

119TH CONGRESS
1ST SESSION

H. R. 2690

To amend the Workforce Innovation and Opportunity Act to define employer-directed skills development, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

APRIL 7, 2025

Mrs. MILLER-MEEKS (for herself and Mr. MOOLENAAR) introduced the following bill; which was referred to the Committee on Education and Workforce

A BILL

To amend the Workforce Innovation and Opportunity Act to define employer-directed skills development, 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 “Improve Employer-
5 Directed Skills Act”.

6 **SEC. 2. EMPLOYER-DIRECTED SKILLS DEVELOPMENT.**

7 (a) INTERVIEW EXCEPTION.—Section 134(c)(3)(A)
8 of the Workforce Innovation and Opportunity Act (29
9 U.S.C. 3174(c)(3)(A)) is amended—

1 (1) in clause (i), by striking “as provided in
 2 clause (ii)” and inserting “as provided in clause (ii)
 3 or (iii)”;

4 (2) by redesignating clause (iii) as clause (iv);
 5 and

6 (3) by inserting after clause (ii) the following:

7 “(iii) EMPLOYER REFERRAL.—A one-
 8 stop operator or one-stop partner shall not
 9 be required to conduct an interview, eval-
 10 uation, or assessment of an individual
 11 under clause (i) if such individual—

12 “(I) is referred by an employer to
 13 receive on-the-job training or em-
 14 ployer-directed skills development in
 15 connection with that employer; and

16 “(II) has been certified by the
 17 employer as being an individual who
 18 is in need of training services to ob-
 19 tain unsubsidized employment with
 20 such employer and who has the skills
 21 and qualifications to successfully par-
 22 ticipate in the selected program of
 23 training services.”.

24 (b) EMPLOYER-DIRECTED SKILLS DEVELOPMENT
 25 AGREEMENT.—Section 134(c)(3) of the Workforce Inno-

1 vation and Opportunity Act (29 U.S.C. 3174(c)(3)) is
2 amended by adding at the end the following:

3 “(I) EMPLOYER-DIRECTED SKILLS DEVEL-
4 OPMENT.—An employer may receive a contract
5 from a local board to provide employer-directed
6 skills development to a participant or group of
7 participants if the employer submits to the local
8 board an agreement that establishes—

9 “(i) the provider of the skills develop-
10 ment program, which may be the employer;

11 “(ii) the length of the skills develop-
12 ment program;

13 “(iii) the recognized postsecondary
14 credentials that will be awarded to, or the
15 occupational skills that will be gained by,
16 program participants;

17 “(iv) the cost of the skills development
18 program;

19 “(v) the estimated earnings of pro-
20 gram participants upon successful comple-
21 tion of the program;

22 “(vi) the amount of such cost that will
23 be paid by the employer, which shall not be
24 less than the amount specified in subpara-
25 graph (C) of section 3(19); and

1 “(vii) a commitment by the employer
2 to employ the participating individual or
3 individuals upon successful completion of
4 the program.”.

5 (c) GLOBAL TECHNICAL AMENDMENT.—Title I of
6 the Workforce Innovation and Opportunity Act (29 U.S.C.
7 3111 et seq.) is amended by striking “customized train-
8 ing” each place it appears and inserting “employer-di-
9 rected skills development”.

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