

Department of Planning and Budget
2026 General Assembly Session
State Fiscal Impact Statement

PUBLISHED: 3/3/2026 11:44 AM

ORIGINAL

Bill Number: HB275 ER

Patron: Rasoul

Bill Title: Employment prohibition exceptions; apprenticeships program for children 16 years of age or older.

Bill Summary: Permits a child 16 years of age or older to serve in an apprenticeship program or other work-based learning experience, provided that the child (i) is continuously enrolled in an accredited secondary school and receives a letter of support from a school counselor or administrator each semester verifying that the child is on track to graduate on time; (ii) is an apprentice registered pursuant to relevant law; (iii) is employed in a work-training program administered pursuant to relevant law; and (iv) the work being performed by the child is not in violation of the federal Fair Labor Standards Act, any rule or regulation promulgated by the federal Occupational Safety and Health Administration, or federal law related to workplace protections for minors.

Budget Amendment Necessary: No

Items Impacted: N/A

Explanation: This bill involves the Department of Labor and Industry (DOLI) and the Department of Workforce Development Advancement (DWDA); however, a budget amendment is not required.

Fiscal Summary: This bill may result in an indeterminate general fund expenditure impact to DWDA. It is anticipated that the provisions of this bill can be implemented within current resources of DOLI.

Fiscal Analysis: This impact statement is final. This bill amends allowances for minors 16 years of age or older to serve in an apprenticeship program or other work-based learning experience related to culinary arts or information technology under certain conditions. It is anticipated that DOLI can absorb any impact that may result from this bill.

The bill is anticipated to result in an indeterminate increase in registration and program administration activity for DWDA. The bill establishes a new statutory pathway permitting certain minors age 16 or older, subject to specified educational, apprenticeship, and safety conditions, to participate in registered apprenticeship or work-based learning programs in culinary arts or information technology. The Department indicates that Virginia's Registered Apprenticeship program is operating at a capacity-limited level. DWDA further indicates that Virginia averages approximately 1,189 active apprenticeships per Registered Apprenticeship Consultant/Coordinator (RAC), a ratio higher than historical national staffing norms and several comparator states. The Department currently employs 12 RACs, a level that has remained largely unchanged while participation has increased in recent years through process efficiencies. As a result, any workload increases, while indeterminate, may not be absorbable within existing capacity. Any general fund support can be allocated to Item 358, HB30/SB30.

Department of Planning and Budget
2026 General Assembly Session
State Fiscal Impact Statement

Other: The companion to this bill is SB10.