

110TH CONGRESS
2D SESSION

S. _____

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

Mr. BROWN (for himself and Ms. SNOWE) introduced the following bill; which was read twice and referred to the Committee on _____

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 2008”
6 or the “SECTORS Act of 2008”.

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

8 Subtitle D of title I of the Workforce Investment Act
9 of 1998 (29 U.S.C. 2911 et seq.) is amended by inserting
10 after section 174 the following:

1 **“SEC. 174A. INDUSTRY OR SECTOR PARTNERSHIP GRANT**
2 **PROGRAM.**

3 “(a) PURPOSE.—It is the purpose of this section to
4 create designated capacity to promote industry or sector
5 partnerships that lead collaborative planning, resource
6 alignment, and training efforts across multiple firms for
7 a range of workers employed or potentially employed by
8 a targeted industry cluster, in order to encourage industry
9 growth and competitiveness and to improve worker train-
10 ing, retention, and advancement in targeted industry clus-
11 ters, including by developing—

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

14 “(2) long-term plans to grow targeted industry
15 clusters with better training and a more productive
16 workforce;

17 “(3) core competencies and competitive advan-
18 tages for regions and communities undergoing struc-
19 tural economic redevelopment; and

20 “(4) cross-firm skill standards, career ladders,
21 job redefinitions, employer practices, and shared
22 training and support capacities that facilitate the
23 advancement of workers at all skill levels.

24 “(b) DEFINITIONS.—In this section:

25 “(1) CAREER LADDER.—The term ‘career lad-
26 der’ means an identified series of positions, work ex-

1 periences, and educational benchmarks or credentials
2 that offer occupational and financial advancement
3 within a specified career field or related fields over
4 time.

5 “(2) ECONOMIC SELF-SUFFICIENCY.—The term
6 ‘economic self-sufficiency’ means, with respect to a
7 worker, earning a wage sufficient to support a fam-
8 ily adequately, based on factors such as—

9 “(A) family size;

10 “(B) the number and ages of children in
11 the family;

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

14 “(D) other factors that may vary by re-
15 gion.

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

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

19 “(B) an eligible State agency.

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

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

4 “(A) has a significant presence in an in-
5 dustry cluster;

6 “(B) is in demand by employers;

7 “(C) pays family-sustaining wages that en-
8 able workers to achieve economic self-suffi-
9 ciency, or can reasonably be expected to lead to
10 such wages;

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

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

14 “(6) HIGH ROAD EMPLOYER.—The term ‘high
15 road employer’ means an employer interested in ad-
16 vancing workers through processes and investments
17 in education, training, and research and develop-
18 ment.

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

1 “(i) State or local government;

2 “(ii) State or local economic develop-
3 ment agencies;

4 “(iii) other State or local agencies;

5 “(iv) chambers of commerce;

6 “(v) nonprofit organizations;

7 “(vi) industry associations; and

8 “(vii) other organizations, as deter-
9 mined necessary by the members com-
10 prising the industry or sector partnership.

11 “(9) TARGETED INDUSTRY CLUSTER.—The
12 term ‘targeted industry cluster’ means an industry
13 cluster that has—

14 “(A) economic impact in a local or regional
15 area;

16 “(B) immediate workforce development
17 needs; and

18 “(C) documented career opportunities.

19 “(c) GRANTS AUTHORIZED.—

20 “(1) IN GENERAL.—From amounts appro-
21 priated under subsection (i), the Secretary shall
22 award, on a competitive basis, planning grants de-
23 scribed in paragraph (3) and implementation grants
24 described in paragraph (4) to eligible entities, to en-
25 able the eligible entities to plan and implement, re-

1 spectively, the eligible entities' strategic objectives in
2 accordance with subsection (f).

3 “(2) MAXIMUM AMOUNT.—

4 “(A) PLANNING GRANTS.—A planning
5 grant awarded under paragraph (3) shall not
6 exceed \$250,000.

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

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

14 “(3) PLANNING GRANTS.—

15 “(A) IN GENERAL.—The Secretary may
16 award a planning grant under this section to an
17 eligible entity that—

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

20 “(ii) has not received a grant under
21 this section.

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

24 “(4) IMPLEMENTATION GRANTS.—

1 eral share required for the grant, which
2 must include at least a 25 percent cash
3 match from the State, the industry cluster,
4 or some combination thereof; and

5 “(iii) require assurances that the eligi-
6 ble entity will leverage, each year, addi-
7 tional funding sources in accordance with
8 subparagraph (D)(ii) than the eligible enti-
9 ty provided for the preceding year of the
10 grant.

11 “(D) FEDERAL AND NON-FEDERAL
12 SHARE.—

13 “(i) FEDERAL SHARE.—Except as
14 provided in subparagraph (C)(ii), the Fed-
15 eral share of an implementation grant
16 under this section shall be—

17 “(I) 90 percent of the costs of
18 the activities described in subsection
19 (g), in the first year of the grant;

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

22 “(III) 70 percent of such costs in
23 the third year of the grant.

24 “(ii) NON-FEDERAL.—The non-Fed-
25 eral share of an implementation grant

1 under this section may be in cash or in-
2 kind, and may come from State, local, phil-
3 anthropic, private, or other sources.

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

9 “(6) USE OF GRANT FUNDS DURING GRANT PE-
10 RIODS.—An eligible entity receiving grant funds
11 under a planning grant, implementation grant, or a
12 renewal grant under this section shall expend grant
13 funds or obligate grant funds to be expended by the
14 last day of the grant period.

15 “(d) APPLICATION PROCESS.—

16 “(1) IDENTIFICATION OF A TARGETED INDUS-
17 TRY CLUSTER.—In order to qualify for a grant
18 under this section, an eligible entity shall identify a
19 targeted industry cluster that could benefit from
20 such grant by—

21 “(A) working with businesses, industry as-
22 sociations and organizations, labor organiza-
23 tions, State boards, local boards, economic de-
24 velopment agencies, and other organizations
25 that the eligible entity determines necessary, to

1 identify an appropriate targeted industry clus-
2 ter based on criteria that include, at a min-
3 imum—

4 “(i) data showing the competitiveness
5 of the industry cluster;

6 “(ii) the importance of the industry
7 cluster to the economic development of the
8 area served by the eligible entity;

9 “(iii) the identification of supply and
10 distribution chains within the industry
11 cluster; and

12 “(iv) research studies on industry
13 clusters; and

14 “(B) working with appropriate employment
15 agencies, workforce investment boards, eco-
16 nomic development agencies, community organi-
17 zations, and other organizations that the eligi-
18 ble entity determines necessary to ensure that
19 the targeted industry cluster identified under
20 subparagraph (A) should be targeted for invest-
21 ment, based primarily on the following criteria:

22 “(i) Demonstrated demand for job
23 growth potential.

24 “(ii) Competitiveness.

25 “(iii) Employment base.

1 “(iv) Wages and benefits.

2 “(v) Demonstrated importance of the
3 targeted industry cluster to the area’s
4 economy.

5 “(vi) Workforce development needs.

6 “(2) APPLICATION.—An eligible entity desiring
7 to receive a grant under this section shall submit an
8 application to the Secretary at such time, in such
9 manner, and containing such information as the Sec-
10 retary may require. An application submitted under
11 this paragraph shall contain, at a minimum, the fol-
12 lowing:

13 “(A) A description of the eligible entity,
14 evidence of the eligible entity’s capacity to carry
15 out activities in support of the strategic objec-
16 tives identified in the application under sub-
17 paragraph (D), and, if the eligible entity is an
18 industry or sector partnership, a description of
19 the expected participation and responsibilities of
20 each of the mandatory partners described in
21 subsection (b)(8)(A).

22 “(B) A description of the targeted industry
23 cluster for which the eligible entity intends to
24 carry out activities through a grant under this
25 section, and a description of how such targeted

1 industry cluster was identified in accordance
2 with paragraph (1).

3 “(C) A description of the workers that will
4 be targeted or recruited by the partnership, in-
5 cluding an analysis of the existing labor market,
6 a description of potential barriers to employ-
7 ment for targeted workers, and a description of
8 strategies that will be employed to help workers
9 overcome such barriers.

10 “(D) A description of the strategic objec-
11 tives that the eligible entity intends to carry out
12 for the targeted industry cluster, which objec-
13 tives shall include—

14 “(i) recruiting key stakeholders in the
15 targeted industry cluster, such as busi-
16 nesses and employers, labor organizations,
17 industry associations, local boards, State
18 boards, and education and training pro-
19 viders, and regularly convening the stake-
20 holders in a collaborative structure that
21 supports the sharing of information, ideas,
22 and challenges common to the targeted in-
23 dustry cluster;

24 “(ii) identifying the training needs of
25 multiple businesses, especially skill gaps

1 critical to competitiveness and innovation
2 to the targeted industry cluster;

3 “(iii) facilitating economies of scale by
4 aggregating training and education needs
5 of multiple employers;

6 “(iv) helping postsecondary edu-
7 cational institutions and training institu-
8 tions align curricula and programs to in-
9 dustry demand, particularly for higher
10 skill, high-priority occupations validated by
11 the industry;

12 “(v) ensuring that the State agency
13 that administers the Wagner-Peyser Act
14 program shall inform recipients of unem-
15 ployment insurance and trade adjustment
16 assistance under chapter 2 or 6 of title II
17 of the Trade Act of 1974 (19 U.S.C. 2271
18 et seq., 2401 et seq.) of the job and train-
19 ing opportunities that may result from the
20 implementation of this grant;

21 “(vi) informing and collaborating with
22 organizations such as youth councils, busi-
23 ness-education partnerships, apprenticeship
24 programs, secondary schools, and postsec-
25 ondary educational institutions, and with

1 parents and career counselors, for the pur-
2 pose of addressing the challenges of con-
3 necting disadvantaged adults as defined in
4 section 132(b)(1)(B)(v) and disadvantaged
5 youth as defined in section 127(b) to ca-
6 reers;

7 “(vii) helping companies identify, and
8 work together to address, common organi-
9 zational and human resource challenges,
10 such as—

11 “(I) recruiting new workers;

12 “(II) implementing effective
13 workplace practices;

14 “(III) retaining dislocated and
15 incumbent workers;

16 “(IV) implementing a high-per-
17 formance work organization;

18 “(V) recruiting and retaining
19 women in nontraditional occupations;

20 “(VI) adopting new technologies;
21 and

22 “(VII) fostering experiential and
23 contextualized on-the-job learning;

24 “(viii) developing and strengthening
25 career ladders within and across companies

1 (in cooperation with labor organizations if
2 the labor organizations represent employ-
3 ees engaged in similar work in the industry
4 cluster), in order to enable dislocated, in-
5 cumbent and entry-level workers to im-
6 prove skills and advance to higher-wage
7 jobs;

8 “(ix) improving job quality through
9 improving wages, benefits, and working
10 conditions;

11 “(x) helping partner companies in in-
12 dustry or sector partnerships to attract po-
13 tential employees from a diverse job seeker
14 base, including individuals with barriers to
15 employment (such as job seekers who are
16 economically disadvantaged, youth, older
17 workers, and individuals who have com-
18 pleted a term of imprisonment), by identi-
19 fying such barriers through analysis of the
20 existing labor market and implementing
21 strategies to help such workers overcome
22 such barriers; and

23 “(xi) strengthening connections
24 among businesses in the targeted industry
25 cluster, leading to cooperation beyond

1 workforce issues that will improve competi-
2 tiveness and job quality, such as joint pur-
3 chasing, market research, or centers for
4 technology and innovation.

5 “(E) A description of the manner in which
6 the eligible entity intends to make sustainable
7 progress toward the strategic objectives de-
8 scribed in subparagraph (D).

9 “(F) Performance measures, with quantifi-
10 able benchmarks, for measuring progress to-
11 ward the strategic objectives. Such measures
12 shall consider, at a minimum, the benefits pro-
13 vided by the grant activities funded under this
14 section for—

15 “(i) workers employed in the targeted
16 industry cluster, disaggregated by gender
17 and race, including—

18 “(I) the number of workers re-
19 ceiving portable industry-recognized
20 credentials;

21 “(II) the number of workers with
22 increased wages, the percentage of
23 workers with increased wages, and the
24 average wage increase; and

1 “(III) for dislocated or non-
2 incumbent workers, the number of
3 workers placed in sector-related jobs;
4 and

5 “(ii) firms and industries in the tar-
6 geted industry cluster, including—

7 “(I) the creation or updating of
8 an industry plan to meet current and
9 future workforce demand;

10 “(II) the creation or updating of
11 published industry-wide skill stand-
12 ards or career pathways;

13 “(III) the creation or updating of
14 portable, industry-recognized creden-
15 tials, or where there is not such a cre-
16 dential, the creation or updating of a
17 training curriculum that can lead to
18 the development of such a credential;

19 “(IV) in the case of an eligible
20 entity that is an industry or sector
21 partnership, the number of firms, and
22 the percentage of the local industry,
23 participating in the industry or sector
24 partnership; and

1 “(V) the number of firms, and
2 the percentage of the local industry,
3 receiving workers or services through
4 the grant funded under this section.

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

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

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

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

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

24 “(iv) economic development funding;

1 “(v) employer contributions to train-
2 ing initiatives; or

3 “(vi) providing employees with em-
4 ployee release time for such training or
5 supportive services.

6 “(e) AWARD BASIS.—

7 “(1) GEOGRAPHIC DISTRIBUTION.—The Sec-
8 retary shall award grants under this section in a
9 manner to ensure geographic diversity.

10 “(2) PRIORITIES.—In awarding grants under
11 this section, the Secretary shall give priority to eligi-
12 ble entities that—

13 “(A) work with high road employers within
14 a targeted industry cluster to retain and expand
15 employment in high wage, high growth areas;

16 “(B) focus on helping workers move to-
17 ward economic self-sufficiency and ensuring the
18 workers have access to adequate supportive
19 services;

20 “(C) address the needs of firms with lim-
21 ited human resources or in-house training ca-
22 pacity, including small- and medium-sized
23 firms; and

1 “(D) coordinate with entities carrying out
2 State and local workforce investment, economic
3 development, and education activities.

4 “(f) ACTIVITIES.—

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

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

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

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

20 “(g) EVALUATION AND PROGRESS REPORTS.—

21 “(1) ANNUAL ACTIVITY REPORT AND EVALUA-
22 TION.—Not later than 1 year after receiving a grant
23 under this section, and annually thereafter, an eligi-
24 ble 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 subparagraph (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 (j) 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-

1 tion and produce an overview report that, at a
2 minimum, includes—

3 “(i) the critical learning of each in-
4 dustry or sector partnership, such as—

5 “(I) the training that was most
6 effective;

7 “(II) the human resource chal-
8 lenges that were most common;

9 “(III) how technology is changing
10 the targeted industry cluster; and

11 “(IV) the changes that may im-
12 pact the targeted industry cluster over
13 the next 5 years; and

14 “(ii) a description of what eligible en-
15 tities serving similar targeted industry
16 clusters consider exemplary practices, such
17 as—

18 “(I) how to work effectively with
19 postsecondary educational institutions;

20 “(II) the use of internships;

21 “(III) coordinating with appren-
22 ticeships and cooperative education
23 programs;

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 who have completed a sen-
22 tence for a criminal offense;
23 and

24 “(FF) have other bar-
25 riers to employment;

1 “(VI) employer practices that are
2 most effective;

3 “(VII) the types of training that
4 are most effective; and

5 “(VIII) other areas where indus-
6 try or sector partnerships can assist
7 each other;

8 “(B) make resource materials, including all
9 reports published and all data collected under
10 this section, available on the Internet; and

11 “(C) conduct conferences and seminars
12 to—

13 “(i) disseminate information on best
14 practices developed by eligible entities re-
15 ceiving a grant under this section; and

16 “(ii) provide information to the com-
17 munities of eligible entities.

18 “(5) REPORT.—Not later than 18 months after
19 the date of enactment of this Act, the Secretary
20 shall transmit a report to Congress on the industry
21 or sector partnership grant program established by
22 this section. The report shall include a description
23 of—

24 “(A) the eligible entities receiving funding;

1 “(B) the activities carried out by the eligi-
2 ble entities;

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

5 “(D) an assessment of the results achieved
6 by the grant program including findings from
7 the annual reviews described in paragraph
8 (4)(A).

9 “(i) AUTHORIZATION OF APPROPRIATIONS.—

10 “(1) IN GENERAL.—There are authorized to be
11 appropriated to carry out this section such sums as
12 may be necessary for fiscal year 2009 and for each
13 succeeding fiscal year.

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

20 **SEC. 3. FEDERAL AGENCY COORDINATION.**

21 (a) INTERAGENCY COOPERATION.—The head of each
22 Federal department or agency whose funding, regulations,
23 or other policies impact workers shall cooperate with the
24 Secretary of Labor to—

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

4 (2) develop and implement policies that would
5 improve the jobs and careers of workers impacted by
6 the actions of such agency or department; and

7 (3) report the department or agency's job cre-
8 ation and economic development strategies to the
9 Secretary.

10 (b) ALIGNMENT.—Notwithstanding any other provi-
11 sion of law, the Secretary and the heads of other Federal
12 departments or agencies shall work together to align exist-
13 ing education and training programs with the dem-
14 onstrated needs of industry or sector partnerships, as de-
15 fined in section 174A(b) of the Workforce Investment Act.
16 These collaborative efforts shall include the following:

17 (1) DEPARTMENT OF COMMERCE.—The Sec-
18 retary of Commerce shall advise the Secretary of
19 Labor of the Department of Commerce's workforce
20 and economic development strategies, programs, and
21 initiatives.

22 (2) JUSTICE DEPARTMENT.—The Attorney
23 General shall—

24 (A) align federally funded programs offer-
25 ing training for inmates with industry clusters

1 (as defined in section 174A(b) of the Workforce
2 Investment Act) and high-priority occupations,
3 and annually review these training programs to
4 assure that the training programs prepare indi-
5 viduals for high-priority occupations; and

6 (B) align federally funded reentry pro-
7 grams to take advantage of information and ca-
8 reer opportunities provided by industry and sec-
9 tor partnerships.

10 (3) DEPARTMENT OF EDUCATION.—The Sec-
11 retary of Education shall—

12 (A) develop and support career ladders for
13 high-priority occupations critical to targeted in-
14 dustry clusters served by a grant under section
15 174A of the Workforce Investment Act;

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

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

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

1 (E) support initiatives to develop industry-
2 recognized credentials and new credit-bearing
3 programs in public and private postsecondary
4 educational institutions, especially in occupa-
5 tions critical to such targeted industry clusters.

6 (4) DEPARTMENT OF HEALTH AND HUMAN
7 SERVICES.—The Secretary of Health and Human
8 Services shall—

9 (A) develop and support innovative pro-
10 grams that connect qualified individuals receiv-
11 ing assistance under the State temporary assist-
12 ance for needy families program funded under
13 part A of title IV of the Social Security Act (42
14 U.S.C. 601 et seq.) with employment opportuni-
15 ties in the targeted industry clusters served by
16 a grant under section 174A of the Workforce
17 Investment Act;

18 (B) develop and support strategies to pre-
19 pare individuals receiving assistance under the
20 State temporary assistance for needy families
21 programs funded under part A of title IV of the
22 Social Security Act (42 U.S.C. 601 et seq.) for
23 success in postsecondary education and training
24 programs; and

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