

116TH CONGRESS
2D SESSION

S. 3445

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

IN THE SENATE OF THE UNITED STATES

MARCH 11, 2020

Mr. YOUNG (for himself, Mr. CASEY, and Mrs. CAPITO) introduced the following bill; which was read twice and referred to the Committee on Health, Education, Labor, and Pensions

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. SHORT TITLE.**

4 This Act may be cited as the “Early Educators Ap-
5 prenticeship Act”.

6 **SEC. 2. GRANTS FOR APPRENTICESHIP PROGRAMS.**

7 (a) DEFINITIONS.—In this section:

8 (1) APPRENTICE.—The term “apprentice”
9 means an individual participating in a registered ap-

1 prenticeship program focused on early childhood
2 education.

3 (2) APPRENTICESHIP.—Except when used in
4 referring to or defining the term “registered appren-
5 ticeship program”, the term “apprenticeship” means
6 a registered apprenticeship program that trains ap-
7 prentices.

8 (3) CREDENTIAL OR DEGREE.—The term “cre-
9 dential or degree” means a recognized secondary or
10 postsecondary credential, a high school diploma or
11 its recognized equivalent, or a postsecondary degree
12 (including an associate, baccalaureate, or other de-
13 gree).

14 (4) ELIGIBLE PARTNERSHIP.—The term “eligi-
15 ble partnership” means a partnership that—

16 (A) includes an individual employer or a
17 consortium of employers (including schools and
18 child care centers and family child care pro-
19 viders), and an institution of higher education;
20 and

21 (B) may include one or more—

22 (i) labor organizations;

23 (ii) workforce intermediaries;

24 (iii) economic development agencies;

25 (iv) community-based organizations;

1 (v) State educational agencies or local
2 educational agencies, as such terms are de-
3 fined in section 8101 of the Elementary
4 and Secondary Education Act of 1965 (20
5 U.S.C. 7801); and

6 (vi) providers of support or specialized
7 services for apprentices.

8 (5) INSTITUTION OF HIGHER EDUCATION.—The
9 term “institution of higher education” has the
10 meaning given the term in section 101, and subpara-
11 graphs (A) and (B) of section 102(a)(1), of the
12 Higher Education Act of 1965 (20 U.S.C. 1001,
13 1002(a)(1)).

14 (6) REGISTERED APPRENTICESHIP PROGRAM.—
15 The term “registered apprenticeship program”
16 means an apprenticeship program registered under
17 the Act of August 16, 1937 (commonly known as
18 the “National Apprenticeship Act”; 29 U.S.C. 50 et
19 seq.), including any requirement, standard, or rule
20 promulgated under such Act as in effect on Decem-
21 ber 30, 2019.

22 (7) SECRETARY.—Except as otherwise specifi-
23 cally provided, the term “Secretary” means the Sec-
24 retary of Labor.

1 (8) STATE.—The term “State” means each of
2 the several States, the District of Columbia, and the
3 Commonwealth of Puerto Rico.

4 (b) ESTABLISHMENT.—The Secretary, in consulta-
5 tion with the Secretary of Health and Human Services
6 and the Secretary of Education, shall award grants to eli-
7 gible partnerships to pay the Federal share of the costs
8 of developing, administering, and evaluating apprentice-
9 ships.

10 (c) APPLICATION.—An eligible partnership seeking a
11 grant under this Act shall submit an application to the
12 Secretary for approval at such time, in such manner, and
13 containing such information as the Secretary may require.

14 (d) USES OF FUNDS.—

15 (1) REQUIRED USES.—A grant under sub-
16 section (b) shall be used for activities that develop,
17 administer, and evaluate an apprenticeship, includ-
18 ing—

19 (A) equipping apprentices with specialized
20 knowledge, skills, and competencies required to
21 work in early childhood education;

22 (B) increasing the number of individuals
23 who complete an apprenticeship program and
24 obtain a credential or degree or a certificate of
25 completion of an apprenticeship program, in-

1 including increasing such number in areas that
2 are underserved or rural;

3 (C) promoting recruitment and retention of
4 apprentices;

5 (D) providing a pathway to career ad-
6 vancement for apprentices by assisting such ap-
7 prentices in completing an apprenticeship;

8 (E) providing for evaluation and longitu-
9 dinal data regarding apprentices participating
10 in the program to determine long-term out-
11 comes, including information needed for pur-
12 poses of subsections (g) and (i);

13 (F) supporting partnerships with institu-
14 tions of higher education in the State in which
15 the eligible partnership serves, or will serve, ap-
16 prentices, businesses, and other entities partici-
17 pating in an apprenticeship to provide for—

18 (i) the award of postsecondary aca-
19 demic credit for related instruction or on-
20 the-job training provided through the ap-
21 prenticeship; and

22 (ii) the application of such credit to-
23 ward a credential or degree from an insti-
24 tution in the partnership; and

1 (G) developing strategies to hire and retain
2 qualified supervisors for apprentices that sup-
3 port such apprentices through—

- 4 (i) professional development;
5 (ii) mentorship;
6 (iii) evaluation; and
7 (iv) training.

8 (2) PERMITTED USES.—In addition to the re-
9 quirements under paragraph (1), a grant under sub-
10 section (b) may be used—

11 (A) in cooperation with the State agency
12 responsible for apprenticeships in the State in
13 which the eligible partnership serves or will
14 serve apprentices, to create or maintain a state-
15 wide resource database for businesses, institu-
16 tions of higher education, or other entities par-
17 ticipating in an apprenticeship to share best
18 practices, curricula, and other resources that di-
19 rectly contribute to administering an effective
20 apprenticeship;

21 (B) to establish primary indicators of per-
22 formance with respect to apprentices and indi-
23 viduals who have completed an apprenticeship
24 to be shared on any workforce registry of such
25 State and the registered apprenticeship pro-

1 gram data system maintained by the Secretary
2 of Labor, including—

3 (i) the percentage of individuals who
4 have completed an apprenticeship and re-
5 main employed full-time in early childhood
6 education—

7 (I) 6 months after completing
8 such apprenticeship; and

9 (II) 1 year after completing such
10 apprenticeship;

11 (ii) the median earnings of individuals
12 who have completed an apprenticeship and
13 are employed full-time in early childhood
14 education within 6 months after com-
15 pleting such apprenticeship;

16 (iii) the percentage of apprentices who
17 obtain a credential or degree while partici-
18 pating in an apprenticeship; and

19 (iv) the percentage of individuals who
20 have completed an apprenticeship and who
21 begin or obtain a credential or degree with-
22 in 1 year after completing the apprentice-
23 ship; and

1 (C) to pay the costs of tuition and fees for
2 apprentices enrolled in programs of education
3 leading to a credential or degree.

4 (e) PRIORITY.—The Secretary shall prioritize eligible
5 partnerships that—

6 (1) include in the eligible partnership, or have
7 developed partnerships, with—

8 (A) Indian Tribes in such State; or

9 (B) institutions of higher education that
10 serve minority populations;

11 (2) operate or serve an apprenticeship program
12 in a State that has a statewide credit articulation
13 agreement in place that ensures credit transfer be-
14 tween participating institutions of higher education
15 in the State and other relevant credential programs;
16 or

17 (3) provide an assurance that not less than 25
18 percent of the grant funds will be used to support
19 apprenticeships in underserved or rural commu-
20 nities.

21 (f) GRANT TERM AND LIMITATION.—

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

1 (2) LIMITATION.—The Secretary shall award no
2 greater than 20 grants under this section each fiscal
3 year.

4 (g) GRANT RECIPIENT EVALUATION AND REPORT.—
5 Not later than 1 year after receiving a grant under this
6 Act, and annually thereafter for the duration of the grant,
7 an eligible partnership shall submit to the Secretary a re-
8 port containing—

9 (1) an evaluation of the eligible partnership’s
10 apprenticeships to determine which program strate-
11 gies made progress toward—

12 (A) increasing the aggregate number of ap-
13 prentices; and

14 (B) increasing the retention rates of ap-
15 prentices; and

16 (2) the number of individuals served by the
17 grant who are enrolled in, or completed, an edu-
18 cational credential, in the aggregate and disaggre-
19 gated by type of credential or degree (including sec-
20 ondary school diploma, the recognized equivalent of
21 a secondary school diploma, a certificate, a creden-
22 tial, an associate degree, baccalaureate degree, and
23 any other category of secondary or postsecondary
24 credential) and as applicable, by specific educational
25 program within the credential or degree (including,

1 if applicable, a child development associate creden-
2 tial).

3 (h) COST-SHARING.—

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

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

12 (i) REPORT.—Not later than 5 years after the date
13 of enactment of this Act, the Secretary shall submit to
14 Congress a report on the effectiveness of each eligible
15 partnership that received a grant under this Act to de-
16 velop, administer, and evaluate apprenticeships, including
17 evaluating—

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

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

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

