

119TH CONGRESS  
1ST SESSION

# H. R. 811

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.

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## IN THE HOUSE OF REPRESENTATIVES

JANUARY 28, 2025

Ms. SCHAKOWSKY (for herself, Mr. GARCÍA of Illinois, Mrs. TRAHAN, and Ms. LEE of Pennsylvania) introduced the following bill; which was referred to the Committee on Education and Workforce

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## 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,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Mentoring to Succeed  
5 Act of 2025”.

1 **SEC. 2. YOUTH MENTORING PROGRAMS.**

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

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

6 and

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

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

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

12 “(1) establish, expand, or support mentoring  
13 programs;

14 “(2) assist eligible youth enrolled in secondary  
15 schools in developing cognitive and social-emotional  
16 skills; and

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

19 “(b) DEFINITIONS.—In this section:

20 “(1) COMMUNITY-BASED ORGANIZATION.—The  
21 term ‘community-based organization’ means a youth-  
22 serving private nonprofit organization (which may  
23 include a faith-based organization or may be an af-  
24 filiate of a national organization) that—

25 “(A) is representative of a community or a  
26 significant segment of a community;

1           “(B) has demonstrated expertise and effec-  
2           tiveness in workforce development; and

3           “(C) has demonstrated expertise—

4                 “(i) in the planning and delivery of  
5                 education, training, and related activities  
6                 that are included in a career pathway;

7                 “(ii) in forging coordination and co-  
8                 operation between educators and other  
9                 members of the community; and

10                “(iii) in development and implementa-  
11                tion of data systems that measure the  
12                progress of students and outcomes of ca-  
13                reer pathways.

14           “(2) COVERED INSTITUTION OF HIGHER EDU-  
15           CATION.—The term ‘covered institution of higher  
16           education’ means—

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

20                 “(B) a postsecondary vocational institu-  
21                 tion, as defined in section 102(c) of such Act  
22                 (20 U.S.C. 1002(c)).

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

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

- 1           “(B)(i) an industry or sector partnership;  
2                   “(ii) a local educational agency; or  
3                   “(iii) another public entity or private  
4           employer, as appropriate.

5           “(4) COVERED RECOGNIZED POSTSECONDARY  
6           CREDENTIAL.—The term ‘covered recognized post-  
7           secondary credential’ means a recognized postsec-  
8           ondary credential issued by a covered institution of  
9           higher education.

10           “(5) DISABILITY.—The term ‘disability’ has the  
11           meaning given the term for purposes of section  
12           602(3) of the Individuals with Disabilities Education  
13           Act (20 U.S.C. 1401(3)).

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

17                   “(A) provides mentoring services; and

18                   “(B) provides youth workforce readiness  
19           programming and career exploration.

20           “(7) ELIGIBLE YOUTH.—The term ‘eligible  
21           youth’ means—

22                   “(A) an in-school youth;

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

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

4 “(ii) in lieu of meeting the require-  
5 ments of section 129(a)(1)(C)(iv), the  
6 youth—

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

15 “(II)(aa) is a gang member or  
16 resides in a community with high  
17 rates of, and prevalence of risk factors  
18 associated with, violence-related inju-  
19 ries and deaths, and with other rel-  
20 evant health and safety risks (includ-  
21 ing high rates of poverty, suicide, or  
22 substance use disorder (including  
23 opioid use disorder)) or has a parent  
24 or guardian who is struggling with  
25 substance use disorder;

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

3 “(cc) has experienced 1 or more  
4 adverse childhood experiences, trau-  
5 matic events, or toxic stressors, as as-  
6 sessed through an evidence-based  
7 screening;

8 “(C) an out-of-school youth; or

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

11 “(i) in lieu of meeting the require-  
12 ments of section 129(a)(1)(B)(ii), the  
13 youth would be placed in secondary school  
14 if the youth were attending school; or

15 “(ii) in lieu of meeting the require-  
16 ments of section 129(a)(1)(B)(iii), the  
17 youth is described in subparagraph  
18 (B)(ii)(II).

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

21 “(A) in which eligible youth are appro-  
22 priately matched with screened and trained  
23 adult or peer volunteer mentors for consistent  
24 relationships;

1           “(B) that provides direct one-on-one,  
2           group, or peer mentoring services that focus  
3           on—

4                   “(i) providing enrichment;

5                   “(ii) promoting educational or work-  
6           force success;

7                   “(iii) minimizing risk behaviors;

8                   “(iv) promoting social skills and  
9           healthy relationships; or

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

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

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

21                  “(9) HIGH SCHOOL.—The term ‘high school’  
22           has the meaning given the term in section 8101 of  
23           the Elementary and Secondary Education Act of  
24           1965 (20 U.S.C. 7801).

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

10          “(c) PROGRAM AUTHORIZED.—

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

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

18          “(d) AUTHORIZED ACTIVITIES.—

19           “(1) IN GENERAL.—An eligible entity receiving  
20           a grant under this section shall use grant funds to  
21           establish, expand, or support not less than 1 men-  
22           toring program that—

23           “(A) is designed to assist eligible youth in  
24           developing cognitive and social-emotional skills  
25           to prepare the eligible youth for success in high

1 school, postsecondary education, and the work-  
2 force by linking the eligible youth with mentors  
3 who—

4 “(i) have received mentor training, in-  
5 cluding training on trauma-informed prac-  
6 tices, youth engagement, cultural com-  
7 petency, and social-emotional learning; and

8 “(ii) have been screened using appro-  
9 priate reference checks and criminal back-  
10 ground checks, in accordance with the re-  
11 quirements of subsection (e)(2)(F)(ii);

12 “(B) serves a population that includes eli-  
13 gible youth living in or from underserved com-  
14 munities or communities with employment dis-  
15 parities;

16 “(C) provides coaching and technical as-  
17 sistance to mentors participating in the men-  
18 toring program;

19 “(D) seeks to—

20 “(i) reduce juvenile justice involve-  
21 ment of eligible youth;

22 “(ii) foster positive relationships be-  
23 tween eligible youth and their peers, other  
24 adults, and family members;

1           “(iii) develop the workforce readiness  
2 skills of eligible youth by exploring paths  
3 to employment, including encouraging stu-  
4 dents with disabilities to explore transition  
5 services; and

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

8           “(E) encourages eligible youth to set goals  
9 and plan for their futures, including making  
10 plans and identifying goals for postsecondary  
11 education and participation in the workforce;

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

14           “(i) the impact of adverse childhood  
15 experiences;

16           “(ii) trauma-informed practices and  
17 interventions;

18           “(iii) cultural competency;

19           “(iv) social and emotional learning;

20           “(v) positive youth development and  
21 engagement practices; and

22           “(vi) disability inclusion practices to  
23 ensure access and participation by students  
24 with disabilities;

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

7           “(H) recruits, screens, matches, trains,  
8 and, as necessary, compensates mentors;

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

11           “(J) provides inclusive and accessible  
12 youth engagement activities, such as—

13           “(i) career awareness activities, in-  
14 cluding job site visits, informational inter-  
15 views, resume writing, interview prepara-  
16 tion, and networking;

17           “(ii) academic or postsecondary edu-  
18 cation preparation activities, including  
19 trade or vocational school visits, visits to  
20 institutions of higher education, and assist-  
21 ance in applying to institutions of higher  
22 education;

23           “(iii) support for the use of career  
24 pathways;

1           “(iv) paid and unpaid work experi-  
2           ences that have as a component academic  
3           and occupational education, which may in-  
4           clude—

5                   “(I) paid employment opportuni-  
6                   ties;

7                   “(II) pre-apprenticeship pro-  
8                   grams and apprenticeship programs;

9                   “(III) paid internships;

10                  “(IV) job shadowing; and

11                  “(V) on-the-job training opportu-  
12                  nities;

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

20           “(vi) occupational skill training, which  
21           shall include priority consideration for  
22           training programs that lead to covered rec-  
23           ognized postsecondary credentials that are  
24           aligned with in-demand industry sectors or  
25           occupations in the local area involved, if

1 the local board determines that the pro-  
2 grams meet the quality criteria described  
3 in section 123(a);

4 “(vii) activities that help youth pre-  
5 pare for and transition to postsecondary  
6 education and training; and

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

9 “(I) leadership development op-  
10 portunities;

11 “(II) workforce or workforce  
12 readiness opportunities;

13 “(III) financial literacy edu-  
14 cation;

15 “(IV) entrepreneurial skills train-  
16 ing;

17 “(V) services that provide labor  
18 market and employment information  
19 about in-demand industry sectors or  
20 occupations available in the local area;

21 “(VI) activities to develop funda-  
22 mental workforce readiness skills or to  
23 develop employability skills (such as  
24 communication, creativity, collabora-  
25 tion, and critical thinking) that sup-

1 port social-emotional development  
2 through every developmental stage;  
3 and

4 “(VII) career exposure offered by  
5 local industry or sector partnerships  
6 to provide career assessments, edu-  
7 cation, and career planning.

8 “(2) ADDITIONAL ACTIVITIES.—An eligible enti-  
9 ty receiving a grant under this section may use  
10 grant funds to—

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

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

20 “(C) in the case of an eligible entity that  
21 seeks to implement the program through a  
22 partnership with another eligible entity, estab-  
23 lish the partnership; and

1           “(D) conduct program evaluation, includ-  
2           ing acquiring and analyzing the data described  
3           in subsection (g).

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

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

14                 “(1) a needs assessment that includes baseline  
15                 data on the measures described in subsection  
16                 (g)(1)(B); and

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

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

22                         “(B) a description of and data regarding  
23                         the eligible youth who will participate as  
24                         mentees in the program, including—

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

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

8           “(C) the number of mentor-mentee  
9           matches proposed to be established and main-  
10          tained annually under the program;

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

18          “(E) actions taken to ensure that the de-  
19          sign of the program reflects input from eligible  
20          youth;

21          “(F) an assurance that mentors supported  
22          under the program are appropriately screened  
23          and have demonstrated a willingness to comply  
24          with aspects of the mentoring program, includ-  
25          ing—

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

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

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

19          “(G) a description of—

20                  “(i) the community-based organiza-  
21                  tions or the covered partnerships through  
22                  which the eligible entity will implement the  
23                  program; and

24                  “(ii) if a covered partnership will as-  
25                  sist in implementing the program, the col-

1 laboration and coordination that the com-  
2 munity-based organization in the partner-  
3 ship has carried out or will carry out with  
4 other entities in the partnership, related to  
5 that implementation;

6 “(H) in the case of a program that in-  
7 cludes an opportunity to earn a covered recog-  
8 nized postsecondary credential, a description of  
9 the activities leading to the covered recognized  
10 postsecondary credential; and

11 “(I) a budget detailing program activities  
12 and administrative costs.

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

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

18 “(A) a high-poverty community;

19 “(B) a rural area; or

20 “(C) a community with high rates of, and  
21 prevalence of risk factors associated with, vio-  
22 lence-related injuries and deaths, and with  
23 other relevant health and safety risks (including  
24 high rates of poverty, suicide, or substance use  
25 disorder (including opioid use disorder));

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

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

14           “(B) partnerships with the private sector  
15 and local businesses to provide internship and  
16 career exploration activities and resources; and

17           “(3) consult and engage eligible youth in the  
18 development, design, and implementation of the  
19 mentoring program, including by demonstrating  
20 such consultation and engagement in the application  
21 submitted under subsection (e) and agreeing to con-  
22 tinue such consultation after receiving the grant.

23           “(g) REPORTING REQUIREMENTS.—

24           “(1) IN GENERAL.—Not later than 180 days  
25 after the end of each year of the grant period, an

1 eligible entity receiving a grant under this section  
2 shall submit to the Secretary a report that—

3 “(A) includes—

4 “(i) the number of eligible youth and  
5 mentors, and the demographics of eligible  
6 youth and mentors, who participated in the  
7 mentoring program that was supported  
8 with grant funds;

9 “(ii) data on the academic achieve-  
10 ment, dropout rates, truancy, absenteeism,  
11 outcomes of arrests for violent crime, full-  
12 time employment, part-time employment,  
13 and postsecondary education enrollment of  
14 eligible youth participating in the program;  
15 and

16 “(iii) data on social-emotional develop-  
17 ment of eligible youth participating in the  
18 program, as assessed with a validated so-  
19 cial-emotional assessment tool;

20 “(B) may include indicators such as  
21 achievement of career competencies, or success-  
22 ful completion of internships, apprenticeships,  
23 or work-based learning opportunities, or high  
24 school graduation; and

1           “(C) includes any other information that  
2           the Secretary may require to evaluate the suc-  
3           cess of the mentoring program.

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

12          “(h) MENTORING PROGRAM RESOURCES AND TECH-  
13          NICAL ASSISTANCE.—The Secretary shall work with the  
14          Administrator of the Office of Juvenile Justice and Delin-  
15          quency Prevention and the Secretary of Education to—

16               “(1) refer eligible entities receiving grants  
17               under this section to the National Mentoring Re-  
18               source Center to obtain resources on best practices  
19               and research related to mentoring programs and to  
20               request no-cost training and technical assistance;  
21               and

22               “(2) provide such eligible entities with informa-  
23               tion regarding transitional services for eligible youth  
24               returning from correctional facilities and transition  
25               services for students with disabilities.

1       “(i) AUTHORIZATION OF APPROPRIATIONS.—There  
2 are authorized to be appropriated to carry out this section  
3 such sums as may be necessary for each of fiscal years  
4 2026 through 2030.”.

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

“Sec. 172. Youth mentoring programs.

“Sec. 173. Authorization of appropriations.”.

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

10       (a) IN GENERAL.—The Secretary of Labor, acting  
11 through the Chief Evaluation Officer of the Department  
12 of Labor, shall conduct a study to—

13               (1) identify successful mentoring programs and  
14 evidence-based strategies for administering and mon-  
15 itoring such programs;

16               (2) evaluate the role of mentors in promoting  
17 cognitive development and social-emotional learning  
18 to enhance academic achievement and to improve  
19 workforce readiness; and

20               (3) evaluate the effectiveness of the grant pro-  
21 gram under section 172 of the Workforce Innovation  
22 and Opportunity Act, as added by section 2, on stu-  
23 dent academic outcomes and youth career develop-  
24 ment.

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

○