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(Original Signature of Member)

116TH CONGRESS  
2D SESSION

**H. R.** \_\_\_\_\_

To expand opportunities for pre-apprenticeships programs.

\_\_\_\_\_  
**IN THE HOUSE OF REPRESENTATIVES**

Ms. FUDGE introduced the following bill; which was referred to the Committee  
on \_\_\_\_\_  
\_\_\_\_\_

**A BILL**

To expand opportunities for pre-apprenticeships 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 “Expanding Oppor-  
5       tunity through Pre-Apprenticeships Act”.

6       **SEC. 2. PRE-APPRENTICESHIP PROGRAM STANDARDS.**

7       (a) IN GENERAL.—In this Act, a “pre-apprenticeship  
8       program” means a program—

9               (1) designed to—

1 (A) assist individuals who do not meet  
2 minimum qualifications for an apprenticeship  
3 program; and

4 (B) prepares such individuals to enter and  
5 succeed in such an apprenticeship program, in-  
6 cluding by providing the skills and competency  
7 attainment needed to enter the apprenticeship  
8 program; and

9 (2) that meets the requirements described in  
10 subsections (b) and (c).

11 (b) REQUIREMENTS.—The program—

12 (1) is carried out in partnership with at least  
13 one sponsor of an apprenticeship program;

14 (2) demonstrates the existence of an active ad-  
15 visory partnership with an industry or sector part-  
16 nership to inform the training and education services  
17 necessary for a pre-apprenticeship program;

18 (3) demonstrates evidence of sufficient openings  
19 in an apprenticeship program at the completion of a  
20 pre-apprenticeship program to support a transition  
21 from a pre-apprenticeship to an apprenticeship;

22 (4) has strategies in place with apprenticeship  
23 programs that will increase employment opportuni-  
24 ties for individuals with barriers to employment and  
25 create a diverse talent pipeline, such that, upon com-

1       pletion of a pre-apprenticeship program, they will  
2       meet the entry requirements for success in such pro-  
3       grams;

4           (5) has plans in place, either directly or  
5       through partnerships, to provide supportive services  
6       to pre-apprentices, to support the recruitment, re-  
7       tention, and completion of the program;

8           (6) provides hands-on training to participants,  
9       when possible, that does not supplant the work of a  
10      full-time, paid employee but accurately simulates the  
11      occupational conditions of a partnering apprentice-  
12      ship program, with proper supervision and safety  
13      protocols; and

14          (7) provides a certificate of completion by the  
15      State apprenticeship agency, awarded to each indi-  
16      vidual who completes the program requirements set  
17      forth by the plan sponsor.

18      (c) WRITTEN PLAN REQUIREMENTS.—The program  
19      includes a written plan developed by the sponsor that—

20          (1) provides for work-based learning in which  
21      an industry or sector partnership and a related in-  
22      struction provider collaborate to provide training  
23      that will introduce participants to the skills, com-  
24      petencies, and materials used in one or more  
25      apprenticeable occupations;

1           (2) is based on and aligned with national,  
2           State, regional, or local industry standards for high-  
3           skill, high-wage, or in-demand industry sectors or  
4           occupations and the requirements of the related ap-  
5           prenticeship program;

6           (3) ensures all individuals have an equal oppor-  
7           tunity to participate in the program, as required by  
8           section 30 of title 29, Code of Federal Regulations  
9           (as in effect on the date of enactment of this Act),  
10          and that the program will provide adequate and safe  
11          equipment, environments, and facilities for training  
12          and supervision, free from discrimination (including  
13          harassment and retaliation);

14          (4) ensures the program has remote instruction  
15          contingency plans, if feasible, including providing  
16          educational technology that aids in regular and sub-  
17          stantive interactions between pre-apprentice and  
18          classroom instructor;

19          (5) provides training and professional develop-  
20          ment for instructors and staff to use technology and  
21          services, including for remote instruction;

22          (6) to the extent appropriate and practicable in-  
23          cludes enabling an individual to attain a secondary  
24          school diploma or its recognized equivalent, and at  
25          least 1 recognized postsecondary credential; and

1 (7) includes activities designed for career expo-  
2 sure, career planning, and career awareness.

3 **SEC. 3. EVALUATION.**

4 (a) PERFORMANCE DATA COLLECTION.—Not later  
5 than 1 year after the date of enactment of this Act, and  
6 annually thereafter, the Secretary of Labor shall collect  
7 data on—

8 (1) the performance of each pre-apprenticeship  
9 program using the disaggregated indicators of per-  
10 formance in section 116(b)(2)(A)(i) of the Work-  
11 force Innovation and Opportunity Act (29 U.S.C.  
12 3141(b)(2)(A)(i)), including participants who are  
13 people of color, women, veterans, those who have  
14 been impacted by the youth or adult criminal justice  
15 system, and individuals with barriers to employment  
16 between the ages of 16 and 24;

17 (2) how each such program spends resources;  
18 and

19 (3) the diversity and equal opportunity in ap-  
20 prenticeships programs.

21 (b) RESEARCH AND PLAN FOR EXPANSION OF PAR-  
22 TICIPATION OF CERTAIN POPULATIONS.—Not later than  
23 1 year after the date of enactment of this Act, the Sec-  
24 retary of Labor, acting through the Administrator of the  
25 Office of Apprenticeship, shall use the collected data to

1 conduct research in State labor markets, in partnership  
2 with State apprenticeship agencies, to create a plan, on  
3 the basis of such research, to expand participation in reg-  
4 istered pre-apprenticeship programs by nontraditional  
5 populations or individuals with barriers to employment  
6 such as youth, women, people of color, long-term unem-  
7 ployed, individuals with disabilities, individuals with sub-  
8 stance abuse issues, individuals impacted by the criminal  
9 justice system, and veterans..

10 **SEC. 4. GRANTS.**

11 (a) IN GENERAL.—From the amounts appropriated  
12 to carry out this section, the Secretary of Labor shall  
13 award grants, on a competitive basis, to eligible entities.

14 (b) PRIORITY.—In awarding grants under this sec-  
15 tion, the Secretary shall give priority to eligible entities  
16 that serve a high number or high percentage of individuals  
17 who are from nontraditional apprenticeship populations  
18 (with priority given to women, people of color, veterans,  
19 those who have been impacted by the juvenile or adult  
20 criminal justice system, and individuals with barriers to  
21 employment between the ages of 16 and 24).

22 (c) APPLICATION.—To receive a grant under this sec-  
23 tion, an eligible entity shall submit an application to the  
24 Secretary at such time, in such manner, and containing

1 such information as the Secretary determines may be nec-  
2 essary.

3 (d) LIMITATION ON USE OF FUNDS.—No less than  
4 5 percent of the funds awarded under this section shall  
5 be used to provide direct financial assistance to pre-ap-  
6 prentices to support financial needs to enter, remain en-  
7 rolled in, and complete the apprenticeship program includ-  
8 ing, related costs of training, supplies, food and nutrition,  
9 housing, transportation, child care, mental health and sub-  
10 stance abuse services, or other targeted costs deemed al-  
11 lowable by the Secretary.

12 (e) ELIGIBLE ENTITIES DEFINED.—In this section,  
13 an “eligible entity” includes—

- 14 (1) a community-based organization;
- 15 (2) a pre-apprenticeship sponsor;
- 16 (3) an employer for an in-demand industry sec-  
17 tor or occupation;
- 18 (4) a joint labor-management training program;
- 19 or
- 20 (5) a partnership among community-based or-  
21 ganizations, public education entities, and appren-  
22 ticeships.

23 (f) USES OF FUNDS.—A grant awarded under this  
24 section to an eligible entity may be used to carry out one  
25 or more of the following:

1           (1) To provide technical assistance to pre-ap-  
2           prentices to help navigate supportive services and  
3           other Federal assistance programs (such as the sup-  
4           plemental nutrition assistance program under the  
5           Food and Nutrition Act of 2008 (7 U.S.C. 2011 et  
6           seq.) to enter and remained enrolled in apprentice-  
7           ship programs.

8           (2) To conduct and improve outreach to non-  
9           traditional apprenticeship population.

10          (3) To participate in pre-apprenticeship pro-  
11          grams.

12          (4) To facilitate a successful transition between  
13          pre-apprenticeship programs and apprenticeship pro-  
14          grams.

15 **SEC. 5. ADDITIONAL DEFINITIONS.**

16       In this Act:

17           (1) **APPRENTICESHIP PROGRAM.**—The term  
18           “apprenticeship program” means an apprenticeship  
19           program registered under the Act of August 16,  
20           1937 (commonly known as the “National Appren-  
21           ticeship Act”; 50 Stat. 664, chapter 663; 29 U.S.C.  
22           50 et seq.), including any requirement, standard, or  
23           rule promulgated under such Act, as such require-  
24           ment, standard, or rule was in effect on December  
25           30, 2019.



1           (2) NONTRADITIONAL APPRENTICESHIP POPU-  
2           LATION.—The term “nontraditional apprenticeship  
3           population” means a group of individuals (such as  
4           a group of individuals from the same gender or race)  
5           the members of which comprise fewer than 25 per-  
6           cent of the individuals participating in a program  
7           under the national apprenticeship system.

8           (3) SECRETARY.—The term “Secretary” means  
9           the Secretary of Labor.

10          (4) WIOA TERMS.—The terms “community-  
11          based organization”, “in-demand industry sectors or  
12          occupations”, “individual with a barrier to employ-  
13          ment”, “recognized postsecondary credential”, and  
14          “supportive services” have the meanings given the  
15          terms in section 3 of the Workforce Innovation and  
16          Opportunity Act (29 U.S.C. 3102).