

**HOUSE . . . . . No. 4067**

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**The Commonwealth of Massachusetts**

PRESENTED BY:

***Kip A. Diggs***

*To the Honorable Senate and House of Representatives of the Commonwealth of Massachusetts in General Court assembled:*

The undersigned legislators and/or citizens respectfully petition for the adoption of the accompanying bill:

**An Act relative to expanding and modernizing apprenticeships.**

PETITION OF:

NAME:	DISTRICT/ADDRESS:	DATE ADDED:
<i>Kip A. Diggs</i>	<i>2nd Barnstable</i>	<i>1/16/2025</i>

**HOUSE . . . . . No. 4067**

By Representative Diggs of Barnstable, a petition (accompanied by bill, House, No. 4067) of Kip A. Diggs relative to expanding and modernizing apprenticeships. Labor and Workforce Development.

**The Commonwealth of Massachusetts**

**In the One Hundred and Ninety-Fourth General Court  
(2025-2026)**

An Act relative to expanding and modernizing apprenticeships.

*Whereas*, The deferred operation of this act would tend to defeat its purpose, which is to address expanding apprenticeship opportunities in the Commonwealth, therefore it is hereby declared to be an emergency law, necessary for the immediate preservation of the public convenience.

*Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:*

1 Chapter 23 of the General Laws is hereby amended by inserting after section 11W the  
2 following section:-

3 Section 11X. (a) The division, in consultation with the apprenticeship council established  
4 in section 11E, which for purposes of this section shall mean the green energy, advanced  
5 manufacturing, hospitality and green building industries.

6 (b) The division shall expand apprenticeship opportunities in expansion industries by: (i)  
7 developing industry-specific standards and training modules in partnership with employers, trade  
8 organizations and educational institutions; (ii) establishing regional advisory boards to address  
9 local workforce needs and ensure alignment with regional economic development priorities; and

10 (iii) prioritizing apprenticeship opportunities for underrepresented populations, including  
11 women, minorities, veterans and individuals with disabilities.

12 (c) Employers participating in an apprentice program in expansion industries shall be  
13 eligible for: (i) a tax credit of up to \$5,000 per apprentice hired; provided that, the apprentice  
14 completes at least 1,000 hours of training; and (ii) state subsidies to offset costs associated with  
15 apprentice wages, training materials and administrative expenses.

16 (d) To qualify for incentives pursuant to subsection (c), employers shall: (i) have or  
17 establish an apprentice program as defined in section 11H; and (ii) demonstrate a commitment to  
18 diversity and inclusion in their hiring practices.

19 (e)(1) The division shall launch a statewide public awareness campaign to promote  
20 apprenticeship opportunities. The public awareness campaign shall focus on: (i) the benefits of  
21 apprenticeships as a debt-free pathway to high-paying careers; (ii) success stories from current  
22 and former apprentices; and (iii) resources for employers and potential apprentices to participate  
23 in the program.

24 (2) The public awareness campaign shall include: (i) multimedia advertisements on  
25 television, radio and digital platforms; and (ii) partnerships with schools, community  
26 organizations and workforce development boards to distribute materials and host informational  
27 sessions.

28 (f) The division shall prepare an annual report on the program established in this section  
29 that shall include: (i) the number of apprentices registered by industry and region; (ii) employer  
30 participation and utilization of incentives; (iii) the effectiveness of the public awareness  
31 campaign; and (iv) any recommendations for improvements to the program. The annual report

32 shall be submitted, not later than December 31, to the chairs of the joint committee on labor and  
33 workforce development and the clerks of the house of representatives and senate.