
SUBSTITUTE HOUSE BILL 1414

State of Washington

69th Legislature

2025 Regular Session

By House Education (originally sponsored by Representatives Connors, Paul, Rude, Springer, Couture, Keaton, McClintock, Penner, Davis, Tharinger, Shavers, and Timmons)

READ FIRST TIME 02/21/25.

1 AN ACT Relating to improving access to career opportunities for
2 students who are participating in or who have completed preparatory
3 secondary career and technical education programs; amending 2024 c
4 234 s 3 (uncodified); creating a new section; and providing an
5 expiration date.

6 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

7 NEW SECTION. **Sec. 1.** The legislature finds that the state, in
8 partnership with employers and the public school system, has
9 developed and invested in career and technical education programs for
10 high school students. These programs have been developed and expanded
11 with the intent of providing 16 and 17 year old students with hands-
12 on work experience, coupled with education and training to work in
13 various industries throughout our state. Many of these programs are
14 designed to allow students to begin working in the field during or
15 upon completion of the program; however, some state agencies have
16 enacted rules that place age restrictions on when a student can start
17 a program, test for a license or certification, or work in a
18 profession for which they have been issued a certification or
19 license. These restrictions are not required by federal law, are
20 inconsistent with many other state laws, and are barriers to 16 and
21 17 year old students being able to begin coursework, or work in a

1 profession following completion of required education, training, or
2 certification or licensure.

3 Therefore, the legislature intends to direct the office of the
4 superintendent of public instruction to, through an expanded
5 statewide career and technical education task force, to review
6 existing laws, rules, and state agencies' policies, and develop
7 recommendations for changes to such laws, rules, and policies to
8 improve access to career opportunities for 16 and 17 year old
9 students who are participating in or who have completed preparatory
10 secondary career and technical education programs.

11 **Sec. 2.** 2024 c 234 s 3 (uncodified) is amended to read as
12 follows:

13 (1) The statewide career and technical education task force is
14 established in the office of the superintendent of public
15 instruction. The members of the task force are as follows:

16 (a) The superintendent of public instruction or the
17 superintendent's designee;

18 (b) Two representatives from a statewide organization
19 representing career and technical education, at least one of whom
20 must be a career and technical education core plus classroom
21 instructor;

22 (c) A representative of career and technical education core plus
23 aerospace and advanced manufacturing selected by an organization
24 representing aerospace or advanced industrial manufacturers;

25 (d) A representative of career and technical education core plus
26 construction selected by an organization representing general
27 contractors;

28 (e) A representative of career and technical education core plus
29 maritime selected by an organization representing maritime interests;

30 (f) A representative of school district career and technical
31 education directors;

32 (g) A representative of worksite learning coordinators;

33 (h) A representative from the state board for community and
34 technical colleges selected by the state board for community and
35 technical colleges;

36 ~~((g))~~ (i) A representative from a skill center as selected by
37 the Washington state skill center association;

38 ~~((h))~~ (j) A representative from the allied health industry;

39 ~~((and~~

1 ~~(i))~~ (k) A representative from the workforce training and
2 education coordinating board selected by the workforce training and
3 education coordinating board;

4 (l) A representative from the department of labor and industries;

5 (m) A representative from an association that provides support
6 and leadership to educators in career and technical education
7 programs;

8 (n) A representative from career connect Washington and the
9 career connected learning cross-agency work group established under
10 RCW 28C.30.030;

11 (o) At least one representative of businesses and employer
12 associations and organizations interested in removing barriers to
13 youth employment;

14 (p) At least one representative of labor organizations in
15 relevant trades interested in removing barriers to youth employment;
16 and

17 (q) At least one representative of other interested entities,
18 groups, and interests identified by the office of the superintendent
19 of public instruction.

20 (2) The superintendent of public instruction or the
21 superintendent's designee shall chair the task force, and staff
22 support for the task force must be provided by the office of the
23 superintendent of public instruction.

24 (3) The task force shall develop recommendations for:

25 (a) Expanding and strengthening the accessibility, stability, and
26 uniformity of secondary work-integrated learning opportunities,
27 including career and technical education, career connected learning,
28 regional apprenticeship programs, career and technical education core
29 plus programs, work-based learning, internships and externships, and
30 other types of work-integrated learning. Recommendations required by
31 this subsection (3)(a) should address governance, operations, and
32 codification, and must be in the form of draft legislation. The
33 legislature does not intend for recommendations required by this
34 subsection (3)(a) to modify the operation of career and technical
35 education core plus programs established prior to January 1, 2024;

36 (b) The successful administration and operation of career and
37 technical education core plus programs through appropriate
38 collaboration with industry sector leadership from program areas to
39 inform the administration and continual improvement of the programs,
40 review data outcomes, recommend program improvements, ensure that the

1 programs reflect applicable industry competencies, and identify
2 appropriate program credentials; and

3 (c) A career and technical education core plus model framework
4 that can be used to guide the expansion, establishment, and operation
5 of career and technical education core plus programs. In making
6 recommendations in accordance with this subsection (3)(c), the task
7 force must consider, at a minimum, the following:

8 (i) Curricula and instructional hours that lead or articulate to
9 industry-recognized nondegree credentials;

10 (ii) Curricula provided without cost to educators;

11 (iii) Academic course equivalencies;

12 (iv) Courses and course sequencing;

13 (v) The development, maintenance, and expansion of industry,
14 labor, and community partnerships;

15 (vi) Program credentials;

16 (vii) Training and professional development for educators and
17 counselors;

18 (viii) Alignment with postsecondary education and training
19 programs;

20 (ix) The promotion of student, family, and community awareness of
21 career and technical education core plus programs, including
22 instructional offerings and potential work placement opportunities;
23 and

24 (x) The development and expansion of a cohort of employers
25 willing to hire and place students that have successfully completed
26 career and technical education core plus programs; and

27 (d) Changes to relevant laws, rules, and policies necessary to
28 improve students' access to sustained interactions with industry and
29 community professionals and provide firsthand engagement with the
30 tasks required for the various career fields, while also maintaining
31 appropriate protections for the safety and welfare of minors. In
32 developing recommendations for this subsection (3)(d), the task force
33 shall:

34 (i) Identify barriers preventing the training, certification, or
35 employment of minors who are participating in or who have completed a
36 preparatory secondary career and technical education program;

37 (ii) Assess categories of work from which the department of labor
38 and industries has prohibited minors from engaging, but where minors
39 are receiving or have received training through preparatory secondary
40 career and technical education programs;

1 (iii) Assess categories of work from which the department of
2 labor and industries has prohibited minors from engaging, but where
3 minors have received professional licenses or certifications from a
4 state agency or other regulatory authority;

5 (iv) Examine agency rules imposing age restrictions on when a
6 minor can start training, test for or receive a license or
7 certification, or work in a profession for which the minor is
8 participating in or has completed a preparatory secondary career and
9 technical education program;

10 (v) Assess other agency restrictions on the working hours and
11 schedules of minors who are participating in or who have completed a
12 preparatory secondary career and technical education program; and

13 (vi) Assess the requirements and procedures for school districts
14 to receive approval to deliver career and technical education under
15 RCW 28A.700.010, including whether said requirements or procedures
16 account for relevant age restrictions imposed by agencies or
17 regulatory entities for training, certification, and employment.

18 (4) The office of the superintendent of public instruction, the
19 department of labor and industries, and other affected agencies may
20 initiate changes to agency rules and practices based on
21 recommendations of the task force prior to the issuance of the
22 required report and any legislative action, provided that any such
23 changes comply with federal and state law.

24 ~~((4))~~ (5) The task force, in accordance with RCW 43.01.036,
25 shall report its findings and recommendations to the governor, the
26 appropriate fiscal and policy committees of the legislature, and the
27 state board of education by November 15, ~~((2025))~~ 2026.

28 ~~((5))~~ (6) This section expires June 30, ~~((2026))~~ 2027.

--- END ---