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(Original Signature of Member)

116TH CONGRESS
2D SESSION

H. R. _____

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

Mr. SMITH of Washington introduced the following bill; which was referred to
the Committee on _____

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

1 in section 3 of the Workforce Innovation and Opportunity
2 Act (29 U.S.C. 3102).

3 (b) EMPLOYEE OWNERSHIP TRUST.—The term “em-
4 ployee ownership trust” is an indirect form of employee
5 ownership in which a trust holds a controlling stake in
6 a company on behalf of all its employees and provides an
7 incentive for owners to sell a controlling stake in their
8 business.

9 (c) EMPLOYEE STOCK OWNERSHIP PLAN.—The term
10 “employee stock ownership plan” has the meaning given
11 the term in section 4975(e)(7) of the Internal Revenue
12 Code of 1986.

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

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

20 (2) workers have representation on and vote for
21 the board of directors, adhering to the principle of
22 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 an 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 (B) the primary strategies that will be
4 used to achieve the State vision and goals, the
5 proposed service delivery infrastructure, and the
6 timeline for achieving such goals;

7 (3) A description of the problems the State's
8 proposed activities aim to solve, and the reason for
9 prioritizing selected problem areas.

10 (4) A description of how the State will align
11 with, and leverage funds from, the State's workforce
12 development system and higher education system,
13 and public assistance programs, and the economic
14 recovery efforts at the State and local levels.

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

23 (6) An employer engagement strategy that de-
24 scribes how employers will be targeted and recruited
25 to participate, and any expectations for employer

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

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

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

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

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

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

1 (10) Any other requirements as determined by
2 the Secretary.

3 **SEC. 103. USES OF FUNDS.**

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

7 (1) Training and education opportunities.

8 (2) Adult basic education.

9 (3) Incumbent worker training.

10 (4) Dislocated worker training.

11 (5) On-the-job training.

12 (6) Job seeking assistance.

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

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

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

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

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

19 (12) Capital for revolving loan funds managed
20 by State or non-profit entities that offer loans to
21 allow worker groups to buy out retiring business
22 owners, worker groups, or entrepreneurs looking to
23 save a declining firm through employee-ownership,
24 or workers or using broad-based employee share
25 ownership in the form of employee stock ownership

1 plans, worker cooperatives, or employee ownership
2 trusts.

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

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

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

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

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

14 (a) REPORTING REQUIREMENTS.—

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

21 (A) an evaluation—

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

24 (I) with respect to indicators of
25 performance under section

1 116(b)(2)(A) of the Workforce Inno-
2 vation and Opportunity Act (29
3 U.S.C. 3141(b)(2)(A)); and

4 (II) with respect to meeting the
5 goals of the State plan;

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

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

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

21 (b) NATIONAL REPOSITORY.—The Secretary shall,
22 jointly with the Interagency Task Force established under
23 title III, establish on a publicly accessible website, a na-
24 tional repository—

1 (1) of data-driven, promising practices with re-
2 spect to layoff aversion and job creation based on
3 the evaluations described in subsection (a)(1); and
4 (2) of recommendations for replicating and
5 scaling up such practices.

6 **SEC. 105. AUTHORIZATION OF APPROPRIATIONS.**

7 There are authorized to be appropriated
8 \$250,000,000 for fiscal year 2021 and each of the 4 suc-
9 ceeding fiscal years.

10 **TITLE II—COMPETITIVE GRANTS**
11 **FOR INNOVATIVE LAYOFF**
12 **AVERSION MODELS**

13 **SEC. 201. COMPETITIVE GRANTS.**

14 (a) GRANTS AUTHORIZED.—

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

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

21 (A) a first cycle of grants that shall in-
22 clude—

23 (i) planning grants, which shall be
24 used during the 18-month period beginning

1 on the date on which the grants are award-
2 ed; and

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

7 (B) a second cycle of grants that shall be
8 new implementation grants—

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

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

15 (b) PLANNING GRANTS.—

16 (1) APPLICATIONS.—

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

23 (B) CONTENTS.—Each application shall
24 include the following:

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

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

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

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

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

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

21 (III) identify strategies and ap-
22 proaches to job creation and lay-off
23 aversion.

24 (v) A list of individuals and organiza-
25 tions, including roles and responsibilities,

1 of each member of the State grantee advisory
2 council under title III.

3 (vi) Potential State administrative
4 policies or other conditions that may support
5 or impede implementation of new approaches
6 to job creation and lay-off aversion.
7

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

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

15 (A) To research, develop a proof of concept,
16 or pilot lay-off aversion and job creation
17 strategies prior to submission of an implementation
18 grant application under subsection (c), if
19 the State plans to apply for such a grant.

20 (B) To help support the modification or removal
21 of State administrative policy barriers to
22 implementation of job creation and lay-off aversion
23 interventions.

24 (c) IMPLEMENTATION GRANTS.—

25 (1) APPLICATION PROCESS.—

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

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

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

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

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

23 (iv) A description of efforts already
24 underway in the State and that have been
25 previously implemented to create jobs or

1 avert lay-offs, and a description of the suc-
2 cess elements and lessons learned that
3 have informed each type of intervention
4 that will be funded under the grant.

5 (v) An identification of the State
6 agency for fiscal and contract administra-
7 tion, and description of its management
8 capacity.

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

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

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

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

21 (x) A description of the recognized
22 postsecondary credentials necessary for
23 workers to obtain in-demand high quality
24 jobs within targeted sectors or occupations,
25 the corresponding education and training

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

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

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

20 (xiii) Any other information required
21 by the Secretary.

22 (C) SIMPLIFIED APPLICATION PROCESS.—
23 The Secretary shall establish a simplified appli-
24 cation process for States that have received a

1 planning grant under this title who are seeking
2 to apply for an implementation grant.

3 (2) GRANT AMOUNT.—

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

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

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

17 (ii) Piloting a model that seeks to im-
18 prove individual economic security through
19 every stage of career life, particularly for
20 workers who are left out of traditional un-
21 employment insurance, benefits, or worker
22 training and retraining programs such as
23 independent contractors, gig-workers, busi-
24 ness owners, and individuals who are car-
25 ing for dependents or otherwise not work-

1 ing outside of the home. This may include
2 efforts to provide broader lifelong access to
3 income support, access to pensions or re-
4 tirement savings accounts, health care ben-
5 efits, paid family leave, medical leave, and
6 other fringe benefits.

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

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

24 (A) States that demonstrate the greatest
25 need.

1 (B) States that have the most thorough
2 plans for deploying interventions.

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

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

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

19 (d) REPORTING REQUIREMENTS.—

20 (1) STATES.—Each State shall submit annual
21 performance reports to the Secretary that dem-
22 onstrate how the grant funded activities are per-
23 forming with respect to indicators of performance
24 under section 116(b)(2)(A) of the Workforce Innova-
25 tion and Opportunity Act (29 U.S.C. 3141(b)(2)(A),

1 and the business satisfaction measures established
2 by Interagency Task Force established under title
3 IV.

4 (2) SECRETARY.—The Secretary shall submit
5 to Congress, a report —

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

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

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

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

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