



APPRENTICESHIPS
FOR AMERICA

AFA BURDEN ANALYSIS

NATIONAL APPRENTICESHIP
SYSTEM ENHANCEMENTS NPRM

FEBRUARY 2024

PREPARED BY


PRISMGROUP

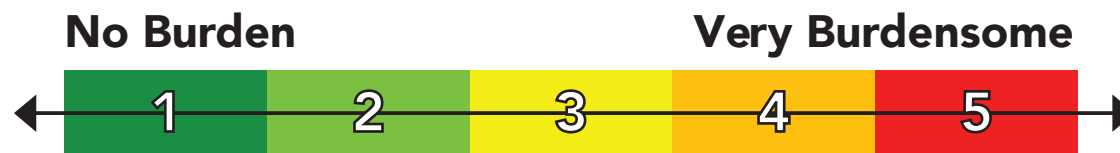
▶ OVERVIEW

On January 17, 2024, the U.S. Department of Labor (DOL) posted the [National Apprenticeship System Enhancements](#) Notice of Proposed Rulemaking (NPRM). The proposed rule would be the first regulatory revision of apprenticeships since 2008 and would drastically change how the apprenticeship ecosystem operates. Please see [Apprenticeships for America's \(AFA\) summary](#) of the NPRM and AFA's NPRM [side-by-side](#) for more detailed information on the proposal's contents.

To better understand the impact this NPRM would have on operating the national apprenticeship system, a burden analysis, considering multiple apprenticeship stakeholder perspectives, of the proposed rule's individual provisions was conducted. Those stakeholders are defined below:

- **Intermediary:** an entity that assists in the provision, coordination, or support of an apprenticeship program
- **Sponsor:** any person, employer, association, committee, intermediary, or organization that operates and administers an apprenticeship program
- **Employer:** any person or organization that employs an apprentice during the on-the-job training component of an apprenticeship program
- **Apprentice:** the individual who is participating or registering to participate in an apprenticeship program
- **Educator:** any person or entity who meets the qualifications to provide academic and skills instruction to apprenticeship program participants

To accurately assign burden, this analysis incorporated feedback from more than 300 apprenticeship experts across a [series of webinars](#) conducted by AFA. Burden levels were assigned utilizing a Likert scale, which is detailed below:



This burden analysis will be utilized to construct AFA's forthcoming priorities report and comment campaign, which will help apprenticeship stakeholders craft and submit comments on the NPRM. AFA encourages your feedback on this burden analysis by emailing info@apprenticeshipsforamerica.org.

PRISMGROUP		AFA Burden Analysis		AFA APPRENTICESHIPS FOR AMERICA		New?	Intermediary	Sponsor	Employer	Apprentice	Educator	
Section	CFR	Provision										
Definitions	29.2	Annual completion rate means the percentage of apprentices during a fiscal year who received a Certificate of Completion divided by the total number of exiters during the fiscal year.					Yes	1	1	1	1	1
Definitions	29.2	Career and technical education (CTE) means, as defined in sec. 3(5) of the Carl D. Perkins Career and Technical Education Act of 2006, as amended by the Strengthening Career and Technical Education for the 21st Century Act (20 U.S.C 2302(5)) (Perkins), organized educational activities that: (1) Offer a sequence of courses that (i) Provide individuals with rigorous academic content and relevant technical knowledge and skills needed to prepare for further education and careers in current or emerging professions, which may include high-skill, high-wage, or in-demand industry sectors or occupations, which shall be, at the secondary level, aligned with the challenging State academic standards adopted by a State under sec. 1111(b)(1) of the Elementary and Secondary Education Act of 1965; (ii) Provide technical skill proficiency or a recognized postsecondary credential, which may include an industry-recognized credential, a certificate, or an associate degree; and (iii) May include prerequisite courses (other than a remedial course) that meet the requirements of this paragraph; (2) Include competency-based, work-based, or other applied learning that support the development of academic knowledge, higher order reasoning and problem-solving skills, work attitudes, employability skills, technical skills, and occupation-specific skills, and knowledge of all aspects of an industry, including entrepreneurship, of an individual; (3) To the extent practicable, coordinate between secondary and postsecondary education programs through CTE programs, which may include coordination through articulation agreements, early college high school programs, dual or concurrent enrollment program opportunities, or other credit transfer agreements that provide postsecondary credit or advanced standing; and (4) May include career exploration at the high school level or as early as the middle grades.					Yes	1	1	1	1	1
Definitions	29.2	Career pathway means a combination of rigorous and high-quality education, training, and other services that: (1) Aligns with the skill needs of industries in the economy of the State or regional economy involved; (2) Prepares an individual to be successful in any of a full range of secondary or postsecondary education options, including apprenticeship programs registered under subpart A of this part; (3) Includes counseling to support an individual in achieving the individual's education and career goals; (4) Includes, as appropriate, education offered concurrently with and in the same context as workforce preparation activities and training for a specific occupation or occupational cluster; (5) Organizes education, training, and other services to meet the particular needs of an individual in a manner that accelerates the educational and career advancement of the individual to the extent practicable; (6) Enables an individual to attain a secondary school diploma or its recognized equivalent, and at least one recognized postsecondary credential; and (7) Helps an individual enter or advance within a specific occupation or occupational cluster.					Yes	1	1	1	1	1
Definitions	29.2	Cohort completion rate means the percentage of an apprenticeship cohort who receive a Certificate of Completion within 1 year of the projected completion date. An apprenticeship cohort is the group of individual apprentices registered to a specific program during a given fiscal year. In calculating a registered apprenticeship program's cohort completion rate, a Registration Agency must disregard any cancellations of apprenticeship agreements by either the apprentice or the program sponsor that occurred during the probationary period for apprentices established in the program's standards of apprenticeship.					Yes	1	1	1	1	1
Definitions	29.2	Credential rate means the percentage of an apprenticeship cohort who receive an interim credential, as defined in this section, prior to their completion of a registered apprenticeship program. In calculating a registered apprenticeship program's credential rate, a Registration Agency must disregard any cancellations of apprenticeship agreements by either the apprentice or the program sponsor that occurred during the probationary period for apprentices established in the program's standards of apprenticeship.					Yes	1	1	1	1	1
Definitions	29.2	CTE apprentice means a participant at least 16 years of age, except where a higher minimum age standard is otherwise required by Federal, State, or local law, in a registered CTE apprenticeship program covered by the requirements of subpart B of this part and part 30 of this title. A CTE apprentice is not an apprentice for purposes of §§ 4.6(p), 5.2, 5.5(a)(4), and 570.50(b) of this title.					Yes	3	3	3	3	3
Definitions	29.2	CTE apprenticeship agreement means a written agreement that complies with the requirements in § 29.24, and that contains the terms and conditions of the employment and training of the CTE apprentice.					Yes	1	1	1	1	1
Definitions	29.2	CTE apprenticeship-related instruction means an organized and systematic form of instruction designed to provide the CTE apprentice with the knowledge of the theoretical and technical subjects related to the industry skills framework. CTE apprenticeship-related instruction must involve the curriculum that is approved as part of a State-approved CTE program and may include any additional coursework prescribed by the sponsor. Such instruction may be given in a classroom, through electronic media, or through other forms of study approved by the State CTE Agency and Registration Agency.					Yes	2	2	2	2	2
Definitions	29.2	Group program means an apprenticeship program established and registered by a sponsoring organization in which one or more employers have agreed to participate, usually pursuant to a collective bargaining agreement or a program standards adoption agreement.					Yes	1	1	1	1	1
Definitions	29.2	Industry skills framework means an on-the-job training outline of nationally applicable, high-quality standards of registered CTE apprenticeship validated by industry and detailing the required skills and competencies to be attained through a CTE apprentice's participation in a registered CTE apprenticeship program.					Yes	2	2	2	1	2
Definitions	29.2	Interim credential means a recognized postsecondary credential issued in connection with participation in a registered apprenticeship program. The interim credential may signify that an apprentice has successfully attained competency milestones within an occupation deemed suitable for registered apprenticeship training, usually as a part of a career pathway, sequence, or progression towards the attainment of more advanced competencies and credentials in that occupation.					Yes	2	2	2	2	2
Definitions	29.2	Intermediary means an entity that assists in the provision, coordination, or support of a registered apprenticeship program.					Yes	1	1	1	1	1

Section	CFR	Provision	New?	Intermediary	Sponsor	Employer	Apprentice	Educator
Definitions	29.2	National Guidelines for Apprenticeship Standards means a template of apprenticeship program standards developed by a labor union, trade or industry association, or other organization with national scope and industry expertise that are recognized by OA for the purposes of being adapted by affiliated sponsors for local or national registration.	Yes	1	1	1	1	1
Definitions	29.2	National Occupational Standards for Apprenticeship means a universally available template of nationally applicable, high-quality standards of apprenticeship (and related work process schedules) developed by industry stakeholders convened by OA and approved by the Administrator for occupations considered suitable for registered apprenticeship training.	Yes	1	1	1	1	1
Definitions	29.2	National Program Standards for Apprenticeship means a set of standards of apprenticeship developed and adopted by a program sponsor that are registered on a nationwide basis by OA and are entitled to reciprocity of registration.	Yes	1	1	1	1	1
Definitions	29.2	Participating employer means an employer that employs at least one apprentice and that either: (1) Participates in a registered apprenticeship program sponsored by a joint labor- management apprenticeship and training program established pursuant to a collective bargaining agreement, and under which the employer has adopted the sponsor's standards of apprenticeship and serves as the employer of record for at least one apprentice enrolled in the sponsor's program; or (2) Is a party to a written program standards adoption agreement with a registered apprenticeship program sponsor that is concluded outside of a collective bargaining process, and under which the employer has adopted the sponsor's standards of apprenticeship and serves as the employer of record for apprentices enrolled in the sponsor's program.	Yes	1	1	1	1	1
Definitions	29.2	Pre-apprenticeship program means a structured education and workplace training program that maintains a documented partnership with at least one registered apprenticeship program, is designed to support access and equitable participation in apprenticeship programs by providing individuals who do not currently possess the minimum qualifications for admission into a registered apprenticeship program or registered CTE apprenticeship with the foundational knowledge and skills needed to gain acceptance into, and succeed in, a registered program, and provides participants with a hands-on introduction to the competencies and techniques used in one or more occupations that are suitable for registered apprenticeship training, with access to educational and career counseling and other supportive services, and may include opportunities to earn industry-recognized credentials.	Yes	1	1	1	1	1
Definitions	29.2	Program review means an administrative review of a registered apprenticeship program that is conducted by a Registration Agency to assess the program's compliance with the requirements of this part and of part 30 of this title.	Yes	1	1	1	1	1
Definitions	29.2	Program standards adoption agreement means a written agreement executed outside of a collective bargaining process in which a participating employer agrees to adopt and utilize a set of apprenticeship program standards for the employment and training of apprentices that were developed by a program sponsor and registered by a Registration Agency.	Yes	1	1	1	1	1
Definitions	29.2	Reciprocity of registration means the provision of local registration status by an SAA in that State for an apprenticeship program registered by another Registration Agency.	Yes	1	1	1	1	1
Definitions	29.2	Registered CTE apprenticeship program means a structured, integrated educational and career training program that admits students who have signed a CTE apprenticeship agreement (or that a student's parent or guardian has signed if the student is a minor) that is approved by the Registration Agency under subpart B of this part. Such a program integrates paid, on-the-job training in an industry or occupation suitable for registered CTE apprenticeship training with CTE apprenticeship-related instruction in subjects offered by an education institution that is a Perkins-eligible recipient, and also provides successful program completers with a certificate of completion of registered CTE apprenticeship, credit hours towards a postsecondary degree program, and as applicable a high school diploma or equivalency, and advanced standing in a registered apprenticeship program under subpart A.	Yes	3	3	3	3	3
Definitions	29.2	Standards of apprenticeship means an organized, written plan embodying the terms and conditions of employment, training, and supervision of one or more apprentices in a registered apprenticeship program.	Yes	1	1	1	1	1
Occupations Suitable for RAPs	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.	Yes	1	1	1	1	1
Occupations Suitable for RAPs	29.7(b)(1)	The occupation under consideration is commonly recognized or accepted throughout a particular industry or sector as a standalone, distinct occupation.	Yes	2	3	3	2	2
Occupations Suitable for RAPs	29.7(b)(2)	Introduces a requirement for applicants to demonstrate that the occupation in question leads to a sustainable career. This is not intended to limit programs in occupations with more limited career growth but encourages evidence of career advancement opportunities.	Yes	4	4	4	1	4
Occupations Suitable for RAPs	29.7(b)(3) & (4)	Replace existing sections and outline requirements for structured apprenticeship programs, emphasizing skills, techniques, and competencies leading to proficiency. The 2,000-hour on-the-job training requirement is retained, along with a standard of 144 hours of off-the-job instruction for every 2,000 on-the-job hours.	Yes	3	3	3	3	3
Occupations Suitable for RAPs	29.7(c)	Details information applicants must submit electronically for a suitability determination, covering documentation, work process schedules, hours required for proficiency, related instruction outlines, and disclosure of interim credentials or license requirements. The document emphasizes public input, with a 30-day comment period on suitability determinations and a 90-day timeline for the Administrator to decide. It explores using industry-validated resources, like O*NET, and seeks feedback on soliciting input from a wider range of stakeholders.	Yes	3	5	4	1	3
Occupations Suitable for RAPs	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 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.	Yes	2	2	2	1	2

Section	CFR	Provision	New?	Intermediary	Sponsor	Employer	Apprentice	Educator
Occupations Suitable for RAPs	29.7(e)	Outlines criteria for unfavorable suitability determinations, including incomplete applications and the necessity to meet all proposed criteria. Sections (3) and (4) aim to prevent occupation "splintering" and replication of work processes without advancing to a higher-level occupation. If an occupation is deemed unsuitable, the Administrator notifies the applicant, provides reasoning, and publishes the determination on a public-facing website. The applicant can reapply after addressing raised issues.	Yes	5	5	5	1	1
Occupations Suitable for RAPs	29.7(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.	Yes	1	1	1	1	1
Occupations Suitable for RAPs	29.7(g)	Requires submission and approval of adjustments to existing suitable occupations or work processes to maintain validity.	Yes	4	5	5	1	4
Occupations Suitable for RAPs	29.7(h)	Introduces a 5-year review cycle for existing suitable occupations, including a review of work process schedules and related instruction outlines, with notifications for updates and potential exclusion if an occupation is no longer suitable.	Yes	4	5	5	1	4
Standards of Apprenticeship	29.8(a)(1)	Maintains the minimum starting age for apprentices at 16 years, as per the Fair Labor Standards Act, but allows for a higher age if mandated by Federal, State, or local law.	No	1	1	1	1	1
Standards of Apprenticeship	29.8(a)(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.	No	1	1	1	1	1
Standards of Apprenticeship	29.8(a)(3)	Introduces a new provision requiring program sponsors to include a description of their recruitment efforts for new apprentices in their program standards. This information enhances transparency, aids outreach efforts, and aligns with Equal Employment Opportunity (EEO) obligations, providing benefits in terms of access and universal outreach.	Yes	2	3	3	1	1
Standards of Apprenticeship	29.8(a)(4)	The proposal seeks to replace OJT & RTI options with a unitary approach, requiring a uniform minimum of 2,000 hours of on-the-job training, aligning with the hybrid model. Additionally, the proposed rule modifies the related instruction component, requiring a minimum average of 144 hours for every 2,000 hours of on-the-job training, aiming to provide apprentices with necessary theoretical knowledge. The Department seeks public input on whether this requirement is sufficient and invites alternative suggestions, including considerations for semester or trimester hours.	Yes	3	3	3	1	3
Standards of Apprenticeship	29.8(a)(5)	Mandates the inclusion of occupation(s), work process schedules, and (newly required) related instruction outlines in the standards.	Yes	2	2	2	1	3
Standards of Apprenticeship	29.8(a)(6)	Adds a requirement to specify related instruction providers and instructional methods.	Yes	3	4	3	1	5
Standards of Apprenticeship	29.8(a)(7)	Introduces a new requirement for an attestation in the standards, documenting in writing that trainers and instructors meet the necessary qualifications and experience.	Yes	2	2	5	1	4
Standards of Apprenticeship	29.8(a)(8)	Mandates a description of interim credentials, qualifications, or credit received by apprentices during or upon completion of the program, promoting transparency and understanding of the credentials apprentices will obtain.	Yes	2	3	2	1	3
Standards of Apprenticeship	29.8(a)(9)	Establishes a requirement for standards to state whether time spent in related instruction counts as hours worked, providing clarity on wage rates and fringe benefits for those hours.	Yes	1	3	4	1	1
Standards of Apprenticeship	29.8(a)(10)	Introduces a requirement for sponsors to outline a process for regularly assessing and providing feedback to apprentices regarding their job-related knowledge, skills, and competencies during on-the-job training.	Yes	1	3	4	1	1
Standards of Apprenticeship	29.8(a)(11)	Addresses the use of end-point assessments to determine apprentices' proficiency, emphasizing the importance of inclusive assessment processes.	Yes	2	2	1	1	2
Standards of Apprenticeship	29.8(a)(12)	Retains language regarding a probationary period not exceeding 25 percent of the program length.	No	1	1	1	1	1
Standards of Apprenticeship	29.8(a)(13), (14), (15), (16)	Proposal require that applications attest that they will comply with all applicable laws; that apprentices are entitled to the same allowances, rights, and protections as non-apprentice employees under applicable laws; that sponsors will provide adequate, safe, and accessible facilities; that sponsors will provide industry-recognized safety training for apprentices in both on-the-job and related instruction components.	Yes	1	2	3	1	1
Standards of Apprenticeship	29.8(a)(17)	Requires standards to articulate wages and fringe benefits for apprentices during the program. The proposed rule retains the minimum wage floor, introduces a graduated schedule of wage increases, and mandates that the final wage step be no less than 75% of the journeyworker wage.	Yes	2	5	5	3	1
Standards of Apprenticeship	29.8(a)(18)	Requires transparency about unreimbursed costs, expenses, or fees and stipulates that these should be necessary, reasonable, and compliant with wage laws.	Yes	2	2	2	1	1
Standards of Apprenticeship	29.8(a)(19)	Revises the ratio of apprentices to journeyworkers. It emphasizes safety and welfare considerations, with numeric ratios requiring approval by a Registration Agency. High-hazard industries may face heightened scrutiny, and factors like health are added to the considerations. Flexibility is provided for ratios, allowing adherence to collective bargaining agreements and applicable laws.	Yes	1	1	1	1	1
Standards of Apprenticeship	29.8(a)(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.	Yes	1	1	1	1	1
Standards of Apprenticeship	29.8(a)(21)	Provision for the transfer of apprentices between registered apprenticeship programs involving the same occupation.	Yes	1	1	1	1	1
Standards of Apprenticeship	29.8(a)(22), (23), (24), (25), (26)	Record keeping and attestation.	Yes	1	1	1	1	1
Standards of Apprenticeship	29.8(b)	Would address a gap in the existing minimum standards of apprenticeship by creating a new requirement with respect to group programs and participating employers. Currently, employers can participate in a group program, and these employers often sign an agreement (commonly referred to as an employer acceptance agreement), or participate via a collective bargaining agreement, with a joint labor-management group program sponsor.	Yes	2	4	4	1	1

Section	CFR	Provision	New?	Intermediary	Sponsor	Employer	Apprentice	Educator
Apprenticeship Agreements	29.9(a)	Mandates that registered apprenticeship programs establish a written agreement, signed by relevant parties before the apprenticeship term. Participating employers in group programs must also sign, ensuring accountability. The agreement must be finalized before the apprenticeship starts.	Yes	1	1	1	1	1
Apprenticeship Agreements	29.9(b)	Before signing, apprentices must receive a copy of the proposed agreement and program standards. After signing, sponsors must provide a copy to the apprentice by the start date.	Yes	1	1	1	1	1
Apprenticeship Agreements	29.9(c)(1)	Would require apprentice contact information and identifying information for the apprentice, including the apprentice's date of birth and, on a voluntary basis, their Social Security number. Both the date of birth and the voluntary provision of the apprentice's Social Security number are in the current requirement at § 29.27(b). Would also require that the apprentice's contact information be provided. This would be consistent with current practice and necessary for the administration of the apprenticeship program and registration of the agreement. Apprentices may not be denied program entry or subjected to any adverse action taken by a program sponsor if an apprentice refuses to disclose their Social Security number.	No	1	1	1	1	1
Apprenticeship Agreements	29.9(c)(2)	Would require that the apprenticeship agreement contain the contact information for the Registration Agency, the program sponsor, and the participating employer(s). This requirement would be similar to the existing requirement in § 29.7(c), with the addition of the contact information for any participating employers that are signatories to the agreement at the time the apprenticeship agreement is signed.	No	1	1	1	1	1
Apprenticeship Agreements	29.9(c)(3)	Would incorporate the existing requirements in § 29.7 to include the occupation in which the apprentice is to be trained as well as the associated work process schedule and related instruction outline.	No	1	1	1	1	1
Apprenticeship Agreements	29.9(c)(4)	Would require that the program's standards of apprenticeship be incorporated into the apprenticeship agreement either directly or by reference. This requirement is in current §§ 29.5(b)(11) and 29.7(i) and would be carried forward in this proposal.	No	1	1	1	1	1
Apprenticeship Agreements	29.9(c)(5)	Would require that the apprenticeship agreement contain a description of the respective roles, duties, and responsibilities of the parties to the apprenticeship agreement.	Yes	1	1	1	1	1
Apprenticeship Agreements	29.9(c)(6)	Would require that the agreement contain the dates of the registered apprenticeship program, including the beginning date and expected duration of the apprenticeship program, the beginning date of the on-the-job training, and the duration of any probationary period of the apprenticeship program.	Yes	1	1	1	1	1
Apprenticeship Agreements	29.9(c)(7)	Would require 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 journeyworker wage, and any fringe benefits.	Yes	1	1	1	1	1
Apprenticeship Agreements	29.9(c)(8)	Would require that the apprenticeship agreement disclose the expected minimum number of hours that are allocated by the program to the on-the-job training component and the related instruction component during the apprenticeship term. In practice, because progress in the program is measured through both time in on-the-job training and competency attainment, this may include an approximate range of hours from the minimum to a maximum number of on-the-job training hours to obtain proficiency in the occupation.	Yes	1	1	1	1	1
Apprenticeship Agreements	29.9(c)(9)	Introduces a requirement for the agreement to describe methods for measuring competency progress and the program's end-point assessment.	Yes	3	4	4	1	3
Apprenticeship Agreements	29.9(c)(10)	Requires disclosure of supportive services available to apprentices, such as childcare or transportation, enhancing transparency about available resources.	Yes	1	1	1	1	1
Apprenticeship Agreements	29.9(c)(11)	Mandates disclosure of any unreimbursed costs, expenses, or fees the apprentice may incur.	Yes	1	2	2	1	2
Apprenticeship Agreements	29.9(c)(12)	Requires information on postsecondary credits, credentials, and qualifications upon program completion.	Yes	1	1	1	1	1
Apprenticeship Agreements	29.9(c)(13)	Mandates adherence to 29 CFR part 30 and, where applicable, an approved State EEO plan.	Yes	1	1	1	1	1
Apprenticeship Agreements	29.9(c)(14)	Details whether apprentices are paid during related instruction, the wage rate, fringe benefits, and if related instruction occurs during work hours.	Yes	1	1	1	1	1
Apprenticeship Agreements	29.9(c)(15)	Would be the existing requirement in § 29.7 that the apprenticeship agreement include the contact information of the appropriate party to address complaints within the program.	No	1	1	1	1	1
Apprenticeship Agreements	29.9(c)(16)	Introduces a requirement for the agreement to describe the processes for granting advanced standing or credit, aligning with sponsor-approved standards.	Yes	1	1	1	1	1
Apprenticeship Agreements	29.9(d)	Prohibits non-compete provisions, safeguarding apprentices' labor market mobility and promoting competition.	Yes	1	3	4	1	1
Apprenticeship Agreements	29.9(e)	Prohibits non-disclosure provisions restricting workers from working in the same field and ensures the right to file complaints.	Yes	1	3	4	1	1
Apprenticeship Agreements	29.9(f)	Shortens the submission time for executed apprenticeship agreements to the Registration Agency from 45 to 30 days, leveraging technological advancements.	Yes	1	3	3	1	1
Apprenticeship Agreements	29.9(g)	The apprenticeship agreement may be cancelled during the probationary period specified in the agreement by either party without cause.	No	1	1	1	1	1
Apprenticeship Agreements	29.9(h)	Permits apprentices to request cancellation at any time, while sponsors can suspend or cancel for good cause after providing a chance for corrective action. It outlines written notice requirements to the apprentice and the Registration Agency.	No	1	1	1	1	1
Program Registration	29.10(a)(1), (2), (3)	Mandates the submission of the work process schedule, apprenticeship standards, and apprenticeship agreement for the proposed program. The occupation must be deemed suitable for registered apprenticeship by the Administrator.	Yes	3	3	3	1	3
Program Registration	29.10(a)(4)	Introduces a new provision requiring a written plan for equitable recruitment and retention, especially for underserved communities. It emphasizes strategic partnerships to facilitate access to supportive services.	Yes	3	4	4	2	2
Program Registration	29.10(a)(5)	Requires proof of financial capacity for sustained program operation. Applicants must demonstrate financial solvency and present forward-looking narratives on funding streams and commitments.	Yes	5	5	5	1	3
Program Registration	29.10(a)(6)	Mandates disclosure of instances where a government agency determined violations of laws related to workplace practices. The applicant must describe the violations and actions taken to remedy them.	Yes	5	5	5	1	5

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Program Registration	29.10(a)(7)	Incorporates the existing requirement for union participation, dividing it into two parts based on the presence or absence of union involvement in program operation.	No	1	1	1	1	1
Program Registration	29.10(a)(8)	Demands submission of immediate steps to implement EEO requirements, including identifying responsible individuals, publicizing the EEO pledge, and outlining anti-harassment training.	Yes	4	4	4	1	2
Program Registration	29.10(b)(1)	Mandates a determination by the Administrator regarding the suitability of the occupation for registered apprenticeship, aligning with proposed § 29.7. If the occupation isn't deemed suitable, the application may not be approved.	Yes	4	5	5	5	3
Program Registration	29.10(b)(2)	Necessitates a determination that the work process schedule provides training in the specific skills and competencies associated with the approved occupation, as required by proposed § 29.7.	Yes	2	2	2	1	2
Program Registration	29.10(b)(3)	Requires a determination that the work process schedule and related instruction outline offer an apprentice a portable set of skills transferable within the same industry, per proposed § 29.7.	Yes	3	3	3	1	1
Program Registration	29.10(b)(4)	Demands a determination that the submitted standards of apprenticeship align with proposed § 29.8 requirements.	No	1	1	1	1	1
Program Registration	29.10(b)(5)	Necessitates a determination that the apprenticeship agreement complies with proposed § 29.9.	No	1	1	1	1	1
Program Registration	29.10(b)(6)	Mandates a determination that the sponsor possesses the necessary financial capacity and resources to operate the proposed program.	Yes	5	5	5	1	5
Program Registration	29.10(b)(7)	Requires a determination that any acknowledged misconduct or law violations have been satisfactorily addressed, posing no significant risk to apprentices.	Yes	5	5	5	1	5
Program Registration	29.10(b)(8)	Demands a determination that union participation requirements (if applicable) are satisfied based on documents submitted verifying required engagement.	Yes	1	1	1	1	1
Program Registration	29.10(b)(9)	Necessitates a determination that the sponsor's written plan for equitable recruitment and retention, along with the implementation of EEO requirements, is satisfactory.	Yes	2	3	3	1	2
Program Registration	29.10(c)	Outlines potential outcomes of the review, including granting provisional registration for compliant programs and providing written explanations for non-compliant ones.	No	1	1	1	1	1
Program Registration	29.10(d)	Explains provisional registration, program review criteria, and scenarios for permanent registration or deregistration. 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	Yes	2	2	2	1	1
Program Registration	29.10(e)	Specifies the need for at least one enrolled apprentice for program registration, with exceptions during specified periods.	Yes	2	2	2	2	2
Program Registration	29.10(f)	Updates the process for submitting and approving modifications or changes to apprenticeship standards.	Yes	1	1	1	1	1
Program Standards Adoption Agreement	29.11(a)	Outlines obligations for participating employers, requiring them to adopt and comply with the sponsor's registered standards, adhere to all relevant regulations, and cooperate with the sponsor in meeting obligations, including providing necessary data.	Yes	1	3	5	1	3
Program Standards Adoption Agreement	29.11(b)	Mandates the submission of the program standards adoption agreement to the Registration Agency within 30 days of execution, facilitating compliance verification and comprehensive program oversight.	Yes	1	1	1	1	1
Program Standards Adoption Agreement	29.11(c)(1)	A program standards adoption agreement may be cancelled by the participating employer upon providing 30 days written notice to the sponsor.	Yes	1	1	1	1	1
Program Standards Adoption Agreement	29.11(c)(2)(i)	Requires sponsors to provide written notice of suspension/cancellation to the participating employer, affected apprentices, and the Registration Agency, explaining the reason for the action.	Yes	1	1	1	1	1
Program Standards Adoption Agreement	29.11(c)(2)(ii)	Obligates sponsors to make reasonable efforts to place affected apprentices with other participating employers or registered apprenticeship programs if training is interrupted due to suspension/cancellation.	Yes	1	1	1	1	1
Program Standards Adoption Agreement	29.11(c)(2)(iii)	Empowers the Registration Agency to initiate deregistration proceedings if a sponsor fails to suspend or cancel an agreement as required, emphasizing the importance of compliance monitoring.	Yes	1	1	1	1	1
Qualifications of Apprentice Trainers and Providers of Related Instruction	29.12(a)	Outlines minimum requirements for journeyworkers providing on-the-job training, emphasizing mastery of job skills, staying updated on industry advances, effective communication, fair evaluation of apprentices, and establishing practical connections between theoretical knowledge and occupational tasks.	Yes	1	5	5	1	5
Qualifications of Apprentice Trainers and Providers of Related Instruction	29.12(b)	Requires journeyworkers to ensure a safe and inclusive work environment, emphasizing the importance of diversity, equity, inclusion, and anti-harassment training.	Yes	1	5	5	1	5
Qualifications of Apprentice Trainers and Providers of Related Instruction	29.12(c)(1) & (2)	Addresses related instruction providers, specifying that they must either be faculty or instructors at accredited postsecondary institutions, meet state certification requirements, or possess skills in teaching techniques for diverse audiences, including adult learners.	Yes	1	5	5	1	5
Development of National Occupation Standards for Apprenticeship	29.13(a)	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.	Yes	1	1	1	1	1

Section	CFR	Provision	New?	Intermediary	Sponsor	Employer	Apprentice	Educator
Development of National Occupation Standards for Apprenticeship	29.13(b)	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 specified criteria.	Yes	1	1	1	1	1
Development of National Occupation Standards for Apprenticeship	29.13(c)	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.	Yes	3	3	2	1	1
National Program Standards for Apprenticeship	29.14(a)	Train apprentices for an occupation that is not ordinarily subject to Federal, State, or local licensing requirements; Be national or multistate in their design, suitability, and scope; and Satisfy the applicable requirements of this part and part 30 of this title.	Yes	1	1	1	1	1
National Program Standards for Apprenticeship	29.14(b)	Outlines the process for registration by the Administrator. If approved, the standards would be registered on a nationwide basis within 90 days of receipt, with a written explanation provided in case of denial.	Yes	1	1	1	1	1
National Program Standards for Apprenticeship	29.14(c)	Mandates SAAs to reciprocally approve and register programs registered via National Program Standards for Apprenticeship, fostering system alignment.	Yes	1	1	1	1	1
National Program Standards for Apprenticeship	29.14(d)	Requires alignment with existing National Occupational Standards for Apprenticeship. National Program Standards should adhere to approved National Occupational Standards to ensure industry-validated standards and system alignment.	Yes	1	2	1	1	1
National Guidelines for Apprenticeship Standards	29.15(a)	Establishes criteria for recognition, emphasizing national applicability, suitability for local adoption, and alignment with regulatory requirements.	Yes	1	1	1	1	1
National Guidelines for Apprenticeship Standards	29.15(b)	The Administrator has sole approval authority, with proposed § 29.15(b) detailing the process for recognition and the 90-day review goal.	Yes	1	1	1	1	1
National Guidelines for Apprenticeship Standards	29.15(c)	Outlines the process for State or local affiliates to use recognized guidelines as templates for local registration, allowing adjustments for local conditions.	Yes	1	1	1	1	1
National Guidelines for Apprenticeship Standards	29.15(d)	Mandates resubmission for approval every five years or upon amendment to standards, ensuring periodic reviews to meet industry standards and local requirements.	Yes	4	5	5	1	4
National Guidelines for Apprenticeship Standards	29.15(e)	Requires alignment with existing National Occupational Standards for Apprenticeship, ensuring adherence to industry-validated standards.	Yes	1	1	1	1	1
End-Point Assessment and Certificate of Completion	29.16(a)	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.	Yes	5	5	5	3	5
End-Point Assessment and Certificate of Completion	29.16(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.	Yes	2	4	3	2	3
End-Point Assessment and Certificate of Completion	29.16(c)	The sponsor must inform all apprentices of their right to request a reasonable accommodation prior to the administration of the assessment.	Yes	1	3	3	1	3
End-Point Assessment and Certificate of Completion	29.16(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.	Yes	1	1	1	1	1
Complaints	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 this title, or applicable provisions of a State EEO plan adopted pursuant to part 30 of this title and approved by the Department.	No	1	1	1	1	1
Complaints	29.17(b)	Permits, but does not require, complaints to be resolved locally before a complaint is submitted to the Registration Agency and allows non-apprentices to file complaints under a registered apprenticeship agreement or for alleged violations of the regulations.	Yes	2	3	3	1	1
Complaints	29.17(c)	Proposes a 300-day deadline for filing complaints after the events giving rise to the dispute or violation, allowing for extensions in cases of good cause.	Yes	2	3	3	1	1
Complaints	29.17(d)(1)	Requiring the complaint to contain a means for contacting the complainant or authorized representative, but not identifying information such as a name or physical address, is intended to facilitate the submission of anonymous complaints while also allowing the Registration Agency to contact the complainant or representative as part of their review of the complaint.	Yes	2	3	3	1	1

Section	CFR	Provision	New?	Intermediary	Sponsor	Employer	Apprentice	Educator
Complaints	29.17(d)(2) & (3)	Would require that the complaint include the identity of the individual or entity that is alleged to be responsible for the conduct giving rise to the complaint to facilitate the Registration Agency's investigation of any complaint. Description of the event.	Yes	2	3	3	1	1
Complaints	29.17(e)	Would explain the process by which the Registration Agency will investigate a complaint. It would require that the Registration Agency proceed expeditiously to investigate complaints. The proposed requirement that investigation of complaints be conducted expeditiously is intended to require Registration Agencies to resolve complaints, whenever possible, before impacted apprentices complete the program so that the apprentice can benefit from any action necessary to address the matter. However, the Department invites comments as to whether it is either feasible or appropriate to establish a uniform ceiling in this proposed rulemaking on the number of days allotted to a Registration Agency to complete the investigation of a complaint.	Yes	2	3	3	1	1
Complaints	29.17(f)	Would carry forward existing § 29.12(e), which states that no part of existing § 29.12 precludes apprentices from pursuing alternative avenues of relief authorized under Federal, State, or local law.	No	2	3	3	1	1
Complaints	29.17(g)	Would carry forward existing § 29.12(f) but clarify that, for an SAA to utilize a complaint review procedure that differs from the one provided here, the complaint review procedure would need to first be approved by the Administrator as part of the process described in proposed § 29.27.	No	2	3	3	1	1
Complaints	29.17(h)	Establishes anti-retaliation protections, prohibiting adverse actions against complainants and protecting various activities, including filing a complaint or opposing prohibited practices.	Yes	2	3	3	1	1
Complaints	29.17(i)	Outlines consequences for sponsors engaging in retaliation, with remedies such as reinstatement, back pay, and interest. Sponsors failing to remedy retaliation may face deregistration.	Yes	2	3	3	1	1
Recordkeeping by Registered Programs	29.18(a)(1)	Would require that records be maintained concerning employment decisions, such as the hiring or placement, promotion, demotion, transfer, layoff, termination, right of return from layoff, and rehiring of apprentices. These are typically employment records maintained in the ordinary course of business.	Yes	3	5	5	1	1
Recordkeeping by Registered Programs	29.18(a)(2)	Would require that records be maintained related to the operation of the registered apprenticeship program, including but not limited to the specific requirements in paragraphs (i) through (x).	Yes	3	5	5	1	1
Recordkeeping by Registered Programs	29.18(b)	Would provide that the records required by this part and any other information relevant to compliance with these regulations must be maintained by a program sponsor (or any participating employer, if applicable) for 5 years from the date of the making of the record or the personnel action involved, whichever occurs later. The 5-year timeframe would be consistent with the recordkeeping requirement in 29 CFR 30.12 and align with the 5-year program review requirement in proposed § 29.19.	Yes	3	5	5	1	1
Recordkeeping by Registered Programs	29.18(c)	Would provide that 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 part 29; 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. It would also provide that, 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. Finally, it would clarify that information obtained in this manner will be used only in connection with the administration of this part or other applicable laws.	Yes	3	5	5	1	3
Recordkeeping by Registered Programs	29.18(d)	Would acknowledge that 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.	Yes	1	1	1	1	1
Program Reviews	29.19(a)	Establishes that, once permanent, programs must undergo a program review at least every 5 years. Allows more frequent reviews based on capacity and aligns with existing timelines in registered apprenticeship regulations.	Yes	3	3	3	1	2
Program Reviews	29.19(b)	Requires program reviews based on credible information of noncompliance received through various channels, including complaints, referrals, or news stories. Reviews can also be initiated at the Administrator's request.	Yes	2	1	1	1	1
Program Reviews	29.19(c)	Allows Registration Agencies to consider all pertinent information and data during reviews, emphasizing program performance.	Yes	1	1	1	1	1
Program Reviews	29.19(d)	Mandates sponsors and participating employers to cooperate with Registration Agencies by facilitating interviews and providing documentation essential for program reviews.	Yes	1	1	1	1	1
Program Reviews	29.19(e)	Specifies that at the review's conclusion, a Notice of Program Review Findings must be provided to the sponsor, outlining noncompliance areas, explanations, and required actions.	Yes	1	1	1	1	1
Program Reviews	29.19(f)	Establishes a 45-day period for sponsors to rebut findings or submit a compliance action plan. Sponsors must develop a plan specifying actions, timelines, and responsible individuals.	Yes	1	2	2	1	1
Program Reviews	29.19(g)	Provides options for Registration Agencies: approving the compliance action plan and terminating the process, approving the plan with continued monitoring, or rejecting the plan and proceeding with deregistration under § 29.20.	Yes	1	1	1	1	1
Registration of CTE Apprenticeship Programs	29.24(a)	Focuses on the required coordination between the Registration Agency and State CTE Agency for the administration of registered CTE apprenticeship programs. The proposal emphasizes the importance of flexibility and cooperation to support program sponsors and ensure the welfare of CTE apprentices. It seeks comments on how coordination should be developed, including challenges and potential solutions.	Yes	2	2	1	1	3
Registration of CTE Apprenticeship Programs	29.24(b)	Introduces the approval of industry skills frameworks as a distinct requirement for registered CTE apprenticeship programs. These frameworks define industrywide competencies and skills, emphasizing foundational skills and competencies applicable across various occupations within an industry. The Administrator would oversee the development and updates of industry skills frameworks, ensuring they are industry-validated, rigorously developed, and portable.	Yes	2	2	1	1	2
Registration of CTE Apprenticeship Programs	29.24(c)	Outlines the minimum standards for registered CTE apprenticeship programs, emphasizing the importance of delivering high-quality education and training in a safe and accessible environment. These standards include progressively increasing wages, apprentice-to-journeyworker ratios, safety requirements, CTE apprenticeship-related instruction, and awarding at least 12 postsecondary credit hours leading to a recognized credential.	Yes	1	1	1	1	1

Section	CFR	Provision	New?	Intermediary	Sponsor	Employer	Apprentice	Educator
Registration of CTE Apprenticeship Programs	29.24(c)(1)	Requires program sponsors to include an on-the-job training outline aligned with an approved industry skills framework. Industry skills frameworks guide sponsors in determining work activities leading to proficiency in skills and competencies. Registration Agencies can determine alignment at their discretion, ensuring industry-validated work experience for CTE apprentices.	Yes	1	1	1	1	1
Registration of CTE Apprenticeship Programs	29.24(c)(2)	Mandates program sponsors to describe CTE apprenticeship-related instruction, requiring a minimum of 540 hours, leading to a certificate of completion. At least 12 postsecondary credit hours should be earned, providing flexibility for sponsors to exceed this requirement based on state and local CTE programs. The Department seeks public comments on this proposal, emphasizing its benefits for labor market connectivity and improved student outcomes.	Yes	1	1	1	1	1
Registration of CTE Apprenticeship Programs	29.24(c)(3)	Mandates program sponsors to describe postsecondary credentials awarded to CTE apprentices. Additionally, sponsors must specify any associated associate or baccalaureate degrees and the amount of earned postsecondary credit hours. The Department aims to gather valuable information for building high-quality registered apprenticeship programs.	Yes	1	1	1	1	1
Registration of CTE Apprenticeship Programs	29.24(c)(4)	Requires program sponsors to describe how the program leads to CTE apprentices' selection into a registered apprenticeship program, enrollment in a postsecondary program, employment, or a combination. This outcome-oriented approach aims to measure program success and maximize educational and employment.	Yes	1	1	1	1	1
Registration of CTE Apprenticeship Programs	29.24(c)(5)	Mandates program sponsors to describe the employment associated with on-the-job training, aligning with the on-the-job training outline. The 900-hour on-the-job training requirement is based on State youth apprenticeship models and aims to bridge secondary and postsecondary education with quality labor standards.	Yes	1	1	1	1	1
Registration of CTE Apprenticeship Programs	29.24(c)(6)	Mirrors § 29.8(a)(17) and requires written standards to include wages for CTE apprentices, maintaining a minimum wage floor and a graduated schedule reflecting skill acquisition.	Yes	1	1	1	1	1
Registration of CTE Apprenticeship Programs	29.24(c)(7)	Aligns with § 29.8(a)(19), introducing apprentice-to-journeyworker ratios for safety and welfare. Sponsors must gain Registration Agency approval, with flexibility based on collective bargaining agreements, federal and state laws, and industry-specific needs.	Yes	1	1	1	1	1
Registration of CTE Apprenticeship Programs	29.24(c)(8)	Mandates a probationary period not exceeding 30 days for registered CTE apprenticeship, distinguishing it from the longer period proposed for standard apprenticeships. The shorter timeframe accommodates the program's nature and aligns with educational practices.	Yes	1	1	3	1	1
Registration of CTE Apprenticeship Programs	29.24(c)(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.	Yes	2	3	3	1	1
Registration of CTE Apprenticeship Programs	29.24(c)(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.	Yes	2	2	2	1	1
Registration of CTE Apprenticeship Programs	29.24(c)(11)	Establishes the requirement for minimum qualifications for CTE apprenticeship entry, promoting inclusivity, achievability, and standardization. The provision recognizes sponsors' and employers' need for specific entry qualifications, with the Department seeking comments on the inclusion of a minimum grade point average requirement.	Yes	2	3	3	1	2
Registration of CTE Apprenticeship Programs	29.24(c)(12)	Aligns with existing regulations, requiring program sponsors of registered CTE apprenticeship programs to include a provision describing the selection method for apprentices. The method must conform to the EEO regulations and Uniform Guidelines on Employee Selection Procedures, ensuring fairness and compliance with anti-discrimination laws.	Yes	2	2	2	1	1
Registration of CTE Apprenticeship Programs	29.24(c)(13)	Mandates program sponsors to list available supportive services for CTE apprentices, such as childcare or transportation, providing transparency about accessible support.	Yes	2	2	2	1	1
Registration of CTE Apprenticeship Programs	29.24(c)(14)	Mirrors § 29.8(a)(20), allowing advanced standing, credit, and increased wages for CTE apprentices based on prior qualifications or accelerated progress. The process must be fair, transparent, and result in commensurate advancements.	Yes	1	1	1	1	1
Registration of CTE Apprenticeship Programs	29.24(c)(15)	Requires an attestation in program standards confirming that trainers and instructors meet the requirements in proposed § 29.12 of subpart A, ensuring that CTE apprentices are trained by qualified individuals.	Yes	1	2	2	1	2
Registration of CTE Apprenticeship Programs	29.24(c)(16)	Mandates program sponsors to identify the Registration Agency and State CTE Agency, ensuring accurate information for coordination and program reviews.	Yes	1	1	1	1	1
Registration of CTE Apprenticeship Programs	29.24(c)(17)	Addresses EEO requirements, requiring inclusion of the equal opportunity pledge and compliance with 29 CFR part 30 in the program standards.	Yes	1	1	1	1	1
Registration of CTE Apprenticeship Programs	29.24(c)(18)	Requires program sponsors to include contact information for addressing complaints within the program, emphasizing transparency and providing avenues for CTE apprentices to voice concerns to both the program and the Registration Agency.	Yes	1	1	1	1	1
Registration of CTE Apprenticeship Programs	29.24(d)	Outlines the eligibility criteria, registration process, intermediary responsibilities, and adoption agreement requirement for sponsors of registered CTE apprenticeship programs.	Yes	5	5	5	1	3
Registration of CTE Apprenticeship Programs	29.24(d)(1)	Defines eligible registered CTE apprenticeship program sponsors, emphasizing LEAs, institutions of higher education, State CTE Agencies, or another State government agency. Intermediaries, designated by a State CTE Agency, State Educational Agency, LEA, or institution of higher education, may also serve as sponsors.	Yes	1	1	1	1	1

Section	CFR	Provision	New?	Intermediary	Sponsor	Employer	Apprentice	Educator
Registration of CTE Apprenticeship Programs	29.24(d)(2)	Details the program registration process, emphasizing electronic submissions for efficiency. It requires prospective sponsors to submit an on-the-job training outline, CTE apprenticeship-related instruction outline, program standards, and CTE apprenticeship agreement. A written plan with seven components, covering diverse student selection, alignment with CTE programs, postsecondary credentials, workplace safety, access to career services, routine monitoring, and adherence to EEO requirements, is also mandatory. Sponsors must provide assurances on stakeholder commitments, formalization of agreements, and record maintenance, ensuring compliance with requirements and facilitating program reviews.	Yes	1	1	1	1	1
Registration of CTE Apprenticeship Programs	29.24(d)(3)	Mandates that intermediaries serving as program sponsors comply with subpart B requirements and coordinate with relevant Perkins educational institutions and agencies. They must ensure program sponsor obligations are met, including electronic submission of assurances, compliance with State and local laws, State CTE Agency requirements, and any additional regulations from agencies administering Perkins CTE programs in the state.	Yes	3	3	1	1	3
Registration of CTE Apprenticeship Programs	29.24(d)(4)	Replicates the content and operational requirements of proposed § 29.11 in subpart A. It outlines the specifics of a written sponsor standards agreement between a sponsor and a participating employer outside a collective bargaining process. This agreement is crucial for the registered CTE apprenticeship model, where employers are not eligible sponsors. The provision ensures participating employers adhere to the sponsor's standards, comply with 29 CFR parts 29 and 30, and uphold the safety and welfare of CTE apprentices.	Yes	1	1	1	1	1
Registration of CTE Apprenticeship Programs	29.24(e)	Outlines the importance of the CTE apprenticeship agreement in the registered CTE apprenticeship model, akin to registered apprenticeship. The agreement serves as a foundational element, ensuring transparency and accountability for CTE apprentices by specifying program terms and conditions.	Yes	1	1	1	1	1
Registration of CTE Apprenticeship Programs	29.24(e)(1)	Registered CTE apprenticeship programs must create an apprenticeship agreement containing terms for education, employment, and training. Parties, including the CTE apprentice, parent/guardian, sponsor, educational institution, and participating employers, must sign the agreement.	Yes	1	1	1	1	1
Registration of CTE Apprenticeship Programs	29.24(e)(2)	The signed agreement, inclusive of program standards, must be provided to the CTE apprentice and their parent or legal guardian before the apprenticeship starts. This provision recognizes the school-aged population in registered CTE apprenticeship and emphasizes parental awareness.	Yes	1	1	1	1	1
Registration of CTE Apprenticeship Programs	29.24(e)(3)	Enumerates 16 elements the apprenticeship agreement must include. These encompass contact information, job identification, industry skills framework, program standards, roles and responsibilities, apprenticeship duration, on-the-job training commencement date, wages, allocation of training hours, competency measurement methods, supportive services, costs, conferred credentials, adherence to regulations, and dispute resolution.	Yes	1	1	1	1	1
Registration of CTE Apprenticeship Programs	29.24(e)(4)	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-compete provision or other provision that restricts an apprentice's labor market mobility, including a provision restricting the apprentice's ability to seek or accept employment with another employer prior to the completion of the registered CTE apprenticeship program.	Yes	1	1	1	1	1
Registration of CTE Apprenticeship Programs	29.24(e)(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.	Yes	1	1	1	1	1
Registration of CTE Apprenticeship Programs	29.24(e)(6)	Mandates sponsors to submit executed apprenticeship agreements to the Registration Agency within 30 days, aligning with the proposed timeline for registered apprenticeship programs.	Yes	1	1	1	1	1
Registration of CTE Apprenticeship Programs	29.24(f)	Suggests the issuance of certificates of completion to CTE apprentices who fulfill program requirements, similar to certificates in traditional apprenticeship programs. The Department encourages advanced standing for CTE apprentices who complete registered programs.	Yes	1	1	1	1	1
Collection of data and quality metrics concerning apprenticeship.	29.25(a)(1)	Within 30 calendar days of the Apprentice's start date, the program sponsor must submit to its Registration Agency: (i) Individual apprentice level information that includes demographic information, education level, and veteran status; (ii) Receipt of pre-apprenticeship services prior to participation in apprenticeship, if applicable; (iii) The occupation in which the apprentice is to be trained; (iv) The date the individual became an apprentice; (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 (vi) Any additional apprentice-related information required by the Administrator.	Yes	5	5	5	3	5
Collection of data and quality metrics concerning apprenticeship.	29.25(a)(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: (i) Change in apprenticeship status (completion, transfer, suspension, or cancellation); (ii) Interim credentials attained; (iii) Employment status; (iv) Wage progression; (v) Supportive services provided; and (vi) Any additional apprentice outcomes or services information required by the Administrator.	Yes	3	3	3	1	3
Collection of data and quality metrics concerning apprenticeship.	29.25(b)(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: (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.	Yes	3	4	3	1	2

Section	CFR	Provision	New?	Intermediary	Sponsor	Employer	Apprentice	Educator
Collection of data and quality metrics concerning apprenticeship.	29.25(b)(2)	On an annual basis, for each registered apprenticeship program and occupation, in a format prescribed by the Administrator, the following quality metrics will be calculated: (i) The total number of apprentices served annually in the sponsor's program under an apprenticeship agreement; (ii) The total number of apprentices who successfully completed the sponsor's program annually; (iii) The annual completion rate for apprentices. (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; (v) The median length of time for program completion; (vi) The employment retention rate at the time of exit; (vii) The percentage of exiters that receive at least one interim credential at time of exit; (viii) The percentage of exiters that enter postsecondary education or a career pathway program at time of exit; (ix) Apprentice wage at time of exit; (x) Information and data relating to any pre-apprenticeship programs with which the sponsor has established a documented partnership; and. (xi) Any additional sponsor or program level information required by the Administrator.	Yes	5	5	5	3	5
Collection of data and quality metrics concerning apprenticeship.	29.25(c)(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.	Yes	1	1	2	1	1
Collection of data and quality metrics concerning apprenticeship.	29.25(c)(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.	Yes	1	1	1	1	1
Collection of data and quality metrics concerning apprenticeship.	29.25(c)(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: (i) The post-apprenticeship employment retention rate, calculated 6 and 12 months after program exit; The annualized average and median earnings of a registered apprenticeship program's former apprentices, calculated over the 6-month period after program completion; 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 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.	Yes	5	5	5	3	5
Collection of data and quality metrics concerning apprenticeship.	29.25(c)(4)	The Administrator may also conduct evaluations and longitudinal studies to assess the impact and improve the effectiveness of registered apprenticeship programs.	Yes	1	1	1	1	1
Collection of data and quality metrics concerning apprenticeship.	29.25(c)(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.	Yes	1	1	1	1	1



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