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(Original Signature of Member)

116TH CONGRESS  
2D SESSION

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

To support pre-apprenticeships and apprenticeships within the National Apprenticeship Act, specifically with regard to the justice-impacted population.

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

Mr. TRONE introduced the following bill; which was referred to the Committee  
on \_\_\_\_\_  
\_\_\_\_\_

**A BILL**

To support pre-apprenticeships and apprenticeships within the National Apprenticeship Act, specifically with regard to the justice-impacted population.

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 Appren-  
5 ticeships for Justice-Impacted Communities Act”.

6 **SEC. 2. PURPOSE.**

7 The purpose of this Act is to support pre-apprentice-  
8 ships and apprenticeships within the National Apprentice-

1 ship Act, specifically with regard to the justice-impacted  
2 population.

3 **SEC. 3. DEFINITIONS.**

4 In this Act:

5 (1) APPRENTICE.—The term “apprentice”  
6 means a worker who—

7 (A) is not younger than age 16, or (where  
8 a higher minimum age standard is specified by  
9 law) not younger than that age; and

10 (B) is employed through an apprenticeship  
11 program that meets the required standards for  
12 an apprenticeship program.

13 (2) APPRENTICEABLE OCCUPATION.—The term  
14 “apprenticeable occupation” means an occupation  
15 which is specified by industry and which—

16 (A) involves skills that are customarily  
17 learned in a practical way through a structured,  
18 systematic program of on-the-job supervised  
19 learning;

20 (B) is clearly identified and commonly rec-  
21 ognized throughout an industry;

22 (C) involves the progressive attainment of  
23 manual, mechanical, or technical skills and  
24 knowledge which, in accordance with the indus-  
25 try standard for the occupation, would require

1 the completion of not less than 2,000 hours of  
2 on-the-job learning to attain, unless an alter-  
3 native requirement is put forth by the employer  
4 and sponsor that reflects industry standards  
5 and is accepted by the Secretary; and

6 (D) requires related instruction to supple-  
7 ment the on-the-job learning.

8 (3) APPRENTICESHIP PROGRAM.—The term  
9 “apprenticeship program” includes a program  
10 that—

11 (A) is registered under the Act of August  
12 16, 1937 (commonly known as the “National  
13 Apprenticeship Act”; 50 Stat. 664, chapter  
14 663; 29 U.S.C. 50 et seq.); and

15 (B) culminates in a certificate of comple-  
16 tion from the registration agency and a recog-  
17 nized postsecondary credential.

18 (4) ELIGIBLE APPLICANT.—The term “eligible  
19 applicant” means a consortium of entities that shall  
20 include 1 or more representatives from each of the  
21 following:

22 (A) A local educational agency, area career  
23 and technical education school, educational  
24 service agency, or postsecondary educational in-  
25 stitution.

1 (B) In a State with a State registration  
2 agency, that registration agency.

3 (C) An industry or business, consisting of  
4 an employer, a group of employers, a trade as-  
5 sociation, a professional association, or an enti-  
6 ty that sponsors an apprenticeship program.

7 (D) A State workforce development board  
8 or local workforce development board.

9 (E) An Indian Tribe, Tribal organization,  
10 or Tribal educational agency.

11 (F) Labor organization that has responsi-  
12 bility for the administration of an apprentice-  
13 ship program associated with the industry or  
14 sector or occupation related to the covered ap-  
15 prenticeship, including those sponsored by a  
16 joint labor- management organization.

17 (G) A qualified intermediary.

18 (H) Community-based organizations with  
19 significant expertise in supporting such pro-  
20 grams.

21 (I) In-demand industry sector employers.

22 (5) **JUSTICE-IMPACTED INDIVIDUAL.**—The term  
23 “justice-impacted individual” means an individual  
24 who has been arrested or convicted of a crime, in-  
25 cluding an individual who is currently or formerly

1 incarcerated in a Federal or State prison, jail, or ju-  
2 venile facility.

3 (6) NEW; EXISTING.—The term “new” or “ex-  
4 isting”, used with respect to a program, means a  
5 program that was new or existing, respectively, as of  
6 the day the eligible applicant involved submitted the  
7 application for the grant involved.

8 (7) PRE-APPRENTICE.—The term “pre-appren-  
9 tice” means a participant in a pre-apprenticeship  
10 program.

11 (8) PRE-APPRENTICESHIP PROGRAM.—

12 (A) IN GENERAL.—The term “pre-appren-  
13 ticeship program” means a training model or  
14 program, or training according to a set of strat-  
15 egies, that—

16 (i) is designed to assist individuals  
17 who do not meet the minimum qualifica-  
18 tions for selection into an apprenticeship  
19 program, established in a sponsor’s ap-  
20 prenticeship standards, to meet the quali-  
21 fications;

22 (ii) is carried out by an entity that  
23 maintains a documented partnership with  
24 at least one sponsor of an apprenticeship  
25 program;

1 (iii) is a form of structured workplace  
2 education and training in which at least 2  
3 of the entities described in subparagraph  
4 (B) collaborate with an education provider  
5 to provide formal instruction that will in-  
6 troduce participants to the skills, com-  
7 petencies, and materials used in one or  
8 more apprenticeable occupations;

9 (iv) is designed to prepare individuals  
10 to enter and succeed in an apprenticeship  
11 program;

12 (v) is carried out in a manner that in-  
13 cludes proper observation of supervision  
14 and safety protocols, including paid, on-  
15 the-job learning under the supervision of  
16 skilled employee mentors;

17 (vi) is carried out in a manner that  
18 does not displace a paid employee; and

19 (vii) includes—

20 (I) training and a curriculum  
21 that—

22 (aa) are based on and  
23 aligned with national, State, or  
24 local industry standards, with the  
25 quality of the training leading to

1 such a standard reviewed by a re-  
2 cipient of Federal funds;  
3 (bb) are reviewed and ap-  
4 proved annually by the sponsors  
5 of apprenticeships within the doc-  
6 umented partnership;  
7 (cc) will prepare individuals,  
8 with the skills and competencies  
9 needed to enter one or more ap-  
10 prenticeship programs;  
11 (dd) are aligned with career  
12 pathways;  
13 (ee) include employability  
14 skills training, such as training  
15 through career and industry  
16 awareness workshops, training  
17 through job readiness courses,  
18 training for English Language  
19 Learners, adult basic education,  
20 or financial literacy, or math tu-  
21 toring, as appropriate;  
22 (ff) culminate in a recog-  
23 nized postsecondary credential,  
24 with the quality of the training  
25 leading to that credential re-

1 viewed by a recipient of Federal  
2 funds; and

3 (gg) accurately simulates the  
4 industry and occupational condi-  
5 tions of the apprenticeship pro-  
6 gram;

7 (II) strong recruitment strategies  
8 focused on outreach to populations  
9 underrepresented at the State and  
10 local levels in apprenticeship pro-  
11 grams, including individuals with bar-  
12 riers to employment such as justice-  
13 connected individuals;

14 (III) exposure of participants in  
15 such underrepresented populations,  
16 including justice-connected individ-  
17 uals, to apprenticeship programs and  
18 provision of direct assistance to par-  
19 ticipants in such populations in apply-  
20 ing to those programs;

21 (IV) access to appropriate sup-  
22 portive services, as defined in section  
23 3 of the Workforce Innovation and  
24 Opportunity Act (29 U.S.C. 3102), fi-



1 nancial planning, mentoring, and pro-  
2 vision of first-day-of-work necessities;

3 (V) efforts to collaboratively pro-  
4 mote the use of apprenticeship pro-  
5 grams as a preferred means for em-  
6 ployers to develop a skilled workforce  
7 and to create career opportunities for  
8 individuals;

9 (VI) facilitated entry or articula-  
10 tion agreements that enable individ-  
11 uals who successfully complete the  
12 program described in this para-  
13 graph—

14 (aa) to enter directly into an  
15 apprenticeship program; or

16 (bb) to earn advanced place-  
17 ment or credit at a postsecondary  
18 educational institution for skills  
19 and competencies acquired dur-  
20 ing the program described in this  
21 paragraph; and

22 (VII) a formal agreement with a  
23 sponsor of the apprenticeship program  
24 that would enable participants who  
25 successfully complete the program de-

1           scribed in this paragraph to enter di-  
2           rectly into the apprenticeship program  
3           (if a place in the program is available  
4           and other necessary requirements for  
5           acceptance are satisfied), and an  
6           agreement enabling participants to  
7           earn advanced placement or credit at  
8           a postsecondary educational institu-  
9           tion for skills and competencies ac-  
10          quired during the program described  
11          in this paragraph, including basic aca-  
12          demic and technical skills and com-  
13          petencies aligned with the  
14          apprenticeable occupation.

15               (B) ENTITIES.—The entities described in  
16          this subparagraph are:

- 17                   (i) An employer.  
18                   (ii) An industry or sector partnership.  
19                   (iii) An industry association.  
20                   (iv) A labor organization.  
21                   (v) A community-based organization,

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

1 (A) approving or denying applications from  
2 sponsors for registration of programs under the  
3 national apprenticeship system in the State or  
4 area covered by the registration agency; and

5 (B) carrying out the responsibilities of sup-  
6 porting the youth apprenticeship, pre-appren-  
7 ticeship, or apprenticeship programs registered  
8 by the registration agency.

9 (10) SECRETARY.—The term “Secretary”  
10 means the Secretary of Labor, acting through the  
11 Administrator.

12 (11) STATE APPRENTICESHIP AGENCY.—The  
13 term “State apprenticeship agency” means the State  
14 apprenticeship agency, acting in coordination with  
15 the State agency with responsibility for workforce in-  
16 vestment activities under chapters 2 and 3 of sub-  
17 title B of title I of the Workforce Innovation and  
18 Opportunity Act (29 U.S.C. 3121 et seq., 3131 et  
19 seq.).

20 **SEC. 4. GRANT PROGRAM.**

21 (a) IN GENERAL.—The Secretary of Labor, in con-  
22 sultation with the Attorney General, the Secretary of Edu-  
23 cation, and the Secretary of Commerce may award grants  
24 to eligible applicants to—

1           (1) implement novel methods to improve pre-ap-  
2           prenticeship programs or apprenticeship programs  
3           available to incarcerated individuals in prisons, jails,  
4           and juvenile facilities;

5           (2) improve existing pre-apprenticeship pro-  
6           grams and apprenticeship programs available to in-  
7           carcerated individuals in prisons, jails, and juvenile  
8           facilities;

9           (3) pilot novel approaches to provide appren-  
10          ticeship training for justice-connected individuals  
11          that matches labor force needs;

12          (4) provide technical assistance to in-demand  
13          industry or sector-based employers seeking to oper-  
14          ate or improve currently operating corrections-based  
15          pre-apprenticeship programs or apprenticeship pro-  
16          grams;

17          (5) provide technical assistance to pre-appren-  
18          tices and apprentices to help navigate and obtain  
19          supportive services, including childcare, transpor-  
20          tation, mental health and substance use disorder  
21          treatment, assistance in obtaining health insurance  
22          coverage, and assistance in accessing the supple-  
23          mental nutrition assistance program established  
24          under the Food and Nutrition Act of 2008 (7 U.S.C.  
25          2011 et seq.), the special supplemental nutrition

1 program for women, infants, and children estab-  
2 lished by section 17 of the Child Nutrition Act of  
3 1966 (42 U.S.C. 1786), and housing; and

4 (6) build and strengthen partnerships among  
5 community-based organizations, public entities, and  
6 registered apprenticeships to smooth transition be-  
7 tween pre-apprenticeship programs and registered  
8 apprenticeship programs, and to smooth transition  
9 during and post-release.

10 (b) DURATION.—A grant awarded under this sec-  
11 tion—

12 (1) shall be for a period of not more than 3  
13 years; and

14 (2) may be extended for not more than 1 addi-  
15 tional 2-year period, if the grant recipient dem-  
16 onstrates to the Secretary that the recipient—

17 (A) has effectively implemented or im-  
18 proved apprenticeship programs; and

19 (B) has improved outcomes for, as applica-  
20 ble, apprentices and pre-apprentices, as dem-  
21 onstrated through levels on indicators defined  
22 in performance indicators under section  
23 116(b)(2)(A) of the Workforce Innovation and  
24 Opportunity Act (29 U.S.C. 3141(b)(2)(A)).

1 (c) APPLICATIONS.—To be eligible to receive a grant  
2 under this section for a project involving an apprenticeship  
3 program, an eligible applicant shall submit an application  
4 to the Secretary, containing such information as the Sec-  
5 retary may require, including, at a minimum—

6 (1) a designation of the member of the eligible  
7 applicant that will be the lead applicant, and the  
8 member of such consortium that will be the fiscal  
9 agent, for the eligible applicant;

10 (2) a description of each member of the eligible  
11 applicant and the role of each member in carrying  
12 out the project, which shall, at a minimum, describe  
13 the eligible applicant's—

14 (A) plan to assist the program participants  
15 in obtaining the documentation and work au-  
16 thorization necessary to participate in such pro-  
17 gram;

18 (B) partnerships with organizations that  
19 will assist program participants in accessing ac-  
20 tivities to improve financial literacy and sup-  
21 portive services;

22 (C) plan for how the assessments used to  
23 support the placement of potential program  
24 participants into a program accurately reflect  
25 the participants' skills and competencies;

1 (D) plan to provide information about re-  
2 sources to program participants to address  
3 mental health or substance abuse issues;

4 (E) partnerships with organizations that  
5 support—

6 (i) the transition from incarceration to  
7 re-entry, such as assistance with housing,  
8 transportation, and legal services; and

9 (ii) successful completion of an ap-  
10 prenticeship or pre-apprenticeship pro-  
11 gram;

12 (F) wages and benefits offered to program  
13 participants that are commensurate with wages  
14 for similar work in the State or local area, as  
15 allowable;

16 (G) alignment and necessary supports to  
17 comply with and receive the benefits of the Fed-  
18 eral Bonding Program and the Prison Industry  
19 Enhancement Certification Program for em-  
20 ployers participating in apprenticeship pro-  
21 grams; and

22 (H) ability to support, including by pro-  
23 viding technical assistance, small- and medium-  
24 sized businesses in the creation of and execu-  
25 tion of covered apprenticeship programs;

1           (3) a description of the budget for the project,  
2           the source, amount, and use of the matching funds  
3           required under subsection (d), and how the eligible  
4           applicant will continue the project after the grant  
5           period ends, if applicable;

6           (4) a description of—

7                   (A) how the eligible applicant will use the  
8                   grant funds, including a description of the ac-  
9                   tivities that the eligible applicant will carry out;

10                   (B) how the project or the program in-  
11                   volved in the project will be aligned with the  
12                   labor market needs of in-demand industry sec-  
13                   tors or occupations; and

14                   (C) how such funds will directly benefit ap-  
15                   prentices or pre-apprentices, as applicable,  
16                   served by the eligible applicant;

17           (5) a description of how the project carried out  
18           under the grant will be coordinated with the activi-  
19           ties carried out as required for the covered appren-  
20           ticeship program involved;

21           (6) a description of how the eligible applicant  
22           for the project will comply with requirements for an  
23           evaluation and report;

24           (7) a description of how the activities assisted  
25           under the grant will be coordinated with activities



1 carried out under the Carl D. Perkins Career and  
2 Technical Education Act of 2006 (20 U.S.C. 2301  
3 et seq.), the Higher Education Act of 1965 (20  
4 U.S.C. 1001 et seq.), or the Workforce Innovation  
5 and Opportunity Act (29 U.S.C. 3101 et seq.), as  
6 applicable;

7 (8) a description of how the eligible applicant  
8 will equitably recruit and retain participants from  
9 nontraditional apprenticeship populations, including  
10 populations that include individuals with barriers to  
11 employment such as justice-impacted communities  
12 for covered apprenticeship programs; and

13 (9) an assurance that the eligible applicant  
14 will—

15 (A) provide information to the Secretary,  
16 as requested, for such evaluations as the Sec-  
17 retary may carry out; and

18 (B) make program performance outcome  
19 data available (in accordance with applicable  
20 data privacy laws, including section 444 of the  
21 General Education Provisions Act (20 U.S.C.  
22 1232g)) to independent evaluators for valida-  
23 tion and to enable the evaluators to prepare the  
24 evaluations and reports.

1 (d) MATCHING REQUIREMENT.—In order to receive  
2 a grant from the Secretary under this section, each eligible  
3 entity shall provide a non-Federal contribution, including  
4 cash and in-kind donations, in an amount not less than  
5 25 percent of the total funds awarded.

6 (e) LIMITATION FOR ELIGIBLE ENTITIES.—An eligi-  
7 ble entity may not use more than 10 percent of the funds  
8 received under a grant for administrative costs.

9 (f) ADMINISTRATIVE EXPENSES.—The Secretary  
10 may use not more than 10 percent of the amount appro-  
11 priated for this section for each fiscal year for administra-  
12 tive expenses to carry out this Act, including the expenses  
13 of providing the technical assistance and oversight activi-  
14 ties under subsection (g).

15 (g) TECHNICAL ASSISTANCE.—The Secretary shall  
16 provide technical assistance and oversight to assist the eli-  
17 gible entities in applying for and administering grants  
18 awarded under this Act.

19 (h) EVALUATION AND REPORT.—Each recipient of a  
20 grant under this section shall—

21 (1) annually provide for an independent evalua-  
22 tion of the project carried out under such grant;

23 (2) provide for the independent evaluator to  
24 prepare an annual report, based on the evaluation,  
25 that includes—

1 (A) a description of how the funds received  
2 through the grant were used and how the uses  
3 of funds aligned with the description in the ap-  
4 plication; and

5 (B) information on—

6 (i) for a project involving an existing  
7 covered apprenticeship program, the per-  
8 formance of the grant recipient with re-  
9 spect to, at a minimum, the indicators of  
10 performance under section 116(b)(2)(A)(i)  
11 under the Workforce Innovation and Op-  
12 portunity Act, with the performance data  
13 disaggregated by—

14 (I) the program type (apprentice-  
15 ship or pre-apprenticeship program)  
16 assisted under the grant; and

17 (II) race, ethnicity, sex, age, and  
18 membership in a population specified  
19 in section 3(24) of that Act (29  
20 U.S.C. 3102(24)); and

21 (ii) for a grant involving a new ap-  
22 prenticeship program, the performance of  
23 the grant recipient—

1 (I) for reports submitted during  
2 the first 36 months after the project  
3 involved begins—

4 (aa) that consists of a quan-  
5 titative and qualitative analysis  
6 of program development, includ-  
7 ing participant engagement and  
8 recruitment of partners, employ-  
9 ers, and potential covered ap-  
10 prentices; and

11 (bb) on the indicators of  
12 performance described in sub-  
13 clause (I), as such performance  
14 information becomes available;  
15 and

16 (II) for reports submitted later  
17 than that first 36 months, the per-  
18 formance of the grant recipient with  
19 respect to, at a minimum, the indica-  
20 tors described in subclause (I), with  
21 the performance data disaggregated  
22 as described in subclause (I); and

23 (3) submit the report—

1 (A) for a grant that relates to an appren-  
2 ticeship program, to the registration agency  
3 through which the program is registered; and

4 (B) for a grant that relates to a pre-ap-  
5 prenticeship program, to the State apprentice-  
6 ship agency.

7 **SEC. 5. USE OF FUNDS.**

8 An eligible entity receiving a grant under this Act—

9 (1) shall use at least 5 percent of the grant  
10 funds to provide direct financial assistance to ap-  
11 prentices, pre-apprentices, or youth apprentices  
12 through emergency grants to support their financial  
13 needs to enter, remain enrolled in, and complete  
14 such program, such as support for the related costs  
15 of supplies and equipment, courses, transportation,  
16 child care, and housing; and

17 (2) may use grant funds for any of the activi-  
18 ties under section 4(a) of this Act.

19 **SEC. 6. RESEARCH AND INFORMATION SHARING.**

20 (a) ESTABLISHMENT.—There is established a task  
21 force, to be known as the Interagency Task Force on  
22 Strengthening Employment Opportunities and Outcomes  
23 for Justice-Impacted Communities that shall identify,  
24 evaluate, and make recommendations regarding—

1           (1) best practices relating to apprenticeship  
2           training for incarcerated individuals in prisons, jails,  
3           and juvenile facilities; and

4           (2) ways in which Federal agencies can better  
5           coordinate to support justice-impacted individuals  
6           with success and completion of pre-apprenticeships  
7           and apprenticeship programs.

8           (b) MEMBERSHIP.—The Task Force shall be com-  
9           posed of the heads of the following Federal departments  
10          and agencies, or their designees:

11           (1) Justice-impacted individuals.

12           (2) The Department of Labor.

13           (3) The Department of Justice.

14           (4) The Department of Education.

15           (5) The Department of Housing and Urban De-  
16          velopment.

17           (6) The Bureau of Prisons.

18           (7) The Small Business Administration.

19           (8) The Department of Education.

20           (9) The Department of Health and Human  
21          Services.

22           (10) The Department of Commerce.

23           (11) The Department of Transportation.

24           (12) The Department of Veterans Affairs.

1           (13) The U.S. Equal Employment Opportunity  
2 Commission.

3           (14) The White House Office of Faith-Based  
4 and Neighborhood Partnerships.

5           (15) The Office of Personnel Management.

6           (16) The Office of Management and Budget.

7           (17) A Governor.

8           (18) A representative of labor organizations  
9 who have responsibility for the administration of an  
10 apprenticeship program, including those sponsored  
11 by a joint labor-management organization and from  
12 nontraditional apprenticeship industries or occupa-  
13 tions.

14           (19) The U.S. Chamber of Commerce.

15           (20) The Corporation for National and Commu-  
16 nity Services.

17       (c) REPORT.—Not later than 1 year after the date  
18 of enactment of this Act, the Task Force shall produce  
19 a report that identifies—

20           (1) evidence-based research, policies, strategies,  
21 and programming that support successful completion  
22 of apprenticeships and pre-apprenticeships by justice  
23 impacted individuals; and

1           (2) barriers to successful completion of appren-  
2           ticeships and pre-apprenticeships by justice impacted  
3           individuals.

4 **SEC. 7. OFFICE OF CORRECTIONAL APPRENTICESHIPS.**

5           Not later than 1 year after the date of enactment  
6 of this Act, the Secretary of Labor, in consultation with  
7 the Attorney General and Director of Bureau of Prisons,  
8 shall establish an Office of Correctional Apprenticeships  
9 to—

10           (1) ensure that all Federal correctional institu-  
11           tions provide quality pre-apprenticeships and ap-  
12           prenticeship program for incarcerated individuals  
13           that pay fair and graduated wages;

14           (2) be a nationwide repository for research,  
15           policies, and best practices in correctional education  
16           and training; and

17           (3) offer training and technical assistance for  
18           State prison systems and employers seeking to oper-  
19           ate or improve—

20                   (A) corrections-based pre-apprenticeship or  
21                   apprenticeship programs; or

22                   (B) pre-apprenticeship or apprenticeship  
23                   programs that support justice-connected indi-  
24                   viduals.