

116TH CONGRESS
2D SESSION

H. R. 8747

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

NOVEMBER 12, 2020

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) WORKER COOPERATIVE.—The term “worker co-
12 operative” means a values-driven business that puts work-
13 er and community benefit at the core of its purpose, and
14 in which—

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

18 (2) workers have representation on and vote for
19 the board of directors, adhering to the principle of
20 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 a 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 the Governor; 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 align
12 with, and leverage funds from, the State's workforce
13 development system and higher education system,
14 and public assistance programs, and the economic
15 recovery efforts at the State and local levels.

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

24 (6) An employer engagement strategy that de-
25 scribes how employers will be targeted and recruited

1 to participate, and any expectations for employer
2 participation, such as cash or in-kind contributions,
3 wage release time for employees, provision of on-site
4 child care or financial support for child care, em-
5 ployee participation incentives, work-based learning
6 opportunities, or loaned instructors.

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

11 (8) A description of how the State will prioritize
12 individuals with barriers to employment, people of
13 color, youth, immigrants, formerly incarcerated
14 adults, and individuals experiencing pandemic-re-
15 lated job displacement.

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

21 (A) are consistent with the minimum
22 standards established by the Interagency Task
23 Force under section 304, and a description of
24 such standards; and

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

3 (10) Any other requirements as determined by
4 the Secretary.

5 **SEC. 103. USES OF FUNDS.**

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

9 (1) Training and education opportunities.

10 (2) Adult basic education.

11 (3) Incumbent worker training.

12 (4) Dislocated worker training.

13 (5) On-the-job training.

14 (6) Job seeking assistance.

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

21 (8) Entrepreneurial development and coaching
22 (helping individuals who need assistance with start-
23 ing up, scaling up, or maintaining their own busi-
24 nesses), which may include the provision of loans
25 through local boards of up to \$8,000 to help with

1 starting up a new business or preserving a business
2 in financial distress.

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

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

12 (11) Funding existing or establishing new State
13 or non-profit employee ownership resource centers
14 that offer education and technical assistance to re-
15 tiring business owners, new entrepreneurs, or worker
16 groups for the purpose of using broad-based em-
17 ployee share ownership in the form of employee
18 stock ownership plans, worker cooperatives, or em-
19 ployee ownership trusts, to allow worker groups to
20 buy out retiring business owners.

21 (12) Capital for revolving loan funds managed
22 by State or non-profit entities that offer loans to
23 allow worker groups to buy out retiring business
24 owners, worker groups, or entrepreneurs looking to
25 save a declining firm through employee ownership,

1 or workers using broad-based employee share owner-
2 ship in the form of employee stock ownership plans,
3 worker cooperatives, or employee ownership trusts.

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

6 (1) recruit businesses, employees, or customers
7 from another State;

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

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

13 **SEC. 104. REPORTING REQUIREMENTS; NATIONAL REPOSI-**
14 **TORY.**

15 (a) REPORTING REQUIREMENTS.—

16 (1) STATES.—Each State that receives a grant
17 under this title shall submit to the Secretary an an-
18 nual report that, to the extent practicable integrates
19 reporting requirements under the Workforce Innova-
20 tion and Opportunity Act (29 U.S.C. 3101 et seq.)
21 and includes—

22 (A) an evaluation—

23 (i) of the performance of the activities
24 funded under the grant—

1 (I) with respect to indicators of
2 performance under section
3 116(b)(2)(A) of the Workforce Inno-
4 vation and Opportunity Act (29
5 U.S.C. 3141(b)(2)(A)); and

6 (II) with respect to meeting the
7 goals of the State plan;

8 (ii) of the satisfaction of each em-
9 ployer receiving assistance under this title,
10 on the basis of the satisfaction measure-
11 ment framework as determined by the
12 Interagency Task Force under section 301;
13 and

14 (B) information on whether an employer
15 that received assistance under the grant pro-
16 vided health benefits, paid sick leave, and paid
17 family and medical leave to their employees.

18 (2) SECRETARY.—The Secretary shall submit a
19 report to Congress on an annual basis containing a
20 summary of the reports received under paragraph
21 (1), including promising emerging practices with re-
22 spect to layoff aversion and job creation.

23 (b) NATIONAL REPOSITORY.—The Secretary shall,
24 jointly with the Interagency Task Force established under

1 title III, establish on a publicly accessible website, a na-
2 tional repository—

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

6 (2) of recommendations for replicating and
7 scaling up such practices.

8 **SEC. 105. AUTHORIZATION OF APPROPRIATIONS.**

9 There are authorized to be appropriated
10 \$250,000,000 for fiscal year 2021 and each of the 4 suc-
11 ceeding fiscal years.

12 **TITLE II—COMPETITIVE GRANTS**
13 **FOR INNOVATIVE LAYOFF**
14 **AVERSION MODELS**

15 **SEC. 201. COMPETITIVE GRANTS.**

16 (a) GRANTS AUTHORIZED.—

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

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

23 (A) a first cycle of grants that shall in-
24 clude—

1 (i) planning grants, which shall be
2 used during the 18-month period beginning
3 on the date on which the grants are award-
4 ed; and

5 (ii) implementation grants, which
6 shall be used during the 5-year period be-
7 ginning on the date on which the grants
8 are awarded; and

9 (B) a second cycle of grants that shall be
10 new implementation grants—

11 (i) to States that used planning
12 grants in accordance with subparagraph
13 (A)(i); and

14 (ii) that shall be used during the 3.5-
15 year period beginning on the date on which
16 the grants are awarded.

17 (b) PLANNING GRANTS.—

18 (1) APPLICATIONS.—

19 (A) IN GENERAL.—To receive a planning
20 grant under this title, a State shall submit an
21 application to the Secretary, at such time and
22 in such manner as the Secretary may require,
23 which shall include the information described in
24 subparagraph (B).

1 (B) CONTENTS.—Each application shall
2 include the following:

3 (i) The need for a planning grant, and
4 whether the State plans to submit an ap-
5 plication for an implementation grant.

6 (ii) A description of the planning ac-
7 tivities the State will carry out with the
8 grant.

9 (iii) A description of each entity with
10 which the State will coordinate to carry
11 out such activities.

12 (iv) A description of the data sources
13 (commercial or public) that the State plans
14 to use to—

15 (I) investigate in-demand, stag-
16 nant, and declining industry sectors
17 or occupations and employers in the
18 State;

19 (II) determine the needs of un-
20 derserved and underrepresented popu-
21 lations to obtain and retain high-qual-
22 ity jobs; and

23 (III) identify strategies and ap-
24 proaches to job creation and layoff
25 aversion.

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

5 (vi) Potential State administrative
6 policies or other conditions that may sup-
7 port or impede implementation of new ap-
8 proaches to job creation and layoff aver-
9 sion.

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

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

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

22 (B) To help support the modification or re-
23 moval of State administrative policy barriers to
24 implementation of job creation and layoff aver-
25 sion interventions.

1 (c) IMPLEMENTATION GRANTS.—

2 (1) APPLICATION PROCESS.—

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

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

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

17 (ii) Projected performance goals for
18 such interventions, and a timeline for
19 achieving such goals.

20 (iii) An analysis of the need for the
21 grant, the particular problems that will be
22 addressed through such interventions, and
23 the reasons for prioritizing such interven-
24 tions.

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

8 (v) An identification of the State
9 agency for fiscal and contract administra-
10 tion, and description of its management
11 capacity.

12 (vi) A description of how the State
13 will collaborate with relevant State and
14 local government agencies, non-profit enti-
15 ties, business and employer partners, and
16 any other groups determined relevant by
17 the State, and the roles and responsibilities
18 of each such entity, which may include
19 small business development entities, eco-
20 nomic development entities, job training
21 entities, unemployment compensation enti-
22 ties, institutions of higher education (in-
23 cluding 2-year public institutions of higher
24 education), labor unions, business associa-
25 tions, community-based organizations, and

1 American Job Centers and one-stop cen-
2 ters.

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

7 (viii) A description of how the State
8 will identify and prioritize individual work-
9 ers at risk of layoffs and employers or in-
10 dustry sectors with the most significant
11 risks for decline and individual workers at
12 risk of layoffs.

13 (ix) A list of in-demand industry sec-
14 tors or occupations that will be the target
15 of the interventions, and the corresponding
16 recognized postsecondary credentials nec-
17 essary for workers to obtain jobs in such
18 sectors or occupations, and how underrep-
19 resented populations and individuals with
20 education and employment barriers will be
21 supported to succeed in such sectors or oc-
22 cupations.

23 (x) A description of the recognized
24 postsecondary credentials necessary for
25 workers to obtain in-demand high-quality

1 jobs within targeted sectors or occupations,
2 the corresponding education and training
3 resources currently available to be lever-
4 aged, new education and training resources
5 that must be developed, and the role of
6 employers in helping to create the appro-
7 priate and adequate pipeline of workers
8 with those credentials.

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

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

22 (xiii) Any other information required
23 by the Secretary.

24 (C) SIMPLIFIED APPLICATION PROCESS.—

25 The Secretary shall establish a simplified appli-

1 cation process for States that have received a
2 planning grant under this title who are seeking
3 to apply for an implementation grant.

4 (2) GRANT AMOUNT.—

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

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

14 (i) Establishing a State or local public
15 holding company that invests and acquires
16 ownership in distressed businesses to allow
17 them to continue operating or reopen later.

18 (ii) Piloting a model that seeks to im-
19 prove individual economic security through
20 every stage of career life, particularly for
21 workers who are left out of traditional un-
22 employment insurance, benefits, or worker
23 training and retraining programs such as
24 independent contractors, gig workers, busi-
25 ness owners, and individuals who are car-

1 ing for dependents or otherwise not work-
2 ing outside of the home. This may include
3 efforts to provide broader lifelong access to
4 income support, access to pensions or re-
5 tirement savings accounts, health care ben-
6 efits, paid family leave, medical leave, and
7 other fringe benefits.

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

21 (3) PRIORITY.—In awarding implementation
22 grants under this Act, the Secretary, in consultation
23 with the Interagency Task Force, shall prioritize the
24 following States:

1 (A) States that demonstrate the greatest
2 need.

3 (B) States that have the most thorough
4 plans for deploying interventions.

5 (C) States that prioritize individuals with
6 barriers to employment, people of color, immi-
7 grants, youth, formerly incarcerated individuals,
8 and/or people experiencing pandemic-related job
9 displacement.

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

17 (E) States that have the most thorough,
18 actionable and achievable plans for deploying
19 interventions, and present reliable and relevant
20 evidence for the interventions chosen.

21 (d) REPORTING REQUIREMENTS.—

22 (1) STATES.—Each State shall submit annual
23 performance reports to the Secretary that dem-
24 onstrate how the grant-funded activities are per-
25 forming with respect to indicators of performance

1 under section 116(b)(2)(A) of the Workforce Innova-
2 tion and Opportunity Act (29 U.S.C.
3 3141(b)(2)(A)), and the business satisfaction meas-
4 ures established by the Interagency Task Force es-
5 tablished under title IV.

6 (2) SECRETARY.—The Secretary shall submit
7 to Congress, a report—

8 (A) on an annual basis, containing a sum-
9 mary of the reports submitted under paragraph
10 (1); and

11 (B) at the conclusion of each implementa-
12 tion grant period, the results of a rigorous,
13 independent evaluation of the grants awarded
14 under this title.

15 (e) AUTHORIZATION OF APPROPRIATIONS.—There
16 are authorized to be appropriated to carry out this title,
17 \$250,000,000—

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

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

1 **TITLE III—STATE GRANTEE**
2 **ADVISORY COUNSEL**

3 **SEC. 301. STATE GRANTEE ADVISOR COUNSEL.**

4 (a) IN GENERAL.—Each State that receives a grant
5 under title I or title II shall establish a State grantee advi-
6 sory counsel.

7 (b) MEMBERSHIP AND DUTIES.—

8 (1) IN GENERAL.—The State board shall serve
9 as the State grantee advisory council and shall over-
10 see and assess the performance of the activities car-
11 ried out under the grant received under title I or II.

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

16 (A) The State workforce system.

17 (B) The State unemployment compensa-
18 tion agency.

19 (C) The State higher education system, in-
20 cluding 2-year public institutions of higher edu-
21 cation.

22 (D) The State, local, or regional chambers
23 of commerce.

24 (E) Representatives of employer organiza-
25 tions.

1 (F) Representatives of labor organizations
2 or joint labor-management organizations.

3 (G) Community-based organizations.

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

13 (I) Any other member relevant to the ac-
14 tivities carried out by the State under the grant
15 awarded under title I or II.

16 **TITLE IV—INTERAGENCY TASK**
17 **FORCE**

18 **SEC. 401. PURPOSES.**

19 Not later than 6 months after the date of enactment
20 of this Act, the Secretaries of Commerce and Labor (in
21 this title referred to as the “Secretaries”) shall, jointly,
22 assemble a Federal interagency task force to—

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

1 (2) collect and disseminate best practices, and
2 develop and recommend policies at the Federal level
3 to support ongoing efforts to limit the impact of
4 market disruptions on workers, employers, and in-
5 dustry sectors or occupations, particularly with re-
6 spect to individuals with barriers to employment,
7 people of color, youth, immigrants, formerly incar-
8 cerated individuals, and people experiencing pan-
9 demic-related job displacement;

10 (3) establish a framework for a State receiving
11 a grant under this Act to measure employer satisfac-
12 tion with respect to activities funded under this Act;
13 and

14 (4) establish the minimum standards of job
15 quality that an employer is required to meet as a
16 condition of receiving assistance under this Act,
17 which shall consider the following:

18 (A) Whether the employer provides wages
19 at or above the minimum living wage standards
20 for States and localities determined by research
21 centers at public or private non-profit institu-
22 tions of higher education or think tanks. Living
23 wage models used by the Interagency Task
24 Force must use a market-based approach that
25 utilizes geographically specific expenditure data

1 related to a household's expected minimum
2 food, child care, health insurance, housing,
3 transportation, and other basic needs costs.

4 (B) Whether the employer provides access
5 to ongoing training and advancement opportu-
6 nities.

7 (C) Whether the employer provides paid
8 sick days, paid family leave, or paid medical
9 leave or short-term disability leave.

10 (D) Whether the employer provides ade-
11 quate hours and predictable schedules.

12 **SEC. 402. COMPOSITION.**

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

15 (1) The Secretary of Labor.

16 (2) The Administrator of the Economic Devel-
17 opment Administration of the Department of Com-
18 merce.

19 (3) The Administrator of the Small Business
20 Administration.

21 (4) The Director of the Community Develop-
22 ment Financial Institutions Fund.

23 (5) The Administrator of the Office of Career,
24 Technical, and Adult Education of the Department
25 of Education.

1 (6) The Administrator of the Office of Postsec-
2 ondary Education at the Department of Education.

3 (7) A representative from the Employment and
4 Training Administration.

5 **SEC. 403. MEETINGS.**

6 The Interagency Task Force shall meet at least on
7 an annual basis until the date on which the Task Force
8 is terminated to evaluate the activities being carried out
9 by each State receiving a grant grantees under this Act
10 and impact of those activities on employers, incumbent
11 workers, and job-seekers, including the effectiveness of
12 such activities—

13 (1) in keeping workers employed in high-quality
14 jobs;

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

17 (3) improving firm resiliency during economic
18 disruption; and

19 (4) expanding the number of jobs available in
20 high-quality in-demand industry sectors and occupa-
21 tions.

22 **SEC. 404. REPORT.**

23 Not later than 1 year after the funds awarded under
24 the final grant under this Act are expended, the Inter-
25 agency Task Force shall submit a report to Congress de-

1 tailing recommendations for a Federal program based on
2 the most promising practices carried out with the funds
3 awarded under titles I and II.

4 **SEC. 405. SUNSET.**

5 The Interagency Task Force shall terminate after
6 submitting its final report under section 404.

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