

119TH CONGRESS
1ST SESSION

H. R. 6725

To amend the National Apprenticeship Act in order to increase and expand the national apprenticeship system to include the immediate recruitment, employment, and on-the-job earn as you learn training of young African Americans, and to promote the development of equitable hiring standards necessary to safeguard the diversity of apprentices, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

DECEMBER 15, 2025

Mr. DAVID SCOTT of Georgia (for himself, Mr. CLEAVER, Mr. BELL, Ms. NORTON, Mr. CARSON, Mrs. CHERFILUS-McCORMICK, Ms. CLARKE of New York, Mr. FIELDS, Mr. JOHNSON of Georgia, Mr. KENNEDY of New York, Mr. MEEKS, Ms. MOORE of Wisconsin, Mr. THANEDAR, Mr. THOMPSON of Mississippi, Ms. TLAIB, Mrs. BEATTY, Mr. BISHOP, Mr. DOGGETT, Mrs. HAYES, Mr. POCAN, Ms. STRICKLAND, Ms. DELBENE, Mr. EVANS of Pennsylvania, Ms. KELLY of Illinois, Mr. MFUME, Ms. SCANLON, Mrs. WATSON COLEMAN, Ms. CASTOR of Florida, Ms. DEAN of Pennsylvania, Mr. GOTTHEIMER, Mr. GREEN of Texas, Mr. IVEY, Mr. JACKSON of Illinois, Ms. OMAR, Mr. PALLONE, Ms. SCHAKOWSKY, Mr. THOMPSON of California, Ms. WILSON of Florida, Ms. WILLIAMS of Georgia, Ms. BROWN, and Mr. FIGURES) introduced the following bill; which was referred to the Committee on Education and Workforce

A BILL

To amend the National Apprenticeship Act in order to increase and expand the national apprenticeship system to include the immediate recruitment, employment, and on-the-job earn as you learn training of young African Americans, and to promote the development of equitable

hiring standards necessary to safeguard the diversity of apprentices, 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 “Jobs, On-the-Job
5 ‘Earn-While-You-Learn’ Training, and Apprenticeships
6 for Young African-Americans Act”.

7 **SEC. 2. FINDINGS.**

8 Congress finds the following:

9 (1) Young African-American men and women
10 are the hardest hit by economic instability. Declared
11 and affirmed by the Federal Reserve, African Ameri-
12 cans face unemployment rates that are two to three
13 times higher than their White counterparts for the
14 last several decades.

15 (2) During economic recessions in 1974
16 through 1975, 1981 through 1982, 1990 through
17 1991, and 2008, the African-American community
18 faced significantly higher unemployment rates than
19 their White counterparts.

20 (3) Even during times of economic growth, Af-
21 rican-American communities experience prolonged fi-
22 nancial vulnerability and delayed recovery. Unem-
23 ployment rates decline at a slower rate for African-
24 American men, and even a slower rate for African-

1 American women as compared to their White coun-
2 terparts.

3 (4) Affirmed by the Department of Labor, di-
4 versity and inclusion within the workforce benefits
5 employees and businesses across all industries, in-
6 cluding apprenticeship programs, which provide eco-
7 nomic mobility to its participants.

8 (5) Through the combined efforts of building
9 trades unions and community partners at the State
10 and local level, there have been established more
11 than 150 apprenticeship readiness programs across
12 the United States that focus on creating pathways
13 to Registered Programs for people of color, women,
14 and veterans. Overall, from 2009 to 2019, building
15 trades unions and their signatory contractors have
16 invested over \$100,000,000 in outreach efforts tar-
17 geting underrepresented communities to participate
18 in apprenticeship readiness programs. Of the 4,800
19 individuals who have successfully completed a build-
20 ing trades apprenticeship readiness program since
21 2016, 70 percent were from communities of color
22 and 22 percent were women.

23 (6) The disproportionately high unemployment
24 rates, combined with low participation rates from
25 African Americans in registered apprenticeship pro-

1 grams not only constitute a national crisis but a na-
2 tional tragedy for the young African Americans,
3 many of whom are fathers and mothers who, without
4 jobs, are unable to provide for their families or
5 home.

6 **SEC. 3. DIVERSITY AND INCLUSION ADMINISTRATOR.**

7 (a) IN GENERAL.—There is established within the
8 Office of Apprenticeship in the Office of Employment and
9 Training Administration of the Department of Labor a po-
10 sition to be known as the “Diversity and Inclusion Admin-
11 istrator”.

12 (b) RESPONSIBILITIES.—The Diversity and Inclusion
13 Administrator shall—

14 (1) promote greater diversity, including an in-
15 crease in the participation of individuals who are Af-
16 rican American, Hispanic, Asian American or Pacific
17 Islander, or Native American in the national appren-
18 ticeship system;

19 (2) engage with institutions of higher education
20 and other education and training providers with sec-
21 ondary, postsecondary, and adult education systems,
22 including degree and credential requirements;

23 (3) employers from nontraditional apprentice-
24 ship industries and occupations; and

1 (4) assist State apprenticeship agencies and
2 sponsors in complying with the requirements of this
3 Act.

4 **SEC. 4. REGISTERED APPRENTICESHIP APPLICATION.**

5 (a) IN GENERAL.—The Administrator of the Office
6 of Apprenticeship, acting through the Diversity and Inclu-
7 sion Administrator, shall require each entity seeking to
8 register an apprenticeship under the Act of August 16,
9 1937 (commonly referred to as the “National Apprentice-
10 ship Act”; 50 Stat. 664, chapter 663; 29 U.S.C. 50 et
11 seq.), to submit, as a part of the application to register
12 such apprenticeship, a plan to increase participation of in-
13 dividuals who are African American.

14 (b) RENEWAL OF REGISTRATION.—A registered ap-
15 prenticeship program seeking renewal of such registration
16 under the Act of August 16, 1937 (commonly referred to
17 as the “National Apprenticeship Act”; 50 Stat. 664, chap-
18 ter 663; 29 U.S.C. 50 et seq.), shall include in the applica-
19 tion for such registration a plan described in subsection
20 (a).

21 **SEC. 5. GRANT PROGRAM AUTHORIZATION.**

22 (a) IN GENERAL.—The Diversity and Inclusion Ad-
23 ministrator, in consultation with the Secretary of Edu-
24 cation as appropriate, shall award grants on a competitive

1 basis to eligible registered entities to create or expand di-
2 versity in registered apprenticeship programs.

3 (b) TARGET PROGRAMS.—In issuing grants under
4 subsection (a), the Diversity and Inclusion Administrator
5 shall target registered apprenticeship programs in tradi-
6 tional and nontraditional apprenticeship industries or oc-
7 cupations, such as for programs demonstrating demand
8 in construction, welding, electrical engineering, plumbing,
9 information technology, energy, green jobs, advanced man-
10 ufacturing, health care, or cybersecurity.

11 (c) USE OF FUNDS.—A grantee under this section
12 may use funds—

13 (1) to establish or expand partnerships with or-
14 ganizations that provide African-American partici-
15 pants and other nontraditional program participants
16 access to financial planning, mentoring, and sup-
17 portive services that are necessary to enable an indi-
18 vidual to participate in and complete a program
19 under the national apprenticeship system;

20 (2) to conduct outreach and recruitment activi-
21 ties, including assessments of potential African-
22 American participants and other nontraditional par-
23 ticipants for, and enrollment of such participants in,
24 a program under the national apprenticeship system;

1 (3) to conduct outreach, engagement, recruit-
2 ment, and coordination of activities, for the purpose
3 of establishing industry or sector partnerships and
4 opportunities under the national apprenticeship sys-
5 tem, with—

6 (A) employers;

7 (B) industry associations;

8 (C) labor and labor-management organiza-
9 tions;

10 (D) qualified intermediaries;

11 (E) education and training providers;

12 (F) State or local workforce agencies;

13 (G) potential sponsors;

14 (H) community-based organizations;

15 (I) communities with high numbers or per-
16 centages of individuals who are African Amer-
17 ican and other individuals from populations
18 that the Secretary determines to be nontradi-
19 tional apprenticeship populations;

20 (J) small- and medium-sized businesses; or

21 (K) rural communities;

22 (4) to carry out grant requirements, including
23 program evaluation and reporting requirements; and

1 (5) to conduct any activities as described in the
2 application that would advance the purposes of the
3 grant.

4 (d) GRANT RECIPIENT REPORT.—Each recipient of
5 a grant under this section shall—

6 (1) submit to the Diversity and Inclusion Ad-
7 ministrators a report at the conclusion of the grant
8 period, which shall include—

9 (A) a description of how the funds received
10 through the grant were used to increase the
11 participation of individuals who are African
12 American, Hispanic, Asian American or Pacific
13 Islander, or Native American in the program;

14 (B) the total number of active program
15 participants;

16 (C) the total number that obtained unsub-
17 sidized employment in a field related to the
18 apprenticeable occupation;

19 (D) the total number of program partici-
20 pants that completed the program in which they
21 were enrolled;

22 (E) the average time to completion for
23 each program;

24 (F) the average cost per participant during
25 the most recent program year; and

1 (G) the percentage of participants who re-
2 ceived additional support services; and

3 (2) submit each report under paragraph (1)—

4 (A) to the registration agency; and

5 (B) to the Diversity and Inclusion Admin-
6 istrator.

7 (e) ELIGIBLE ENTITY DEFINED.—In this section, the
8 term “eligible entity” means—

9 (1) a program sponsor;

10 (2) a State workforce development board or
11 State workforce agency, or a local workforce develop-
12 ment board or local workforce development agency;

13 (3) an education and training provider, or a
14 consortium thereof;

15 (4) if the applicant is in a State with a State
16 apprenticeship agency, such State apprenticeship
17 agency;

18 (5) an Indian Tribe or Tribal organization;

19 (6) an industry or sector partnership, a group
20 of employers, a trade association, or a professional
21 association that sponsors or participates in a pro-
22 gram under the national apprenticeship system;

23 (7) a Governor of a State;

24 (8) a labor organization or joint-labor manage-
25 ment organization;

1 (9) a community organization working in part-
2 nership with one or more registered apprenticeship
3 programs; or

4 (10) a qualified intermediary.

5 **SEC. 6. DEFINITIONS.**

6 In this Act, the following:

7 (1) EDUCATION AND TRAINING PROVIDER.—

8 The term “education and training provider”
9 means—

10 (A) an area career and technical education
11 school;

12 (B) an early college high school;

13 (C) an educational service agency;

14 (D) a high school;

15 (E) a local educational agency or State
16 educational agency;

17 (F) a Tribal educational agency, Tribally
18 controlled college or university, or Tribally con-
19 trolled postsecondary career and technical insti-
20 tution;

21 (G) a postsecondary educational institu-
22 tion;

23 (H) a minority-serving institution;

1 (I) a provider of adult education and lit-
2 eracy activities under the Adult Education and
3 Family Literacy Act (29 U.S.C. 3271 et seq.);

4 (J) a local agency administering plans
5 under title I of the Rehabilitation Act of 1973
6 (29 U.S.C. 720 et seq.), other than section 112
7 or part C of that title (29 U.S.C. 732, 741);

8 (K) a related instruction provider, includ-
9 ing a qualified intermediary acting as a related
10 instruction provider as approved by a registra-
11 tion agency;

12 (L) a Job Corps center (as defined in sec-
13 tion 142 of the Workforce Innovation and Op-
14 portunity Act (29 U.S.C. 3192)); or

15 (M) a consortium of entities described in
16 any of subparagraphs (A) through (L).

17 (2) INSTITUTION OF HIGHER EDUCATION.—The
18 term “institution of higher education” has the
19 meaning given such term in section 101 of the High-
20 er Education Act of 1965 (20 U.S.C. 1001).

21 (3) NATIONAL APPRENTICESHIP SYSTEM.—The
22 term “national apprenticeship system” means the
23 apprenticeship programs, youth apprenticeship pro-
24 grams, and preapprenticeship programs under the
25 Act of August 16, 1937 (commonly referred to as

1 the “National Apprenticeship Act”; 50 Stat. 664,
2 chapter 663; 29 U.S.C. 50 et seq.).

3 (4) NONTRADITIONAL APPRENTICESHIP POPU-
4 LATION.—The term “nontraditional apprenticeship
5 population” means a group of individuals (such as
6 individuals from the same gender, race, or ethnicity),
7 the members of which comprise fewer than 25 per-
8 cent of the program participants in an
9 apprenticeable occupation under the national ap-
10 prenticeship system.

11 (5) NONTRADITIONAL APPRENTICESHIP INDUS-
12 TRY OR OCCUPATION.—The term “nontraditional ap-
13 prenticeship industry or occupation” refers to an in-
14 dustry sector or occupation that represents fewer
15 than 10 percent of apprenticeable occupations or the
16 programs under the national apprenticeship system.

17 (6) REGISTERED APPRENTICESHIP PROGRAM.—
18 The term “registered apprenticeship program”
19 means an apprenticeship program registered under
20 the Act of August 16, 1937 (commonly referred to
21 as the “National Apprenticeship Act”; 50 Stat. 664,
22 chapter 663; 29 U.S.C. 50 et seq.).

23 (7) REGISTRATION AGENCY.—The term “reg-
24 istration agency” means the State Office of Appren-

1 ticeship or State apprenticeship agency in a State
2 that is responsible for—

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

7 (B) carrying out the responsibilities of sup-
8 porting the youth apprenticeship,
9 preapprenticeship, or apprenticeship programs
10 registered by the registration agency.

11 (8) STATE.—The term “State” has the mean-
12 ing given such term in section 3 of the Workforce
13 Innovation and Opportunity Act (29 U.S.C. 3102)
14 and includes each of the outlying areas.

15 **SEC. 7. EFFECTIVE DATE.**

16 This Act shall take effect beginning on April 22,
17 2026.

18 **SEC. 8. AUTHORIZATION OF APPROPRIATIONS.**

19 There are authorized to be appropriated to the Sec-
20 retary of Labor to carry out this Act—

- 21 (1) \$2,000,000 for fiscal year 2026;
22 (2) \$3,000,000 for fiscal year 2027;
23 (3) \$4,000,000 for fiscal year 2028; and
24 (4) \$5,000,000 for fiscal year 2029.

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