

AMENDMENT IN THE NATURE OF A SUBSTITUTE
TO H.R. 8183
OFFERED BY MR. OWENS OF UTAH

Strike all after the enacting clause and insert the following:

1 SECTION 1. SHORT TITLE.

2 This Act may be cited as the “Modernizing Access
3 to Talents, Credentials, and Hiring Act of 2026” or
4 “MATCH Act of 2026”.

5 SEC. 2. TALENT MARKETPLACE PILOT PROGRAM.

6 (a) ESTABLISHMENT.—Not later than 1 year after
7 the first date on which funds are allotted under section
8 132 of the Workforce Innovation and Opportunity Act (29
9 U.S.C. 3172) after the date of enactment of this Act the
10 Secretary of Labor shall establish a pilot program, for a
11 period not to exceed 5 years, to award grants to eligible
12 entities to create workforce longitudinal data systems, tal-
13 ent marketplaces, and associated resources for the pur-
14 poses of assisting States to—

- 15 (1) improve program quality;
- 16 (2) produce evidence for decision making;
- 17 (3) meet performance reporting requirements;
- 18 (4) protect the privacy of users; and

1 (5) improve transparency in relation to labor
2 market trends and changes in job skills needed to
3 obtain employment.

4 (b) PILOT PROGRAM ADMINISTRATION.—

5 (1) APPLICATION.—To be eligible to receive a
6 grant under this subsection, an eligible entity shall
7 submit an application to the Secretary, at such time
8 and in such manner as the Secretary may require,
9 which shall include—

10 (A) a description of the activities the eligi-
11 ble entity is proposing, including a description
12 of the need for such activities and a detailed
13 budget;

14 (B) a description of the expected outcomes
15 and outputs (such as systems or products) that
16 will result from the proposed activities and the
17 proposed uses of such outputs;

18 (C) a description of how the proposed ac-
19 tivities will support the reporting of perform-
20 ance data for the performance accountability re-
21 quirements under section 116 of the Workforce
22 Innovation and Opportunity Act (29 U.S.C.
23 3141), including outcomes for eligible training
24 providers;

1 (D) a description of the methods and pro-
2 cedures the eligible entity will use to ensure the
3 security and privacy of the collection, storage,
4 and use of all data involved in the systems and
5 resources supported through the grant, includ-
6 ing compliance with State and Federal privacy
7 and confidentiality law;

8 (E) a plan for how the eligible entity will
9 continue the activities or sustain the use of the
10 outputs created with the grant funds after the
11 grant period ends; and

12 (F) a description of how the eligible entity
13 will ensure interoperability and portability be-
14 tween the talent marketplace maintained by the
15 eligible entity and other talent marketplaces
16 through the use of open standards.

17 (2) PRIORITY.—In awarding grants under the
18 subsection, the Secretary shall give priority to eligi-
19 ble entities that—

20 (A) are—

21 (i) State agencies of States that have
22 not previously received a grant from the
23 Secretary for the purposes of this sub-
24 section and demonstrate a substantial need
25 to improve its data infrastructure, includ-

1 ing for the development of a talent market-
2 place; or

3 (ii) consortia of State agencies that
4 are comprised of State agencies from mul-
5 tiple States and include at least one State
6 agency described in clause (i) and have the
7 capacity to make significant contributions
8 toward building interoperable and portable
9 interstate data infrastructure; and

10 (B) will use grant funds to—

11 (i) expand the adoption and use of
12 linked, publicly available, and interoperable
13 data on knowledge, skills, and abilities rep-
14 resented through credentials, occupational
15 job descriptions, and learning assertions,
16 including through—

17 (I) the establishment or enhance-
18 ment of a talent marketplace;

19 (II) the establishment or en-
20 hancement of a website that meets the
21 requirements of subsection (c); or

22 (III) other tools and services de-
23 signed to help learners and workers
24 make informed decisions;

1 (ii) participate in and contribute data
2 to a multistate data collaborative, includ-
3 ing data that provides participating States
4 the ability to better understand—

5 (I) earnings and employment out-
6 comes of individuals who work out-of-
7 State; and

8 (II) interstate earnings and em-
9 ployment trends;

10 (iii) enhance collaboration with private
11 sector workforce and labor market data en-
12 tities and the end-users of workforce and
13 labor market data, including individuals,
14 employers, economic development agencies,
15 and workforce development providers; or

16 (iv) leverage the use of non-Federal
17 contributions to improve workforce data in-
18 frastructure, including staff capacity build-
19 ing.

20 (3) USE OF FUNDS.—In addition to the activi-
21 ties described in this section, an eligible entity
22 awarded a grant under this subsection may use
23 funds to carry out any of the following activities:

24 (A) Developing or enhancing a State's
25 workforce longitudinal data system, including

1 by participating and contributing data to the
2 State's data system, if applicable, that links
3 with elementary and secondary school and post-
4 secondary data.

5 (B) Accelerating the replication and adop-
6 tion of data systems, projects, products, or
7 practices already in use in one or more States
8 to other States.

9 (C) Research and labor market data im-
10 provement activities to improve the timeliness,
11 relevance, and accessibility of such data
12 through pilot projects that are developed locally
13 but designed to scale to other regions or States.

14 (D) Developing policies, guidelines, and se-
15 curity measures for data collection, storing, and
16 sharing to ensure compliance with relevant Fed-
17 eral and State privacy laws and regulations.

18 (E) Increasing local board access to and
19 integration with the State's workforce longitu-
20 dinal data system in a secure manner.

21 (F) Creating or participating in a data ex-
22 change for collecting and using standards-based
23 jobs and employment data including, at a min-
24 imum, job titles or occupation codes.

1 (G) Improving State and local staff capac-
2 ity to understand, use, and analyze data to im-
3 prove decision-making and improve participant
4 outcomes.

5 (4) DURATION.—A grant awarded under this
6 section may be for a period of up to 3 years.

7 (5) SUPPLEMENT, NOT SUPPLANT.—Funds
8 made available under this section shall be used to
9 supplement, and not supplant, other Federal, State,
10 or local funds used for development of State data
11 systems.

12 (c) WEBSITE REQUIREMENTS.—A website meets the
13 requirements of this subsection if the website—

14 (1) is publicly available;

15 (2) is used to make available to participants
16 and to members of the public through the one-stop
17 delivery system in a State—

18 (A) the list and the accompanying informa-
19 tion required to be made available under section
20 122(d)(3) of the Workforce Innovation and Op-
21 portunity Act (29 U.S.C. 3152(d)(3)); and

22 (B) a talent marketplace, if one is estab-
23 lished and maintained for such State;

24 (3) is consumer-tested;

1 (4) is searchable, easily understandable, and
2 navigable, and allows for the comparison of eligible
3 programs through the use of common, linked, open-
4 data descriptive language, including interoperable
5 skills and competency data; and

6 (5) does not reveal personally identifiable infor-
7 mation about an individual participant without their
8 consent.

9 (d) AVAILABILITY OF TALENT MARKETPLACES.—If
10 grant funds are used by an eligible entity to establish or
11 enhance a talent marketplace, the talent marketplace shall
12 be provided to the local boards in each State with an agen-
13 cy that is part of the eligible entity, and made available
14 to participants and members of the public through the
15 one-stop delivery system in the State as described in sec-
16 tion 122(d) of the Workforce Innovation and Opportunity
17 Act (29 U.S.C. 3152(d)).

18 (e) REPORTS.—

19 (1) INITIAL REPORT.—Not later than 60 days
20 after the date on which grants are awarded under
21 this section, the Secretary shall submit to Congress
22 information on the grant recipients and a descrip-
23 tion of the activities to be supported through such
24 grants shall be used..

1 (2) ANNUAL REPORTS.—Not later than 1 year
2 after the establishment of the pilot program under
3 this section and every year thereafter until the con-
4 clusion of the pilot program, the Secretary of Labor
5 shall submit to Congress a report on the activities
6 supported through the grants, including an evalua-
7 tion of any improvements in the use of workforce
8 and labor market information that have resulted
9 from such activities.

10 (3) FINAL REPORT.—Not later than 1 year
11 after the conclusion of the pilot program, the Gov-
12 ernment Accountability Office shall conduct an eval-
13 uation of the impact and effectiveness of the pilot
14 program and submit its findings and recommenda-
15 tions to the House Committee on Education and
16 Workforce and the Senate Committee on Health,
17 Labor, Education, and Pensions.

18 (f) TECHNICAL REQUIREMENTS.—

19 (1) WEBSITE TECHNICAL ASSISTANCE.—The
20 Secretary shall—

21 (A) upon request, provide technical assist-
22 ance to a State on establishing a website that
23 meets the requirements of subsection (c); and

24 (B) disseminate to each State effective
25 practices or resources from States and private

1 sector entities related to establishing a website
2 that is consumer-tested to ensure that the
3 website is easily understood, searchable, and
4 navigable.

5 (2) DEVELOPMENT AND AVAILABILITY OF
6 SKILLS ASSESSMENT TOOLS.—

7 (A) IN GENERAL.—The Secretary of
8 Labor, in coordination with the Director of the
9 Office of Personnel Management, shall support
10 the development, dissemination, and voluntary
11 use of validated skills assessment tools aligned
12 with skills-based hiring and workforce develop-
13 ment practices, including by leveraging com-
14 petency-based assessment approaches and tools
15 utilized by the Office of Personnel Management.

16 (B) AVAILABILITY.—To the extent prac-
17 ticable, the Secretary shall make skills assess-
18 ment tools supported under this paragraph
19 available to employers, workforce development
20 providers, institutions of higher education, eligi-
21 ble training providers, registered apprenticeship
22 sponsors, State workforce agencies, and other
23 entities deemed appropriate by the Secretary.

24 (C) PURPOSES.—The skills assessment
25 tools supported under this paragraph shall—

1 (i) measure demonstrated com-
2 petencies and occupational skills relevant
3 to employment and career advancement;

4 (ii) be valid, reliable, and job-related;

5 (iii) support skills-based hiring prac-
6 tices;

7 (iv) assist employers, workforce devel-
8 opment providers, educational institutions,
9 and workers in identifying and validating
10 competencies;

11 (v) be interoperable with learning and
12 employment record systems;

13 (vi) facilitate the portability of verified
14 competencies across employers and work-
15 force systems;

16 (vii) not rely solely on self-attested
17 skills or unverifiable information; and

18 (viii) incorporate appropriate trans-
19 parency and auditability safeguards.

20 (D) RULE OF CONSTRUCTION.—Nothing in
21 this subsection shall be construed to require the
22 use of an assessment, a particular assessment
23 provider, assessment platform, or hiring meth-
24 odology.

25 (g) DEFINITIONS.—In this section:

1 (1) CREDENTIAL REGISTRY.—The term “cre-
2 dential registry” means a process through which a
3 digital portal or repository may be used by education
4 and training providers to make publicly available,
5 interoperable and based on open standards, a de-
6 scription, using standardized terminology, of the
7 skills, competencies and learning outcomes associ-
8 ated with credentials, including recognized postsec-
9 ondary credentials.

10 (2) ELIGIBLE ENTITY.—The term “eligible enti-
11 ty” means a State agency, including a State work-
12 force agency or a consortium of State agencies, in-
13 cluding a multistate data collaborative, that is or in-
14 cludes the State agency responsible for—

15 (A) State employer wage records used by
16 the State’s unemployment insurance programs
17 in labor market information reporting and anal-
18 ysis and for fulfilling the reporting require-
19 ments under section 116(d) of the Workforce
20 Innovation and Opportunity Act (29 U.S.C.
21 3141(d));

22 (B) the production of labor market infor-
23 mation; and

24 (C) the direct administration of one or
25 more of the core programs.

1 (3) LEARNING AND EMPLOYMENT RECORD.—

2 (A) IN GENERAL.—The term “learning
3 and employment record” means a digital, ma-
4 chine-readable record that—

5 (i) contains information relating to an
6 individual’s skills, competencies, creden-
7 tials, education, training or employment
8 history;

9 (ii) includes an evidence profile that
10 provides, in relation to any information de-
11 scribed in clause (i)—

12 (I) verification or validation by
13 an employer, a person for whom the
14 individual performed services, an edu-
15 cational institution, an eligible train-
16 ing provider, a registered apprentice-
17 ship sponsor, or another appropriate
18 entity as determined by the Secretary;
19 or

20 (II) clear and accessible project-
21 based examples, portfolios, work prod-
22 ucts, skills assessments, or other evi-
23 dence demonstrating application of
24 the competency or skill;

1 (iii) allows the individual to control
2 such information and use any such infor-
3 mation for the purpose of matching such
4 individual with employment and learning
5 opportunities as described in this section;
6 and

7 (iv) uses standardized terminology.

8 (4) MULTISTATE DATA COLLABORATIVE.—The
9 term “multistate data collaborative” means a part-
10 nership among two or more States to coordinate the
11 governance and standards for workforce related data
12 maintained by such States in order to facilitate
13 interoperability and the secure exchange of such
14 data between such States.

15 (5) SKILLS PROFILE GENERATOR.—The term
16 “skills profile generator” means a digital tool that
17 can be used to create a skill profile that, using
18 standardized terminology, describes skills gained
19 through, or necessary for—

20 (A) employment;

21 (B) hiring; or

22 (C) education.

23 (6) STANDARDIZED TERMINOLOGY.—The term
24 “standardized terminology” means, in relation to a
25 learning employment record, credential registry, or

1 skills profile generator made available through a tal-
2 ent marketplace, a limited set of terms that is pro-
3 vided through a publicly available, interoperable and
4 based on open standards, skills framework and used
5 to describe skills, competencies, or learning outcomes
6 in a manner that—

7 (A) provides a definition of such skill, com-
8 petency, or outcome, and identifies the skills
9 framework used for such definition;

10 (B) ensures that equivalent terms are used
11 to describe substantially similar skills, com-
12 petencies, or outcomes across such records, reg-
13 istries, and generators in such marketplace; and

14 (C) permits such terms to be effectively
15 used for the purpose of matching individuals
16 with employment and learning opportunities as
17 described in this section.

18 (7) TALENT MARKETPLACE.—The term “talent
19 marketplace” means an array of publicly- and pri-
20 vately-owned platforms supported by interconnected
21 technologies that are interoperable and based on
22 open standards that—

23 (A) is made available to the public;

24 (B) is used to match individuals with em-
25 ployment and learning opportunities in a State

1 (or a consortium of States) using information
2 provided by users, including—

3 (i) education and training providers;

4 (ii) employers;

5 (iii) jobseekers;

6 (iv) students; and

7 (v) any other individual; and

8 (C) incorporates and allows users access
9 to—

10 (i) the learning and employment
11 records of users of such marketplace;

12 (ii) a credential registry; and

13 (iii) a skills profile generator.

14 (8) WIOA TERMS.—Except as otherwise pro-
15 vided, terms shall have the same meaning given such
16 terms under section 3 of the Workforce Innovation
17 and Opportunity Act (29 U.S.C. 3102).

18 (h) PILOT PROGRAM FUNDING.—For each fiscal year
19 beginning after the first date on which funds are allotted
20 under section 132(a)(2)(A) of the Workforce Innovation
21 and Opportunity Act (29 U.S.C. 3172) after the date of
22 enactment of this Act, and ending with the first fiscal year
23 that ends after the 5-year period described in subsection
24 (a), the Secretary shall use not less than 5 percent but

- 1 not more than 10 percent of such funds for the purposes
- 2 of the pilot program.

Amend the title so as to read: “A bill To direct the Secretary of Labor to establish a pilot program to award grants to establish talent marketplaces, and for other purposes”.

