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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.