

## H.R. 3445 “*Jobs, On-the-Job ‘Earn While You Learn’ Training, and Apprenticeships for Young African Americans*” Act of 2021

- **Creating a Competitive Grant Program** to increase African American and minority participation in apprenticeship industries and technical occupations.
- **Establishing a Diversity and Inclusion Administrator** within the Office of Apprenticeship at the U.S. Department of Labor’s Employment and Training Administration; responsible for promoting and assisting greater African American and minority participation in the national apprenticeship system.

The U.S. Department of Labor will partner with leading community organizations, like the National Urban League, 100 Black Men of America, Inc., the NAACP, and faith leaders to help identify young African Americans who want to take advantage of the job training and apprenticeship programs being offered through our Earn-While-You-Learn apprenticeships and job training for Young African American Act of 2021.

- **Authorizing Appropriations for a Competitive Grant Program** amounting to \$1 million for fiscal year (FY) 2022, and an additional \$1 million annually to \$5 million for FY 2025; eligible for reauthorization funding through new legislation.
- **Supporting the Recruitment, Employment, and Retention** of Black and other minority populations in high-skill, highly technical, high-wage, and in-demand industry sectors and occupations like advanced manufacturing and cybersecurity.
- **Updating the Registered Apprenticeship Application** process requiring new sponsors to include a plan to boost minority participation in their programs.
- **And, through** our “Earn-While-You-Learn” act, and our labor unions, our business leaders, technical colleges, and the Congress of the United States, together, we are providing leadership to make sure we equip our young people with technology education and job training, regardless of race, creed, or color; because we’re all in this together.

## **Section-by-Section for H.R. 3445**

Section 1. Short Title – *“Jobs, On-the-Job “Earn-While-You-Learn” Training, and Apprenticeships for Young African-Americans Act of 2021”*

Section 2. Findings – Outlines numerous historical instances where African American and other minority populations have been the hardest hit during periods of economic instability.

Section 3. Diversity and Inclusion Administrator – Establishes the creation of a Diversity and Inclusion Administrator in the Office of Apprenticeship (OA) at the U.S. Department of Labor’s Employment and Training Administration (ETA). Responsible for ensuring:

- The recruitment, employment, and retention of African Americans and other minority populations in apprenticeships in high-skill, high-wage, highly technical sectors.

Section 4. Registered Apprenticeship Application – Requires applicants to include a plan in their applications for how to boost Black and other minority participation in their programs.

Section 5. Grant Program Authorization – Authorizes the new U.S. Department of Labor Diversity Administrator to award competitive grants to eligible registered entities to increase minority participation. Grants may be used to:

- Target traditional and nontraditional industries or occupations in high demand sectors, such as construction, welding, IT, green jobs, advanced manufacturing, and cybersecurity.
- Grant recipients must conduct an annual evaluation of how funds were used.

Section 6. Definitions – Defines terms associated with the bill, such as: “eligible entities”, etc.

Section 7. Effective Date – Our bill will take effect in 2022.

Section 8. Authorization of Appropriations – Authorizes appropriations for the United States Secretary of Labor at \$2 million in Fiscal Year (FY) 2022, increasing by \$1 million annually to reach \$5 million in FY 2025; eligible for reauthorization with additional funding.

## List of Cosponsors

**Scott, David (GA):** Chairman: Agriculture Committee

**Cleaver, Emanuel (MO):** Financial Services – Housing and Community Development Subcommittee Chairman

**Beatty, Joyce (OH):** Financial Services – Diversity and Inclusion Subcommittee Chairman

**Bishop, Sanford D., Jr. (GA):** Appropriations – Agriculture Subcommittee Chairman

**Butterfield, G.K. (NC):** House Administration – Elections Subcommittee Chairman

**Carson, André (IN)**

**Clarke, Yvette D. (NY):** Homeland Security – Cybersecurity Subcommittee Chairman

**Davis, Danny K. (IL):** Ways and Means – Worker Support Subcommittee Chairman

**Demings, Val Butler (FL):** Homeland Security – Emergency Preparedness Subcommittee Chairman

**Doggett, Lloyd (TX):** Ways and Means, Health Subcommittee Chairman

**Evans, Dwight (PA)**

**Hayes, Jahana (CT):** Agriculture – Nutrition Subcommittee Chairman

**Jackson Lee, Sheila (TX):** Judiciary – Crime, Terrorism, Homeland Security Subcommittee Chairman

**Johnson, Eddie Bernice (TX):** Chairman: Science, Space, and Technology Committee

**Johnson, Henry "Hank" (GA):** Judiciary – Courts, IP, and Internet Subcommittee Chairman

**Kelly, Robin (IL)**

**Lawrence, Brenda (MI)**

**Lawson, Al (FL)**

**Lee, Barbara (CA):** Appropriations – State Subcommittee Chairman

**Maloney, Carolyn (NY):** Chairman: Oversight and Reform Committee

**Meeks, Gregory (NY):** Chairman: Foreign Affairs

**Mfume, Kweisi (MD):** Small Business – Contracting and Infrastructure Subcommittee Chairman

**Moore, Gwen (WI):**

**Norton, Eleanor Holmes (DC):** Transportation – Highways and Transit Subcommittee Chairman

**Omar, Ilhan (MN)**

**Pallone, Frank (NJ):** Chairman: Energy and Commerce Committee

**Payne, Jr., Donald (NJ):** Transportation – Railroads and Pipelines Subcommittee Chairman

**Perlmutter, Ed (CO):** Financial Services – Consumer Protections Subcommittee Chairman

**Pocan, Mark (WI)**

**Porter, Katie (CA):** Natural Resources – Oversight Subcommittee Chairman

**Strickland, Marylin (WA)**

**Takano, Mark (CA):** Chairman: Veterans Affairs

**Thompson, Bennie (MS):** Chairman: Homeland Security

**Thompson, Mike (CA):** Ways and Means – Revenue Subcommittee Chairman

**Waters, Maxine (CA):** Chair: Financial Services

**Wilson, Frederica (FL):** Education and Labor – Higher Ed Subcommittee Chairman

