

115TH CONGRESS
1ST SESSION

H. R. 4380

To make certain improvements relating to the hiring and employment of members of the Armed Forces, veterans, and their spouses, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

NOVEMBER 13, 2017

Mr. KIND (for himself and Mr. JONES) introduced the following bill; which was referred to the Committee on Ways and Means, and in addition to the Committees on Armed Services, and Veterans' Affairs, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned

A BILL

To make certain improvements relating to the hiring and employment of members of the Armed Forces, veterans, and their spouses, 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 “Better Jobs for Vet-
5 erans Act of 2017”.

1 **SEC. 2. VETERANS RETRAINING ASSISTANCE PROGRAM.**

2 (a) PERMANENT PROGRAM.—Section 211 of the
3 VOW to Hire Heroes Act of 2011 (Public Law 112–56;
4 38 U.S.C. 4100 note) is amended—

5 (1) in subsection (a)(2)(B), by striking “the pe-
6 riod beginning October 1, 2012, and ending March
7 31, 2014” and inserting “each subsequent fiscal
8 year that the program is carried out”; and
9 (2) by striking subsection (k).

10 (b) CONFORMING AMENDMENTS.—Such section is
11 further amended—

12 (1) in subsection (a)(1), by striking “Not later
13 than July 1, 2012, the” and inserting “The”;

14 (2) in subsection (b), by striking “Except as
15 provided by subsection (k), each” and inserting
16 “Each”;

17 (3) in subsection (e)(1)(G), by striking “by not
18 later than October 1, 2013,”;

19 (4) by striking subsection (i); and

20 (5) by redesignating subsections (j) and (l) as
21 subsections (i) and (j), respectively.

1 **SEC. 3. IMPROVED EMPLOYMENT ASSISTANCE FOR MEM-**
2 **BERS OF THE ARMED FORCES AND VET-**
3 **ERANS.**

4 (a) IMPROVED EMPLOYMENT SKILLS
5 VERIFICATION.—Section 1143(a) of title 10, United
6 States Code, is amended—

7 (1) by inserting “(1)” before “The Secretary of
8 Defense”; and

9 (2) by adding at the end the following new
10 paragraph:

11 “(2) In order to improve the accuracy and complete-
12 ness of a certification or verification of job skills and expe-
13 rience required by paragraph (1), the Secretary of Defense
14 and the Secretary of Homeland Security with respect to
15 the Coast Guard when it is not operating as a service in
16 the Navy shall—

17 (A) establish a database to record all training
18 performed by members of the armed forces that may
19 have application to employment in the civilian sector;
20 and

21 (B) make unclassified information regarding
22 such information available to States and other po-
23 tential employers referred to in subsection (c) so
24 that State and other entities may allow military
25 training to satisfy licensing or certification require-
26 ments to engage in a civilian profession.”.

1 (b) IMPROVED ACCURACY OF CERTIFICATES OF
2 TRAINING AND SKILLS.—Section 1143(a) of title 10,
3 United States Code, is further amended by inserting after
4 paragraph (2), as added by subsection (a), the following
5 new paragraph:

6 “(3) The Secretary of Defense and the Secretary of
7 Homeland Security with respect to the Coast Guard when
8 it is not operating as a service in the Navy shall ensure
9 that a certification or verification of job skills and experi-
10 ence required by paragraph (1) is rendered in such a way
11 that States and other potential employers can confirm the
12 accuracy and authenticity of the certification or verifica-
13 tion.”.

14 (c) IMPROVED RESPONSIVENESS TO CERTIFICATION
15 REQUESTS.—Section 1143(c) of title 10, United States
16 Code, is amended—

17 (1) by inserting “(1)” before “For the pur-
18 pose”; and

19 (2) by adding at the end the following new
20 paragraph:

21 “(2) A State may use a certification or verification
22 of job skills and experience provided to a member of the
23 armed forces under subsection (a) and request the Depart-
24 ment of Defense or the Coast Guard, as the case may be,
25 to confirm the accuracy and authenticity of the certifi-

1 cation or verification. A response confirming or denying
2 the information shall be provided within five business
3 days.”.

4 (d) IMPROVED PORTABILITY OF CERTIFICATES OF
5 TRAINING AND SKILLS.—Section 1143 of title 10, United
6 States Code, is amended by adding at the end the fol-
7 lowing new subsection:

8 “(e) PORTABILITY.—A certification or verification of
9 job skills and experience provided to a member of the
10 armed forces under subsection (a) and accepted by a State
11 to satisfy licensing or certification requirements to engage
12 in a civilian profession shall be valid in all States once
13 used in the accepting States.”.

14 (e) IMPROVED NOTICE TO MEMBERS.—Section
15 1142(b)(4)(A) of title 10, United States Code, is amended
16 by inserting before the semicolon the following: “, includ-
17 ing State-submitted and approved lists of military training
18 and skills that satisfy occupational certifications and li-
19 censes”.

20 **SEC. 4. WORK OPPORTUNITY CREDIT TO SMALL BUSI-**
21 **NESSES FOR HIRING MEMBERS OF READY**
22 **RESERVE OR NATIONAL GUARD.**

23 (a) IN GENERAL.—Section 51(d)(1) of the Internal
24 Revenue Code of 1986 is amended by striking “or” at the
25 end of subparagraph (I), by striking the period at the end

1 of subparagraph (J) and inserting “, or”, and by adding
2 at the end the following new subparagraph:

3 “(K) in the case of an eligible employer (as
4 defined in section 408(p)(2)(C)(i)), an indi-
5 vidual who is a member of—

6 “(i) the Ready Reserve (as described
7 in section 10142 of title 10, United States
8 Code), or

9 “(ii) the National Guard (as defined
10 in section 101(c)(1) of such title 10).”.

11 (b) EFFECTIVE DATE.—

12 (1) IN GENERAL.—The amendment made by
13 this section shall apply to wages paid or incurred
14 after the date of the enactment of this Act in tax-
15 able years ending after such date.

16 (2) CURRENT EMPLOYEES COVERED BY CRED-
17 IT.—For purposes of applying section 51 of the In-
18 ternal Revenue Code of 1986, individuals described
19 in section 51(d)(1)(K) of such Code, as added by
20 this section, who are employed by an eligible em-
21 ployer (as defined in section 408(p)(2)(C)(i) of such
22 Code) on the date of the enactment of this Act shall
23 be treated as beginning work for such employer on
24 such date.

1 **SEC. 5. PERMANENT EXTENSION OF WORK OPPORTUNITY**

2 **CREDIT FOR EMPLOYERS HIRING QUALIFIED**
3 **VETERANS AND MEMBERS OF READY RE-**
4 **SERVE AND NATIONAL GUARD.**

5 (a) IN GENERAL.—Section 51(c)(4) of the Internal
6 Revenue Code of 1986 is amended by inserting “(other
7 than any individual described in subparagraph (B) or (K)
8 of subsection (d)(1))” after “individual”.

9 (b) EFFECTIVE DATE.—The amendment made by
10 this section shall apply to individuals who begin work for
11 the employer after December 31, 2016.

12 **SEC. 6. ELIGIBILITY OF SPOUSES OF MILITARY PERSONNEL**

13 **FOR THE WORK OPPORTUNITY CREDIT.**

14 (a) IN GENERAL.—Section 51(d)(1) of the Internal
15 Revenue Code of 1986, as amended by this Act, is amend-
16 ed by striking “or” at the end of subparagraph (J), by
17 striking the period at the end of subparagraph (K) and
18 inserting “, or”, and by adding at the end the following
19 new subparagraph:

20 “(L) a qualified military spouse.”.

21 (b) QUALIFIED MILITARY SPOUSE.—Section 51(d) of
22 such Code is amended by adding at the end the following
23 new paragraph:

24 “(16) QUALIFIED MILITARY SPOUSE.—The
25 term ‘qualified military spouse’ means any individual
26 who is certified by the designated local agency as

1 being (as of the hiring date) a spouse of a member
2 of the Armed Forces of the United States.”.

3 (c) EFFECTIVE DATE.—The amendments made by
4 this section shall apply to amounts paid or incurred after
5 the date of the enactment of this Act to individuals who
6 begin work for the employer after such date.

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