

2026 Regular Session

SENATE BILL NO. 322

BY SENATORS DUPLESSIS, BARROW, BARTHELEMY, BOUDREAUX, CARTER,
FESI, HARRIS, JENKINS, KLEINPETER, MYERS, PRESSLY, PRICE,
SELDERS, STINE AND TALBOT

WORKFORCE DEVELOPMENT. Provides relative to apprentices. (8/1/26)

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AN ACT

To amend and reenact R.S. 23:386, relative to apprentices; to provide eligibility requirements for the Louisiana Youth Apprentice program; and to provide for related matters.

Be it enacted by the Legislature of Louisiana:

Section 1. R.S. 23:386 is hereby amended and reenacted to read as follows:

§386. Apprentice defined; **Louisiana Youth Apprentice**

A. The term "apprentice" as used in this Chapter is defined as a worker at least sixteen years of age, except where a higher minimum age standard is otherwise fixed by law, who is employed to learn an apprenticeable occupation pursuant to the standards of apprenticeship as provided for in LAC 40:IX.317 in order to fulfill the requirements of LAC 40:IX.301 and who has entered into a written apprentice agreement with an employer, an association of employers, or an organization of employees, providing for a time-based program model with not less than two thousand hours of reasonably continuous employment, a competency-based program model, or a hybrid program, and for participation in an approved program of training through employment and through education in related and supplemental subjects.

1 **B. A Louisiana Youth Apprentice is an apprentice, as provided in**
 2 **Paragraph A of this Section, who meets all of the following criteria:**

3 **(1) Is no older than twenty-four years of age.**

4 **(2) Has entered into a written registered apprenticeship agreement that**
 5 **both:**

6 **(a) Provides for not less than three hundred seventy-five hours of**
 7 **reasonably continuous employment.**

8 **(b) Provides for participation in an approved program of training**
 9 **through paid employment and through education in related and supplemental**
 10 **subjects that results in a high school diploma or equivalent and an advanced**
 11 **industry-based credential, certificate of technical studies, or an equivalent or**
 12 **more advanced credential.**

The original instrument and the following digest, which constitutes no part of the legislative instrument, were prepared by Senate Legislative Services. The keyword, summary, and digest do not constitute part of the law or proof or indicia of legislative intent. [R.S. 1:13(B) and 24:177(E)]

DIGEST

SB 322 Reengrossed

2026 Regular Session

Duplessis

Present law defines "apprentice" and establishes certain age, program, and employment requirements.

Proposed law retains present law.

Proposed law provides that a La. Youth Apprentice is an apprentice, as provided in present law, who meets all of the following criteria:

- (1) Is no older than 24 years of age.
- (2) Has entered into a written registered apprenticeship agreement that both:
 - (a) Provides for not less than 375 hours of reasonably continuous employment.
 - (b) Provides for participation in an approved program of training through paid employment and through education in related and supplemental subjects that results in a high school diploma or equivalent, an advanced industry-based credential, certificate of technical studies or equivalent, or a more advanced credential.

Effective August 1, 2026.

(Amends R.S. 23:386)

Summary of Amendments Adopted by Senate

Senate Floor Amendments to engrossed bill

1. Requires the registered apprenticeship agreement be in writing.
2. Provides that the participation in a training program be through paid employment.