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(Original Signature of Member)

118TH CONGRESS  
1ST SESSION

# H. R.

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To direct the Secretary of Labor to award grants to develop, administer, and evaluate early childhood education apprenticeships, and for other purposes.

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## IN THE HOUSE OF REPRESENTATIVES

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

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# A BILL

To direct the Secretary of Labor to award grants to develop, administer, and evaluate early childhood education apprenticeships, 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,*

3 **SECTION 1. GRANTS FOR EARLY CHILDHOOD EDUCATION**

4 **APPRENTICESHIP PROGRAMS.**

5 (a) ESTABLISHMENT.—The Secretary, in consulta-  
6 tion with the Secretary of Health and Human Services  
7 and the Secretary of Education, shall award grants to

1 States to develop, administer, and evaluate apprentice-  
2 ships.

3 (b) APPLICATION.—A State seeking a grant under  
4 this Act shall submit an application to the Secretary for  
5 approval at such time, in such manner, and containing  
6 such information as the Secretary may require.

7 (c) USES OF FUNDS.—

8 (1) REQUIRED USES.—A grant under sub-  
9 section (a) shall be used for activities that develop,  
10 administer, and evaluate an apprenticeship, includ-  
11 ing—

12 (A) equipping apprentices with specialized  
13 knowledge, skills, and competencies required to  
14 work in early childhood education;

15 (B) increasing the number of apprentices  
16 (including apprentices that are in areas that are  
17 underserved or rural) with a recognized postsec-  
18 ondary credential, a certificate of completion of  
19 an apprenticeship, or a degree from an institu-  
20 tion of higher education;

21 (C) promoting recruitment and retention of  
22 apprentices;

23 (D) providing a pathway to career ad-  
24 vancement for apprentices by assisting such ap-  
25 prentices in completing an apprenticeship and

1 tracking the percent of such completions, in-  
2 cluding the apprentices who—

3 (i) attend an institution of higher edu-  
4 cation after completing an apprenticeship;  
5 and

6 (ii) enter into employment that is un-  
7 subsidized after completing an apprentice-  
8 ship;

9 (E) supporting partnerships with institu-  
10 tions of higher education in the State, busi-  
11 nesses, and other entities participating in an  
12 apprenticeship to provide for academic credit  
13 for instruction related to the apprenticeship and  
14 the application of such credit toward a degree  
15 at an institution of higher education; and

16 (F) developing strategies to hire and retain  
17 qualified supervisors for apprentices that sup-  
18 port such apprentices through—

19 (i) professional development;

20 (ii) mentorship;

21 (iii) evaluation; and

22 (iv) training.

23 (2) PERMITTED USES.—In addition to the re-  
24 quirements under paragraph (1), a grant under sub-  
25 section (a) may be used to—

1 (A) coordinate with the State apprentice-  
2 ship agency to determine and disseminate best  
3 practices, recommended curricula, or other re-  
4 sources on administering effective apprentice-  
5 ships for businesses, institutions of higher edu-  
6 cation, or other entities participating in an ap-  
7 prenticeship; and

8 (B) establish primary indicators of per-  
9 formance with respect to apprentices and indi-  
10 viduals who have completed an apprenticeship  
11 to be shared on State and national workforce  
12 registries (commonly known as “Registered Ap-  
13 prenticeship Partners Information Data Sys-  
14 tems”), including—

15 (i) the percentage of individuals who  
16 have completed an apprenticeship and re-  
17 main employed full-time in early childhood  
18 education—

19 (I) 6 months after completing  
20 such apprenticeship; and

21 (II) 1 year after completing such  
22 apprenticeship;

23 (ii) the median earnings of individuals  
24 who have completed an apprenticeship and  
25 are employed full-time in early childhood

1 education within 6 months after com-  
2 pleting such apprenticeship;

3 (iii) the percentage of apprentices who  
4 obtain a recognized postsecondary creden-  
5 tial, a secondary school diploma, or the  
6 recognized equivalent of such diploma  
7 while participating in an apprenticeship;  
8 and

9 (iv) the percentage of individuals who  
10 have completed an apprenticeship and who  
11 begin or obtain a recognized postsecondary  
12 credential or degree, a secondary school di-  
13 ploma, or the recognized equivalent of such  
14 diploma within 1 year after completing an  
15 apprenticeship.

16 (d) PRIORITY.—The Secretary shall prioritize State  
17 applicants that—

18 (1) have developed partnerships with—

19 (A) Indian Tribes in such State; or

20 (B) institutions of higher education that  
21 serve minority populations;

22 (2) have a statewide credit articulation agree-  
23 ment in place that ensures credit transfer between  
24 participating institutions of higher education in the  
25 State and other relevant credential programs; or

1           (3) assure that no less than 25 percent of the  
2           grant funds will be used to support apprenticeships  
3           in underserved or rural communities.

4           (e) GRANT TERM AND LIMITATION.—

5           (1) TERM.—The term of a grant made under  
6           this Act shall be 3 years.

7           (2) LIMITATION.—The Secretary shall award no  
8           greater than 20 grants each fiscal year.

9           (f) COST-SHARING.—

10          (1) IN GENERAL.—The Federal share of the  
11          cost of any activity carried out using a grant made  
12          under this Act shall be not more than 75 percent.

13          (2) IN-KIND CONTRIBUTIONS.—The non-Fed-  
14          eral share of the total cost of any activity carried  
15          out using a grant made under this Act may be in  
16          the form of donations or in-kind contributions of  
17          goods or services fairly valued.

18          (g) STATE EVALUATION AND REPORT TO SEC-  
19          RETARY.—

20          (1) EVALUATION AND REPORT.—Not later than  
21          1 year after receiving a grant under this Act, and  
22          annually thereafter for the duration of the grant, a  
23          State shall submit to the Secretary a report con-  
24          taining an evaluation of the apprenticeships to deter-

1 mine which program strategies made progress to-  
2 ward—

3 (A) increasing the aggregate number of ap-  
4 prentices; and

5 (B) increasing the retention rates of ap-  
6 prentices.

7 (2) RULE FOR REPORTING DATA.—The  
8 disaggregation of data under this Act shall not be  
9 required when the number of apprentices in a cat-  
10 egory is insufficient to yield statistically reliable in-  
11 formation or when the results would reveal person-  
12 ally identifiable information about an apprentice.

13 (h) REPORT TO CONGRESS.—Not later than 5 years  
14 after the date of the enactment of this Act, the Secretary  
15 shall submit to Congress a report on the effectiveness of  
16 each State that received a grant under this Act to develop,  
17 administer, and evaluate apprenticeships, including evalu-  
18 ating—

19 (1) an increase in the number of apprentices in  
20 early childhood education;

21 (2) an increase in the retention rates of individ-  
22 uals who work in early childhood education after  
23 completing an apprenticeship;

24 (3) the career path of apprentices and individ-  
25 uals who have completed an apprenticeship; and

1           (4) an increase in the number of credentials  
2           and degrees obtained by apprentices.

3           (i) FUNDING.—To carry out the grant program  
4           under this Act, the Secretary shall use amounts allocated  
5           under section 414(c) of the American Competitiveness and  
6           Workforce Improvement Act of 1998 (29 U.S.C. 3224a).

7           (j) DEFINITIONS.—In this Act:

8           (1) APPRENTICE.—The term “apprentice”  
9           means an individual participating in a registered ap-  
10          prenticeship program focused on early childhood  
11          education as that term is defined under section 103  
12          of the Higher Education Act of 1965 (20 U.S.C.  
13          1003).

14          (2) APPRENTICESHIP.—The term “apprentice-  
15          ship” means a registered apprenticeship program  
16          that trains apprentices.

17          (3) INSTITUTION OF HIGHER EDUCATION.—The  
18          term “institution of higher education” has the  
19          meaning given the term under section 102(a)(1) of  
20          the Higher Education Act of 1965 (20 U.S.C.  
21          1002(a)(1)).

22          (4) REGISTERED APPRENTICESHIP PROGRAM.—  
23          The term “registered apprenticeship program”  
24          means an apprenticeship program registered under  
25          the Act of August 16, 1937 (commonly known as



1 the “National Apprenticeship Act”; 29 U.S.C. 50 et  
2 seq.).

3 (5) SECRETARY.—The term “Secretary” means  
4 the Secretary of Labor.

5 (6) STATE.—The term “State” means each of  
6 the several States, the District of Columbia, and the  
7 Commonwealth of Puerto Rico.