

1 AN ACT concerning employment.

2 **Be it enacted by the People of the State of Illinois,**  
3 **represented in the General Assembly:**

4 Section 1. Short title. This Act may be referred to as the  
5 Manufacturing Mentorship Program Act.

6 Section 5. Definitions. As used in this Act:

7 "Employer" means a person who employs an individual in a  
8 manufacturing occupation.

9 "Manufacturing occupation" means employment that consists  
10 of the mechanical, physical, or chemical transformation of  
11 materials, substances, or components into new products for  
12 sale, including the assembling of component parts into a  
13 finished product.

14 "Program" means the Manufacturing Mentorship Program.

15 Section 10. Manufacturing Mentorship Program.

16 (a) There is hereby created the Manufacturing Mentorship  
17 Program for the purpose of exposing minors who are 16 or 17  
18 years of age to manufacturing occupations in this State  
19 through temporary employment with an employer. An employer  
20 employing a minor under the program shall do all of the  
21 following:

22 (1) determine the duration of the minor's employment;

1           (2) assign the minor a mentor to provide direct and  
2 close supervision while the minor is engaged in any  
3 workplace activity;

4           (3) provide the minor with the training described in  
5 subsection (b);

6           (4) encourage the minor to participate in a career and  
7 technical education program approved by the State Board of  
8 Education if the minor is not participating in a career  
9 and technical education program when the minor begins  
10 employment; and

11           (5) comply with all applicable State and federal laws  
12 and regulations relating to the employment of minors.

13           (b) An employer employing a minor who is 16 or 17 years of  
14 age in a manufacturing occupation under the program shall  
15 provide the minor with training that includes all of the  
16 following:

17           (1) a 10-hour course in general industry safety and  
18 health hazard recognition and prevention approved by the  
19 Occupational Safety and Health Administration of the  
20 United States Department of Labor;

21           (2) instructions on how to operate the specific tools  
22 the minor will use during the minor's employment;

23           (3) the general safety and health hazards to which the  
24 minor may be exposed at the minor's workplace;

25           (4) the value of commitment to safety and safety  
26 management; and

1 (5) information on the employer's drug testing policy.

2 (c) For purposes of this Section, a minor may participate  
3 in a 30-hour course in general industry safety and health  
4 hazard recognition and prevention approved by the Occupational  
5 Safety and Health Administration of the United States  
6 Department of Labor if the minor has already successfully  
7 completed a 10-hour course.

8 (d) The employer shall pay any costs associated with  
9 providing the training required by paragraph (1) of subsection  
10 (b) or permitted under paragraph (2) of subsection (b).

11 (e) An employer is not required to provide the training  
12 described in paragraph (1) or (2) of subsection (b) if the  
13 minor presents proof of completing the training during the  
14 6-month period immediately before beginning employment with  
15 the employer.

16 (f) Employers of a minor who is 16 or 17 years of age and  
17 who is employed under the program shall not allow such minor to  
18 operate tools that are not exempt from federal child labor  
19 laws during the minor's employment in a manufacturing  
20 occupation. No employer shall allow minors to use any tools  
21 that are prohibited by the manual issued by the Wage and Hour  
22 Division of the United States Department of Labor titled  
23 "Field Operations Handbook" or its successor. Nothing in this  
24 Act shall prevent the use of a tool if orders issued pursuant  
25 to the Fair Labor Standards Act of 1938 specifically permit  
26 minors of that age to operate the tool.

1           Section 99. Effective date. This Act takes effect July 1,  
2    2024.