



Side-by-Side Analysis: 2024 Notice of Proposed Rule Making for Apprenticeship (Selected Provisions)

How to Use this Tool:

The middle column represents new rule language from the draft NPRM. The right column represents parallel rule making proposals for CTE Apprenticeship. The left column represent current rules. Bold wording represents key concepts or changes from current rules.

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	Current Rules	Proposed Rules	Proposed Rules – CTE Apprenticeship
29.7 Occupations Suitable for Registered Apprenticeship Programs			
<i>Apprenticeability/ Suitability Requirements</i>	S. 29.4 An apprenticeable occupation is one which is specified by industry and which must: (a) Involve skills that are customarily learned in a practical way through a structured, systematic program of on-the-job supervised learning; (b) Be clearly identified and commonly recognized throughout an industry; (c) Involve the progressive attainment of manual, mechanical or technical skills and knowledge which, in accordance with the industry standard for the occupation, would require the completion of at least 2,000 hours of on-the-job learning to attain; and (d) Require related instruction to supplement the on-the-job learning.	S. 29.7 (a) Only the Administrator can determine whether an occupation is suitable for registered apprenticeship. Occupations determined suitable for registered apprenticeship will be eligible for local registration for Federal purposes by a Registration Agency. (b) The following minimum requirements must be met for the Administrator to determine that an occupation is suitable: (1) The occupation under consideration is commonly recognized or accepted throughout a particular industry or sector as a standalone, distinct occupation; (2) The occupation leads to a sustainable career; (3) A structured on-the-job apprenticeship training program will enable an apprentice to be able to acquire the knowledge, skills, techniques, and competencies necessary to become proficient in the occupation; and (4) The completion of at least 2,000 hours of on-the-job training and not less than a minimum average of 144 hours of off-the-job related instruction for every 2,000 hours of on-the-job training in order to obtain proficiency in the occupation.	
<i>Suitability Application Process</i>	Not specified	29.7 (c) A current or potential program sponsor, SAA, or other entity seeking a new determination from the Administrator as to whether an occupation is suitable for registered apprenticeship must submit electronically the following information to the Administrator:	

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		(1) Documentation sufficient to show that each of the requirements at paragraphs (b)(1) through (4) of this section are met; (2) A work process schedule and an explanation of how the skills, techniques, and competencies detailed in the work process schedule will lead to proficiency in the occupation through a structured on-the-job apprenticeship training program; (3) Documentation of the industry standard for the minimum number of hours of on-the-job training needed in order to obtain proficiency in the occupation under consideration. The minimum number of hours must involve the completion of at least 2,000 hours of on-the-job training; (4) A related instruction outline and an explanation based on industry standards describing the proposed curriculum and the number of hours of such instruction, which cannot be less than an average of 144 hours in duration for every 2,000 hours of on-the job training provided; and (5) Documentation of any interim credentials, recognized postsecondary credentials, or occupational licenses related to the occupation and whether they are optional or may be required to be obtained during an apprenticeship program in the occupation.	
<i>Suitability Determination Process</i>	Not specified	29.7 (d) The Administrator will solicit public comment to assess whether the submission described in paragraph (c) of this section constitutes an occupation suitable for registered apprenticeship. Such solicitations will be made available for public comment for at least 30 days. A determination regarding the occupation will be made	

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		<p>within 90 days after a complete application is received, though the Administrator may extend this period by providing notice to the applicant. The Administrator may also consider data or request additional information from the applicant, at the Administrator’s discretion. The Administrator will maintain an up-to-date publicly available list of all suitability determinations.</p> <p>(e) An occupation will not be approved as suitable for registered apprenticeship training in instances where the Administrator determines that:</p> <p>(1) The application is incomplete;</p> <p>(2) Any of the requirements set forth at paragraphs (b)(1) through (4) of this section are not met;</p> <p>(3) The proposed scope of the apprenticeship training is confined to a narrowly specialized subset of skills and competencies within an existing occupation that are not readily transferable between employers in the sector; or</p> <p>(4) The occupation includes or replicates a significant proportion of the work processes that are covered by another occupation that OA previously approved as suitable for registered apprenticeship training, but does not lead to a more advanced occupation.</p> <p>(f) In instances where the Administrator determines, pursuant to paragraph (c) of this section, that the occupation under consideration is not one that is suitable for registered apprenticeship training, the Administrator will provide to the applicant a written explanation for the unfavorable decision.</p> <p>(g) A current sponsor or potential sponsor, SAA, or other entity must submit proposed adjustments to the existing scope, minimum duration, or work processes of an</p>	

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		<p>occupation previously deemed suitable for registered apprenticeship training by the Administrator. Such adjustments may be accepted by the Administrator provided that they satisfy the requirements established in this section.</p> <p>(h) The Administrator will, consistent with the process described in paragraph (d) of this section, periodically review the continued suitability, relevance, and applicability of the work process schedule and related instruction outline associated with an occupation previously approved as suitable for registered apprenticeship training. Based on its review the Administrator will determine whether the occupation remains suitable for registered apprenticeship or requires adjustments to the previously approved work process schedule and related instruction outline. Such a review will occur at least every 5 years. If revisions to work process schedules or related instruction outlines are made during this process, existing programs must update their work process schedules or related instruction outlines to align with the changes before the start of the next training cycle.</p>	
29.8 Standards of Apprenticeship			
<i>Required CTE Coordination</i>			S 29.24 (1) Coordination activities. The Registration Agency and the State CTE Agency must coordinate on the overall administration of registered CTE apprenticeship programs in each State, including the process of program approvals, program reviews, data collection, technical assistance, and compliance activities to ensure that both parties work cooperatively to support LEAs, IHEs, and their intermediaries in the coordination of registered CTE

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			apprenticeship programs while ensuring that programs meet the requirements of this part. Nothing in this subpart alters the existing authorities of the State CTE Agency for implementation and oversight of Perkins, which is not governed by these regulations, and the Registration Agency for oversight of any registered apprenticeship program. (2) Written agreement. The State CTE Agency and Registration Agency must enter into a written agreement for the Statewide coordination and operation of registered CTE apprenticeship programs in the State. The written agreement must describe the roles and responsibilities of each agency. In order for an SAA to establish registered CTE apprenticeship programs in its State, it must include such a written agreement as part of the State Apprenticeship Plan it submits to OA for approval.
<i>Industry Skills Frameworks</i>			(b) Approval of industry skills frameworks. (1) To facilitate the design and implementation of registered CTE apprenticeship programs, the Administrator will oversee the development of and updates to industry-validated, portable, and rigorous industry skills frameworks, which will be used by States and sponsors . Each set of new or updated industry skills frameworks must be reviewed by the Administrator, and will be approved as suitable for use in registered CTE apprenticeship programs if the industry skills framework: (i) Provides a structure for developing the professional behaviors, workplace competencies, and theoretical knowledge required by an <i>industry</i> ;

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			<p>(ii) Describes skills and competencies that have been validated by the industry under consideration as nationally applicable and widely recognized across the industry;</p> <p>(iii) Describes skills and competencies that are specified in an on-the-job training outline and obtained through the attainment of at least 900 hours of on-the-job training;</p> <p>(iv) Aligns with a CTE program as approved by a State CTE Agency; and</p> <p>(v) Details industry-validated methods for ongoing evaluations to assess the attainment of competency benchmarks by a CTE apprentice.</p> <p>(2) The Administrator will solicit public comment to assist in evaluating an industry skills framework’s suitability for registered CTE apprenticeship in paragraph (b)(1) of this section. Such solicitations will be made available for public comment for at least 30 days. A determination regarding the industry skills framework will be made within 90 days of its submission for public comment, though the Administrator may extend this period. The Administrator may also consider data and other relevant information to assist in evaluating an industry skills framework’s suitability for registered CTE apprenticeship. The Administrator will maintain an up-to-date public list of all industry skills frameworks and decisions.</p>
<i>CTE Certificate of Completion</i>			CTE apprentices who are enrolled in the registered CTE apprenticeship program and who are successful in meeting the CTE apprenticeship-related instruction and the on-the-job training outlined in the industry skills framework will receive a certificate of completion of

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			registered CTE apprenticeship from the Registration Agency.
<i>Written Standards</i>	S. 29.5 An apprenticeship program, to be eligible for approval and registration by a Registration Agency, must conform to the following standards: (a) The program must have an organized, written plan (program standards) embodying the terms and conditions of employment, training, and supervision of one or more apprentices in an apprenticeable occupation, as defined in this part, and subscribed to by a sponsor who has undertaken to carry out the apprentice training program. (b) The program standards must contain provisions that address:	S 29.8 (a) Each registered apprenticeship program must have a written set of standards of apprenticeship that will govern the conduct and operation of that program; such standards must include the following provisions:	Each registered CTE apprenticeship program must have a written set of standards of registered CTE apprenticeship that will govern the conduct and operation of that program; such standards must include the following provisions: (16) The identity of the Registration Agency and the State CTE Agency;
<i>Qualifications and Recruitment</i>	(10) The minimum qualifications required by a sponsor for persons entering the apprenticeship program, with an eligible starting age not less than 16 years.	(1) The minimum eligibility requirements for entry into the registered apprenticeship program, including a minimum starting age for an apprentice of not less than 16 years except where a higher minimum age requirement is otherwise required by Federal, State, or local law; (2) The sponsor’s procedures for the selection of apprentices , which must comply with the requirements for the selection of apprentices set forth in part 30 of this title; (3) The sponsor’s relevant recruitment area for the selection of apprentices;	(11) The minimum qualifications, if any, required by a sponsor and its participating employers for persons entering the registered CTE apprenticeship program; (12) The sponsor’s procedures for the selection of CTE apprentices , which must comply with the requirements for the selection of apprentices set forth in part 30 of this title;
<i>On-the-job and related instruction</i>	(1) The employment and training of the apprentice in a skilled occupation. (2) The term of apprenticeship, which for an individual apprentice may be measured either through the completion of the industry standard for on-the-job	(4) The term of the apprenticeship program, which must be sufficient for an apprentice to attain proficiency in all of the knowledge, skills, techniques, and competencies that are relevant to the covered occupation(s). The sponsor must include:	(1) An on-the-job training outline that aligns with an approved industry skills framework; (2) A description of the CTE apprenticeship-related instruction provided, including the approved CTE program associated with the registered CTE

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	<p>learning (at least 2,000 hours) (time-based approach), the attainment of competency (competency-based approach), or a blend of the time-based and competency-based approaches (hybrid approach).</p> <p>(i) The time-based approach measures skill acquisition through the individual apprentice's completion of at least 2,000 hours of on-the-job learning as described in a work process schedule.</p> <p>(ii) The competency-based approach measures skill acquisition through the individual apprentice's successful demonstration of acquired skills and knowledge, as verified by the program sponsor. Programs utilizing this approach must still require apprentices to complete an on-the-job learning component of Registered Apprenticeship. The program standards must address how on-the-job learning will be integrated into the program, describe competencies, and identify an appropriate means of testing and evaluation for such competencies.</p> <p>(iii) The hybrid approach measures the individual apprentice's skill acquisition through a combination of specified minimum number of hours of on-the-job learning and the successful demonstration of competency as described in a work process schedule.</p> <p>(iv) The determination of the appropriate approach for the program standards is made by the program sponsor, subject to approval by the Registration Agency of the determination as appropriate to the apprenticeable occupation for which the program standards are registered.</p>	<p>(i) A term of paid on-the-job training that reflects the customary industry standard for acquiring technical proficiency in the occupation, which in no instance can be less than 2,000 hours in duration; and</p> <p>(ii) A number of hours of related instruction that reflects the customary industry standard, but is not less than a minimum average of 144 hours of related instruction for every 2,000 hours of on-the-job training.</p>	<p>apprenticeship program. This description must include a statement as to whether time the apprentice spends in the CTE apprenticeship-related instruction component of the apprenticeship training will be counted as hours worked, and if so, what the wage rate and fringe benefits will be for those hours. The CTE apprenticeship-related instruction must also:</p> <p>(i) Be a minimum of 540 hours in duration;</p> <p>(ii) Result in the awarding of at least 12 postsecondary credit hours; and</p> <p>(iii) Lead to proficiency in the skills and competencies described in the industry skills framework.</p> <p>(5) A description of the employment in which CTE apprentices will be employed in on-the-job training. The on-the-job training must:</p> <p>(i) Be a minimum of 900 hours in duration; and</p> <p>(ii) Lead to proficiency in the skills and competencies described in the industry skills framework;</p>

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	(16) Program standards that utilize the competency-based or hybrid approach for progression through an apprenticeship and that choose to issue interim credentials must clearly identify the interim credentials, demonstrate how these credentials link to the components of the apprenticeable occupation, and establish the process for assessing an individual apprentice's demonstration of competency associated with the particular interim credential. Further, interim credentials must only be issued for recognized components of an apprenticeable occupation, thereby linking interim credentials specifically to the knowledge, skills, and abilities associated with those components of the apprenticeable occupation.		
<i>Work Process Schedule / Training Plan</i>	(3) An outline of the work processes in which the apprentice will receive supervised work experience and training on the job, and the allocation of the approximate amount of time to be spent in each major process.	(5) The registered apprenticeship program's covered occupation(s), work process schedule(s), and related instruction outline(s);	(B) A description of how the CTE program's training and curriculum align with an approved industry skills framework ; (C) A description of the secondary credits or recognized postsecondary credit hours and credentials the program may provide, including how the program confers such credits and credentials, and its usefulness for CTE apprentices' entry into employment, a registered apprenticeship program under subpart A, or a postsecondary educational program;
<i>Related Instruction</i>	(4) Provision for organized, related instruction in technical subjects related to the occupation. A minimum of 144 hours for each year of apprenticeship is recommended. This instruction in technical subjects may be accomplished through media such as classroom, occupational or industry courses, electronic media, or	(6) The related instruction provider(s) and the instructional methods used to deliver the related instruction; (7) Documentation that the qualifications and experience of the trainers and instructors that provide on-the-job training and related instruction to apprentices satisfy the requirements described in § 29.12;	(15) Documentation that the qualifications and experience of the trainers and instructors that provide on-the-job training and CTE apprenticeship-related instruction to CTE apprentices satisfy the requirements of § 29.12;

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	<p>other instruction approved by the Registration Agency. Every apprenticeship instructor must:</p> <p>(i) Meet the State Department of Education's requirements for a vocational-technical instructor in the State of registration, or be a subject matter expert, which is an individual, such as a journeyworker, who is recognized within an industry as having expertise in a specific occupation; and</p> <p>(ii) Have training in teaching techniques and adult learning styles, which may occur before or after the apprenticeship instructor has started to provide the related technical instruction.</p> <p>(14) Assurance of qualified training personnel and adequate supervision on the job.</p>	<p>(9) A statement as to whether time the apprentice spends in the related instruction component of the apprenticeship training will be counted as hours worked, and if so, what the wage rate and fringe benefits will be for those hours;</p>	
<i>Other Credentials and Outcomes</i>	Not specified	<p>(8) A description of:</p> <p>(i) Any interim credential issued to an apprentice by the program during the term of the apprenticeship;</p> <p>(ii) Any industry-portable occupational qualification, license, degree, or certification that the apprentice will receive, or will be eligible to receive, upon the successful completion of the registered apprenticeship program; and</p> <p>(iii) Any postsecondary credit that an apprentice may receive, or may be eligible to receive, upon their successful completion of the related instruction and on-the-job training components of the registered apprenticeship program.</p>	<p>(3) A description of recognized postsecondary credit hours and credentials that are awarded, including any associate or baccalaureate degree associated with the program, and the name of the entity(ies) issuing the credential(s) or certificate(s);</p> <p>(4) A description of how completion of the program will result in CTE apprentices' selection into an apprenticeship program registered under subpart A of this part (including any advanced standing granted), enrollment in a postsecondary educational program, or employment;</p>
<i>Supportive Services</i>			<p>(13) A list of supportive services that may be available to the CTE apprentice during their registered CTE apprenticeship program, including whether the services are provided by the sponsor or partner organization;</p>

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			(E) A description of how the CTE apprentices participating in the program will have access to a broad range of career services and supportive services that enable participation in, and successful completion of, the registered CTE apprenticeship program;
<i>Apprentice Assessment</i>	(6) Periodic review and evaluation of the apprentice's performance on the job and in related instruction; and the maintenance of appropriate progress records.	(10) The process for regularly assessing and providing feedback to the apprentice regarding the apprentice's acquisition of job-related knowledge, skills, and competencies during the on-the-job training component of the registered apprenticeship program. In those instances where an apprentice attains such occupational skills and competencies at an accelerated pace, the program may grant advanced standing to such an individual pursuant to paragraph (a)(20) of this section; (11) The end-point assessment process for certifying the apprentice's successful attainment of all of the knowledge, skills, and competencies necessary for proficiency in the occupation at the conclusion of the term of the registered apprenticeship program;	
<i>Probation</i>	(8) A probationary period reasonable in relation to the full apprenticeship term, with full credit given for such period toward completion of apprenticeship. The probationary period cannot exceed 25 percent of the length of the program, or 1 year, whichever is shorter.	(12) A probationary period that is reasonable in relation to the program's full apprenticeship term and that must be credited toward the completion of the registered apprenticeship program. However, in no event will the duration of the probationary period exceed 25 percent of the total length of the program, or 1 year , whichever is shorter;	(8) A probationary period that may not exceed 30 days ;
<i>Legal Compliance</i>	No Provision	(13) A statement that the registered apprenticeship program will be conducted in accordance with all applicable Federal, State, or local laws;	
<i>Parity with Non-apprentices</i>	No provision	(14) A statement acknowledging that apprentices will be entitled to the same worker allowances , rights, and	

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		protections that are afforded by applicable Federal, State, or local laws to similarly situated, non-apprentice employees, including but not limited to: family and medical leave, workers’ compensation, and health and retirement plan benefits;	
<i>Safety</i>	(9) Adequate and safe equipment and facilities for training and supervision, and safety training for apprentices on the job and in related instruction.	(15) An attestation by the sponsor, supported by any available documentation, that the program will provide adequate, safe, and accessible facilities and equipment for the training and supervision of apprentices that are compliant with all applicable Federal, State, and local disability, occupational safety, and occupational health laws; (16) An attestation by the sponsor that the program will provide adequate, industry-recognized safety training for apprentices in both their on-the-job training and related instruction;	(9) An attestation by the sponsor, supported by any available documentation, that the program will provide adequate, safe, and accessible facilities and equipment for the training and supervision of CTE apprentices that are compliant with all applicable Federal, State, and local disability, occupational safety, and occupational health laws; (10) An attestation by the sponsor that the program will provide adequate, industry-recognized safety training for CTE apprentices on the job and in CTE apprenticeship-related instruction;
<i>Wages</i>	(5) A progressively increasing schedule of wages to be paid to the apprentice consistent with the skill acquired. The entry wage must not be less than the minimum wage prescribed by the Fair Labor Standards Act, where applicable, unless a higher wage is required by other applicable Federal law, State law, respective regulations, or by collective bargaining agreement.	(17) The wage(s) and fringe benefits that the apprentice will receive from the employer sponsoring or participating in the registered apprenticeship program, which must meet the following requirements: (i) The entry wage is not less than the minimum wage prescribed by the Fair Labor Standards Act, where applicable, unless a higher wage is required by other applicable Federal law, State or local law, or by the terms of an applicable collective bargaining agreement; (ii) A graduated schedule of increasing wages, from the entry wage to the journeyworker wage, that: (A) Reflects the progressive and measurable acquisition of relevant occupational skills and competencies by the apprentice, except where a different graduated schedule of increasing wages is required by other applicable	(6) The wage(s) that the CTE apprentice will receive from the employer participating in the registered CTE apprenticeship program, which must meet the following requirements: (i) The CTE apprentice is paid a progressively increasing schedule of wages that is consistent with the industry skills and competencies required; and (ii) The entry wage is not less than the minimum wage prescribed by the Fair Labor Standards Act, where applicable, unless a higher wage is required by other applicable Federal law, State or local law, or respective regulations, or by the terms of an applicable collective bargaining agreement.

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		Federal, State, or local laws (including those governing the payment of prevailing wages), or by the terms of an applicable collective bargaining agreement; (B) Includes at least one incremental wage step increase during the first 2,000 hours of the registered apprenticeship program, with additional wage step increments scheduled at reasonable intervals for program terms of longer duration designed to support apprentices’ progression and success throughout their apprenticeship, except where a different schedule of incremental wage step increases is required by the terms of an applicable collective bargaining agreement; and (C) The final wage in the program must be at least 75 percent of the journeyworker wage paid by the employer for that occupation, except where the graduated schedule of increasing wages is required by other applicable Federal, State, or local laws or by the terms of an applicable collective bargaining agreement.	
<i>Costs to Apprentices</i>		(18) The approximate amount of any unreimbursed costs , expenses, or fees that the apprentice may incur during the registered apprenticeship program. Any such costs, expenses, or fees charged by the sponsor: (i) Must be necessary and reasonable; (ii) Must not impose substantial or inequitable financial barriers to program enrollment or to completion of the program; and (iii) Must comply with all applicable Federal, State, and local wage laws and regulations, including but not limited to the Fair Labor Standards Act, the Davis-Bacon	

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		and related Acts, and the McNamara-O’Hara Service Contract Act, and the implementing regulations for such laws.	
<i>Mentor Ratios</i>	(7) A numeric ratio of apprentices to journeyworkers consistent with proper supervision, training, safety, and continuity of employment, and applicable provisions in collective bargaining agreements, except where such ratios are expressly prohibited by the collective bargaining agreements. The ratio language must be specific and clearly described as to its application to the job site, workforce, department or plant.	(19) The program’s specific numeric ratio of apprentices to journeyworkers. (i) The ratio must be consistent with the proper safety, health, supervision, and training of the apprentice. (ii) A sponsor must use a ratio that is: (A) Consistent with the provisions of any applicable collective bargaining agreements, as well as any applicable Federal and State laws governing such ratios; and (B) Specific and clearly described as to its application to a particular workforce, workplace, worksite, job site, department, or plant.	(7) The program’s specific numeric ratio of CTE apprentices to journeyworkers. (i) The ratio must be consistent with the proper safety, health, supervision, and training of the CTE apprentice. (ii) A sponsor must use a ratio that is: (A) Consistent with the provisions of any applicable collective bargaining agreements, as well as any applicable Federal and State laws governing such ratios; and (B) Specific and clearly described as to its application to a particular workforce, workplace, worksite, job site, department, or plant.
<i>Provision for Advanced Standing and Transfers</i>	(11) The placement of an apprentice under a written Apprenticeship Agreement that meets the requirements of § 29.7 or the State apprenticeship law of a recognized Registration Agency. The agreement must directly, or by reference, incorporate the standards of the program as part of the agreement. (12) The granting of advanced standing or credit for demonstrated competency, acquired experience, training, or skills for all applicants equally, with commensurate wages for any progression step so granted. (13) The transfer of an apprentice between apprenticeship programs and within an apprenticeship program must be based on agreement between the apprentice and the affected apprenticeship committees	(20) The process by which the sponsor will reduce the usual term of on-the-job training or related instruction as a result of an apprentice’s prior learning, training, or acquired experience, or as a result of accelerated progress in the attainment of occupational competencies that is made by an apprentice during their participation in the registered apprenticeship program. Such process must: (i) Involve a fair, transparent, and equitable process for objectively identifying, assessing, and documenting an apprentice’s prior learning, training, or acquired experience, as well as for measuring any accelerated progress in the attainment of occupational competencies in the sponsor’s registered apprenticeship program; and (ii) Result in advanced standing or credit and an increased wage for an apprentice	(14) The process by which the sponsor will reduce the usual term of on-the-job training or CTE apprenticeship-related instruction as a result of a registered CTE apprentice’s prior learning, training, or acquired experience, or as a result of accelerated progress in the attainment of occupational competencies that is made by an apprentice during their participation in the registered CTE apprenticeship program. Such process must: (i) Involve a fair, transparent, and equitable process for objectively identifying, assessing, and documenting a registered CTE apprentice’s prior learning, training, or acquired experience, as well as for measuring any accelerated progress in the attainment of occupational competencies in the sponsor’s registered CTE apprenticeship program; and

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	<p>or program sponsors, and must comply with the following requirements:</p> <p>(i) The transferring apprentice must be provided a transcript of related instruction and on-the-job learning by the committee or program sponsor;</p> <p>(ii) Transfer must be to the same occupation; and</p> <p>(iii) A new apprenticeship agreement must be executed when the transfer occurs between program sponsors.</p>	<p>that is commensurate with any progression granted by the sponsor.</p> <p>(21) If applicable, a provision for the transfer of apprentices between registered apprenticeship programs involving the same occupation. The transfer must be agreed to by the apprentice and the affected program sponsors or apprenticeship committees, and must meet the following requirements:</p> <p>(i) Both the transferring apprentice and the program to which the apprentice is transferring must be provided a documentation of the apprentice’s accrued related instruction and on-the-job training from the originating program sponsor or committee;</p> <p>(ii) The transfer must be to the same occupation; and</p> <p>(iii) A new apprenticeship agreement between the apprentice and the incoming program sponsor or committee must be executed after the transfer is executed.</p>	<p>(ii) Result in advanced standing or credit and an increased wage for a CTE apprentice that is commensurate with any progression granted by the sponsor.</p>
<i>Record Keeping</i>	<p>(23) Recording and maintenance of all records concerning apprenticeship as may be required by the Office of Apprenticeship or recognized State Apprenticeship Agency and other applicable law.</p>	<p>(22) A requirement that the program sponsor and any participating employers create and maintain all records concerning apprenticeship that are detailed at section § 29.18;</p>	<p>(vii) An assurance that, consistent with § 29.18, the sponsor will maintain any required records that the Registration Agency considers necessary to determine whether the sponsor has complied or is complying with the requirements of this part and any applicable Federal or State laws.</p>
<i>EEO/Inclusivity</i>	<p>(21) Compliance with 29 CFR part 30, including the equal opportunity pledge prescribed in 29 CFR 30.3(c); an affirmative action program complying with 29 CFR 30.4; and a method for the selection of apprentices complying with 29 CFR 30.10, or compliance with parallel requirements contained in a State plan for equal opportunity in apprenticeship adopted under 29 CFR</p>	<p>(23) The sponsor’s Equal Opportunity Pledge, pursuant to § 30.3(c) of this title, as well as an attestation that the program will be operated in accordance with the provisions of part 30 of this title and, where applicable, an approved State EEO plan;</p>	<p>(17) The sponsor’s equal opportunity pledge, pursuant to § 30.3(c) of this title, as well as an attestation that the program will be operated in accordance with the provisions of part 30 of this title, and, where applicable, an approved State EEO plan;</p>

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	part 30 and approved by the Department. The apprenticeship standards must also include a statement that the program will be conducted, operated and administered in conformity with applicable provisions of 29 CFR part 30, as amended, or if applicable, an approved State plan for equal opportunity in apprenticeship.	(24) An attestation that the program sponsor (as well as any participating employers in the sponsor’s program) will implement effective measures to promote and maintain a safe and inclusive workplace environment that is free from all forms of violence, harassment, intimidation, and retaliation against apprentices;	
<i>Support for Veterans</i>	Not Specified	(25) For apprenticeship programs that were registered on or after September 22, 2020, an attestation that the program sponsor will provide each of the written assurances required under section 2(b)(1) of the Support for Veterans in Effective Apprenticeships Act of 2019 (Pub. L. 116-134, 134 Stat. 277, 29 U.S.C. 50c); and	
<i>Complaints</i>	(22) Contact information (name, address, telephone number, and e-mail address if appropriate) for the appropriate individual with authority under the program to receive, process and make disposition of complaints.	(26) Contact information (name, address, telephone number, and email address) for the appropriate individual with authority under the program to receive, process, and make disposition of complaints. (b) In instances where a registered apprenticeship program provides training to apprentices who are employed by participating employers in a group program (pursuant to a collective bargaining agreement, or to a program standards adoption agreement described in § 29.11), the sponsor will be responsible for: (1) Obtaining an attestation that the participating employer agrees to abide by the requirements contained in this part and in part 30 of this title prior to the admission of the participating employer to the program; (2) Obtaining a disclosure in writing of all instances where a Federal, State, or local government agency has issued a final agency determination that the	(18) Contact information (name, address, telephone number, and email address) for the appropriate individual with authority under the program to receive, process, and make disposition of complaints.

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		<p>participating employer (or any of its officers or employees) has violated any applicable laws pertaining to occupational safety and health, labor standards (including wage and hour requirements), financial mismanagement or abuse, EEO, protections for employees against harassment or assault, or other applicable laws governing workplace practices or conduct, prior to the admission of the participating employer to the program; such disclosure must include a description of the violation, as well as the actions taken by the employer to remedy the violation; and</p> <p>(3) Actively monitoring each participating employer after their admission to the group program to assess whether such an employer is adhering to both the minimum standards of apprenticeship outlined in this section and the applicable regulatory requirements for registered apprenticeship programs set forth in this part and in part 30 of this title.</p>	
<i>Registration Agency and Administrative Provisions</i>	<p>(15) Recognition for successful completion of apprenticeship evidenced by an appropriate certificate issued by the Registration Agency.</p> <p>(17) Identification of the Registration Agency.</p> <p>(18) Provision for the registration, cancellation and deregistration of the program; and for the prompt submission of any program standard modification or amendment to the Registration Agency for approval.</p> <p>(19) Provision for registration of apprenticeship agreements, modifications, and amendments; notice to the Registration Agency of persons who have successfully completed apprenticeship programs; and notice of transfers, suspensions, and cancellations of</p>		<p>(1) CTE apprenticeship program registration. The Registration Agency will evaluate the written application submitted by a CTE apprenticeship program sponsor.</p> <p>(i) The Registration Agency must review an application submitted by a sponsor consistent with paragraph (d)(2) of this section and provide a determination on whether the program is eligible for program registration within 90 days of receipt of a complete application.</p> <p>(ii) The Registration Agency will inform applicants in writing of all decisions regarding program registration.</p> <p>(iii) If the Registration Agency denies the application, it must explain in writing the reasons for the denial.</p>

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	apprenticeship agreements and a statement of the reasons therefore. (20) Authority for the cancellation of an apprenticeship agreement during the probationary period by either party without stated cause; cancellation during the probationary period will not have an adverse impact on the sponsor's completion rate.		(2) Technical assistance and other support. The Registration Agency is responsible for providing outreach, technical assistance, and any other services to potential sponsors, participating employers, and other potential partners to support the adoption of registered CTE apprenticeship as well as to ensure compliance with the requirements of this subpart.
<i>Other CTE Written Plan Elements</i>			(F) A description of the routine monitoring and oversight conducted by the sponsor of all aspects of the registered CTE apprenticeship program; (vi) An assurance that the specific commitments, roles, and responsibilities assumed by employers, secondary schools, LEAs, postsecondary educational institutions, intermediaries, and others with respect to the operation of the registered CTE apprenticeship program are formalized through memoranda of understanding or other written agreements
<i>CTE Sponsor Provisions</i>			(3) Additional responsibilities for intermediaries serving as a sponsor. If an intermediary is the sponsor pursuant to an agreement with the State CTE Agency, State Educational Agency, LEA, or IHE, the intermediary must ensure compliance with this subpart and coordinate with the relevant LEAs, secondary school(s), postsecondary educational institutions, community colleges, or CTE providers to ensure all requirements above, as well as any additional requirements established by the State CTE Agency, State Educational Agency, LEA or IHE, are met.
29.9 Apprenticeship Agreements			
<i>Apprenticeship Agreements</i>	S. 29.7 The apprenticeship agreement must contain, explicitly or by reference:	S. 29.9 (a) All apprenticeship programs registered by a Registration Agency must develop and establish a written	(1) All CTE apprenticeship programs registered by a Registration Agency must develop and establish a written

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		<p>apprenticeship agreement that contains the terms and conditions of the employment and training of the apprentice. Such agreement must be signed prior to the start of an apprenticeship term by:</p> <p>(1) The apprentice;</p> <p>(2) The apprentice’s parent or legal guardian, if the apprentice is under 18 years of age;</p> <p>(3) The program sponsor; and</p> <p>(4) Any participating employers in the program that have adopted the sponsor’s standards of apprenticeship through a program standards adoption agreement.</p>	<p>CTE apprenticeship agreement that contains the terms and conditions of the employment, education, and training of the CTE apprentice. Such agreement must be signed prior to the start of the registered CTE apprenticeship term by:</p> <p>(i) The CTE apprentice;</p> <p>(ii) The CTE apprentice’s parent or legal guardian, if the CTE apprentice is under 18 years of age;</p> <p>(iii) The program sponsor;</p> <p>(iv) The secondary or postsecondary institution in which the CTE apprentice is enrolled as a student; and</p> <p>(v) Any participating employers in the program that have adopted the sponsor’s standards adoption agreement.</p>
<i>Required Disclosures</i>	Not specified	<p>(b) Prior to signing the apprenticeship agreement, an apprentice who has been admitted to the apprenticeship program must be furnished by the program sponsor with a copy of both the proposed apprenticeship agreement and the program’s standards of apprenticeship and must also be provided with a reasonable opportunity to inspect and review the content of those documents. After the apprenticeship agreement has been signed by the apprentice, the sponsor, and any other relevant parties, the sponsor must transmit or deliver to the apprentice a copy of the executed apprenticeship agreement and the program’s standards of apprenticeship not later than the starting date of the apprenticeship.</p>	<p>(2) A copy of the signed CTE apprenticeship agreement and the program’s standards of registered CTE apprenticeship must be given to the CTE apprentice, and their parent or legal guardian if applicable, prior to the start date of the registered CTE apprenticeship term.</p>
<i>Basic Information</i>	(a) Names and signatures of the contracting parties (apprentice, and the program sponsor or employer), and	(c) At a minimum, the apprenticeship agreement must contain the following:	(3) At a minimum, the CTE apprenticeship agreement must contain the following:

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	<p>the signature of a parent or guardian if the apprentice is a minor.</p> <p>(b) The date of birth and, on a voluntary basis, Social Security number of the apprentice.</p> <p>(c) Contact information of the Program Sponsor and Registration Agency.</p> <p>(d) A statement of the occupation in which the apprentice is to be trained, and the beginning date and term (duration) of apprenticeship.</p> <p>(i) A reference incorporating as part of the agreement the standards of the apprenticeship program as they exist on the date of the agreement and as they may be amended during the period of the agreement.</p>	<p>(1) Contact information and identifying information for the apprentice, including the apprentice’s date of birth and, on a voluntary basis, their Social Security number;</p> <p>(2) Contact information for the Registration Agency, program sponsor, and participating employer(s);</p> <p>(3) An identification of the occupation in which the apprentice is to be trained, as well as copies of the associated work process schedule and related instruction outline;</p> <p>(4) The incorporation, either directly or by reference, of the program’s standards of apprenticeship;</p> <p>(5) A description of the respective roles, duties, and responsibilities of the apprentice, the program sponsor, and the participating employer, if applicable, during the registered apprenticeship program. With respect to sponsors and participating employers, these responsibilities must include providing information to apprentices regarding their rights and protections under Federal, State, and local laws, including their right to file complaints with the applicable Registration Agency and the process for doing so;</p> <p>(6) The term of the registered apprenticeship program, including the beginning date and expected duration of the registered apprenticeship program, the beginning date of the on-the-job training, and the duration of the probationary period for the apprenticeship program;</p>	<p>(i) Contact information and identifying information for the CTE apprentice, including the apprentice’s date of birth and, on a voluntary basis, their Social Security number;</p> <p>(ii) Contact information for the Registration Agency, program sponsor, and participating employer(s);</p> <p>(iii) An identification of the job or occupation the CTE apprentice will be employed in, as well as copies of the associated industry skills framework and CTE apprenticeship-related instruction outline;</p> <p>(iv) The incorporation, either directly or by reference, of the program’s standards of CTE apprenticeship;</p> <p>(v) A description of the respective roles, duties, and responsibilities of the CTE apprentice, the program sponsor, and the participating employer, during the registered CTE apprenticeship program. With respect to sponsors and participating employers, these responsibilities must include providing information to CTE apprentices regarding their rights and protections under Federal, State, and local laws, including their right to file complaints with the applicable Registration Agency and the process for doing so;</p> <p>(vi) The term of the registered CTE apprenticeship, including the beginning date and expected duration of the registered CTE apprenticeship program, the beginning date of the on-the-job training, and a probationary period that does not exceed 30 days;</p>
<i>Wage and Hours</i>	<p>(e) A statement showing:</p> <p>(1) The number of hours to be spent by the apprentice in work on the job in a time-based program; or a</p>	<p>(7) A detailed statement of the entry wage, subsequent graduated scale of increasing wages to be paid to the apprentice over the term of the apprenticeship, the</p>	<p>(vii) A detailed statement of the entry wage and the subsequent graduated scale of increasing wages to be paid to the CTE apprentice over the registered CTE</p>

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	description of the skill sets to be attained by completion of a competency-based program, including the on-the-job learning component; or the minimum number of hours to be spent by the apprentice and a description of the skill sets to be attained by completion of hybrid program; and (2) The number of hours to be spent in related instruction in technical subjects related to the occupation, which is recommended to be not less than 144 hours per year. (g) A statement of the graduated scale of wages to be paid to the apprentice and whether or not the required related instruction is compensated.	journeyworker wage, and any fringe benefits; (8) A disclosure of the expected minimum number of hours that are allocated by the program to the on-the-job training component during the apprenticeship term, and to the related instruction component of the apprenticeship during that term;	apprenticeship term; (viii) A disclosure of the expected minimum number of hours allocated by the program to the on-the-job training component during the registered CTE apprenticeship term, and to the CTE apprenticeship-related instruction component of the registered CTE apprenticeship program during that term;
<i>Skills and Competencies</i>	(f) A statement setting forth a schedule of the work processes in the occupation or industry divisions in which the apprentice is to be trained and the approximate time to be spent at each process.	(9) A description of the methods used during the course of the apprenticeship to measure progress on competency attainment and the program’s end-point assessment;	(ix) A description of the methods used during the course of the registered CTE apprenticeship program to measure progress on competency attainment;
<i>Supportive Services</i>	Not specified	(10) A description of any supportive services that may be available to the apprentice including childcare, transportation, equipment, tools, or any other supportive service provided by the sponsor or a partnering organization to address potential barriers to participation or completion;	(x) A description of any supportive services that may be available to the CTE apprentice including, childcare, transportation, equipment, tools, or any other supportive service provided by the sponsor or a partnering organization to address potential barriers to participation or completion;
<i>Unreimbursed Costs</i>	Not specified	(11) The nature and amount of any unreimbursed costs , expenses, or fees that the apprentice may incur during their participation in the registered apprenticeship program;	(xi) The nature and amount of any unreimbursed costs , expenses, or fees that the CTE apprentice may incur during their participation in the program;
<i>Credits or Credentials</i>	Not specified	(12) A description of any recognized postsecondary credits, credentials, and occupational qualifications that the apprentice will receive or be eligible to receive upon	(xii) A description of any secondary or postsecondary credits or credentials that the CTE apprentice will receive upon successful program completion;

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		successful program completion, as well as a description of any additional conditions or requirements that the apprentice must fulfill to satisfy any applicable Federal, State, or local qualification and licensure requirements to engage in the occupation;	
<i>EEO Plan</i>	(j) A statement that the apprentice will be accorded equal opportunity in all phases of apprenticeship employment and training, without discrimination because of race, color, religion, national origin, sex, sexual orientation, age (40 or older), genetic information, or disability. (l) A request for demographic data, including the apprentice's race, sex, and ethnicity, and disability status.	(13) A statement by the parties to the agreement that they will adhere to the applicable requirements of part 30 of this title and, where applicable, an approved State EEO plan;	(xiii) A statement by the parties to the agreement that they will adhere to the requirements of part 30 of this title;
<i>Pay rates for related instruction time</i>	Not specified	(14) A statement addressing: (i) Whether the apprentice is paid wages and fringe benefits during the related instruction component of the program; (ii) If wages are paid for related instruction, what the wage rate is; and (iii) Whether the related instruction is provided during work hours.	(xiv) A statement addressing: (A) Whether the CTE apprentice is paid wages and fringe benefits during the CTE apprenticeship-related instruction component of the program; (B) If wages are paid for CTE apprenticeship-related instruction, what the wage rate is; and (C) Whether the CTE apprenticeship-related instruction is provided during work hours.
<i>Disputes</i>	(k) Contact information (name, address, phone, and e-mail if appropriate) of the appropriate authority designated under the program to receive, process and make disposition of controversies or differences arising out of the apprenticeship agreement when the controversies or differences cannot be adjusted locally or resolved in accordance with the established procedure or applicable collective bargaining provisions.	(15) Contact information (name, address, phone, and email if appropriate) of the appropriate authority designated under the program to receive, process, and make disposition of controversies or disputes arising out of the apprenticeship agreement when the controversies or disputes cannot be addressed locally or resolved in accordance with the established procedure or applicable collective bargaining provisions; and	(xv) Contact information (name, address, phone, and email if appropriate) of the appropriate authority designated under the program to receive, process, and make disposition of controversies or disputes arising out of the CTE apprenticeship agreement when the controversies or disputes cannot be addressed locally or resolved in accordance with the established procedure or applicable collective bargaining provisions;

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<i>Advance Standing</i>	Not specified	(16) A description of the processes and procedures for granting advanced standing or credit consistent with the requirements of § 29.8(a)(20).	
<i>Prohibitions and Requirements</i>	Not specified	<p>(d) A registered apprenticeship program sponsor, or a participating employer in the sponsor’s program, cannot include in the apprenticeship agreement or otherwise impose on apprentices a non-compete provision or other provision restricting the apprentice’s ability to compete directly with the program sponsor or participating employer or to seek or accept employment with another employer prior to the completion of the registered apprenticeship program.</p> <p>(e) A registered apprenticeship program sponsor, or a participating employer in the sponsor’s program, cannot include in the apprenticeship agreement or otherwise impose on apprentices a non-disclosure provision that prevents the worker from working in the same field after the conclusion of the worker’s employment with the employer, or that restricts an apprentice’s ability to file a complaint with a Registration Agency or other governmental body concerning possible violations of this part or of part 30 of this title. Subject to these restrictions, a sponsor or participating employer may include a nondisclosure provision that relates to the protection of the sponsor’s or participating employer’s confidential business information or trade secrets.</p> <p>(f) The program sponsor must submit a completed copy of the executed apprenticeship agreement for each apprentice registered, to the program’s Registration Agency within 30 days of execution.</p>	<p>(5) A registered CTE apprenticeship program sponsor, or a participating employer in the sponsor’s program, cannot include in the CTE apprenticeship agreement or otherwise impose on CTE apprentices a non-disclosure provision that prevents the worker from working in the same field after the conclusion of the worker’s employment with the employer, or that restricts an apprentice’s ability to file a complaint with a Registration Agency or other governmental body concerning possible violations of this part or of part 30 of this title. Subject to these restrictions, a sponsor or participating employer may include a non-disclosure provision that relates to the protection of the sponsor’s or participating employer’s confidential commercial information or trade secrets.</p> <p>(6) The program sponsor must submit a completed copy of the executed CTE apprenticeship agreement for each CTE apprentice registered to the program’s Registration Agency within 30 days of execution.</p>

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<i>Probation and Cancellation</i>	<p>(h) Statements providing:</p> <p>(1) For a specific period of probation during which the apprenticeship agreement may be cancelled by either party to the agreement upon written notice to the registration agency, without adverse impact on the sponsor.</p> <p>(2) That, after the probationary period, the agreement may be:</p> <p>(i) Cancelled at the request of the apprentice, or</p> <p>(ii) Suspended or cancelled by the sponsor, for good cause, with due notice to the apprentice and a reasonable opportunity for corrective action, and with written notice to the apprentice and to the Registration Agency of the final action taken.</p>	<p>(g) The apprenticeship agreement may be cancelled during the probationary period specified in the agreement by either party without cause.</p> <p>(h) After the probationary period of the apprenticeship concludes, the apprenticeship agreement:</p> <p>(1) May be cancelled at the request of the apprentice at any time; or</p> <p>(2) May be suspended or cancelled by the program sponsor only for good cause.</p> <p>When cancelling an agreement, the sponsor must provide written notice to the apprentice explaining the cause for the cancellation and must provide written notice to the Registration Agency of the cancellation.</p>	
<i>Data Sharing</i>			<p>(xvi) The consent of the CTE apprentice, or their parent or guardian, if the CTE apprentice is under 18 and not in attendance at a postsecondary institution, permitting the secondary or postsecondary institution in which the CTE apprentice is enrolled as a student to disclose individual apprentice level information to the program sponsor, to the entity designating any intermediary organization as a sponsor, to participating employers, to the Registration Agency and the Department, if OA is not the Registration Agency, and to any other institution involved in administering the registered CTE apprenticeship program, as required under subpart B of this part.</p>
29.10 Program Registration			
<i>Recognition and Requirements of</i>			<p>(i) OA may serve as the Registration Agency within States where the Administrator has not recognized an SAA to register CTE apprenticeship programs, provided a written</p>

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<i>CTE Registration Agencies</i>			<p>agreement has been signed between OA and the State’s respective State CTE Agency as described in paragraph (a)(2) of this section.</p> <p>(ii) SAAs recognized or seeking recognition as a Registration Agency under subpart C of this part will be recognized to register CTE apprenticeship programs provided the following criteria are met:</p> <p>(A) The State’s proposed or current apprenticeship laws for CTE apprenticeship meet or exceed the requirements for protecting the safety and welfare of CTE apprentices set forth in this subpart;</p> <p>(B) A written agreement has been signed between the SAA and the State CTE Agency as described in paragraph (a)(2) of this section;</p> <p>(C) The State has submitted its relevant apprenticeship laws and CTE engagement strategies as described in its State Apprenticeship Plan submission or a modification as described in subpart C of this part; and</p> <p>(D) The Administrator has approved the State Apprenticeship Plan for both recognition as an SAA, and for recognition to register CTE apprenticeship programs.</p>
<i>Program Registration / Sponsorship</i>	<p>Eligibility for registration of an apprenticeship program for various Federal purposes is conditioned upon a program's conformity with the apprenticeship program standards published in this part. For a program to be determined by the Secretary as being in conformity with these published standards, the program must apply for registration and be registered with the Office of Apprenticeship or with a State Apprenticeship Agency recognized by the Office of Apprenticeship. The determination by the Secretary that the program meets</p>	<p>S. 29.10 (a) To apply for registration, a prospective program sponsor must submit electronically to a Registration Agency an application that includes:</p>	<p>The following organizations and entities are eligible to serve as a sponsor of a registered CTE apprenticeship program:</p> <p>(i) An LEA that is an eligible recipient as defined under Perkins;</p> <p>(ii) An institution of higher education that is an eligible institution as defined under Perkins;</p> <p>(iii) A State CTE Agency or other State government agency that shares responsibility for CTE in the State; and</p>

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	the apprenticeship program standards is effectuated only through such registration.		(iv) An intermediary organization designated by the State CTE Agency, State Educational Agency, LEA, or IHE, pursuant to an agreement, that has expertise in organizing and coordinating registered CTE apprenticeship programs or registered apprenticeship programs, including: (A) The local affiliate of a labor organization (such as a joint apprenticeship and training committee); (B) An employer; (C) The local affiliate of a trade or industry organization; (D) A local workforce development board; (E) An IHE; (F) An LEA; and (H) Any other public, private, or not-for-profit entity that has experience coordinating Perkins funding.
<i>Basic Components</i>	Not specified	(1) A work process schedule and related instruction outline that is consistent with an occupation deemed suitable for registered apprenticeship by the Administrator; (2) Standards of apprenticeship for the proposed program; (3) The apprenticeship agreement for the apprenticeship program;	(i) An on-the-job training outline that aligns with an associated industry skills framework; (ii) A CTE apprenticeship-related instruction outline; (iii) Standards of registered CTE apprenticeship for the proposed program; (iv) The CTE apprenticeship agreement for the registered CTE apprenticeship program;
<i>Equitable Recruitment</i>	Not specified	(4) A written plan for the equitable recruitment and retention of apprentices, including those from underserved communities;	(A) A description of how the program will ensure the students who are selected to participate in the registered CTE apprenticeship program reflect a diverse and inclusive cross-section of the current student body enrollment of the participating secondary or postsecondary school(s) consistent with the requirements of part 30 of this title;

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<i>Financial Capacity</i>		(5) Information showing that the prospective program sponsor possesses and can maintain the financial capacity and other resources necessary to operate the proposed program;	
<i>Adverse Disclosures</i>	Not specified	(6) A disclosure in writing of all instances where a Federal, State, or local government agency has issued a final agency determination that the prospective sponsor (or any of its officers or employees) has violated any applicable laws pertaining to occupational safety and health, labor standards (including wage and hour requirements), financial mismanagement or abuse, EEO, protections for employees against harassment or assault, or other applicable laws governing workplace practices or conduct. Such disclosure must include a description of the violation, as well as the actions taken by the prospective sponsor to remedy the violation;	
<i>Union Provisions</i>	(j) Under a program proposed for registration by an employer or employers' association, where the standards, collective bargaining agreement or other instrument provides for participation by a union in any manner in the operation of the substantive matters of the apprenticeship program, and such participation is exercised, written acknowledgement of union agreement or no objection to the registration is required. Where no such participation is evidenced and practiced, the employer or employers' association must simultaneously furnish to an existing union, which is the collective bargaining agent of the employees to be trained, a copy of its application for registration and of the apprenticeship program. The Registration Agency must provide for receipt of union comments, if any, within 45	(7) Union participation provisions, if applicable: (i) In instances where an apprenticeship program is proposed for registration by a sponsor, employer, or employers' association and the standards of apprenticeship, collective bargaining agreement, or other instrument provides for participation by a labor union in any manner in the operation of the substantive matters of the apprenticeship program (and where such participation is exercised), written acknowledgement of union agreement or lack of objection to the registration is required. (ii) Where no such participation is evidenced and practiced, the sponsor, employer, or employers' association must simultaneously furnish to an existing union, which is the collective bargaining agent of the	

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	days before final action on the application for registration and/or approval. (k) Where the employees to be trained have no collective bargaining agreement, an apprenticeship program may be proposed for registration by an employer or group of employers, or an employer association.	employees to be trained, a copy of its application for registration and of the apprenticeship program. The Registration Agency must provide for receipt of union comments, if any, within 45 days before final action on the application for registration or approval.	
<i>EEO Plans</i>		<p>(8) A description of how the sponsor will implement, upon registration, the affirmative steps to provide EEO in apprenticeship required by § 30.3(b) of this title. This description must, at a minimum:</p> <p>(i) Identify the individual or individuals who will be responsible and accountable for overseeing the sponsor’s commitment to equal opportunity in registered apprenticeship;</p> <p>(ii) Identify the publications or other documents where the sponsor’s EEO pledge will be published and the physical or digital locations where the sponsor’s EEO pledge will be posted;</p> <p>(iii) Describe the planned schedule for orientation and information sessions for individuals connected with the administration or operation of the apprenticeship program, including all apprentices and journeyworkers who regularly work with apprentices, to inform and remind such individuals of the sponsor’s EEO policy with regard to apprenticeship;</p> <p>(iv) Provide a list of current recruitment sources that will generate referrals from all demographic groups within the relevant recruitment area, including the identity of a contact person, mailing address, telephone number, and email address for each recruitment source;</p>	<p>(D) A description from the sponsor of how they will ensure each employer has an established record of maintaining a safe and inclusive workplace that is free from discrimination, violence, harassment, intimidation, and retaliation against employees;</p> <p>(G) A description of how the sponsor will implement, upon registration, the affirmative steps to provide EEO in apprenticeship required by § 30.3(b) of this title. This description must at a minimum:</p> <p>(1) Identify the individual or individuals who will be responsible and accountable for overseeing the sponsor’s commitment to equal opportunity in registered CTE apprenticeship;</p> <p>(2) Identify the publications or other documents where the sponsor’s equal opportunity pledge will be published and the physical or digital locations where the sponsor’s equal opportunity pledge will be posted;</p> <p>(3) Describe the planned schedule for orientation and information sessions for individuals connected with the administration or operation of the registered CTE apprenticeship program, including all CTE apprentices and journeyworkers who regularly work with CTE apprentices, to inform and remind such individuals of the sponsor’s EEO policy with regard to registered CTE apprenticeship;</p>

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		(v) Describe the sponsor’s procedures to ensure that its apprentices are not harassed or otherwise subjected to discrimination because of their race, color, religion, national origin, sex, sexual orientation, age (40 or older), genetic information, or disability and to ensure that its apprenticeship program is free from intimidation and retaliation. This description must specifically include: (A) The planned schedule and content source for the required anti-harassment training to all individuals connected with the administration or operation of the apprenticeship program; and (B) The sponsor’s procedures for handling and resolving complaints about harassment and intimidation .	(4) Provide a list of current recruitment sources that will generate referrals from all demographic groups within the relevant recruitment area , including the identity of a contact person, mailing address, telephone number, and email address for each recruitment source; and (5) Describe the sponsor’s procedures to ensure that its CTE apprentices are not harassed or otherwise subjected to discrimination because of their race, color, religion, national origin, sex, sexual orientation, age (40 or older), genetic information, or disability and to ensure that its apprenticeship program is free from intimidation and retaliation. This description must specifically include: (i) The planned schedule and content source for the required anti-harassment training to all individuals connected with the administration or operation of the registered CTE apprenticeship program; and (ii) The sponsor’s procedures for handling and resolving complaints about harassment and intimidation.
<i>Approval Criteria</i>	(b) Only an apprenticeship program or agreement that meets the following criteria is eligible for Office of Apprenticeship or State Apprenticeship Agency registration: (1) It is in conformity with the requirements of this part and the training is in an apprenticeable occupation having the characteristics set forth in § 29.4; and (2) It is in conformity with the requirements of the Department's regulation on Equal Employment Opportunity in Apprenticeship and Training in 29 CFR part 30, as amended.	(b) A complete electronic application for registration that includes all of the requirements of paragraph (a) of this section will be reviewed within 90 calendar days by the Registration Agency, which will approve the application if: (1) The occupation covered by the proposed program has been determined by the Administrator to be suitable for registered apprenticeship training pursuant to § 29.7. The Administrator may, in their sole discretion, determine that a work process schedule and related instruction outline submitted for registration substantially differs from those previously approved as suitable for registered apprenticeship such that the	

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		<p>application for registration must first undergo a suitability determination pursuant to § 29.7;</p> <p>(2) The work process schedule proposed for that occupation has been determined to provide training in the specific skills and competencies associated with the approved occupation;</p> <p>(3) The applicant’s work process schedule and related instruction outline would provide an apprentice with a portable set of occupational skills and competencies that are readily transferable between employers within the same industry or sector;</p> <p>(4) The standards of apprenticeship submitted are consistent with § 29.8;</p> <p>(5) The apprenticeship agreement adheres to the requirements of § 29.9;</p> <p>(6) The sponsor possesses the financial capacity and other resources necessary to operate the proposed program;</p> <p>(7) The Registration Agency finds that any types of misconduct or violations of law acknowledged by the applicant for registration pursuant to paragraph (a)(6) of this section have been satisfactorily addressed and cured by the applicant, and therefore would not pose a significant ongoing risk to the welfare of apprentices who elect to enroll in the program;</p> <p>(8) If applicable, the union participation requirements of paragraph (a)(7) of this section are satisfied; and</p> <p>(9) The sponsor’s submission is found by the Registration Agency to be satisfactory under paragraphs (a)(4) and (8) of this section.</p>	

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<i>Approval</i>	<p>(f) Operating apprenticeship programs, when approved by the Office of Apprenticeship, are accorded registration evidenced by a Certificate of Registration. Programs approved by recognized State Apprenticeship Agencies must be accorded registration and/or approval evidenced by a similar certificate or other written indicia. When approved by the Office of Apprenticeship, National Apprenticeship Guideline Standards for policy or guidance will be accorded a certificate.</p> <p>(g) Applications for new programs that the Registration Agency determines meet the required standards for program registration must be given provisional approval for a period of 1 year. The Registration Agency must review all new programs for quality and for conformity with the requirements of this part at the end of the first year after registration. At that time:</p> <p>(1) A program that conforms with the requirements of this part:</p> <p>(i) May be made permanent; or</p> <p>(ii) May continue to be provisionally approved through the first full training cycle.</p> <p>(2) A program not in operation or not conforming to the regulations during the provisional approval period must be recommended for deregistration procedures.</p> <p>(h) The Registration Agency must review all programs for quality and for conformity with the requirements of this part at the end of the first full training cycle. A satisfactory review of a provisionally approved program will result in conversion of provisional approval to permanent registration. Subsequent reviews must be conducted no less frequently than every 5 years.</p>	<p>(d) The Registration Agency must review all provisionally registered programs for compliance with the requirements of this part and of part 30 of this title within 2 years of the program’s registration date or at the end of the first training cycle, whichever is sooner. At that time:</p> <p>(1) A program that is in compliance with the requirements of this part and part 30 of this title:</p> <p>(i) Will be made permanent if the program’s first full training cycle has been completed; or</p> <p>(ii) Will, if the program’s first full training cycle has not been completed, continue to be provisionally registered through the program’s first full training cycle, upon which they will receive a subsequent program review.</p> <p>(2) A program that is not in compliance with this part and part 30 of this title during the provisional registration period will be subject to the deregistration procedures at § 29.20.</p> <p>(3) After a program receives permanent registration, subsequent program reviews are conducted by the Registration Agency as provided in § 29.19.</p>	

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	Programs not in operation or not conforming to the regulations must be recommended for deregistration procedures.		
<i>Inactive Programs</i>		(e) If a registered apprenticeship program does not have at least one apprentice enrolled and participating in the apprenticeship program, and registered with the Registration Agency, the Registration Agency may initiate deregistration proceedings as described in § 29.20. This does not apply during the following periods of time, which may not exceed 1 year: (1) Between the date when a program is registered and the date of registration for its first apprentice(s); or (2) Between the date that a program graduates an apprentice and the date of registration for the next apprentice(s) in the program.	
<i>Modification</i>		(f) Any sponsor proposals for modification(s) or change(s) to standards of apprenticeship or certified National Guidelines for Apprenticeship Standards for a registered program must be submitted to the Registration Agency. The Registration Agency must make a determination on whether such submissions are consistent with the requirements of this part and part 30 of this title and, if so, will approve such submissions within 90 calendar days from the date of receipt of a complete submission. If approved, the modification(s) or change(s) will be recorded and acknowledged within calendar 90 days of approval as an amendment to such program. If not approved, the sponsor must be notified of the disapproval and the reasons therefore and provided the appropriate technical assistance.	
29.11 Program Standards Adoption Agreement			

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<i>Program Standards Adoption Agreement</i>	Not Specified	<p>S 29.11 (a) Program standards adoption agreements between sponsors and participating employers. The terms and conditions of a program standards adoption agreement must include a provision that the participating employer will:</p> <p>(1) Adopt and comply with the sponsor’s registered standards of apprenticeship;</p> <p>(2) Comply with all other applicable requirements in this part; and</p> <p>(3) Cooperate with, and provide assistance to, the program sponsor to meet the program sponsor’s obligations under this part and part 30 of this title, including by providing any apprenticeship-related data and records necessary to assess compliance with these regulatory provisions.</p> <p>(b) Transmission of the adoption agreement to the Registration Agency. Each executed program standards adoption agreement must be transmitted to the Registration Agency by the program sponsor within 30 days of the execution of the agreement.</p> <p>(c) Suspension or cancellation of adoption agreement. A program standards adoption agreement:</p> <p>(1) May be cancelled by the participating employer upon providing 30 days’ written notice to the sponsor; or</p> <p>(2) Must be suspended or cancelled by the program sponsor if the program sponsor determines that the participating employer failed to satisfy the program standards adoption agreement’s provisions of this section.</p>	<p>(i) Terms and conditions of adoption agreement. The registered CTE apprenticeship program sponsor must ensure that the terms and conditions of a sponsor standards adoption agreement include a provision that each participating employer will:</p> <p>(A) Adopt and comply with the sponsor’s standards of registered CTE apprenticeship;</p> <p>(B) Comply with all other applicable requirements of this part; and</p> <p>(C) Cooperate with, and provide assistance to, the program sponsor to meet the sponsor’s obligations under this part and part 30 of this title, including by providing any apprenticeship-related data and records necessary to assess compliance with these regulatory provisions.</p> <p>(ii) Transmission of adoption agreement to Registration Agency. Each executed sponsor standards adoption agreement must be transmitted to the Registration Agency by the program sponsor within 30 days of the execution of the agreement.</p> <p>(iii) Suspension or cancellation of adoption agreement.</p> <p>(A) A sponsor standards adoption agreement:</p> <p>(1) May be canceled by the participating employer upon providing 30 days’ written notice to the sponsor; and</p> <p>(2) Must be suspended or cancelled by the program sponsor if the program sponsor determines that the participating employer failed to satisfy the sponsor standards adoption agreement’s provisions of this section.</p> <p>(B) The program sponsor must provide written notice of any suspension or cancellation to the participating</p>

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		<p>(i) The program sponsor must provide written notice of any suspension or cancellation to the participating employer, all apprentices affected by the suspension or cancellation, and to the applicable Registration Agency. The notice must explain the reason for the suspension or cancellation.</p> <p>(ii) If the suspension or cancellation results in an interruption or cessation of training for apprentices, the program sponsor must make reasonable efforts to place such individuals with another of the sponsor’s participating employers or a different registered apprenticeship program in the same occupation.</p> <p>(iii) In instances where a program sponsor fails to suspend or cancel a program standards adoption agreement as required by paragraph (c)(2) of this section, the Registration Agency may initiate deregistration proceedings against the sponsor pursuant to § 29.20.</p>	<p>employer, all CTE apprentices affected by the suspension or cancellation, and the applicable Registration Agency. The notice must explain the reason for the suspension or cancellation.</p> <p>(C) If the suspension or cancellation results in an interruption or cessation of training for CTE apprentices, the program sponsor must make reasonable efforts to place such individuals with another of the sponsor’s participating employers.</p> <p>(D) In instances where a program sponsor fails to suspend or cancel a sponsor standards adoption agreement as required by paragraph (d)(4)(iii)(A)(2) of this section, the Registration Agency may initiate deregistration proceedings against the program pursuant to § 29.20.</p>
29.12 Qualifications of Apprentice Trainers and Providers of Related Instruction			
<i>Qualifications of Trainers</i>	Not Specified	<p>S. 29.12 (a) Registered apprenticeship program sponsors and participating employers must ensure that any journeyworkers providing on-the-job training to apprentices possess, at a minimum, the following qualifications:</p> <p>(1) A mastery of the relevant skills, techniques, and competencies of the occupation;</p> <p>(2) Up-to-date knowledge of the latest advances in technical knowledge and skills necessary to maintain proficiency and expertise in the occupation;</p> <p>(3) Ability to effectively communicate and demonstrate the range of specialized practical knowledge, work</p>	

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		<p>processes, skills, and techniques necessary to acquire full proficiency in the occupation;</p> <p>(4) Ability to apply industry-recognized methods for objectively and fairly evaluating and monitoring the progress of the apprentice during the apprenticeship term, including the ability to assess the attainment of competencies of apprentices acquired during their on-the-job training;</p> <p>(5) Ability to relate the conceptual and theoretical knowledge acquired by apprentices in their related instruction to the successful performance of job-related tasks that are ordinarily performed by workers in the covered occupation; and</p> <p>(b) Registered apprenticeship program sponsors and participating employers must further ensure that the trainer establishes a safe and inclusive training environment that promotes the effective development of apprentices from all backgrounds; in addition, the trainer must also have completed all of the required anti-harassment training required under part 30 of this title and must not have a record of substantiated noncompliance with EEO requirements.</p> <p>(c) Registered apprenticeship program sponsors must ensure that providers of related instruction possess, at a minimum, the following qualifications:</p> <p>(1) Serve as a faculty member or instructor at an accredited postsecondary institution, or meet the State’s certification requirements for a vocational-technical instructor in the State in which the apprenticeship program is registered; or be a subject matter expert, which is an individual, such as a</p>	

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		journeyworker, who is recognized within an industry as having expertise in a specific occupation; and (2) Have received previous training in teaching techniques and adaptable learning styles.	
29.13 Development of National Occupational Standards for Apprenticeship			
<i>National Occupational Standards</i>	Not specified	<p>S 29.13 (a) In general. To facilitate the growth of high-quality registered apprenticeship programs, the Administrator will oversee the development of and updates to industry-validated, portable, and rigorous National Occupational Standards for Apprenticeship suitable for adoption by program sponsors.</p> <p>(b) Development and approval. Each set of new or updated National Occupational Standards for Apprenticeship and related work process schedules will be reviewed and approved by the Administrator to ensure that each of the proposed National Occupational Standards satisfies the following criteria:</p> <p>(1) The associated occupation has been determined suitable for registered apprenticeship training by the Administrator pursuant to § 29.7;</p> <p>(2) The proposed work process schedule framework associated with the occupation under consideration has been documented as nationally applicable;</p> <p>(3) The proposed standards include a nationally applicable curriculum framework for the provision of related instruction; and</p> <p>(4) The proposed standards describe the nationally applicable methods for conducting ongoing evaluations of apprentices to assess the successful attainment of the skills and competencies required under the framework,</p>	

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		including the development of nationally applicable end-point assessments. (c) Approval. The Administrator will solicit public comment to assist in evaluating that the National Occupation Standards for Apprenticeship satisfy the criteria in paragraph (b). Such solicitations will be made available for public comment for at least 30 days. A determination regarding the National Occupations Standards for Apprenticeship will be made within 90 days of its submission for public comment, though the Administrator may extend this period. The Administrator may also consider data and other relevant information to assist in evaluating whether the requirements in § 29.13(b) are satisfied. The Administrator will maintain an up-to-date publicly available list of all National Occupational Standards for Apprenticeship determinations.	
29.14 National Program Standards for Apprenticeship			
<i>National Program Standards</i>	Not Specified	S 29.14 (a) In general. National Program Standards for Apprenticeship must: (1) Train apprentices for an occupation that is not ordinarily subject to Federal, State, or local licensing requirements; (2) Be national or multistate in their design, suitability, and scope; and (3) Satisfy the applicable requirements of this part and part 30 of this title. (b) Scope of registration. National Program Standards for Apprenticeship that meet the requirements in paragraph (a) of this section will be approved and registered on a nationwide basis for Federal purposes by the	

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		<p>Administrator. In instances where the Administrator declines to register a proposed set of National Program Standards for Apprenticeship, the Administrator will provide a written explanation of the reasons for the unfavorable determination.</p> <p>(c) Reciprocity of registration. SAAs must accord reciprocal approval and registration to National Program Standards for Apprenticeship approved under this section.</p> <p>(d) Alignment with National Occupational Standards for Apprenticeship. For those occupations where National Occupational Standards for Apprenticeship currently exist, a program sponsor seeking registration of its National Program Standards for Apprenticeship must use such National Occupational Standards. Sponsors are allowed to modify the National Occupational Standards for Apprenticeship to meet their needs provided that the Administrator determines that the submission substantially aligns with the National Occupational Standards.</p>	
29.15 National Guidelines for Apprenticeship Standards			
<i>National Guidelines</i>	Not Specified	<p>S 29.15 (a) In general. National Guidelines for Apprenticeship Standards must:</p> <p>(1) Be national in their applicability and scope with respect to the covered occupation;</p> <p>(2) Be suitable for either adoption or adaptation by State or local affiliates of the program sponsor, and</p> <p>(3) Satisfy the applicable requirements of this part and of part 30 of this title.</p> <p>(b) Recognition of National Guidelines for Apprenticeship Standards. National Guidelines for Apprenticeship</p>	

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		<p>Standards that meet the requirements in paragraph (a) of this section will be recognized by the Administrator, which will issue a Certificate of Recognition to the submitting organization. If the Administrator determines the National Guidelines for Apprenticeship Standards do not satisfy the requirements in paragraph (a) of this section, the Administrator will provide a written explanation of the reasons for the unfavorable determination.</p> <p>(c) Local registration required. National Guidelines for Apprenticeship Standards recognized under this section may be used as the basis for standards of apprenticeship submitted by a State or local affiliate of the organization receiving recognition to the applicable State Registration Agency for approval and registration of the individual program in a given State.</p> <p>(d) Resubmission of National Guidelines for Apprenticeship Standards. National Guidelines for Apprenticeship Standards recognized by the Administrator must be resubmitted for approval by the Administrator:</p> <p>(1) When the standards have been amended consistent with § 29.8(b); and</p> <p>(2) Every 5 years, beginning on the date of the most recent approval by the Administrator.</p> <p>(e) Alignment with National Occupational Standards for Apprenticeship. For those occupations where National Occupational Standards for Apprenticeship currently exist, a program sponsor seeking certification of its National Guidelines for Apprenticeship Standards must use such National Occupational Standards. Sponsors are</p>	

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		allowed to modify the National Occupational Standards for Apprenticeship to meet their needs provided that the Administrator determines that the submission substantially aligns with the National Occupational Standards.	
29.16 End Point Assessment			
<i>End-point Assessment and Certificate of Completion</i>	Not Specified	<p>S 29.16 (a) Prior to an apprentice’s completion of the registered apprenticeship program, the program sponsor must arrange for an end-point assessment to objectively measure the apprentice’s acquisition of the relevant knowledge, skills, and competencies necessary to demonstrate proficiency in the occupation covered by the program.</p> <p>(b) An apprentice who is not successful in completing the end-point assessment must be offered at least one additional opportunity to complete the assessment at the apprentice’s request.</p> <p>(c) The sponsor must inform all apprentices of their right to request a reasonable accommodation prior to the administration of the assessment.</p> <p>(d) Each apprentice whom the sponsor determines has successfully met the on-the-job training and related instruction requirements of a registered apprenticeship program and completes the end-point assessment will be awarded a Certificate of Completion by the appropriate Registration Agency.</p>	
29.17 Complaints			
<i>Complaints</i>	(a) This section is not applicable to any complaint concerning discrimination or other equal opportunity matters; all such complaints must be submitted, processed and resolved in accordance with applicable	S 29.17 (a) This section is not applicable to any complaint concerning discrimination or other EEO matters; all such complaints must be submitted, processed, and resolved in accordance with applicable provisions in part 30 of	(3) Complaints. The complaint investigation and anti-retaliation provisions in § 29.17 apply to this subpart, except that a Registration Agency may refer complaints

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	<p>provisions in 29 CFR part 30, or applicable provisions of a State Plan for Equal Employment Opportunity in Apprenticeship adopted pursuant to 29 CFR part 30 and approved by the Department.</p> <p>(b) Except for matters described in paragraph (a) of this section, any controversy or difference arising under an apprenticeship agreement which cannot be adjusted locally and which is not covered by a collective bargaining agreement, may be submitted by an apprentice, or the apprentice's authorized representative, to the appropriate Registration Authority, either Federal or State, which has registered and/or approved the program in which the apprentice is enrolled, for review. Matters covered by a collective bargaining agreement are not subject to such review.</p>	<p>this title, or applicable provisions of a State EEO plan adopted pursuant to part 30 of this title and approved by the Department.</p> <p>(b) Except for matters described in paragraph (a) of this section and matters covered by a collective bargaining agreement, a complainant or their authorized representative may submit a complaint regarding any dispute arising under an apprenticeship agreement or alleging a violation of this part to the sponsor or to the Registration Agency that registered the apprenticeship program for review.</p>	<p>under this subsection to the State CTE Agency as appropriate.</p>
<i>Initiating a Complaint</i>	<p>(c) The complaint must be in writing and signed by the complainant, or authorized representative, and must be submitted within 60 days of the final local decision. It must set forth the specific matter(s) complained of, together with relevant facts and circumstances. Copies of pertinent documents and correspondence must accompany the complaint.</p>	<p>(c) A complaint must be filed with the Registration Agency within 300 calendar days after the conclusion of the events that gave rise to the dispute or the alleged violation of this part. However, for good cause shown, the Registration Agency may extend the filing time.</p> <p>(d) All complaints must be submitted in writing by the complainant or their authorized representative, and must describe the dispute, including all relevant facts and documents. Each written complaint must contain the following information:</p> <p>(1) A means of contacting the complainant or the authorized representative;</p> <p>(2) The identity of the individual or entity that is alleged to be responsible for the conduct giving rise to the complaint; and</p>	

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		(3) A short description of the events, facts, or circumstances giving rise to the complaint, including a discussion of when the events giving rise to the complaint took place.	
<i>Complain Review Process</i>	(d) The Office of Apprenticeship or recognized State Apprenticeship Agency, as appropriate, will render an opinion within 90 days after receipt of the complaint, based upon such investigation of the matters submitted as may be found necessary, and the record before it. During the 90-day period, the Office of Apprenticeship or recognized State Apprenticeship Agency will make reasonable efforts to effect a satisfactory resolution between the parties involved. If so resolved, the parties will be notified that the case is closed. Where an opinion is rendered, copies will be sent to all interested parties.	(e) Requirements of the Registration Agency with respect to complaints are as follows: (1) The investigation of a complaint filed under this part will be undertaken by the Registration Agency and will proceed as expeditiously as possible. In conducting complaint investigations, the Registration Agency must: (i) Provide written notice to the complainant and the authorized representative, if any, acknowledging receipt of the complaint; (ii) Initiate an investigation upon receiving a complete complaint; (iii) Complete a thorough investigation of the allegations of the complaint and develop a complete case record that must contain, but is not limited to, the name, address, and telephone number of each person interviewed, the interview statements, copies, transcripts, or summaries (where appropriate) of pertinent documents, and a narrative report of the investigation with references to exhibits and other evidence that relate to the alleged violations; and (iv) Provide written notification of the Registration Agency’s findings to both the respondent and the complainant. (2) The Registration Agency will protect the identity of the complainant to the extent practicable.	

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		(3) The Registration Agency will review all complaints. Where a report of findings from a complaint investigation indicates a violation of the requirements of this part or the apprenticeship agreement, the Registration Agency will attempt to resolve the violation as expeditiously as possible.	
<i>Other Complaint Matters</i>	(e) Nothing in this section precludes an apprentice from pursuing any other remedy authorized under another Federal, State, or local law. (f) A State Apprenticeship Agency may adopt a complaint review procedure differing in detail from that given in this section provided it is submitted for review and approval by the Office of Apprenticeship.	(f) Nothing in this section precludes an apprentice from pursuing any other remedy authorized under another Federal, State, or local law. (g) An SAA may adopt a complaint investigation procedure differing in detail from that given in this section, provided that such a procedure has previously been reviewed and approved, pursuant to § 29.27, by the Administrator.	
<i>No Retaliation</i>	Not Specified	(h) A participant in a registered apprenticeship program may not be intimidated, threatened, coerced, retaliated against, or discriminated against because the individual has: (1) Filed a complaint alleging a violation of this part or an apprenticeship agreement; (2) Opposed a practice prohibited by the provisions of this part or an apprenticeship agreement; (3) Furnished information to, or assisted or participated in any manner in, any investigation, compliance review, proceeding, or hearing under this part; or (4) Otherwise exercised any rights and privileges under the provisions of this part or an apprenticeship agreement. (i) Any sponsor that permits such retaliation under paragraph (h) of this section in its registered apprenticeship program, including by participating	

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		employers, and fails to take appropriate steps to remedy such activity will be subject to deregistration under § 29.20(a) and other appropriate remedies.	
29.18 Recordkeeping by Registered Programs			
<i>Recordkeeping</i>	Not Specified	<p>S 29.18 (a) General obligation. The program sponsor, and any participating employer, is responsible for maintaining any records that the Registration Agency considers necessary to determine whether the sponsor has complied or is complying with the requirements of this part and any applicable Federal or State laws. Such records include, but are not limited to, records relating to:</p> <p>(1) Employment decisions, such as the hiring or placement, promotion, demotion, transfer, layoff, termination, right of return from layoff, and rehiring of apprentices;</p> <p>(2) Information related to the operation of the registered apprenticeship program, including but not limited to:</p> <p>(i) Information related to the qualification, recruitment, employment, and training of apprentices, such as the apprenticeship program standards, apprenticeship agreements, completion records, cancellation and suspension records, and compliance review files;</p> <p>(ii) Records pertaining to each apprentice’s performance and progress in both the on-the-job training and related instruction components of the registered apprenticeship program, and records related to the apprentice end-point assessments;</p> <p>(iii) If applicable, any records pertaining to an apprentice’s attainment of an interim credential,</p>	

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		<p>postsecondary academic credit, or any other interim milestones attained during the course of an apprentice’s participation in the program;</p> <p>(iv) For each apprentice, the number of hours of on-the-job training, the number of hours of related instruction, the total number of hours worked, and the wages and fringe benefits paid for all hours;</p> <p>(v) Any records, including personnel records, applicable to non-EEO complaints filed with the Registration Agency pursuant to § 29.17;</p> <p>(vi) All records related to the safety record of the sponsor and all participating employers in the sponsor’s program, where applicable, including records relating to any safety and health training provided to apprentices, incident logs required to be maintained under applicable Federal or State occupational safety and health laws, as well as current worker’s compensation documentation;</p> <p>(vii) Any records required to be maintained by a program sponsor under part 30 of this title;</p> <p>(viii) Any records required to be maintained under title 38, United States Code, in order for veterans and other individuals eligible for educational assistance under such title to use such assistance for enrollment in registered apprenticeship programs; and</p> <p>(ix) Any records demonstrating program compliance with registered apprenticeship requirements to meet Federal purposes as defined in this part.</p> <p>(b) Maintenance of records. The records required by this part and any other information relevant to compliance with these regulations by a program sponsor (and any participating employer) must be maintained for 5 years</p>	

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		<p>from the date of the making of the record or the personnel action involved, whichever occurs later. Failure to preserve complete and accurate records as required by paragraph (a) of this section constitutes noncompliance with this part.</p> <p>(c) Access to records. The program sponsor (and any participating employer) must allow the Registration Agency access to the records described in paragraph (a) of this section upon request for the purpose of conducting program reviews and investigating complaints arising under this part; such program reviews and investigations may involve the inspecting and copying of books, accounts, records (including electronic records), and any other material the Registration Agency deems relevant to the review or investigation and pertinent to compliance with this part. Upon request, the program sponsor (and any participating employer) must provide the Registration Agency information about all format(s), including specific electronic formats, in which its records and other information are available. Information obtained in this manner will be used only in connection with the administration of this part or other applicable laws.</p> <p>(d) Format of records and other information. Forms, records, and any other documents used and maintained by the program sponsor (and any participating employer) in the administration of this part may exist in paper or electronic form or a combination thereof. Regardless of the medium, these records must be available and accessible as required under paragraph (c) of this section for oversight and compliance purposes.</p>	

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	29.19 Program Reviews		
<i>Program Reviews</i>	<p>(b) Registration Agencies must evaluate performance of registered apprenticeship programs.</p> <p>(1) The tools and factors to be used must include, but are not limited to:</p> <p>(i) Quality assurance assessments;</p> <p>(ii) Equal Employment Opportunity (EEO) Compliance Reviews; and</p> <p>(iii) Completion rates.</p> <p>(2) Any additional tools and factors used by the Registration Agency in evaluating program performance must adhere to the goals and policies of the Department articulated in this part and in guidance issued by the Office of Apprenticeship.</p> <p>(c) In order to evaluate completion rates, the Registration Agency must review a program's completion rates in comparison to the national average for completion rates. Based on the review, the Registration Agency must provide technical assistance to programs with completion rates lower than the national average.</p> <p>(d) Cancellation of apprenticeship agreements during the probationary period will not have an adverse impact on a sponsor's completion rate.</p>	<p>S 29.19. (a) After an apprenticeship program has received permanent registration status as described in § 29.10, the Registration Agency must conduct periodic reviews of the apprenticeship program (which may include any participating employers in the sponsor's program) not less frequently than every 5 years, except as described in paragraph (b) of this section.</p> <p>(b) The Registration Agency must conduct reviews of a program in instances where the Registration Agency receives credible information or allegations that the program is not being operated in accordance with either its program standards or the requirements set forth in this part or in part 30 of this title, or at the request of the Administrator.</p> <p>(c) In conducting program reviews, Registration Agencies may consider all information and data that is relevant to any actual or potential areas of noncompliance. As part of a review of data, the Registration Agency must review the program's performance under § 29.25(b).</p> <p>(d) Sponsors and participating employers are required to cooperate with requests for interviews or documentation from the Registration Agency. Sponsors and participating employers must not impede a Registration Agency's ability to interview prospective, current, or former apprentices.</p> <p>(e) Upon completion of a program review, the Registration Agency must present a written Notice of Program Review Findings to the sponsor using the contact information listed in the registered standards. If the program review indicates a failure to comply with</p>	<p>(4) Program reviews.</p> <p>(i) For program reviews under this subpart, the process described in § 29.19 applies.</p> <p>(ii) Program reviews should be done in coordination with the relevant State CTE Agency pursuant to the written agreement described in paragraph (a)(2) of this section.</p> <p>(iii) The result of any program review conducted under paragraph (g)(4) of this section will not impact an entity's eligibility for funding under the Perkins program.</p>

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		<p>this part or with part 30 of this title, the required notice will include:</p> <p>(1) The deficiency or deficiencies identified;</p> <p>(2) How to cure or remedy the deficiency or deficiencies;</p> <p>(3) A requirement that the sponsor must develop and submit a compliance action plan pursuant to paragraph (f) of this section; and</p> <p>(4) A statement that the administrative actions described in § 29.20 may be undertaken if compliance is not achieved within the required timeframe.</p> <p>(f)(1) When a sponsor receives a Notice of Program Review Findings that indicates a failure to comply with this part, the sponsor must, within 45 calendar days of notification, either develop and submit for approval by the Registration Agency a compliance action plan that meets the requirements of paragraph (f)(2) of this section or submit a written rebuttal to the Findings. Registration Agencies may extend this deadline one time by up to 45 calendar days for good cause upon request of the sponsor.</p> <p>(2) If the Registration Agency upholds the findings after considering the sponsor’s rebuttal, the Registration Agency must provide the sponsor written notice of its determination, including the reasons for the determination. Upon receipt, the sponsor must develop, and submit to the Registration Agency for approval, a compliance action plan within 45 calendar days of receiving the final notice. The compliance action plan must include, at a minimum, the following provisions:</p>	

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		(i) A specific commitment, in writing, to correct or remediate identified deficiency(ies) and area(s) of noncompliance; (ii) The precise actions to be taken for each deficiency identified; (iii) The time period within which each cited deficiency will be remedied and any corrective program changes implemented; and (iv) The name of the individual(s) responsible for correcting each deficiency identified. (g) The Registration Agency will evaluate the sponsor’s compliance action plan. The Registration Agency will elect one of the following of three responses to the compliance action plan and will notify the sponsor in writing accordingly. (1) The Registration Agency may approve the compliance action plan, determine that the Program is now in compliance, and terminate the program review process. (2) The Registration Agency may approve the compliance action plan but continue the program review process until the compliance action plan is appropriately implemented. (3) The Registration Agency may reject the compliance action plan and either work with the sponsor to revise the compliance action plan or initiate deregistration under § 29.20.	
29.25 Collection of Data and Quality Metrics Concerning Apprenticeship			
<i>Apprentice Information</i>	Not specified.	(a) Apprentice information. (1) Within 30 calendar days of the start of an apprentice’s participation in a registered apprenticeship program, the program sponsor must submit to its	(i) CTE apprentice information. (A) Within 30 calendar days of the start of a CTE apprentice’s term, the program sponsor must submit to its Registration Agency in a format prescribed by the

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		<p>Registration Agency, in a format prescribed by the Administrator, the following information:</p> <p>(i) Individual apprentice level information that includes demographic information, education level, and veteran status;</p> <p>(ii) Receipt of pre-apprenticeship services prior to participation in apprenticeship, if applicable;</p> <p>(iii) The occupation in which the apprentice is to be trained;</p> <p>(iv) The date the individual became an apprentice;</p> <p>(v) The beginning date and term (duration) of the apprenticeship, the date of the beginning of on-the-job training, the full graduated schedule of wages including the journeyworker wage, and the approximate time to be spent in each work process in the occupation; and</p> <p>(vi) Any additional apprentice-related information required by the Administrator.</p> <p>(2) Within 30 calendar days of a change in an apprentice’s status, the program sponsor must submit the following information to its Registration Agency:</p> <p>(i) Change in apprenticeship status (completion, transfer, suspension, or cancellation);</p> <p>(ii) Interim credentials attained;</p> <p>(iii) Employment status;</p> <p>(iv) Wage progression;</p> <p>(v) Supportive services provided; and</p> <p>(vi) Any additional apprentice outcomes or services information required by the Administrator.</p>	<p>Administrator:</p> <p>(1) Individual apprentice record level information in accordance with any applicable Federal laws, rules and regulations (which includes sec. 444 of the General Education Provisions Act, as amended, commonly known as the Family Educational Rights and Privacy Act (FERPA)), including demographic information, education level, and veteran status;</p> <p>(2) The industry skills framework and occupation, if applicable, in which the CTE apprentice is to be trained;</p> <p>(3) The beginning date and term (duration) of the registered CTE apprenticeship program and the graduated schedule of wages; and</p> <p>(4) Any additional CTE apprentice-related information that the Administrator considers appropriate or necessary for the efficient operation of the National Apprenticeship System.</p> <p>(B) At the end of each academic semester, the program sponsor must report a change in a CTE apprentice’s status, including additional receipt of services and attainment of outcomes, to its Registration Agency in a manner prescribed by the Administrator regarding the following apprentice outcomes and services:</p> <p>(1) Change in registered CTE apprenticeship status (completion or cancellation);</p> <p>(2) Credentials attained during participation;</p> <p>(3) Change in employment or education status after participation;</p> <p>(4) Wage progression during participation;</p> <p>(5) Supportive services provided; and</p>

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			(6) Any additional outcomes or services information that the Administrator considers appropriate or necessary for the efficient operation of the National Apprenticeship System.
<i>Program Sponsor and Quality Metrics</i>	Not specified.	<p>(1) Within 30 days of the change in status, for each registered apprenticeship program and occupation, a program sponsor must report to the Registration Agency, in a manner prescribed by the Administrator, the following information:</p> <ul style="list-style-type: none"> (i) Up-to-date contact information for the program sponsor (including headquarters); (ii) Up-to-date contact information for each participating employer in the program and, if applicable, the collective bargaining signatories; (iii) An up-to-date copy of the program standards adoption agreement with the sponsor for each participating employer; (iv) Information about which participating employers have canceled their participation in a program; (v) Up-to-date information about the program’s coordination with credentialing agencies; (vi) Up-to-date contact information for those individual(s) designated and authorized under the registered apprenticeship program to receive, process, and make disposition of complaints filed by apprentices under both this part and part 30 of this title; (vii) All unreimbursed costs to the apprentice; and (viii) Any additional sponsor or program level information required by the Administrator. <p>(2) On an annual basis, for each registered Apprenticeship program and occupation, in a format</p>	<p>(ii) Program sponsor information and quality metrics.</p> <p>(A) Within 30 days of the change in status and no less than on an annual basis, for each registered CTE apprenticeship program and industry skills framework in which CTE apprentices are being trained, a program sponsor must report to the Registration Agency, in a manner prescribed by the Administrator, the following information:</p> <ul style="list-style-type: none"> (1) Up-to-date contact information for each employer participating in the registered CTE apprenticeship program and, if applicable, the collective bargaining signatories; (2) Up-to-date copies of any agreements the sponsor has with each employer participating in the registered CTE apprenticeship program and with each CTE apprentice; (3) Information about which employers participating in the registered CTE apprenticeship program have canceled their participation in a program; (4) Up-to-date information about the program’s coordination with credentialing agencies; (5) Up-to-date contact information for those individual(s) designated and authorized under the registered CTE apprenticeship program to receive, process, and make disposition of complaints filed by CTE apprentices under both this part and part 30 of this title; (6) All unreimbursed costs to the CTE apprentice; and

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		<p>prescribed by the Administrator, the following quality metrics will be calculated:</p> <p>(i) The total number of apprentices served annually in the sponsor’s program under an apprenticeship agreement;</p> <p>(ii) The total number of apprentices who successfully completed the sponsor’s program annually;</p> <p>(iii) The annual completion rate for apprentices.</p> <p>(iv) The cohort completion rate for apprentices, which must be calculated by comparing the number of apprentices in a designated apprenticeship cohort who successfully completed the sponsor’s requirements and attained a Certificate of Completion with the number of apprentices in that cohort who initially began training in the program;</p> <p>(v) The median length of time for program completion;</p> <p>(vi) The employment retention rate at the time of exit;</p> <p>(vii) The percentage of exiters that receive at least one interim credential at time of exit;</p> <p>(viii) The percentage of exiters that enter postsecondary education or a career pathway program at time of exit;</p> <p>(ix) Apprentice wage at time of exit;</p> <p>(x) Information and data relating to any pre-apprenticeship programs with which the sponsor has established a documented partnership; and</p> <p>(xi) Any additional sponsor or program level information required by the Administrator.</p>	<p>(7) Any additional sponsor- or program-level information that the Administrator considers appropriate or necessary for the efficient operation of the National Apprenticeship System.</p> <p>(B) On an annual basis, for each registered CTE apprenticeship program and industry skills framework, the following quality metrics will be calculated by the Registration Agency, in a format prescribed by the Administrator:</p> <p>(1) The total number of new and active CTE apprentices annually training in the sponsor’s program under a CTE apprenticeship agreement;</p> <p>(2) The total number of CTE apprentices who successfully completed the sponsor’s program annually;</p> <p>(3) The annual completion rate for CTE apprentices;</p> <p>(4) The cohort completion rate for registered CTE apprentices, which must be calculated by comparing the number of apprentices in a designated apprenticeship cohort who successfully completed the sponsor’s requirements and attained a certificate of completion of registered CTE apprenticeship with the number of apprentices in that cohort who initially began training in the program;</p> <p>(5) The placement rate of exiters in registered apprenticeship programs under subpart A of this part, postsecondary educational programs, or employment, at the time of program completion;</p> <p>(6) The percentage of exiters that receive at least one recognized postsecondary credential at time of exit;</p> <p>(7) Wage at exit; and</p>

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			(8) Any additional sponsor- or program-level information that the Administrator considers appropriate or necessary for the efficient operation of the National Apprenticeship System.
<i>Public Availability</i>	Not specified.	<p>(c) Information and reports to be made publicly available by the Registration Agency.</p> <p>(1) The Registration Agency will make publicly available on an annual basis general information relating to registered apprenticeship programs along with the information described in paragraph (b)(2) of this section.</p> <p>(2) The Registration Agency will make publicly available an annual State or national summary report of apprentices and their outcomes, disaggregated by race, ethnicity, sex, disability status, and other categories determined by the Administrator.</p>	<p>(iii) Information and reports to be made publicly available by the Registration Agency.</p> <p>(A) The Administrator will make on an annual basis general information relating to registered CTE apprenticeship programs along with the information described in paragraph (g)(9)(ii) of this section publicly available. Upon request of the sponsor, the Administrator may decide not to make the information described in paragraph (g)(9)(ii) of this section publicly available for good cause.</p> <p>(B) Unless otherwise prohibited by Federal law, the Administrator will make publicly available a national summary report of CTE apprentices and their outcomes, disaggregated by race, ethnicity, sex, disability status, and other categories determined by the Administrator.</p>
<i>Registration Agency Requirements</i>		<p>(3) In addition to the metrics in paragraph (c)(2) of this section, the Registration Agency must use supplemental sources, such as wage records and surveys, to calculate at a national or State level, at least the following additional metrics:</p> <p>(i) The post-apprenticeship employment retention rate, calculated 6 and 12 months after program exit;</p> <p>(ii) The annualized average and median earnings of a registered apprenticeship program’s former apprentices, calculated over the 6-month period after program completion;</p>	<p>(C) In addition to the metrics in paragraph (g)(9)(iii)(B) of this section, the Registration Agency must use supplemental sources, such as wage records and surveys, to calculate at a national or State level at least the following additional metrics:</p> <p>(1) The placement and retention rate in postsecondary educational programs, registered apprenticeship programs, or employment, calculated 6 and 12 months after program completion;</p> <p>(2) The annualized average and median earnings of a registered CTE apprenticeship program’s former</p>

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		<p>(iii) The percentage of all completers of a registered apprenticeship program who, at 1 year after program completion, are earning an income that allows them to support themselves and their families, have been placed in a postsecondary educational program, or a career pathway program; and</p> <p>(iv) Registration Agency metrics including median time for registration, number of programs approved and denied registration, and post-registration customer satisfaction ratings of sponsors for technical assistance and other services provided in relation to registration activities from the Registration Agency.</p> <p>(4) The Administrator may also conduct evaluations and longitudinal studies to assess the impact and improve the effectiveness of registered apprenticeship programs.</p> <p>(5) The Registration Agency may decide to withhold from publication certain information contained in paragraphs (c)(1), (2), and (3) of this section for good cause.</p>	<p>apprentices, calculated over the 6-month period after registered apprenticeship completion; and</p> <p>(3) The percentage of all completers of a registered CTE apprenticeship program who, at 1 year after program completion, are earning an income that allows them to support themselves and their families, or have been placed in a postsecondary educational program or career pathway program.</p> <p>(D) The Administrator may also conduct evaluations and longitudinal studies to assess the impact and improve the effectiveness of registered CTE apprenticeship programs.</p> <p>(E) The Registration Agency may decide to withhold from publication certain information contained in paragraphs (g)(9)(iii)(A), (B), and (C) of this section for good cause.</p>
<i>Sponsor Requirements</i>	Not specified.		(iv) Reporting. Sponsors must report the information Described in paragraphs (g)(9)(i) and (ii) of this section in a manner prescribed by the Registration Agency.
<i>SAA Requirements</i>	Not specified.		<p>(v) Reporting requirements for State Apprenticeship Agencies.</p> <p>(A) SAAs with an approved State Apprenticeship Plan to serve as a Registration Agency for CTE apprenticeship are required to collect the information from sponsors described in paragraphs (g)(9)(i) and (ii) of this section.</p> <p>(B) No less frequently than on a quarterly basis, SAAs must report the information collected from sponsors discussed in paragraphs (g)(9)(i) and (ii)(A) of this section.</p>

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			<p>(C) On an annual basis, the SAA will report the information collected under paragraph (g)(9)(ii)(B) of this section to the Administrator.</p> <p>(D) The Administrator will make the information collected from paragraph (g)(9)(iii) of this section publicly available.</p> <p>(E) SAAs may meet these requirements by either:</p> <p>(1) Utilizing a Department-provided case management system; or</p> <p>(2) Maintaining a State system that is capable of reporting individual apprentice record level information to OA in a manner prescribed by the Administrator, and that meets minimum security requirements as prescribed by the Administrator.</p> <p>(10) Exemptions. Requests for exemption from any provision of this subpart must be made in writing to the Administrator and must contain a statement of reasons.</p>