HB241

215678-1

By Representatives Collins, Ball, Robertson, Moore (P), Estes, Wood (D), Kitchens, Hurst, Meadows, Shiver, Baker, Stadthagen, Ledbetter and Faulkner

RFD: Education Policy

First Read: 02-FEB-22
SYNOPSIS: This bill would establish the Alabama Credential Quality and Transparency Act and the Alabama Workforce Council Committee on Credential Quality and Transparency; would establish the Alabama Terminal on Linking and Analyzing Statistics (ATLAS) on Career Pathways Act; and would establish the Alabama College and Career Readiness Act.

This bill would provide for full, free, open, public, and interoperable essential data about all educational and occupational credentials and competencies available to the residents of the state.

This bill would provide a database through which students, job seekers, and employers may search, compare, and analyze common information about credentials and competencies before making decisions about the quality and value of credentials and the education and workforce programs related to those credentials.
This bill would also establish a statewide
definition of college and career readiness.

Amendment 621 of the Constitution of Alabama
of 1901, as amended by Amendment 890, now appearing
as Section 111.05 of the Official Recompilation of
the Constitution of Alabama of 1901, prohibits a
general law whose purpose or effect would be to
require a new or increased expenditure of local
funds from becoming effective with regard to a
local governmental entity without enactment by a
2/3 vote unless: it comes within one of a number of
specified exceptions; it is approved by the
affected entity; or the Legislature appropriates
funds, or provides a local source of revenue, to
the entity for the purpose.

The purpose or effect of this bill would be
to require a new or increased expenditure of local
funds within the meaning of the amendment. However,
the bill does not require approval of a local
governmental entity or enactment by a 2/3 vote to
become effective because it comes within one of the
specified exceptions contained in the amendment.

A BILL
TO BE ENTITLED
AN ACT
Relating to credentials and the workforce; to create the Alabama Credential Quality and Transparency Act as a new Division 9, commencing with Section 41-29-350, Article 3, Chapter 29, Title 41, Code of Alabama 1975; to establish the Alabama Workforce Council Committee on Credential Quality and Transparency; to provide for full, free, open, public, and interoperable essential data about all educational and occupational credentials and competencies available to the residents of the state; to create the Alabama Terminal on Linking and Analyzing Statistics (ATLAS) on Career Pathways Act as a new Division 10, commencing with Section 41-29-360, Article 3, Chapter 29, Title 41, Code of Alabama 1975; to provide a database through which students, job seekers, and employers may search, compare, and analyze common information about credentials and competencies before making decisions about the quality and value of credentials and the education and workforce programs related to those credentials; to establish the Alabama College and Career Readiness Act by adding Section 41-29-298 to the Code of Alabama 1975; relating to education, credentials, and the workforce; to establish a statewide definition of college and career readiness and for other purposes relating to workforce development; and in connection therewith to have as its purpose or effect the requirement of a new or increased expenditure of local funds within the meaning of Amendment 621 of the Constitution of Alabama of 1901, as amended by Amendment 890, now appearing as
Section 111.05 of the Official Recompilation of the Constitution of Alabama of 1901, as amended.

BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

Section 1. Division 9, commencing with Section 41-29-350, is added to Article 3, Chapter 29, Title 41 of the Code of Alabama 1975, to read as follows:

§41-29-350.

This division shall be known and may be cited as the Alabama Credential Quality and Transparency Act.

§41-29-351.

The Legislature finds and declares all of the following:

(1) With nearly 1,000,000 unique credentials in the United States, and at least 5,000 available from Alabama-based providers alone, too many Alabamians do not know which credentials lead to desired outcomes, and employers are unable to understand what skills workers bring to a job.

(2) It is critical for credential providers to publish credentials to the Alabama Credential Registry in searchable and comparable formats using a common schema aligned with national standards and trends.

(3) There is a need for better, consistent, and transparent data about credentials and their outcomes in the state to more accurately enable the Alabama Committee on Credentialing and Career Pathways to identify credentials of value.

§41-29-352.
For the purposes of this division, the following terms shall have the following meanings:

(1) COMMITTEE. The Alabama Workforce Council Committee on Credential Quality and Transparency.

(2) COMPETENCY. A description of measurable or observable knowledge, skills, and abilities necessary for the successful performance of a task in a given context.

(3) CONSUMER. Includes, but is not limited to, students, learners, workers, unemployed individuals, veterans, employers, educators, counselors, program administrators, policy makers, advocates, researchers, parents, and other individuals who are invested in understanding the quality and value of credentials and competencies in the education and employment marketplace.

(4) CREDENTIAL. A qualification, achievement, or recognition of competence by an external entity used to indicate suitability through mastery of competencies associated with the credential. For the purposes of this division, credentials include, but are not limited to, diplomas, microcredentials, badges, certificates, industry recognized and registered apprenticeship certificates of completions, occupational licenses, certifications, and degrees of all types and levels.

(5) CREDENTIAL PROVIDER. Any organization that owns, offers, or issues an educational or occupational credential to an individual.
(6) CREDENTIAL REGISTRY. The virtual repository of Alabama competency and credential data, accessible to credential providers and the public through an online profile.

(7) DYNAMIC CAREER PATHWAY. A career pathway that is approved by the committee and that includes a sequence of occupations that are included on the statewide and regional lists of in-demand occupations and occupations that are part of the dynamic career pathway but are not on a regional or statewide list of in-demand occupations.

(8) OCCUPATIONAL ONTOLOGY. The tiered system for classifying competencies and credentials based on their alignment with specific occupations.

§41-29-353.

(a) The Alabama Workforce Council Committee on Credential Quality and Transparency is established as a committee of the Alabama Workforce Council to advise the Alabama Committee on Credentialing and Career Pathways on making credential and competency data collected through the Alabama Credential Registry publicly available, searchable, comparable, and interoperable using open specifications and linked data formats, including credential transparency description language specifications.

(b) The committee shall be composed of the following members:

(1) One representative from each of the technical advisory committees of the Alabama Committee on Credentialing and Career Pathways.
(2) The Governor, or his or her designee, who shall
chair the committee, shall vote only in the case of a tie, and
may not make or second motions.

(3) The Secretary of the Department of Early
Childhood Education, or his or her designee.

(4) The State Superintendent of Education, or his or
her designee.

(5) The Executive Director of the Alabama Commission
on Higher Education, or his or her designee.

(6) The Chancellor of the Alabama Community College
System, or his or her designee.

(7) The Secretary of the Department of Commerce, of
his or her designee.

(8) The Secretary of Labor, or his or her designee.

(9) The Commissioner of the Department of
Rehabilitation Services, or his or her designee.

(c) The committee, no later than June 30, 2023, and
the 30th day of the month of June in each consecutive year,
shall provide to the Alabama Committee on Credentialing and
Career Pathways, an annual, up-to-date list of credentials of
value, to be known as the compendium of valuable credentials,
for each of the industry sectors. Based on recommendations
provided by the Office of Education and Workforce Statistics,
the committee shall review each credential, newly published or
revised, to the Alabama Credential Registry, on a continuing
basis and at least annually, against the quality assurance
criteria as determined by the Alabama Committee on
Credentialing and Career Pathways, and shall classify each credential registered to the Alabama Credential Registry, along with its associated competencies, using the Alabama Occupational Ontology.

(d) The committee shall ensure that open credential and competency data is included in, used for, and benefits all of the following:

(1) Providing data to improve navigations and guidance tools for the state to identify education and career pathways that lead to economic self-sufficiency, including the Alabama College and Career Exploration Tool.

(2) Providing data to improve the process used by the Alabama Committee on Credentialing and Career Pathways to identify credentials of value.

(3) Providing data to be used to determine the return on investment for programs and credentials.

(4) Providing data on identifying gaps in the availability of high-quality credentials in the state.

(5) Providing data to align education and workforce credentials.

§41-29-354.

(a) Essential information to maximize informed consumer decisions about all nondegree workforce and occupational credentials and their associated competencies, costs, career pathways, process and outcome-based quality assurance indicators, assessments that are delivered, issued, funded, authorized, overseen, or governed in the state using
funding from the Education Trust Fund, the Workforce Innovation and Opportunity Act (P.L. 113-128), licenses issued by any state occupational licensing board or commission, the Carl D. Perkins Career and Technical Education Act of 2006 (P.L. 115-224), or the state approving agency for veterans education and training shall be made publicly available, searchable, comparable, and interoperable using open specifications and linked data formats including credential transparency description language specifications and the annual publication of all educational and occupational credentials, and their associated competencies, to the Alabama Credential Registry.

(b) The format and specifications for making all educational and occupational credentials and their associated competencies public, open, and interoperable shall be approved by the committee, be aligned with widely recognized and adopted standards, and allow for open access across sectors and platforms. The information shall be human-readable, machine-actionable, current, accurate, and maintained on the Alabama Credential Registry.

(c) The committee shall coordinate the requirements of this section to ensure that all required data collected through the Alabama Credential Registry is made public in required formats on the Alabama Credential Registry.

§41-29-355.

(a) All data published to the Alabama Credential Registry in the required open formats and with the data
elements described in this division shall be fully available to the public for open use. The data required under this division shall not include any personally identifiable information.

(b) No later than January 1, 2023, secondary and postsecondary career and technical education credentials funded through the Carl D. Perkins Career and Technical Education Act of 2006 (P.L. 115-224) and programs listed on the eligible training provider list funded through the Workforce Innovation and Opportunity Act (P.L. 113-128) shall be registered to the compendium of valuable credentials adopted by the Alabama Committee on Credentialing and Career Pathways and aligned to the Alabama Committee on Credentialing and Career Pathways statewide and regional lists of in-demand jobs or dynamic career pathways, or both.

(c) All credential and competency data published to the Alabama Credential Registry shall satisfy the requirements of this division on, or before, January 1, 2023.

Section 2. Division 10, commencing with Section 41-29-360, is added to Article 3, Chapter 29, Title 41 of the Code of Alabama 1975, to read as follows:

§41-29-360.

(a) This division shall be known and may be cited as the Alabama Terminal on Linking and Analyzing Statistics (ATLAS) on Career Pathways Act.

(b) For the purposes of this division, the following terms shall have the following meanings:
(1) AGGREGATED DATA. Information produced by combining unit-record data from one or more sources into summary form for the purpose of analysis or public reporting, or both.

(2) COUNCIL. The P-20W Council.

(3) DE-IDENTIFICATION. The removal of personally identifiable information and other unique characteristics from data so the data may be analyzed without disclosing the identity of the associated individual.

(4) FAMILY EDUCATION RIGHTS AND PRIVACY ACT (FERPA) (20 U.S.C. § 1232g; 34 C.F.R. Part 99). A federal law that protects the privacy of student education records, applying to all entities that receive funds through the United States Department of Education.

(5) OFFICE. The Office of Education and Workforce Statistics.

(6) P-20W. An abbreviation signifying the education to workforce continuum, where P represents preschool, 20 represents kindergarten through graduate school, and W represents workforce.

(7) PERSONALLY IDENTIFIABLE INFORMATION. A data element, or combination of data elements, contained in an electronic record that identifies an individual. Under the federal Family Education Rights and Privacy Act (FERPA), the term means identifiable information that is maintained in education records, including direct identifiers, such as the name or identification number of the student, indirect
identifiers, such as the date of birth of the student, or other information which may be used to distinguish or trace the identity of an individual, either directly or indirectly, through linkages with other information.

(8) STUDENT DATA.

a. Data relating to student performance including all of the following:

1. State and national assessments.
2. Course taking and completion.
3. Grade point average.
4. Remediation.
5. Retention.
6. Special population status as defined by the Alabama Workforce Innovation and Opportunity Act state plan.
7. Degree, diploma, or credential attainment.
8. Enrollment and absenteeism data.
9. Demographic data.
10. Suspension and expulsion records.
11. Student financial aid data.

b. Student data does not include any of the following:

1. Juvenile delinquency records.
2. Criminal records.
3. Medical and health records.

(9) SYSTEM. The Alabama Terminal on Linking and Analyzing Statistics (ATLAS) on Career Pathways longitudinal database system.
(10) WORKFORCE DATA. Data relating to any of the following:

a. Employment status.
b. Wage information.
c. Special population status as defined by the Alabama Workforce Innovation and Opportunity Act state plan.
d. Geographic location of employment.
e. Industry or occupation, or both.

§41-29-361.

The Alabama Terminal on Linking and Analyzing Statistics (ATLAS) on Career Pathways System is established as a secure system to exchange and match individual-level education and workforce data from partner agencies while upholding legal protections to ensure the privacy and security of personally identifiable information. The system makes it possible to match data from various agencies and programs over time to create longitudinal records that may then be aggregated and analyzed to assist policy makers with developing strategies to improve education and workforce outcomes. The system shall generate timely and accurate information on education and training programs to empower students, families, and employers with information to make decisions best suited for their individual needs and to improve the education and training systems at all levels. The system shall be configured in the following manner:

(1) All information matched from partner agencies shall be collected, safeguarded, kept confidential, and used
only by the Office of Education and Workforce Statistics in accordance with this division and other state and federal law.

(2) Each partner entity shall retain ownership of any data it provides to the system. To that end, all of the following shall apply:

a. A partner entity may not have access to data owned by another partner entity unless a data request is approved unanimously by the P-20W Council.

b. Nothing in this division or P-20W Council rule or policy may prevent partners from engaging in direct data sharing agreements with other partners or with external entities, so long as the data to be shared is owned by the contracting parties.

(3) The system shall serve as a data linkage that connects student and workforce data provided by P-20W Council member agencies.

(4) The system shall conduct research relating to all of the following:

a. The effectiveness of state and federal education and workforce programs.

b. The performance of education preparation programs.

c. Instructional practices, education program design, and curriculum alignment.

d. Fulfilling data requests required for state and federal reporting.

e. The research agenda adopted by the P-20W Council.
f. Fulfilling research requests from external researchers or stakeholders that are unanimously approved by the P-20W Council.

§41-29-362.

(a) The P-20W Council is established to govern the system.

(b) The membership of the council shall consist of all of the following:

(1) The Governor, or his or her designee, who shall serve as chair of the council.

(2) Each partner agency head, or designee, who has signed a memorandum of understanding to share data with the system.

(3) The Chair of the House Ways and Means Education Committee.

(4) The Chair of the Senate Finance and Taxation Education Committee.

(5) The Chair of the Alabama Workforce Council.

(6) Up to four members of the general public, who are experienced in education and workforce data and statistics, who shall be appointed by the Governor and serve at the pleasure of the Governor.

(c) The council shall perform all of the following duties:

(1) Develop a strategic plan, using a process that is inclusive of the P-20W Council and all relevant stakeholders, that includes a vision for all of the following:
a. Increasing data matching efficiencies.

b. Creating publicly available data visualization and research tools.

c. Making aggregated data available to authorized entities in a timely manner.

d. Creating a secure portal for authorized personnel of the P-20W Council to transmit data to the Office of Education and Workforce Statistics.

(2) Oversee the development, adoption, and implementation of rules and policies to govern the proceedings of the council, the office, and the system.

(3) Oversee compliance regarding the protection of data shared with the system, including compliance with applicable state and federal law.

(4) Develop a data governance and security plan for the system regarding the use, privacy, and security of data consistent with state and federal law, including the federal Family Education Rights and Privacy Act (FERPA), publish the plan on the system website, and provide an electronic copy of the plan to each partner agency.

(5) Establish the research agenda for the system.

(6) Establish a process for proposing and approving requests for reports using data matched in the system.

(7) Establish policies for sharing aggregated data or reports with the public or external entities.

(8) Develop strategies for promoting the transparent operation of the system.
(9) Form standing and ad hoc committees and working
groups from among its own membership to accomplish its duties.

(10) Prepare and provide an annual report to the
Governor, Lieutenant Governor, Speaker of the House of
Representatives, President Pro Tempore of the Senate, Chairs
of the House Education Policy, Senate Education Policy, House
Ways and Means Education, and Senate Finance and Taxation
Education Committees on the implementation of the system and
the activities of the Office of Education and Workforce
Statistics during the preceding year. The report shall include
all of the following:

a. A list and analysis of all research studies
conducted by the P-20W Council and the Office of Education and
Workforce Statistics using the system during the preceding
year.

b. Recommendations or policy changes made by the
system and the Office of Education and Workforce Statistics
during the preceding fiscal year.

c. Goals, recommendations, and priorities for the
succeeding fiscal year.

(d) All policies and procedures developed by the
P-20W Council for the governance and security plan shall apply
to the Office of Education and Workforce Statistics and all
vendors and contractors of the Office of Education and
Workforce Statistics with access to the system and shall be
incorporated in all contracts. The governance and security
plan developed pursuant to this section, at a minimum, shall include all the following:

(1) Secure procedures; training; administrative, physical, and technical safeguards; internal accountability processes; periodic privacy and security audits; review and risk assessments; and security clearance requirements for individuals with access to personally identifiable information.

(2) Sanctions for violations of the governance and security plan.

(3) Prohibitions against the use of data for unauthorized purposes.

(4) Record keeping, data backup, and data destruction plans.

(5) Access and use protocols for third-party vendors and contractors.

§41-29-363.

(a) Except as otherwise provided in subsection (a) of Section 41-29-365:

(1) The regular meetings of the council shall be held at a time and place established by the chair, at least four times per state fiscal year.

(2) Special meetings of the council may be called by the chair, or upon written request of a majority of the members of the council.

(3) All regular and special meetings of the council shall comply with the Open Meetings Act.
(b) A majority of the members of the council, or their designees, shall constitute a quorum for the transaction of business. Members of the council may participate in any meeting by means of a telephonic conference, video conference, or similar communications equipment, provided that all persons participating in the meeting are able to hear one another at the same time. Participation by such means shall constitute in-person presence at a meeting.

(c) The council shall follow Robert's Rules of Order to the extent that those procedures are not inconsistent with this division and state law.

(d) The recording of any meeting of the council, or of any committee of the council, and the public access thereto, shall be governed by the state law relating to open meetings and the accessibility of public records.

(e)(1) Each member, including the chair, shall have one vote on any measure before the council. Voting on all matters shall be by voice vote or by roll call, and the ayes and nays shall be entered in the minutes of the meeting.

(2) The chair may not make or second any motions, unless otherwise provided by this division.

(3) Any action of a majority of a present quorum shall be considered an act of the council.

(f) Each member of the council may appoint a designee to represent him or her during the proceedings of the council, and the designee shall enjoy the full rights and privileges of a member of the council. A member shall notify
the chair, in writing, of the appointment of a designee. Letters of designation shall remain on file with the chair and the appointee shall be considered the official designee until a subsequent designation letter is received, or a written request is received by the chair to rescind the designation.

(g) The chair shall serve as parliamentarian, or may designate a parliamentarian to serve the council. The ruling of the parliamentarian on procedural questions shall be considered final.

(h) The members of the P-20W Council shall not receive a salary or per diem allowance for their service, but shall be reimbursed through the Department of Commerce for expenses incurred in the performance of their duties for the office at the same rate as provided for state employees.

(i) Direct access to personally identifying information in the system is restricted to Office of Education and Workforce Statistics staff and authorized staff approved by the P-20W Council. The Office of Education and Workforce Statistics agrees not to re-disclose personally identifiable information or any information derived from the personally identifiable information, except aggregated data as authorized by the P-20W Council.

(j) Any person who knowingly releases data collected pursuant to this division to any other person not authorized to lawfully receive the data shall be guilty of a Class C felony and punished as provided by law.
The council may establish standing or ad hoc committees as necessary. Standing and ad hoc committees of the council shall possess authority as provided by the council.

(1) A standing committee established by the council shall operate until disbanded by an act of the council. Each member of a standing committee shall be the contact of record for the agencies he or she represents and shall provide timely information and response to the Office of Education and Workforce Statistics and the P-20W Council.

(2) An ad hoc committee established by the council shall operate for a definite period of time or purpose provided in the action establishing the ad hoc committee.

(3) The chair of the council shall appoint the chair of any standing or ad hoc committee and each member of the council may serve on a standing or ad hoc committee.

(4) Each standing or ad hoc committee may establish procedures for conducting the business of the committee.

§41-29-365.

(a) The Office of Education and Workforce Statistics is established within the Department of Commerce to manage the activities of the system on behalf of the council. The Office of Education and Workforce Statistics shall be an authorized representative for member agencies of the P-20W Council under applicable state and federal laws and regulations for the purposes of accessing, aggregating, deidentifying, and compiling personally identifiable information for research studies, evaluations, or audits. The director of the office
shall manage the office, serving an initial term of four years, and shall be directed by and report to the P-20W Council and shall be administratively supported by the Department of Commerce. The director of the office, who may not serve as a member of the council, shall serve as the executive secretary of the council and shall coordinate and facilitate all meetings and activities of the council and its standing and ad hoc committees.

(b) The office shall perform all of the following functions:

(1) Implement the directives of the P-20W Council for the operation of the system.

(2) Maintain and implement system data sharing agreements, staff documentation, governance policies, and procedures created by the council and its standing and ad hoc committees.

(3) Maintain the daily operation of the system by coordinating with developers, vendors, and partners.

(4) Monitor vendor and contractor compliance with P-20W Council policies.

(5) Provide the council and its standing and ad hoc committees with documentation regarding any developments, updates, audits, data breaches, funding, and other activities of the system on a regular basis.

(6) Provide the council with an annual report, including any activities conducted and changes made, by January 31 of each year.
(7) Coordinate research requests, gather data to
develop approved reports, and deliver reports to fulfill
requests unanimously approved by the P-20W Council.

(8) Coordinate regular audits of the system and
provide results of audits to the P-20W Council.

(9) Maintain compliance with state and federal data
privacy laws.

(10) Manage the activities of grants associated with
the system.

(11) Serve as the external representative for the
council on matters related to the operation of the system.

(12) Collaborate with the Governor's Office of
Education and Workforce Transformation and the Alabama
Committee on Credentialing and Career Pathways to manage the
annual Governor's Survey of Employer Competencies and produce
the competency models and dynamic career pathways, as defined
in Section 41-29-352, associated with the regional and
statewide in-demand occupations.

(13) Conduct research on the impact of state and
federal education and training programs, the performance of
education and workforce programs, and fulfill unanimously
approved information requests.

(c) In the event of a data breach, the office is
responsible for all of the following actions in compliance
with the Alabama Data Breach Notification Act of 2018:

(1) Notifying all partner agencies and all
potentially affected Alabama residents and employers of an
unauthorized release or disclosure of personal identifiable
information. A triggering event is considered a data breach
when personally identifiable information was or is reasonably
believed to have been acquired by an unauthorized individual
or entity.

(2) Notifying all council members within 24 hours
after the discovery of the data breach.

(3) Notifying all potentially affected Alabama
residents and employers of the data breach in writing, in the
most expedient means possible and without unreasonable delay,
unless the delay is necessary to comply with a law enforcement
investigation. In no event shall the notification be provided
more than 15 days following the discovery of the data breach.

(4) Notifying the Attorney General, as required by
Section 8-38-6, if the number of individuals required to be
notified exceeds one thousand.

(5) Including in all written notifications to
affected residents and employers, instructions for monitoring
their credit reports.

(6) Conducting an analysis to assess the level of
the data breach and performing tests to ensure that the data
breach has been eliminated.

(7) Suspending any new data imports from partner
agencies until the required analysis and testing has been
completed, and providing written assurances, to those partner
agencies affected by the data breach, that the data breach is
no longer a threat and that a plan is being developed to improve the system to prevent future occurrences.

(d) No member of, or designee appointed to, the council or any standing or ad hoc committee of the council may vote or otherwise participate in any discussion or debate on any matter before the council in which he or she, or an immediate family member, has a direct personal or pecuniary interest. A member or designee shall notify the chair of the council in writing of any conflict of interest.

(e) No state agency may use data shared by another state agency without the express consent of the agency that owns the data.

(f) Local education agencies, public institutions of higher education, and state agencies shall respond to the data requests and requirements of the P-20W Council and the Office of Education and Workforce Statistics in a timely and complete manner.

(g) The Office of Education and Workforce Statistics may provide summary data to a publicly accessible web-based platform that is capable of assisting current and prospective students in making informed decisions about possible postsecondary credential pathways and outcomes. The web-based platform shall not contain personally identifiable information. Any personally identifiable information collected for the purposes of supporting or populating the web-based platform shall be aggregated into summary statistics before the information is used to ensure that the results cannot be
used to identify individual students. The web-based platform shall do all of the following:

(1) Be capable of searching and comparing available data across multiple programs and institution types.

(2) Provide additional information on state-funded financial aid options.

(3) Include military enlistment opportunities and benefits information including the Alabama National Guard.

(4) Provide information on regional and statewide in-demand occupations.

Section 3. Section 41-29-298 is added to the Code of Alabama 1975, to read as follows:

§41-29-298.

(a) This section shall be known and may be cited as the Alabama College and Career Readiness Act.

(b) For the purposes of this section, the following terms shall have the following meanings:

(1) CAREER AND TECHNICAL EDUCATION. The term has the same meaning as provided in Section 3 of the Carl D. Perkins Career and Technical Education Act of 2006 (P.L. 115-224).

(2) CAREER AND TECHNICAL EDUCATION CONCENTRATOR. At the secondary school level, a student who has completed three or more career and technical education courses; or completed at least two courses in a single career and technical education program or program of study; or at the postsecondary level, a postsecondary student or adult who completes either of the following:
a. At least 12 academic or career and technical education credits within a single program area sequence that is comprised of 12 or more academic and technical credits and terminates in the award of an industry-recognized credential, a certificate, or a degree.

b. A short-term career and technical education program sequence of less than 12 credit units that terminates in the award of an industry-recognized credential, a certificate, or a degree.

(3) COOPERATIVE EDUCATION. A method of education for an individual who, through written cooperative arrangements between a school and employer, receives instruction, including required rigorous and challenging academic courses and related career and technical education instruction, by alternation of study in school with a job in any occupational field, which alternation shall be planned and supervised by the school and employer so that each contributes to the education and employability of the individual; and may include an arrangement in which work periods and school attendance may be on alternate half days, full days, weeks, or other periods of time in fulfilling the cooperative program. The term also includes paid work with the express goal of attaining work experience for the participant where the work performed may not directly relate to the field of study of the student. At the postsecondary level, a cooperative arrangement should provide practical experience in the field of study of the student.
(4) INTERNSHIP. Paid or unpaid work experience, usually for a predetermined period of time, that familiarizes potential candidates with the specific industry or the specific employer, or both, who is hosting the intern. An internship is typically a one-time work or service experience related to the major or career goals of the student. An internship involves students working in professional settings under the supervision and monitoring of practicing professionals. The completion of an internship organized by an educational institution may be associated with earning secondary or postsecondary course credit.

(5) ON-THE-JOB LEARNING. Paid work experience with the same characteristics as cooperative education and with the added distinction that the work performed and tasks learned on the job are directly linked to the technical instruction the student is receiving.

(6) PREAPPRENTICESHIP. Designed to prepare students to enter and succeed in a registered apprenticeship and ultimately a career. A preapprenticeship program offers participants structured training opportunities to prepare them for entry into a registered apprenticeship program and may provide services that a participant needs to progress into an apprenticeship including, work readiness skills and other wrap-around supports. To be considered a preapprenticeship, training shall be connected to a registered apprenticeship. Participants in a preapprenticeship shall complete on-the-job learning or related technical instruction which shall be
counted towards completion of a registered apprenticeship if
the preapprentice becomes an apprentice. Preapprenticeship
programs shall be certified by the state apprenticeship agency
as an indicator of quality and to provide assurance the
content has been validated to count towards a registered
apprenticeship program.

(7) REGISTERED APPRENTICESHIP PROGRAM. A plan
containing all terms and conditions for the qualification,
recruitment, selection, employment, and training of
apprentices, as required under 29 C.F.R. Parts 29 and 30, and
rules adopted by the Alabama Office of Apprenticeship,
including rules requiring a written apprenticeship agreement.

(8) STATE APPRENTICESHIP AGENCY. The Alabama Office
of Apprenticeship.

(c) Commencing with the 2023-2024 school year,
students in public schools shall earn one or more of the
following college or career readiness indicators, and any
additional college and career readiness indicators approved by
the State Board of Education, before graduation:

(1) Earning a benchmark score in any subject area on
the ACT college entrance exam.

(2) Earning a qualifying score of three or higher on
an advanced placement exam.

(3) Earning a qualifying score of four or higher on
an international baccalaureate exam.

(4) Earning college credit while in high school.
(5) Earning a silver or gold level on the ACT WorkKeys Exam.

(6) Registration in a school youth registered apprenticeship program.

(7) Completing a certified preapprenticeship program.

(8) Earning a career technical industry credential listed on the compendium of valuable credentials of the Alabama Committee on Credentialing and Career Pathways.

(9) Being accepted into the military before graduation.

(10) Attaining career and technical education concentrator status.

(d) The State Superintendent of Education shall require career coaches funded through the Career Coaches Initiative of the state Career Tech Initiative supported by the Education Trust Fund, as defined and described in Chapter 13 of Title 16 and Chapter 9 of Title 29, Code of Alabama 1975, to satisfy or surpass annual targets, established by the State Superintendent of Education and the Chair of the Alabama Workforce Council, to increase the number of employer placements for students participating in an internship, cooperative education, on-the-job learning, preapprenticeship, or registered apprenticeship programs recognized by the state apprenticeship agency that are aligned to an occupation listed on a regional or statewide list of in-demand occupations.
adopted by the Alabama Committee on Credentialing and Career Pathways.

(e) Commencing with the 2023-2024 school year, the career preparedness course required for graduation from public K-12 schools shall include all of the following:

(1) Exploration of the in-demand jobs in the state as identified annually by the Alabama Committee on Credentialing and Career Pathways.

(2) Completion of the Alabama Works financial literacy module.

(3) A work-based learning experience aligned to the Alabama Committee on Credentialing and Career Pathways list of in-demand occupations.

(4) Establishment of a state college and career exploration tool account for each participating student.

(5) Completion of a workforce preparedness module approved by the Alabama Workforce Council that is focused on employability skills, resume and interview success, and securing postsecondary and workforce opportunities post high school.

(f) The State Superintendent of Education and the Chair of the Alabama Workforce Council shall collaborate to implement the modifications and customization of the career preparedness course to meet the needs of each of the seven workforce regions of the state.

(g) On or before December 30, 2022, the career preparedness course of study shall be revised to reflect the
provisions of this subsection. Thereafter, the career preparedness course of study shall be revised every seven years.

Section 4. Although this bill would have as its purpose or effect the requirement of a new or increased expenditure of local funds, the bill is excluded from further requirements and application under Amendment 621, as amended by Amendment 890, now appearing as Section 111.05 of the Official Recompilation of the Constitution of Alabama of 1901, as amended, because the bill defines a new crime or amends the definition of an existing crime.

Section 5. This act shall become effective on the first day of the third month following its passage and approval by the Governor, or its otherwise becoming law.