

111TH CONGRESS
1ST SESSION

S. 777

To promote industry growth and competitiveness and to improve worker training, retention, and advancement, and for other purposes.

IN THE SENATE OF THE UNITED STATES

APRIL 1, 2009

Mr. BROWN (for himself, Ms. SNOWE, and Mrs. MURRAY) introduced the following bill; which was read twice and referred to the Committee on Health, Education, Labor, and Pensions

A BILL

To promote industry growth and competitiveness and to improve worker training, retention, and advancement, 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 “Strengthening Employ-
5 ment Clusters to Organize Regional Success Act of 2009”
6 or the “SECTORS Act of 2009”.

1 **SEC. 2. INDUSTRY OR SECTOR PARTNERSHIP GRANT.**

2 Subtitle D of title I of the Workforce Investment Act
3 of 1998 (29 U.S.C. 2911 et seq.) is amended by inserting
4 after section 173A the following:

5 **“SEC. 173B. INDUSTRY OR SECTOR PARTNERSHIP GRANT**6 **PROGRAM.**

7 “(a) PURPOSE.—It is the purpose of this section to
8 create designated capacity to promote industry or sector
9 partnerships that lead collaborative planning, resource
10 alignment, and training efforts across multiple firms for
11 a range of workers employed or potentially employed in
12 a targeted industry cluster, in order to encourage industry
13 growth and competitiveness and to improve worker train-
14 ing, retention, and advancement in targeted industry clus-
15 ters. The activities carried out by the partnerships may
16 include the development of—

17 “(1) immediate strategies for regions and com-
18 munities to fulfill pressing skilled workforce needs;

19 “(2) long-term plans to grow targeted industry
20 clusters with better training and a more productive
21 workforce;

22 “(3) core competencies and competitive advan-
23 tages for regions and communities undergoing struc-
24 tural economic redevelopment; and

25 “(4) skill standards, career ladders, job re-
26 definitions, employer practices, and shared training

1 and support capacities for the targeted industry
2 cluster that facilitate the advancement of workers at
3 all skill levels.

4 “(b) DEFINITIONS.—In this section:

5 “(1) CAREER LADDER.—The term ‘career ladder’ means an identified series of positions, work experiences, and educational benchmarks or credentials
6 that offer occupational and financial advancement
7 within a specified career field or related fields over
8 time.

9 “(2) ECONOMIC SELF-SUFFICIENCY.—The term
10 ‘economic self-sufficiency’ means, with respect to a
11 worker, earning a wage sufficient to support a family
12 adequately over time, based on factors such as—

13 “(A) family size;

14 “(B) the number and ages of children in
15 the family;

16 “(C) the cost of living in the worker’s com-
17 munity; and

18 “(D) other factors that may vary by re-
19 gion.

20 “(3) ELIGIBLE ENTITY.—The term ‘eligible en-
21 tity’ means—

22 “(A) an industry or sector partnership; or

23 “(B) an eligible State agency.

1 “(4) ELIGIBLE STATE AGENCY.—The term ‘eli-
2 gible State agency’ means a State agency designated
3 by the Governor of the State for the purposes of the
4 grant program under this section.

5 “(5) HIGH-PRIORITY OCCUPATION.—The term
6 ‘high-priority occupation’ means an occupation
7 that—

8 “(A) has a significant presence in an in-
9 dustry cluster;

10 “(B) is in demand by employers;

11 “(C) pays family-sustaining wages that en-
12 able workers to achieve economic self-suffi-
13 ciency, or can reasonably be expected to lead to
14 such wages;

15 “(D) has a documented career ladder; and

16 “(E) has a significant impact on a region’s
17 economic development strategy.

18 “(6) INDUSTRY CLUSTER.—The term ‘industry
19 cluster’ means a concentration of interconnected
20 businesses, suppliers, research and development enti-
21 ties, education and training providers, and associ-
22 ated institutions in a particular field that are linked
23 by common workforce needs.

1 “(7) INDUSTRY OR SECTOR PARTNERSHIP.—

2 The term ‘industry or sector partnership’ means a
3 workforce collaborative that—4 “(A) organizes key stakeholders in a tar-
5 geted industry cluster into a working group
6 that focuses on the shared goals and human re-
7 sources needs of a targeted industry cluster and
8 that includes, at the appropriate stage of devel-
9 opment of the partnership—10 “(i) representatives (including work-
11 ers) of multiple firms or employers in a
12 targeted industry cluster, including small-
13 and medium-sized employers when prac-
14 ticable;15 “(ii) 1 or more representatives of a
16 recognized State labor organization or cen-
17 tral labor council, or other labor represent-
18 atives as determined appropriate by the
19 Secretary;20 “(iii) 1 or more representatives of a
21 local board;22 “(iv) 1 or more representatives of a
23 postsecondary educational institution or
24 other training provider; and

1 “(v) 1 or more representatives of a
2 State workforce agency or other entity pro-
3 viding employment services; and
4 “(B) may include representatives of—
5 “(i) State or local government;
6 “(ii) State or local economic develop-
7 ment agencies;
8 “(iii) other State or local agencies;
9 “(iv) business or trade associations;
10 “(v) official economic development or-
11 ganizations;
12 “(vi) community-based organizations;
13 “(vii) philanthropic organizations;
14 “(viii) industry associations; and
15 “(ix) other organizations, as deter-
16 mined necessary by the members com-
17 prising the industry or sector partnership.

18 “(8) TARGETED INDUSTRY CLUSTER.—The
19 term ‘targeted industry cluster’ means an industry
20 cluster that has—

21 “(A) significant current or potential eco-
22 nomic impact in a local or regional area;
23 “(B) immediate workforce development
24 needs; and

1 “(C) documented opportunities for career
2 advancement.

3 “(c) GRANTS AUTHORIZED.—

4 “(1) IN GENERAL.—From amounts appro-
5 priated under subsection (i), the Secretary shall
6 award, on a competitive basis, planning grants de-
7 scribed in paragraph (3) and implementation grants
8 described in paragraph (4) to eligible entities, to en-
9 able the eligible entities to plan and implement, re-
10 spectively, the eligible entities' strategic objectives in
11 accordance with subsection (f).

12 “(2) MAXIMUM AMOUNT.—

13 “(A) PLANNING GRANTS.—A planning
14 grant awarded under paragraph (3) shall not
15 exceed \$250,000.

16 “(B) IMPLEMENTATION GRANTS.—An im-
17 plementation grant awarded under paragraph
18 (4)(A) shall not exceed a total of \$2,500,000
19 for a 3-year period.

20 “(C) RENEWAL GRANTS.—A renewal grant
21 awarded under paragraph (4)(C) shall not ex-
22 ceed a total of \$1,500,000 for a 3-year period.

23 “(3) PLANNING GRANTS.—

1 “(A) IN GENERAL.—The Secretary may
2 award a planning grant under this section to an
3 eligible entity that—

4 “(i) is a newly formed industry or sec-
5 tor partnership; and

6 “(ii) has not received a grant under
7 this section.

8 “(B) DURATION.—A planning grant shall
9 be for a duration of 1 year.

10 “(4) IMPLEMENTATION GRANTS.—

11 “(A) IN GENERAL.—The Secretary may
12 award an implementation grant under this sec-
13 tion to—

14 “(i) an eligible entity that has already
15 received a planning grant under this sec-
16 tion; or

17 “(ii) an eligible entity that is an es-
18 tablished industry or sector partnership.

19 “(B) DURATION.—An implementation
20 grant shall be for a duration of not more than
21 3 years, and may be renewed in accordance
22 with subparagraph (C).

23 “(C) RENEWAL.—The Secretary may
24 renew an implementation grant for not more
25 than 3 years. A renewal of such grant shall be

21 “(D) FEDERAL AND NON-FEDERAL
22 SHARE.—

1 eral share of an implementation grant
2 under this section shall be—

3 “(I) 90 percent of the costs of
4 the activities described in subsection
5 (f), in the first year of the grant;

6 “(II) 80 percent of such costs in
7 the second year of the grant; and

8 “(III) 70 percent of such costs in
9 the third year of the grant.

10 “(ii) NON-FEDERAL.—The non-Fed-
11 eral share of an implementation grant
12 under this section may be in cash or in-
13 kind, and may come from State, local, phil-
14 anthropic, private, or other sources.

15 “(5) FISCAL AGENT.—Each eligible entity re-
16 ceiving a grant under this section that is an industry
17 or sector partnership shall designate an entity in the
18 partnership as the fiscal agent for purposes of this
19 grant.

20 “(6) USE OF GRANT FUNDS DURING GRANT PE-
21 RIODS.—An eligible entity receiving grant funds
22 under a planning grant, implementation grant, or a
23 renewal grant under this section shall expend grant
24 funds or obligate grant funds to be expended by the
25 last day of the grant period.

1 “(d) APPLICATION PROCESS.—

2 “(1) IDENTIFICATION OF A TARGETED INDUS-
3 TRY CLUSTER.—In order to qualify for a grant
4 under this section, an eligible entity shall identify a
5 targeted industry cluster that could benefit from
6 such grant by—

7 “(A) working with businesses, industry as-
8 sociations and organizations, labor organiza-
9 tions, State boards, local boards, economic de-
10 velopment agencies, and other organizations
11 that the eligible entity determines necessary, to
12 identify an appropriate targeted industry clus-
13 ter based on criteria that include, at a min-
14 imum—

15 “(i) data showing the competitiveness
16 of the industry cluster;

17 “(ii) the importance of the industry
18 cluster to the economic growth of the area
19 served by the eligible entity;

20 “(iii) the identification of supply and
21 distribution chains within the industry
22 cluster; and

23 “(iv) research studies on industry
24 clusters; and

1 “(B) working with appropriate employment
2 agencies, local boards, economic development
3 agencies, community organizations, and other
4 organizations that the eligible entity determines
5 necessary, to ensure that the targeted industry
6 cluster identified under subparagraph (A)
7 should be targeted for investment, based pri-
8 marily on the following criteria:

9 “(i) Demonstrated demand for job
10 growth.

11 “(ii) Measurable evidence of competi-
12 tiveness.

13 “(iii) Employment base.

14 “(iv) Wages and benefits.

15 “(v) Demonstrated importance of the
16 targeted industry cluster to the area’s
17 economy.

18 “(vi) Workforce development needs of
19 the area surrounding the targeted industry
20 cluster.

21 “(2) APPLICATION.—An eligible entity desiring
22 to receive a grant under this section shall submit an
23 application to the Secretary at such time, in such
24 manner, and containing such information as the Sec-
25 retary may require. An application submitted under

1 this paragraph shall contain, at a minimum, the fol-
2 lowing:

3 “(A) A description of the eligible entity,
4 evidence of the eligible entity’s capacity to carry
5 out activities in support of the strategic objec-
6 tives identified in the application under sub-
7 paragraph (D), and, if the eligible entity is an
8 industry or sector partnership, a description of
9 the expected participation and responsibilities of
10 each of the mandatory partners described in
11 subsection (b)(8)(A).

12 “(B) A description of the targeted industry
13 cluster for which the eligible entity intends to
14 carry out activities through a grant under this
15 section, and a description of how such targeted
16 industry cluster was identified in accordance
17 with paragraph (1).

18 “(C) A description of the workers that will
19 be targeted or recruited by the partnership, in-
20 cluding an analysis of the existing labor market,
21 a description of potential barriers to employ-
22 ment for targeted workers, and a description of
23 strategies that will be employed to help workers
24 overcome such barriers.

1 “(D) A description of the strategic objec-
2 tives that the eligible entity intends to carry out
3 for the targeted industry cluster, which objec-
4 tives shall include—

5 “(i) recruiting key stakeholders in the
6 targeted industry cluster, such as busi-
7 nesses and employers, labor organizations,
8 industry associations, local boards, State
9 boards, and education and training pro-
10 viders, and regularly convening the stake-
11 holders in a collaborative structure that
12 supports the sharing of information, ideas,
13 and challenges common to the targeted in-
14 dustry cluster;

15 “(ii) identifying the shared training
16 needs of multiple businesses, especially
17 skill gaps critical to competitiveness and
18 innovation in the targeted industry cluster;

19 “(iii) facilitating economies of scale by
20 aggregating training and education needs
21 of multiple employers in the targeted in-
22 dustry cluster;

23 “(iv) helping postsecondary edu-
24 cational institutions, training institutions,
25 and registered apprenticeship programs

1 align curricula, entrance requirements, and
2 programs to industry demand, particularly
3 for higher skill, high-priority occupations
4 validated by the industry;

5 “(v) ensuring that the State agency
6 carrying out the State program under the
7 Wagner-Peyser Act (29 U.S.C. 49 et seq.),
8 including staff of the agency that provide
9 services under such Act, shall inform re-
10 cipients of unemployment insurance and
11 trade adjustment assistance under chapter
12 2 or 6 of title II of the Trade Act of 1974
13 (19 U.S.C. 2271 et seq., 2401 et seq.) of
14 the job and training opportunities that
15 may result from the implementation of this
16 grant;

17 “(vi) informing and collaborating with
18 organizations such as youth councils, busi-
19 ness-education partnerships, registered ap-
20 prenticeship programs, secondary schools,
21 and postsecondary educational institutions,
22 and with parents and career counselors, for
23 the purpose of addressing the challenges of
24 connecting disadvantaged adults, as de-
25 fined in section 132(b)(1)(B)(v), and dis-

1 cluster), in order to enable dislocated, in-
2 cumbent and entry-level workers to im-
3 prove skills and advance to higher-wage
4 jobs;

5 “(ix) improving job quality through
6 improving wages, benefits, and working
7 conditions;

8 “(x) helping partner companies in in-
9 dustry or sector partnerships to attract po-
10 tential employees from a diverse job seeker
11 base, including individuals with barriers to
12 employment (such as job seekers who are
13 low-income, youth, older workers, or indi-
14 viduals who have completed a term of im-
15 prisonment), by identifying such barriers
16 through analysis of the existing labor mar-
17 ket and implementing strategies to help
18 such workers overcome such barriers; and

19 “(xi) strengthening connections
20 among businesses in the targeted industry
21 cluster, leading to cooperation beyond
22 workforce issues that will improve competi-
23 tiveness and job quality, such as joint pur-
24 chasing, market research, or centers for
25 technology and innovation.

1 “(E) A description of the manner in which
2 the eligible entity intends to make sustainable
3 progress toward the strategic objectives de-
4 scribed in subparagraph (D).

5 “(F) Performance measures, including
6 quantifiable interim performance benchmarks,
7 for measuring progress toward the strategic ob-
8 jectives. Such measures shall consider, at a
9 minimum, the benefits provided by the grant
10 activities funded under this section for—

11 “(i) workers employed in the targeted
12 industry cluster, disaggregated by gender
13 and race, including—

14 “(I) the number of workers re-
15 ceiving portable industry-recognized
16 credentials;

17 “(II) the number of workers with
18 increased wages, the percentage of
19 workers with increased wages, and the
20 average wage increase; and

21 “(III) for dislocated or non-
22 incumbent workers, the number of
23 workers placed in sector-related jobs;
24 and

1 “(ii) firms and industries in the tar-
2 geted industry cluster, including—
3 “(I) the creation or updating of
4 an industry plan to meet current and
5 future workforce demand;
6 “(II) the creation or updating of
7 published industry-wide skill stand-
8 ards or career pathways;
9 “(III) the creation or updating of
10 portable, industry-recognized creden-
11 tials, or where there is not such a cre-
12 dential, the creation or updating of a
13 training curriculum that can lead to
14 the development of such a credential;
15 “(IV) in the case of an eligible
16 entity that is an industry or sector
17 partnership, the number of firms, and
18 the percentage of the local industry,
19 participating in the industry or sector
20 partnership; and
21 “(V) the number of firms, and
22 the percentage of the local industry,
23 receiving workers or services through
24 the grant funded under this section.

1 “(G) A timeline for achieving progress to-
2 ward the strategic objectives.

3 “(H) In the case of an eligible entity desir-
4 ing an implementation grant under this section,
5 an assurance that the eligible entity will lever-
6 age other funding sources, in addition to the
7 amount required for the non-Federal share
8 under subsection (c)(4)(D), to provide training
9 or supportive services to workers under the
10 grant program. Such additional funding sources
11 may include—

12 “(i) funding under this title used for
13 such training and supportive services;

14 “(ii) funding under the Adult Edu-
15 cation and Family Literacy Act of 1998
16 (20 U.S.C. 9201 et seq.);

17 “(iii) funding under chapter 2 or 6 of
18 title II of the Trade Act of 1974 (19
19 U.S.C. 2271 et seq.);

20 “(iv) economic development funding;

21 “(v) employer contributions to train-
22 ing initiatives; or

23 “(vi) providing employees with em-
24 ployee release time for such training or
25 supportive services.

1 “(e) AWARD BASIS.—

2 “(1) GEOGRAPHIC DISTRIBUTION.—The Sec-
3 retary shall award grants under this section in a
4 manner to ensure geographic diversity.5 “(2) PRIORITIES.—In awarding grants under
6 this section, the Secretary shall give priority to eligi-
7 ble entities that—8 “(A) work with employers within a tar-
9 geted industry cluster to retain and expand em-
10 ployment in high wage, high growth areas;11 “(B) focus on helping workers move to-
12 ward economic self-sufficiency and ensuring the
13 workers have access to adequate supportive
14 services;15 “(C) address the needs of firms with lim-
16 ited human resources or in-house training ca-
17 pacity, including small- and medium-sized
18 firms; and19 “(D) coordinate with entities carrying
20 out—21 “(i) State and local workforce invest-
22 ment activities, including the one-stop de-
23 livery system;

1 “(ii) adult secondary education, career
2 and technical education, and postsecondary
3 education; and
4 “(iii) economic development activities.

5 “(f) ACTIVITIES.—

6 “(1) IN GENERAL.—An eligible entity receiving
7 a grant under this section shall carry out the activi-
8 ties necessary to meet the strategic objectives de-
9 scribed in the entity’s application in a manner
10 that—

11 “(A) integrates services and funding
12 sources in a way that enhances the effectiveness
13 of the activities; and

14 “(B) uses grant funds awarded under this
15 section efficiently.

16 “(2) ADMINISTRATIVE COSTS.—An eligible enti-
17 ty may retain a portion of a grant awarded under
18 this section for a fiscal year to carry out the admin-
19 istration of this section in an amount not to exceed
20 10 percent of the grant amount.

21 “(g) EVALUATION AND PROGRESS REPORTS.—

22 “(1) ANNUAL ACTIVITY REPORT AND EVALUA-
23 TION.—Not later than 1 year after receiving a grant
24 under this section, and annually thereafter for the
25 duration of the grant, an eligible entity shall—

1 “(A) report to the Secretary, and to the
2 Governor of the State that the eligible entity
3 serves, on the activities funded pursuant to a
4 grant under this section; and

5 “(B) evaluate the progress the eligible enti-
6 ty has made toward the strategic objectives
7 identified in the application under subsection
8 (d)(2)(D), and measure the progress using the
9 performance measures identified in the applica-
10 tion under subsection (d)(2)(F).

11 “(2) REPORT TO THE SECRETARY.—An eligible
12 entity receiving a grant under this section shall sub-
13 mit to the Secretary a report containing the results
14 of the evaluation described in paragraph (1)(B) at
15 such time and in such manner as the Secretary may
16 require.

17 “(h) ADMINISTRATION BY THE SECRETARY.—

18 “(1) ADMINISTRATIVE COSTS.—The Secretary
19 may retain not more than 10 percent of the funds
20 appropriated pursuant to the authorization of appro-
21 priations under subsection (i) for each fiscal year to
22 administer this section.

23 “(2) TECHNICAL ASSISTANCE AND OVER-
24 SIGHT.—The Secretary shall provide technical assist-
25 ance and oversight to assist the eligible State and

1 local agencies or eligible entities in applying for and
2 administering grants awarded under this section.
3 The Secretary shall also provide technical assistance
4 to eligible entities in the form of conferences and
5 through the collection and dissemination of informa-
6 tion on best practices developed by eligible partner-
7 ships. The Secretary may award a grant or contract
8 to 1 or more national or State organizations to pro-
9 vide technical assistance to foster the planning, for-
10 mation, and implementation of industry cluster part-
11 nerships.

12 “(3) PERFORMANCE MEASURES.—The Sec-
13 retary shall issue a range of performance measures,
14 with quantifiable benchmarks, and methodologies
15 that eligible entities may use to evaluate the effec-
16 tiveness of each type of activity in making progress
17 toward the strategic objectives described in sub-
18 section (d)(2)(D). Such measures shall consider the
19 benefits of the industry or sector partnership and its
20 activities for workers, firms, industries, and commu-
21 nities.

22 “(4) DISSEMINATION OF INFORMATION.—The
23 Secretary shall—

24 “(A) coordinate the annual review of each
25 eligible entity receiving a grant under this sec-

20 “(II) the use of internships:

1 “(IV) how to work effectively
2 with schools providing vocational edu-
3 cation;

4 “(V) how to work effectively with
5 adult populations, including—
6 “(aa) dislocated workers;
7 “(bb) women in nontradi-
8 tional occupations; and
9 “(cc) individuals with bar-
10 riers to employment, such as job
11 seekers who—
12 “(AA) are economically
13 disadvantaged;
14 “(BB) have limited
15 English proficiency;
16 “(CC) require remedial
17 education;
18 “(DD) are older work-
19 ers;
20 “(EE) are individuals
21 with disabilities;
22 “(FF) are veterans;
23 “(GG) are individuals
24 who have completed a sen-

1 sentence for a criminal offense;

2 and

3 “(HH) have other bar-

4 barriers to employment;

5 “(VI) employer practices that are

6 most effective;

7 “(VII) the types of training that

8 are most effective; and

9 “(VIII) other areas where indus-

try or sector partnerships can assist

1 each other;

13 reports published and all data collected under

14 this section, available on the Internet; and

15 " (C) conduct conferences and seminars

16 to—

17 “(i) disseminate information on best

18 practices developed by eligible entities re-

19 ceiving a grant under this section; and

20 “(ii) provide information to the com-

21 munities of eligible entities.

22 " (5) REPORT.—Not later than 18 months after

23 the date of enactment of the Strengthening Employ-

24 ment Clusters to Organize Regional Success Act of

25 2009, and annually thereafter, the Secretary shall

1 transmit a report to Congress on the industry or
2 sector partnership grant program established by this
3 section. The report shall include a description of—

4 “(A) the eligible entities receiving funding;

5 “(B) the activities carried out by the eligible
6 entities;

7 “(C) how the eligible entities were selected
8 to receive funding under this section; and

9 “(D) an assessment of the results achieved
10 by the grant program including findings from
11 the annual reviews described in paragraph
12 (4)(A).

13 “(i) AUTHORIZATION OF APPROPRIATIONS.—

14 “(1) IN GENERAL.—There are authorized to be
15 appropriated to carry out this section such sums as
16 may be necessary for fiscal year 2010 and for each
17 succeeding fiscal year.

18 “(2) AVAILABILITY.—Amounts appropriated
19 pursuant to the authorization of appropriations
20 under paragraph (1) for the fiscal year shall remain
21 available until the end of the second fiscal year fol-
22 lowing the fiscal year in which such amounts were
23 first appropriated.”.

1 **SEC. 3. FEDERAL AGENCY COORDINATION.**

2 (a) INTERAGENCY COOPERATION.—The head of each
3 Federal department or agency whose funding, regulations,
4 or other policies impact workers shall cooperate with the
5 Secretary of Labor to—

6 (1) maintain up-to-date information on jobs,
7 wages, benefits, skills, and careers of workers im-
8 pacted by the actions of such agency or department;

9 (2) develop and implement policies that would
10 improve the jobs and careers of workers impacted by
11 the actions of such agency or department; and

12 (3) report the department or agency's job cre-
13 ation and economic development strategies to the
14 Secretary.

15 (b) ALIGNMENT.—Notwithstanding any other provi-
16 sion of law, the Secretary and the heads of other Federal
17 departments or agencies shall work together to align exist-
18 ing education and training programs with the dem-
19 onstrated needs of industry or sector partnerships, as de-
20 fined in section 173B(b) of the Workforce Investment Act.

21 These collaborative efforts shall include the following:

22 (1) DEPARTMENT OF COMMERCE.—The Sec-
23 retary of Commerce shall advise the Secretary of
24 Labor of the Department of Commerce's workforce
25 and economic development strategies, programs, and
26 initiatives.

10 (B) align federally funded reentry pro-
11 grams to take advantage of information and ca-
12 reer opportunities provided by industry and sec-
13 tor partnerships.

16 (A) develop and support career ladders for
17 high-priority occupations critical to targeted in-
18 dustry clusters served by a grant under section
19 173B of the Workforce Investment Act;

20 (B) develop and support innovative pro-
21 grams to address literacy (including English as
22 a second language) and numeracy short-
23 comings, especially in those occupations critical
24 to such targeted industry clusters;

(C) develop and support programs and strategies to reduce barriers to adult education;

(D) develop and support career education initiatives in middle and high schools; and

(E) support initiatives to develop industry-recognized credentials and new credit-bearing programs in public and private postsecondary educational institutions, especially in occupations critical to such targeted industry clusters.

10 (4) DEPARTMENT OF HEALTH AND HUMAN
11 SERVICES.—The Secretary of Health and Human
12 Services shall—

(A) develop and support innovative programs that connect qualified individuals receiving assistance under the State temporary assistance for needy families program funded under part A of title IV of the Social Security Act (42 U.S.C. 601 et seq.) with employment opportunities in the targeted industry clusters served by a grant under section 173B of the Workforce Investment Act;

(B) develop and support strategies to prepare individuals receiving assistance under the State temporary assistance for needy families programs funded under part A of title IV of the

1 Social Security Act (42 U.S.C. 601 et seq.) for
2 success in postsecondary education and training
3 programs; and

4 (C) develop and support career education
5 initiatives that provide such individuals with in-
6 formation to guide the clients' education and
7 training plans.

○