

119<sup>TH</sup> CONGRESS  
1<sup>ST</sup> SESSION

# H. R. 1446

To amend the Workforce Innovation and Opportunity Act to identify or develop assessments to measure the prior knowledge, skills, competencies, and experiences of an individual, and for other purposes.

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## IN THE HOUSE OF REPRESENTATIVES

FEBRUARY 21, 2025

Mr. ALLEN introduced the following bill; which was referred to the Committee on Education and Workforce

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## A BILL

To amend the Workforce Innovation and Opportunity Act to identify or develop assessments to measure the prior knowledge, skills, competencies, and experiences of an individual, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*  
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Validate Prior Learn-  
5 ing to Accelerate Employment Act”.

1 **SEC. 2. ASSESSMENTS TO MEASURE THE PRIOR KNOWL-**  
2 **EDGE, SKILLS, COMPETENCIES, AND EXPERI-**  
3 **ENCES OF AN INDIVIDUAL.**

4 (a) STATEWIDE EMPLOYMENT AND TRAINING AC-  
5 TIVITIES.—Section 134(a)(2)(B) of the Workforce Innova-  
6 tion and Opportunity Act (29 U.S.C. 3174(a)(2)(B)) is  
7 amended—

8 (1) in clause (v)(VI), by striking “and” at the  
9 end;

10 (2) in clause (vi), by striking the period at the  
11 end and inserting a semicolon; and

12 (3) by adding at the end the following:

13 “(vii) coordinating with industry orga-  
14 nizations, employers (including small and  
15 mid-sized employers), training providers,  
16 local boards, and institutions of higher  
17 education to identify or develop com-  
18 petency-based assessments that are a valid  
19 and reliable method of measuring and col-  
20 lecting information on the knowledge,  
21 skills, and abilities of individuals who are  
22 adults or dislocated workers for the pur-  
23 pose of—

24 “(I) awarding, based on the  
25 knowledge, skills, and abilities of such  
26 an individual—

1           “(aa) a recognized postsec-  
2           ondary credential that is used by  
3           employers in the State for re-  
4           cruitment, hiring, retention, or  
5           advancement purposes; or

6           “(bb) credit toward a recog-  
7           nized postsecondary credential  
8           aligned with an in-demand indus-  
9           try sector or occupation in the  
10          State;

11          “(II) developing individual em-  
12          ployment plans under subsection  
13          (c)(2)(A)(xii)(II) that identify—

14               “(aa) in-demand industry  
15               sectors or occupations that re-  
16               quire knowledge, skills, and abili-  
17               ties that are similar to the knowl-  
18               edge, skills, and abilities of such  
19               an individual to secure employ-  
20               ment in such sectors or occupa-  
21               tions; and

22               “(bb) any upskilling needed  
23               to secure such employment; or

24               “(III) helping such an individual  
25               communicate the knowledge, skills,

1 and abilities of the individual to pro-  
2 spective employers through skills-  
3 based resumes, profiles, or portfolios;  
4 and

5 “(viii) disseminating to local areas  
6 and employers information relating to the  
7 assessments described in clause (vii), in-  
8 cluding—

9 “(I) any credential or credit  
10 awarded pursuant to items (aa) and  
11 (bb) of clause (vii)(I);

12 “(II) the industry organizations,  
13 employers, training providers, and in-  
14 stitutions of higher education located  
15 within the State that recognize the  
16 knowledge, skills, and abilities of such  
17 an individual that are validated by  
18 such assessments;

19 “(III) how such assessments may  
20 be provided to, and accessed by, such  
21 an individual through the one-stop de-  
22 livery system; and

23 “(IV) information on how the de-  
24 velopment of the individual employ-  
25 ment plans under subsection

1 (c)(2)(A)(xii)(II) can include an iden-  
2 tification of the information described  
3 in items (aa) and (bb) of clause  
4 (vii)(III).”.

5 (b) ALLOWABLE STATEWIDE EMPLOYMENT AND  
6 TRAINING ACTIVITIES.—Section 134(a)(3)(A) of the  
7 Workforce Innovation and Opportunity Act (29 U.S.C.  
8 3174(a)(3)(A)) is amended—

9 (1) in clause (xiii), by striking “and” at the  
10 end;

11 (2) in clause (xiv), by striking the period at the  
12 end and inserting “; and”; and

13 (3) by adding at the end the following:

14 “(xv) supporting employers in the  
15 State seeking to implement skills-based  
16 hiring practices to evaluate individuals  
17 based on the demonstrated knowledge,  
18 skills, and abilities of such individuals, as  
19 an alternative to relying on postsecondary  
20 degree requirements in the hiring process,  
21 which may include—

22 “(I) technical assistance on the  
23 use and validation of employment as-  
24 sessments, such as the competency-  
25 based assessments identified or devel-

1 oped by the State pursuant to para-  
2 graph (2)(B)(vii); and

3 “(II) support in the creation of  
4 skills-based job descriptions.”.

5 (c) AUTHORIZED LOCAL EMPLOYMENT AND TRAIN-  
6 ING ACTIVITIES.—Section 134(c)(2)(A) of the Workforce  
7 Innovation and Opportunity Act (29 U.S.C.  
8 3174(c)(2)(A)) is amended—

9 (1) in clause (iii), by inserting before the semi-  
10 colon the following: “, including a determination  
11 (which shall consider factors including prior work  
12 experience, military service, education, and in-de-  
13 mand industry sectors and occupations in the local  
14 area) of whether such an individual would benefit  
15 from a competency-based assessment identified or  
16 developed by the State pursuant to subsection  
17 (a)(2)(B)(vii) to accelerate the time to obtaining em-  
18 ployment that leads to economic self-sufficiency or  
19 career advancement”; and

20 (2) in clause (xii)(I)(aa), by inserting before the  
21 semicolon the following: “, including a competency-  
22 based assessment identified or developed pursuant to  
23 subsection (a)(2)(B)(vii)”.

24 (d) PERMISSIBLE LOCAL EMPLOYMENT AND TRAIN-  
25 ING ACTIVITIES.—Section 134(d)(1)(A) of the Workforce

1 Innovation and Opportunity Act (29 U.S.C.

2 3174(d)(1)(A)) is amended—

3 (1) in clause (ix)(II)—

4 (A) in item (cc), by striking “and” at the  
5 end;

6 (B) in item (dd), by inserting “and” at the  
7 end; and

8 (C) by adding at the end the following:

9 “(ee) technical assistance or  
10 other support to employers seek-  
11 ing to implement skills-based hir-  
12 ing practices, which may include  
13 technical assistance on the use  
14 and validation of employment as-  
15 sements, including competency-  
16 based assessments developed or  
17 identified by the State pursuant  
18 to subsection (a)(2)(B)(vii), and  
19 support in the creation of skills-  
20 based job descriptions.”;

21 (2) in clause (xi), by striking “and” at the end;

22 (3) in clause (xii), by striking the period at the  
23 end and inserting “; and”; and

24 (4) by adding at the end the following:

1                   “(xiii) competency-based assessments  
2                   for individuals upon the initial assessment  
3                   of skill levels pursuant to subsection  
4                   (c)(2)(A)(iii), or upon completion of train-  
5                   ing services or other learning experi-  
6                   ences.”.

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