

A Stronger Workforce for America Act

Division F of H.R.10445, Further Continuing Appropriations and Disaster Relief Supplemental Appropriations Act, 2025

Section 1. Short Title/Table of Contents.

The short title is "A Stronger Workforce for America Act."

TITLE I – WORKFORCE DEVELOPMENT ACTIVITIES

Subtitle A – General Provisions

Section 101: Purposes.

Amends Section 2 of the *Workforce Innovation and Opportunity Act* (WIOA) to add a reference to youth and expand the purposes to provide economic mobility, reduce dependency on public assistance programs, and prepare youth for a globally competitive workforce.

Section 102. Definitions.

Amends Section 3 of WIOA to update existing definitions and define the terms "co-enrollment," "digital literacy skills," "employer-directed skills development," "evidence-based," "foundational skill needs," "labor organization," "universal design for learning," "dislocated worker," "industry or sector partnership," "state education agency," "pay-for-performance strategy," "rapid response activity," "supportive services," and "work-based learning." Additional definition term changes include changing "secondary school diploma" to "regular high school diploma;" the term "English language learner" to "English learner;" "out-of-school youth" to "opportunity youth;" "homeless individual" to "individuals experiencing homelessness;" and "ex-offenders" to "justice-involved individuals."

Section 103. Table of Contents Amendments.

Amends the table of contents in WIOA to reflect the amendments made by this Act.

Subtitle B – System Alignment

CHAPTER 1—STATE PROVISIONS

Section 111. State Workforce Development Board.

Amends Section 101 of WIOA to make a conforming change to reflect the new definition of "opportunity youth," changes "low-skilled adults" to "adults with foundational skill needs," and allows for the dissemination of best practices on universal design for learning.

Section 112. Unified State Plan.

Amends Section 102 of WIOA to modify the required elements of the unified state plan, including by ensuring the analysis of economic conditions and workforce needs of the state are continually assessed using real-time labor market information, removing the requirement on states to submit an update to the four-year state plan after two years, and providing more flexibility in describing how the state strategy will be implemented. This section also includes new strategic planning elements focused on expanding economic mobility through skills-based hiring initiatives, a spotlight on evidence-based programs, reviews of occupational licensing policies, assessing the needs of opportunity youth, and describing the availability of apprenticeship and pre-apprenticeship programs in the state. This section makes additional operational and strategic planning elements added by the Secretary of Labor optional for states.

CHAPTER 2—LOCAL PROVISIONS**Section 115. Workforce Development Areas.**

Amends Section 106 of WIOA to revise the process for designating local workforce development areas (local areas) by requiring the governor to conduct reviews every eight years of the alignment of local areas to labor market or economic areas and propose designations for the next eight years, which shall be subject to the approval of a majority of the chief elected officials of the local areas. If the chief elected officials reject the proposed designations, the chief elected officials must choose between aligning the local areas with the economic development areas or the planning regions of the state. The first review period by the governor will occur before the third program year after enactment, with the first designation of local areas occurring at the start of the fourth program year. Also clarifies the circumstances under which interim revisions to the local areas may be made, establishes a process for multiple local areas to form a regional consortium to improve operational efficiency, and allows the governor to provide incentives to local areas that choose to merge together or form a regional consortium. Allows a governor, subject to approval by the state legislature, to designate the state as a single state local area if its population was less than 5,100,000 at the time of the most recent Census or has five or fewer local workforce boards. If after five years from the time of becoming a single state local area, the state's performance falls below the average for the five years preceding when it became a single state local area, the state must again seek the state legislature's approval to continue to be a single state local area.

Section 116. Local Workforce Development Boards.

Amends Section 107 of WIOA to increase the share of representatives of the workforce on local boards, add an optional position for educators to sit on local boards, and clarify that representatives of historically Black colleges and universities, minority-serving institutions and Tribal colleges and universities are included in the list of institutions of higher education who may sit on local boards. Suggests specific standing committees the local boards may convene, including to focus on serving youth, focus on serving individuals with disabilities, engage representatives of the workforce, engage educational entities, and focus on serving justice-involved individuals. Modifies the functions of the local boards, including by enhancing the ability of the local boards to convene local workforce stakeholders in the development of the local plan, emphasizing the alignment of career pathways with the career and technical education programs of study in the area, engagement of employers in industry or sector partnerships, and clarifying the local boards' authority over the budget and administration of the adult, dislocated worker, and youth workforce development activities of the local area.

Section 117. Local Plan.

Amends Section 108 of WIOA to modify the required elements of the local plan to ensure the analysis of economic conditions and workforce needs of the region are continually assessed using real-time labor market information, remove the requirement on local boards to submit an update to the four-year local plan after two years, include an analysis of the availability of apprenticeship and pre-apprenticeship programs in the local area, and include analysis of the opportunity youth in the local area and how the local area will address the service needs of this population, including as appropriate, co-enrollment of eligible youth in enrolled in adult education and literacy activities under title II in youth workforce investment activities.

CHAPTER 3—PERFORMANCE ACCOUNTABILITY

Section 119. Performance Accountability System.

Amends Section 116 of WIOA to revise the performance accountability system in several ways, including by:

- Updating the primary indicators of performance to convert the “employment fourth quarter after exit” indicator into a measure of retention in the labor force, calculate the “measurable skill gains” indicator in the 12-month period after program entry, and revising the “effectiveness in serving employers” indicator to measure percentage of participants receiving training services that participated in on-the-job training, incumbent worker training, employer-directed skills development, or an apprenticeship – or for participants in the youth program, the percentage who completed work experiences.
- Revises the process under which states negotiate and agree upon state levels of performance with the Department of Labor and Department of Education (Departments) to require the Departments to first propose levels based on their statistical adjustment model (SAM) and gives states the opportunity to react and offer counterproposals, as they determine necessary. Requires the Departments to publish their statistical adjustment model and clarify it must involve factors found to be predictive of performance.
- Updates elements of the performance reports to include the median earnings gain of program participants in the state performance report and the percentage spent on skills development and supportive services in the local performance report, while clarifying that states will submit one performance report that includes the performance of each eligible training provider in the state, as well as an overall analysis of the effectiveness of the training provided. Requires state performance reports to be available in multiple languages to the extent practicable.
- Clarifies the circumstances under which a state or local area is subject to performance improvement actions or fiscal sanctions by codifying the percentage of negotiated levels of performance that must be achieved, differentiating between a performance failure on an individual indicator of performance and a performance failure across all indicators for a core program or on an individual indicator across all programs, while aligning the improvement actions and fiscal sanctions accordingly. Any funds reduced as fiscal sanctions will be reallocated to the five states that achieved the greatest performance improvements and local areas not subject to sanctions, except that states shall reserve 10 percent of the amounts reduced from local areas in the state to provide technical assistance to local areas subject to fiscal sanctions.
- Designates entities at the state level to assist with performance reporting, including facilitating matches to wage record data necessary for complying with this section and Section 122. Clarifies the circumstances under which a state may share wage records with the local boards for the purposes of performance reporting.

CHAPTER 1— WORKFORCE INVESTMENT ACTIVITIES AND PROVIDERS

Section 121. One-Stop Delivery System.

Amends Section 121 of WIOA to allow workforce development programs funded by the *CHIPS and Science Act*, *Infrastructure Investment and Jobs Act*, and *Inflation Reduction Act* to be designated as one-stop partners and collocate at one-stop centers. Modifies the requirements for the one-stop delivery system to allow area CTE schools, institutions of higher education, joint-labor management organizations, and public libraries to serve as the one-stop operator. Allows one-stop centers to be virtual and for the coordination of virtual services between adjacent local areas. Requires local areas opting for a virtual one-stop to have at least two physical affiliated locations and have at least one professional staff member to provide in-person services through at least one affiliated location. Additionally, this section reforms the funding of one-stop infrastructure by removing the requirement on local boards to negotiate an “infrastructure funding agreement” with the one-stop partners and defaulting to the state infrastructure mechanism in current law to effectively allocate costs by proportionate use, while still allowing local boards to development supplemental agreements for any additional expenses that may exist.

Section 122. Identification of Eligible Providers of Training Services.

Amends Section 122 of WIOA:

- Reforms the process for states to determine eligible providers and programs of training services and allows providers with programs demonstrating exceptional performance to be designated as “Workforce Innovation Leaders (WIL).”
- Requires providers to have offered the program for at least one year, prepare participants for employment that is high-skill, high-wage, or in-demand, provide a recognized postsecondary credential, and demonstrate verified education and employment outcomes.
- Establishes that eligibility status is determined by the verified outcomes of participants in a program on the metrics of credential attainment, job placement, median earnings, and value-added ratio (median earnings increase compared to the cost of the program), with the minimum levels of performance on each metric set by the state.
- Formalizes a process for an employer or an industry or sector partnership to sponsor an eligible program by committing to pay a portion of the cost for WIOA participants that select the program and consider them for a job upon successful completion, while having these programs promoted to jobseekers when selecting from the list of eligible programs.
- Directs states to designate eligible programs as WIL programs if the programs have verified education, employment, earnings, and value-added earnings outcomes that meet or exceed the levels for WIL designation.
- Streamlines the application process for providers and requires an eligibility determination within 30 days of submitting an application, while encouraging states to limit duplication of effort on providers that have applied in other states and clarifying how state eligibility pertains to online providers.
- Requires the annual submission of performance information to the Governor to determine continued eligibility for the provider list. If an eligible program fails to meet the state-established minimum levels of performance for two consecutive years, it will no longer be able to provide “training services” using WIOA funds.

- Requires that WIOA participants are notified in the event that the Governor revokes eligibility for a program and are able to continue receiving training services.
- Provides transparency on the credentials that are awarded by eligible providers to include credential-specific information on the awarding entity, industry recognition, the skills and competencies the credential signifies, and the employment and earnings outcomes of participants who receive the credential.
- Removes the exemption of providers of on-the-job training, employer-directed skills development, incumbent worker training, and other work-based training providers, from the eligible training provider enforcement requirements listed in subsection (f) of existing statute, including substantial violations.

Section 123. Eligible Providers of Youth Workforce Investment Activities.

Amends Section 123 of WIOA to clarify that providers of pre-apprenticeships and apprenticeships for youth can serve as eligible providers for youth programs.

CHAPTER 2—YOUTH WORKFORCE INVESTMENT ACTIVITIES

Section 131. Reservations; Reallocation.

Amends Section 128 of WIOA to authorize states to make an additional reservation from the state’s adult, dislocated worker, and youth allotments of up to 10 percent to establish a Critical Industry Skills Fund, an Industry or Sector Partnership and Career Pathways Development Fund, or both, provided that the state must use an equal amount of funds from the governor’s reserve or other sources of federal or state funds for this purpose. It also revises the reallocation provisions to allow states to reallocate any unobligated youth funds to local areas as performance incentives for local areas that achieved their performance targets and were not subject to corrective action for administrative non-compliance.

Section 132. Use of Funds for Youth Workforce Investment Activities.

Amends Section 129 of WIOA to modify the workforce activities for youth:

- Replaces “out-of-school youth” with “opportunity youth” and includes youth experiencing homelessness and those involved with the justice or foster care systems as opportunity youth, regardless of their school status.
- Revising the requirement for 75 percent of youth funds to be spent on out-of-school youth to be a 70 percent requirement for spending on opportunity youth and making this a statewide threshold to give states and local areas the flexibility to determine the appropriate allocation of funding for each local area based on their specific needs, while ensuring that each local area spends no less than 45 percent on opportunity youth to meet the 70 percent statewide requirement.
- Streamlines the enrollment process by allowing programs to begin serving youth while an eligibility determination is pending, shifts the burden of determining eligibility to program or one-stop operator staff, and aligns the documentation requirements to determine foster or homeless youth status with the *Higher Education Act*.
- Updates the elements of youth workforce programs to include activities to develop fundamental workforce readiness skills, authorize the use of “individual training accounts” (ITAs) for in-school youth, and increase the cap on the amount of funding that can be used on pay-for-performance contract strategies.

- Increases the percentage of funding dedicated to work experiences to 40 percent, establishes core elements of summer and year-round employment opportunities requiring that internships lasting for longer periods be paid. Requires 12.5 percent of the funds dedicated work experiences (five percent of the total WIOA Youth allocation) go towards apprenticeships and pre-apprenticeships for youth.
- Expands the list of statewide allowable activities to include raising public awareness about career and technical education programs and developing partnerships between educational institutions to create or improve workforce development programs.

CHAPTER 3—ADULT AND DISLOCATED WORKER EMPLOYMENT AND TRAINING ACTIVITIES

Section 141. State Allotments.

Amends Section 132 of WIOA to reflect that the dislocated worker funds reserved by the Secretary of Labor will also be used for the Workforce Data Quality Initiative established in Section 174 of this Act.

Section 142. Reservations for State Activities; Within State Allocations; Reallocation.

Amends Section 133 of WIOA to conform with the changes made to Section 128 and allow the governor to make an additional reservation to establish a Critical Industry Skills Fund or Industry or Sector Partnership and Career Pathways Fund. It also revises the reallocation provisions to allow states to reallocate any unobligated adult and dislocated worker funds to local areas as performance incentives for local areas that achieved their performance targets and were not subject to corrective action for administrative non-compliance.

Section 143. Adult and Dislocated Worker Activities.

Amends Section 134 of WIOA to revise the statewide workforce activities for adults and dislocated workers, including by:

- Revising the statewide workforce activities for adults and dislocated workers by adding the Industry or Sector Partnership and Career Pathways Development Fund and the Critical Industry Skills Fund as allowable activities, while specifying that any additional funds reserved for these purposes must be used on either, or both, of these initiatives.
 - Through the Industry or Sector Partnership and Career Pathways Development Fund, states can provide competitive grants to industry or sector partnerships to convene stakeholders from across the workforce development system to create and improve skills development programs.
 - Through the Critical Industry Skills fund, states will provide partial reimbursements to employers, sector partnerships, and other intermediaries that have approved applications to upskill workers in the priority industries selected by the state, with a non-federal cost sharing requirement based on the size of the participating employers. Reimbursements will occur only when workers complete their program and are employed and retained in that industry.
- Establishing a new statewide required activity of coordinating with industry and education stakeholders to identify or develop competency-based assessments that measure knowledge, skills, and abilities for the purposes of awarding recognized postsecondary credentials or credit, developing individual employment plans, or skills-based resumes or profiles.
- Expanding the list of statewide allowable activities to include supporting employers in the state seeking to implement skills-based hiring practices, developing partnerships between educational institutions and employers to create or improve workforce development programs, and improving service delivery and training opportunities through apprenticeships, industry or sector partnerships, and innovative and accessible programs such as universal design for learning and comprehensive transition and

postsecondary programs for individuals with disabilities.

- Establishing new required statewide activities to improve support and assistance for local workforce boards in carrying out the performance reporting requirements, providing information about wage levels and available benefits across in-demand occupations, connecting participants with supportive services, and supporting the development of skills-based hiring practices.

Additionally, this section revises the local workforce activities for adults and dislocated workers, including by:

- Requiring that no less than 50 percent of the funds allocated to a local area be used to provide eligible individuals with skills development through an ITA or a contract with an employer or provider, such as for “on-the-job training,” “incumbent worker training,” “employer-directed skills development,” and pay-for-performance contracts. For a local area that uses funds to provide supportive services for adults and dislocated workers who are participating in training services, or a range of individualized career services that enable participation in training services, each percentage of such funds used on these services shall reduce the skills development requirement by one percentage point, for up to ten percentage points (for example, a local area may meet the requirement through spending 40 percent of funding on the range of skills development activities, and five percent of funding on supportive services and five percent on individualized career services).
- Updating the initial skills assessment conducted during the intake process to include, when appropriate, a competency-based assessment that would help an individual accelerate their earning of credentials or returning to employment.
- Restructuring the existing “career services” required under the law into basic and individualized career services and directing the basic career services to primarily be provided by the Employment Service under the *Wagner-Peyser Act* to reduce duplication of effort, and requiring that labor exchange services under basic career services include jobs search and placement assistance, and information on nontraditional employment and entrepreneurship.
- Pulling the existing “business services” out from under career services and into its own service category, while allowing these services to include technical assistance and support to employers seeking to implement skills-based hiring practices or developing and offering industry-recognized short-term credential programs.
- Streamlining the intake process when an individual is referred to the workforce system by an employer and permitting an individual to begin participating in a skills development program while they are waiting for an eligibility determination to be made.
- Establishing the contents of an employer-directed skills development agreement that may be developed between a local board and an employer to provide a program of employer-directed skills development (a revised iteration of customized training). The contents of an employer-directed skills development include, but are not limited to, requirements that a participating employer in an employer-directed skills development employ a participant upon completion of a program.
- Increasing the cap on the amount of funds a local board may use on “incumbent worker training” to 45 percent and providing for further increases if the local area has been experiencing low rates of unemployment or a high rate of labor force participation, while authorizing the use of incumbent worker upskilling accounts.
- Increasing the cap on the amount of funds a local board may use on pay-for-performance contracts to 30 percent.
- Increasing the cap on the amount of funds a local board may use on transitional jobs to 15 percent.

- Clarifies that a participating employer providing employer-directed skills development programs or incumbent worker training programs that affect employees covered by a collective bargaining agreement cannot abrogate that collective bargaining agreement.

CHAPTER 4— GENERAL WORKFORCE INVESTMENT PROVISIONS

Section 145. Authorization of Appropriations.

Amends Section 136 of WIOA to authorize appropriations for each of the Fiscal Years 2025 through 2030 at the amount of \$976,573,900 for the youth program, \$912,218,500 for the adult program, and \$1,391,483,193 for the dislocated worker program.

Subtitle D – Job Corps

Section 151. Purposes.

Amends Section 141 of WIOA to update the terminology in the program to refer to each site as a Job Corps “campus.” This change is carried throughout the subtitle.

Section 152. Definitions.

Amends Section 142 of WIOA to clarify that the term “graduate” includes the receipt of a regular high school diploma (or a recognized equivalent) and may include a recognized postsecondary credential.

Section 153. Individuals Eligible for the Job Corps.

Amends Section 144 of WIOA to modify the eligibility criteria for the Job Corps program, including by revising the age criteria to remove the limitation on the percent of individuals that can be ages 22 to 24 and require that an individual who is age 16 or 17 be eligible upon a determination by the director of a Job Corps campus that the individual has the ability to succeed in the program. Additionally, this section permits residents of Opportunity Zones to qualify without further documentation of income status, clarifies that transitioning servicemembers also qualify for the military income exemption that exists for veterans and certain other Armed Forces members, and streamlines the determination of homeless or foster youth status to match the process described in Section 479D of the *Higher Education Act*.

Section 154. Recruitment, Screening, Selection, and Assignment of Enrollees.

Amends Section 145 of WIOA to direct the Secretary to assist in the development of joint applications for Job Corps, YouthBuild, and the youth activities program, and revises the requirement for the Secretary to direct procedures for informing enrollees that drug test will be administered to the enrollees by requiring the results be received within 55 days after the enrollees enroll in the Job Corps, instead of 45 days in current law.

Section 155. Job Corps Campuses.

Amends Section 147 of WIOA to allow Institutions of Higher Education to an eligible provider and modify the process through which the Secretary selects entities to operate Job Corps campuses to require the consideration of a numeric metric of the entities’ past effectiveness based on the primary indicators of performance, the ability of the entity to provide education and training that leads to a recognized postsecondary credential, a description of the policies that will be implemented to maintain a safe and secure learning environment campus, and agreements to provide off-campus work-based learning opportunities to enrollees. It revises the threshold for being considered a high-performing campus to include those that are ranked in the top 25 percent of all campuses and meet 100 percent of their expected level of performance on each indicator. It raises the

percentage of enrollees that can be non-residential to 30 percent. Additionally, this section extends the length of contracts to three years while raising the threshold for a renewal to require the campus to have achieved at least 80 percent of their expected levels of performance and an average of at least 60 percent of the contractually agreed to onboard strength. This section also grants the Secretary the ability to make exemptions to the renewal requirement on enrollment/onboard strength due to unforeseen circumstances.

Section 156. Program Activities.

Amends Section 148 of WIOA to require campuses to provide residential enrollees productive activities outside of program hours and clarify that any eligible provider on the state “eligible training provider list” and aligned with the CTE the enrollee has completed may be used to provide advanced career education for selected enrollees. Campuses may also incorporate the principles of universal design for learning.

Section 157. Counseling and Job Placement.

Amends Section 149 of WIOA to require the Secretary to coordinate counseling and job placement with Job Corps operators assigned to campuses.

Section 158. Support.

Amends Section 150 of WIOA to allow a Job Corps graduate to remain a resident on campus for up to one month after graduation with written approval from the director of the Job Corps campus.

Section 159. Operations.

Amends Section 151 of WIOA to grant Job Corps operators authority to hire and develop staff, enter into agreements with educational entities and employers, and educate stakeholders about Job Corps activities without prior approval of the Secretary of Labor, while making clear that any such agreements to provide child care services to enrollees that do not involve monetary compensation are not considered subcontracts. Additionally, this section requires the Secretary to solicit information on any operational costs that may arise prior to making changes to the operating agreement.

Section 160. Standards of Conduct.

Amends Section 152 of WIOA to update the standards of conduct for Job Corps campuses to require each campus operator to develop and implement a behavioral management plan, remove “disruptive” activity from the list of zero tolerance offenses, establish a zero tolerance appeal process for the director of a Job Corps campus to appeal the dismissal of an individual that committed a zero tolerance violation to the Secretary of Labor, which must be reviewed by the Secretary within 30 days and will be considered approved unless denied in that timeframe.

Section 161. Community Participation.

Amends Section 153 of WIOA to update the terminology in the program to refer to each site as a Job Corps “campus” and include industry or sector partnerships in Jobs Corps campus networks.

Section 162. Workforce Councils.

Amends Section 154 of WIOA to expand workforce councils to include representatives of community-based organizations and clarify that the workforce councils should determine the recognized postsecondary credentials may be necessary to obtain employment opportunities.

Section 163. Advisory Committees.

Amends Section 155 of WIOA to require the Secretary to establish an advisory committee to improve Job Corps safety and performance, which will provide recommendations on effective or evidence-based strategies to improve campus safety, security, and learning conditions, in addition to recommendations on the required standards for campus safety. The committee will also provide recommendations to improve the effectiveness and rigor of the Job Corps performance levels.

Section 164. Experimental Projects and Technical Assistance.

Amends Section 156 of WIOA to increase the reservation to 1.25 percent for technical assistance and allow funds to be used for technical assistance on the development and implementation of the behavioral management plan under Section 152 and compliance with the campus and student safety standards established in Section 159.

Section 165. Special Provisions.

Amends Section 158 of WIOA to permit Job Corps campus operators to accept charitable donations on behalf of an individual Job Corps campus and require any real property acquired to be directly transferred to the Secretary.

Section 166. Management Information.

Amends Section 159 of WIOA to revise the performance assessment of Job Corps campuses by specifying how the Secretary is to establish expected levels of performance for each Job Corps campus, taking into consideration recent performance, recommendations from an advisory group, performance metrics from the State under the WIOA youth program, and which shall be revised due to economic conditions during the year and be given equal weight in determining overall performance. Requires the Secretary to establish campus safety standards and provide technical assistance to campuses that fail to meet the standards. It modifies the performance improvement actions and thresholds for when such actions must be taken by requiring the Secretary to develop an improvement plan for any campus that fails to meet an average of 90 percent of its expected levels of performance and is in the bottom 20 percent of all Job Corps campuses. such as changing the management staff or CTE offered or replacing the operator of the campus, over a three-year program improvement period (referred to as a “comprehensive improvement period”). If a Job Corps campus that was subject to comprehensive improvement period continues to fail to meet 85 percent of its expected levels of performance and is in the bottom 15 percent of all Job Corps campuses, for the two subsequent years following the “Comprehensive Improvement Period” (referred to as “chronic failure”), the Secretary is required to take further action, such as closing or relocating the campus, or awarding the funding directly to the state to operate a residential campus with increased flexibility. Additionally, this section clarifies that a Civilian Conservation Center that fails to meet 90 percent of its expected levels of performance and is ranked in the bottom 15 percent of campuses for three consecutive years will have a new operator selected competitively.

Section 167. Job Corps Oversight and Reporting.

Amends Section 161 of WIOA to require the Secretary to send annual reports to Congress on the implementation of all outstanding recommendations from the Office of the Inspector General or the Government Accountability Office.

Section 168. Authorization of Appropriations.

Amends Section 162 of WIOA to authorize appropriations for the Job Corps program for each of the Fiscal Years 2025 to 2030 at an amount of \$1,760,155,000.

Section 171. Native American Programs.

Amends Section 166 of WIOA to make adjustments to the Native American Programs by including self employment and entrepreneurship skills, limiting the administrative costs to 15 percent of a grant, requiring the Secretary to make arrangements with a state to use wage records in the performance reporting of grantees while clarifying that other forms of documentation are suitable to determine the employment outcomes of individuals working in Indian country, and having the performance of grantees published annually on the website of the Department of Labor. Additionally, this section clarifies how vacancies to the Native American Employment and Training Council are to be filled and requires that the Secretary meet with such council annually, virtually or in-person. It also provides flexibility for federally recognized Indian tribes or other grantees receiving formula funds to consolidate their funds from other WIOA funding streams. Finally, it extends the authorization of appropriations for assistance to unique populations in Alaska and Hawaii for each of the Fiscal Years 2026 to 2030 at \$542,000.

Section 172. Migrant and Seasonal Farmworker Programs.

Amends Section 167 of WIOA to make adjustments to the Migrant and Seasonal Farmworkers Programs by limiting the administrative costs to 10 percent of a grant, requiring the Secretary to make arrangements with a state to use wage records in the performance reporting of grantees, having the performance of grantees published annually on the website of the Department of Labor, prohibiting limiting eligible entities by geographic location, allowing for digital literacy skills to be an authorized activity, and clarifying the timelines under which grant funds must be obligated and spent.

Section 173. Technical Assistance.

Amends Section 168 of WIOA to update the activities for which the Secretary provide general technical assistance to include assistance integrating the Employment Service in the provision of basic career services, assistance maintaining the list of eligible providers of training services, and assistance to states that request assistance in transitioning to the new elements of the eligible training provider list. Additionally, this section makes the funds reserved for technical assistance available for any states that do not meet their performance accountability levels across all programs, not just for the dislocated worker program. This section also directs the Secretary to evaluate and disseminate evidence-based best practices in addressing the economic workforce impacts associated with high rates of substance use disorder.

Section 174. Evaluations and Research.

Amends Section 169 of WIOA to limit the Secretary's authority to conduct evaluations of other programs if the required evaluations under this section have not been completed. Strikes the required or allowable studies that have already been completed. Includes new studies on the employment conditions for participants after program exit; improving workforce services for individuals with disabilities; the effectiveness of pay-for-performance contract strategies; the use of ITAs by dislocated workers; the effectiveness of the critical industry skills funds; the effectiveness of the industry or sector partnership and career pathways development funds; the effectiveness of employer-based training activities; the effectiveness and use of emerging technology in the workforce system; the alignment between education and workforce systems; and the Job Corps program. Codifies the Workforce Data Quality Initiative, which will receive not less than five and up to 10 percent of the funds from the dislocated worker national reserve to award grants to state agencies or consortiums to create and improve state education and workforce longitudinal data systems.

Section 175. National Dislocated Worker Grants.

Amends Section 170 of WIOA to update the National Dislocated Worker Grants by codifying the ability to award grants to entities serving areas with employment and upskilling needs related to widespread substance use disorders, while clarifying that grants awarded for this purpose can be used to upskill dislocated workers and unemployed or significantly underemployed individuals who have been impacted by substance use disorder in health professions involved in the prevention and treatment of substance use disorders. Requires the Secretary of Labor to collect performance information of each entity receiving a grant under this section and publish such information on a privacy-protected website hosted by the Department of Labor.

Section 176. YouthBuild Program.

Amends Section 171 of WIOA to modify the YouthBuild program by directing the Secretary to reserve not less than five percent of any amount appropriated to grants to tribes, tribal communities, Native Hawaiian organizations or organizations serving tribes, and not less than 10 percent of any amount appropriated for grants to rural areas. This section also clarifies that grantees can provide supportive services to ensure full participation in a program, including services for individuals with disabilities, that grantees can provide meals to participants in conjunction with program activities and may refer to participants to federal and state means-tested programs. The Secretary is required to make arrangements with states to use wage records in the performance reporting of grantees, have the performance of grantees published annually on the Department of Labor's website, and is encouraged to announce the funding opportunities at the same time each year. Additionally, this section authorizes appropriations for the YouthBuild program for each of Fiscal Years 2026 to 2030 in an amount of \$108,150,000.

Section 177. Reentry Employment Opportunities.

Amends WIOA to create a new Section 172 and codify the Reentry Employment Opportunities program to improve the reentry of justice-involved individuals into the workforce. It directs the Secretary to award competitive grants and contracts to eligible entities, including not less than 20 percent of awards for regional or national intermediaries to conduct reentry projects, not less than 20 percent of awards for youth programs, and 20 percent of funds to be used for pay-for-performance contracts. Priority will be given to entities that will serve high-poverty areas, serve rural areas, enroll individuals before release, use evidence-based strategies, and establish partnerships with businesses, institutions of higher education, school districts, and prison education under Title II. Additionally, this section directs the Secretary to conduct an evaluation of the effectiveness of reentry projects.

Section 178. Youth Apprenticeship Readiness Grant Program.

Amends WIOA to create a new Section 173 to establish the Youth Apprenticeship Readiness Grant Program to increase youth participation in new or existing pre-apprenticeship and apprenticeship programs. Requires an eligible education and training provider, a workforce development system entity, a qualified intermediary, or a state agency of the state where a partnership is located to lead in the youth apprenticeship partnership. Clarifies that joint labor-management organizations can apply as solo entities and serve as education and training providers when they are not partnering with other entities. Eligible entities must provide a 25 percent match of funds through non-federal sources (such as cash or in-kind). Establishes certain occupations for which grantees shall not provide on-the-job training to minors and ensures compliance with child safety standards. Additionally, directs the Secretary to evaluate the youth apprenticeship readiness grant program and share best practices for youth apprenticeships.

Section 179. Strengthening Community Colleges Program.

Amends WIOA to create a new Section 173 and codify the Strengthening Community Colleges Workforce Development Grant Program to improve and expand high-quality workforce development programs at community colleges. Community colleges applying for grants under this section must establish an industry partnership with one or more employers in in-demand industries in the region to carry out grant activities. Priority will be given to applicants that will serve individuals with barriers to employment or incumbent workers in need of foundational skills, will use competency-based assessments to award credit for prior learning, or will seek to get programs supported by the grant on the state's eligible training provider list. The Secretary must establish levels of performance for each grantee on the primary indicators of performance, the extent to which the grantee improves institutional capacity to offer workforce programs, and the completion and career advancement of participants, which a grantee must meet in order to be eligible for subsequent grants. Additionally, this section directs the Secretary to conduct an evaluation of the effectiveness of the grants, including the extent to which they developed or expanded industry sector strategies or career pathways.

Section 180. Authorization of Appropriations.

Amends Section 172 of WIOA (redesignated as Section 180) to authorize appropriations for each of the Fiscal Years 2025 through 2030 at the amount of \$61,800,000 for Native American Programs, \$100,317,900 for Migrant and Seasonal Farmworker Programs, \$5,000,000 for Technical Assistance, \$12,720,000 for Evaluations and Research, \$115,000,000 for Reentry Employment Opportunities, and \$65,000,000 for the Strengthening Community Colleges Program.

*Subtitle F – Administration***Section 191. Requirements and Restrictions.**

Amends Section 181 of WIOA to clarify that recipients of WIOA funds must comply with all WIOA requirements, including the labor and child labor standards that apply to WIOA participants, and to update the labor standards so that if an employer provides on-the-job training, incumbent worker training, or employer-directed skills development to employees of the employer that are subject to a collective bargaining agreement with the employer, the employer must consult with the labor organization on the planning or creation of the skills development. This section also clarifies existing practice that supportive services may be provided using WIOA funding to enable participation in activities under WIOA, and if such services cannot be obtained elsewhere.

Section 192. Monitoring.

Amends section 183 of WIOA to clarifying the Secretary of Labor has the authority to monitor subrecipients of WIOA funding, in addition to recipients, for compliance with the statutory and regulatory requirements of Title I.

Section 193. Fiscal Controls; Sanctions.

Amends section 184 of WIOA to give governors explicit authority and direction to establish procedures to determine substantial violations of Title I requirements by recipients of WIOA funding. Clarifies that substantial violations are to be determined by the local board or a state entity, as applicable in accordance with the procedures established by governors and shall include any willful violations of requirements and standards under section 181 of WIOA for which there has been a final determination without remaining right to appeal. Establishes an additional corrective action that governors may take against local areas of reducing the allotment of local areas that are not taking corrective actions for substantial violations of Title I requirements by up to five percent and reallocating those funds to local areas that are not subject to corrective actions.

Section 194. Administrative Adjudication.

Amends Section 186(a) of WIOA by adding Section 181 of WIOA to the coverage of the administrative adjudication process so that any recipient of WIOA funds who has been sanctioned through the grievance procedure under section 181 can receive a hearing with an administrative law judge of the Department of Labor.

Section 195. Judicial Review.

Amends Section 187 of WIOA to allow for judicial review of sanctions imposed through the grievance procedure under Section 181.

Section. 196. General Waivers of Statutory or Regulatory Requirements.

Amends Section 189 of WIOA to include Section 116 performance reports and the minimum amount for skills development requirement in Section 134 as unwaivable requirements.

Section 197. State Flexibility Pilot Authority.

Amends Section 190 of WIOA to establish a state flexibility pilot authority to allow states and local workforce boards to pursue reforms to their workforce development systems. A state, local area, or consortium of multiple local areas with an approved pilot project will receive its adult, dislocated worker, and youth funds as a consolidated grant for five years with increased flexibility through waivers of statutory and regulatory requirements of Subtitles A and B of Title I. The pilot projects must continue to follow the priority of service requirements of the law, adhere to existing workforce protections, set performance targets higher than their current level of performance, have a rigorous evaluation completed, continue to deliver services through a one-stop system, and set minimum levels of performance for any training providers that will receive funding under the pilots. The Secretary may approve up to five statewide pilot projects and four local area or consortium pilot projects, with authority for an additional two eligible states after two years if the first five states show an improvement in performance. Statewide pilot projects may only be approved for states that are approved to become a single state local area at the time of applying or have a labor force participation rate of less than 60 percent and a population of less than 5.1 million. Requires the submission of a report of the evaluation to Congress and the Department of Labor.

Section 198. General Program Requirements.

Amends Section 194 of WIOA to require recipients of WIOA funds to submit assurances to the local board, governor, or Secretary (depending on the program) that such recipients will adhere to the program standards and workforce protections under subsections (a) and (b) of Section 181. Defines the term “low-density workforce area” to mean a state with a population density of less than 1.5 persons per square mile, and modifies requirements to youth work experiences for a local area located in a low-density workforce area.

TITLE II – ADULT EDUCATION AND LITERACY

Section 201. Purpose.

Amends Section 202 of WIOA to update the purpose of the Adult Education and Literacy program to include assisting adults in obtaining digital literacy skills.

Section 202. Definitions.

Amends Section 203 of WIOA to define “digital literacy skills,” include digital literacy skills under the definition of “adult education,” replace the term “English language learner” with “English learner,” update the definitions of “integrated English literacy and civics education, “family literacy activities”, “literacy” and “define the term ” postsecondary preparation activities.”

Section 203. Authorization of Appropriations.

Amends Section 206 of WIOA to authorize appropriations for Title II for Fiscal Years 2025 to 2030 at an amount of \$751,042,100.

Section 204. Special Rule.

Amends Section 211 of WIOA to make a conforming change to reflect the renumbering of the definitions in Section 3 of WIOA.

Section 205. Performance Accountability System.

Amends Section 212 of WIOA to provide that the primary indicator of performance measuring participant completion of employer-connected learning will be applied to Title II as the percentage of program participants who exited the program during the program year and completed an “integrated education and training” program. Additionally, the section allows the collection of de-identified participant level data for use in the performance accountability system.

Section 206. Matching Requirement.

Amends Section 222 of WIOA to direct each state agency to make publicly available the sources of the required matching funds and an explanation of how these funds are being distributed to eligible providers.

Section 207. State Leadership Activities.

Amends Section 223 of WIOA to update the required state leadership activities to include the identification of opportunities to align with activities supported under the *Carl D. Perkins Career and Technical Education Act* to expand integrated education and training programs, assistance to providers in reporting participant outcomes, including facilitating partnerships with state entities to conduct matches on wages records or support integration with statewide longitudinal data system, and the development or identification of instructional materials designed to meet the needs of adult and English learners. Additionally, this section updates the allowable state leadership activities to include the development of policies to award recognized postsecondary credentials to adult educators with demonstrated effectiveness, performance incentive payments to eligible providers, including payments for increased use of “integrated employment and training” or other forms of linked instruction, and activities to strengthen the quality of standards and accreditation requirements.

Section 208. Programs for Corrections Education and Other Institutionalized Individuals.

Amends Section 225 of WIOA to establish a priority of service to an entity in the state also served by a program under Section 172. Requires each eligible agency using funds to carry out corrections education and education for other institutionalized individuals to coordinate these activities with funds reserved under the *Carl D. Perkins Career and Technical Education Act*, to develop “integrated education and training” opportunities, to coordinate eligible prison education programs, and to coordinate with REO programs. Redefines the term criminal offender to “justice-involved individual” and defines the term “prison education program.”

Section 209. Grants and Contracts for Eligible Providers.

Amends Section 231 of WIOA to update the considerations state agencies must use when awarding grants and contracts to eligible providers to include consideration of the instructional materials used by the provider and clarify that states may consider the costs of providing learning in context, including “integrated education and training”, and the extent to which eligible providers intend to use these strategies when determining the amount of funds to be awarded. Established that each eligible agency shall ensure that funds are disbursed to an eligible provider that is awarded a multiyear grant or contract not later than 45 days after the date on which the multiyear grant or contract is awarded.

Section 210. Local Application.

Amends Section 232 of WIOA to update the local application that must be submitted by each eligible provider to include a description of how the eligible provider will provide learning in context, including through partnerships with employers to offer workplace adult education and literacy activities and may provide activities in a manner integrated with postsecondary preparation activities to enable participating students to attain a recognized postsecondary credential or enroll in postsecondary education.

Section 211. Local Administrative Cost Limits.

Amends Section 233 of WIOA to revise the local administrative cost limits to move professional development for adult educators into its own category, subject to a 10 percent cost limit, and not more than five percent for planning and administrative expenses.

Section 212. National Leadership Activities.

Amends Section 242 of WIOA to update the national leadership required activities to include dissemination of effective practices for states to use statewide-longitudinal data systems, including the dissemination of effective practices to reduce reporting burden. Adds new allowable activities of developing and evaluating programs for preparing adult educators, carrying out initiatives to disseminate effective staffing models, program quality standards, and accreditation requirements that may be voluntarily adopted, and providing professional development and technical assistance to educators.

Section 213. Integrated English Literacy and Civics Education.

Amends Section 243 of WIOA to update the terms to read “English learners.”

TITLE III— AMENDMENTS TO OTHER LAWS

Section 301. Amendments to the *Wagner-Peyser Act*.

Amends the *Wagner-Peyser Act* to include the Commonwealth of the Northern Mariana Islands and American Samoa in the Employment Service, providing each of these territories one half of the amount of funding that Guam is provided, beginning the first fiscal year the total amount available for allotment is greater than the amount for Fiscal Year 2024. This section makes adjustments to support the integrated delivery of career services provided by the Employment Services within the one-stop delivery system. Additionally, this section modifies the workforce and labor market information system to promote the use of real-time data to identify trends in emerging occupation roles and skills and disseminate information in a manner that is user-friendly. This section authorizes appropriations to carry out Section 15 of the *Wagner-Peyser Act* for Fiscal Years 2025 to 2030 at an amount of \$64,532,600.

Section 302. Job Training Grants.

Amends Section 414 of the *American Competitiveness and Workforce Improvement Act of 1998* to authorize \$65 million from the Department of Labor’s H1-B fee allocation to be spent on the Youth Apprenticeship Readiness Grant program in Section 177 of this bill and the remainder to be spent on supplemental ITAs authorized under Section 143 of this bill based on a formula that allocates one-third of the funding based on the relative number of unemployed individuals, one-third of the funding based on the relative number of disadvantaged adults, and one-third based on the relative number of individuals in the civilian labor force, with a small state minimum. It requires the funds to be used to provide ITAs for dislocated workers that are determined to be eligible for training services and have not received an ITA during the preceding five-year period. The ITAs provided under this section will function in the same manner as ITAs provided under Section 134 of WIOA, except that a local area may not limit the maximum amount available for an ITA to less than \$5,000 and must provide notice to an eligible dislocated worker of any opportunities to participate in on-the-job training or employer-directed skills development before selecting a program from the state’s “eligible training provider list.” Local areas must use the funds provided under this section before using the funds available for skills development under Section 134 of WIOA for ITAs for dislocated workers.

Section 303. Access to National Directory of New Hires.

Amends Section 453 of the *Social Security Act* to authorize state agencies responsible for conducting the reporting and evaluation activities under Section 116 of WIOA to receive information from the National Directory of New Hires.

TITLE IV — DEPARTMENT OF LABOR TECHNICAL ASSISTANCE

Section 401. Technical Assistance for Transforming to Competitive Integrated Employment.

Authorizes a technical assistance center at the Department of Labor to provide technical assistance to employers seeking to transition from employing individuals with disabilities using special certificates to competitive integrated employment and State agencies supporting employers with such transition and authorizes for each of Fiscal Years 2025 to 2030 an amount of \$10,000,000.

TITLE V—GENERAL PROVISIONS

Section 401. Report on Data Capability and Interoperability of Federal and State Databases and Data Exchange Agreements.

Amends Section 505 of WIOA to direct the Government Accountability Office to prepare a report, similar to the one required by the 2014 reauthorization, to identify current data system weaknesses and opportunities, with a focus on understanding current data system interoperability and the State Wage Interchange System (SWIS) developed by the Department of Labor.

Section 402. Effective Date/Transition Authority.

Sets the effective date for the vast majority of the bill as the first day of first full Program Year after enactment (July 1, 2025). Exceptions that start on the first day of the second Program Year include: Sec. 102, Unified State Plan; Sec. 108, Local Plan; Sec. 116, Performance Accountability; Sec. 121, Establishment of one-stop delivery systems; Sec. 122, Identification of eligible providers of training services; and Sec. 159, performance reporting under Job Corps, Transition authority for the Secretary of Labor and the Secretary of Education will remain for one year after the effective date.