

HANDOUTS

Workforce Development Board (WDB)

December 11, 2024



A proud partner of the AmericanJobCenter® network

Review of the Demand Industry and Occupations as well as the Target Occupations

This is now annual

10

Industry- Mfg.	2022 Jobs	2032 Jobs	Chg	% Chg	Avg. Earnings Per Job	2023 Turnover Rate
Advanced Manufacturing						
Architectural/ Structure Metals	4,134	5,463	1,328	32%	\$86,652	46%
Otr. Food Mfg.	1,545	2,420	874	57%	\$108,590	60%
Motor Vehicle Parts Mfg.	4,812	5,548	736	15%	\$65,331	42%
Motor Vehicle Mfg.	5,263	5,508	245	5%	\$122,275	21%
Bev. Mfg.	1,427	1,537	110	8%	\$104,880	42%
Aerospace Prod. Mfg.	21,748	21,640	(107)	(0%)	\$167,199	14%
Emerging						
Semiconductor/ Otr. Elec. Component Mfg.	1,254	1,894	640	51%	\$124,278	28%
Scientific Research/ Development Serv.	1,701	2,655	954	55%	\$116,399	49%

11

Industry- Child Day Care Services and Finance and Insurance	2022 Jobs	2032 Jobs	Change	% Change	Avg. Earnings Per Job	2023 Turnover Rate
Child Day Care Services						
Child Day Care Services	5,871	6,393	522	9%	\$37,204	84%
Finance and Insurance						
Depository Credit Intermediation	12,734	14,807	2,072	16%	\$106,529	26%
Otr. Financial Investment Activities	5,008	7,137	2,130	43%	\$185,608	32%
Agencies, Brokerages, & Otr. Ins. Related Act.	11,516	15,802	4,286	37%	\$104,868	70%

12

Industry-	2022 Jobs	2032 Jobs	Change	% Change	Avg. Earnings Per Job	2023 Turnover Rate
Construction						
Bldg. Equipment Contractors	16,266	19,477	3,211	20%	\$88,168	67%
Utility System Construction	6,849	9,535	2,687	39%	\$87,513	65%
Nonresidential Bldg. Construction	5,535	7,297	1,762	32%	\$113,539	54%
Fdn. Structure, & Bldg. Exterior Contractors	8,427	9,710	1,283	15%	\$85,344	80%
Building Finishing Contractors	5,266	6,078	813	15%	\$72,737	86%
Highway, Street, and Bridge Construction	2,512	3,129	617	25%	\$97,455	85%

13

Industry-	2022 Jobs	2032 Jobs	Change	% Change	Avg. Earnings Per Job	2023 Turnover Rate
Healthcare						
Offices of Physicians	20,436	27,021	6,585	32%	\$138,918	44%
Offices of Dentists	6,919	7,821	901	13%	\$76,370	72%
Home Health Care Serv.	10,290	13,503	3,213	31%	\$45,747	70%
Otr. Ambulatory Health Care Services	2,922	3,803	882	30%	\$80,498	43%
General Medical/ Surgical Hospitals	29,335	35,663	6,328	22%	\$98,570	27%
Nursing Care Facilities (Skilled Nursing Facilities)	6,237	7,763	1,526	24%	\$57,807	127%

14

Industry-	2022 Jobs	2032 Jobs	Change	% Change	Avg. Earnings Per Job	2023 Turnover Rate
Hospitality/Entertainment						
Otr. Amusement/ Recreation Inds.	7,803	9,369	1,567	20%	\$32,885	108%
Traveler Accommodation	7,513	9,713	2,200	29%	\$45,584	89%
Special Food Services	2,866	3,688	822	29%	\$40,806	85%
Restaurants & Otr. Eating Places	81,667	95,098	13,431	16%	\$27,458	141%
Emerging						
Motion Picture & Video Industries	1,481	2,258	777	52%	\$34,451	215%

15

Industry-	2022 Jobs	2032 Jobs	Change	% Change	Avg. Earnings Per Job	2023 Turnover Rate
Information Technology						
Computer Systems Design & Related Services	11,978	17,078	5,100	43%	\$143,915	42%
Traveler Accommodation	7,513	9,713	2,200	29%	\$45,584	89%
Logistics, Transportation/Warehousing						
Scheduled Air Transportation	28,081	31,597	3,516	13%	\$166,547	35%
Gen. Freight Trucking	8,409	10,221	1,811	22%	\$88,701	70%
Taxi and Limousine Services	104	692	587	563%	\$34,822	157%
Freight Transportation	3,437	4,626	1,189	35%	\$89,356	49%
Couriers & Express Drivers	13,433	17,191	3,757	28%	\$49,000	125%

16

Demand Occupations	2022 Jobs (Average Annual Employment)	2032 Jobs	Change	% Change	Avg. Hourly Earnings	2023 Turnover Rate	Automation Index
Registered Nurses	20,336	25,216	4,880	24%	\$45.34	32%	85.3
General and Operational Managers	29,973	34,530	4,557	15%	\$59.45	53%	82.2
Home Health & Personal Care Aides	13,916	17,767	3,851	27.7%	\$12.65	98%	93.6
Software Developers	8,493	12,003	3,510	41%	\$56.97	32%	80.2
Heavy Tractor-Trailer Truck Drivers	15,407	17,809	2,402	16%	\$23.15	76%	110.1
Stockers/ Order Fillers	24,983	27,379	2,396	10%	\$17.57	106%	112.3
Project Management Specialist	6,898	9,020	2,122	31%	\$45.12	50%	86.8

17

Demand Occupations	2022 Jobs	2032 Jobs	2022-2032 Change	% Change	Average Hourly Earnings	2023 Turnover Rate	Automation Index
Nursing Assistants	6,562	8,167	1,605	24%	\$18.20	118%	97
Accountant/ Auditors	7,917	9,484	1,567	20%	\$39.52	52%	93.1
1 st . Line Suprv. Food Prep and Service Wkrs.	8,431	9,978	1,547	18%	\$18.88	103%	107.7
Maintenance & Repair Wkrs. , General	9,445	10,977	1,532	16%	\$20.71	58%	109.6
Medical Secretaries/ Adm. Assistants	4,806	6,326	1,520	32%	\$20.49	59%	93.1
Flight Attendants	5,422	6,917	1,497	28%	\$23.68	40%	97.0

18

Demand Occupations	2022 Jobs	2032 Jobs	Change	% Change	Avg. Hourly Earnings	2022 Turnover Rate	Automation Index
Medical Health Service Managers.	3,709	5,133	1,424	38.4%	\$63.10	37%	75.2
Financial Managers	4,651	6,016	1,365	29.3%	\$75.91	36%	85.8
Medical Assistants	4,637	5,995	1,358	29.3%	\$19.87	71%	97.3
Auto Service Technicians & Mechanics	4,844	6,201	1,357	28.0%	\$25.38	58%	105.9
Human Resource Specialists	6,235	7,570	1,335	21.4%	\$31.69	86%	83.8
Light Truck Drivers	7,805	9,139	1,333	17.1%	\$21.74	88%	112.9
Customer Service Representatives	25,377	26,649	1,272	5%	\$19.70	85%	96.4
Misc. Assemblers/Fabricators	11,758	12,930	1,172	10%	\$19.15	88%	112.6

19

Demand Occupations	2022 Jobs	2032 Jobs	Change	% Change	Avg. Hourly Earnings	2023 Turnover Rate	Automation Index
Insurance Sales Agents	3,710	4,842	1,132	31%	\$30.58	56%	96.0
Computer and Infor. Systems Managers	3,738	4,864	1,126	30%	\$77.29	36%	79.9
Sales Representative of Services	6,513	7,628	1,115	17%	\$34.42	70%	96.7
Business Operations Specialist, All Other	6,372	7,457	1,085	17%	\$40.54	49%	96.8
First-Line Suprv. of Construction Traders	5,469	6,506	1,037	19%	\$35.77	60%	106.2
Sales Rep., Wholesale & Mfg., Except Tech., Scientific Products	7,279	8,256	977	13%	\$34.00	40%	91.5
Industrial Machinery Mechanics	2,920	3,856	936	32%	\$29.91	36%	109.8
1 st Line Suprv. of Mechanics, Installers	4,602	5,521	919	20%	\$34.88	50%	94

20

Demand Occupations	2022 Jobs	2032 Jobs	Change	% Change	Avg. Hourly Earnings	2023 Turnover Rate	Automation Index
Construction Mgrs.	2,763	3,677	914	33%	\$51.75	50%	88.6
Security Guards	5,315	6,223	908	17%	\$17.52	93%	109.8
Operating Engineers & Other Const. Equip. Operators	2,569	3,475	906	35%	\$24.55	63%	120.3
Securities Commodities & Financial Services Sales	3,554	4,454	900	25%	\$46.93	28%	92.8
Management Analysts	3,424	4,320	896	26%	\$50.02	56%	91.1
Teaching Assistants, Except Postsecondary	5,741	6,615	874	15%	\$14.82	49%	89.7
Computer Occupations, All Other	3,954	4,822	868	22%	\$49.30	46%	85.5

21

Demand Occupations	2022 Jobs	2032 Jobs	Change	% Change	Avg. Hourly Earnings	2023 Turnover Rate	Automation Index
Electricians	4,885	5,747	862	18%	\$26.69	67%	110.3
Market Research Analysts	3,536	4,394	858	24%	\$35.02	61%	88.6
Sales Managers	5,591	6,393	802	14%	\$64.52	44%	85.7
Welders, Cutters, Solderers	3,193	3,922	729	23%	\$22.76	60%	121.4
Plumbers, Pipefitters	2,826	3,540	714	25%	\$27.81	63%	116.3
Training & Development Specialist	3,238	3,942	704	22%	\$34.83	54%	88.0
1 ST Line Suprv. of Retail Sales	8,030	8,730	700	9%	\$21.96	65%	97.8
Sales Reps, Wholesale & Mfg., Tech & Sci. Prod	2,663	3,346	683	26%	\$44.66	41%	93.5

22

Demand Occupations	2022 Jobs	2032 Jobs	Change	% Change	Avg. Earn Per Job	2023 Turnover Rate	Automation Rate
HVAC	2,507	3,163	656	26%	\$26.92	58%	113.0
Licensed Prac. Voc. Nurses	3,828	4,480	652	17%	\$28.89	64%	84.8
Transportation, Storage Distribution Manager.	2,147	2,782	635	30%	\$51.03	47%	88.2
1 st Line Suprv. Trans., Storage Distribution Managers	4,995	5,604	608	12%	\$28.79	67%	93.8
Marketing Mgrs.	2,203	2,800	597	27%	\$66.46	51%	76.7
Data Scientists	1,027	1,611	584	57%	\$50.48	41%	85.5

23

Target Occupations	2022 Jobs	2032 Jobs	Change	% Change	Avg. Hourly Earnings	2023 Turnover Rate	Automation Index
Registered Nurses	20,336	25,216	4,881	24%	\$45.34	32%	85.3
General / Operational Mgrs.	29,973	34,530	4,558	15%	\$59.45	53%	82.2
Software Developers	8,493	12,003	3,510	27.7%	\$56.97	32%	80.2
Heavy Tractor-Trailer Truck Drivers	15,407	17,809	2,401	16%	\$28.15	76%	110.1
Nursing Assistants	6,562	8,167	1,605	24%	\$18.20	97%	118%
Accountant/Auditors	7,917	9,848	1,567	19.8%	\$39.52	52%	93.1
Medical Secretaries/Administration Asst.	4,806	6,326	1,520	32%	\$20.49	59%	93.1
Medical & Health Serv. Mgrs.	3,709	5,133	1,424	38%	\$63.10	37%	75.2

24

Target Occupations	2022 Jobs	2032 Jobs	Change	% Change	Avg. Hourly Earnings	2023 Turnover Rate	Automation Index
Maintenance & Repair Wkrs., Gen.	9,445	10,977	1,532	16%	\$20.71	58%	109.6
Medical Assistants	4,637	5,995	1,358	29%	\$19.87	71%	97.3
Automotive Serv. Technicians/ Mech.	4,844	6,201	1,357	28%	\$25.38	58%	105.9
Business Operations Specialists, All Other	6,372	7,457	1,085	17%	\$40.54	40%	86.8
Industrial Machinery Mechanics	2,920	3,856	936	32%	\$29.9`	35%	109.8
Operating Engineers/ Otr. Const. Equip. Oper.	2,569	3,475	906	35%	\$24.55	63%	120.3
Management Analysts	3,424	4,320	896	26%	\$50.02	56%	91.1
Electricians	4,885	5,747	862	18%	\$26.69	67%	110.3

25

Target Occupations	2022 Jobs	2032 Jobs	Change	% Change	Avg. Hourly Earnings	2023 Turnover Rate	Automation Index
Plumbers, Pipefitters	2,826	3,540	714	25%	\$27.81	63%	116.3
Welders, Cutters, Solderers	3,193	3,922	729	23%	\$24.88	60%	121.4
Heating, AC, & Refg. Mechanics & Installers	2,507	3,163	656	26%	\$26.92	58%	113.
Licensed Prac. And Vocational Nurses	3,828	4,480	652	17%	\$28.89	64%	84.8
Computer User Support Specialist	4,431	4,933	503	11%	\$27.13	51%	82.9
Bus & Truck Mechanics/ Diesel Eng. Specialist	1,993	2,479	486	24%	\$28.64	51%	114.6
Computer System Analyst	3,467	3,904	437	13%	\$54.27	38%	81.7

26

Target Occupations	2022 Jobs	2032 Jobs	Change	% Change	Avg. Hourly Earnings	2023 Turnover Rate	Automation Index
Financial & Investment Analysts	2,211	2,623	412	19%	\$38.82	33%	89
Information Security Analysts	1,103	1,488	386	35%	\$54.58	36%	86.4
Radiologic Tech and Technic	1,383	1,733	350	25%	\$37.93	25%	94.1
Network and Computer Sys. Admin.	2,254	2,592	338	15%	\$42.74	38%	87.2
Dental Assistants	2,488	2,826	337	14%	\$21.73	96%	97.5
Medical Records Specialists	1,490	1,804	314	21%	\$24.41	43%	92.1
Civil Engineers	1607	1904	297	18%	\$46.26	31%	81.7

27

Target Occupations	2022 Jobs	2032 Jobs	Change	% Change	Avg. Hourly Earnings	2023 Turnover Rate	Automation Index
Electrical Power-Line Installers/ Repairers	652	933	281	43%	\$36.36	37%	114
Industrial Engineers	2,532	2,790	258	10%	\$48.56	21%	92
Mechanical Engineers	1,473	1,726	253	17%	\$48.56	23%	85.1
Aircraft Mechanics/ Serv. Technicians	3,913	4,145	231	6%	\$42.81	31%	101.2
Respiratory Therapists	982	1,212	230	23%	\$39.32	25%	93.2
Dental Hygienists	878	1,093	215	24%	\$42.78	46%	96.8
Aerospace Engineers	1,179	1,314	190	14%	\$63.51	13%	77.2
Electrical Engineers	1,179	1,314	135	11%	\$48.70	23%	84.8
Bookkeeping, Acct. & Audit Clerks	9,802	9,921	119	1%	22.48	80%	103.6



Board Committee Structure

Leadership Committee	
Goal No. 1	Enhance Governing and Workforce Boards' leadership in meeting the mission of improving workforce quality to support economic development.
Goal No. 2	Advance a Workforce Intelligence system to achieve vertical and horizontal alignment with Tarrant County employer and targeted industry demand.
Members	Lillie Biggins, Mike Doyle, Rosa Navejar (Vice-Chair) Bruce Payne (Second Vice-Chair), Tyrone Taylor (Chair), Estrus Tucker and Gracie Vega.
Staff Contact	Lacey Douglas, Communications & Events Director, lacey.douglas@workforcesolutions.net ; (817) 413-4489

Workforce Investment Committee	
Goal No. 3	Exercise proper fiduciary stewardship, budget for new opportunities, and ensure adequate board oversight of financial concerns.
Charge	The Committee's function would be to procure financial auditors, provide audit oversight and receive the final audit report
Members	Lillie Biggins (Chair), Kimberly Baker-Jones, Felicia Davis, Mike Gerro, Jana Harris, Jerletha McDonald, Jeff Postell, Leslie Scott and Robert Teran.
Staff Contact	Mark Tristan, Director of Finance, mark.tristan@workforcesolutions.net ; (817) 413-4415

Workforce Improvement Committee	
Goal No. 4	Improve the quality of the existing, potential, and future workforce in Tarrant County through strategic partnerships.
Goal No. 5	Develop and offer responsive Business Services to help Tarrant County businesses, especially smaller businesses, meet their human resource needs and improve the quality of the workforce available to them.
Members	Bruce Payne (Chair), Gracie Vega (Vice-Chair), Mike Coffey, Felicia Davis, Mary Farris, Jana Harris, Deb Jones, Antoinette Karriem, Jerletha McDonald, Jeff Postell, Dr. Di Ann Sanchez and Robert Teran.
Staff Contact	Jann Miles, Planning Director, jann.miles@workforcesolutions.net ; (817) 413-4428

Workforce Delivery Systems Committee	
Goal No. 6	Improve the quality of the future workforce to ensure that Tarrant County businesses have a longer-term, vibrant, and qualified talent pipeline.
Goal No. 7	Expand the talent pool available to Tarrant County employers by reaching, serving and preparing untapped talent markets.
Goal No. 8	Continue to improve the workforce services delivery system to increase the number of Tarrant County workforce system customers employed at higher wages.
Members	Mike Doyle, (Chair), Estrus Tucker (Vice Chair), Dr. Marcelo Cavazos, Mike Coffey, Felicia Davis, Mary Farris, Joan Grigsby, Jon Gustafson, Jana Harris, Dr. Marie Holliday, Andrew Johnsen, Deb Jones, Antoinette Karriem, Jennifer Limas, Dr. Dan Lufkin, Jerletha McDonald, Jeff Postell, Robert Teran and Raymond Todd.
Staff Contact	Tracey Cummings, HR/EO Officer Unit Director; tracey.cummings@workforcesolutions.net ; (817) 413-4463

Please note: The Workforce Development Board Chair, Vice-Chair and Second Vice-Chair serve as ex-officio members for all Committees.

BIG CITY MAYORS

December 6, 2024

Dear Members of the Texas Congressional Delegation:

As you close out the 118th Congress, we understand that one item that may move is reauthorization of federal workforce development programs. Workforce development is a priority for all of us, and we are pleased that the House passed bipartisan legislation (HR 6655) to reauthorize the Workforce Investment and Opportunity Act (WIOA). However, we are deeply concerned about several provisions in the bill that could degrade local control and even lead to the elimination of local workforce investment boards. We urge you to eliminate these threats to local job training programs as Congress completes work on WIOA reauthorization.

We are especially concerned about Section 115 of HR 6655, which could lead to the elimination of local workforce development areas. Local workforce development areas are the foundation of our nation's job training infrastructure. Local workforce development areas ensure that job training programs meet the needs of the local economy, as understood by local businesses, local economic development officials, and local elected officials. A strong partnership with the state workforce investment board is critical to the success of local job training programs and we urge you to ensure that any final WIOA reauthorization bill retains local workforce investment boards and ensures that local employers and officials who best understand local economies, local plans, and local needs continue to play a lead role in job training programs.

We are also concerned about language in Section 143 of the bill that would *require* 50% of funds allocated to a local workforce investment board to be used to provide eligible individuals with skills development through an individual training account 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. While no doubt well intentioned, this provision would impose a one-size-fits-all solution that limits the ability of local workforce development boards to tailor job training programs to local needs and conditions and to nimbly respond to changing local dynamics.

Despite the threat these provisions pose to local job training programs, there are many positive provisions in HR 6655, and we are pleased that Congress is working on a bipartisan basis to reauthorize federal job training programs.

Thank you for your attention to this issue and for all you do for Texas and our communities.

Sincerely,



Kirk P. Watson
Mayor, City of Austin, TX



John B. Muns
Mayor, City of Plano, TX



Jim Ross
Mayor, City of Arlington, TX



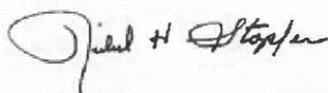
Ron Nirenberg
Mayor, City of San Antonio, TX



Oscar Leeser
Mayor, City of El Paso, TX



Joe Zimmerman
Mayor, City of Sugarland, TX



Richard H. Stopfer
Mayor, City of Irving, TX



Paulette M. Guajardo
Mayor, City of Corpus Christi, TX

cc: U.S. Senator John Cornyn
U.S. Senator Ted Cruz
U.S. Representative Nathaniel Moran (CD-1)
U.S. Representative Dan Crenshaw (CD-2)
U.S. Representative Keith Self (CD-3)
U.S. Representative Pat Fallon (CD-4)
U.S. Representative Lance Gooden (CD-5)
U.S. Representative Jake Ellzey (CD-6)
U.S. Representative Lizzie Fletcher (CD-7)
U.S. Representative Morgan Luttrell (CD-8)
U.S. Representative Al Green (CD-9)

U.S. Representative Michael T. McCaul (CD-10)
U.S. Representative August Pfluger (CD-11)
U.S. Representative Kay Granger (CD-12)
U.S. Representative Ronny Jackson (CD-13)
U.S. Representative Randy Weber (CD-14)
U.S. Representative Monica De La Cruz (CD-15)
U.S. Representative Veronica Escobar (CD-16)
U.S. Representative Pete Sessions (CD-17)
U.S. Representative Erica Lee Carter (CD-18)
U.S. Representative Jodey C. Arrington (CD-19)
U.S. Representative Joaquin Castro (CD-20)
U.S. Representative Chip Roy (CD-21)
U.S. Representative Troy E. Nehls (CD-22)
U.S. Representative Tony Gonzales (CD-23)
U.S. Representative Beth Van Duyen (CD-24)
U.S. Representative Roger Williams (CD-25)
U.S. Representative Michael C. Burgess (CD-26)
U.S. Representative Michael Cloud (CD-27)
U.S. Representative Henry Cuellar (CD-28)
U.S. Representative Silvia R. Garcia (CD-29)
U.S. Representative Jasmine Crockett (CD-30)
U.S. Representative John Carter (CD-31)
U.S. Representative Colin Allred (CD-32)
U.S. Representative Marc Veasey (CD-33)
U.S. Representative Vicente Gonzalez (CD-34)
U.S. Representative Greg Casar (CD-35)
U.S. Representative Brian Babin (CD-36)
U.S. Representative Lloyd Doggett (CD-37)
U.S. Representative Wesley Hunt (CD-38)

A Stronger Workforce for America Act

Bipartisan, Bicameral Bill Summary

November 2024

A strong workforce development system is vital to strengthening our economy and providing economic opportunity for more Americans. When the Workforce Innovation and Opportunity Act (WIOA) was enacted in 2014, it made critical improvements to streamline the maze of federal workforce development programs and enhance accountability through a single set of performance metrics. However, a decade later, significant challenges persist that hamper the workforce system's ability to fund high-quality services to youth, workers, and employers to help fill job openings in growing and in-demand industries.

A Stronger Workforce for America Act makes critical updates to WIOA that will improve the skills development of workers provided under the law, strengthen connections between employers and the workforce system, and put more Americans on the pathway to a successful career.

Upgrades the skills of more Americans

- Dedicates 50 percent of the adult and dislocated worker funding toward upskilling workers through “individual training accounts” (ITAs), on-the-job learning, and other employer-led and industry relevant initiatives. Allows local areas to count a portion of spending on supportive services for adults and dislocated workers participating in skills development toward this requirement.
- Provides eligible displaced workers with ITAs with a minimum value of \$5,000 to enroll in high-quality reskilling programs and reconnect with the workforce by repurposing existing resources at the Department of Labor.
- Allows states to set-aside funds from their state allocation to establish an “industry or sector partnership and career pathways development fund.” Through the fund, states will establish a competitive grant to support new or existing industry or sector partnerships to fund a range of education, skills development, and employment-related activities, with a non-federal cost sharing requirement based on the size of the participating employers.
- Allows states to set-aside additional funds from their state allocation to establish a “critical industry skills fund.” Through the fund, states will provide reimbursements to employers, sector partnerships, and other intermediaries for upskilling workers in the priority industries selected by the state. Reimbursements will occur only when the workers complete their program and are employed and retained in that industry.
- Raises the cap on “incumbent worker training” so local workforce boards, particularly in areas with low unemployment or high labor force participation, can help the currently employed workforce gain new skills to increase their wages, avoid displacement, and advance their careers.
- Enhances the *Adult Education and Family Literacy Act* (WIOA Title II) by including digital literacy skills as a core component of adult education and emphasizing the use of “integrated education and training” so adult learners can develop basic skills while simultaneously preparing for an in-demand occupation or industry.
- Improves service delivery and skills development opportunities through apprenticeships and industry or sector partnerships, as well as, encourages programs to implement the

principles of universal design for learning.

Delivers greater accountability and program quality

- Streamlines the “eligible training provider list” to ensure programs promote positive outcomes for workers and are aligned with the skill and hiring demands of employers by focusing the eligibility process on employment outcomes and improving consumer choice by elevating high-performing providers through a new “Workforce Innovation Leader” designation.
- Updates the performance indicators to better evaluate program success. The bill makes the percentage employed during the fourth quarter after exiting a program a labor market retention measure to hold programs accountable for ensuring participants have the skills to stay in the workforce. The bill also reforms the “effectiveness in serving employers” indicator to measure the percentage of participants in employer-connected learning such as “on-the-job training” or an apprenticeship.
- Strengthens and fully implements the performance accountability system in the law to hold states and local workforce boards accountable for achieving positive labor market outcomes for program participants and drive continuous improvement across the system, while providing incentive payments to states and local workforce boards that demonstrate significant improvements in outcomes for program participants. Modernizes the delivery of services to jobseekers by directing states to periodically reassess whether their WIOA “local areas” match the labor markets and economic development initiatives of the state, while encouraging the use of virtual services and existing community hubs to reach more jobseekers at a lower cost.
- Promotes program quality improvement and raises the standards for performance and student safety in the Job Corps program by conditioning the award and extension of campus operator contracts on successful performance. Creates a comprehensive program improvement period to enhance Job Corps program quality and set clear steps for the improvement actions that must be taken if a Job Corps campus is not achieving successful student outcomes or keeping students safe. Affords campuses more local control over budgeting and programming and behavioral management and removes overly broad offenses from the list of zero-tolerance offenses while also creating an appeals process for zero-tolerance offenses.

Strengthens pathways to economic opportunity for youth and adults

- Creates a new definition of “opportunity youth”, to replace “out-of-school youth”, by including youth experiencing homelessness and youth in foster care in the definition regardless of school enrollment status, and provides greater flexibility to respond to local needs by requiring 70 percent of youth funds statewide be dedicated towards serving opportunity youth while allowing states to work with their local boards to determine the appropriate percentage for each local area.
- Establishes the Youth Apprenticeship Readiness Grant (YARG) program to increase youth participation in new or existing apprenticeship and pre-apprenticeship programs and support high-quality career pathways for in-school and opportunity youth. Provides \$65 million annually to support these partnerships by repurposing existing resources at the Department of Labor.
- Places a greater emphasis on work-based learning, pre-apprenticeships, and apprenticeships for youth and enhances the quality of summer and year-round employment opportunities

available, while authorizing the use of ITAs for in-school youth to participate in skills development programs outside of the courses offered by their school district.

- Codifies and strengthens a program to help justice-involved individuals released from the nation's prisons transition back to meaningful employment and access skills and career pathways, while identifying and disseminating effective strategies to improve outcomes and reduce recidivism.
- Codifies and strengthens workforce education programs at community colleges that align with in-demand jobs by emphasizing programs with industry partnerships and those that use competency-based assessments to award academic credit for prior learning.
- Codifies the authority to issue dislocated worker grants to entities serving areas with employment and upskilling needs related to widespread substance use disorders, including to support preparation of individuals who have been impacted by substance use disorder in health professions involved in the prevention and treatment of substance use disorders.

Fuels innovation for a skills-based economy

- Authorizes a demonstration authority to allow several states and local workforce boards to receive their Title I funds as a consolidated grant for five years, with flexibility to restructure their state or local workforce system to meet the needs of their workers and employers, while retaining basic workforce protections and programmatic accountability.
- 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.
- Facilitates skills-based hiring by authorizing state and local boards to provide on their own, or in partnership with industry associations, technical assistance to employers on implementing skills-based hiring practices, while embedding competency-based assessments in the participant intake process.
- Codifies and enhances Workforce Data Quality Initiative grants to improve state workforce data capabilities by fostering cross-state collaboration, promoting integration between education and workforce longitudinal data systems, improving the timeliness and relevance of labor market data, supporting the adoption of credential navigation tools, and advancing the use of evidence and data to drive decision-making.
- Raises the cap on pay-for-performance contracting and simplifies the process for local workforce boards to contract with programs committed to delivering good outcomes, including for individuals with barriers to employment, while removing the prohibition on states using their governor's reserve on incentives for local boards using pay-for-performance contracting.
- Authorizes studies of pressing issues such as the employment conditions of WIOA program participants, improving workforce services for individuals with disabilities, the effectiveness and use of emerging technology in the workforce development system, alignment between education and workforce development systems, and the effectiveness of Job Corps.