



(Original Signature of Member)

118TH CONGRESS  
1ST SESSION

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

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

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IN THE HOUSE OF REPRESENTATIVES

Mr. CASTRO of Texas introduced the following bill; which was referred to the Committee on \_\_\_\_\_

\_\_\_\_\_  
**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 2023”.

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

7 (a) IN GENERAL.—Not later than 1 year after the  
8 effective date of the Strengthening Youth Apprenticeships

1 Act of 2023, in order to cooperate with the Secretary of  
2 Education and promote awareness and adoption of ap-  
3 prenticeship programs, the Secretary of Labor 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 the Workforce of the House of Representatives and  
12 the Committee on Health, Education, Labor, and  
13 Pensions of Senate, such agreement and any modi-  
14 fications to 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 of Labor shall,  
23 to the extent practicable, ensure an equitable geographic  
24 distribution of grants, including an equitable distribution

1 among States, within States, and to urban and rural  
2 areas.

3 **SEC. 4. APPLICATIONS.**

4 An eligible entity desiring to receive a grant under  
5 this Act shall submit an application to the Secretary of  
6 Labor, at such time and in such manner as the Secretary  
7 may require, and which shall include the following:

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

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

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

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

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

23 (6) The ability of the applicant, directly or  
24 through partners to enroll, instruct, advance, and  
25 graduate youth apprentices served by the grant ac-

1           activities, and enable the participants to enroll in fur-  
2           ther education, gain employment after program com-  
3           pletion.

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

5                   (A) provide information to the Adminis-  
6                   trator, as requested, for any such evaluations as  
7                   the Administrator may carry out;

8                   (B) make program performance outcome  
9                   data available (in accordance with applicable  
10                   data privacy laws, including section 444 of the  
11                   General Education Provisions Act (20 U.S.C.  
12                   1232g)) to independent evaluators to enable the  
13                   evaluators to prepare the evaluations and re-  
14                   ports under section 6; and

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

19   **SEC. 5. GRANT USES OF FUNDS.**

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

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

3           (2) Program alignment with the challenging  
4 State academic standards adopted by the State in  
5 which the program will be expanded or carried out  
6 under section 1111(b)(1) of the Elementary and  
7 Secondary Education Act of 1965 (20 U.S.C.  
8 6311(b)(1)) with the technical skills and career com-  
9 petencies that are applicable to and transferable to  
10 high-skill, high-wage, or in-demand industry sectors  
11 or occupations.

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

18           (4) Facilitating or expanding partnerships with  
19 a community college or consortium of community  
20 colleges to help with transferability of credits and  
21 the increased use of dual and concurrent enrollment  
22 programs.

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

1 (A) Creating and expanding industry or  
2 sector partnerships for the purpose of sup-  
3 porting new program development or program  
4 expansion.

5 (B) Providing employers technical assist-  
6 ance to support the participation of youth ap-  
7 prentices under the age of 18.

8 (C) Providing technical assistance to sup-  
9 port the participation of small- and medium-  
10 sized businesses in youth apprenticeship pro-  
11 grams.

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

17 (A) promoting the early exposure of stu-  
18 dents to the opportunities and requirements of  
19 apprenticeship programs;

20 (B) creating opportunities for students to  
21 explore a career and develop occupational skills  
22 while in high school; and

23 (C) supporting the costs associated with  
24 fees, transportation, child care, or mobility chal-  
25 lenges.



1           (7) Providing teachers, career guidance and  
2           academic counselors, school leaders, administrators,  
3           specialized instructional support personnel, and  
4           paraprofessionals with professional development op-  
5           portunities to build an understanding of apprentice-  
6           ship opportunities available to students, including  
7           experiential opportunities like externships.

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

15       **SEC. 6. EVALUATION.**

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

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

1           (2) the percentage of program participants who  
2           are in education or training activities, or in unsub-  
3           sidized employment, during the fourth quarter after  
4           exit from the program;

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

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

11           (A) a recognized postsecondary credential;

12          or

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

15           (i) the four-year adjusted cohort grad-  
16          uation rate (defined in section 8101 of the  
17          Elementary and Secondary Education Act  
18          of 1965); and

19           (ii) at the State's discretion, the ex-  
20          tended-year adjusted cohort graduation  
21          rate defined in such section 8101; and

22          (5) the percentage of program participants who,  
23          during a program year, are in an education or train-  
24          ing program that leads to a recognized postsec-  
25          ondary credential or employment and who are

1 achieving measurable skill gains toward such a cre-  
2 dential or employment; and

3 (6) the percentage of program participants who  
4 are in employment, an apprenticeship, or other edu-  
5 cation and training activities in an industry sector or  
6 occupation for which the youth apprenticeship pro-  
7 gram provides preparation.

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

13 **SEC. 7. AUTHORIZATION OF APPROPRIATIONS.**

14 There are authorized to be appropriated such sums  
15 as may be necessary to carry out this Act for fiscal year  
16 2024 and each of the 4 succeeding fiscal years.

17 **SEC. 8. DEFINITIONS.**

18 In this Act:

19 (1) APPRENTICESHIP PROGRAM.—The term  
20 “apprenticeship program” means an apprenticeship  
21 program registered under the Act of August 16,  
22 1937 (commonly known as the “National Appren-  
23 ticeship Act”; 50 Stat. 664, chapter 663; 29 U.S.C.  
24 50 et seq.).

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

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

7                   (A) shall include—

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

13                           (ii) 1 or more community colleges;  
14                          and

15                          (B) to the extent practicable, shall in-  
16                          clude—

17                                   (i) a State or local board;

18                                   (ii) an industry or sector partnership;

19                                   (iii) a community-based organization;

20                          and

21                                   (iv) the State Apprenticeship Agency,  
22                          if such agency exists in the State in which  
23                          the grant is awarded.

24           (4) ESEA TERMS.—The terms “dual or concur-  
25           rent enrollment program”, “high school”, and “sec-

1       ondary school” have the meanings given the terms  
2       in section 8101 of the Elementary and Secondary  
3       Education Act of 1965 (20 U.S.C. 7801).

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

8               (6) NON-TRADITIONAL APPRENTICESHIP POPU-  
9       LATIONS.—The term “non-traditional apprenticeship  
10      populations” means individuals who are of a gender  
11      or from a race or ethnicity that comprises less than  
12      25 percent of the individuals participating in ap-  
13      prenticeship programs.

14              (7) SECRETARY.—The term “Secretary” means  
15      the Secretary of Labor.

16              (8) WIOA TERMS.—The terms “local board”,  
17      “community-based organization”, “in-demand indus-  
18      try sector or occupation”, and “industry or sector  
19      partnership” have the meanings given the terms in  
20      section 3 of the Workforce Innovation and Oppor-  
21      tunity Act (29 U.S.C. 3102).

22              (9) YOUTH APPRENTICESHIP PROGRAM.—The  
23      term “youth apprenticeship program” means a pro-  
24      gram designed for youth apprentices who at the

1 start of the program are enrolled in high school and  
2 which includes each of the following core elements:

3 (A) The employment and training to be re-  
4 ceived by each youth apprentice participating in  
5 the program, including—

6 (i) an outline of the work processes or  
7 plan in which the youth apprentice will re-  
8 ceive supervised work experience and train-  
9 ing on the job or in an experiential setting;

10 (ii) the allocation of the approximate  
11 amount of time to be spent in each major  
12 work process;

13 (iii) mentoring that will be provided to  
14 the youth apprentice; and

15 (iv) a description or timeline explain-  
16 ing the periodic reviews and evaluations of  
17 the youth apprentice's performance on the  
18 job and in related instruction.

19 (B) A process for maintaining appropriate  
20 progress records, including the evaluations de-  
21 scribed in section 6.

22 (C) Related classroom-based instruction,  
23 which may be fulfilled through dual or concu-  
24 rent enrollment, and is, to the extent prac-

1            ticable, aligned with high school diploma re-  
2            quirements and career clusters.

3            (D) A progressively increasing, clearly de-  
4            fined schedule of wages to be paid to the youth  
5            apprentice.

6            (E) Provides all individuals with an equal  
7            opportunity to participate in youth apprentice-  
8            ships under the program, including through the  
9            method for the selection of youth apprentices.

10          (F) The methods used to measure skill ac-  
11          quisition for an apprentice, including ongoing  
12          assessment against established skill and com-  
13          petency standards, established against skill and  
14          competency standards.

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

18          (H) The program—

19                (i) has adequate and safe equipment,  
20                environments, and facilities for training  
21                and supervision;

22                (ii) provides safety training on-the-job  
23                and in related instruction as applicable by  
24                apprenticeable occupation; and

1 (iii) provides adequate training for  
2 mentors and qualified instructors on pro-  
3 viding a safe work and training environ-  
4 ment.

5 (I) The program awards a certificate of  
6 completion in recognition of successful comple-  
7 tion of the program, evidenced by an appro-  
8 priate certificate issued by the registration  
9 agency, and culminates in a recognized postsec-  
10 ondary credential.

11 (J) The program provides that an indi-  
12 vidual who is to become a youth apprentice en-  
13 ters into a written apprenticeship agreement  
14 with the sponsor of the program.