

119TH CONGRESS
2D SESSION

H. R. 8304

To require the Secretary of Labor to establish a grant program for States to improve or establish a credential repository, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

APRIL 15, 2026

Mrs. MCBATH (for herself and Mr. OWENS) introduced the following bill;
which was referred to the Committee on Education and Workforce

A BILL

To require the Secretary of Labor to establish a grant program for States to improve or establish a credential repository, 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 “Credential Repository
5 and Transparency in States Act” or the “CREATES
6 Act”.

7 **SEC. 2. PURPOSE.**

8 The purpose of this Act is to provide assistance to
9 States for the collection, development, analysis, and shar-
10 ing of information on—

1 (1) all of the credentials offered in each State;

2 (2) the quality of such credentials, including
3 their use by employers for making employment-re-
4 lated decisions;

5 (3) education and career pathways that lead to
6 such credentials and occupations in a State; and

7 (4) the sharing of such information with indi-
8 viduals in each State, enabling them to make in-
9 formed education and career choices.

10 **SEC. 3. PROGRAM AUTHORIZED.**

11 (a) AUTHORIZATION AND LIMITATIONS.—

12 (1) IN GENERAL.—From amounts made avail-
13 able under section 4, the Secretary, in consultation
14 with the Secretary of Education, shall award grants,
15 on a competitive basis, to States to establish, ex-
16 pand, or improve a State credential repository that
17 contains information on each covered program, cre-
18 dential, and training provider in the State.

19 (2) DURATION.—A grant awarded under this
20 Act shall be awarded for a period of 3 years.

21 (3) AMOUNT.—In awarding a grant under this
22 Act, the Secretary—

23 (A) may not award a grant in excess of
24 \$10,000,000; and

1 (B) in deciding the amount of a grant,
2 shall take into consideration—

3 (i) the number of credentials offered
4 in the State; and

5 (ii) the number of training providers
6 in the State.

7 (4) TIMING.—Not later than 90 days after the
8 Secretary receives an application submitted under
9 subsection (b), the Secretary shall make a deter-
10 mination as to whether the State that submitted
11 such application will receive a grant under this Act.

12 (5) LIMIT.—The Secretary may only award one
13 grant to a State.

14 (b) APPLICATION.—To be eligible to receive a grant,
15 a State shall submit to the Secretary an application at
16 such time, in such manner, and containing such informa-
17 tion as the Secretary shall require, including—

18 (1) information on how the State will establish,
19 expand, or improve a credential repository that satis-
20 fies requirements under subsection (d);

21 (2) information on the data policy a State will
22 establish under subsection (c)(1)(B);

23 (3) a description of any products, tools, serv-
24 ices, or resources that a State develops pursuant to
25 subsection (c)(1)(E);

1 (4) an assurance that the credential repository
2 will be interoperable with other State credential re-
3 positories; and

4 (5) an assurance that the State will establish
5 and maintain the credential repository in accordance
6 with the requirements under subsection (d).

7 (c) USES OF FUNDS.—

8 (1) MANDATORY USE.—A State awarded a
9 grant under this Act shall—

10 (A) establish a credential repository, as de-
11 scribed in subsection (d), through a process
12 that includes input from the public;

13 (B) establish a data policy for such reposi-
14 tory that addresses how the State will ensure
15 that the repository meets the requirements de-
16 scribed in subsection (d);

17 (C) assist training providers in the State
18 in the collection of information on the primary
19 indicators of performance described in section
20 116(b)(2)(A) of the Workforce Innovation and
21 Opportunity Act (29 U.S.C. 3141(b)(2)(A)) for
22 each covered program;

23 (D) provide guidance to education, job,
24 and career counselors in the State on how to
25 use the credential repository; and

1 (E) develop or facilitate access to products,
2 tools, services, and other resources, using the
3 information and linked, open, and interoperable
4 data contained in the credential repository, that
5 benefit workers, employers, educators, coun-
6 selors, policymakers, and others.

7 (2) **AUTHORIZED USE.**—If a State carries out
8 all of the activities under paragraph (1), the State
9 may use any excess grant funds to publicize the re-
10 pository of the State to individuals in the State.

11 (d) **CREDENTIAL REPOSITORY.**—A State that re-
12 ceives a grant under this Act shall establish a publicly ac-
13 cessible credential repository that—

14 (1) identifies—

15 (A) each credential offered in the State;

16 and

17 (B) each training provider in the State;

18 (2) includes information on—

19 (A) with respect to each training provider
20 in the State—

21 (i) process and outcome quality indi-
22 cators of such training provider for each
23 covered program offered by such training
24 provider; and

1 (ii) each credential for which such
2 training provider offers a covered program;

3 (B) with respect to each covered program
4 offered in the State—

5 (i) the competencies and skills an in-
6 dividual develops by completing such cov-
7 ered program; and

8 (ii) the cost of enrollment for an indi-
9 vidual to enroll in such program; and

10 (C) with respect to each credential offered
11 in the State—

12 (i) the training providers that offer
13 such credential;

14 (ii) any assessment that an individual
15 is required to take to earn such credential;

16 (iii) the cost to an individual of each
17 such assessment;

18 (iv) any postsecondary credit or equiv-
19 alent transfer value recommendations of
20 such credential, such as the recommenda-
21 tions provided by the American Council on
22 Education's National Guide, guidance from
23 a statewide education coordinating entity,
24 or recommendations or guidance from a

1 comparably similar entity, as available and
2 appropriate;

3 (v) the career pathway or program of
4 study that such credential is a part, as ap-
5 plicable;

6 (vi) the outcomes associated with such
7 credential, including—

8 (I) the earning and employment
9 status of individuals after earning
10 such credential;

11 (II) the completion and pass
12 rates of individuals in each career
13 pathway or program of study for
14 which the individual earned such cre-
15 dential; and

16 (III) other calculations, including
17 the return on investment, as deter-
18 mined by the State, for an individual
19 after earning such credential;

20 (vii) the job skills an individual devel-
21 ops in earning such credential; and

22 (viii) the industries and occupations
23 for which such credential prepares an indi-
24 vidual;

1 (3) aligns with, complements, and enhances eli-
2 gibility lists or criteria for training providers, such
3 as the eligibility criteria established under section
4 122(a) of the Workforce Innovation and Opportunity
5 Act (29 U.S.C. 3152(b)), or a program or pathway
6 approval process required by the Carl D. Perkins
7 Career and Technical Education Act of 2006
8 (U.S.C.) or chapter 33 of title 38, United States
9 Code (otherwise known as the Post 9/11 Education
10 Assistance Program);

11 (4) is updated on a continuous basis to ensure
12 the accuracy and recency of the information and
13 data in the repository;

14 (5) uses data formats that—

15 (A) are transparent, linked, open, and
16 interoperable with other State credential reposi-
17 tories;

18 (B) are aligned with widely recognized and
19 adopted standards, which may include the use
20 of credential transparency description language
21 specifications; and

22 (C) allow for open access to the data in the
23 repository across State and national borders
24 and industry sectors for guidance counseling,

1 career navigation, and other comparably similar
2 activities;

3 (6) has functions to search, discover, compare,
4 and analyze each credential, covered program, and
5 training provider in the State; and

6 (7) includes any other information as deter-
7 mined by the Secretary, in consultation with the
8 Secretary of Education.

9 (e) PRIVACY PROTECTIONS.—In carrying out the ac-
10 tivities under this Act, a State shall not collect or include
11 in the repository any personally identifiable information.

12 (f) REPORT.—

13 (1) IN GENERAL.—Not later than 1 year after
14 the date of enactment of this Act, and on an annual
15 basis thereafter, a State that receives a grant under
16 this Act shall submit to the Secretary a report at
17 such time, in such manner, and containing such in-
18 formation as the Secretary may require, including
19 information on the improvement or development and
20 implementation of the credential repository in such
21 State.

22 (2) REDUCED BURDEN.—The Secretary, in co-
23 ordination with the Secretary of Education, and in
24 consultation with the States receiving a grant under
25 this Act, shall implement processes to reduce the

1 burden of reporting information required to be re-
2 ported under this Act.

3 (g) DEFINITIONS.—In this Act:

4 (1) COVERED PROGRAM.—The term “covered
5 program” means a program that is offered to indi-
6 viduals to earn a credential.

7 (2) CREDENTIAL.—The term “credential”
8 means an education or occupational qualification or
9 achievement used to indicate suitability for a future
10 educational opportunity or career opportunity, in-
11 cluding diplomas, digital badges, certificates, certifi-
12 cations, a recognized postsecondary credential, occu-
13 pational or professional licenses, microcredentials,
14 and degrees of all types and levels.

15 (3) SECRETARY.—The term “Secretary”, unless
16 otherwise specified in this Act, means the Secretary
17 of Labor.

18 (4) TRAINING PROVIDER.—The term “training
19 provider” means an entity that offers a covered pro-
20 gram.

21 (5) WIOA TERMS.—The terms “career path-
22 way”, “recognized postsecondary credential”, and
23 “State” have the meanings given such terms in sec-
24 tion 3 of the Workforce Innovation and Opportunity
25 Act (29 U.S.C. 3113).

1 **SEC. 4. AUTHORIZATION OF APPROPRIATIONS.**

2 (a) IN GENERAL.—There are authorized to be appro-
3 priated such sums as may be necessary to carry out this
4 Act for fiscal year 2028.

5 (b) REMAIN AVAILABLE.—The funds appropriated
6 under this section shall remain available until September
7 30, 2029.

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