

1           HB241  
2           215678-1  
3           By Representatives Collins, Ball, Robertson, Moore (P), Estes,  
4           Wood (D), Kitchens, Hurst, Meadows, Shiver, Baker, Stadthagen,  
5           Ledbetter and Faulkner  
6           RFD: Education Policy  
7           First Read: 02-FEB-22

8 SYNOPSIS: This bill would establish the Alabama  
9 Credential Quality and Transparency Act and the  
10 Alabama Workforce Council Committee on Credential  
11 Quality and Transparency; would establish the  
12 Alabama Terminal on Linking and Analyzing  
13 Statistics (ATLAS) on Career Pathways Act; and  
14 would establish the Alabama College and Career  
15 Readiness Act.

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

21 This bill would provide a database through  
22 which students, job seekers, and employers may  
23 search, compare, and analyze common information  
24 about credentials and competencies before making  
25 decisions about the quality and value of  
26 credentials and the education and workforce  
27 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

1 Relating to credentials and the workforce; to create  
2 the Alabama Credential Quality and Transparency Act as a new  
3 Division 9, commencing with Section 41-29-350, Article 3,  
4 Chapter 29, Title 41, Code of Alabama 1975; to establish the  
5 Alabama Workforce Council Committee on Credential Quality and  
6 Transparency; to provide for full, free, open, public, and  
7 interoperable essential data about all educational and  
8 occupational credentials and competencies available to the  
9 residents of the state; to create the Alabama Terminal on  
10 Linking and Analyzing Statistics (ATLAS) on Career Pathways  
11 Act as a new Division 10, commencing with Section 41-29-360,  
12 Article 3, Chapter 29, Title 41, Code of Alabama 1975; to  
13 provide a database through which students, job seekers, and  
14 employers may search, compare, and analyze common information  
15 about credentials and competencies before making decisions  
16 about the quality and value of credentials and the education  
17 and workforce programs related to those credentials; to  
18 establish the Alabama College and Career Readiness Act by  
19 adding Section 41-29-298 to the Code of Alabama 1975; relating  
20 to education, credentials, and the workforce; to establish a  
21 statewide definition of college and career readiness and for  
22 other purposes relating to workforce development; and in  
23 connection therewith to have as its purpose or effect the  
24 requirement of a new or increased expenditure of local funds  
25 within the meaning of Amendment 621 of the Constitution of  
26 Alabama of 1901, as amended by Amendment 890, now appearing as

1                   Section 111.05 of the Official Recompilation of the  
2                   Constitution of Alabama of 1901, as amended.

3                   BE IT ENACTED BY THE LEGISLATURE OF ALABAMA:

4                   Section 1. Division 9, commencing with Section  
5                   41-29-350, is added to Article 3, Chapter 29, Title 41 of the  
6                   Code of Alabama 1975, to read as follows:

7                   §41-29-350.

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

10                  §41-29-351.

11                  The Legislature finds and declares all of the  
12                  following:

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

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

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

27                  §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, or 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

1 Credentialing and Career Pathways, and shall classify each  
2 credential registered to the Alabama Credential Registry,  
3 along with its associated competencies, using the Alabama  
4 Occupational Ontology.

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

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

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

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

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

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

21 §41-29-354.

22 (a) Essential information to maximize informed  
23 consumer decisions about all nondegree workforce and  
24 occupational credentials and their associated competencies,  
25 costs, career pathways, process and outcome-based quality  
26 assurance indicators, assessments that are delivered, issued,  
27 funded, authorized, overseen, or governed in the state using

1 funding from the Education Trust Fund, the Workforce  
2 Innovation and Opportunity Act (P.L. 113-128), licenses issued  
3 by any state occupational licensing board or commission, the  
4 Carl D. Perkins Career and Technical Education Act of 2006  
5 (P.L. 115-224), or the state approving agency for veterans  
6 education and training shall be made publicly available,  
7 searchable, comparable, and interoperable using open  
8 specifications and linked data formats including credential  
9 transparency description language specifications and the  
10 annual publication of all educational and occupational  
11 credentials, and their associated competencies, to the Alabama  
12 Credential Registry.

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

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

25 §41-29-355.

26 (a) All data published to the Alabama Credential  
27 Registry in the required open formats and with the data

1 elements described in this division shall be fully available  
2 to the public for open use. The data required under this  
3 division shall not include any personally identifiable  
4 information.

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

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

19 Section 2. Division 10, commencing with Section  
20 41-29-360, is added to Article 3, Chapter 29, Title 41 of the  
21 Code of Alabama 1975, to read as follows:

22 §41-29-360.

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

26 (b) For the purposes of this division, the following  
27 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 de

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 Workforce Innovation and Opportunity Act state plan.
  - d. Geographic location of employment.
  - e. Industry or occupation, or both.

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

1 the chair, in writing, of the appointment of a designee.  
2 Letters of designation shall remain on file with the chair and  
3 the appointee shall be considered the official designee until  
4 a subsequent designation letter is received, or a written  
5 request is received by the chair to rescind the designation.

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

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

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

23 (j) Any person who knowingly releases data collected  
24 pursuant to this division to any other person not authorized  
25 to lawfully receive the data shall be guilty of a Class C  
26 felony and punished as provided by law.

27 §41-29-364.

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

1 shall manage the office, serving an initial term of four  
2 years, and shall be directed by and report to the P-20W  
3 Council and shall be administratively supported by the  
4 Department of Commerce. The director of the office, who may  
5 not serve as a member of the council, shall serve as the  
6 executive secretary of the council and shall coordinate and  
7 facilitate all meetings and activities of the council and its  
8 standing and ad hoc committees.

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

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

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

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

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

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

25 (6) Provide the council with an annual report,  
26 including any activities conducted and changes made, by  
27 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

1 unauthorized release or disclosure of personal identifiable  
2 information. A triggering event is considered a data breach  
3 when personally identifiable information was or is reasonably  
4 believed to have been acquired by an unauthorized individual  
5 or entity.

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

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

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

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

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

23 (7) Suspending any new data imports from partner  
24 agencies until the required analysis and testing has been  
25 completed, and providing written assurances, to those partner  
26 agencies affected by the data breach, that the data breach is

1 no longer a threat and that a plan is being developed to  
2 improve the system to prevent future occurrences.

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

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

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

18 (g) The Office of Education and Workforce Statistics  
19 may provide summary data to a publicly accessible web-based  
20 platform that is capable of assisting current and prospective  
21 students in making informed decisions about possible  
22 postsecondary credential pathways and outcomes. The web-based  
23 platform shall not contain personally identifiable  
24 information. Any personally identifiable information collected  
25 for the purposes of supporting or populating the web-based  
26 platform shall be aggregated into summary statistics before  
27 the information is used to ensure that the results cannot be

1 used to identify individual students. The web-based platform  
2 shall do all of the following:

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

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

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

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

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

13 §41-29-298.

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

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

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

21 (2) CAREER AND TECHNICAL EDUCATION CONCENTRATOR. At  
22 the secondary school level, a student who has completed three  
23 or more career and technical education courses; or completed  
24 at least two courses in a single career and technical  
25 education program or program of study; or at the postsecondary  
26 level, a postsecondary student or adult who completes either  
27 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

1 counted towards completion of a registered apprenticeship if  
2 the preapprentice becomes an apprentice. Preapprenticeship  
3 programs shall be certified by the state apprenticeship agency  
4 as an indicator of quality and to provide assurance the  
5 content has been validated to count towards a registered  
6 apprenticeship program.

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

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

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

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

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

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

26 (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

1 adopted by the Alabama Committee on Credentialing and Career  
2 Pathways.

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

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

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

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

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

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

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

26 (g) On or before December 30, 2022, the career  
27 preparedness course of study shall be revised to reflect the

1 provisions of this subsection. Thereafter, the career  
2 preparedness course of study shall be revised every seven  
3 years.

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

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