



HOUSE BILL 159: Education Law Changes, Sec. 3.1 Conform Apprenticeship to Federal Law

2021-2022 General Assembly

Committee:		Date:	August 8, 2022
Introduced by:		Prepared by:	Brian Gwyn Staff Attorney
Analysis of:	S.L. 2022-71		

OVERVIEW: Section 3.1 of S.L. 2022-71 makes changes to the apprenticeship statutes to conform to federal standards for apprenticeships. Under federal law, there are three ways to measure the term of an apprenticeship program, including:

- **Time-based approach:** Completion of at least 2,000 hours through the completion of the industry standard for on-the-job learning.
- **Competency-based approach:** Attainment of competency.
- **Hybrid approach:** A blend of the time-based and competency-based approaches.

This section revises the definition of "apprentice" in State law, as well as the contents of apprenticeship agreements, to conform to the federal standards for apprenticeships, including allowing multiple measures for terms of the apprenticeship.

This section became effective July 8, 2022.

CURRENT LAW: G.S. 115D-11.10 and G.S. 115D-11.11 establish requirements for the State apprenticeship program that include a requirement that apprenticeship agreements provide for at least 2,000 hours of reasonably continuous employment in an approved work experience for the apprentice.

29 CFR Part 29 establishes the requirements for the federal registration of apprenticeship programs. These requirements allow three different measures of the term of the apprenticeship:

1. Time-based approach: Completion of at least 2,000 hours through the completion of the industry standard for on-the-job learning.
2. Competency-based approach: Attainment of competency.
3. Hybrid approach: A blend of the time-based and competency-based approaches.

BILL ANALYSIS: This section revises the definition of apprentice and the contents of apprenticeship agreements to conform to the federal standards for apprenticeships, including multiple measures for terms of the apprenticeship.

EFFECTIVE DATE: This section became effective July 8, 2022.

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