

119TH CONGRESS
2D SESSION

H. R. 8183

To amend the Workforce Innovation and Opportunity Act to provide for
the establishment of talent marketplaces.

IN THE HOUSE OF REPRESENTATIVES

APRIL 2, 2026

Mr. OWENS 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 provide for the establishment of talent marketplaces.

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 “Modernizing Access
5 to Talents, Credentials, and Hiring Act of 2026” or
6 “MATCH Act of 2026”.

7 **SEC. 2. TALENT MARKETPLACE.**

8 (a) DEFINITIONS.—Section 3 of the Workforce Inno-
9 vation and Opportunity Act (29 U.S.C. 3102) is amended
10 by adding at the end the following:

1 “(72) TALENT MARKETPLACE.—

2 “(A) TALENT MARKETPLACE.—The term
3 ‘talent marketplace’ means an array of publicly-
4 and privately-owned platforms supported by
5 interconnected and, where relevant, interoper-
6 able and based on open standards, technologies
7 (which may include artificial intelligence)
8 that—

9 “(i) is made available to the public;

10 “(ii) is used to match individuals with
11 employment and learning opportunities in
12 a State (or a consortium of States) using
13 information provided by users, including—

14 “(I) education and training pro-
15 viders;

16 “(II) employers;

17 “(III) jobseekers;

18 “(IV) students; and

19 “(V) any other individual; and

20 “(iii) incorporates and allows users
21 access to—

22 “(I) the learning and employment
23 records of users of such marketplace;

24 “(II) a credential registry; and

25 “(III) a skills profile generator.

1 “(B) CREDENTIAL REGISTRY.—The term
2 ‘credential registry’ means a process through
3 which a digital portal or repository may be used
4 by education and training providers to make
5 publicly available, and, where relevant, inter-
6 operable and based on open standards, a de-
7 scription, using standardized terminology, of
8 the skills, competencies and learning outcomes
9 associated with credentials, including recognized
10 postsecondary credentials.

11 “(C) LEARNING AND EMPLOYMENT
12 RECORD.—The term ‘learning and employment
13 record’ means a digital, machine-readable
14 record of an individual’s educational and em-
15 ployment history that—

16 “(i) contains information that may be
17 self attested and is verified by the employ-
18 ers, persons for whom the individual per-
19 formed services, and education and train-
20 ing providers of such individual;

21 “(ii) allows the individual to control
22 such information and use any such infor-
23 mation for the purpose of matching such
24 individual with employment and learning

1 opportunities as described in subparagraph
2 (A)(ii); and

3 “(iii) uses standardized terminology.

4 “(D) SKILLS PROFILE GENERATOR.—The
5 term ‘skills profile generator’ means a digital
6 tool that can be used to create a skill profile
7 that, using standardized terminology, describes
8 skills gained through, or necessary for—

9 “(i) employment;

10 “(ii) hiring; or

11 “(iii) education.

12 “(E) STANDARDIZED TERMINOLOGY.—The
13 term ‘standardized terminology’ means, in rela-
14 tion to a learning employment record, credential
15 registry, or skills profile generator made avail-
16 able through a talent marketplace, a limited set
17 of terms that is provided through a publicly
18 available, and, where relevant, interoperable
19 and based on open standards, skills framework
20 and used to describe skills, competencies, or
21 learning outcomes in a manner that—

22 “(i) provides a definition of such skill,
23 competency, or outcome, and identifies the
24 skills framework used for such definition;

1 “(ii) ensures that identical terms are
2 used to describe substantially similar skills,
3 competencies, or outcomes across such
4 records, registries, and generators in such
5 marketplace; and

6 “(iii) permits such terms to be effec-
7 tively used for the purpose of matching in-
8 dividuals with employment and learning
9 opportunities as described in subparagraph
10 (A)(ii).”.

11 (b) WORKFORCE DATA QUALITY INITIATIVE.—

12 (1) IN GENERAL.—Section 169 of the Work-
13 force Innovation and Opportunity Act (29 U.S.C.
14 3224) is further amended by adding at the end the
15 following:

16 “(d) WORKFORCE DATA QUALITY INITIATIVE.—

17 “(1) GRANT PROGRAM.—Of the amount made
18 available pursuant to section 132(a)(2)(A) for any
19 program year, the Secretary shall use not less than
20 5 percent and not more than 10 percent of such
21 amount, and may also use funds authorized for pur-
22 poses of carrying out this section, to award grants
23 to eligible entities to create workforce longitudinal
24 data systems, talent marketplaces, and associated
25 resources for the purposes of assisting States to—

1 “(A) improve program quality;

2 “(B) produce evidence for decision making;

3 “(C) meet performance reporting require-
4 ments;

5 “(D) protect the privacy of users; and

6 “(E) improve transparency in relation to
7 labor market trends and changes in job skills
8 needed to obtain employment.

9 “(2) APPLICATION.—To be eligible to receive a
10 grant under this subsection, an eligible entity shall
11 submit an application to the Secretary, at such time
12 and in such manner as the Secretary may require,
13 which shall include—

14 “(A) a description of the activities the eli-
15 gible entity is proposing, including a description
16 of the need for such activities and a detailed
17 budget;

18 “(B) a description of the expected out-
19 comes and outputs (such as systems or prod-
20 ucts) that will result from the proposed activi-
21 ties and the proposed uses of such outputs;

22 “(C) a description of how the proposed ac-
23 tivities will support the reporting of perform-
24 ance data for the performance accountability re-

quirements under section 116, including outcomes for eligible training providers;

“(D) a description of the methods and procedures the eligible entity will use to ensure the security and privacy of the collection, storage, and use of all data involved in the systems and resources supported through the grant, including compliance with State and Federal privacy and confidentiality law;

“(E) a plan for how the eligible entity will continue the activities or sustain the use of the outputs created with the grant funds after the grant period ends; and

“(F) a description of how the eligible entity will ensure interoperability and portability between the talent marketplace maintained by the eligible entity and other talent marketplaces through the use of open standards.

“(3) PRIORITY.—In awarding grants under the subsection, the Secretary shall give priority to eligible entities that—

“(A) are—

“(i) State agencies of States that have not previously received a grant from the Secretary for the purposes of this sub-

1 section and demonstrate a substantial need
2 to improve its data infrastructure, includ-
3 ing for the development of a talent market-
4 place; or

5 “(ii) consortia of State agencies that
6 are comprised of State agencies from mul-
7 tiple States and include at least one State
8 agency described in clause (i) and have the
9 capacity to make significant contributions
10 toward building interoperable and portable
11 interstate data infrastructure; and

12 “(B) will use grant funds to—

13 “(i) expand the adoption and use of
14 linked, publicly available, and interoperable
15 data on knowledge, skills, and abilities rep-
16 resented through credentials, occupational
17 job descriptions, and learning assertions,
18 including through the development of a tal-
19 ent marketplace or other tools and services
20 designed to help learners and workers
21 make informed decisions;

22 “(ii) participate in and contribute
23 data to a multistate data collaborative, in-
24 cluding data that provides participating
25 States the ability to better understand—

1 “(I) earnings and employment
2 outcomes of individuals who work out-
3 of-State; and

4 “(II) interstate earnings and em-
5 ployment trends;

6 “(iii) enhance collaboration with pri-
7 vate sector workforce and labor market
8 data entities and the end-users of work-
9 force and labor market data, including in-
10 dividuals, employers, economic development
11 agencies, and workforce development pro-
12 viders; or

13 “(iv) leverage the use of non-Federal
14 contributions to improve workforce data in-
15 frastructure, including staff capacity build-
16 ing.

17 “(4) USE OF FUNDS.—In addition to the activi-
18 ties described in paragraph (3)(B), an eligible entity
19 awarded a grant under this subsection may use
20 funds to carry out any of the following activities:

21 “(A) Developing or enhancing a State’s
22 workforce longitudinal data system, including
23 by participating and contributing data to the
24 State’s data system, if applicable, that links

1 with elementary and secondary school and post-
2 secondary data.

3 “(B) Accelerating the replication and
4 adoption of data systems, projects, products, or
5 practices already in use in one or more States
6 to other States.

7 “(C) Research and labor market data im-
8 provement activities to improve the timeliness,
9 relevance, and accessibility of such data
10 through pilot projects that are developed locally
11 but designed to scale to other regions or States.

12 “(D) Establishing or enhancing a talent
13 marketplace.

14 “(E) Developing policies, guidelines, and
15 security measures for data collection, storing,
16 and sharing to ensure compliance with relevant
17 Federal and State privacy laws and regulations.

18 “(F) Increasing local board access to and
19 integration with the State’s workforce longitu-
20 dinal data system in a secure manner.

21 “(G) Creating or participating in a data
22 exchange for collecting and using standards-
23 based jobs and employment data including, at a
24 minimum, job titles or occupation codes.

1 “(H) Improving State and local staff ca-
2 capacity to understand, use, and analyze data to
3 improve decision-making and improve partici-
4 pant outcomes.

5 “(5) ADMINISTRATION.—

6 “(A) DURATION.—A grant awarded under
7 this subsection may be for a period of up to 3
8 years.

9 “(B) SUPPLEMENT, NOT SUPPLANT.—
10 Funds made available under this subsection
11 shall be used to supplement, and not supplant,
12 other Federal, State, or local funds used for de-
13 velopment of State data systems.

14 “(C) REPORT.—Each eligible entity that
15 receives a grant under this subsection shall sub-
16 mit a report to the Secretary not later than 180
17 days after the conclusion of the grant period on
18 the activities supported through the grant and
19 improvements in the use of workforce and labor
20 market information that have resulted from
21 such activities.

22 “(6) DEFINITION.—In this subsection—

23 “(A) ELIGIBLE ENTITY.—The term ‘eligi-
24 ble entity’ means a State agency, including a
25 State workforce agency or a consortium of

1 State agencies, including a multistate data col-
2 laborative, that is or includes the State agency
3 responsible for—

4 “(i) State employer wage records used
5 by the State’s unemployment insurance
6 programs in labor market information re-
7 porting and analysis and for fulfilling the
8 reporting requirements under section
9 116(d);

10 “(ii) the production of labor market
11 information; and

12 “(iii) the direct administration of one
13 or more of the core programs.

14 “(B) MULTISTATE DATA COLLABO-
15 RATIVE.—The term ‘multistate data collabo-
16 rative’ means a partnership among two or more
17 States to coordinate the governance and stand-
18 ards for workforce related data maintained by
19 such States in order to facilitate interoperability
20 and the secure exchange of such data between
21 such States.”.

22 (2) CONFORMING AMENDMENT.—Section
23 132(a)(2)(A) of the Workforce Innovation and Op-
24 portunity Act (29 U.S.C. 3172(a)(2)(A)) is amended

1 by inserting after “projects),” the following: “169(d)
2 (relating to workforce data quality initiatives),”.

3 (c) LIST AND INFORMATION TO ASSIST PARTICI-
4 PANTS IN CHOOSING PROVIDERS.—Section 122(d) of the
5 Workforce Innovation and Opportunity Act (29 U.S.C. 12
6 3152(d)) is amended—

7 (1) by redesignating paragraphs (2), (3), and
8 (4) as paragraphs (3), (4), and (6), respectively;

9 (2) by inserting after paragraph (1) the fol-
10 lowing:

11 “(2) TALENT MARKETPLACE.—The Governor
12 may establish (or develop in partnership with other
13 States) a talent marketplace.”;

14 (3) by amending paragraph (4) (as so redesign-
15 nated) to read as follows:

16 “(4) AVAILABILITY.—The list (including the
17 talent marketplace if one has been established by the
18 State), and the accompanying information shall be
19 made available to such participants and to members
20 of the public through the one-stop delivery system in
21 the State—

22 “(A) on a publicly accessible website
23 that—

24 “(i) is consumer-tested; and

1 “(ii) is searchable, easily understand-
 2 able, and navigable, and allows for the
 3 comparison of eligible programs through
 4 the use of common, linked, open-data de-
 5 scriptive language, including interoperable
 6 skills and competency data; and

7 “(B) in a manner that does not reveal per-
 8 sonally identifiable information about an indi-
 9 vidual participant.”; and

10 (4) by inserting before paragraph (6) (as so re-
 11 designated), the following:

12 “(5) WEBSITE TECHNICAL ASSISTANCE.—The
 13 Secretary shall—

14 “(A) upon request, provide technical assist-
 15 ance to a State on establishing a website that
 16 meets the requirements of paragraph (4); and

17 “(B) disseminate to each State effective
 18 practices or resources from States and private
 19 sector entities related to establishing a website
 20 that is consumer-tested to ensure that the
 21 website is easily understood, searchable, and
 22 navigable.”.

23 (d) ASSISTANCE IN DEVELOPING TALENT MARKET-
 24 PLACES.—Section 7(a)(3) of the Wagner-Peyser Act (29
 25 U.S.C. 49f(a)(3)) is amended—

1 (1) in subparagraph (F), by striking the “and”
2 at the end;

3 (2) by moving subparagraph (G) four ems to
4 the right;

5 (3) in subparagraph (G), by striking the period
6 at the end and inserting “; and”; and

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

8 “(H) establishing a talent marketplace (as
9 defined in section 3 of the Workforce Innova-
10 tion and Opportunity Act (29 U.S.C. 3102)).”.

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