

116TH CONGRESS
2D SESSION

H. R. 8414

To direct the Secretary of Labor to award grants to eligible entities to carry out or expand youth apprenticeship programs.

IN THE HOUSE OF REPRESENTATIVES

SEPTEMBER 29, 2020

Mr. CASTRO of Texas (for himself, Mr. GUTHRIE, and Ms. SPANBERGER) introduced the following bill; which was referred to the Committee on Education and Labor

A BILL

To direct the Secretary of Labor to award grants to eligible entities to carry out or expand youth apprenticeship programs.

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

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Strengthening Youth
5 Apprenticeships Act of 2020”.

6 **SEC. 2. INTERAGENCY AGREEMENT.**

7 (a) IN GENERAL.—Not later than 1 year after the
8 effective date of the National Apprenticeship Act of 2020,
9 in order to cooperate with the Secretary of Education and

1 promote awareness and adoption of apprenticeship pro-
2 grams, the Secretary (acting through the Administrator)
3 shall—

4 (1) enter into an interagency agreement with
5 the Secretary of Education to promote and support
6 integration and alignment of programs under the
7 national apprenticeship system with secondary, post-
8 secondary, and adult education, through the activi-
9 ties described in this section; and

10 (2) submit to the Committee on Education and
11 Labor of the House of Representatives and the Com-
12 mittee on Health, Education, Labor, and Pensions
13 of Senate, such agreement and any modifications to
14 such agreement.

15 (b) ALIGNMENT FOR YOUTH APPRENTICESHIPS.—In
16 order to promote alignment between youth apprenticeship
17 programs and high school graduation requirements, the
18 interagency agreement under subsection (a) shall describe
19 how the Secretaries will work to provide—

20 (1) information and resources to—

21 (A) parents and students to promote a bet-
22 ter understanding of programs under the na-
23 tional apprenticeship system and their value in
24 secondary and postsecondary education and ca-

1 reer pathways by not later than middle school;
2 and

3 (B) school leaders (working with academic
4 counselors, teachers, and faculty) about the
5 value of such programs and information on how
6 to effectively align youth apprenticeship pro-
7 grams with secondary and career and technical
8 education programs; and

9 (2) technical assistance on how to—

10 (A) align related instruction and
11 apprenticeable occupation skills and com-
12 petencies to high school graduation require-
13 ments;

14 (B) offer related instruction through dual
15 and concurrent enrollment programs and other
16 accelerated learning programs, as described in
17 section 4104(b)(3)(A)(i)(IV) of the Elementary
18 and Secondary Education Act of 1965 (20
19 U.S.C. 7114(b)(3)(A)(i)(IV));

20 (C) facilitate transitions for youth appren-
21 tices who have completed their youth appren-
22 ticeships into further education, including an
23 associate, baccalaureate, or advanced degree,
24 and related apprenticeship opportunities; and

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

10 **SEC. 3. GRANT PROGRAM AUTHORIZED.**

11 (a) IN GENERAL.—From the amounts appropriated
12 under section 7, the Secretary of Labor, in consultation
13 with the Secretary of Education, shall award grants to eli-
14 gible entities to create or expand youth apprenticeship
15 programs.

16 (b) PRIORITY.—In awarding grants under this Act,
17 the Secretary shall prioritize eligible entities that will use
18 the grant to carry out or expand youth apprenticeship pro-
19 grams for individuals that include nontraditional appren-
20 ticeship populations.

21 (c) GEOGRAPHIC DISTRIBUTION.—In awarding
22 grants under this subsection, the Secretary shall, to the
23 extent practicable, ensure an equitable geographic dis-
24 tribution of grants, including an equitable distribution
25 among States, within States, and to urban and rural areas

1 **SEC. 4. APPLICATIONS.**

2 An eligible entity desiring to receive a grant under
3 this Act shall submit an application to the Secretary, at
4 such time, in such manner, and which shall include the
5 following:

6 (1) How the youth apprenticeship program the
7 eligible entity will expand or carry out using the
8 grant will meet the best practices and joint guidance
9 developed under section 2.

10 (2) How such program will be aligned with and
11 fulfill the indicators described in section 6(a).

12 (3) How such program will prepare individuals
13 for work in high-skill, high-wage, or in-demand in-
14 dustry sectors or occupations.

15 (4) How such program will recruit and retain to
16 ensure that non-traditional apprenticeship popu-
17 lations participate in such program.

18 (5) How such program will, to the extent prac-
19 ticable, align with high school diploma requirements
20 and career cluster.

21 (6) The ability of the applicant, directly or
22 through partners to enroll, instruct, advance, and
23 graduate youth apprentices served by the grant ac-
24 tivities, and enable the participants to enroll in fur-
25 ther education, gain employment after program com-
26 pletion.

1 (7) An assurance that the eligible entity will—

2 (A) provide information to the Adminis-
3 trator, as requested, for any such evaluations as
4 the Administrator may carry out;

5 (B) make program performance outcome
6 data available (in accordance with applicable
7 data privacy laws, including section 444 of the
8 General Education Provisions Act (20 U.S.C.
9 1232g)) to independent evaluators to enable the
10 evaluators to prepare the evaluations and re-
11 ports under section 6; and

12 (C) coordinate grant activities with a State
13 Apprenticeship Agency, if such agency exists in
14 the State where the eligible entity is applying
15 for a grant or carrying out activities.

16 **SEC. 5. GRANT USES OF FUNDS.**

17 (a) IN GENERAL.—An eligible entity that receives a
18 grant under this Act shall use the grant funds that are
19 not reserved under subsection (b) to carry out or expand
20 a youth apprenticeship program, which may include using
21 the grant funds for 1 or more of the following:

22 (1) Recruitment, retention, and completion of
23 such program.

24 (2) Program alignment with the challenging
25 State academic standards adopted by the State in

1 which the program will be expanded or carried out
2 under section 1111(b)(1) of the Elementary and
3 Secondary Education Act of 1965 (20 U.S.C.
4 6311(b)(1)) with the technical skills and career com-
5 petencies that are applicable to and transferable to
6 high-skill, high-wage, or in-demand industry sectors
7 or occupations.

8 (3) Paying for the costs associated with cur-
9 riculum development and alignment of that cur-
10 riculum with industry-recognized credentials, high
11 school graduation requirements, and related instruc-
12 tion, including curriculum development for dual or
13 concurrent enrollment.

14 (4) Facilitating or expanding partnerships with
15 a community college or consortium of community
16 colleges to help with transferability of credits and
17 the increased use of dual and concurrent enrollment
18 programs.

19 (5) Engaging employers for participation in
20 youth apprenticeship programs, which may include:

21 (A) Creating and expanding industry or
22 sector partnerships for the purpose of sup-
23 porting new program development or program
24 expansion.

1 (B) Providing employers technical assist-
2 ance to support the participation of youth ap-
3 prentices under the age of 18.

4 (C) Providing technical assistance to sup-
5 port the participation of small- and medium-
6 sized businesses in youth apprenticeship pro-
7 grams.

8 (6) Providing supportive services and career
9 planning activities, including career exploration of
10 postsecondary opportunities such as apprenticeship
11 programs, for the participants of the youth appren-
12 ticeship program, which may include—

13 (A) promoting the early exposure of stu-
14 dents to the opportunities and requirements of
15 apprenticeship programs;

16 (B) creating opportunities for students to
17 explore a career and develop occupational skills
18 while in high school; and

19 (C) supporting the costs associated with
20 fees, transportation, child care, or mobility chal-
21 lenges.

22 (7) Providing teachers, career guidance and
23 academic counselors, school leaders, administrators,
24 specialized instructional support personnel, and
25 paraprofessionals with professional development op-

1 portunities to build an understanding of apprentice-
2 ship opportunities available to students, including
3 experiential opportunities like externships.

4 (b) RESERVATION OF FUNDS.—An eligible entity
5 that receives a grant under this Act shall reserve not less
6 than 5 percent of the grant funds to provide direct finan-
7 cial assistance for recruitment, retention, and completion
8 efforts with respect to the youth apprenticeship program,
9 such as housing, transportation, childcare, food insecurity,
10 and health issues.

11 **SEC. 6. EVALUATION.**

12 (a) IN GENERAL.—Each eligible entity receiving a
13 grant under this Act shall submit, on an annual basis, to
14 the Secretary a performance report with respect to the
15 participants of the youth apprenticeship program receiving
16 assistance under this Act that measures—

17 (1) the percentage of program participants who
18 are in education or training activities, or in unsub-
19 sidized employment, during the second quarter after
20 exit from the program;

21 (2) the percentage of program participants who
22 are in education or training activities, or in unsub-
23 sidized employment, during the fourth quarter after
24 exit from the program;

1 (3) the median earnings of program partici-
2 pants who are in unsubsidized employment during
3 the second quarter after exit from the program;

4 (4) the percentage of program participants who
5 obtain, during participation in or within 1 year after
6 exit from the program—

7 (A) a recognized postsecondary credential;

8 or

9 (B) a secondary school diploma or its rec-
10 ognized equivalent, as measured by—

11 (i) the four-year adjusted cohort grad-
12 uation rate (defined in section 8101 of the
13 Elementary and Secondary Education Act
14 of 1965); and

15 (ii) at the State's discretion, the ex-
16 tended-year adjusted cohort graduation
17 rate defined in such section 8101;

18 (5) the percentage of program participants who,
19 during a program year, are in an education or train-
20 ing program that leads to a recognized postsec-
21 ondary credential or employment and who are
22 achieving measurable skill gains toward such a cre-
23 dential or employment; and

24 (6) the percentage of program participants who
25 are in employment, an apprenticeship, or other edu-

1 cation and training activities in an industry sector or
2 occupation for which the youth apprenticeship pro-
3 gram provides preparation.

4 (b) DISAGGREGATION.—Each performance report
5 submitted under subsection (a) shall be disaggregated by
6 race, ethnicity, sex, age, and membership in a population
7 specified in section 3(24) of the Workforce Innovation and
8 Opportunity Act (29 U.S.C. 3102(24)).

9 **SEC. 7. AUTHORIZATION OF APPROPRIATIONS.**

10 There are authorized to be appropriated such sums
11 as may be necessary to carry out this Act for fiscal year
12 2021 and each of the 4 succeeding fiscal years.

13 **SEC. 8. DEFINITIONS.**

14 In this Act:

15 (1) APPRENTICESHIP PROGRAM.—The term
16 “apprenticeship program” means an apprenticeship
17 program registered under the Act of August 16,
18 1937 (commonly known as the “National Appren-
19 ticeship Act”; 50 Stat. 664, chapter 663; 29 U.S.C.
20 50 et seq.).

21 (2) COMMUNITY COLLEGE.—The term “commu-
22 nity college” means a public institution of higher
23 education at which the highest degree awarded is an
24 associate’s degree.

1 (3) ELIGIBLE ENTITY.—The term “eligible enti-
2 ty” means a partnership that—

3 (A) shall include—

4 (i) 1 or more of the entities listed in
5 clauses (i) through (iv) or clause (vii) of
6 section 3(19)(A) of the Carl D. Perkins
7 Career and Technical Education Act of
8 2006 (20 U.S.C. 2302(19)(A)); and

9 (ii) 1 or more community colleges;

10 and

11 (B) to the extent practicable, shall in-
12 clude—

13 (i) a State or local board;

14 (ii) an industry or sector partnership;

15 (iii) a community-based organization;

16 and

17 (iv) the State Apprenticeship Agency,
18 if such agency exists in the State in which
19 the grant is awarded.

20 (4) ESEA TERMS.—The terms “dual or concu-
21 rent enrollment program”, “English learner”, “high
22 school”, “local educational agency”, and “secondary
23 school” have the meanings given the terms in section
24 8101 of the Elementary and Secondary Education
25 Act of 1965 (20 U.S.C. 7801).

1 (5) INSTITUTION OF HIGHER EDUCATION.—The
2 term “institution of higher education” has the
3 meaning given the term in section 101 of the Higher
4 Education Act of 1965 (20 U.S.C. 1001).

5 (6) NON-TRADITIONAL APPRENTICESHIP POPU-
6 LATIONS.—The term “non-traditional apprenticeship
7 populations” means individuals who are of a gender
8 or from a race or ethnicity that comprises less than
9 25 percent of the individuals participating in ap-
10 prenticeship programs.

11 (7) WIOA TERMS.—The terms “local board”,
12 “community-based organization”, “in-demand indus-
13 try sector or occupation”, and “industry or sector
14 partnership” have the meanings given the terms in
15 section 3 of the Workforce Innovation and Oppor-
16 tunity Act (29 U.S.C. 3102).

17 (8) YOUTH APPRENTICESHIP PROGRAM.—The
18 term “youth apprenticeship program” means a pro-
19 gram designed for youth apprentices who at the
20 start of the program are enrolled in high school and
21 includes each of the following core elements:

22 (A) The employment and training to be re-
23 ceived by each youth apprentice participating in
24 the program, including—

- 1 (i) an outline of the work processes or
2 plan in which the youth apprentice will re-
3 ceive supervised work experience and train-
4 ing on the job or in an experiential setting;
- 5 (ii) the allocation of the approximate
6 amount of time to be spent in each major
7 work process;
- 8 (iii) mentoring that will be provided to
9 the youth apprentice; and
- 10 (iv) a description or timeline explain-
11 ing the periodic reviews and evaluations of
12 the youth apprentice's performance on the
13 job and in related instruction.
- 14 (B) A process for maintaining appropriate
15 progress records, including the evaluations de-
16 scribed in section 6.
- 17 (C) Related classroom-based instruction,
18 which may be fulfilled through dual or concur-
19 rent enrollment, and is, to the extent prac-
20 ticable, aligned with high school diploma re-
21 quirements and career clusters.
- 22 (D) A progressively increasing, clearly de-
23 fined schedule of wages to be paid to the youth
24 apprentice.

1 (E) Provides all individuals with an equal
2 opportunity to participate in youth apprentice-
3 ships under the program, including through the
4 method for the selection of youth apprentices.

5 (F) The methods used to measure skill ac-
6 quisition for an apprentice, including ongoing
7 assessment against established skill and com-
8 petency standards, established against skill and
9 competency standards.

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

13 (H) The program—

14 (i) has adequate and safe equipment,
15 environments, and facilities for training
16 and supervision;

17 (ii) provides safety training on-the-job
18 and in related instruction as applicable by
19 apprenticeable occupation; and

20 (iii) provides adequate training for
21 mentors and qualified instructors on pro-
22 viding a safe work and training environ-
23 ment.

24 (I) The program awards a certificate of
25 completion in recognition of successful comple-

1 tion of the program, evidenced by an appro-
2 priate certificate issued by the registration
3 agency, and culminates in a recognized postsec-
4 ondary credential.

5 (J) The program provides that an indi-
6 vidual who is to become a youth apprentice en-
7 ters into a written apprenticeship agreement
8 with the sponsor of the program.

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