

SENATE BILL NO. 285—SENATOR DALY

MARCH 5, 2025

Referred to Committee on Commerce and Labor

SUMMARY—Revises provisions relating to apprenticeships. (BDR 53-91)

FISCAL NOTE: Effect on Local Government: No. Effect on the State: No.

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EXPLANATION – Matter in *bolded italics* is new; matter between brackets ~~omitted material~~ is material to be omitted.

AN ACT relating to apprenticeships; prohibiting the issuance of an interim credential to an apprentice in an apprenticeship program for a construction trade; revising the requirements for the eligibility for registration and approval of a proposed apprenticeship program for a construction trade; and providing other matters properly relating thereto.

Legislative Counsel’s Digest:

Existing law makes the Office of the Labor Commissioner responsible and accountable for apprenticeship in this State and requires the Office of the Labor Commissioner to act as the State Apprenticeship Agency for the purposes of certain federal regulations governing apprenticeships. (NRS 607.035) Existing law additionally requires the Labor Commissioner to oversee the State Apprenticeship Council and State Apprenticeship Director and sets forth certain duties the Director must perform under the direction of the Labor Commissioner. (NRS 607.035, 610.120)

Existing federal regulations define “interim credential” to mean, in general, a credential issued by the federal Office of Apprenticeship of the Employment and Training Administration of the United States Department of Labor or a State Apprenticeship Agency, upon request of the appropriate sponsor, as certification of competency attainment by an apprentice. (29 C.F.R. § 29.2) Existing federal regulations set forth certain requirements for apprenticeship programs that choose to issue interim credentials. (29 C.F.R. § 29.5) **Section 1** of this bill prohibits the Labor Commissioner from issuing or directing the Director to issue an interim credential to an apprentice in an apprenticeship program for a construction trade.

Existing law sets forth various requirements for a proposed apprenticeship program to be eligible for registration and approval by the State Apprenticeship Council. (NRS 610.144) **Section 2** of this bill requires a program, if the program provides training in more than one construction trade, to contain separate standards for each such trade. **Section 2** additionally prohibits a program from containing



23 career lattices if the program is for a construction trade. **Section 2** defines “career  
24 lattices” to mean pathways in a program in which an apprentice can either progress  
25 upward within a particular occupation or specialize or gain deeper knowledge and  
26 experience laterally in particular areas.

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THE PEOPLE OF THE STATE OF NEVADA, REPRESENTED IN  
SENATE AND ASSEMBLY, DO ENACT AS FOLLOWS:

1 **Section 1.** Chapter 610 of NRS is hereby amended by adding  
2 thereto a new section to read as follows:

3 *1. The Labor Commissioner may not issue or direct the State*  
4 *Apprenticeship Director to issue an interim credential to an*  
5 *apprentice in a program for a construction trade.*

6 *2. As used in this section, “interim credential” has the*  
7 *meaning ascribed to it in 29 C.F.R. § 29.2.*

8 **Sec. 2.** NRS 610.144 is hereby amended to read as follows:

9 610.144 1. To be eligible for registration and approval by the  
10 Council, a proposed program must:

11 (a) Be an organized, written plan embodying the terms and  
12 conditions of employment, training and supervision of one or more  
13 apprentices in an apprenticeable occupation, as defined in 29 C.F.R.  
14 § 29.4, and be subscribed to by a sponsor who has undertaken to  
15 carry out the program.

16 (b) Except as otherwise provided in this paragraph, use a:

17 (1) Time-based approach, as described in 29 C.F.R. §  
18 29.5(b)(2)(i);

19 (2) Competency-based approach, as described in 29 C.F.R. §  
20 29.5(b)(2)(ii); or

21 (3) Hybrid approach, as described in 29 C.F.R. §  
22 29.5(b)(2)(iii).

23 ↪ A program for a construction trade must use a time-based  
24 approach.

25 (c) Contain the pledge of equal opportunity prescribed in 29  
26 C.F.R. § 30.3(c) and, when applicable:

27 (1) A plan of affirmative action in accordance with 29 C.F.R.  
28 § 30.4;

29 (2) A method of selection authorized in 29 C.F.R. § 30.10;

30 (3) A nondiscriminatory pool for application as an  
31 apprentice; or

32 (4) Similar requirements expressed in a state plan for equal  
33 opportunity in employment in apprenticeships adopted pursuant to  
34 29 C.F.R. Part 30 and approved by the United States Department of  
35 Labor.



1 (d) Provide for the development of skills that are intended to  
2 enable an apprentice to engage in a skilled trade generally, rather  
3 than for a particular employer or sponsor.

4 (e) Contain:

5 (1) Provisions concerning the employment and training of  
6 the apprentice in a skilled trade;

7 (2) A term of apprenticeship that:

8 (I) If the program uses a time-based approach, requires  
9 the completion of not less than 2,000 hours of on-the-job learning,  
10 consistent with training requirements as established by practice in  
11 the trade;

12 (II) If the program uses a competency-based approach,  
13 specifies the skills that must be demonstrated by an apprentice and  
14 addresses how on-the-job learning will be integrated into the  
15 program; or

16 (III) If the program uses a hybrid approach, specifies the  
17 skills that must be acquired and the minimum number of hours of  
18 on-the-job learning that must be completed by an apprentice;

19 (3) An outline of the processes in which the apprentice will  
20 receive supervised experience and training on the job, and the  
21 allocation of the approximate time to be spent in each major  
22 process;

23 (4) Provisions for organized, related and supplemental  
24 instruction in technical subjects related to the trade with a minimum  
25 of 144 hours for each year of apprenticeship, given in a classroom or  
26 through trade, industrial or correspondence courses of equivalent  
27 value or other forms of study approved by the Council;

28 (5) A progressively increasing, reasonable and profitable  
29 schedule of wages to be paid to the apprentice consistent with the  
30 skills acquired, not less than that allowed by federal or state law or  
31 regulations, by a collective bargaining agreement or by the  
32 minimum apprentice wage established by the Council;

33 (6) Provisions for a periodic review and evaluation of the  
34 apprentice's progress in performance on the job and related  
35 instruction and the maintenance of appropriate records of such  
36 progress;

37 (7) A numeric ratio of apprentices to journeymen consistent  
38 with proper supervision, training, safety, continuity of employment  
39 and applicable provisions in collective bargaining agreements, in  
40 language that is specific and clear as to its application;

41 (8) A probationary period that is reasonable in relation to the  
42 full term of apprenticeship, with full credit given for that period  
43 toward the completion of the full term of apprenticeship;



1 (9) Provisions for adequate and safe equipment and facilities  
2 for training and supervision and for the training of apprentices in  
3 safety on the job and in related instruction;

4 (10) The minimum qualifications required by a sponsor for  
5 persons entering the program, with an eligible starting age of not  
6 less than 16 years;

7 (11) Provisions for the placement of an apprentice under a  
8 written agreement as required by this chapter, incorporating directly  
9 or by reference the standards of the program;

10 (12) Provisions for the granting of advanced standing or  
11 credit to all applicants on an equal basis for previously acquired  
12 experience, training or skills, with commensurate wages for each  
13 advanced step granted;

14 (13) Provisions for the transfer of the employer's training  
15 obligation when the employer is unable to fulfill his or her  
16 obligation under the agreement to another employer under the same  
17 or a similar program with the consent of the apprentice and the local  
18 joint apprenticeship committee or sponsor of the program;

19 (14) Provisions for the assurance of qualified training  
20 personnel and adequate supervision on the job;

21 (15) Provisions for the issuance of an appropriate certificate  
22 evidencing the successful completion of an apprenticeship;

23 (16) An identification of the Office of Labor Commissioner  
24 as the agency for registration of the program;

25 (17) Provisions for the registration of agreements and of  
26 modifications and amendments thereto;

27 (18) Provisions for notice to the State Apprenticeship  
28 Director of persons who have successfully completed the program  
29 and of all cancellations, suspensions and terminations of agreements  
30 and the causes therefor;

31 (19) Provisions for the termination of an agreement during  
32 the probationary period by either party without cause;

33 (20) A statement that the program will be conducted,  
34 operated and administered in conformity with the applicable  
35 provisions of 29 C.F.R. Part 30 or a state plan for equal opportunity  
36 in employment in apprenticeships adopted pursuant to 29 C.F.R.  
37 Part 30 and approved by the United States Department of Labor;

38 (21) The name and address of the appropriate authority under  
39 the program to receive, process and make disposition of complaints;  
40 ~~and~~

41 (22) Provisions for the recording and maintenance of all  
42 records concerning apprenticeships as may be required by the  
43 Council and applicable laws ~~};~~ *and*

44 *(23) If the program provides training in more than one*  
45 *construction trade, separate standards for each such trade.*



1 *(f) If the program is for a construction trade, not contain*  
2 *provisions for career lattices. As used in this paragraph, "career*  
3 *lattices" means pathways in a program in which an apprentice can*  
4 *either progress upward within a particular occupation or*  
5 *specialize or gain deeper knowledge and experience laterally in*  
6 *particular areas.*

7 2. If a program of apprenticeship in a skilled trade is proposed  
8 by an employer or association of employers for approval and  
9 registration by the Council and the Council has previously approved  
10 and registered a program for the skilled trade, the Council shall  
11 provide a copy of the proposed program to the sponsor of the  
12 approved and registered program and hold a hearing before  
13 approving or rejecting the application. The Council shall not  
14 approve a proposed program pursuant to this subsection unless the  
15 program requires the completion of at least as many hours of on-the-  
16 job learning or the demonstration of at least the same number and  
17 quality of skills, or both, as applicable, as all existing approved and  
18 registered programs in the relevant skilled trade.

19 3. To determine whether a proposed program should be  
20 approved or rejected pursuant to subsection 2, the Council shall  
21 consider, in addition to the requirements in subsections 1 and 2,  
22 without limitation:

23 (a) Relevant information concerning the approved and registered  
24 program, including, without limitation, the standards for  
25 apprenticeship of the program;

26 (b) Whether the sponsor of the approved and registered program  
27 is jointly administered by labor and management;

28 (c) The provisions of any applicable collective bargaining  
29 agreements;

30 (d) Dictionaries of occupational titles;

31 (e) Opinions of experts provided by interested parties, including,  
32 without limitation, organized labor, licensed contractors and  
33 associations of contractors;

34 (f) Recognized labor and management practices in the relevant  
35 industry;

36 (g) Scope of work descriptions issued by the Labor  
37 Commissioner and the United States Department of Labor; and

38 (h) The supply of skilled workers in the trade in relation to the  
39 demand for skilled workers in the trade and the extent to which the  
40 sponsor of the approved and registered program is willing and able  
41 to provide apprentices to the proposed program.



- 1 ↪ The Council may condition approval of the proposed program on
- 2 the payment of compensation to apprentices that is equal to or
- 3 greater than the compensation provided by the approved and
- 4 registered apprenticeship program.





