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(Original Signature of Member)

119TH CONGRESS
1ST SESSION

H. R. _____

To establish a competitive grant program to support the establishment, expansion, or enhancement of youth mentoring programs for eligible youth, and to provide for social and emotional learning, employability skill development, career exploration, work-based learning, and other youth workforce opportunities.

IN THE HOUSE OF REPRESENTATIVES

Ms. SCHAKOWSKY introduced the following bill; which was referred to the Committee on _____

A BILL

To establish a competitive grant program to support the establishment, expansion, or enhancement of youth mentoring programs for eligible youth, and to provide for social and emotional learning, employability skill development, career exploration, work-based learning, and other youth workforce opportunities.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

1 **SECTION 1. SHORT TITLE.**

2 This Act may be cited as the “Mentoring to Succeed
3 Act of 2025”.

4 **SEC. 2. YOUTH MENTORING PROGRAMS.**

5 (a) IN GENERAL.—Subtitle D of title I of the Work-
6 force Innovation and Opportunity Act (29 U.S.C. 3221 et
7 seq.) is amended—

8 (1) by redesignating section 172 as section 173;

9 and

10 (2) by inserting after section 171 the following:

11 **“SEC. 172. YOUTH MENTORING PROGRAMS.**

12 “(a) PURPOSE.—The purpose of this section is to
13 make assistance available for mentoring programs for eli-
14 gible youth, in order to—

15 “(1) establish, expand, or support mentoring
16 programs;

17 “(2) assist eligible youth enrolled in secondary
18 schools in developing cognitive and social-emotional
19 skills; and

20 “(3) prepare eligible youth for success in high
21 school, postsecondary education, and the workforce.

22 “(b) DEFINITIONS.—In this section:

23 “(1) COMMUNITY-BASED ORGANIZATION.—The
24 term ‘community-based organization’ means a youth-
25 serving private nonprofit organization (which may

1 include a faith-based organization or may be an af-
2 filiate of a national organization) that—

3 “(A) is representative of a community or a
4 significant segment of a community;

5 “(B) has demonstrated expertise and effec-
6 tiveness in workforce development; and

7 “(C) has demonstrated expertise—

8 “(i) in the planning and delivery of
9 education, training, and related activities
10 that are included in a career pathway;

11 “(ii) in forging coordination and co-
12 operation between educators and other
13 members of the community; and

14 “(iii) in development and implementa-
15 tion of data systems that measure the
16 progress of students and outcomes of ca-
17 reer pathways.

18 “(2) COVERED INSTITUTION OF HIGHER EDU-
19 CATION.—The term ‘covered institution of higher
20 education’ means—

21 “(A) an institution of higher education, as
22 defined in section 101 of the Higher Education
23 Act of 1965 (20 U.S.C. 1001); or

1 “(B) a postsecondary vocational institu-
2 tion, as defined in section 102(c) of such Act
3 (20 U.S.C. 1002(c)).

4 “(3) COVERED PARTNERSHIP.—The term ‘cov-
5 ered partnership’ means a partnership between—

6 “(A) a community-based organization; and

7 “(B)(i) an industry or sector partnership;

8 “(ii) a local educational agency; or

9 “(iii) another public entity or private
10 employer, as appropriate.

11 “(4) COVERED RECOGNIZED POSTSECONDARY
12 CREDENTIAL.—The term ‘covered recognized post-
13 secondary credential’ means a recognized postsec-
14 ondary credential issued by a covered institution of
15 higher education.

16 “(5) DISABILITY.—The term ‘disability’ has the
17 meaning given the term for purposes of section
18 602(3) of the Individuals with Disabilities Education
19 Act (20 U.S.C. 1401(3)).

20 “(6) ELIGIBLE ENTITY.—The term ‘eligible en-
21 tity’ means a community-based organization or cov-
22 ered partnership that—

23 “(A) provides mentoring services; and

24 “(B) provides youth workforce readiness
25 programming and career exploration.

1 “(7) ELIGIBLE YOUTH.—The term ‘eligible
2 youth’ means—

3 “(A) an in-school youth;

4 “(B) a youth who meets all requirements
5 to be an in-school youth, except that—

6 “(i) in lieu of meeting the require-
7 ments of section 129(a)(1)(C)(ii), the
8 youth is in secondary school; or

9 “(ii) in lieu of meeting the require-
10 ments of section 129(a)(1)(C)(iv), the
11 youth—

12 “(I) is failing academically or at
13 risk of dropping out of school, is
14 chronically absent, is enrolled in fewer
15 classes or for fewer credit hours than
16 a typical full-time student, has
17 changed schools 3 or more times in
18 the past 180 days, or has a history of
19 multiple suspensions; or

20 “(II)(aa) is a gang member or
21 resides in a community with high
22 rates of, and prevalence of risk factors
23 associated with, violence-related inju-
24 ries and deaths, and with other rel-
25 evant health and safety risks (includ-

1 ing high rates of poverty, suicide, or
2 substance use disorder (including
3 opioid use disorder)) or has a parent
4 or guardian who is struggling with
5 substance use disorder;

6 “(bb) has 1 or both parents in-
7 carcerated; or

8 “(cc) has experienced 1 or more
9 adverse childhood experiences, trau-
10 matic events, or toxic stressors, as as-
11 sessed through an evidence-based
12 screening;

13 “(C) an out-of-school youth; or

14 “(D) a youth who meets all requirements
15 to be an out-of-school youth, except that—

16 “(i) in lieu of meeting the require-
17 ments of section 129(a)(1)(B)(ii), the
18 youth would be placed in secondary school
19 if the youth were attending school; or

20 “(ii) in lieu of meeting the require-
21 ments of section 129(a)(1)(B)(iii), the
22 youth is described in subparagraph
23 (B)(ii)(II).

24 “(8) MENTORING.—The term ‘mentoring’
25 means a structured, managed activity—

1 “(A) in which eligible youth are appro-
2 priately matched with screened and trained
3 adult or peer volunteer mentors for consistent
4 relationships;

5 “(B) that provides direct one-on-one,
6 group, or peer mentoring services that focus
7 on—

8 “(i) providing enrichment;

9 “(ii) promoting educational or work-
10 force success;

11 “(iii) minimizing risk behaviors;

12 “(iv) promoting social skills and
13 healthy relationships; or

14 “(v) any combination of objectives de-
15 scribed in clauses (i) through (iv);

16 “(C) that involves meetings, events, and
17 activities on a regular basis, for a period of not
18 less than 1 year; and

19 “(D) that is intended to meet, in part, the
20 social and emotional development needs of an
21 eligible youth, the need of the eligible youth for
22 involvement with a caring and supportive adult,
23 and the need of the eligible youth for positive
24 role models, connections, and stability.

1 “(9) HIGH SCHOOL.—The term ‘high school’
2 has the meaning given the term in section 8101 of
3 the Elementary and Secondary Education Act of
4 1965 (20 U.S.C. 7801).

5 “(10) YOUTH WORKFORCE READINESS PRO-
6 GRAMMING.—The term ‘youth workforce readiness
7 programming’ means job training, or a workforce
8 development program providing an employment and
9 training activity, such as mentoring, an activity to
10 promote communication and problem-solving skills,
11 career exploration, a job readiness activity and cer-
12 tification, a summer job, or a year-round job oppor-
13 tunity or apprenticeship, provided to eligible youth.

14 “(c) PROGRAM AUTHORIZED.—

15 “(1) IN GENERAL.—From amounts made avail-
16 able for this section, the Secretary shall award
17 grants, on a competitive basis, to eligible entities to
18 establish, expand, or support mentoring programs in
19 accordance with subsection (d).

20 “(2) DURATION.—A grant awarded under this
21 section shall be for a period not to exceed 3 years.

22 “(d) AUTHORIZED ACTIVITIES.—

23 “(1) IN GENERAL.—An eligible entity receiving
24 a grant under this section shall use grant funds to

1 establish, expand, or support not less than 1 men-
2 toring program that—

3 “(A) is designed to assist eligible youth in
4 developing cognitive and social-emotional skills
5 to prepare the eligible youth for success in high
6 school, postsecondary education, and the work-
7 force by linking the eligible youth with mentors
8 who—

9 “(i) have received mentor training, in-
10 cluding training on trauma-informed prac-
11 tices, youth engagement, cultural com-
12 petency, and social-emotional learning; and

13 “(ii) have been screened using appro-
14 priate reference checks and criminal back-
15 ground checks, in accordance with the re-
16 quirements of subsection (e)(2)(F)(ii);

17 “(B) serves a population that includes eli-
18 gible youth living in or from underserved com-
19 munities or communities with employment dis-
20 parities;

21 “(C) provides coaching and technical as-
22 sistance to mentors participating in the men-
23 toring program;

24 “(D) seeks to—

1 “(i) reduce juvenile justice involve-
2 ment of eligible youth;

3 “(ii) foster positive relationships be-
4 tween eligible youth and their peers, other
5 adults, and family members;

6 “(iii) develop the workforce readiness
7 skills of eligible youth by exploring paths
8 to employment, including encouraging stu-
9 dents with disabilities to explore transition
10 services; and

11 “(iv) increase the participation of eli-
12 gible youth in community service activities;

13 “(E) encourages eligible youth to set goals
14 and plan for their futures, including making
15 plans and identifying goals for postsecondary
16 education and participation in the workforce;

17 “(F) develops and carries out regular
18 training for mentors, including training on—

19 “(i) the impact of adverse childhood
20 experiences;

21 “(ii) trauma-informed practices and
22 interventions;

23 “(iii) cultural competency;

24 “(iv) social and emotional learning;

1 “(v) positive youth development and
2 engagement practices; and

3 “(vi) disability inclusion practices to
4 ensure access and participation by students
5 with disabilities;

6 “(G) works in coordination with a private
7 employer and a local educational agency with
8 not less than 1 high-need school (as defined in
9 section 2211(b) of the Elementary and Sec-
10 ondary Education Act of 1965 (20 U.S.C.
11 6631(b));

12 “(H) recruits, screens, matches, trains,
13 and, as necessary, compensates mentors;

14 “(I) hires staff, as necessary, to perform or
15 support the objectives of the program; and

16 “(J) provides inclusive and accessible
17 youth engagement activities, such as—

18 “(i) career awareness activities, in-
19 cluding job site visits, informational inter-
20 views, resume writing, interview prepara-
21 tion, and networking;

22 “(ii) academic or postsecondary edu-
23 cation preparation activities, including
24 trade or vocational school visits, visits to
25 institutions of higher education, and assist-

1 ance in applying to institutions of higher
2 education;

3 “(iii) support for the use of career
4 pathways;

5 “(iv) paid and unpaid work experi-
6 ences that have as a component academic
7 and occupational education, which may in-
8 clude—

9 “(I) paid employment opportuni-
10 ties;

11 “(II) pre-apprenticeship pro-
12 grams and apprenticeship programs;

13 “(III) paid internships;

14 “(IV) job shadowing; and

15 “(V) on-the-job training opportu-
16 nities;

17 “(v) work-based learning (as defined
18 in section 3 of the Carl D. Perkins Career
19 and Technical Education Act of 2006 (20
20 U.S.C. 2302)) that provides opportunities
21 for the application of employability skills
22 and hands-on work experiences through
23 partnerships among eligible entities;

24 “(vi) occupational skill training, which
25 shall include priority consideration for

1 training programs that lead to covered rec-
2 ognized postsecondary credentials that are
3 aligned with in-demand industry sectors or
4 occupations in the local area involved, if
5 the local board determines that the pro-
6 grams meet the quality criteria described
7 in section 123(a);

8 “(vii) activities that help youth pre-
9 pare for and transition to postsecondary
10 education and training; and

11 “(viii) services to help prepare eligible
12 youth for the workforce, such as—

13 “(I) leadership development op-
14 portunities;

15 “(II) workforce or workforce
16 readiness opportunities;

17 “(III) financial literacy edu-
18 cation;

19 “(IV) entrepreneurial skills train-
20 ing;

21 “(V) services that provide labor
22 market and employment information
23 about in-demand industry sectors or
24 occupations available in the local area;

1 “(VI) activities to develop funda-
2 mental workforce readiness skills or to
3 develop employability skills (such as
4 communication, creativity, collabora-
5 tion, and critical thinking) that sup-
6 port social-emotional development
7 through every developmental stage;
8 and

9 “(VII) career exposure offered by
10 local industry or sector partnerships
11 to provide career assessments, edu-
12 cation, and career planning.

13 “(2) ADDITIONAL ACTIVITIES.—An eligible enti-
14 ty receiving a grant under this section may use
15 grant funds to—

16 “(A) provide professional development (as
17 defined in section 3 of the Carl D. Perkins Ca-
18 reer and Technical Education Act of 2006 (20
19 U.S.C. 2302)) for training educators and other
20 providers of educational services who partici-
21 pate in the mentoring program;

22 “(B) develop assets and resources that as-
23 sist an employer or groups of employers or sec-
24 tors in working with eligible youth;

1 “(C) in the case of an eligible entity that
2 seeks to implement the program through a
3 partnership with another eligible entity, estab-
4 lish the partnership; and

5 “(D) conduct program evaluation, includ-
6 ing acquiring and analyzing the data described
7 in subsection (g).

8 “(3) SUBGRANTS.—An eligible entity receiving
9 a grant under this section may, with the approval of
10 the Secretary, use grant funds to award subgrants
11 to eligible organizations to carry out activities de-
12 scribed in paragraphs (1) and (2).

13 “(e) APPLICATION.—An eligible entity desiring a
14 grant under this section shall submit an application to the
15 Secretary at such time, in such manner, and accompanied
16 by such information as the Secretary may require, includ-
17 ing—

18 “(1) a needs assessment that includes baseline
19 data on the measures described in subsection
20 (g)(1)(B); and

21 “(2) a plan to establish, expand, or support a
22 mentoring program that meets the requirements of
23 subsection (d)(1), including—

24 “(A) the targeted outcomes, mentor type,
25 and meeting frequency for the program;

1 “(B) a description of and data regarding
2 the eligible youth who will participate as
3 mentees in the program, including—

4 “(i) any age ranges to be served or
5 any other eligibility criteria; and

6 “(ii) how the eligible entity will ensure
7 that the program serves eligible youth liv-
8 ing in or from underserved communities or
9 communities with employment disparities,
10 in accordance with subsection (d)(1)(B);

11 “(C) the number of mentor-mentee
12 matches proposed to be established and main-
13 tained annually under the program;

14 “(D) the capacity and expertise of the pro-
15 gram to serve eligible youth in a way that is re-
16 sponsive to children and youth of color, expect-
17 ant and parenting youth, indigenous youth,
18 youth who are lesbian, gay, bisexual,
19 transgender, or queer, and youth with disabil-
20 ities;

21 “(E) actions taken to ensure that the de-
22 sign of the program reflects input from eligible
23 youth;

24 “(F) an assurance that mentors supported
25 under the program are appropriately screened

1 and have demonstrated a willingness to comply
2 with aspects of the mentoring program, includ-
3 ing—

4 “(i) a written screening plan that in-
5 cludes all of the policies and procedures
6 used to screen and select mentors, includ-
7 ing eligibility requirements and preferences
8 for such applicants;

9 “(ii) a description of the methods to
10 be used to conduct criminal background
11 checks on all prospective mentors and the
12 methods in place to exclude mentors with
13 convictions directly related to child safety
14 that occur during the mentor’s participa-
15 tion in the program or in the 7-year period
16 preceding the mentor’s participation; and

17 “(iii) a description of the methods to
18 be used to ensure that the mentors are
19 willing and able to serve as a mentor on a
20 long-term, consistent basis as defined in
21 the application;

22 “(G) a description of—

23 “(i) the community-based organiza-
24 tions or the covered partnerships through

1 which the eligible entity will implement the
2 program; and

3 “(ii) if a covered partnership will as-
4 sist in implementing the program, the col-
5 laboration and coordination that the com-
6 munity-based organization in the partner-
7 ship has carried out or will carry out with
8 other entities in the partnership, related to
9 that implementation;

10 “(H) in the case of a program that in-
11 cludes an opportunity to earn a covered recog-
12 nized postsecondary credential, a description of
13 the activities leading to the covered recognized
14 postsecondary credential; and

15 “(I) a budget detailing program activities
16 and administrative costs.

17 “(f) PRIORITY.—In awarding grants under this sec-
18 tion, the Secretary shall give priority to eligible entities
19 that—

20 “(1) prior to receiving a grant, serve eligible
21 youth with the greatest need who reside in—

22 “(A) a high-poverty community;

23 “(B) a rural area; or

24 “(C) a community with high rates of, and
25 prevalence of risk factors associated with, vio-

1 lence-related injuries and deaths, and with
2 other relevant health and safety risks (including
3 high rates of poverty, suicide, or substance use
4 disorder (including opioid use disorder));

5 “(2) provide eligible youth participating in the
6 mentoring program supported under this section
7 with opportunities for postsecondary education prep-
8 aration and career development, including—

9 “(A) job training, professional develop-
10 ment, work shadowing, internships, networking,
11 resume writing and review, interview prepara-
12 tion, transition or vocational rehabilitation serv-
13 ices for students with disabilities, application
14 assistance and visits to institutions of higher
15 education, and leadership development through
16 community service, and relevant program ele-
17 ments described in section 129(c)(2)); and

18 “(B) partnerships with the private sector
19 and local businesses to provide internship and
20 career exploration activities and resources; and

21 “(3) consult and engage eligible youth in the
22 development, design, and implementation of the
23 mentoring program, including by demonstrating
24 such consultation and engagement in the application

1 submitted under subsection (e) and agreeing to con-
2 tinue such consultation after receiving the grant.

3 “(g) REPORTING REQUIREMENTS.—

4 “(1) IN GENERAL.—Not later than 180 days
5 after the end of each year of the grant period, an
6 eligible entity receiving a grant under this section
7 shall submit to the Secretary a report that—

8 “(A) includes—

9 “(i) the number of eligible youth and
10 mentors, and the demographics of eligible
11 youth and mentors, who participated in the
12 mentoring program that was supported
13 with grant funds;

14 “(ii) data on the academic achieve-
15 ment, dropout rates, truancy, absenteeism,
16 outcomes of arrests for violent crime, full-
17 time employment, part-time employment,
18 and postsecondary education enrollment of
19 eligible youth participating in the program;
20 and

21 “(iii) data on social-emotional develop-
22 ment of eligible youth participating in the
23 program, as assessed with a validated so-
24 cial-emotional assessment tool;

1 “(B) may include indicators such as
2 achievement of career competencies, or success-
3 ful completion of internships, apprenticeships,
4 or work-based learning opportunities, or high
5 school graduation; and

6 “(C) includes any other information that
7 the Secretary may require to evaluate the suc-
8 cess of the mentoring program.

9 “(2) STUDENT PRIVACY.—An eligible entity
10 shall ensure that the report submitted under para-
11 graph (1) is prepared in a manner that protects the
12 privacy rights of each eligible youth in the same
13 manner as is required for students under section
14 444 of the General Education Provisions Act (20
15 U.S.C. 1232g; commonly known as the ‘Family Edu-
16 cational Rights and Privacy Act of 1974’).

17 “(h) MENTORING PROGRAM RESOURCES AND TECH-
18 NICAL ASSISTANCE.—The Secretary shall work with the
19 Administrator of the Office of Juvenile Justice and Delin-
20 quency Prevention and the Secretary of Education to—

21 “(1) refer eligible entities receiving grants
22 under this section to the National Mentoring Re-
23 source Center to obtain resources on best practices
24 and research related to mentoring programs and to

1 request no-cost training and technical assistance;
2 and

3 “(2) provide such eligible entities with informa-
4 tion regarding transitional services for eligible youth
5 returning from correctional facilities and transition
6 services for students with disabilities.

7 “(i) AUTHORIZATION OF APPROPRIATIONS.—There
8 are authorized to be appropriated to carry out this section
9 such sums as may be necessary for each of fiscal years
10 2026 through 2030.”.

11 (b) CLERICAL AMENDMENT.—The table of contents
12 in section 1(b) of the Workforce Innovation and Oppor-
13 tunity Act is amended by striking the item relating to sec-
14 tion 172 and inserting the following:

“Sec. 172. Youth mentoring programs.

“Sec. 173. Authorization of appropriations.”.

15 **SEC. 3. STUDY ON MENTORING PROGRAMS.**

16 (a) IN GENERAL.—The Secretary of Labor, acting
17 through the Chief Evaluation Officer of the Department
18 of Labor, shall conduct a study to—

19 (1) identify successful mentoring programs and
20 evidence-based strategies for administering and mon-
21 itoring such programs;

22 (2) evaluate the role of mentors in promoting
23 cognitive development and social-emotional learning

1 to enhance academic achievement and to improve
2 workforce readiness; and

3 (3) evaluate the effectiveness of the grant pro-
4 gram under section 172 of the Workforce Innovation
5 and Opportunity Act, as added by section 2, on stu-
6 dent academic outcomes and youth career develop-
7 ment.

8 (b) TIMING.—Not later than 3 years after the date
9 of enactment of this Act, the Secretary of Labor, acting
10 through the Chief Evaluation Officer, shall submit the re-
11 sults of the study to the appropriate congressional com-
12 mittees.