

119TH CONGRESS
1ST SESSION

S. 1211

To amend the Workforce Innovation and Opportunity Act to provide funding, on a competitive basis, for summer and year-round employment opportunities for youth ages 14 through 24.

IN THE SENATE OF THE UNITED STATES

MARCH 31, 2025

Mr. DURBIN (for himself and Ms. DUCKWORTH) introduced the following bill; which was read twice and referred to the Committee on Health, Education, Labor, and Pensions

A BILL

To amend the Workforce Innovation and Opportunity Act to provide funding, on a competitive basis, for summer and year-round employment opportunities for youth ages 14 through 24.

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 “Assisting In Devel-
5 oping Youth Employment Act” or the “AID Youth Em-
6 ployment Act”.

1 **SEC. 2. YOUTH EMPLOYMENT OPPORTUNITIES.**

2 Title I of the Workforce Innovation and Opportunity
3 Act is amended—

4 (1) by redesignating subtitle E (29 U.S.C. 3241
5 et seq.) as subtitle F; and

6 (2) by inserting after subtitle D (29 U.S.C.
7 3221 et seq.) the following:

8 **“Subtitle E—Youth Employment**
9 **Opportunities**

10 **“SEC. 176. DEFINITIONS.**

11 “In this subtitle:

12 “(1) **ELIGIBLE YOUTH.**—The term ‘eligible
13 youth’ means an individual who—

14 “(A) is not younger than age 14 or older
15 than age 24; and

16 “(B) is—

17 “(i) an in-school youth;

18 “(ii) an out-of-school youth; or

19 “(iii) an unemployed individual.

20 “(2) **INDIAN TRIBE; TRIBAL ORGANIZATION.**—

21 The terms ‘Indian tribe’ and ‘tribal organization’
22 have the meanings given the terms in section 4 of
23 the Indian Self-Determination and Education Assist-
24 ance Act (25 U.S.C. 5304).

25 “(3) **IN-SCHOOL YOUTH; OUT-OF-SCHOOL**
26 **YOUTH.**—The terms ‘in-school youth’ and ‘out-of-

1 school youth' have the meanings given the terms in
2 section 129(a)(1).

3 “(4) INSTITUTION OF HIGHER EDUCATION.—
4 The term ‘institution of higher education’ has the
5 meaning given the term in section 101 of the Higher
6 Education Act of 1965 (20 U.S.C. 1001).

7 “(5) MARGINALIZED.—The term ‘marginalized’,
8 used with respect to an individual, includes individ-
9 uals who are homeless, in foster care, involved in the
10 juvenile or criminal justice system, or are not en-
11 rolled in or are at risk of dropping out of an edu-
12 cational institution and who live in an underserved
13 community that has faced trauma through acute or
14 long-term exposure to substantial discrimination,
15 historical or cultural oppression, intergenerational
16 poverty, civil unrest, a high rate of violence, or a
17 high rate of drug overdose mortality.

18 “(6) SUBSIDIZED EMPLOYMENT.—The term
19 ‘subsidized employment’ means employment for
20 which the employer receives a total or partial sub-
21 sidy to offset costs of employing an eligible youth
22 under this subtitle.

23 “(7) TRIBAL AREA.—The term ‘tribal area’
24 means—

1 “(A) an area on or adjacent to an Indian
2 reservation;

3 “(B) land held in trust by the United
4 States for Indians;

5 “(C) a public domain Indian allotment;

6 “(D) a former Indian reservation in Okla-
7 homa; and

8 “(E) land held by an incorporated Native
9 group, Regional Corporation, or Village Cor-
10 poration under the provisions of the Alaska Na-
11 tive Claims Settlement Act (43 U.S.C. 1601 et
12 seq.).

13 “(8) TRIBAL COLLEGE OR UNIVERSITY.—The
14 term ‘tribal college or university’ has the meaning
15 given the term ‘Tribal College or University’ in sec-
16 tion 316(b) of the Higher Education Act of 1965
17 (20 U.S.C. 1059c(b)).

18 “(9) TRIBALLY DESIGNATED HOUSING ENTI-
19 TY.—The term ‘tribally designated housing entity’,
20 used with respect to an Indian tribe (as defined in
21 this section), has the meaning given in section 4 of
22 the Native American Housing Assistance and Self-
23 Determination Act of 1996 (25 U.S.C. 4103).

1 **“SEC. 176A. ALLOCATION OF FUNDS.**

2 “(a) ALLOCATION.—Of the funds appropriated under
3 section 176E that remain available after any reservation
4 under subsection (b), the Secretary may make available—

5 “(1) not more than \$1,800,000,000 in accord-
6 ance with section 176B to provide eligible youth with
7 subsidized summer employment opportunities; and

8 “(2) not more than \$2,400,000,000 in accord-
9 ance with section 176C to provide eligible youth with
10 subsidized year-round employment opportunities.

11 “(b) RESERVATION.—The Secretary may reserve not
12 more than 10 percent of the funds appropriated under sec-
13 tion 176E to provide technical assistance and oversight,
14 in order to assist eligible entities in applying for and ad-
15 ministering grants awarded under this subtitle.

16 **“SEC. 176B. SUMMER EMPLOYMENT COMPETITIVE GRANT**
17 **PROGRAM.**

18 “(a) IN GENERAL.—

19 “(1) GRANTS.—Using the amounts made avail-
20 able under 176A(a)(1), the Secretary shall award,
21 on a competitive basis, planning and implementation
22 grants.

23 “(2) GENERAL USE OF FUNDS.—The Secretary
24 shall award the grants to assist eligible entities by
25 paying for the program share of the cost of—

1 “(A) in the case of a planning grant, plan-
2 ning a summer youth employment program to
3 provide subsidized summer employment oppor-
4 tunities; and

5 “(B) in the case of an implementation
6 grant, implementation of such a program, to
7 provide such opportunities.

8 “(b) PERIODS AND AMOUNTS OF GRANTS.—

9 “(1) PLANNING GRANTS.—The Secretary may
10 award a planning grant under this section for a 1-
11 year period, in an amount of not more than
12 \$250,000.

13 “(2) IMPLEMENTATION GRANTS.—The Sec-
14 retary may award an implementation grant under
15 this section for a 3-year period, in an amount of not
16 more than \$6,000,000.

17 “(c) ELIGIBLE ENTITIES.—

18 “(1) IN GENERAL.—To be eligible to receive a
19 planning or implementation grant under this section,
20 an entity shall—

21 “(A) be a—

22 “(i) State, local government, or Indian
23 tribe or tribal organization, that meets the
24 requirements of paragraph (2); or

1 “(ii) community-based organization
2 that meets the requirements of paragraph
3 (3); and

4 “(B) meet the requirements for a planning
5 or implementation grant, respectively, specified
6 in paragraph (4).

7 “(2) GOVERNMENT PARTNERSHIPS.—An entity
8 that is a State, local government, or Indian tribe or
9 tribal organization referred to in paragraph (1)(A)(i)
10 shall demonstrate that the entity has entered into a
11 partnership with State, local, or tribal entities—

12 “(A) that shall include—

13 “(i) a local educational agency or trib-
14 al educational agency (as defined in section
15 6132 of the Elementary and Secondary
16 Education Act of 1965 (20 U.S.C. 7452));

17 “(ii) a local board or tribal workforce
18 development agency;

19 “(iii) a State, local, or tribal agency
20 serving youth under the jurisdiction of the
21 juvenile justice system or criminal justice
22 system;

23 “(iv) a State, local, or tribal child wel-
24 fare agency;

1 “(v) a State, local, or tribal agency or
2 community-based organization, with—

3 “(I) expertise in providing coun-
4 seling services and trauma-informed
5 and gender-responsive trauma preven-
6 tion, identification, referral, and sup-
7 port (including treatment) services;
8 and

9 “(II) a proven track record of
10 serving low-income, vulnerable youth
11 and out-of-school youth;

12 “(vi) if the State, local government, or
13 Indian tribe or tribal organization is seek-
14 ing an implementation grant and has not
15 established a summer youth employment
16 program, an entity that is carrying out a
17 State, local, or tribal summer youth em-
18 ployment program; and

19 “(vii) an employer or employer asso-
20 ciation; and

21 “(B) that may include—

22 “(i) an institution of higher education
23 or tribal college or university;

24 “(ii) a representative of a labor or
25 labor-management organization;

1 “(iii) an entity that carries out a pro-
2 gram that receives funding under the Juve-
3 nile Justice and Delinquency Prevention
4 Act of 1974 (34 U.S.C. 11101 et seq.);

5 “(iv) a collaborative applicant as de-
6 fined in section 401 of the McKinney-
7 Vento Homeless Assistance Act (42 U.S.C.
8 11360) or a private nonprofit organization
9 that serves homeless individuals and house-
10 holds (including such an applicant or orga-
11 nization that serves individuals or house-
12 holds that are at risk of homelessness in
13 tribal areas) or serves foster youth;

14 “(v) an entity that carries out a pro-
15 gram funded under the Carl D. Perkins
16 Career and Technical Education Act of
17 2006 (20 U.S.C. 2301 et seq.), including
18 Native American programs funded under
19 section 116 of that Act (20 U.S.C. 2326)
20 and tribally controlled postsecondary ca-
21 reer and technical institution programs
22 funded under section 117 of that Act (20
23 U.S.C. 2327);

24 “(vi) a local or tribal youth com-
25 mittee;

1 “(vii) a State or local public housing
2 agency or a tribally designated housing en-
3 tity; and

4 “(viii) another appropriate State,
5 local, or tribal agency.

6 “(3) COMMUNITY-BASED ORGANIZATION PART-
7 NERSHIPS.—A community-based organization re-
8 ferred to in paragraph (1)(A)(ii) shall demonstrate
9 that the organization has entered into a partnership
10 with State, local, or tribal entities—

11 “(A) that shall include—

12 “(i) a unit of general local government
13 or tribal government;

14 “(ii) an agency described in para-
15 graph (2)(A)(i);

16 “(iii) a local board or tribal workforce
17 development agency;

18 “(iv) a State, local, or tribal agency
19 serving youth under the jurisdiction of the
20 juvenile justice system or criminal justice
21 system;

22 “(v) a State, local, or tribal child wel-
23 fare agency;

24 “(vi) if the organization is seeking an
25 implementation grant and has not estab-

1 lished a summer youth employment pro-
 2 gram, an entity that is carrying out a
 3 State, local, or tribal summer youth em-
 4 ployment program; and

5 “(vii) an employer or employer asso-
 6 ciation; and

7 “(B) that may include one or more entities
 8 described in paragraph (2)(B).

9 “(4) ENTITIES ELIGIBLE FOR PARTICULAR
 10 GRANTS.—

11 “(A) ENTITIES ELIGIBLE FOR PLANNING
 12 GRANTS.—The Secretary may award a planning
 13 grant under this section to an eligible entity
 14 that—

15 “(i) is preparing to establish or ex-
 16 pand a summer youth employment pro-
 17 gram that meets the minimum require-
 18 ments specified in subsection (d)(1)(B)(iv);
 19 and

20 “(ii) has not received a grant under
 21 this section.

22 “(B) ENTITIES ELIGIBLE FOR IMPLEMEN-
 23 TATION GRANTS.—

1 “(i) IN GENERAL.—The Secretary
2 may award an implementation grant under
3 this section to an eligible entity that—

4 “(I) has received a planning
5 grant under this section; or

6 “(II) has established a summer
7 youth employment program and dem-
8 onstrates a minimum level of capacity
9 to enhance or expand the summer
10 youth employment program described
11 in the application submitted under
12 subsection (d).

13 “(ii) CAPACITY.—In determining
14 whether an entity has the level of capacity
15 referred to in clause (i)(II), the Secretary
16 may include as capacity—

17 “(I) the entity’s staff capacity
18 and staff training to deliver youth em-
19 ployment services; and

20 “(II) the entity’s existing youth
21 employment services (as of the date of
22 submission of the application sub-
23 mitted under subsection (d)) that are
24 consistent with the application.

25 “(d) APPLICATION.—

1 “(1) IN GENERAL.—Except as provided in para-
2 graph (2), an eligible entity desiring to receive a
3 grant under this section for a summer youth employ-
4 ment program shall submit an application to the
5 Secretary at such time, in such manner, and con-
6 taining such information as the Secretary may re-
7 quire, including, at a minimum, each of the fol-
8 lowing:

9 “(A) With respect to an application for a
10 planning or implementation grant—

11 “(i) a description of the eligible youth
12 for whom summer employment services will
13 be provided;

14 “(ii) a description of the eligible enti-
15 ty, and a description of the expected par-
16 ticipation and responsibilities of each of
17 the partners in the partnership described
18 in subsection (c);

19 “(iii) information demonstrating suffi-
20 cient need for the grant in the State, local,
21 or tribal population, which may include in-
22 formation showing—

23 “(I) a high level of unemploy-
24 ment among youth (including young
25 adults) ages 14 through 24;

1 “(II) a high rate of out-of-school
2 youth;

3 “(III) a high rate of homeless-
4 ness;

5 “(IV) a high rate of poverty;

6 “(V) a high rate of adult unem-
7 ployment;

8 “(VI) a high rate of community
9 or neighborhood crime;

10 “(VII) a high rate of violence; or

11 “(VIII) a high level or rate on
12 another indicator of need;

13 “(iv) a description of the strategic ob-
14 jectives the eligible entity seeks to achieve
15 through the program to provide eligible
16 youth with core work readiness skills,
17 which may include—

18 “(I) financial literacy skills, in-
19 cluding providing the support de-
20 scribed in section 129(b)(2)(D);

21 “(II) sector-based technical skills
22 aligned with employer needs;

23 “(III) skills that—

1 “(aa) are soft employment
2 skills, early work skills, or work
3 readiness skills; and

4 “(bb) include social skills,
5 communications skills, higher-
6 order thinking skills, self-control,
7 and positive self-concept; and

8 “(IV) (for the marginalized eligi-
9 ble youth) basic skills like communica-
10 tion, math, and problem solving in the
11 context of training for advancement to
12 better jobs and postsecondary train-
13 ing; and

14 “(v) information demonstrating that
15 the eligible entity has obtained commit-
16 ments to provide the non-program share
17 described in paragraph (2) of subsection
18 (h).

19 “(B) With respect to an application for a
20 planning grant—

21 “(i) a description of the intermediate
22 and long-term goals for planning activities
23 for the duration of the planning grant;

24 “(ii) a description of how grant funds
25 will be used to develop a plan to provide

1 summer employment services for eligible
2 youth;

3 “(iii) a description of how the eligible
4 entity will carry out an analysis of best
5 practices for identifying, recruiting, and
6 engaging program participants, in par-
7 ticular the marginalized eligible youth;

8 “(iv) a description of how the eligible
9 entity will carry out an analysis of best
10 practices for placing youth participants—

11 “(I) in opportunities that—

12 “(aa) are appropriate, sub-
13 sidized employment opportunities
14 with employers based on factors
15 including age, skill, experience,
16 career aspirations, work-based
17 readiness, and barriers to em-
18 ployment; and

19 “(bb) may include additional
20 services for participants, includ-
21 ing core work readiness skill de-
22 velopment and mentorship serv-
23 ices;

24 “(II) in summer employment
25 that—

1 “(aa) is not less than 6
2 weeks;

3 “(bb) follows a schedule of
4 not more than 20 hours per
5 week;

6 “(cc) pays wages at rates
7 not less than the applicable Fed-
8 eral, State, or local minimum
9 wage rate; and

10 “(dd) for employment in-
11 volving construction, pays wages
12 at rates not less than those pre-
13 viously on similar construction in
14 the locality as determined by the
15 Secretary in accordance with sub-
16 chapter IV of chapter 31 of title
17 40, United States Code (com-
18 monly known as the ‘Davis-
19 Bacon Act’); and

20 “(v) a description of how the eligible
21 entity plans to develop a mentorship pro-
22 gram or connect youth with positive, sup-
23 portive mentorships, consistent with para-
24 graph (3).

1 “(C) With respect to an application for an
2 implementation grant—

3 “(i) a description of how the eligible
4 entity plans to identify, recruit, and engage
5 program participants, in particular the
6 marginalized eligible youth;

7 “(ii) a description of the manner in
8 which the eligible entity plans to place eli-
9 gible youth participants in subsidized em-
10 ployment opportunities, and in summer
11 employment, described in subparagraph
12 (B)(iv);

13 “(iii) (for a program serving the
14 marginalized eligible youth) a description
15 of workplaces for the subsidized employ-
16 ment involved, which may include work-
17 places in the public, private, and nonprofit
18 sectors;

19 “(iv) a description of how the eligible
20 entity plans to provide or connect eligible
21 youth participants with positive, supportive
22 mentorships, consistent with paragraph
23 (3);

24 “(v) a description of services that will
25 be available to employers participating in

1 the youth employment program, to provide
2 supervisors involved in the program with
3 coaching and mentoring on—

4 “(I) how to support youth devel-
5 opment;

6 “(II) how to structure learning
7 and reflection; and

8 “(III) how to deal with youth
9 challenges in the workplace;

10 “(vi) a description of how the eligible
11 entity plans to offer structured pathways
12 back into employment and a youth employ-
13 ment program under this section for eligi-
14 ble youth who have been terminated from
15 employment or removed from the program;

16 “(vii) a description of how the eligible
17 entity plans to engage eligible youth be-
18 yond the duration of the summer employ-
19 ment opportunity, which may include—

20 “(I) developing or partnering
21 with a year-round youth employment
22 program;

23 “(II) referring eligible youth to
24 other year-round programs, which
25 may include—

- 1 “(aa) programs funded
2 under section 176C or the Carl
3 D. Perkins Career and Technical
4 Education Act of 2006 (20
5 U.S.C. 2301 et seq.);
- 6 “(bb) after school programs;
- 7 “(cc) secondary or postsec-
8 ondary education programs;
- 9 “(dd) training programs;
- 10 “(ee) cognitive behavior
11 therapy programs;
- 12 “(ff) apprenticeship pro-
13 grams; and
- 14 “(gg) national service pro-
15 grams;
- 16 “(III) employing a full-time, per-
17 manent staff person who is respon-
18 sible for youth outreach, followup, and
19 recruitment; or
- 20 “(IV) connecting eligible youth
21 with job development services, includ-
22 ing career counseling, resume and job
23 application assistance, interview prep-
24 aration, and connections to job leads;

1 “(viii) evidence of the eligible entity’s
2 capacity to provide the services described
3 in this subsection; and

4 “(ix) a description of the quality of
5 the summer youth employment program,
6 including a program that leads to a recog-
7 nized postsecondary credential.

8 “(2) INDIAN TRIBE; TRIBAL ORGANIZATIONS.—
9 An eligible entity that is an Indian tribe or tribal or-
10 ganization and desires to receive a grant under this
11 section for a summer youth employment program
12 may, in lieu of submitting the application described
13 in paragraph (1), submit an application to the Sec-
14 retary that meets such requirements as the Sec-
15 retary develops after consultation with the tribe or
16 organization.

17 “(3) MENTOR.—For purposes of subparagraphs
18 (B)(iv), (B)(v), and (C)(iv) of paragraph (1), a men-
19 tor—

20 “(A) shall be an individual who has been
21 matched with an eligible youth based on the
22 youth’s needs;

23 “(B) shall make contact with the eligible
24 youth at least once each week;

1 “(C) shall be a trusted member of the local
2 community; and

3 “(D) may include—

4 “(i) a mentor trained in trauma-in-
5 formed care (including provision of trau-
6 ma-informed trauma prevention, identifica-
7 tion, referral, or support services to youth
8 that have experienced or are at risk of ex-
9 perencing trauma), conflict resolution, and
10 positive youth development;

11 “(ii) a job coach trained to provide
12 youth with guidance on how to navigate
13 the workplace and troubleshoot problems;

14 “(iii) a supervisor trained to provide
15 at least two performance assessments and
16 serve as a reference; or

17 “(iv) a peer mentor who is a former
18 or current participant in the youth employ-
19 ment program involved.

20 “(e) AWARDS FOR POPULATIONS AND AREAS.—

21 “(1) POPULATIONS.—The Secretary shall re-
22 serve, from the amounts made available under sec-
23 tion 176A(a)(1)—

24 “(A) 50 percent to award grants under
25 this section for planning or provision of sub-

1 sidized summer employment opportunities for
2 eligible youth who are in-school youth; and

3 “(B) 50 percent to award such grants to
4 plan for planning or provision of such opportu-
5 nities for eligible youth who are out-of-school
6 youth or unemployed individuals.

7 “(2) AREAS.—

8 “(A) IN GENERAL.—In awarding the
9 grants, the Secretary shall consider the regional
10 diversity of the areas to be served, to ensure
11 that urban, suburban, rural, and tribal areas
12 are receiving grant funds.

13 “(B) RURAL AND TRIBAL AREA INCLU-
14 SION.—

15 “(i) RURAL AREAS.—Not less than 20
16 percent of the amounts made available
17 under section 176A(a)(1) for each fiscal
18 year shall be made available for activities
19 to be carried out in rural areas.

20 “(ii) TRIBAL AREAS.—Not less than 5
21 percent of the amounts made available
22 under section 176A(a)(1) for each fiscal
23 year shall be made available for activities
24 to be carried out in tribal areas.

1 “(f) PROGRAM PRIORITIES.—In allocating funds
2 under this section, the Secretary shall give priority to eligi-
3 ble entities—

4 “(1) who propose to coordinate their activi-
5 ties—

6 “(A) with local or tribal employers; and

7 “(B) with agencies described in subsection
8 (e)(2)(A)(i) to ensure the summer youth em-
9 ployment programs provide clear linkages to re-
10 medial, academic, and occupational programs
11 carried out by the agencies;

12 “(2) who propose a plan to increase private sec-
13 tor engagement in, and job placement through, sum-
14 mer youth employment; and

15 “(3) who have, in their counties, States, or trib-
16 al areas (as compared to other counties in their
17 State, other States, or other tribal areas, respec-
18 tively), a high level or rate described in subsection
19 (d)(1)(A)(iii).

20 “(g) USE OF FUNDS.—

21 “(1) IN GENERAL.—An eligible entity that re-
22 ceives a grant under this section may use the grant
23 funds for services described in subsection (d).

24 “(2) DISCRETIONARY USES.—The eligible entity
25 may also use the funds—

1 “(A) to provide wages to eligible youth in
2 subsidized summer employment programs;

3 “(B) to provide eligible youth with support
4 services, including case management, child care
5 assistance, child support services, and transpor-
6 tation assistance; and

7 “(C) to develop data management systems
8 to assist with programming, evaluation, and
9 records management.

10 “(3) ADMINISTRATION.—An eligible entity may
11 reserve not more than 10 percent of the grant funds
12 for the administration of activities under this sec-
13 tion.

14 “(4) CARRY-OVER AUTHORITY.—Any amounts
15 provided to an eligible entity under this section for
16 a fiscal year may, at the discretion of the Secretary,
17 remain available to that entity for expenditure dur-
18 ing the succeeding fiscal year to carry out programs
19 under this section.

20 “(h) PROGRAM SHARE.—

21 “(1) PLANNING GRANTS.—The program share
22 for a planning grant awarded under this section
23 shall be 100 percent of the cost described in sub-
24 section (a)(2)(A).

25 “(2) IMPLEMENTATION GRANTS.—

1 “(A) IN GENERAL.—The program share
2 for an implementation grant awarded under
3 this section shall be 50 percent of the cost de-
4 scribed in subsection (a)(2)(B).

5 “(B) EXCEPTION.—Notwithstanding sub-
6 paragraph (A), the Secretary—

7 “(i) may increase the program share
8 for an eligible entity; and

9 “(ii) shall increase the program share
10 for an Indian tribe or tribal organization
11 to not less than 95 percent of the cost de-
12 scribed in subsection (a)(2)(B).

13 “(C) NON-PROGRAM SHARE.—The eligible
14 entity may provide the non-program share of
15 the cost—

16 “(i) in cash or in kind, fairly evalu-
17 ated, including plant, equipment, or serv-
18 ices; and

19 “(ii) from State, local, tribal or pri-
20 vate (including philanthropic) sources and,
21 in the case of an Indian tribe or tribal or-
22 ganization, from Federal sources.

23 **“SEC. 176C. YEAR-ROUND EMPLOYMENT COMPETITIVE**
24 **GRANT PROGRAM.**

25 “(a) IN GENERAL.—

1 “(1) GRANTS.—Using the amounts made avail-
2 able under 176A(a)(2), the Secretary shall award,
3 on a competitive basis, planning and implementation
4 grants.

5 “(2) GENERAL USE OF FUNDS.—The Secretary
6 shall award the grants to assist eligible entities by
7 paying for the program share of the cost of—

8 “(A) in the case of a planning grant, plan-
9 ning a year-round youth employment program
10 to provide subsidized year-round employment
11 opportunities; and

12 “(B) in the case of an implementation
13 grant, implementation of such a program to
14 provide such opportunities.

15 “(b) PERIODS AND AMOUNTS OF GRANTS.—The
16 planning grants shall have the periods and amounts de-
17 scribed in section 176B(b)(1). The implementation grants
18 shall have the periods and grants described in section
19 176B(b)(2).

20 “(c) ELIGIBLE ENTITIES.—

21 “(1) IN GENERAL.—To be eligible to receive a
22 planning or implementation grant under this section,
23 an entity shall, except as provided in paragraph
24 (2)—

25 “(A) be a—

1 “(i) State, local government, or Indian
2 tribe or tribal organization, that meets the
3 requirements of section 176B(c)(2); or

4 “(ii) community-based organization
5 that meets the requirements of section
6 176B(c)(3); and

7 “(B) meet the requirements for a planning
8 or implementation grant, respectively, specified
9 in section 176B(c)(4).

10 “(2) YEAR-ROUND YOUTH EMPLOYMENT PRO-
11 GRAMS.—For purposes of paragraph (1), any ref-
12 erence in section 176B(c)—

13 “(A) to a summer youth employment pro-
14 gram shall be considered to refer to a year-
15 round youth employment program; and

16 “(B) to a provision of section 176B shall
17 be considered to refer to the corresponding pro-
18 vision of this section.

19 “(d) APPLICATION.—

20 “(1) IN GENERAL.—Except as provided in para-
21 graph (2), an eligible entity desiring to receive a
22 grant under this section for a year-round youth em-
23 ployment program shall submit an application to the
24 Secretary at such time, in such manner, and con-
25 taining such information as the Secretary may re-

1 quire, including, at a minimum, each of the fol-
2 lowing:

3 “(A) With respect to an application for a
4 planning or implementation grant, the informa-
5 tion and descriptions specified in section
6 176B(d)(1)(A).

7 “(B) With respect to an application for a
8 planning grant, the descriptions specified in
9 section 176B(d)(1)(B), except that the descrip-
10 tion of an analysis for placing youth in employ-
11 ment described in clause (iv)(II)(bb) of that
12 section shall cover employment that follows a
13 schedule—

14 “(i) that consists of—

15 “(I) not more than 15 hours per
16 week for in-school youth; and

17 “(II) not less than 20 and not
18 more than 40 hours per week for out-
19 of-school youth; and

20 “(ii) that depends on the needs and
21 work-readiness level of the population
22 being served.

23 “(C) With respect to an application for an
24 implementation grant, the descriptions and evi-
25 dence specified in section 176B(d)(1)(C)—

1 “(i) except that the reference in sec-
2 tion 176B(d)(1)(C)(ii) to employment de-
3 scribed in section 176B(d)(1)(B) shall
4 cover employment that follows the schedule
5 described in subparagraph (B); and

6 “(ii) except that the reference to pro-
7 grams in clause (vii)(II)(aa) of that section
8 shall be considered to refer only to pro-
9 grams funded under the Carl D. Perkins
10 Career and Technical Education Act of
11 2006 (20 U.S.C. 2301 et seq.).

12 “(D) With respect to an application for an
13 implementation grant—

14 “(i) a description of how the eligible
15 entity plans to provide mental health serv-
16 ices, as needed, to eligible youth partici-
17 pants; and

18 “(ii) a description of how the eligible
19 entity plans to address barriers to partici-
20 pation among eligible youth, including
21 provding transportation and child care.

22 “(2) INDIAN TRIBE; TRIBAL ORGANIZATIONS.—
23 An eligible entity that is an Indian tribe or tribal or-
24 ganization and desires to receive a grant under this
25 section for a year-round youth employment program

1 may, in lieu of submitting the application described
2 in paragraph (1), submit an application to the Sec-
3 retary that meets such requirements as the Sec-
4 retary develops after consultation with the tribe or
5 organization.

6 “(3) MENTOR.—For purposes of paragraph (1),
7 any reference in subparagraphs (B)(iv), (B)(v), and
8 (C)(iv) of section 176B(d)(1) to a mentor shall be
9 considered to refer to a mentor who—

10 “(A) shall be an individual described in
11 subparagraphs (A) and (C) of section
12 176B(d)(3);

13 “(B) shall make contact with the eligible
14 youth at least twice each week; and

15 “(C) may be an individual described in sec-
16 tion 176B(d)(3)(D).

17 “(4) YEAR-ROUND EMPLOYMENT.—For pur-
18 poses of this subsection, any reference in section
19 176B(d)—

20 “(A) to summer employment shall be con-
21 sidered to refer to year-round employment; and

22 “(B) to a provision of section 176B shall
23 be considered to refer to the corresponding pro-
24 vision of this section.

1 “(e) AWARDS FOR POPULATIONS AND AREAS; PRIOR-
2 ITIES.—

3 “(1) POPULATIONS.—The Secretary shall re-
4 serve, from the amounts made available under sec-
5 tion 176A(a)(2)—

6 “(A) 50 percent to award grants under
7 this section for planning or provision of sub-
8 sidized year-round employment opportunities
9 for eligible youth who are in-school youth; and

10 “(B) 50 percent to award such grants to
11 plan for planning or provision of such opportu-
12 nities for eligible youth who are out-of-school
13 youth or unemployed individuals.

14 “(2) AREAS; PRIORITIES.—In awarding the
15 grants, the Secretary shall—

16 “(A) carry out section 176B(e)(2); and

17 “(B) give priority to eligible entities—

18 “(i) who—

19 “(I) propose the coordination and
20 plan described paragraphs (1) and (2)
21 of section 176B(f), with respect to
22 year-round youth employment; and

23 “(II) meet the requirements of
24 section 176B(f)(3); or

25 “(ii) who—

1 “(I) propose a plan to coordinate
2 activities with entities carrying out
3 State, local, or tribal summer youth
4 employment programs, to provide
5 pathways to year-round employment
6 for eligible youth who are ending sum-
7 mer employment; and

8 “(II) meet the requirements of
9 section 176B(f)(3).

10 “(f) USE OF FUNDS.—An eligible entity that receives
11 a grant under this section may use the grant funds—

12 “(1) for services described in subsection (d);

13 “(2) as described in section 176B(g)(2), with
14 respect to year-round employment programs;

15 “(3) as described in section 176B(g)(3), with
16 respect to activities under this section; and

17 “(4) at the discretion of the Secretary, as de-
18 scribed in section 176B(g)(4), with respect to activi-
19 ties under this section.

20 “(g) PROGRAM SHARE.—

21 “(1) PLANNING GRANTS.—The provisions of
22 section 176B(h)(1) shall apply to planning grants
23 awarded under this section, with respect to the cost
24 described in subsection (a)(2)(A).

1 “(2) IMPLEMENTATION GRANTS.—The provi-
 2 sions of section 176B(h)(2) shall apply to implemen-
 3 tation grants awarded under this section, with re-
 4 spect to the cost described in subsection (a)(2)(B).

5 **“SEC. 176D. EVALUATION AND ADMINISTRATION.**

6 “(a) PERFORMANCE MEASURES.—

7 “(1) ESTABLISHMENT.—The Secretary shall es-
 8 tablish performance measures for purposes of car-
 9 rying out annual reviews under subsection (b) and of
 10 developing and implementing a system of continuous
 11 quality improvement under subsection (c).

12 “(2) COMPONENTS.—The performance meas-
 13 ures for the eligible entities shall consist of—

14 “(A) the indicators of performance de-
 15 scribed in paragraph (3); and

16 “(B) an adjusted level of performance for
 17 each indicator described in subparagraph (A).

18 “(3) INDICATORS OF PERFORMANCE.—

19 “(A) IN GENERAL.—The indicators of per-
 20 formance shall consist of—

21 “(i) the percentage of youth employ-
 22 ment program participants who are in edu-
 23 cation or training activities, or in employ-
 24 ment, during the second quarter after exit
 25 from the program;

1 “(ii) the percentage of youth employ-
2 ment program participants who are in edu-
3 cation or training activities, or in employ-
4 ment, during the fourth quarter after exit
5 from the program;

6 “(iii) the percentage of youth employ-
7 ment program participants who obtain a
8 recognized postsecondary credential, or a
9 secondary school diploma or its recognized
10 equivalent (subject to subparagraph (B)),
11 during participation in or within 1 year
12 after exit from the program; and

13 “(iv) the percentage of youth employ-
14 ment program participants who, during a
15 program year, are in a youth employment
16 program that includes an education or
17 training program that leads to an outcome
18 specified by the Secretary, which may in-
19 clude—

20 “(I) obtaining a recognized post-
21 secondary credential or employment;

22 or

23 “(II) achieving measurable skill
24 gains toward such a credential or em-
25 ployment.

1 “(B) INDICATOR RELATING TO CREDEN-
2 TIAL.—For purposes of subparagraph (A)(iii),
3 youth employment program participants who
4 obtain a secondary school diploma or its recog-
5 nized equivalent shall be included in the per-
6 centage counted as meeting the criterion under
7 such subparagraph only if such participants, in
8 addition to obtaining such diploma or its recog-
9 nized equivalent, have obtained or retained em-
10 ployment or are in a youth employment pro-
11 gram that includes an education or training
12 program leading to a recognized postsecondary
13 credential within 1 year after exit from the pro-
14 gram.

15 “(4) LEVELS OF PERFORMANCE.—

16 “(A) IN GENERAL.—For each eligible enti-
17 ty, there shall be established, in accordance
18 with this paragraph, levels of performance for
19 each of the corresponding indicators of perform-
20 ance described in paragraph (3).

21 “(B) IDENTIFICATION IN APPLICATION.—
22 Each eligible entity shall identify, in the appli-
23 cation submitted under subsection (d) of section
24 176B or 176C, expected levels of performance

1 for each of those indicators of performance for
2 each program year covered by the application.

3 “(C) AGREEMENT ON ADJUSTED LEVELS
4 OF PERFORMANCE.—The eligible entity shall
5 reach agreement with the Secretary on levels of
6 performance for each of those indicators of per-
7 formance for each such program year. The lev-
8 els agreed to shall be considered to be the ad-
9 justed levels of performance for the eligible en-
10 tity for such program years and shall be incor-
11 porated into the application prior to the ap-
12 proval of such application.

13 “(b) ANNUAL REVIEW.—The Secretary shall carry
14 out an annual review of each eligible entity receiving a
15 grant under this subtitle. In conducting the review, the
16 Secretary shall review the performance of the entity on
17 the performance measures under this section and deter-
18 mine if the entity has used any practices that shall be con-
19 sidered best practices for purposes of this subtitle.

20 “(c) CONTINUOUS QUALITY IMPROVEMENT.—

21 “(1) IN GENERAL.—The Secretary shall, in ad-
22 dition to conducting the annual review, develop and
23 implement a system of continuous quality improve-
24 ment designed to improve the quality of activities
25 carried out under this subtitle.

1 “(2) ACTIVITIES.—In implementing the system,
2 the Secretary shall carry out activities including—

3 “(A) using the performance measures es-
4 tablished under this section, to assess the qual-
5 ity of employment programs funded under sec-
6 tions 176B and 176C and providing the eligible
7 entities carrying out those programs with con-
8 tinuing feedback on their performance on those
9 measures;

10 “(B) creating improvement plans to ad-
11 dress quality issues concerning the employment
12 programs;

13 “(C) providing targeted support (including
14 technical assistance and training) to staff of the
15 eligible entities on improving the quality of the
16 employment programs in areas where the sys-
17 tem demonstrates that improvements are need-
18 ed; and

19 “(D) publishing and disseminating infor-
20 mation on the quality of the employment pro-
21 grams.

22 “(d) REPORT TO CONGRESS.—

23 “(1) PREPARATION.—The Secretary shall pre-
24 pare a report on the grant programs established by

1 this subtitle, which report shall include a description
2 of—

3 “(A) the eligible entities receiving funding
4 under this subtitle;

5 “(B) the activities carried out by the eligi-
6 ble entities;

7 “(C) how the eligible entities were selected
8 to receive funding under this subtitle;

9 “(D) an assessment of the results achieved
10 by the grant programs including findings from
11 the annual reviews conducted under subsection
12 (b); and

13 “(E) a description of the development and
14 implementation of, and outcomes from, the sys-
15 tem of continuous quality improvement de-
16 scribed in subsection (c).

17 “(2) SUBMISSION.—Not later than 3 years
18 after the date of enactment of the AID Youth Em-
19 ployment Act, and annually thereafter, the Secretary
20 shall submit a report described in paragraph (1) to
21 the appropriate committees of Congress.

22 “(e) APPLICATION TO INDIAN TRIBES AND TRIBAL
23 ORGANIZATIONS.—The Secretary may issue regulations
24 that clarify the application of all the provisions of this sub-
25 title to Indian tribes and tribal organizations.

1 **“SEC. 176E. AUTHORIZATION OF APPROPRIATIONS.**

2 “There are authorized to be appropriated—

3 “(1) to carry out section 176B, \$375,000,000
4 for each of fiscal years 2026 through 2030; and

5 “(2) to carry out section 176C, \$500,000,000
6 for each of fiscal years 2026 through 2030.”.

7 **SEC. 3. CONFORMING AMENDMENTS.**

8 (a) REFERENCES.—

9 (1) Section 121(b)(1)(C)(ii)(II) of the Work-
10 force Investment and Opportunity Act (29 U.S.C.
11 3152(b)(1)(C)(ii)(II)) is amended by striking “sub-
12 titles C through E” and inserting “subtitles C
13 through F”.

14 (2) Section 503(b) of such Act (29 U.S.C.
15 3343(b)) is amended by inserting before the period
16 the following: “(as such subtitles were in effect on
17 the day before the date of enactment of this Act)”.

18 (b) TABLE OF CONTENTS.—The table of contents in
19 section 1(b) of such Act is amended by striking the item
20 relating to the subtitle heading for subtitle E of title I
21 and inserting the following:

“Subtitle E—Youth Employment Opportunities

“Sec. 176. Definitions.

“Sec. 176A. Allocation of funds.

“Sec. 176B. Summer employment competitive grant program.

“Sec. 176C. Year-round employment competitive grant program.

“Sec. 176D. Evaluation and administration.

“Sec. 176E. Authorization of appropriations.

“Subtitle F—Administration”.

