

119<sup>TH</sup> CONGRESS  
1<sup>ST</sup> SESSION

# S. 235

To direct the Secretary of Labor to enter into contracts with industry intermediaries for purposes of promoting the development of and access to apprenticeships and related pre-apprenticeships for secondary school students.

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## IN THE SENATE OF THE UNITED STATES

JANUARY 23, 2025

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

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## A BILL

To direct the Secretary of Labor to enter into contracts with industry intermediaries for purposes of promoting the development of and access to apprenticeships and related pre-apprenticeships for secondary school students.

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 “Apprenticeship Path-  
5       ways Act of 2025”.

6       **SEC. 2. DEFINITIONS.**

7       In this Act:

1           (1) APPRENTICESHIP.—The term “apprentice-  
2           ship” means an apprenticeship registered under the  
3           National Apprenticeship Act.

4           (2) DISABILITY.—The term “disability” has the  
5           meaning given such term in section 3 of the Ameri-  
6           cans with Disabilities Act of 1990 (42 U.S.C.  
7           12102).

8           (3) DISCONNECTED YOUTH.—The term “dis-  
9           connected youth” means any individual who—

10                   (A) has attained age 16 but not age 25 on  
11                   the date of selection for an apprenticeship;

12                   (B) is not regularly attending any sec-  
13                   ondary school, area career and technical edu-  
14                   cation school (as defined in section 3 of the  
15                   Carl D. Perkins Career and Technical Edu-  
16                   cation Act of 2006 (29 U.S.C. 2302)), or post-  
17                   secondary school during the 6-month period  
18                   preceding the date of selection for the appren-  
19                   ticeship; and

20                   (C) is not regularly employed during such  
21                   6-month period.

22           (4) EARLY COLLEGE HIGH SCHOOL.—The term  
23           “early college high school” has the meaning given  
24           such term in section 8101 of the Elementary and  
25           Secondary Education Act of 1965 (20 U.S.C. 7801).

1           (5) EDUCATIONAL SERVICE AGENCY.—The  
2 term “educational service agency” has the meaning  
3 given such term in section 8101 of the Elementary  
4 and Secondary Education Act of 1965 (20 U.S.C.  
5 7801).

6           (6) HIGH SCHOOL.—The term “high school”  
7 has the meaning given such term in section 8101 of  
8 the Elementary and Secondary Education Act of  
9 1965 (20 U.S.C. 7801).

10          (7) INDUSTRY INTERMEDIARY.—The term “in-  
11 dustry intermediary” means an entity that—

12           (A) in order to accelerate apprenticeship  
13 program development, to help establish new ap-  
14 prenticeship partnerships at the national, State,  
15 or regional level, and to promote access to ap-  
16 prenticeships for secondary school students,  
17 serves as a conduit between—

18                   (i) an employer; and

19                   (ii) an entity such as—

20                           (I) an industry partner;

21                           (II) the Department of Labor;

22                           and

23                           (III) a State agency responsible  
24 for workforce investment activities;

1 (B) demonstrates a capacity to work with  
 2 employers and other key partners to identify  
 3 workforce trends and foster public-private fund-  
 4 ing to establish new apprenticeship programs;  
 5 and

6 (C) is an entity such as—

7 (i) a business;

8 (ii) a business-related nonprofit orga-  
 9 nization, including industry associations  
 10 and business federations;

11 (iii) a private organization functioning  
 12 as a workforce intermediary for the ex-  
 13 press purpose of serving the needs of busi-  
 14 nesses, including community-based non-  
 15 profit service providers and industry-  
 16 aligned training providers; or

17 (iv) a consortium of any of the enti-  
 18 ties described in clauses (i) through (iii).

19 (8) LOCAL EDUCATIONAL AGENCY.—The term  
 20 “local educational agency” has the meaning given  
 21 such term in section 8101 of the Elementary and  
 22 Secondary Education Act of 1965 (20 U.S.C. 7801).

23 (9) NATIONAL APPRENTICESHIP ACT.—The  
 24 term “National Apprenticeship Act” means the Act  
 25 of August 16, 1937 (commonly known as the “Na-

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

3 (10) PRE-APPRENTICESHIP PROGRAM.—The  
4 term “pre-apprenticeship program” means a train-  
5 ing model or program that—

6 (A) prepares individuals for acceptance  
7 into an apprenticeship program;

8 (B) meets the standards, for such a model  
9 or program, established under the National Ap-  
10 prenticeship Act; and

11 (C) is registered under the National Ap-  
12 prenticeship Act.

13 (11) REGION.—The term “region” has the  
14 meaning given the term in section 3 of the Work-  
15 force Innovation and Opportunity Act (29 U.S.C.  
16 3102).

17 (12) SECONDARY SCHOOL.—The term “sec-  
18 ondary school” has the meaning given such term in  
19 section 8101 of the Elementary and Secondary Edu-  
20 cation Act of 1965 (20 U.S.C. 7801).

21 (13) STEM.—The term “STEM” means  
22 science, technology, engineering, and mathematics.

1 **SEC. 3. SECONDARY EDUCATION APPRENTICESHIP CON-**  
2 **TRACTS.**

3 (a) IN GENERAL.—The Secretary of Labor (referred  
4 to in this section as “the Secretary”), in consultation with  
5 the Secretary of Education, shall enter into contracts with  
6 industry intermediaries for the purpose of promoting the  
7 development of and access to apprenticeships for sec-  
8 ondary school students, from amounts appropriated under  
9 subsection (f).

10 (b) ELIGIBILITY.—To be eligible to be awarded a con-  
11 tract under this section, an industry intermediary shall  
12 submit an application to the Secretary, at such time and  
13 in such manner as may be required by the Secretary, that  
14 identifies proposed activities designed to further the pur-  
15 pose described in subsection (a).

16 (c) SELECTION.—

17 (1) IN GENERAL.—The Secretary shall award  
18 contracts under this section based on competitive  
19 criteria to be prescribed by the Secretary.

20 (2) PRIORITY CONSIDERATION FOR CON-  
21 TRACTS.—In awarding contracts under this section,  
22 the Secretary shall give priority consideration to  
23 intermediaries proposing contracts targeting—

24 (A) engagement with students from sec-  
25 ondary schools in which 40 percent of the stu-  
26 dents the local educational agency serves are el-

1 eligible for free or reduced price lunches under  
2 the Richard B. Russell National School Lunch  
3 Act (42 U.S.C. 1751 et seq.);

4 (B) engagement with students served by—

5 (i) rural high-need local educational  
6 agencies with locale codes of 32, 33, 41,  
7 42, or 43; or

8 (ii) educational service agencies serv-  
9 ing rural high-need local educational agen-  
10 cies with locale codes of 32, 33, 41, 42, or  
11 43;

12 (C) engagement with students residing in a  
13 Census tract that is a high poverty area, as de-  
14 fined in section 681.260 of title 20, Code of  
15 Federal Regulations, or a successor regulation;

16 (D) engagement with disconnected youth;

17 (E) engagement with an Indian child, as  
18 defined in section 4 of the Indian Child Welfare  
19 Act of 1978 ( 25 U.S.C. 1903);

20 (F) increasing participation of women in  
21 building trades and technology; and

22 (G) engagement with individuals with dis-  
23 abilities.

24 (d) USE OF FUNDS.—

1           (1) GENERAL ACTIVITIES.—An industry inter-  
2           mediary that is awarded a contract under this sec-  
3           tion may only use the funds made available through  
4           such contract to carry out activities designed to fur-  
5           ther the purpose described in subsection (a), includ-  
6           ing—

7                   (A) facilitating the development and provi-  
8                   sion of apprenticeships and related pre-appren-  
9                   ticeships, in the occupations of high need listed  
10                  in subsection (e), through collaborations with  
11                  public and private entities that provide job-re-  
12                  lated instruction, such as on-the-job training,  
13                  pre-apprenticeship training, and technical train-  
14                  ing;

15                  (B) encouraging entities to establish such  
16                  apprenticeships and related pre-apprenticeships;

17                  (C) identifying, assessing, and training ap-  
18                  plicants for such apprenticeships and pre-ap-  
19                  prenticeships who are—

20                          (i) enrolled in secondary school;

21                          (ii) enrolled in an early college high  
22                          school that focuses on education in STEM  
23                          subjects;

1 (iii) individuals age 18 or older who  
2 meet appropriate qualification standards;

3 or

4 (iv) enrolled in a pre-apprenticeship,  
5 or a training initiative for an apprentice-  
6 ship, that allow adults to concurrently in-  
7 crease academic and workforce skills  
8 through proven, evidence-based models  
9 that connect all learning to the specific ap-  
10 prenticeship involved and significantly ac-  
11 celerate completion of preparation for the  
12 apprenticeship;

13 (D) tracking the progress of such appli-  
14 cants who participate in such apprenticeships;

15 (E) orientation and training prior to the  
16 apprenticeship, and ongoing support;

17 (F) recruitment and retention of employer  
18 partners;

19 (G) administrative and operational activi-  
20 ties;

21 (H) coaching, including development of life  
22 skills, social-emotional skills, soft skills, employ-  
23 ability skills, and workforce readiness;

24 (I) wraparound support services, including  
25 monitoring of academic progress of the appren-

1 tice, and provision to the apprentice of financial  
2 incentives of payments for child and family care  
3 costs (such as transportation assistance or a  
4 gas card), and of free tutoring and career serv-  
5 ices (which may include benefit counseling), in  
6 order to create a community of apprentices par-  
7 ticipating in the activities described in sub-  
8 section (b); and

9 (J) paying 50 percent of the wages of an  
10 apprentice for the duration of the apprentice-  
11 ship involved.

12 (2) GOODS AND SERVICES.—An industry inter-  
13 mediary that receives a contract under this section  
14 may use the funds made available through such con-  
15 tract for goods and services, including—

16 (A) related educational goods and services,  
17 including provision of tuition assistance, books,  
18 and fees associated with any related instruction;

19 (B) equipment and tools related to the ap-  
20 prenticeship occupation;

21 (C) clothing, including construction boots,  
22 kneepads, hard hats, and visibility vests, related  
23 to the apprenticeship occupation; and

24 (D) technology and internet access.

1 (e) OCCUPATIONS OF HIGH NEED.—The occupations  
2 of high need referred to in subsection (d)(1)(A) are occu-  
3 pations that relate to—

4 (1) building trades, including—

5 (A) carpentry;

6 (B) plumbing;

7 (C) welding;

8 (D) electrician occupations;

9 (E) machinist occupations;

10 (F) mechanic occupations;

11 (G) pipe fitting;

12 (H) heating, ventilation, and air condi-  
13 tioning occupations;

14 (I) operating engineer and equipment oper-  
15 ator occupations;

16 (J) cement mason occupations;

17 (K) sheet metal work occupations;

18 (L) boilermaker occupations;

19 (M) solar installation; and

20 (N) roofing;

21 (2) architectural and engineering drafting and  
22 design;

23 (3) health care, including the occupations of—

24 (A) emergency medical technicians;

25 (B) phlebotomists;

1 (C) pharmacy technicians;

2 (D) respiratory therapists;

3 (E) home health aides;

4 (F) radiologic technologists;

5 (G) licensed practical nurses;

6 (H) nurse technicians; and

7 (I) laboratory technicians;

8 (4) teaching, including early childhood edu-  
9 cators;

10 (5) technology, including—

11 (A) computer science occupations;

12 (B) fabrication laboratory technician;

13 (C) telecommunications occupations;

14 (D) data science occupations; and

15 (E) product management; and

16 (6) manufacturing.

17 (f) AUTHORIZATION OF APPROPRIATIONS.—There  
18 are authorized to be appropriated to the Secretary such  
19 sums as may be necessary for the purposes of carrying  
20 out this section.

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