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(Original Signature of Member)

114TH CONGRESS
2D SESSION

H. R.

To provide at-risk and disconnected youth with subsidized summer and year-round employment and to assist local community partnerships in improving high school graduation and youth employment rates, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

Mr. SCOTT of Virginia introduced the following bill; which was referred to the Committee on _____

A BILL

To provide at-risk and disconnected youth with subsidized summer and year-round employment and to assist local community partnerships in improving high school graduation and youth employment rates, and for other purposes.

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 “Opening Doors for
5 Youth Act of 2016”.

1 **SEC. 2. FINDINGS.**

2 Congress finds the following:

3 (1) The time between the early teens and mid-
4 twenties represents a critical developmental period in
5 which individuals can gain the education and train-
6 ing, entry-level work experiences, work-readiness
7 skills, and social networks needed to smoothly tran-
8 sition into the labor market and build towards fu-
9 ture professional success.

10 (2) Yet, in 2014, 5.25 million young adults be-
11 tween the ages of 16 and 24 were out of school and
12 unemployed, leaving them disconnected from the sys-
13 tems and institutions critical for developing the
14 building blocks of independence and self-sufficiency.

15 (3) According to research by Measure of Amer-
16 ica, the overwhelming number of youth disconnected
17 from school and work come from disconnected com-
18 munities marked by high adult unemployment, pov-
19 erty, and racial segregation, as well as low levels of
20 adult education attainment. These communities
21 often lack the resources and supports needed to pre-
22 vent and reverse youth disconnection.

23 (4) Communities of color experience the highest
24 rates of youth disconnection: 27.8 percent of Native
25 American youth, 21.6 percent of Black youth, and
26 16.3 percent of Latino youth between the ages of 16

1 and 24 were disconnected from school and work in
2 2013.

3 (5) Disconnection from school and work can
4 have significant consequences for youth, including
5 decreased earning power and fewer future employ-
6 ment opportunities. According to the 2012 report,
7 “The Economic Value of Opportunity Youth”, dis-
8 connected youth will, on average, earn \$392,070 less
9 than the average worker over their lifetimes.

10 (6) Failure to successfully connect young people
11 to employment and educational opportunities also re-
12 sults in a significant loss in productivity for the
13 overall economy, as well as increases in government
14 spending. According to a recent report from Meas-
15 ure of America, in 2013, youth disconnection re-
16 sulted in \$26.8 billion in public expenditures, includ-
17 ing spending on health care, public assistance, and
18 incarceration.

19 (7) These young people are commonly referred
20 to as “opportunity youth” because of their tremen-
21 dous potential, despite being out of school and work.
22 Given the appropriate supports and resources, op-
23 portunity youth would add great social and economic
24 value to our communities and the economy. Accord-
25 ing to the Opportunity Index, an annual measure-

1 ment of opportunity in a geographic region, the
2 number of opportunity youth, along with educational
3 attainment and poverty rates, are strongly linked to
4 overall opportunity in communities. When young
5 adults do well, communities do well.

6 (8) Despite their talent and motivation, many
7 opportunity youth lack access to the training, edu-
8 cation, and entry-level jobs that can help them gain
9 the work experience and credentials needed to suc-
10 cessfully transition into the labor market.

11 (9) Lack access to entry-level jobs can limit a
12 young adult's ability to accrue early work experience
13 and demonstrate productivity and work readiness to
14 potential employers.

15 (10) Summer and year-round youth employ-
16 ment programs that connect young adults with
17 entry-level jobs give youth the work experience and
18 opportunity for skill development needed to transi-
19 tion into the labor market and prevent points of dis-
20 connection, such as involvement in the criminal and
21 juvenile justice systems.

22 (11) Evidence suggests that summer youth em-
23 ployment programs may help in-school youth remain
24 connected to the education system. A study of the
25 New York City Summer Youth Employment Pro-

1 gram (SYEP) found that after program participa-
2 tion, youth older than 16 increased their school at-
3 tendance by four or five additional days compared to
4 their previous fall semester attendance. This attend-
5 ance increase represented 25 percent of the total
6 days students were permitted to miss school and still
7 continue on to the next grade.

8 (12) Evidence shows that participation in sum-
9 mer youth employment programs also reduces the
10 rate of violent crimes arrests. For example, studies
11 of Chicago's One Summer Plus program show that
12 the program reduced violent crime arrests among at-
13 risk youth by approximately 43 percent, with crime
14 reduction benefits lasting over a year after the pro-
15 gram had ended. This reduction can have significant
16 impact for young people, given the impact of a
17 criminal record on future employment prospects and
18 wages.

19 (13) Despite the benefits of summer employ-
20 ment, summer youth employment has declined by
21 more than 40 percent during the past 12 years, at
22 a loss of more than 3 million summer jobs for young
23 Americans. A J.P. Morgan Chase study of 14 major
24 U.S. cities found that summer youth employment

1 programs were only able to provide opportunities for
2 46 percent of applicants in 2014.

3 (14) Young adults of color are less likely to be
4 employed during summer months. According to a
5 My Brother's Keeper Task Force Report, White
6 male teenagers were employed at twice the rate of
7 Black male teenagers during the summer of 2013.

8 (15) Labor market shifts have also limited op-
9 portunities for young adults without a high school
10 diploma or with limited postsecondary credentials.
11 According to a 2013 Georgetown University Center
12 on Education and the Workforce report, by the year
13 2020, an estimated 65 percent of all U.S. jobs will
14 require postsecondary education and training.

15 (16) Many at-risk or opportunity youth, finding
16 that traditional pathways to educational attainment
17 or employment are ill-matched to their individual
18 needs, struggle to remain connected or reconnect to
19 school and work.

20 (17) For some youth, individual barriers—such
21 as unstable housing, lack access to affordable child
22 care or transportation, or involvement in the juvenile
23 or criminal justice system—make it difficult to take
24 advantage of existing employment and education
25 pathways.

1 (18) According the 2016 report, “Supportive
2 Services in Job Training and Education: A Research
3 Review,” studies suggest that education and training
4 programs that offer supportive services, such as
5 child care, transportation, and financial assistance,
6 are associated with improved outcomes.

7 (19) Community-based preventions and inter-
8 ventions can address the distinct problems oppor-
9 tunity youth may face in the local community and
10 provide a connection to the education and training,
11 re-engagement, and supportive services needed to
12 help these young people succeed.

13 (20) Previous Federal grant programs targeting
14 communities with high rates of poverty have been
15 successful in building such communities’ capacity to
16 improve labor market participation and education at-
17 tainment rates for young adults.

18 **SEC. 3. AUTHORIZATION OF FUNDS.**

19 There are authorized to be appropriated to the Sec-
20 retary of Labor \$5,500,000,000 to carry out this Act.

21 **SEC. 4. AVAILABILITY OF FUNDS.**

22 (a) IN GENERAL.—Of the amounts available under
23 section 3, the Secretary of Labor shall—

1 (1) allot \$1,500,000,000 in accordance with
2 section 5 to provide eligible youth with subsidized
3 summer employment opportunities;

4 (2) allot \$2,000,000,000 in accordance with
5 section 6 to provide eligible youth with partially sub-
6 sidized year-round employment opportunities; and

7 (3) award \$2,000,000,000 in competitive grants
8 in accordance with section 7 to assist local commu-
9 nity partnerships in improving high school gradua-
10 tion and youth employment rates.

11 (b) RESERVATION.—The Secretary of Labor may re-
12 serve—

13 (1) not more than five percent of amounts
14 available under each of paragraphs (1) through (3)
15 of subsection (a) for the costs of technical assistance
16 and Federal administration of this Act; and

17 (2) not more than two percent of amounts
18 available under each of paragraphs (1) through (3)
19 of subsection (a) for the costs of evaluations con-
20 ducted under section 10.

21 (c) PERIOD OF AVAILABILITY.—The amounts appro-
22 priated under this Act shall be available for obligation by
23 the Secretary of Labor until the date that is 4 years after
24 the date of enactment of this Act.

1 **SEC. 5. SUMMER EMPLOYMENT OPPORTUNITIES FOR OP-**
2 **PORTUNITY YOUTH.**

3 (a) IN GENERAL.—Of the amounts available under
4 section 4(a)(1) that is not reserved under section 4(b), the
5 Secretary of Labor shall, for the purpose of carrying out
6 summer employment programs under this section—

7 (1) make an allotment in accordance with sec-
8 tion 127(b)(1)(C)(ii) of the Workforce Innovation
9 and Opportunity Act (29 U.S.C. 3162(b)(1)(C)(ii))
10 to each State that meets the requirements of section
11 102 or 103 of such Act (29 U.S.C. 3112, 3113); and

12 (2) reserve not more than $\frac{1}{4}$ of one percent of
13 such amounts to provide assistance to the outlying
14 areas.

15 (b) WITHIN STATE ALLOCATIONS.—

16 (1) IN GENERAL.—The Governor of a State, in
17 accordance with the State plan developed under sec-
18 tion 102 or 103 of the Workforce Innovation and
19 Opportunity Act (29 U.S.C. 3112, 3113), shall allo-
20 cate the amounts that are allotted to the State
21 under subsection (a)(1) to eligible local areas in ac-
22 cordance with section 128(b)(2)(A) of the Workforce
23 Innovation and Opportunity Act (29 U.S.C.
24 3163(b)(2)(A)) for the purpose of carrying out sum-
25 mer employment programs under this section.

1 (2) LOCAL RESERVATION.—Of the amounts al-
2 located to a local area under paragraph (1), not
3 more than seven percent of such amounts may be
4 used for the administrative costs of carrying out a
5 summer employment program under this section, in-
6 cluding the costs of conducting outreach for such
7 program.

8 (c) ELIGIBLE LOCAL AREA.—In order for a local
9 area to be eligible for funds under this section, the local
10 board of the local area shall submit to the Governor a plan
11 for the summer employment program at such time, in such
12 manner, and containing such information as the Governor
13 may reasonably require. At a minimum, each plan shall
14 be consistent with the local plan submitted by the local
15 board under section 108 of the Workforce Innovation and
16 Opportunity Act (29 U.S.C. 3123) and include—

17 (1) a description of how the local area will carry
18 out the activities described in subsection (d);

19 (2) the number of individuals expected to par-
20 ticipate in the summer employment program;

21 (3) a description of the services, including sup-
22 portive services, that the summer employment pro-
23 gram is expected to provide;

24 (4) an assurance that the summer employment
25 program will be aligned with the youth services pro-

1 vided under the Workforce Innovation and Oppor-
2 tunity Act (29 U.S.C. 3101 et seq.); and

3 (5) an assurance that the local area will adhere
4 to the labor standards outlined in section 8.

5 (d) LOCAL USE OF FUNDS.—

6 (1) YOUTH PARTICIPANT ELIGIBILITY.—To be
7 eligible to participate in activities carried out under
8 this section during any program year, an individual
9 shall, at the time the eligibility determination is
10 made, be—

11 (A) not younger than age 14 or older than
12 age 24; and

13 (B) one of the following:

14 (i) An out-of-school youth.

15 (ii) An in-school youth.

16 (iii) An unemployed individual.

17 (2) MANDATORY USES.—The local area, from
18 the amounts allocated under this section, shall carry
19 out, for eligible youth, a summer employment pro-
20 gram that—

21 (A) matches each youth participant with
22 an appropriate employer, based on factors in-
23 cluding the needs of the employer and the age,
24 skill, and informed aspirations of the youth par-

1 ticipant, for a high-quality summer employment
2 opportunity, which may not—

3 (i) be less than four weeks; and

4 (ii) pay less than the highest of the
5 Federal, State, or local minimum wage;

6 (B) subsidizes not more than 50 percent of
7 the wages of each youth participant from pro-
8 gram funds;

9 (C) funds not less than 50 percent of the
10 wages of each youth participant through other
11 public, private, or philanthropic funds, which
12 may include an employer's payment of such
13 wages;

14 (D) provides each employer with coaching
15 and mentoring on how to successfully employ
16 each youth participant in meaningful work;

17 (E) provides each youth participant with
18 coaching and mentoring to enhance the summer
19 employment opportunity and facilitate the com-
20 pletion of the program;

21 (F) provides each youth participant who
22 does not complete the summer employment op-
23 portunity with coaching and mentoring to facili-
24 tate re-enrollment and completion of the pro-
25 gram;

1 (G) provides each youth participant with
2 educational programs related to the summer
3 employment opportunity to enhance the sum-
4 mer employment opportunity;

5 (H) if applicable, provides each youth par-
6 ticipant with supportive services to enable par-
7 ticipation in the program;

8 (I) develops a plan to create unsubsidized
9 summer employment opportunities, increase
10 summer employment opportunities in the pri-
11 vate sector, and gradually increase the number
12 of unsubsidized or partly subsidized summer
13 employment opportunities; and

14 (J) connects each youth participant with a
15 provider of youth, adult, and adult education
16 and literacy services under the Workforce Inno-
17 vation and Opportunity Act (29 U.S.C. 3101 et
18 seq.), including those provided at one-stop cen-
19 ters.

20 (3) DISCRETIONARY USES.—The amounts allo-
21 cated under this section may be used to carry out,
22 for eligible youth, a summer employment program
23 that—

24 (A) integrates the services provided by the
25 program with existing year-round youth devel-

1 opment programs and secondary school pro-
2 grams, including any service provided by a pro-
3 vider of youth services under the Workforce In-
4 novation and Opportunity Act (29 U.S.C. 3101
5 et seq.) and skills training programs funded by
6 the State or Federal Government;

7 (B) provides each youth participant with
8 career planning services to facilitate success
9 after the program ends; and

10 (C) provides each youth participant with
11 high-quality financial literacy education, includ-
12 ing education on the use of credit and financing
13 higher education, and access to safe and afford-
14 able banking accounts with consumer protec-
15 tions.

16 (e) PROGRAM PRIORITIES.—In allocating funds
17 under this section, priority shall be given to summer em-
18 ployment opportunities—

19 (1) in existing or emerging in-demand industry
20 sectors or occupations; or

21 (2) that meet community needs in the public,
22 private, or nonprofit sector.

23 (f) PERFORMANCE ACCOUNTABILITY.—For activities
24 funded under this section, the primary indicators of per-
25 formance shall include the performance metrics described

1 in sections 116(b)(2)(A)(i)(V) and 116(b)(2)(A)(ii)(I) of
2 the Workforce Innovation and Opportunity Act (29 U.S.C.
3 3141(b)(2)(A)(i)(V), 3141(b)(2)(A)(ii)(I)) and a work-
4 readiness indicator established by the local area or out-
5 lying area pursuant to any regulation or guideline issued
6 by the Secretary of Labor.

7 (g) REPORTS.—

8 (1) IN GENERAL.—For each year that a local
9 area or outlying area administers a summer employ-
10 ment program under this section, the local area or
11 outlying area shall submit to the Secretary of Labor
12 and, if applicable, the State a report on—

13 (A) the number of youth participants in
14 the program, including the number of in-school
15 and out-of-school youth, ;

16 (B) the number of youth participants who
17 completed the summer employment opportunity;

18 (C) the expenditures made from the
19 amounts allocated under this section, including
20 expenditures made to provide youth participants
21 with supportive services;

22 (D) a description of the supportive services
23 offered to youth participants, including the
24 number of youth participants accessing such
25 services;

1 (E) information specifying the levels of
2 performance achieved with respect to the pri-
3 mary indicators of performance described in
4 subsection (f) for the program;

5 (F) the source and amount of funding for
6 the wages of each youth participant;

7 (G) any other information that the Sec-
8 retary of Labor determines necessary to mon-
9 itor the effectiveness of the program; and

10 (H) at the discretion of the local area or
11 outlying area, the number of hours and weeks
12 worked and the amount of wages earned by
13 youth participants in the program.

14 (2) DISAGGREGATION.—The information re-
15 quired to be reported pursuant to subparagraphs
16 (A), (B) and (E) of paragraph (1) shall be
17 disaggregated by race, ethnicity, sex, age, and sub-
18 populations described in sections
19 129(a)(1)(B)(iii)(I)–(VI) of the Workforce Innova-
20 tion and Opportunity Act (29 U.S.C.
21 3164(a)(1)(B)(iii)(I)–(VI)).

22 **SEC. 6. YEAR-ROUND EMPLOYMENT FOR OPPORTUNITY**
23 **YOUTH.**

24 (a) IN GENERAL.—Of the amounts available under
25 section 4(a)(2) that is not reserved under section 4(b), the

1 Secretary of Labor shall, for the purpose of carrying out
2 year-round employment programs under this section—

3 (1) make an allotment in accordance with sec-
4 tion 127(b)(1)(C)(ii) of the Workforce Innovation
5 and Opportunity Act (29 U.S.C. 3162(b)(1)(C)(ii))
6 to each State that meets the requirements of section
7 102 or 103 of such Act (29 U.S.C. 3112, 3113); and

8 (2) reserve not more than $\frac{1}{4}$ of one percent of
9 such amounts to provide assistance to the outlying
10 areas.

11 (b) WITHIN STATE ALLOCATIONS.—

12 (1) IN GENERAL.—The Governor of a State, in
13 accordance with the State plan developed under sec-
14 tion 102 or 103 of the Workforce Innovation and
15 Opportunity Act (29 U.S.C. 3112, 3113), shall allo-
16 cate the amounts that are allotted to the State
17 under subsection (a)(1) to eligible local areas in ac-
18 cordance with section 128(b)(2)(A) of the Workforce
19 Innovation and Opportunity Act (29 U.S.C.
20 3163(b)(2)(A)) for the purpose of carrying out year-
21 round employment programs under this section.

22 (2) LOCAL RESERVATION.—Of the amounts al-
23 located to a local area under paragraph (1), not
24 more than seven percent of such amounts may be
25 used for the administrative costs of carrying out a

1 year-round employment program under this section,
2 including the costs of conducting outreach for such
3 program.

4 (c) ELIGIBLE LOCAL AREA.—In order for a local
5 area to be eligible for funds under this section, the local
6 board of the local area shall submit to the Governor a plan
7 for the year-round employment program at such time, in
8 such manner, and containing such information as the Gov-
9 ernor may reasonably require. At a minimum, each plan
10 shall be consistent with the local plan submitted by the
11 local board under section 108 of the Workforce Innovation
12 and Opportunity Act (29 U.S.C. 3123) and include—

13 (1) a description of how the local area will carry
14 out the activities described in subsection (d);

15 (2) the number of individuals expected to par-
16 ticipate in the year-round employment program;

17 (3) a description of the services, including sup-
18 portive services, that the year-round employment
19 program is expected to provide;

20 (4) an assurance that the year-round employ-
21 ment program will be aligned with the youth services
22 provided under the Workforce Innovation and Op-
23 portunity Act (29 U.S.C. 3101 et seq.); and

24 (5) an assurance that the local area will adhere
25 to the labor standards outlined in section 8.

1 (d) USE OF FUNDS.—

2 (1) YOUTH PARTICIPANT ELIGIBILITY.—To be
3 eligible to participate in activities carried out under
4 this section during any program year, an individual
5 shall, at the time the eligibility determination is
6 made—

7 (A) be not younger than age 16 or older
8 than age 24; and

9 (B) meet the definition of an out-of-school
10 youth and unemployed individual for a period of
11 120 days preceding the date on which the eligi-
12 bility determination is made.

13 (2) PROGRAM REQUIREMENTS.—The amounts
14 allocated under this section shall be used to carry
15 out, for eligible youth, a year-round employment
16 program that—

17 (A) matches each youth participant with
18 an appropriate employer, based on factors in-
19 cluding the needs of the employer and the age,
20 skill, and informed aspirations of the youth par-
21 ticipant, for high-quality year-round employ-
22 ment, which may not—

23 (i) be less than 180 days and not
24 more than 1 year;

1 (ii) pay less than the highest of the
2 Federal, State, or local minimum wage;
3 and

4 (iii) employ the youth participant for
5 less than 20 hours per week;

6 (B) subsidizes not more than 80 percent of
7 the wages of each youth participant with the
8 amounts allocated under this section or other
9 public, private, or philanthropic funds;

10 (C) requires not less than 20 percent of
11 the wages of each youth participant to be paid
12 by the employer;

13 (D) provides each employer with coaching
14 and mentoring on how to successfully employ
15 each youth participant in meaningful work;

16 (E) provides each youth participant with
17 coaching and mentoring to enhance the year-
18 round employment and facilitate the completion
19 of the program;

20 (F) provides each youth participant who
21 does not complete the year-round employment
22 with coaching and mentoring to facilitate re-en-
23 rollment and completion of the program;

1 (G) if applicable, provides each youth par-
2 ticipant with supportive services to facilitate
3 participation in the program;

4 (H) provides each youth participant with
5 career planning services to facilitate success
6 after program completion;

7 (I) develops a plan to create unsubsidized
8 year-round employment opportunities, increase
9 year-round employment opportunities in the pri-
10 vate sector, and gradually increase the number
11 of unsubsidized or partly subsidized year-round
12 employment opportunities;

13 (J) connects each youth participant with a
14 provider of youth, adult, and adult education
15 and literacy services under the Workforce Inno-
16 vation and Opportunity Act (29 U.S.C. 3101 et
17 seq.), including those provided at one-stop cen-
18 ters; and

19 (K) provides each youth participant with
20 high-quality financial literacy education, includ-
21 ing education on the use of credit and financing
22 higher education, and access to safe and afford-
23 able banking accounts with consumer protec-
24 tions.

1 (e) PROGRAM PRIORITIES.—In allocating funds
2 under this section, priority shall be given to—

3 (1) year-round employment with employers who
4 commit to retaining, willing youth participants who
5 meet pre-determined, reasonable work performance
6 standards for unsubsidized employment for not less
7 than 90 days after the end of the year-round em-
8 ployment; and

9 (2) year-round employment—

10 (A) in existing or emerging in-demand in-
11 dustry sectors or occupations; or

12 (B) that meet community needs in the
13 public, private, or nonprofit sector.

14 (f) PERFORMANCE ACCOUNTABILITY.—For activities
15 funded under this section, the primary indicators of per-
16 formance shall include the performance metrics described
17 in sections 116(b)(2)(A)(i)(III), 116(b)(2)(A)(i)(V), and
18 116(b)(2)(A)(ii)(I)–(II) of the Workforce Innovation and
19 Opportunity Act (29 U.S.C. 3141(b)(2)(A)(i)(III),
20 3141(b)(2)(A)(i)(V), 3141(b)(2)(A)(ii)(I)–(II)) and a
21 work-readiness indicator established by the local area or
22 outlying area pursuant to any regulation or guideline
23 issued by the Secretary of Labor.

24 (g) REPORTS.—

1 (1) IN GENERAL.—For each year that a local
2 area or outlying area administers a year-round em-
3 ployment program under this section, the local area
4 or outlying area shall submit to the Secretary of
5 Labor and, if applicable, the State a report on—

6 (A) the number of youth participants in
7 the program, including the number of in-school
8 and out-of-school youth;

9 (B) the number of youth participants who
10 completed the year-round employment;

11 (C) the expenditures made from the
12 amounts allocated under this section, including
13 any expenditures made to provide youth partici-
14 pants with supportive services;

15 (D) a description of the supportive services
16 offered to youth participants, including the
17 number of youth participants accessing such
18 services;

19 (E) information specifying the levels of
20 performance achieved with respect to the pri-
21 mary indicators of performance described in
22 subsection (f) for the program;

23 (F) the source and amount of funding for
24 the wages of each youth participant;

1 (G) the number of youth participants who
2 are asked to remain, and the number of youth
3 participants actually retained, after the end of
4 the year-round employment for not less than 90
5 days;

6 (H) the average number of hours worked
7 per week and the average amount of wages
8 earned by youth participants in the program;
9 and

10 (I) any other information that the Sec-
11 retary of Labor determines necessary to mon-
12 itor the effectiveness of the program.

13 (2) DISAGGREGATION.—The information re-
14 quired to be reported pursuant to subparagraphs
15 (A), (B), and (E) of paragraph (1) shall be
16 disaggregated by race, ethnicity, sex, age, and sub-
17 populations described in sections
18 129(a)(1)(B)(iii)(I)–(VI) of the Workforce Innova-
19 tion and Opportunity Act (29 U.S.C.
20 3164(a)(1)(B)(iii)(I)–(VI));

21 **SEC. 7. CONNECTING-FOR-OPPORTUNITIES COMPETITIVE**
22 **GRANT PROGRAM.**

23 (a) IN GENERAL.—Of the amounts available under
24 section 4(a)(3) that is not reserved under section 4(b), the
25 Secretary of Labor shall, in consultation with the Sec-

1 retary of Education, award grants on a competitive basis
2 to assist local community partnerships in improving high
3 school graduation and youth employment rates.

4 (b) LOCAL COMMUNITY PARTNERSHIPS.—

5 (1) MANDATORY PARTNERS.—A local commu-
6 nity partnership shall include at a minimum—

7 (A) one unit of general local government;

8 (B) one local educational agency;

9 (C) one institution of higher education;

10 (D) one local workforce development board;

11 (E) one community-based organization;

12 (F) one public agency serving youth under
13 the jurisdiction of the juvenile justice system or
14 criminal justice system;

15 (G) a State or local child welfare agency;

16 and

17 (H) an agency administering programs
18 under part A of title IV of the Social Security
19 Act (42 U.S.C. 601 et seq.).

20 (2) OPTIONAL PARTNERS.—A local community
21 partnership may also include within the partner-
22 ship—

23 (A) American job centers;

24 (B) employers or employer associations;

25 (C) representatives of labor organizations;

1 (D) programs that receive funding under
2 the Juvenile Justice and Delinquency Preven-
3 tion Act (42 U.S.C. 5601 et seq.);

4 (E) public agencies or community-based
5 organizations with expertise in providing coun-
6 seling services, including trauma-informed and
7 gender-responsive counseling;

8 (F) public housing agencies, collaborative
9 applicants, as defined by the McKinney-Vento
10 Homeless Assistance Act (42 U.S.C. 11301 et
11 seq.), or private nonprofit organizations that
12 serve homeless individuals and households or
13 foster youth; and

14 (G) and other appropriate State and local
15 agencies.

16 (c) APPLICATION.—A local community partnership
17 desiring a grant under this section shall submit to the Sec-
18 retary of Labor an application at such time, in such man-
19 ner, and containing such information as the Secretary may
20 reasonably require. At a minimum, each application shall
21 include a comprehensive plan that—

22 (1) demonstrates sufficient need for the grant
23 in the local population (indicators of need may in-
24 clude high rates of high school dropouts and youth

1 unemployment and a high percentage or number of
2 low-income individuals in the local population);

3 (2) demonstrates the capacity of each local
4 community partnership to carry out the activities de-
5 scribed in subsection (d);

6 (3) is consistent with the local plan submitted
7 by the local board under section 108 of the Work-
8 force Innovation and Opportunity Act (29 U.S.C.
9 3123), the local plan for career and technical edu-
10 cation programs authorized under the Carl D. Per-
11 kins Career and Technical Education Act of 2006
12 (20 U.S.C. 2301 et seq.) (if not part of the Work-
13 force Innovation and Opportunity Act local plan)
14 and the State plan for programs under part A of
15 title IV of the Social Security Act (42 U.S.C. 601
16 et seq.); and

17 (4) includes an assurance that the local commu-
18 nity partnership will adhere to the labor standards
19 outlined in section 8.

20 (d) USE OF FUNDS.—A local community partnership
21 receiving a grant under this section shall use the grant
22 funds—

23 (1) to target individuals not younger than age
24 14 or older than age 24;

1 (2) to make appropriate use of existing edu-
2 cation, child welfare, social services, and workforce
3 development data collection systems to facilitate the
4 local community partnership's ability to target the
5 individuals described in paragraph (1);

6 (3) to develop comprehensive pathways to high-
7 er education and employment, including—

8 (A) using not less than 50 percent of the
9 grant funds to help individuals described in
10 paragraph (1) complete their secondary school
11 education through various alternative means,
12 including through high-quality, flexible pro-
13 grams that utilize evidence-based interventions
14 and provide differentiated services (or path-
15 ways) to students returning to education after
16 exiting secondary school without a regular high
17 school diploma or who, based on their grade or
18 age, are significantly off track to accumulate
19 sufficient academic credits to meet high school
20 graduation requirements, as established by the
21 State;

22 (B) creating career pathways focused on
23 paid work-based learning, consisting of on-the-
24 job training and classroom instruction, that will
25 lead to credential attainment, where appro-

1 appropriate, and prioritize connections to registered
2 apprenticeship programs and pre-apprenticeship
3 programs;

4 (C) finding and securing for individuals de-
5 scribed in paragraph (1) work-based learning
6 opportunities that pay not less than the highest
7 of the Federal, State, or local minimum wage;

8 (D) connecting individuals described in
9 paragraph (1) with providers of youth services
10 (who will connect the individuals to labor mar-
11 ket information), adult services, and adult edu-
12 cation and literacy services, under the Work-
13 force Innovation and Opportunity Act (29
14 U.S.C. 3101 et seq.), career planning services,
15 and Federally-funded programs that provide ca-
16 reer counseling and skills training; and

17 (E) ensuring that such individuals success-
18 fully transition into pre-apprenticeship pro-
19 grams, registered apprenticeship programs, or
20 programs leading to recognized postsecondary
21 credentials in in-demand industry sectors or oc-
22 cupations;

23 (4) to provide a comprehensive system of sup-
24 port for the individuals described in paragraph (1),
25 including

1 (A) connecting such individuals with pro-
2 fessionals who can—

3 (i) provide case management and
4 counseling services; and

5 (ii) assist such individuals in—

6 (I) developing achievable short-
7 term goals and long-term goals; and

8 (II) overcoming any social, ad-
9 ministrative, or financial barrier that
10 may hinder the achievement of such
11 goals; and

12 (B) providing or connecting participants
13 with available supportive services; and

14 (5) to provide a comprehensive system aimed at
15 preventing the individuals described in paragraph
16 (1) from disconnecting from education, training, and
17 employment and aimed at re-engaging any such indi-
18 vidual who has been disconnected by—

19 (A) providing school-based dropout preven-
20 tion and community-based dropout recovery
21 services, including establishing or improving
22 school district early warning systems that—

23 (i) connect such systems to existing
24 data gathering and reporting systems es-
25 tablished under the Workforce Innovation

1 and Opportunity Act (29 U.S.C. 3101 et
2 seq.) for the purpose of identifying the in-
3 dividuals described in paragraph (1); and

4 (ii) engage any such identified indi-
5 vidual using targeted, evidence-based inter-
6 ventions to address the specific needs and
7 issues of the individual, including chronic
8 absenteeism; and

9 (B) providing the individuals described in
10 paragraph (1) with access to re-engagement
11 services for training programs and employment
12 opportunities and using providers of youth serv-
13 ices under the Workforce Innovation and Op-
14 portunity Act (29 U.S.C. 3101 et seq.) to con-
15 duct intake and refer such individuals and their
16 families to the appropriate re-engagement serv-
17 ice.

18 (e) PRIORITY IN AWARDS.—In awarding grants
19 under this section, the Secretary of Labor shall give pri-
20 ority to applications submitted by local community part-
21 nerships that include a comprehensive plan that—

22 (1) serves and targets communities with a high
23 percentage or high numbers of low-income individ-
24 uals and high rates of high school dropouts and
25 youth unemployment;

1 (2) engages and involves other members of the
2 household of an individual described in paragraph
3 (1) in the activities described in subsection (d); and

4 (3) allows the individuals described in para-
5 graph (1) to earn academic credit through various
6 means, including high-quality career and technical
7 education, dual enrollment programs, or work-based
8 learning, such as apprenticeship certificates evalu-
9 ated by a recognized third party.

10 (f) PERFORMANCE ACCOUNTABILITY.—For activities
11 funded under this section, the primary indicators of per-
12 formance shall include—

13 (1) the performance metrics described in sec-
14 tions 116(b)(2)(A)(i)(III)–(V) and
15 116(b)(2)(A)(ii)(I)–(II) of the Workforce Innovation
16 and Opportunity Act (29 U.S.C.
17 3141(b)(2)(A)(i)(III)–(V), 3141 (b)(2)(A)(ii)(I)–
18 (II));

19 (2) the four year adjusted cohort graduation
20 rate and the extended-year adjusted cohort gradua-
21 tion rate in a State that chooses to use such a grad-
22 uation rate, as defined in section 8101(25) of the
23 Elementary and Secondary Education Act of 1965,
24 as amended; and

1 (3) the rate of attaining a recognized equivalent
2 of a diploma, such as a general equivalency diploma.

3 (g) REPORTS.—For each year that a local community
4 partnership administers a program under this section, the
5 local community partnership shall submit to the Secretary
6 of Labor and, if applicable, the State a report on—

7 (1) the number of youth participants in the pro-
8 gram, including the number of in-school and out-of-
9 school youth, disaggregated by race, ethnicity, sex,
10 age, and subpopulations described in sections
11 129(a)(1)(B)(iii)(I)–(VII) of the Workforce Innova-
12 tion and Opportunity Act (29 U.S.C.
13 3164(a)(1)(B)(iii)(I)–(VII));

14 (2) the expenditures made from the amounts al-
15 located under this section, including any expendi-
16 tures made to provide youth participants with sup-
17 portive services;

18 (3) a description of the supportive services of-
19 fered to youth participants, including the number of
20 youth participants accessing such services;

21 (4) information specifying the levels of perform-
22 ance achieved with respect to the primary indicators
23 of performance described in subsection (f) for the
24 program, disaggregated by race, ethnicity, sex, age,
25 and subpopulations described in sections

1 129(a)(1)(B)(iii)(I)–(VII) of the Workforce Innova-
2 tion and Opportunity Act (29 U.S.C.
3 3164(a)(1)(B)(iii)(I)–(VII)); and

4 (5) any other information that the Secretary of
5 Labor determines necessary to monitor the effective-
6 ness of the program.

7 **SEC. 8. LABOR STANDARDS.**

8 The following standards shall apply to each program
9 administered under this Act:

10 (1) A youth participant in a program adminis-
11 tered under this Act may not displace any currently
12 employed worker (including a partial displacement,
13 such as a reduction in the hours of non-overtime
14 work, wages, or employment benefits).

15 (2) A program administered under this Act may
16 not impair any existing contract for services or col-
17 lective bargaining agreement, and may not under-
18 take any activity that would be inconsistent with the
19 terms of a collective bargaining agreement without
20 the written concurrence of the labor organization
21 and employer concerned.

22 (3) A youth participant in a program adminis-
23 tered under this Act may not be employed in a job
24 if—

1 (A) any other individual is on layoff, in-
2 cluding any employee with recall rights, from
3 the same or any substantially equivalent job;

4 (B) the vacancy is due to a strike or lock-
5 out;

6 (C) the employer has terminated the em-
7 ployment of any employee or otherwise reduced
8 the workforce of the employer with the inten-
9 tion of filling the vacancy so created with the
10 youth participant; or

11 (D) the job is created in a promotional line
12 that will infringe in any way upon the pro-
13 motional opportunities of any currently em-
14 ployed worker.

15 (4) An entity administering a program under
16 this Act shall establish and maintain a grievance
17 procedure to resolve any complaint of an alleged vio-
18 lation of this displacement rule. This regulation may
19 not preempt or supersede any State or local law pro-
20 viding greater protections for employees against dis-
21 placement.

22 (5) Each recipient of funds under this Act shall
23 provide to the Secretary of Labor assurances that no
24 amounts from such funds will be used to assist, pro-

1 mote, or deter labor union organizing and collective
2 bargaining.

3 (6) A youth participant in on-the-job training
4 or employed in a program administered under this
5 Act shall be provided benefits and working condi-
6 tions at the same level and to the same extent as
7 other trainees or employees working a similar length
8 of time and doing the same type of work.

9 (7) An entity administering a program under
10 this Act must take affirmative steps to ensure that
11 it provides equal access to favorable opportunities
12 for youth participants without regard to their race,
13 ethnicity, color, national origin, sex, religion, creed,
14 sexual orientation, gender identity, veteran status,
15 military status, parenting status, disability, or ge-
16 netic information.

17 **SEC. 9. PRIVACY.**

18 Nothing in this Act—

19 (1) shall be construed to supersede the privacy
20 protections afforded parents and students under sec-
21 tion 444 of the General Education Provisions Act
22 (20 U.S.C. 1232g); or

23 (2) shall be construed to permit the develop-
24 ment of a national database of personally identifi-

1 able information on individuals receiving services
2 under this Act.

3 **SEC. 10. EVALUATION AND REPORTS.**

4 (a) **EVALUATION.**—Not earlier than 1 year or later
5 than 2 years after the end of the award grant period, the
6 Secretary of Labor shall conduct an evaluation of the pro-
7 grams administered under this Act.

8 (b) **REPORTS TO CONGRESS.**—The Secretary of
9 Labor shall transmit to the Committee on Education and
10 the Workforce of the House of Representatives and the
11 Committee on Health, Education, Labor, and Pensions of
12 the Senate not later than 5 years after the end of the
13 award grant period, a final report on the results of the
14 evaluation conducted under subsection (a).

15 **SEC. 11. DEFINITIONS.**

16 In this Act:

17 (1) **ESEA TERMS.**—The terms “extended-year
18 adjusted cohort graduation rate”, “evidence-based”,
19 “four-year adjusted cohort graduation rate”, “local
20 educational agency”, and “secondary school” have
21 the meanings given such terms in section 8101 of
22 the Elementary and Secondary Education Act of
23 1965 (20 U.S.C. 7801).

24 (2) **INSTITUTION OF HIGHER EDUCATION.**—The
25 term “institution of higher education” has the

1 meaning given such term in section 101 of the High-
2 er Education Act of 1965 (20 U.S.C. 1001).

3 (3) REGISTERED APPRENTICESHIP PROGRAM.—

4 The term “registered apprenticeship program” has
5 the meaning given such term in section 171(b) of
6 the Workforce Innovation and Opportunity Act (29
7 U.S.C. 3226(b)).

8 (4) OTHER WIOA TERMS.—The terms “adminis-
9 trative costs”, “career and technical education”,
10 “career pathway”, “career planning”, “community-
11 based organization”, “Governor”, “in-demand indus-
12 try sector or occupation”, “in-school youth”, “local
13 area”, “local board”, “low-income individual”, “one-
14 stop center”, “on-the-job training”, “outlying area”,
15 “out-of-school youth”, “school dropout”, “State”,
16 “supportive services”, “unemployed individual”, and
17 “unit of general local government” have the mean-
18 ings given such terms in section 3 of the Workforce
19 Innovation and Opportunity Act (29 U.S.C. 3102).