

114TH CONGRESS
1ST SESSION

S. 1328

To authorize a national grant program for on-the-job training.

IN THE SENATE OF THE UNITED STATES

MAY 13, 2015

Mrs. SHAHEEN (for herself and Mr. COCHRAN) introduced the following bill;
which was read twice and referred to the Committee on Health, Edu-
cation, Labor, and Pensions

A BILL

To authorize a national grant program for on-the-job
training.

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 “On-the-Job Training
5 Act of 2015”.

6 **SEC. 2. ON-THE-JOB TRAINING.**

7 (a) IN GENERAL.—Subtitle D of title I of the Work-
8 force Innovation and Opportunity Act is amended by in-
9 serting after section 171 (29 U.S.C. 3226) the following:

1 **“SEC. 171A. ON-THE-JOB TRAINING.**

2 “(a) DEFINITION.—In this section, the term ‘feder-
3 ally recognized tribal organization’ means an entity de-
4 scribed in section 166(c).

5 “(b) GRANTS.—From the amount made available
6 under subsection (h), and subject to subsection (d)—

7 “(1) the Secretary shall make grants on a dis-
8 cretionary basis to States, local boards, and federally
9 recognized tribal organizations, for adult on-the-job
10 training, or dislocated worker on-the-job training,
11 carried out under section 134 and for State func-
12 tions described in subsection (f); and

13 “(2) using an amount that is not more than 10
14 percent of the funds made available under subsection
15 (h), the Secretary shall make grants to States, local
16 boards, and federally recognized tribal organizations
17 for developing on-the-job training programs, includ-
18 ing providing capacity building activities for local
19 staff who will be engaged in the development of the
20 programs, in consultation with the Secretary.

21 “(c) APPLICATION.—To be eligible to receive a grant
22 under subsection (b), a State, local board, or federally rec-
23 ognized tribal organization shall submit an application to
24 the Secretary at such time, in such manner, and con-
25 taining such information as the Secretary may require. In
26 preparing such an application for a grant under subsection

1 (b)(1), a local board shall consult with the corresponding
2 State.

3 “(d) REIMBURSEMENT OF WAGE RATES.—Notwith-
4 standing the limitation in section 101(44)(B), in making
5 the grants described in subsection (b)(1) the Secretary
6 may allow for higher levels of reimbursement of wage rates
7 the Secretary determines are appropriate based on factors
8 such as—

9 “(1) employer size, in order to facilitate the
10 participation of small- and medium-sized employers;

11 “(2) target populations, in order to enhance job
12 creation for persons with barriers to employment;
13 and

14 “(3) the number of employees that will partici-
15 pate in the on-the-job training, the wage and benefit
16 levels of the employees (before the training and an-
17 ticipated on completion of the training), the relation-
18 ship of the training to the competitiveness of the
19 employer and employees, and the existence of other
20 employer-provided training and advancement oppor-
21 tunities.

22 “(e) ADMINISTRATION BY SECRETARY.—The Sec-
23 retary may use an amount that is not more than 1 percent
24 of the funds made available under subsection (h) for the
25 administration, management, and oversight of the pro-

1 grams, activities, and grants, funded under subsection (b),
 2 including the evaluation of, and dissemination of informa-
 3 tion on lessons learned through, the use of such funds.

4 “(f) STATE OVERSIGHT AND MONITORING.—A local
 5 board that receives a grant under subsection (b)(1) and
 6 is located in a State, shall provide not less than 5 percent
 7 of the grant funds to the State for State functions de-
 8 scribed in sections 116(i), 184, and 185.

9 “(g) RULE OF CONSTRUCTION.—Nothing in this sec-
 10 tion shall be construed to affect the manner in which sub-
 11 title B is implemented, for activities funded through
 12 amounts appropriated under section 136.

13 “(h) AUTHORIZATION OF APPROPRIATIONS.—There
 14 is authorized to be appropriated to carry out this section
 15 such sums as may be necessary for fiscal year 2016 and
 16 each subsequent fiscal year.”.

17 (b) TABLE OF CONTENTS.—The table of contents in
 18 section 1(b) of the Workforce Innovation and Opportunity
 19 Act is amended by inserting after the item relating to sec-
 20 tion 171 the following:

“Sec. 171A. On-the-job training.”.

21 (c) EFFECTIVE DATE.—This Act, including the
 22 amendments made by this Act, take effect as if included
 23 in the Workforce Innovation and Opportunity Act.

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