

117TH CONGRESS
1ST SESSION

S. 1442

To establish the Corporation for Career Pathways to promote pathways to unfilled and emerging job markets, and for other purposes.

IN THE SENATE OF THE UNITED STATES

APRIL 28, 2021

Ms. CORTEZ MASTO (for herself and Ms. COLLINS) introduced the following bill; which was read twice and referred to the Committee on Health, Education, Labor, and Pensions

A BILL

To establish the Corporation for Career Pathways to promote pathways to unfilled and emerging job markets, 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 TITLES.**

4 This Act may be cited as the “Workforce Promotion
5 to Access Training to Help Workers, Adults, and Youths
6 Succeed Act” or the “Workforce PATHWAYS Act”.

7 **SEC. 2. PURPOSES.**

8 The purposes of this Act are—

1 (1) to provide a coordinated process for devel-
2 oping a national strategy to ensure that United
3 States' students and workers have access to afford-
4 able, relevant, and innovative education and job
5 training that will equip them to compete and win in
6 the global economy;

7 (2) to prepare Americans for the 21st Century
8 economy and the emerging industries of the future
9 by—

10 (A) providing an environment of lifelong
11 learning and skills-based training; and

12 (B) cultivating a demand-driven approach
13 to the opportunities available;

14 (3) to establish a promotional public-private
15 partnership that—

16 (A) analyzes economic trends;

17 (B) promotes pathways to unfilled and
18 emerging job markets; and

19 (C) guides current and future workers in
20 the United States economy by providing infor-
21 mation to empower economic mobility and secu-
22 rity for United States workers;

23 (4) to use economic and labor data and a honed
24 marketing campaign to reduce the barriers to choos-
25 ing a career, or a career transition, with more effec-

1 tive outreach and information that is amenable and
2 understandable for the worker and the business com-
3 munity;

4 (5) to use information and marketing to reduce
5 the stigma or uncertainties surrounding many qual-
6 ity and essential professions in the United States;

7 (6) to work with private employers, educational
8 institutions, labor unions, other nonprofit organiza-
9 tions, and State, territorial, tribal, and local govern-
10 ments to update and reshape the education and job
11 training landscape in the United States; and

12 (7) to work to aide and strengthen United
13 States workers in the wake of a global pandemic
14 that has inflicted significant pain on their economic
15 and physical well-being .

16 **SEC. 3. CORPORATION FOR CAREER PATHWAYS.**

17 (a) **ESTABLISHMENT.**—There is authorized to be es-
18 tablished a nonprofit corporation, which—

19 (1) shall be known as the Corporation for Ca-
20 reer Pathways (referred to in this Act as the “Cor-
21 poration”);

22 (2) shall not be an agency or establishment of
23 the United States Government; and

24 (3) shall be subject to the provisions of the Dis-
25 trict of Columbia Nonprofit Corporation Act (chap-

1 ter 4 of title 29, District of Columbia Official Code)
2 to the extent that such provisions are consistent with
3 this section.

4 (b) MISSION AND VISION.—

5 (1) MISSION.—The mission of the Corporation
6 is to increase awareness of career pathways for
7 United States workers, educators, and employers by
8 promoting workforce development initiatives, edu-
9 cational programs, and other opportunities that de-
10 velop skills relevant to high-demand industries—

11 (A) to create a healthier, more resilient,
12 and more sustainable workforce; and

13 (B) to increase our Nation’s global com-
14 petitiveness.

15 (2) VISION.—The vision of the Corporation is
16 working through an innovative public-private part-
17 nership to use strategic data analytics, an effective
18 public marketing campaign, and the dissemination of
19 timely information to provide the tools workers, edu-
20 cators, and employers need—

21 (A) to create greater economic mobility;

22 (B) to promote greater job creation or em-
23 ployment;

24 (C) to reduce long-tenured displaced and
25 dislocated workers; and

1 (D) to increase the Nation’s gross-domestic
2 product, export potential, and overall economic
3 strength.

4 (c) BOARD OF DIRECTORS.—

5 (1) IN GENERAL.—The Corporation shall have
6 a Board of Directors (referred to in this section as
7 the “Board”) consisting of 21 members, who—

8 (A) shall be appointed by the Secretary of
9 Labor, in consultation with the Secretary of
10 Commerce, the Secretary of Education, the Ad-
11 ministrator of the Small Business Administra-
12 tion, the Director of the National Economic
13 Council, and the Chairman of the Council of
14 Economic Advisors;

15 (B) shall have knowledge of the domestic
16 job market, education opportunities, and career
17 development;

18 (C) shall collectively represent diverse
19 ethnicities and regions of the United States;
20 and

21 (D) shall be United States citizens.

22 (2) MEMBERSHIP.—Of the members appointed
23 pursuant to paragraph (1)(A)—

1 (A) 1 member shall have appropriate ex-
2 pertise and experience at a 4-year institution of
3 higher education;

4 (B) 1 member shall have appropriate ex-
5 pertise and experience at a 2-year institution of
6 higher education;

7 (C) 1 member shall have appropriate ex-
8 pertise and experience at a career and technical
9 training institution;

10 (D) 1 member shall have appropriate ex-
11 pertise and experience in other adult education
12 opportunities;

13 (E) 1 member shall have appropriate ex-
14 pertise and experience at a primary or sec-
15 ondary public school, especially in preparing
16 students in a career and technical education en-
17 vironment;

18 (F) in selecting the members described in
19 subparagraphs (A) through (E), the Secretary
20 of Labor should give strong consideration to in-
21 cluding at least 1 member with specific experi-
22 ence in career or academic counseling;

23 (G) 1 member shall have appropriate ex-
24 pertise and experience in State or local work-
25 force boards;

1 (H) 1 member shall have appropriate ex-
2 pertise and experience with economics of the
3 labor market, including possible work in aca-
4 demia;

5 (I) 1 member shall have appropriate exper-
6 tise and experience in a labor organization rep-
7 resenting private sector unions, including
8 through established apprenticeship programs;

9 (J) 1 member shall have appropriate ex-
10 pertise and experience in a labor organization
11 representing public sector unions, including
12 through established apprenticeship programs;

13 (K) 1 member shall have appropriate ex-
14 pertise and experience in a private sector busi-
15 ness trade association, such as a Chamber of
16 Commerce;

17 (L) 1 member shall have appropriate ex-
18 pertise and experience in small business or en-
19 trepreneurship, or their associations;

20 (M) 1 member shall have appropriate ex-
21 pertise and experience in state or regional eco-
22 nomic development;

23 (N) 2 members shall have appropriate ex-
24 pertise and experience in a nonprofit organiza-
25 tion that specializes in assisting workers with

1 job placement and other needs, at least 1 of
2 which shall specialize in assisting minority
3 workers;

4 (O) 1 member shall have appropriate ex-
5 pertise and experience in a nonprofit organiza-
6 tion that provides job and vocational education
7 to unemployed and underemployed individuals;

8 (P) 1 member shall have appropriate ex-
9 pertise and experience in a nonprofit organiza-
10 tion that specializes in helping assist veterans
11 in career development and job placement;

12 (Q) 1 member shall have appropriate ex-
13 pertise and experience in a nonprofit organiza-
14 tion that specializes in helping assist disabled
15 workers;

16 (R) 1 member shall have appropriate ex-
17 pertise and experience in a nonprofit organiza-
18 tion that specializes in helping assist at-risk
19 youth;

20 (S) 1 member shall have appropriate ex-
21 pertise and experience in a nonprofit organiza-
22 tion that specializes in helping assist in reha-
23 bilitating workers after incarceration; and

24 (T) 2 members shall have appropriate ex-
25 pertise and experience in areas not identified in

1 subparagraphs (A) through (S) (such as areas
2 within the technology, energy, and health care
3 sectors), as determined by the Secretary of
4 Labor, in consultation with the other officials
5 referred to in paragraph (1)(A).

6 (3) INCORPORATION.—The initial members of
7 the Board shall serve as incorporators and shall take
8 whatever actions are necessary to establish the Cor-
9 poration under the District of Columbia Nonprofit
10 Corporation Act (chapter 4 of title 29, District of
11 Columbia Official Code).

12 (4) TERM OF OFFICE.—

13 (A) IN GENERAL.—Except as provided in
14 subparagraph (B), the term of office of each
15 member of the Board shall be 3 years.

16 (B) EXCEPTIONS.—Of the members ini-
17 tially appointed to the Board under this sub-
18 section—

19 (i) 7 members shall be appointed for
20 an initial 4-year term;

21 (ii) 7 members shall be appointed for
22 an initial 3-year term; and

23 (iii) 7 members shall be appointed for
24 an initial 2-year term.

1 (5) REMOVAL FOR CAUSE.—The Secretary of
2 Labor may remove any member from the Board for
3 good cause.

4 (6) VACANCIES.—

5 (A) IN GENERAL.—Any vacancy in the
6 Board shall not affect the authority of the
7 Board and shall be filled in the manner re-
8 quired under this subsection.

9 (B) SERVICE AFTER EXPIRATION OF
10 TERM.—Any member of the Board whose term
11 has expired may continue to serve on the Board
12 until the earlier of—

13 (i) the date on which the member's
14 successor has taken office; or

15 (ii) the last day of the calendar year
16 in which the member's term has expired.

17 (C) LENGTH OF APPOINTMENT.—Any
18 member of the Board appointed to fill a va-
19 cancy occurring before the expiration of the
20 term for which that member's predecessor was
21 appointed shall be appointed for the remainder
22 of such predecessor's term.

23 (D) TERM LIMIT.—A member of the Board
24 may not serve more than 2 consecutive terms

1 (in addition to an initial 2-year term, if applica-
2 ble).

3 (7) ELECTION OF CHAIR AND VICE CHAIRS.—

4 Members of the Board shall—

5 (A) annually elect a member to be Chair;
6 and

7 (B) elect 1 or 2 members to be Vice Chair
8 every 2 years.

9 (8) MEETINGS.—

10 (A) OPEN TO THE PUBLIC.—Meetings of
11 the Board, including any committee of the
12 Board, shall be open to the public. The Board
13 may, by majority vote, close any such meeting
14 only for the time necessary to preserve the con-
15 fidentiality of commercial or financial informa-
16 tion that is privileged or confidential, to discuss
17 personnel matters, or to discuss legal matters
18 affecting the Corporation, including pending or
19 potential litigation.

20 (B) FREQUENCY; LOCATIONS.—The Chair
21 shall convene Board meetings not less fre-
22 quently than 4 times per year in diverse loca-
23 tions throughout the United States.

24 (C) LOCAL INPUT.—During Board meet-
25 ings, members of the Board—

1 (i) shall be briefed by local officials
2 and individuals with appropriate expertise
3 in the topic under discussion; and

4 (ii) shall review the efforts of the
5 Board and impact of actions taken by the
6 Board.

7 (D) VIRTUAL ATTENDANCE.—Not fewer
8 than 1 of the Board meetings each year may be
9 conducted virtually to reduce travel and lodging
10 costs. Members of the Board may attend any
11 Board meeting virtually if the member explains
12 to the Board why his or her virtual attendance
13 is necessary.

14 (9) NOT FEDERAL EMPLOYEES.—Notwith-
15 standing any other provision of law, members of the
16 Board may not be considered to be employees of the
17 United States Government as a result of their serv-
18 ice as members of the Board.

19 (10) COMPENSATION; EXPENSES.—Members of
20 the Board may not receive any compensation from
21 the Federal Government for their service on the
22 Board, but shall be paid actual travel expenses and
23 per diem in lieu of subsistence expenses when they
24 are away from their usual place of residence, in ac-

1 cordance with section 5703 of title 5, United States
2 Code.

3 (11) ANNUAL OBJECTIVES.—The Board shall
4 establish annual objectives through a workforce
5 strategy for the Corporation for each fiscal year,
6 subject to approval by the Secretary of Labor, in
7 consultation with the Secretary of Commerce, the
8 Secretary of Education, the Administrator of the
9 Small Business Administration, the Director of the
10 National Economic Council, and the Chairman of
11 the Council of Economic Advisors.

12 (12) BUDGET.—Not later than 60 days before
13 the beginning of each fiscal year, the Board shall—

14 (A) submit a copy of the Corporation’s
15 budget for the upcoming fiscal year to the Sec-
16 retary of Labor, which budget shall include a
17 detailed explanation of any expenditure pro-
18 vided for in the budget in excess of \$5,000,000;
19 and

20 (B) post a copy of the budget and expla-
21 nation described in subparagraph (A) on the
22 Corporation’s website.

23 (d) OFFICERS AND EMPLOYEES.—

24 (1) IN GENERAL.—

1 (A) OFFICERS.—The Board shall hire
2 United States citizens to serve as the Executive
3 Director of the Corporation and as such other
4 officers as may be necessary to carry out the
5 duties of the Corporation.

6 (B) EMPLOYEES.—The Executive Director,
7 under the direction of the Board, shall hire
8 such employees of the Corporation as may be
9 necessary, including—

10 (i) individuals with expertise and ex-
11 perience in labor market economics,

12 (ii) individuals with private and public
13 sector experience;

14 (iii) individuals with expertise and ex-
15 perience in public relations; and

16 (iv) individuals with expertise and ex-
17 perience in labor relations.

18 (C) LENGTH OF SERVICE.—Officers and
19 employees hired pursuant to subparagraphs (A)
20 and (B) shall serve for terms fixed by the
21 Board and at the pleasure of the Board.

22 (D) COMPENSATION.—

23 (i) IN GENERAL.—The Corporation
24 may fix the compensation of officers and

1 employees hired pursuant to subpara-
2 graphs (A) and (B).

3 (ii) LIMITATION.—Except as provided
4 in clause (iii), officers and employees of
5 the Corporation may not receive any salary
6 or other compensation from any sources
7 other than the Corporation for services
8 rendered during their employment by the
9 Corporation.

10 (iii) SERVICE FOR OTHER ORGANIZA-
11 TIONS.—Officers may receive compensation
12 for service on the Board of Directors or a
13 committee of an organization that does not
14 receive funds from the Corporation if such
15 service has been approved in advance by
16 the Board and is subject to the provisions
17 of the Corporation’s Statement of Ethical
18 Conduct.

19 (2) NONPOLITICAL NATURE OF APPOINT-
20 MENT.—No political test or qualification may be
21 used in selecting, appointing, promoting, or taking
22 other personnel actions with respect to officers or
23 employees of the Corporation.

24 (e) NONPROFIT AND NONPOLITICAL NATURE OF
25 CORPORATION.—

1 (1) STOCK.—The Corporation shall have no
2 power to issue any shares of stock, or to declare or
3 pay any dividends.

4 (2) PROFIT.—No part of the income or assets
5 of the Corporation shall inure to the benefit of any
6 director, officer, employee, or any other individual
7 except as salary or reasonable compensation for
8 services.

9 (3) POLITICAL CONTRIBUTIONS.—The Corpora-
10 tion may not contribute to or otherwise support any
11 political party or candidate for elective public office.
12 Individual members of the Board are not prohibited
13 from such activities when acting in their personal
14 capacity.

15 (4) LOBBYING ACTIVITIES.—It is the sense of
16 Congress that the Corporation should not engage in
17 lobbying activities (as defined in section 3(7) of the
18 Lobbying Disclosure Act of 1995 (2 U.S.C.
19 1602(7)). Individual members of the Board are not
20 prohibited from such activities in their personal ca-
21 pacity.

22 (5) BROAD FOCUS.—In carrying out its duties
23 under this section, the Corporation may not overtly
24 prioritize any particular group of jobs or industries
25 beyond what is statistically justified.

1 (f) DUTIES AND POWERS.—

2 (1) ANNUAL REPORTS.—

3 (A) OPERATIONS.—Not later than March
4 1st of each year, the Corporation shall submit
5 a report to the Secretary of Labor, which shall
6 include, with respect to the preceding fiscal
7 year—

8 (i) a comprehensive and detailed de-
9 scription of the Corporation's operations,
10 activities, financial condition, and accom-
11 plishments in promoting United States
12 workers, the domestic job market, and ca-
13 reer pathways, including any actions au-
14 thorized under paragraph (5);

15 (ii) a comprehensive and detailed ac-
16 counting of amounts obligated or expended
17 by the Corporation;

18 (iii) a detailed description of each in-
19 kind contribution received by the Corpora-
20 tion, including, for each such contribu-
21 tion—

22 (I) its fair market value;

23 (II) the individual or organiza-
24 tion responsible for making the con-
25 tribution;

1 (III) its specific use; and

2 (IV) a justification for its use
3 within the context of the Corpora-
4 tion's mission;

5 (iv) an objective and quantifiable
6 measurement of the progress made, on an
7 objective-by-objective basis, in meeting the
8 objectives established by the Board and in-
9 cluded within the annual workforce strat-
10 egy;

11 (v) an explanation of any challenges
12 to achieve an objective established by the
13 Board and any revisions or alterations to
14 the Corporation's objectives established by
15 the Board pursuant to the annual work-
16 force strategy;

17 (vi) such recommendations as the
18 Board considers appropriate for all work-
19 force stakeholders, including the Executive
20 branch, Congress, States, and local govern-
21 ments.

22 (B) WORKFORCE STRATEGY.—Not later
23 than January 1st of each year, the Corporation
24 shall develop and submit to the Secretary of
25 Labor an annual workforce strategy for engag-

1 ing all labor market stakeholders about oppor-
2 tunities or changes to useful degrees, registered
3 apprenticeship programs, and certifications or
4 skill sets, which shall include—

5 (i) setting specific workforce perform-
6 ance goals to be supported by the Corpora-
7 tion that benefit all States, territories, and
8 the District of Columbia;

9 (ii) identifying opportunities and
10 strategies to create more job and career
11 building opportunities and mobility to
12 rural, urban, and suburban areas;

13 (iii) evaluating the current and future
14 state of the United States workforce, in-
15 cluding projected emerging job and skill
16 needs across all sectors of the United
17 States economy;

18 (iv) identifying and addressing poten-
19 tial impacts of emerging technologies on
20 the workforce;

21 (v) providing information pertaining
22 to—

23 (I) the 25 job classifications that
24 are currently in the highest demand in
25 each State or region, according to the

1 latest State and regional assessments
2 and reports;

3 (II) the 50 job classifications
4 that are currently in the highest de-
5 mand nationwide; and

6 (III) the emerging job market
7 trends anticipated 5 years and 10
8 years into the future;

9 (vi) taking a strategic look at whether
10 it is more accurate or effective to break the
11 lists referred to in clause (v) into regions,
12 rather than breaking them up exclusively
13 along State lines;

14 (vii) exploring and providing informa-
15 tion on how to better connect the appro-
16 priate employers and workers, including by
17 highlighting emerging industries to better
18 link potential employees to the business
19 and job markets that are hiring;

20 (viii) identifying necessary general
21 skill sets, such as time management,
22 judgement and decision making, operation
23 monitoring, coordination, speaking, critical
24 thinking, active listening, and material re-
25 source management, that are most desired,

1 important, and needed by employers and
2 the most in-demand jobs and careers;

3 (ix) identifying the necessary specific
4 skill sets needed to match the demands of
5 the Nation, State, or region's in-demand
6 job markets;

7 (x) identifying the current education
8 and training capacity of United States
9 educational and vocational institutions and
10 career pathways to meet the workforce
11 needs identified pursuant to clauses (iii)
12 and (v), including fields for which there is
13 a shortfall or surplus of education and
14 training capacity;

15 (xi) identifying and addressing what
16 motivates workers and promoting such
17 motivators;

18 (xii) identifying and addressing bar-
19 riers to retaining individuals in careers;

20 (xiii) identifying and addressing fac-
21 tors influencing individuals pursuing ca-
22 reers in in-demand fields, including bar-
23 riers to attracting individuals into such
24 fields, particularly young people and tradi-

1 tionally underrepresented populations, in-
2 cluding women and minorities;

3 (xiv) considering how Federal agen-
4 cies, businesses, industries, labor organiza-
5 tions, educators, and other stakeholders
6 can coordinate efforts to support qualified
7 individuals in pursuing careers in high-de-
8 mand fields;

9 (xv) identifying and addressing the
10 most effective manner to transition be-
11 tween jobs or between geographic locations;

12 (xvi) identifying and addressing any
13 potential stigmas or misperceptions, that
14 influence whether young individuals pursue
15 careers associated with certain jobs or ca-
16 reer paths in in-demand fields;

17 (xvii) facilitating and encouraging ele-
18 mentary, secondary, and postsecondary
19 students in the United States to pursue ca-
20 reers in in-demand fields;

21 (xviii) identifying and developing
22 pathways for students and individuals to
23 secure apprenticeships readiness, reg-
24 istered apprenticeships, and other work-

1 based learning opportunities in in-demand
2 fields;

3 (xix) identifying methods of enhancing
4 apprenticeships readiness and registered
5 apprenticeships, job skills training,
6 mentorship, education, and outreach pro-
7 grams that are exclusive to youth, vet-
8 erans, disabled persons, and senior citizens
9 in the United States;

10 (xx) identifying potential sources of
11 funding, including grants and scholarships,
12 that may be used to support youth, vet-
13 erans, disabled persons, senior citizens,
14 and other qualified individuals in pursuing
15 careers in high-demand fields;

16 (xxi) reevaluating education and work-
17 force training programs to meet constantly
18 changing employer needs and engaging
19 with business leaders, educational institu-
20 tions, and community-based organizations
21 to ensure that the needs of the workforce
22 are being offered in education and train-
23 ing;

24 (xxii) creating policies that build path-
25 ways between secondary education, post-

1 secondary education, training institutions,
2 and business communities;

3 (xxiii) ensuring that secondary edu-
4 cation, post-secondary education, workforce
5 training, and business development pro-
6 grams consider equity by targeting invest-
7 ments in low-income neighborhoods, which
8 often results in higher growth rates and
9 broader equity and inclusivity; and

10 (xxiv) conducting outreach to employ-
11 ers to persuade the employers to adopt
12 these options, including the registered ap-
13 prenticeship model.

14 (C) **MARKETING PLAN.**—In conjunction
15 with the workforce strategy developed pursuant
16 to subparagraph (B), the Corporation shall de-
17 velop and submit an annual marketing plan to
18 the Secretary of Labor that—

19 (i) incorporates the elements described
20 in subparagraph (B);

21 (ii) helps individuals chart a career
22 path that will place them in the middle
23 class or higher without having to work
24 more than 1 job;

1 (iii) informs individuals of profes-
2 sional development opportunities, including
3 the advantageous longitudinal outcomes as-
4 sociated with such opportunities;

5 (iv) markets the options regionally to
6 employers, nonprofit organizations, work-
7 force boards, potential apprentices, sec-
8 ondary school students, counselors, school
9 administrators, and parents;

10 (v) maximizes the economic benefits
11 to the United States by promoting effective
12 business and workforce integration in the
13 United States through advertising, out-
14 reach to educational institutions, labor or-
15 ganizations, business trade shows, and
16 other appropriate promotional activities;

17 (vi) addresses ways to diversify the
18 employment and career pathways in many
19 industries by—

20 (I) providing employment oppor-
21 tunities to underrepresented commu-
22 nities;

23 (II) promoting diversity among
24 these options by marketing and sup-
25 porting outreach to underrepresented

1 populations, including women and mi-
2 norities; and

3 (III) increasing access for vulner-
4 able or underrepresented populations,
5 especially women and minorities, to
6 high skill and other in-demand ca-
7 reers;

8 (vii) more effectively coordinates vet-
9 erans, seniors, and disabled populations
10 into the job market;

11 (viii) includes regional, State, or local
12 analyses in the Corporation's materials and
13 marketing efforts;

14 (ix) evaluates and provides awards or
15 recognition in accordance with paragraph
16 (4); and

17 (x) includes a "Workforce Report
18 Card" to monitor the progress made to-
19 wards meeting annual workforce perform-
20 ance goals established pursuant to sub-
21 paragraph (B)(i).

22 (2) ANNUAL UNITED STATES CAREER FORE-
23 CAST AND RESOURCE GUIDE.—Not later than April
24 1st of each year, the Corporation, using elements re-
25 quired in the annual workforce strategy and any

1 other information and resources readily available
2 from Federal, State, and local governments, consor-
3 tiums, and academic institutions, shall publish an
4 annual public United States Career Forecast and
5 Resource Guide that provides such information in a
6 plain, understandable way—

7 (A) to educate the American public regard-
8 ing the United States job market, including—

9 (i) information regarding in-demand
10 industries, workforce needs, and pathways
11 for training for and obtaining available
12 jobs; and

13 (ii) identifying and correcting common
14 misperceptions regarding such issues;

15 (B) to provide useful, understandable, and
16 concrete information to students, workers, busi-
17 nesses, scholars, scientists, and others involved
18 in the United States job market;

19 (C) to identify the workforce needs of the
20 United States economy, broken down by State,
21 or regions, as appropriate, and time period, in-
22 cluding government employment and other pub-
23 lic service employment;

1 (D) to outline effective career development
2 opportunities that include additional or com-
3 plementary career pathways;

4 (E) to promote opportunities and pathways
5 for small businesses and entrepreneurship;

6 (F) to provide a list of Federal and State
7 resources to assist United States workers, edu-
8 cators, or career counselors to navigate relevant
9 career pathways in fields in which more workers
10 are needed;

11 (G) to advocate for the implementation of
12 education and training systems, including reg-
13 istered apprenticeships, that are fully aligned
14 with workforce needs;

15 (H) to promote underrepresented commu-
16 nities in in-demand industries;

17 (I) to include rural workforce and job mar-
18 kets in all workforce development efforts;

19 (J) to focus on in-demand industries and
20 populations that are most likely to drive the
21 United States economy;

22 (K) to outline the economic and other ben-
23 efits of filling domestic job markets with prop-
24 erly trained United States workers through ad-
25 vertising, outreach to workforce and business

1 associations, and other appropriate promotional
2 activities; and

3 (L) to identify efforts that can be made by
4 employers, educators, and workers to provide
5 for greater income mobility and economic sta-
6 bility in the future job market.

7 (3) DISTRIBUTION OF REPORT AND STRAT-
8 EGY.—Not later than 60 days after receiving each
9 operations report pursuant to paragraph (1)(A) and
10 each workforce strategy pursuant to paragraph
11 (1)(B), the Secretary of Labor shall submit a copy
12 of such report and strategy to—

13 (A) the Secretary of Education;

14 (B) the Secretary of Commerce;

15 (C) the Administrator of the Small Busi-
16 ness Administration;

17 (D) the Director of the National Economic
18 Council;

19 (E) the Chairperson of the Council of Eco-
20 nomic Advisors;

21 (F) the Committee on Appropriations of
22 the Senate;

23 (G) the Committee on Commerce, Science,
24 and Transportation of the Senate;

1 (H) the Committee on Health, Education,
2 Labor, and Pensions of the Senate;

3 (I) the Committee on Appropriations of the
4 House of Representatives;

5 (J) the Committee on Energy and Com-
6 merce of the House of Representatives; and

7 (K) the Committee on Education and
8 Labor of the House of Representatives.

9 (4) RECOGNITION AWARDS.—The Corporation
10 shall establish an awards program to annually recog-
11 nize—

12 (A) workers and students who achieve ex-
13 cellence in registered apprenticeships, adult
14 education programs, career and technical edu-
15 cation programs, or other nontraditional work-
16 force development pathways;

17 (B) educational institutions that take
18 unique or innovative approaches to developing a
19 skilled workforce; and

20 (C) businesses that take unique or innova-
21 tive approaches to developing a skilled work-
22 force.

23 (5) POWERS.—In order to carry out the activi-
24 ties required under this subsection, the Corporation
25 may—

1 (A) obtain grants from, partner with, and
2 make contracts with, Federal and State agen-
3 cies, trade associations, private companies, coa-
4 litions, and other institutions with relevant ex-
5 pertise;

6 (B) hire or accept the voluntary services of
7 consultants, experts, advisory boards, and pan-
8 els to aid the Corporation in carrying out such
9 activities; and

10 (C) take such other actions as may be nec-
11 essary to accomplish such activities.

12 (g) WEBSITE.—The Corporation shall develop and
13 maintain a publicly accessible website through which it
14 shall—

15 (1) provide information to the public, including
16 stakeholders;

17 (2) conduct public outreach activities; and

18 (3) distribute marketing campaign materials,
19 including the resource guide described in subsection
20 (f)(2).

21 (h) USE OF AVAILABLE DATA AND STATISTICS.—In
22 carrying out all of the duties and activities described in
23 this section, the Corporation shall—

24 (1) make use of all relevant and available data
25 and statistics used by Federal and State agencies, as

1 appropriate, including reports, data collection, sur-
2 veys, and the similar efforts;

3 (2) take all necessary precautions to avoid
4 maintaining any individual's personal information;
5 and

6 (3) make available the data, information, and
7 statistics it collects for the responsible use by Fed-
8 eral and State agencies, as appropriate, including re-
9 ports, data collection, surveys, and similar efforts.

10 **SEC. 4. FUNDING.**

11 (a) **AUTHORIZATION OF APPROPRIATIONS.—**

12 (1) **IN GENERAL.—**There is authorized to be
13 appropriated \$25,000,000 for each of the fiscal
14 years 2022 through 2026 to carry out this Act.

15 (2) **ADDITIONAL FUNDING DURING PERIODS OF**
16 **HIGH UNEMPLOYMENT.—**During any of the fiscal
17 years referred to in paragraph (1) in which the
18 United States unemployment rate exceeds 10 per-
19 cent, there is authorized to be appropriated an addi-
20 tional \$25,000,000 to carry out this Act.

21 (b) **NON-FEDERAL CONTRIBUTIONS.—**The Corpora-
22 tion shall seek up to \$25,000,000 annually in contribu-
23 tions from—

24 (1) United States corporations;

25 (2) local chambers of commerce;

1 (3) institutions of higher education, including
2 vocational schools;

3 (4) State and local governments;

4 (5) workforce boards;

5 (6) nonprofit organizations;

6 (7) labor organizations; and

7 (8) other interested stakeholders that the Cor-
8 poration considers appropriate.

9 (c) UNITED STATES CAREER PATHWAYS FUND.—

10 (1) IN GENERAL.—There is established in the
11 general fund of the Treasury a separate account,
12 which shall be known as the “United States Career
13 Pathways Fund”.

14 (2) DEPOSITS.—There shall be deposited into
15 the United States Career Pathways Fund—

16 (A) amounts appropriated pursuant to sub-
17 section (a); and

18 (B) amounts donated to the Corporation
19 for Career Pathways in accordance with sub-
20 section (b).

21 (3) USE OF FEES.—Amounts deposited into the
22 United States Career Pathways Fund shall remain
23 available until expended for grants for the Corpora-
24 tion or for State and local workforce boards to assist

1 in the implementation of the annual workforce strat-
2 egy described in section 3(f)(1)(B).

3 (d) MATCHING PUBLIC AND PRIVATE FUNDING.—

4 (1) START-UP EXPENSES.—

5 (A) IN GENERAL.—Subject to paragraph
6 (3), of the amounts deposited into the United
7 States Career Pathways Fund pursuant to sub-
8 section (c)(2), the Secretary of the Treasury
9 shall make available to the Corporation up to
10 \$10,000,000 to cover the Corporation’s initial
11 expenses and activities under this Act.

12 (B) QUARTERLY TRANSFERS.—Transfers
13 from the United States Career Pathways Fund
14 to the Corporation shall be made not less fre-
15 quently than quarterly, beginning on January
16 1, 2022, on the basis of estimates by the Sec-
17 retary of the Treasury. Proper adjustments
18 shall be made in amounts subsequently trans-
19 ferred to the extent prior estimates were in ex-
20 cess or less than the amounts required to be
21 transferred.

22 (2) FUNDING FOR SUBSEQUENT FISCAL
23 YEARS.—Subject to paragraph (3), for each of the
24 fiscal years 2022 through 2026, the Secretary of the
25 Treasury shall transfer make quarterly transfers

1 from the United States Career Pathways Fund to
2 the Corporation in an amount that is equal to the
3 amount deposited into the United States Career
4 Pathways Fund during the prior quarter.

5 (3) MATCHING REQUIREMENT.—

6 (A) IN GENERAL.—Amounts may not be
7 transferred to the Corporation under this sub-
8 section unless, for each of the fiscal years 2023
9 through 2026, the Corporation provides a non-
10 Federal match equal to the amount transferred
11 to the Fund under paragraph (2) for each such
12 fiscal year.

13 (B) GOODS AND SERVICES.—

14 (i) IN GENERAL.—For the purpose of
15 determining the value of the non-Federal
16 match under subparagraph (A) the fair
17 market value of goods and services (includ-
18 ing advertising) contributed to the Cor-
19 poration—

20 (I) may be included in the deter-
21 mination; and

22 (II) may not account for more
23 than 80 percent of the matching re-
24 quirement in any fiscal year.

1 (ii) RIGHT OF REFUSAL.—The Cor-
2 poration may decline to accept any in-kind
3 contribution determined to be inappro-
4 priate, not useful, or commercially worth-
5 less.

6 (C) WAIVER.—The matching requirement
7 under subparagraph (A) shall be waived during
8 the 12-month period beginning on the date on
9 which the United States unemployment rate is
10 greater than 10 percent.

11 (D) LIMITATION.—The Corporation may
12 not obligate or expend funds in excess of the
13 total amount received by the Corporation for a
14 fiscal year from Federal and non-Federal
15 sources.

16 (4) CARRYFORWARD.—

17 (A) FEDERAL FUNDS.—Amounts trans-
18 ferred to the Fund under paragraph (1) or (2)
19 shall remain available until expended.

20 (B) MATCHING FUNDS.—Any amount re-
21 ceived by the Corporation from non-Federal
22 sources in any of fiscal year 2022 through 2026
23 that cannot be used to meet the matching re-
24 quirement under paragraph (3)(A) for the fiscal
25 year in which amount was collected may be car-

1 ried forward and treated as having been re-
2 ceived in the succeeding fiscal year for purposes
3 of meeting such matching requirement in such
4 succeeding fiscal year.

5 (e) LIMITATIONS ON USE OF FUNDS.—

6 (1) IN GENERAL.—Amounts deposited into the
7 Corporation for Career Pathways Account may not
8 be used for any purpose other than carrying out the
9 responsibilities of the Corporation under this sub-
10 section.

11 (2) MAJOR CAMPAIGNS.—The Board may not
12 authorize the Corporation to obligate or expend
13 more than \$15,000,000 on any advertising cam-
14 paign, promotion, or related effort unless—

15 (A) at least 10 members of the Board are
16 present (including virtual presence, as author-
17 ized under paragraph 3(c)(8)(D)) at the meet-
18 ing at which such obligation or expenditure is
19 approved;

20 (B) such obligation or expenditure is ap-
21 proved by an affirmative vote of at least 2/3 of
22 such members; and

23 (C) each member of the Board was given
24 at least 3 days advance notice of the meeting at
25 which the vote on the obligation or expenditure

1 is to be taken that identifies the matters to be
2 voted upon at such meeting.

3 (f) ACCOUNTABILITY.—

4 (1) ANNUAL FINANCIAL AUDITS.—

5 (A) IN GENERAL.—The Corporation shall
6 contract with an independent accounting firm
7 to conduct an annual financial audit of the Cor-
8 poration's operations and shall publish the re-
9 sults of each audit on its public website.

10 (B) GAO REVIEW.—The Comptroller Gen-
11 eral of the United States may—

12 (i) review any audit of a financial
13 statement conducted under subparagraph;
14 and

15 (ii) conduct periodic audits of the Cor-
16 poration's operations.

17 (2) PROGRAM REVIEW.—Not later than 2 years
18 after the date of the enactment of this Act, the
19 Comptroller General of the United States shall—

20 (A) conduct a review of the programmatic
21 activities of the Corporation; and

22 (B) submit a report to the appropriate
23 congressional committees that contains the re-
24 sults of such review.

1 (3) ACCESS TO RECORDS.—The Corporation
2 shall provide Congress and the Comptroller General
3 of the United States with full and complete access
4 to the books and records of the Corporation.

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