

1-1 By: Bell of Kaufman, et al. H.B. No. 3260
1-2 (Senate Sponsor - Hancock)
1-3 (In the Senate - Received from the House April 29, 2025;
1-4 May 5, 2025, read first time and referred to Committee on Economic
1-5 Development; May 20, 2025, reported favorably by the following
1-6 vote: Yeas 4, Nays 1; May 20, 2025, sent to printer.)

1-7 COMMITTEE VOTE

	Yea	Nay	Absent	PNV
1-8 King	X			
1-9 Sparks		X		
1-10 Alvarado	X			
1-11 Johnson	X			
1-12 Schwertner	X			

1-14 A BILL TO BE ENTITLED
1-15 AN ACT

1-16 relating to the Texas Industry-Recognized Apprenticeship Programs
1-17 Grant Program.

1-18 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

1-19 SECTION 1. Section 302.252(1), Labor Code, is amended to
1-20 read as follows:

1-21 (1) "Industry-recognized apprenticeship program"
1-22 means a training program that:

1-23 (A) provides on-the-job training, preparatory
1-24 instruction, supplementary instruction, or related instruction in
1-25 an occupation that has been recognized as an apprenticeable
1-26 occupation by the commission as provided by commission rule [~~Office~~
1-27 ~~of Apprenticeship of the United States Department of Labor~~]; or

1-28 (B) is certified by the commission as an
1-29 industry-recognized apprenticeship program as provided by
1-30 commission rule [~~by a third-party certifier that has received from~~
1-31 ~~the United States Department of Labor a favorable determination of~~
1-32 ~~qualification to award that certification~~].

1-33 SECTION 2. Section 302.256, Labor Code, is amended by
1-34 adding Subsection (e) to read as follows:

1-35 (e) The commission by rule may distribute payments
1-36 constituting a partial reimbursement to an eligible person as
1-37 milestones for on-the-job training and employment are met by
1-38 program participants, in accordance with the grant terms.

1-39 SECTION 3. Section 302.257, Labor Code, is amended by
1-40 amending Subsection (a) and adding Subsection (a-1) to read as
1-41 follows:

1-42 (a) The commission shall adopt rules to administer and
1-43 enforce this subchapter, including rules establishing:

1-44 (1) which occupations are recognized by the commission
1-45 as an apprenticeable occupation for purposes of this subchapter and
1-46 the criteria for that determination, which must include that the
1-47 occupation:

1-48 (A) be customarily learned in a practical way
1-49 through a structured, systematic program of on-the-job supervised
1-50 training;

1-51 (B) be clearly identified and commonly
1-52 recognized throughout an industry;

1-53 (C) involve manual, mechanical, or technical
1-54 skills or knowledge which requires significant on-the-job work
1-55 experience; and

1-56 (D) require related instruction to supplement
1-57 the on-the-job training;

1-58 (2) a process for and the criteria by which the
1-59 commission may certify a training program as an industry-recognized
1-60 apprenticeship program for purposes of this subchapter;

1-61 (3) performance metrics, including completion rates

2-1 and retention outcomes, for industry-recognized apprenticeship
 2-2 program participants trained or employed by a grant recipient using
 2-3 grant money awarded under this subchapter;

2-4 (4) timelines for performance metric data reporting by
 2-5 grant recipients under this subchapter; and

2-6 (5) a schedule by which the commission annually shall
 2-7 make aggregated performance metric data reported by grant
 2-8 recipients under this subchapter publicly available on the
 2-9 commission's Internet website.

2-10 (a-1) The criteria adopted by the commission under
 2-11 Subsection (a)(2) must be generally consistent with the standards
 2-12 of apprenticeship prescribed by 29 C.F.R. Section 29.

2-13 SECTION 4. As soon as practicable after the effective date
 2-14 of this Act, the Texas Workforce Commission shall adopt the rules
 2-15 required by Section 302.257, Labor Code, as amended by this Act.

2-16 SECTION 5. The change in law made by this Act applies only
 2-17 to a grant awarded under Subchapter I, Chapter 302, Labor Code, on
 2-18 or after the effective date of this Act. A grant awarded before
 2-19 that date is governed by the law in effect on the date the grant was
 2-20 awarded, and the former law is continued in effect for that purpose.

2-21 SECTION 6. This Act takes effect September 1, 2025.

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