

**SUBJECT:** Amending regulations related to apprenticeship programs

**COMMITTEE:** International Relations & Economic Development — committee substitute recommended

**VOTE:** 6 ayes — Button, Bumgarner, Clardy, Hayes, Plesa, Shine  
3 nays — Ordaz, Meza, C. Morales

**WITNESSES:** For — Christina Etri, ScholarShot; J.D. Hale, Texas Association of Builders; Mike Meroney, Texas Association of Manufacturers; Jorge Borrego, Texas Public Policy Foundation (*Registered, but did not testify*; Martha Landwehr, BASF Corporation; Mandi Kimball, Children At Risk; Danielle Zaragoza, Educate Texas; Jennifer Carter, Goodwill Central Texas; Christine Yanas, Methodist Healthcare Ministries; Amanda List, NAF; Annie Spilman, NFIB; Renzo Soto, Texas 2036; Stephanie Matthews, Texas Association of Business; Lori Henning, Texas Association of Goodwills; Justin Yancy, Texas Business Leadership Council; Travis Krogman, The Greater Austin Chamber of Commerce; Tiffany Patterson, United Ways of Texas; Thomas Parkinson)

Against — Leonard Aguilar, Texas AFL CIO; Thomas Kennedy, Texas Building Trades; Joseph Bowie (*Registered, but did not testify*; Ryan Pollock, IBEW Local 520; Joseph Cooper, Local 286 Austin JATC; Jacob Smith, Plumbers Local 68; Phil Bunker, Teamsters JC 58; Emily Amps, Texas AFL-CIO; Jo Cassandra Cuevas, UA Plumbers & Pipefitters Local 286; Stuart Cooper)

On — Kerry Ballast, Texas Workforce Commission

**BACKGROUND:** Some have suggested granting the Texas Workforce Commission (TWC) the authority to certify industry-recognized apprenticeship programs could help create more apprenticeship opportunities in Texas.

**DIGEST:** CSHB 4411 would create new regulations and alternatives for current apprenticeship initiatives.

**Pre-apprenticeship program.** CSHB 4411 would require TWC by rule to establish procedures and standards by which TWC could allocate funds available for the support of apprenticeship training programs. The funds would be designated to support pre-apprenticeships designed for high school students enrolled in career and technical education programs of study leading to employment in high-wage, high-demand occupations. The standards would have to:

- be developed in coordination with the Texas Education Agency or Texas Higher Education Coordinating Board;
- align with the tri-agency strategic framework; and
- ensure that any committee overseeing a pre-apprenticeship be comprised of certain relevant individuals.

TWC would publish wage outcome data for apprentices who completed an apprenticeship training program on its website.

**Rules and regulations.** TWC would establish certain rules regarding the apprenticeship system of adult career and technology education including:

- which occupations are recognized by TWC as an apprenticeable occupation based on a specific criteria;
- standards of apprenticeship for particular trades; and
- a process for and the criteria by which TWC could certify a training or apprenticeship program as an industry-recognized apprenticeship program.

The bill would revise the definition for "apprenticeship training program" to reflect these changes and allow the program to be certified by TWC as an industry-recognized apprenticeship program as an alternative to being both registered with the federal Office of Apprenticeship and approved by TWC. CSHB 4411 would allow for career and technical education programs of study to culminate in the attainment of an apprenticeship to be certified by TWC.

The bill would take effect September 1, 2023. As soon as practicable after

the effective date, TWC would be required to adopt the rules required to implement the bill.