
HOUSE BILL 1414

State of Washington

69th Legislature

2025 Regular Session

By Representatives Connors, Paul, Rude, Springer, Couture, Keaton, McClintock, and Penner

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; creating new
4 sections; and providing an expiration date.

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

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

10 NEW SECTION. **Sec. 2.** (1) The office of the superintendent of
11 public instruction, in consultation with the department of labor and
12 industries, shall convene a work group for the purposes of assessing
13 laws, rules, and policies affecting the learning objectives, learning
14 experience, worksite safety, certification, and employment of 16 and
15 17 year old students who are participating in or who have completed a
16 preparatory secondary career and technical education program. The
17 work group shall provide recommendations on changes to relevant laws,
18 rules, and policies necessary to improve students' access to
19 sustained interactions with industry and community professionals and
20 provide firsthand engagement with the tasks required for the various
21 career fields, while also maintaining appropriate protections for the
22 safety and welfare of minors.

23 (2) In developing the recommendations required by this section,
24 the work group shall:

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

28 (b) Assess categories of work from which the department of labor
29 and industries has prohibited minors from engaging, but where minors
30 are receiving or have received training through preparatory secondary
31 career and technical education programs;

32 (c) Assess categories of work from which the department of labor
33 and industries has prohibited minors from engaging, but where minors
34 have received professional licenses or certifications from a state
35 agency or other regulatory authority;

36 (d) Examine agency rules imposing age restrictions on when a
37 minor can start training, test for or receive a license or
38 certification, or work in a profession for which the minor is

1 participating in or has completed a preparatory secondary career and
2 technical education program;

3 (e) Assess other agency restrictions on the working hours and
4 schedules of minors who are participating in or who have completed a
5 preparatory secondary career and technical education program; and

6 (f) Assess the requirements and procedures for school districts
7 to receive approval to deliver career and technical education under
8 RCW 28A.700.010, including whether said requirements or procedures
9 account for relevant age restrictions imposed by agencies or
10 regulatory entities for training, certification, and employment.

11 (3) To the extent practicable, the following entities, groups,
12 and interests must be represented in the work group:

13 (a) The office of the superintendent of public instruction;

14 (b) The department of labor and industries;

15 (c) An association that provides support and leadership to
16 educators in career and technical education programs;

17 (d) Representatives of school district career and technical
18 education directors, worksite learning coordinators, and career and
19 technical education teachers;

20 (e) State board for community and technical colleges;

21 (f) Career connect Washington and the career connected learning
22 cross-agency work group established under RCW 28C.30.030;

23 (g) The workforce training and education coordinating board;

24 (h) A state association of skill centers;

25 (i) Representatives of interested businesses and employer
26 associations and organizations;

27 (j) Representatives of interested labor organizations in relevant
28 trades; and

29 (k) Representatives of other interested entities, groups, and
30 interests identified by the office of the superintendent of public
31 instruction.

32 (4) The office of the superintendent of public instruction, the
33 department of labor and industries, and other affected agencies may
34 initiate changes to agency rules and practices based on
35 recommendations of the work group prior to the issuance of the
36 required reports and any related legislative action, provided that
37 any such changes comply with federal and state law.

38 (5) The work group shall submit to the appropriate committees of
39 the legislature, in accordance with RCW 43.01.036, an initial report
40 with recommendations by December 1, 2025, and a final report with

1 recommendations by October 1, 2026. The recommendations may include
2 proposals to modify state laws and agency rules and practices. The
3 reports must include a summary of any changes to agency rules,
4 policies, and practices initiated or completed as a result of the
5 work group's findings and recommendations.

6 (6) This section expires August 1, 2027.

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