) for a new registered apprenticeship pro-
4 gram, the program received recognition as a reg-
5 istered apprenticeship program within the 36
6 months preceding that date; or

7 (B) for an existing registered apprenticeship
8 program (which may include joint labor-management
9 registered apprenticeship programs), employers were
10 added as new partners within the 36 months pre-
11 ceding that date;

12 (2) the sponsor offered jobs that lead to eco-
13 nomic self-sufficiency, as determined by a local
14 workforce development board located in the same
15 local workforce development area (meaning a local
16 area, as defined in section 3 of the Workforce Inno-
17 vation and Opportunity Act (29 U.S.C. 3102));

18 (3) the sponsor has demonstrated success in en-
19 rolling, instructing, advancing, and graduating indi-
20 viduals in the relevant registered apprenticeship pro-
21 gram, and in the employment of such individuals
22 after completion of the program; and

23 (4) the sponsor had not received a payment
24 under subsection (d) for that registered apprentice-
25 ship program.

1 (c) USE OF FUNDS.—In providing assistance under
2 this section, the Secretary shall arrange to provide pay-
3 ments as described in subsection (a) for eligible sponsors,
4 as funds are available under this section. Funds made
5 available through such a payment shall be used to reim-
6 burse an eligible sponsor for the allowable costs of estab-
7 lishing or expanding the registered apprenticeship pro-
8 gram involved. The maximum total payment to any one
9 sponsor may not exceed \$25,000 or 50 percent of the al-
10 lowable costs.

11 (d) DISBURSEMENT.—The Secretary shall enter into
12 arrangements with State workforce development boards to
13 make disbursements through the local workforce develop-
14 ment boards described in subsection (b)(2) to provide the
15 payments to the eligible sponsors.

16 (e) EVALUATIONS.—Sponsors receiving grants under
17 this section shall, to the extent practicable, cooperate with
18 the Secretary in the conduct of evaluations of the activities
19 carried out under this section.

20 (f) AUTHORIZATION OF APPROPRIATIONS.—

21 (1) IN GENERAL.—There is authorized to be
22 appropriated to carry out this section \$20,000,000
23 for fiscal year 2021 and each subsequent year.

24 (2) RESERVATION.—The Secretary may reserve
25 5 percent of the amount appropriated under para-

1 graph (1) for a fiscal year for distribution to the
2 State workforce development boards and local work-
3 force development boards, to pay for the costs of the
4 boards associated with making determinations under
5 subsection (b)(2) and disbursements under sub-
6 section (d), and as funds remain available, other
7 costs of administration and management, technical
8 assistance, research, and evaluation under this Act.

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