

EXECUTIVE ORDER 14096

Strengthening Workforce Development and Skills Training Programs

Signed: March 15, 2023

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Status: Active

Overview

This executive order establishes a comprehensive framework for strengthening workforce development programs across federal agencies. It emphasizes the importance of skills training, apprenticeships, and career pathways that connect education to employment opportunities in high-demand sectors.

Policy Statement

The Federal Government must ensure that all Americans have access to quality workforce development programs that provide pathways to good-paying jobs. This includes expanding apprenticeships, supporting community colleges, and fostering public-private partnerships that align training with labor market needs.

Key Requirements

Grant applicants must demonstrate:

1. **Partnership Development:** Establish collaborations with employers, educational institutions, and workforce boards to ensure training programs meet current and projected labor market demands.
2. **Equity and Access:** Provide targeted outreach and support services to underserved populations, including veterans, individuals with disabilities, formerly incarcerated persons, and communities affected by economic transitions.
3. **Skills Assessment:** Conduct thorough assessments of regional skill gaps and align training curricula with industry-recognized credentials and certifications.
4. **Performance Metrics:** Establish clear measures of success including placement rates, wage outcomes, credential attainment, and retention rates for program participants.

5. Technology Integration: Incorporate digital literacy training and ensure programs prepare workers for technology-enabled workplace environments.

Compliance Requirements for Grant Proposals

All grant proposals must include:

- Detailed workforce needs assessment for the target region - Letters of commitment from employer partners - Plans for serving at least 40% of participants from underserved communities - Curriculum aligned with industry standards and recognized credentials - Budget allocation showing at least 60% of funds directed to training delivery - Sustainability plan demonstrating program viability beyond grant period - Evaluation framework with quarterly reporting on key performance indicators