



September 20, 2023

Subcommittee on Higher Education and Workforce Development.
U.S. House Committee on Education and the Workforce
Chairman Burgess Owens
2176 Rayburn House Office Building
Washington, D.C. 20515

Subcommittee on Higher Education and Workforce Development.
U.S. House Committee on Education and the Workforce
Ranking Member Frederica S. Wilson
2080 Rayburn House Office Building
Washington, DC 20515

Dear Chairman Owens and Ranking Member Wilson:

On behalf of SHRM and our more than 325,000 members, I write to thank you for continuing bipartisan efforts to reauthorize the Workforce Innovation and Opportunity Act (WIOA). Today's hearing, along with several recent hearings focused on WIOA, clearly demonstrate your commitment to listening to a broad range of stakeholders about what can and must be done to modernize WIOA to meet the needs of today's labor market, expand career opportunities to more job seekers and improve access to untapped talent pools.

We strongly encourage Congress to continue to work in a bipartisan manner to reauthorize this crucial legislation. As you reflect on what you will hear today from the hearing's witnesses and your colleagues, and as you continue efforts to develop a bipartisan bill to reauthorize WIOA, we ask that you keep the following SHRM priorities top of mind. We ask you to:

1. Clarify the ability for state and local boards to use funds to support external credentialing organizations to create and validate skills tests used to earn credentials by individuals participating in workforce development programs supported under WIOA.
2. Support the transparency of all credentials funded under the Act, so that participants and employers are aware of the extent to which specific credentials/certifications involve rigorous tests that can validate the skills an individual has gained in obtaining a specific credential. We also ask you to ensure such information is embedded in the material included as part of Eligible Training Provider Lists (ETPL) developed by Governors under WIOA;
3. Clarify that the required use of WIOA funds to support "business services" to employers may include those services tailored to specific employers such as "human resource

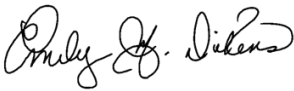
consultation services, including but not limited to assistance with writing/reviewing job descriptions and employee handbooks.”; and

4. Explore opportunities to provide flexibility and support to employers seeking to provide more “on-the-job” training in fields and industries not currently served by existing structures.

SHRM has served as the voice of work, workers and workplaces for our members and the 115 million workers they support over the last 75 years. We have long championed workforce development policies that support workplace success, and we will continue that effort for the next 75 years.

Thank you again for holding today’s hearing to discuss improvements to WIOA. SHRM stands ready to support the subcommittee, the larger Education & Workforce Committee and Congress in any way that we can.

Sincerely,



Emily M. Dickens
*Chief of Staff, Head of Government Affairs
& Corporate Secretary*

cc: Chairwoman Virginia Foxx, Committee on Education and the Workforce
Ranking Member Bobby Scott, Committee on Education and the Workforce
The Honorable Kevin McCarthy, Speaker of the House
The Honorable Hakeem Jeffries, Minority Leader
The Honorable Chuck Schumer, Senate Majority Leader,
The Honorable Mitch McConnell, Senate Minority Leader