

117TH CONGRESS
1ST SESSION

H. R. 4490

To direct the Secretary of Labor to award formula and competitive grants for layoff aversion activities, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

JULY 16, 2021

Mr. SMITH of Washington introduced the following bill; which was referred to the Committee on Education and Labor

A BILL

To direct the Secretary of Labor to award formula and competitive grants for layoff aversion activities, 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 “Emergency Economic
5 and Workforce System Resiliency Act”.

6 **SEC. 2. DEFINITIONS.**

7 (a) IN GENERAL.—Except as otherwise provided, the
8 terms used in this Act have the meanings given the terms
9 in section 3 of the Workforce Innovation and Opportunity
10 Act (29 U.S.C. 3102).

1 (b) EMPLOYEE OWNERSHIP TRUST.—The term “em-
2 ployee ownership trust” is an indirect form of employee
3 ownership in which a trust holds a controlling stake in
4 a company on behalf of all its employees and provides an
5 incentive for owners to sell a controlling stake in their
6 business.

7 (c) EMPLOYEE STOCK OWNERSHIP PLAN.—The term
8 “employee stock ownership plan” has the meaning given
9 the term in section 4975(e)(7) of the Internal Revenue
10 Code of 1986.

11 (d) JUSTICE IMPACTED.—The term “justice im-
12 pacted” means an individual that has been arrested or
13 convicted of a crime, including an individual who is cur-
14 rently or formerly incarcerated.

15 (e) WORKER COOPERATIVE.—The term “worker co-
16 operative” means a values-driven business that puts work-
17 er and community benefit at the core of its purpose, and
18 in which—

19 (1) workers own the business and they partici-
20 pate in its financial success on the basis of their
21 labor contribution to the cooperative; and

22 (2) workers have representation on and vote for
23 the board of directors, adhering to the principle of
24 one worker, one vote.

1 **TITLE I—SUPPLEMENTAL FOR-**
2 **MULA GRANTS FOR EMER-**
3 **GENCY LAYOFF AVERSION**
4 **AND WORKFORCE TRAINING**
5 **ACTIVITIES**

6 **SEC. 101. FORMULA GRANTS.**

7 (a) IN GENERAL.—Not later than 1 year after the
8 date of the enactment of this Act, the Secretary of Labor
9 shall award 5-year grants in accordance with subsection
10 (b), to States to support efforts to—

- 11 (1) reduce and prevent unemployment; and
12 (2) limit the impact of disruptions (economic,
13 pandemic-related, transitions of retiring business
14 owners, automation-related, trade-related, or other
15 forces) on labor markets.

16 (b) STATE ALLOTMENTS.—

17 (1) IN GENERAL.—From the amount appro-
18 priated under section 105, the Secretary shall—

19 (A) reserve not more than $\frac{1}{4}$ of 1 percent
20 of such amount to provide assistance to the out-
21 lying areas; and

22 (B) make allotments to the States under
23 paragraph (2) to—

24 (i) make allocations under subsection
25 (c); or

1 (ii) carry out the State activities de-
2 scribed in subsection (d).

3 (2) ALLOTMENTS.—The Secretary shall make
4 an allotment in accordance with section
5 132(b)(1)(B)(ii) of the Workforce Innovation and
6 Opportunity Act (29 U.S.C. 3172(b)(1)(B)(ii)) to
7 each State that submits an State plan under section
8 103.

9 (c) WITHIN STATE ALLOCATIONS.—The Governor of
10 a State shall use not less than 60 percent of the allotment
11 received under subsection (b)(2)—

12 (1) to allocate funds to each local area in the
13 State in accordance with section 133(b)(2)(A)(i) of
14 the Workforce Innovation and Opportunity Act (29
15 U.S.C. 3173(b)(2)(A)(i)) to carry out the activities
16 under section 103, in accordance with the State plan
17 under section 102, and in consultation with the
18 State board; and

19 (2) of which not more than 10 percent may be
20 used for administrative purposes.

21 (d) STATE ACTIVITIES.—The Governor of a State
22 shall use the remaining amount of the allotment received
23 under subsection (b)(2)—

1 (1) to carry out the activities under section 103
2 in accordance with the State plan under section 102,
3 and in consultation with the State board; and

4 (2) of which not more than 10 percent may be
5 used for administrative purposes.

6 **SEC. 102. STATE APPLICATIONS.**

7 (a) IN GENERAL.—

8 (1) SUBMISSION BY STATES.—To receive an al-
9 location under section 101, a State shall submit a
10 State Workforce Economic Recovery plan (in this
11 Act referred to as a “State plan”), developed by or
12 in consultation with the State board and approved
13 by the Governor, to the Secretary at such time and
14 in such manner as the Secretary may reasonably re-
15 quire, and containing the information described in
16 subsection (b).

17 (2) SECRETARIAL RESPONSE.—Upon receipt of
18 a State plan, the Secretary shall—

19 (A) approve the State plan; or

20 (B) provide the State—

21 (i) with an explanation as to how the
22 State plan does not meet the goals and re-
23 quirements of the grant program under
24 this title; and

1 (ii) with an opportunity to submit an
2 updated State plan or to appeal the deci-
3 sion of the Secretary.

4 (3) RESUBMISSION.—

5 (A) REQUIRED STATE PLAN UPDATES.—At
6 the end of the first 2-year period of the grant,
7 a State shall—

8 (i) update the State plan to reflect
9 changes in the labor market and other eco-
10 nomic conditions affecting the implementa-
11 tion of the activities funded under the
12 grant; and

13 (ii) submit to the Secretary such up-
14 dated State plan modifications to the State
15 plan.

16 (B) AUTHORIZED STATE PLAN UP-
17 DATES.—A State may submit to the Secretary
18 any necessary updates to the State plan at any
19 point during the grant period.

20 (b) CONTENTS.—A State plan shall include the fol-
21 lowing:

22 (1) A description of how the State plan is
23 aligned with, enhances, expands, or fills service gaps
24 to the plan submitted by the State under section

1 102 or 103 of the Workforce Innovation and Oppor-
2 tunity Act 29 U.S.C. 3112, 313).

3 (2) A State strategic vision, including —

4 (A) a summary of the State’s goals—

5 (i) for preparing an educated and
6 skilled workforce for meeting the skilled
7 workforce needs of employers (particularly
8 in existing and emerging in-demand indus-
9 try sectors and occupations), an identifica-
10 tion of the median income for in-demand
11 sectors and occupations, and how the State
12 will work to ensure worker access to jobs
13 and industries with higher median wages,
14 opportunities for workers to share in the
15 ownership or profits of their companies,
16 and high quality work environments;

17 (ii) for ensuring equitable access to
18 quality jobs for all segments of the State’s
19 population, and the plan for promoting
20 quality career pathways that lead to high
21 quality jobs for displaced or incumbent
22 workers; and

23 (iii) for offering retiring business own-
24 ers or business owners planning to close
25 their businesses opportunities to plan that

1 transition in order to ensure the continuity
2 of high quality jobs in the local economy;
3 and

4 (B) the primary strategies that will be
5 used to achieve the State vision and goals, the
6 proposed service delivery infrastructure, and the
7 timeline for achieving such goals.

8 (3) A description of the problems the State's
9 proposed activities aim to solve, and the reason for
10 prioritizing selected problem areas.

11 (4) A description of how the State will build ca-
12 pacity within the State's public higher education sys-
13 tem (including 2-year and 4-year institutions) to
14 support layoff aversion activities, including by dem-
15 onstrating how such system will be utilized and ex-
16 panded or enhanced to support new labor force
17 needs.

18 (5) A description of how the State will collabo-
19 rate with other relevant State and local government
20 entities, non-profit entities, and other relevant
21 groups identified by the State to carry out activities
22 under section 103, including the roles and respon-
23 sibilities of each entity that will participate in the
24 development, implementation, evaluation, and over-
25 sight of each component of the State plan.

1 (6) An employer engagement strategy that de-
2 scribes how employers will be targeted and recruited
3 to participate, and any expectations for employer
4 participation, such as cash or in-kind contributions,
5 wage release time for employees, provision of on-site
6 child care or financial support for child care, em-
7 ployee participation incentives, work-based learning
8 opportunities, or loaned instructors.

9 (7) A description of the data sources (commer-
10 cial or public) the State will use to identify growing,
11 stable, and declining businesses and industry sectors
12 or occupations.

13 (8) A description of how the State will prioritize
14 individuals with barriers to employment, people of
15 color, youth, immigrants, justice impacted adults,
16 and individuals experiencing pandemic-related job
17 displacement.

18 (9) A description of how the State will prioritize
19 access to high-quality jobs by establishing the stand-
20 ards of job quality that an employer is required to
21 meet as a condition of receiving funds under this
22 title, which—

23 (A) are consistent with the minimum
24 standards established by the Interagency Task

1 Force under section 304, and a description of
2 such standards; and

3 (B) include a defined livable wage for the
4 State or by subregion of the State.

5 (10) Any other requirements as determined by
6 the Secretary.

7 **SEC. 103. USES OF FUNDS.**

8 (a) IN GENERAL.—A State may use, or ensure that
9 a local area uses, the funds awarded under this title for
10 any of the following purposes:

11 (1) Training and education opportunities.

12 (2) Adult basic education.

13 (3) Incumbent worker training.

14 (4) Dislocated worker training.

15 (5) On-the-job training.

16 (6) Job seeking assistance.

17 (7) Layoff aversion, in advance of the notice re-
18 quired under the Worker Adjustment and Retraining
19 Notification Act (29 U.S.C. 2101 et seq.), which
20 may include assisting employers with product diver-
21 sification, market expansion, and improving produc-
22 tivity.

23 (8) Partnering with a community development
24 financial institution or other similar entity to provide
25 entrepreneurial development and coaching, low-inter-

1 est loans with affordable loan terms, or other assist-
2 ance with starting up a new business or preserving
3 a business in financial distress.

4 (9) Developing career pathway opportunities
5 (including through industry or sector partnerships)
6 to in-demand high quality jobs in coordination with
7 employers, community-based organizations, and
8 State higher education systems, including the State
9 registered apprenticeship system.

10 (10) Related instruction for pre-apprenticeship,
11 registered apprenticeship, or other work-based train-
12 ing in an occupational pathway.

13 (11) Funding existing or establishing new State
14 or nonprofit employee ownership resource centers or
15 cooperative development centers that offer edu-
16 cational and technical assistance to retiring business
17 owners, new entrepreneurs, or worker groups for the
18 purpose of using broad-based employee share owner-
19 ship in the form of employee stock ownership plans,
20 worker cooperatives, or employee ownership trusts,
21 to allow worker groups to buy out retiring business
22 owners.

23 (12) Capital for revolving loan funds managed
24 by State or non-profit entities that offer loans to
25 allow worker groups to buy out retiring business

1 owners, worker groups, or entrepreneurs looking to
2 save a declining firm through employee-ownership,
3 or workers or using broad-based employee share
4 ownership in the form of employee stock ownership
5 plans, worker cooperatives, or employee ownership
6 trusts.

7 (13) Providing financial or other assistance to
8 participants, which will not reduce unemployment
9 benefits, or count towards income limits for other
10 Federal or State means-tested programs.

11 (b) LIMITATIONS.—No State or local area may use
12 funds awarded under this title to—

13 (1) recruit businesses, employees, or customers
14 from another State;

15 (2) assist employers that do not meet the
16 standards of job quality under section 102(b)(9); or

17 (3) assist proprietary institutions of higher edu-
18 cation (as defined in section 102(b) of the Higher
19 Education Act of 1965 (20 U.S.C. 1002(b)).

20 **SEC. 104. REPORTING REQUIREMENTS; NATIONAL REPOSI-**
21 **TORY.**

22 (a) REPORTING REQUIREMENTS.—

23 (1) STATES.—Each State that receives a grant
24 under this title shall submit to the Secretary an an-
25 nual report that, to the extent practicable integrates

1 reporting requirements under the Workforce Innova-
2 tion and Opportunity Act (29 U.S.C. 3101 et seq.)
3 and includes—

4 (A) an evaluation—

5 (i) of the performance of the activities
6 funded under the grant—

7 (I) with respect to indicators of
8 performance under section
9 116(b)(2)(A) of the Workforce Inno-
10 vation and Opportunity Act (29
11 U.S.C. 3141(b)(2)(A)); and

12 (II) with respect to meeting the
13 goals of the State plan;

14 (ii) of the satisfaction of each em-
15 ployer receiving assistance under this title,
16 on the basis of the satisfaction measure-
17 ment framework as determined by the
18 Interagency Task Force under section 301;
19 and

20 (B) information on whether an employer
21 that received assistance under the grant pro-
22 vided health benefits, paid sick leave, and paid
23 family and medical leave to their employees.

24 (2) SECRETARY.—The Secretary shall submit a
25 report to Congress on an annual basis containing a

1 summary of the reports received under paragraph
2 (1), including promising emerging practices with re-
3 spect to layoff aversion and job creation.

4 (b) NATIONAL REPOSITORY.—The Secretary shall,
5 jointly with the Interagency Task Force established under
6 title III, establish on a publicly accessible website, a na-
7 tional repository—

8 (1) of data-driven, promising practices with re-
9 spect to layoff aversion and job creation based on
10 the evaluations described in subsection (a)(1); and

11 (2) of recommendations for replicating and
12 scaling up such practices.

13 **SEC. 105. AUTHORIZATION OF APPROPRIATIONS.**

14 There are authorized to be appropriated
15 \$250,000,000 for fiscal year 2022 and each of the 4 suc-
16 ceeding fiscal years.

17 **TITLE II—COMPETITIVE GRANTS**
18 **FOR INNOVATIVE LAYOFF**
19 **AVERSION MODELS**

20 **SEC. 201. COMPETITIVE GRANTS.**

21 (a) GRANTS AUTHORIZED.—

22 (1) IN GENERAL.—The Secretary shall award
23 planning grants and implementation grants, on a
24 competitive basis and in accordance with paragraph
25 (2), to States for innovative layoff aversion models.

1 (2) GRANT CYCLES.—In awarding grants under
2 this title, the Secretary shall award—

3 (A) a first cycle of grants that shall in-
4 clude—

5 (i) planning grants, which shall be
6 used during the 18-month period beginning
7 on the date on which the grants are award-
8 ed; and

9 (ii) implementation grants, which
10 shall be used during the 5-year period be-
11 ginning on the date on which the grants
12 are awarded; and

13 (B) a second cycle of grants that shall be
14 new implementation grants—

15 (i) to States that used planning
16 grants in accordance with subparagraph
17 (A)(i); and

18 (ii) that shall be used during the 3.5-
19 year period beginning on the date on which
20 the grants are awarded.

21 (b) PLANNING GRANTS.—

22 (1) APPLICATIONS.—

23 (A) IN GENERAL.—To receive a planning
24 grant under this title, a State shall submit an
25 application to the Secretary, at such time and

1 in such manner as the Secretary may require,
2 which shall include the information described in
3 subparagraph (B).

4 (B) CONTENTS.—Each application shall
5 include the following:

6 (i) The need for a planning grant, and
7 whether the State plans to submit an ap-
8 plication for an implementation grant.

9 (ii) A description of the planning ac-
10 tivities the State will carry out with the
11 grant.

12 (iii) A description of each entity with
13 which the State will coordinate to carry
14 out such activities.

15 (iv) A description of the data sources
16 (commercial or public) that the State plans
17 to use to—

18 (I) investigate in-demand, stag-
19 nant, and declining industry sectors
20 or occupations and employers in the
21 State;

22 (II) determine the needs of un-
23 derserved and underrepresented popu-
24 lations to obtain and retain high qual-
25 ity jobs; and

1 (III) identify strategies and ap-
2 proaches to job creation and lay-off
3 aversion.

4 (v) A list of individuals and organiza-
5 tions, including roles and responsibilities,
6 of each member of the State grantee advi-
7 sory council under title III.

8 (vi) Potential State administrative
9 policies or other conditions that may sup-
10 port or impede implementation of new ap-
11 proaches to job creation and lay-off aver-
12 sion.

13 (2) GRANT AMOUNT.—A planning grant under
14 this title may not be less than \$75,000, and may not
15 exceed \$350,000 for a State.

16 (3) USES OF FUNDS.—For a period that may
17 not exceed 18 months after receipt of such grant, a
18 State receiving a planning grant shall use such
19 grant to carry out at least one of the following:

20 (A) To research, develop a proof of con-
21 cept, or pilot lay-off aversion and job creation
22 strategies prior to submission of an implemen-
23 tation grant application under subsection (c), if
24 the State plans to apply for such a grant.

1 (B) To help support the modification or re-
2 moval of State administrative policy barriers to
3 implementation of job creation and lay-off aver-
4 sion interventions.

5 (c) IMPLEMENTATION GRANTS.—

6 (1) APPLICATION PROCESS.—

7 (A) IN GENERAL.—To receive an imple-
8 mentation grant under this title, a State shall
9 submit an application to the Secretary at such
10 time, in such manner, and containing the infor-
11 mation described in subparagraph (B).

12 (B) CONTENTS.—Subject to subparagraph
13 (C), each application shall include the following:

14 (i) A description of the interventions
15 that will be carried out including a min-
16 imum of one layoff aversion intervention
17 aimed at a particular industry sector or oc-
18 cupation or segment of the workforce, or
19 that is workforce system-wide, and the
20 plan for deploying such interventions.

21 (ii) Projected performance goals for
22 such interventions, and a timeline for
23 achieving such goals.

24 (iii) An analysis of the need for the
25 grant, the particular problems that will be

1 addressed through such interventions, and
2 the reasons for prioritizing such interven-
3 tions.

4 (iv) A description of efforts already
5 underway in the State and that have been
6 previously implemented to create jobs or
7 avert lay-offs, and a description of the suc-
8 cess elements and lessons learned that
9 have informed each type of intervention
10 that will be funded under the grant.

11 (v) An identification of the State
12 agency for fiscal and contract administra-
13 tion, and description of its management
14 capacity.

15 (vi) A description of how the State
16 will collaborate with relevant State and
17 local government agencies, non-profit enti-
18 ties, business and employer partners, and
19 any other groups determined relevant by
20 the State, and the roles and responsibilities
21 of each such entity, which may include
22 small business development entities, eco-
23 nomic development entities, job training
24 entities, unemployment compensation enti-
25 ties, institutions of higher education (in-

cluding 2-year public institutions of higher education), labor unions, business associations, community-based organizations, and American Job Centers and one-stop centers.

(vii) How the State will leverage State, local, and private resources from partnering entities, including the entities described in clause (vi).

(viii) A description of how the State will identify and prioritize individual workers at-risk of layoffs and employers or industry sectors with the most significant risks for decline and individual workers at risk of layoffs.

(ix) A list of in-demand industry sectors or occupations that will be the target of the interventions, and the corresponding recognized postsecondary credentials necessary for workers to obtain jobs in such sectors or occupations, and how underrepresented populations and individuals with education and employment barriers will be supported to succeed in such sectors or occupations.

1 (x) A description of the recognized
2 postsecondary credentials necessary for
3 workers to obtain in-demand high quality
4 jobs within targeted sectors or occupations,
5 the corresponding education and training
6 resources currently available to be lever-
7 aged, new education and training resources
8 that must be developed, and the role of
9 employers in helping to create the appro-
10 priate and adequate pipeline of workers
11 with those credentials.

12 (xi) A list of individuals and organiza-
13 tions, including roles and responsibilities,
14 of each member of the State advisory
15 council under title III.

16 (xii) A description of how the State
17 will prioritize access to high-quality jobs by
18 establishing the standards of job quality
19 that an employer is required to meet as a
20 condition of receiving funds under this
21 title, which are consistent with the min-
22 imum standards established by the Inter-
23 agency Task Force under section 304, and
24 a description of such standards.

1 (xiii) Any other information required
2 by the Secretary.

3 (C) SIMPLIFIED APPLICATION PROCESS.—

4 The Secretary shall establish a simplified appli-
5 cation process for States that have received a
6 planning grant under this title who are seeking
7 to apply for an implementation grant.

8 (2) GRANT AMOUNT.—

9 (A) IN GENERAL.—Subject to subpara-
10 graph (B), an implementation grant under this
11 title shall be made to a State in an amount that
12 is not less than \$5,000,000 and not more than
13 \$20,000,000.

14 (B) ADDITIONAL FUNDS.—A State that is
15 awarded an implementation grant under this
16 section for piloting the following models may re-
17 ceive up to \$5,000,000 in additional funds:

18 (i) Establishing a State or local public
19 holding company that invests and acquires
20 ownership in distressed businesses to allow
21 them to continue operating or reopen later.

22 (ii) Piloting a model that seeks to im-
23 prove individual economic security through
24 every stage of career life, particularly for
25 workers who are left out of traditional un-

1 employment insurance, benefits, or worker
2 training and retraining programs such as
3 independent contractors, gig-workers, busi-
4 ness owners, and individuals who are car-
5 ing for dependents or otherwise not work-
6 ing outside of the home. This may include
7 efforts to provide broader lifelong access to
8 income support, access to pensions or re-
9 tirement savings accounts, health care ben-
10 efits, paid family leave, medical leave, and
11 other fringe benefits.

12 (iii) Establishing sector-based or
13 labor-management governance boards with
14 shared oversight over a worker support
15 fund. Worker support funds may be used
16 to provide ongoing training and retraining
17 opportunities, income support during un-
18 employment, health insurance or other
19 health and wellness benefits, flexible or
20 compensation during alternative or flexible
21 work schedules, paid sick leave or paid
22 family leave, or other benefits as deter-
23 mined by the joint sector-based or worker-
24 management governing body.

1 (3) PRIORITY.—In awarding implementation
2 grants under this Act, the Secretary, in consultation
3 with the Interagency Task Force, shall prioritize the
4 following States:

5 (A) States that demonstrate the greatest
6 need.

7 (B) States that have the most thorough
8 plans for deploying interventions.

9 (C) States that prioritize individuals with
10 barriers to employment, people of color, immi-
11 grants, youth, justice impacted individuals, or
12 people experiencing pandemic-related job dis-
13 placement.

14 (D) States that are committed to forging
15 career pathways with employers that provide
16 high quality jobs (as defined by the State in
17 section 102(b)(10)), or in a case in which the
18 State does not submit a State plan under title
19 I, as defined in accordance with the require-
20 ments of section 102(b)(10).

21 (E) States that have the most thorough,
22 actionable and achievable plans for deploying
23 interventions, and present reliable and relevant
24 evidence for the interventions chosen.

25 (d) REPORTING REQUIREMENTS.—

1 (1) STATES.—Each State shall submit annual
2 performance reports to the Secretary that dem-
3 onstrate how the grant funded activities are per-
4 forming with respect to indicators of performance
5 under section 116(b)(2)(A) of the Workforce Innova-
6 tion and Opportunity Act (29 U.S.C.
7 3141(b)(2)(A)), and the business satisfaction meas-
8 ures established by Interagency Task Force estab-
9 lished under title IV.

10 (2) SECRETARY.—The Secretary shall submit
11 to Congress, a report —

12 (A) on an annual basis, containing a sum-
13 mary of the reports submitted under paragraph
14 (1); and

15 (B) at the conclusion of each implementa-
16 tion grant period, the results of a rigorous,
17 independent evaluation of the grants awarded
18 under this title.

19 (e) AUTHORIZATION OF APPROPRIATIONS.—There
20 are authorized to be appropriated to carry out this title,
21 \$250,000,000—

22 (1) of which up to 70 percent may be used to
23 award the first round of grants under subsection
24 (a)(2)(A); and

(2) of which any remaining funds shall be used to award a second round of grants under subsection (a)(2)(B).

TITLE III—STATE GRANTEE ADVISORY COUNSEL

SEC. 301. STATE GRANTEE ADVISOR COUNSEL.

(a) IN GENERAL.—Each State that receives a grant under title I or title II shall establish a State grantee advisory council.

(b) MEMBERSHIP AND DUTIES.—

(1) IN GENERAL.—The State board shall serve as the State grantee advisory council and shall oversee and assess the performance of the activities carried out under the grant received under title I or II.

(2) OTHER ENTITIES.—Representatives of the following entities shall be invited to serve as a member of the State grantee advisory council, if not a member of the State board:

(A) The State workforce system.

(B) The State unemployment compensation agency.

(C) The State higher education system, including 2-year public institutions of higher education.

1 (D) The State, local, or regional chambers
2 of commerce.

3 (E) Representatives of employer organiza-
4 tions.

5 (F) Representatives of labor organizations
6 or joint labor-management organizations.

7 (G) Community-based organizations.

8 (H) An established State-based employee
9 ownership center that offers education and
10 technical assistance to retiring business owners,
11 worker groups, entrepreneurs, or declining
12 firms, for the purpose of using broad-based em-
13 ployee share ownership in the form of employee
14 stock ownership plans, worker cooperatives, or
15 employee ownership trusts, to allow worker
16 groups to buy out businesses.

17 (I) Any other member relevant to the ac-
18 tivities carried out by the State under the grant
19 awarded under title I or II.

20 **TITLE IV—INTERAGENCY TASK**
21 **FORCE**

22 **SEC. 401. PURPOSES.**

23 Not later than 6 months after the date of enactment
24 of this Act, the Secretaries of Commerce and Labor (in

1 this title referred to as the “Secretaries”) shall, jointly,
2 assemble a Federal interagency task force to—

3 (1) identify any challenges that a State or local
4 area receiving funds under this Act has had to over-
5 come; and

6 (2) collect and disseminate best practices, and
7 develop and recommend policies at the Federal level
8 to support ongoing efforts to limit the impact of
9 market disruptions on workers, employers, and in-
10 dustry sectors or occupations, particularly with re-
11 spect to individuals with barriers to employment,
12 people of color, youth, immigrants, justice impacted
13 individuals, and people experiencing pandemic-re-
14 lated job displacement;

15 (3) establish a framework for a State receiving
16 a grant under this Act to measure employer satisfac-
17 tion with respect to activities funded under this Act;
18 and

19 (4) establish the minimum standards of job
20 quality that an employer is required to meet as a
21 condition of receiving assistance under this Act,
22 which shall consider the following:

23 (A) Whether the employer provides wages
24 at or above the minimum living wage standards
25 for States and localities determined by research

1 centers at public or private non-profit institu-
2 tions of higher education or think tanks. Living
3 wage models used by the Interagency Task
4 Force must use a market-based approach that
5 utilizes geographically specific expenditure data
6 related to a household's expected minimum
7 food, child care, health insurance, housing,
8 transportation, and other basic needs costs.

9 (B) Whether the employer provides access
10 to ongoing training and advancement opportu-
11 nities.

12 (C) Whether the employer provides paid
13 sick days, paid family leave, or paid medical
14 leave or short-term disability leave.

15 (D) Whether the employer provides ade-
16 quate hours and predictable schedules.

17 **SEC. 402. COMPOSITION.**

18 The Secretaries shall appoint the following individ-
19 uals to serve as members of the Task Force:

20 (1) The Secretary of Labor.

21 (2) The head of the Employment and Training
22 Administration of the Department of Labor.

23 (3) The Administrator of the Economic Devel-
24 opment Administration of the Department of Com-
25 merce.

1 (4) The Administrator of the Small Business
2 Administration.

3 (5) The Director of the Community Develop-
4 ment Financial Institutions Fund.

5 (6) The Administrator of the Office of Career,
6 Technical, and Adult Education of the Department
7 of Education.

8 (7) The Administrator of the Office of Postsec-
9 ondary Education at the Department of Education.

10 (8) A representative from the Employment and
11 Training Administration.

12 **SEC. 403. MEETINGS.**

13 The Interagency Task Force shall meet at least on
14 an annual basis until the date on which the Task Force
15 is terminated to evaluate the activities being carried out
16 by each State receiving a grant grantees under this Act
17 and impact of those activities on employers, incumbent
18 workers, and job-seekers, including the effectiveness of
19 such activities—

20 (1) in keeping workers employed in high quality
21 jobs;

22 (2) helping workers transition smoothly to high
23 quality in-demand jobs during economic disruption;

24 (3) improving firm resiliency during economic
25 disruption; and

1 (4) expanding the number of jobs available in
2 high-quality in-demand industry sectors and occupa-
3 tions.

4 **SEC. 404. REPORT.**

5 Not later than 1 year after the funds awarded under
6 the final grant under this Act are expended, the Inter-
7 agency Task Force shall submit a report to Congress de-
8 tailing recommendations for a Federal program based on
9 the most promising practices carried out with the funds
10 awarded under titles I and II.

11 **SEC. 405. SUNSET.**

12 The Interagency Task Force shall terminate after
13 submitting its final report under section 404.

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