

117TH CONGRESS  
2D SESSION

# H. R. 7349

To amend the Workforce Innovation and Opportunity Act to identify or develop assessments to measure the prior knowledge, skills, competencies, and experiences of an individual, and for other purposes.

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## IN THE HOUSE OF REPRESENTATIVES

MARCH 31, 2022

Ms. STEFANIK (for herself, Mr. ALLEN, Mrs. STEEL, and Ms. LETLOW) introduced the following bill; which was referred to the Committee on Education and Labor

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## A BILL

To amend the Workforce Innovation and Opportunity Act to identify or develop assessments to measure the prior knowledge, skills, competencies, and experiences of an individual, 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 “Validate Prior Learn-  
5 ing to Accelerate Employment Act”.

1 **SEC. 2. ASSESSMENTS TO MEASURE THE PRIOR KNOWL-**  
2 **EDGE, SKILLS, COMPETENCIES, AND EXPERI-**  
3 **ENCES OF AN INDIVIDUAL.**

4 (a) STATEWIDE EMPLOYMENT AND TRAINING AC-  
5 TIVITIES.—Section 134(a)(2)(B) of the Workforce Innova-  
6 tion and Opportunity Act (29 U.S.C. 3174(a)(2)(B)) is  
7 amended—

8 (1) in clause (v)(VI), by striking the “and”  
9 after the semicolon;

10 (2) in clause (vi), by striking the period at the  
11 end and inserting a semicolon; and

12 (3) by adding at the end the following:

13 “(vii) coordinating with industry orga-  
14 nizations, employers (including small and  
15 mid-sized employers), training providers,  
16 local boards, and institutions of higher  
17 education to identify or develop assess-  
18 ments that—

19 “(I) are a valid and reliable  
20 method of collecting information; and

21 “(II) measure the prior knowl-  
22 edge, skills, competencies, and experi-  
23 ences of an individual for the purpose  
24 of—

25 “(aa) awarding postsec-  
26 ondary credit toward a recog-

1 nized postsecondary credential  
2 aligned with in-demand industry  
3 sectors and occupations in the  
4 State;

5 “(bb) awarding a recognized  
6 postsecondary credential that is  
7 used by employers in the State  
8 for recruitment, hiring, retention,  
9 or advancement purposes;

10 “(cc) developing individual  
11 employment plans that incor-  
12 porate the prior knowledge,  
13 skills, competencies, and experi-  
14 ences of an individual to identify  
15 skills related to an in-demand in-  
16 dustry sector or occupation and  
17 any upskilling needed to secure  
18 employment in such sector or oc-  
19 cupation; and

20 “(dd) helping individuals  
21 communicate their prior knowl-  
22 edge, skills, competencies, and  
23 experiences to prospective em-  
24 ployers through skills-based pro-  
25 files or portfolios; and

1 “(viii) disseminating to local areas in-  
2 formation relating to the assessments iden-  
3 tified or developed pursuant to clause (vii),  
4 including—

5 “(I) any recognized postsec-  
6 ondary credential awarded through  
7 such an assessment;

8 “(II) the industry organizations,  
9 employers, training providers, and in-  
10 stitutions of higher education located  
11 within the State that recognize the  
12 prior knowledge, skills, competencies,  
13 and experiences of an individual vali-  
14 dated by such assessments; and

15 “(III) how such assessments may  
16 be provided to, and accessed by, indi-  
17 viduals through the one-stop delivery  
18 system.”.

19 (b) ALLOWABLE STATEWIDE EMPLOYMENT AND  
20 TRAINING ACTIVITIES.—Section 134(a)(3)(A) of the  
21 Workforce Innovation and Opportunity Act (29 U.S.C.  
22 3174(a)(3)(A)) is amended—

23 (1) in clause (xiii), by striking the “and” after  
24 the semicolon;

1           (2) in clause (xiv), by striking the period at the  
2           end and inserting a semicolon; and

3           (3) by adding at the end the following:

4                   “(xv) identifying and providing to em-  
5                   ployers information relating to best prac-  
6                   tices on the use of assessments, including  
7                   such assessments developed or identified by  
8                   the State pursuant to paragraph  
9                   (2)(B)(vii);

10                   “(xvi) providing technical assistance  
11                   to employers seeking to use such assess-  
12                   ments for hiring, promotion, or upskilling  
13                   of employees; and

14                   “(xvii) supporting employers in the  
15                   State seeking to implement a practice of  
16                   hiring individuals based on their prior  
17                   knowledge, skills, competencies, and expe-  
18                   riences as an alternative to relying on post-  
19                   secondary degree requirements in the hir-  
20                   ing process.”.

21           (c) AUTHORIZED LOCAL EMPLOYMENT AND TRAIN-  
22           ING ACTIVITIES.—Section 134(c)(2)(A)(iii) of the Work-  
23           force Innovation and Opportunity Act (29 U.S.C.  
24           3174(c)(2)(A)(iii) is amended to read as follows:

1           “(iii) initial assessment of skill levels  
2           (including literacy, numeracy, and English  
3           language proficiency), aptitudes, abilities  
4           (including skills gaps), and supportive  
5           service needs, and a determination (consid-  
6           ering factors including prior work experi-  
7           ence, military service, life experience, or  
8           education history, and in-demand industry  
9           sectors and occupations in the local area)  
10          of whether such an individual would ben-  
11          efit from an assessment identified by the  
12          State pursuant to subsection (a)(2)(B)(vii)  
13          to measure the individual’s prior knowl-  
14          edge, skills, competencies, and experiences  
15          to accelerate the individual in obtaining  
16          employment that leads to economic self-  
17          sufficiency or career advancement;”.

18          (d) PERMISSIBLE LOCAL EMPLOYMENT AND TRAIN-  
19          ING ACTIVITIES.—Section 134(d)(1)(A) of the Workforce  
20          Innovation and Opportunity Act (29 U.S.C.  
21          3174(d)(1)(A)) is amended—

22                  (1) in clause (xi), by striking the “and” after  
23          the semicolon;

24                  (2) in clause (xii), by striking the period at the  
25          end and inserting a semicolon; and

1 (3) by adding at the end the following:

2 “(xiii) assessments for individuals  
3 upon initial assessment of skills (pursuant  
4 to subsection (c)(2)(A)(iii)) or completion  
5 of training services or other learning expe-  
6 riences; and

7 “(xiv) providing technical assistance  
8 or other support to employers seeking to  
9 use such assessments for hiring, pro-  
10 motion, or upskilling of employees.”.

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