



Adapted from [Congressional Research Service](#)

Topic	2013 SKILLS Act - H.R.803 (as passed by the House on March 15, 2012)	2013 Workforce Investment Act- S.1356 (as passed by the Senate on July 31, 2013)
TITLE:		
	To reform and strengthen the workforce investment system of the Nation to put Americans back to work and make the United States more competitive in the 21st century.	A bill to amend the Workforce Investment Act of 1998 to strengthen the United States workforce development system through innovation in, and alignment and improvement of, employment, training, and education programs in the United States, and to promote individual and national economic growth, and for other purposes.
GENERAL POLICIES:		
Both the Senate and The House are working to reauthorize the Workforce Investment Act of 1998, which hasn't been reauthorized since 2003. This side-by-side analysis highlights the changes that the House and Senate would like to make to the current Public Law 105-220.		
Amendments and Additions to Workforce Investment Act of 1998		
Statewide and Local Workforce Investment Systems		
State Boards	<ul style="list-style-type: none"> Revises requirements for reservations of federal appropriations for allotment to states. Specifies state use of federal funds to set up a Workforce Investment Fund. 	<ul style="list-style-type: none"> Restructures State Boards – Members appointed by governor must now include 1/3 representatives of businesses in the state; 1/3 representatives of the workforce (must include labor, may include community-based and youth-serving organizations); and 1/3 government representatives (must include agencies administering “core programs” and chief elected officials, may include other entities). Eliminates requirement that chairperson be business representative. Maintains and Expands Board Functions – Among other things, responsible for developing recommendations on alignment of core programs and other programs to support comprehensive workforce system; review and commenting on state plans of one-stop partner programs that are not core programs; and developing guidance for the state workforce system, including guidance on removing barriers to alignment and coordination, the development of career pathways, and the identification of planning regions within the state. “Qualifications for Directors” – Authorizes State board to hire director and staff. Director of a State board subject to qualification requirements. Qualifications to be developed by a task force established by the Secretary of Labor, in consultation with the Secretary of Education.



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State Plan	<ul style="list-style-type: none"> • Requires a plan to outline a three-year (currently five-year) strategy for the statewide workforce investment system. • Requires a plan, in addition to current specified contents, to describe: (1) strategies and services to more fully engage employers and meet their needs, as well as those to assist at-risk youth and out-of-school youth in acquiring education, skills, credentials, and employment experience; (2) how the state board will convene industry or sector partnerships that lead to collaborative planning, resource alignment, and training efforts across multiple firms for a range of workers currently or potentially employed by a targeted industry cluster; (3) how the state will use technology to facilitate access to services in remote areas; (4) state actions to foster communication, coordination, and partnerships with non-profit organizations that provide employment-related, training, and complementary services; and (5) the process and methodology for determining one-stop partner program contributions for the cost of the infrastructure of one-stop centers, as well as the formula for allocating such infrastructure funds to local areas. • Requires the state plan also to describe: (1) how the state will furnish employment, training, including training in advanced manufacturing, supportive, and placement services to veterans, including disabled and homeless veterans; and (2) the strategies and services that will be used to assist and expedite reintegration of homeless veterans into the labor force. 	<ul style="list-style-type: none"> • Requires states to submit four- year “unified State plans” to the Secretaries of Labor and Education, primarily focused on issues of alignment and coordination across WIA funded programs. • Requires plan to include both “strategic” and “operational” planning elements: <ul style="list-style-type: none"> o Strategic Planning Elements – Include analysis of economic conditions in the state; analysis of knowledge and skill needs of employers; analysis of workforce in the state, including educational and skill levels; analysis of workforce development activities in the state, including strengths and weaknesses; a description of the state’s strategic vision and goals for preparing an educated and skilled workforce; and a strategy for aligning core programs and other resources to achieve the strategic vision and goals. o Operational Planning Elements – Include descriptions of how the state will implement the state strategy; operating systems and policies that will support the state strategy; program- specific requirements for the core programs; and a range of state assurances relating to stakeholder review, and fiscal and administrative compliance. • Requires state board to review plan after two years, and requires governor to submit modifications reflecting changes in the labor market and economic conditions, or other factors affecting implementation. • Provides that the Secretary of Labor (in consultation with the Secretary of Education, employers, state and local officials, educators, stakeholders and experts) develop and identify guidelines for qualifications of directors of state and local WIBs.
Local Workforce Investment Areas	<ul style="list-style-type: none"> • Revises requirements for the designation of local workforce investment areas. Repeals the requirement that the state governor designate such areas. Requires the state, through the state board, to establish a process to make such designations. • Requires a local or regional board, under such a process, to submit for state board approval an application for designation as a local area containing specified information. Eliminates automatic designations by a state governor upon the request of any area meeting certain criteria or on recommendation of a state board. • Authorizes the state board to designate a state as a single state local area regardless of whether it was a single state service delivery area under the Job Training Partnership Act as of July 1, 1998. • Allows a state to require the local boards for a designated region to prepare a single regional plan that incorporates the elements of the local plan and is approved in lieu of separate local plans. 	



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Local Workforce Investment Boards	<ul style="list-style-type: none"> • Revises requirements for local workforce investment boards. • Repeals the requirement that representatives of labor organizations be included on a board. Changes from mandatory to discretionary, at the option of the chief elected official in the local area, the inclusion on a board of representatives of community-based organizations and of specified representatives of the local secondary school system, a postsecondary educational institution, or entities providing adult education and literacy activities. Adds representatives of veterans service organizations as possible board members at the discretion of the chief elected official in the local area. • Requires a two-thirds majority of the board members to represent local area businesses. • Repeals the requirement that the governing body of the concentrated employment program involved act in consultation with the chief elected official in the local workforce investment area to appoint members of the local board. • Revises requirements for the functions of the local board. Requires the local board to conduct, and regularly update, a workforce research and regional labor market analysis and assist the governor in developing a statewide workforce and labor market information system. • Renames core services a local board may provide through a one-stop delivery system as work ready services. 	<ul style="list-style-type: none"> • Establishes local boards, whose membership must consist of a majority of representatives of businesses in the local area and a business chairperson, consistent with current law. Of the other members, at least 20% of the representatives must come from the workforce community; other representatives must come from education and training providers in the local area, including eligible providers of adult education and literacy under title III; and other representatives must come from government and economic and community development, including a local representative of state employment service under title IV, a local representative of the state vocational rehabilitation program under title V, and apprenticeship programs. With the exception of core programs, one-stop required programs are not required to be represented on the board. Describes standing committees designed to assist the board in addressing, at a minimum: operational issues relating to the one-stop delivery system; the provision of youth services; and the provision of services to individuals with disabilities. Requires the appointment and certification of local board members and local boards. Continues to allow the state board of a single state to function as the local board for the state. Identifies the functions of the local board. Provides guidelines for hiring staff for the board. Similar to current law, provides certain limitation for the local board concerning the delivery of training, core and intensive services. Provides for certain alternative entities, which may serve as the board.
Local Plan	<ul style="list-style-type: none"> • Revises requirements for the comprehensive local plan and its contents, contracting its range from five years to three years. 	<ul style="list-style-type: none"> • Requires each local board to develop and submit a local plan to the Governor and identifies the required contents of such a plan. Requires the strategy described in the local plan to align with the state strategy for workforce development. Local boards participating in a regional planning process are required to contribute to and submit a regional plan. Consistent with the state plan, the local plan must describe a strategy for delivering workforce development activities in the local area. Describes the process for plan submission, approval, and modifications.



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Establishment of One-Stop Delivery System	<ul style="list-style-type: none"> Revises requirements for the roles and responsibilities of one-stop partners in one-stop delivery systems. Removes from a one-stop delivery system any activities under the national system of public employment offices, welfare-to-work grants, and Older American community service employment program. Adds to the one-stop delivery system any activities of the Temporary Assistance for Needy Families (TANF) grant program under part A of title IV of the Social Security Act. Requires each entity carrying out TANF activities to carry out the required one-stop partner activities, unless the state governor determines that they shall not. Removes from the list of human resource programs a one-stop partner may carry out any activities under a state employment and training program assisting members of households participating in the supplemental nutrition assistance program. Adds to the list of human resource programs a one-stop partner may carry out, however, other specified employment and training programs. Revises requirements for the provisions of a memorandum of understanding between the local board and a one-stop partner. Prescribes requirements for one-stop delivery systems. Requires the state board to establish objective procedures and criteria for certifying one-stop centers at least once every three years for the purpose of awarding one-stop infrastructure funding. 	<ul style="list-style-type: none"> Establishes of the one-stop delivery system. Identifies one-stop partners and their roles and responsibilities. Describes the MOUs that will be entered into between the local workforce development boards and the one stop partner organizations to operate the one-stop delivery system. Outlines the process for designating or certifying one-stop operators. Consistent with HR27EAS (2005), provides for infrastructure funding through MOUs (similar to current law). In the absence of an MOU, provides a mechanism for the State to determine how the one-stop partner programs in a local area will contribute to infrastructure costs. Under the state mechanism, caps are included on the amounts that each program may be required to contribute.
Identification of Eligible Providers of Training Services	<ul style="list-style-type: none"> Revises requirements for identification of eligible providers of training services. Requires a state governor to establish eligibility criteria and procedures for providers of training services in the state, taking into account specified factors. 	<ul style="list-style-type: none"> <i>Identification of Eligible Providers of Training Services</i> - Similar to HR27EAS, describes eligibility for providers, and provides state criteria for selecting providers. Describes application procedures. <i>Eligible Providers of Youth Workforce Investment Activities</i> - Similar to HR27EAS, requires local boards to award grants or contracts for youth workforce investment activities.
General Authorization	<ul style="list-style-type: none"> Eliminates specific funding for adult and dislocated worker employment and training. 	<ul style="list-style-type: none"> Requires the Secretary to allot funding to states and grant money to outlying areas for youth services. Requires the Secretary to allot funding to states and grant money to outlying areas for the provision of adult and dislocated worker activities.
State Allotments	<ul style="list-style-type: none"> Revises requirements for reservations of federal appropriations for allotment to states. Specifies state use of federal funds to set up a Workforce Investment Fund. 	<ul style="list-style-type: none"> Establishes state allotment reservations, limitations, requirements, and formulas. Provides a mechanism for contributing to the youth innovation fund. Makes adjustments to update and align the formula to the intentions of the Chapter. Maintains minimum allotment percentage (90%), and adds a maximum allotment percentage of (130%). Maintains small state minimums. Changes the reallocation threshold from 20% unobligated funds to 10%, and lays out reallocation procedures.



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<p>Within State Allocations</p>	<ul style="list-style-type: none"> Revises requirements for within-state allocations of funds. 	<ul style="list-style-type: none"> <i>Youth Workforce</i> - Allows Governors to reserve 15% of state allotments for state workforce investment activities. Maintains a within-state formula, with adjustments. Maintains current-law minimum allocation percentage (90%), and adds a maximum allocation percentage of (130%). Changes the reallocation threshold from 20% unobligated funds to 10%, and lays out reallocation procedures. <i>Adult and Dislocated Worker Employment and Training Activities</i> - Provides reservations for Governor's percentage and statewide rapid response activities. Similar to HR27EAS, provides local boards with the authority to transfer 100% of funds between adult and dislocated worker programs at the local level. Maintains a within-state formula. Maintains 90% minimum for allocations. Describes reallocation procedures.
<p>Use of Funds for Employment and Training Activities</p>	<ul style="list-style-type: none"> Revises requirements for the use of funds for state and local employment and training activities, including statewide rapid response and grants for individuals with barriers to employment. Authorizes a local board to use funds allocated to a local area to carry out incumbent worker training programs to assist incumbent workers in obtaining the skills necessary to retain employment and avert layoffs. Requires the state and local board, when providing employment and training activities, to give priority to placing participants in jobs in the private sector. Requires a local board (or the state at the request of the local board) to employ one or more veteran employment specialists in a local area to: (1) conduct outreach to local area employers to assist veterans, including disabled veterans, in gaining employment; and (2) facilitate employment, training, supportive, and placement services furnished to veterans, including disabled and homeless veterans, in the local area. 	<ul style="list-style-type: none"> Clarifies that funding to support state and local boards must be provided by title II administrative funds, which may be supplemented by non-Federal funds. Specifies that Governor's funds shall be used for rapid response activities, as well as for a set of required and allowable statewide employment and training activities. Statewide allowable activities include incumbent and customized training, sector strategies, career ladders, layoff aversion, serving, innovative services to individuals with barriers to employment, and coordination with other workforce-related programs from other agencies. Describes core, intensive and training services at the local level. Clarifies that "sequence of services" is not required – that is, an individual is not required to receive core or intensive services prior to receiving training services. Maintains customer choice requirements, including the use of individual training accounts. Allows for the combined use of individual training accounts and cohort training.



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Performance Accountability System	<ul style="list-style-type: none"> Revises requirements for the performance accountability system, including core indicators of performance. Eliminates customer satisfaction indicators. Authorizes a state to establish an incentive system for local boards to implement pay-for-performance contract strategies for the delivery of employment and training services in a local area. 	<ul style="list-style-type: none"> Establishes common reporting and performance measures across all job training, adult education, Wagner-Peyser, and Vocational Rehabilitation programs. Provides workers and employers with easy access to performance outcome information for past participants and programs so that they can make informed decisions about which programs most likely will meet their needs. Adjusts performance measurement for areas that serve hard-to-serve populations. Ensures that more individuals receive training by requiring states to designate a portion of funding specifically for training. Authorizes separate funding for infrastructure spending thereby reserving all other funds for worker and employer services. Creates a national WIA identifier so that workers and employers know when they are using WIA funded services. Establishes performance accountability indicators at the state level that are common to each of the core programs for adults and performance accountability indicators for the youth formula program under title II. Requires states to negotiate with the Secretary of Labor and the Secretary of Education a level of expected performance for each of the indicators. Describes adjustment factors that the State and the Secretaries must consider when establishing levels of performance. Requires the Secretaries to adjust the state levels of performance based on economic conditions and the characteristics of the population actually served during the program year using an objective statistical model. Establishes performance accountability indicators for local programs, for Title II programs. Describes a performance negotiation process similar to that of the state. Requires performance reports to be prepared and submitted by states; local areas; and eligible training providers. Requires states to conduct an evaluation of the core programs, use the results to continuously improve programs, and make results available to the public. Establishes sanctions for poor performance, including corrective actions. Requires states to establish and operate a fiscal and management accountability information system for the core programs using guidance provided by the Secretaries. Requires states to utilize quarterly wage records, consistent with state law, to measure progress on state performance accountability measures.
Authorization of Appropriations	<ul style="list-style-type: none"> Authorizes appropriations for employment and training activities for FY2014-FY2020. 	



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Interagency Agreement		<ul style="list-style-type: none"> Requires the Secretary of Labor and the Secretary of Education to develop an interagency agreement outlining how the Departments will jointly develop and administer the provisions of Title I.
Innovation and replication grants for Workforce and Youth		<ul style="list-style-type: none"> Workforce -Funds innovation grants. Requires the Secretaries to award grants on a competitive basis to either a state partnership or a regional entity. Funds may be used to support innovative strategies and activities, or to replicate and expand effective evidence-based strategies and activities. The grant activities must also support alignment among the core programs and be consistent with applicable state and local plans. Requires that grantees match funds taking into consideration extreme financial hardship. Grants may be awarded for no more than 3 years. The Secretaries may reserve up to 5% for administration and technical assistance. Youth - Describes a similar grant structure for youth. Challenges eligible entities to use funds to support the implementation, replication, and expansion of innovative and proven strategies designed to substantially improve education and employment outcomes for eligible youth.
Job Corps		
Job Corps Purposes	<ul style="list-style-type: none"> Revises the principal purpose of the Job Corps to limit it to assisting at-risk youth to connect to the workforce by providing them with intensive academic, career and technical education, and service-learning opportunities to enable them to obtain regular secondary school diplomas and recognized postsecondary credentials leading to successful careers in in-demand industries that will result in opportunities for advancement. 	<ul style="list-style-type: none"> Maintain a national Job Corps program, carried out in partnership with States and communities, to-- (A) assist eligible youth to connect to the labor force by providing them with intensive social, academic, career and technical education, and service-learning opportunities, in primarily residential centers, in order for such youth to obtain secondary school diplomas or recognized postsecondary credentials leading to--(i) successful careers, in in-demand industry sectors or occupations or the Armed Forces, that will result in economic self-sufficiency and opportunities for advancement; or (ii) enrollment in postsecondary education, including an apprenticeship program; and (B) support responsible citizenship; To set forth standards and procedures for selecting individuals as enrollees in the Job Corps; To authorize the establishment of Job Corps centers in which enrollees will participate in intensive programs of activities described in this subtitle; and To prescribe various other powers, duties, and responsibilities incident to the operation and continuing development of the Job Corps.



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Individuals Eligible for the Job Corps	<ul style="list-style-type: none"> • Raises the maximum age of individuals eligible for the Job Corps from 21 to 24. 	<ul style="list-style-type: none"> • To be eligible, the individual must be one of the following by the date of enrollment: aged 16- 21, a low-income individual; or an individual who is basic skills deficient, a school dropout, homeless, a parent, or an individual who requires additional education, career/technical training, or workforce preparation skills to be able to obtain and retain employment that leads to economic self-sufficiency. • Includes a special rule for veterans.
Recruitment, Screening, Selection, and Assignment of Enrollees	<ul style="list-style-type: none"> • Eliminates from the sources with which implementation of standards and procedures for the recruitment, screening, and selection of eligible Job Corps applicants must be arranged community action agencies, business organizations, and labor organizations, and agencies and individuals that have contact with youth over substantial periods of time and are able to offer reliable information about the needs and problems of youth. Limits such arrangements to organizations that have a demonstrated record of effectiveness in placing at-risk youth into employment. • Renders ineligible for enrollment in the Job Corps any individual who: (1) makes a false statement in connection with a criminal background check; (2) is registered or is required to be registered on a state sex offender registry or the National Sex Offender Registry; or (3) has been convicted of a felony consisting of homicide, child abuse or neglect, a crime against children, including child pornography, a crime involving rape or sexual assault, or physical assault, battery, or a drug-related offense committed within the past five years. 	
Job Corps Centers	<ul style="list-style-type: none"> • Prohibits the Secretary of Labor (Secretary) from renewing the agreement for an entity to operate a Job Corps center if the center is ranked in the bottom quintile of centers for any program year. Allows such an entity to submit a new application only if it has shown significant improvement in performance indicators over the last program year. • Specifies elements of systemic or substantial material failure that disqualify an entity from operating a Job Corps center. 	Consistent with Public Law 105-220



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Program Activities	<ul style="list-style-type: none"> • Makes completing secondary education and receiving a regular secondary school diploma one of the purposes of targeted Job Corps activities. • Requires any operator seeking to enroll additional enrollees in an advanced career training program each year to demonstrate beforehand that: (1) program participants have achieved a satisfactory rate of completion and placement in training-related jobs, and (2) the operator has met or exceeded specified performance indicators for the previous year. 	<ul style="list-style-type: none"> • Generally maintains current law, describing the activities, education and training, and graduate services provided by Job Corps Centers.
Counseling and Job Placement	<ul style="list-style-type: none"> • Repeals the authority of the Secretary to provide counseling and job placement to former Job Corps enrollees. 	<ul style="list-style-type: none"> • Expands use of on-the-job training, incumbent worker training, transitional jobs, and paid work experience so that individuals can learn and work and enter or reenter the labor market more quickly. • Requires state and local workforce investment boards to implement career pathways strategies and initiatives that offer career advancement to workers. • Requires training programs to offer multiple exit and entry points for workers at various skill levels and career stages.
Support	<ul style="list-style-type: none"> • Replaces readjustment allowances for Job Corps graduates and former enrollees with transition allowances to graduates only. Requires the transition allowance to be incentive-based to reflect a graduate's completion of academic, career and technical education or training, and attainment of a recognized postsecondary credential, including an industry-recognized credential. 	<ul style="list-style-type: none"> • The bill improves access to training by making clear that individuals can immediately access services in any sequence.
Operations / Best Practices	<ul style="list-style-type: none"> • Repeals the authority of the Secretary to require the operator of a Job Corps center to submit additional information, to become part of the center's operating plan, in order to remain eligible to operate the center. • Prohibits a Job Corps center operator from using more than 10% of funds allotted to it for administrative costs. 	<p>Streamlining and Improving Workforce Program Services:</p> <ul style="list-style-type: none"> • Requires states to establish unified state plans that streamline and coordinate the operation of job training, adult education, and postsecondary education programs. • Codifies the co-location of Employment Service and One-Stop Centers offices and clarifies the Employment Service role in assisting unemployed individuals.
Community Participation	<ul style="list-style-type: none"> • Revises requirements for Job Corps center participation in the community. Eliminates the requirement that each center have a Business and Community Liaison. Requires instead that the director of each Job Corps center encourage and cooperate in activities to establish a mutually beneficial relationship between Job Corps centers in the state and nearby communities, which may include use of any local workforce development boards to provide a mechanism for joint discussion of common problems and for planning programs of mutual interest. 	<ul style="list-style-type: none"> • Allows local areas the flexibility to contract directly with community colleges to provide specialized group training classes that are designed for employers who are looking to hire many workers with a particular skill.



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Workforce/Industry Councils	<ul style="list-style-type: none"> Changes the industry council, appointed by the center director, each Job Corps center is required to have to a workforce council appointed by the state governor. Revises requirements for council composition and responsibilities. 	<ul style="list-style-type: none"> Generally maintains current law. Allows industry councils to include employers outside the local area who may hire a significant number of enrollees from that center. Provides a special rule for single state local areas.
Technical Assistance	<ul style="list-style-type: none"> Repeals the authority of the Secretary to carry out experimental, research, or demonstration projects relating to the Job Corps program. Directs the Secretary instead to provide technical assistance and training for the Job Corps program to improve its quality. 	<ul style="list-style-type: none"> Generally maintains current law. Expands the list of activities to be undertaken by the Secretary to support an effective workforce development system. Requires the Secretary to establish a system to collect, evaluate, and disseminate promising and proven practices.
Performance Accountability / Management Information	<ul style="list-style-type: none"> Directs the Secretary to establish procedures to ensure that each Job Corps center operator, and each service provider, maintains a performance accountability system meeting certain criteria (in addition to the financial management information system required by current law). Prescribes primary and secondary performance indicators. 	<ul style="list-style-type: none"> Measures system performance not just on how many individuals are placed into jobs, but also by how many individuals gain recognized postsecondary credentials for employment. Establishes an additional performance measure for employer satisfaction. Describes financial management controls and procedures, as well as audit requirements. Aligns performance indicators for Job Corps with those indicators used for all WIA programs, as described in Sec. 131 of Title I. Adjusts performance indicators for recruiters. Clarifies the information that the Secretary will collect related to the performance of Job Corps Centers and the program overall. Describes performance improvement plan requirements for centers that fail to reach expected levels of performance. Requires Job Corps contractors' to be in compliance with the applicable provisions of the Occupational Safety and Health Act. Adds reporting requirements related to the state of Job Corps building and facilities, and the national and community service activities of enrollees.
National Programs		
Closure of Low-Performing Job Corps Centers	<ul style="list-style-type: none"> Eliminates authority and requirements with respect to technical assistance to states that do not meet state performance measures with respect to employment and training activities for dislocated workers. Requires the Secretary to establish a system through which states may share information regarding best practices with regard to the operation of workforce investment activities. 	



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Reforms for Opening New Job Corps Centers	<ul style="list-style-type: none"> • Requires the Secretary, through grants, contracts, or cooperative agreements, to conduct an independent evaluation of national programs and funded activities at least once every five years. • Revises the requirement that such an evaluation cover the impact of the programs and activities on the community and participants involved to specify the impact of receiving services and not receiving services under such programs and activities on the community, businesses, and individuals. • Adds quasi-experimental methods, impact analysis, and the use of administrative data to the list of research designs such evaluations must use. • Reduces authorized appropriations by 10% for the fiscal year (and by an additional 10% for each subsequent fiscal year) in which the final results of an evaluation are not reported to Congress. 	
Administration		
Technical Assistance	<ul style="list-style-type: none"> • Changes from mandatory to discretionary the Secretary's authority to investigate an allegation of a violation of the requirements of federal labor law made by participants and other interested or affected parties. • Revises limitations of the use of funds to prohibit their use for specified activities that are not directly related to the entry into employment, retention in employment, or increases in earnings of (currently, training for) eligible individuals. • Prohibits the use of funds by a recipient or subrecipient to pay the salary and bonuses of an individual, either as direct costs or indirect costs, at a rate in excess of Level II of the Federal Executive Pay Schedule. • Directs the Employment and Training Administration (ETA) of the Department of Labor, headed by an Assistant Secretary appointed by the President by and with the advice and consent of the Senate, to administer all workforce investment systems programs for job training and employment services and title III (Job Corps). Requires the Assistant Secretary to have substantial experience in workforce development and in workforce development management. 	



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Promoting Innovation and Promising Practices		<ul style="list-style-type: none"> • Codifies the Workforce Innovation Fund, a competitive grant program to support the development and expansion of new and promising strategies including career pathways, sector partnerships and regional approaches. • Provides additional capacity and incentives for states and local areas to implement and expand sector initiatives through industry or labor-management partnerships and increases opportunities for collaboration, regional planning, and resource alignment in key growth sectors, such as advanced manufacturing. • Encourages states and businesses to invest in America through the availability of training to quickly provide skilled local workforces. • Expands information sharing between the Department of Labor, states and local areas.
Requirements and Restrictions	<ul style="list-style-type: none"> • Revises the requirement that funds made available to a state for administration of statewide workforce investment activities be allocable to the overall administration of workforce investment activities. Repeals the declaration that such funds need not be specifically allocable to: (1) the administration of adult employment and training activities; (2) the administration of dislocated worker employment and training activities; or (3) the administration of youth activities. 	<ul style="list-style-type: none"> • Maintains intent of current law to apply provisions to activities supported by job training formula funds by including grants under subtitle C of title I. Adds incumbent worker training and transitional jobs as restricted activity to prohibited activities 120 days after relocation because the activities are now allowable at the local level.
Prompt Allocation of Funds	<ul style="list-style-type: none"> • Requires that each state, each local board, and each recipient (other than a subrecipient, subgrantee, or contractor of a recipient) receiving funds have the option to submit or disseminate electronically any reports, records, plans, or any other data required to be collected or disseminated. • Requires the Secretary to submit to Congress all quarterly financial reports of local boards on programs and activities received from each state. 	<ul style="list-style-type: none"> • Generally maintains current law. Makes technical changes. Requires the Secretary of Labor to use current data and to publish the formula used for funding distribution. Requires the state to distribute funds to local areas in a timely fashion.



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Fiscal Controls; Sanctions	<ul style="list-style-type: none"> Changes from July 1 to October 1 the start of a workforce investment systems program year. Repeals special rules for: (1) designation of service delivery areas for the delivery of workforce investment activities, and (2) state sanctioning of such areas for failure to meet performance measures for such activities. Authorizes the Secretary to establish, in lieu of current requirements for waiver requests and for conditions on waivers, an expedited procedure for the purpose of extending to additional states the waiver of statutory or regulatory requirements that have been approved for a state pursuant to a request. Prohibits the Secretary from requiring or imposing new or additional requirements, not specified under this Act, on a state in exchange for providing a waiver to the state or a local area in it. 	<ul style="list-style-type: none"> Generally maintains current law. In addition to technical changes, references to relevant provisions in subtitles A and B of title I that formerly resided in title I of current law were included to maintain current law intent. Provides requirements regarding use of fiscal controls; requirements for repayment, when appropriate, and amounts; and response and remedies regarding discrimination.
Administrative Provisions	<ul style="list-style-type: none"> Exempts certain funds received by a public or private nonprofit entity, such as those raised privately from philanthropic foundations, businesses, or other private entities, from consideration as income with respect to the requirement that a public or private nonprofit entity may retain income from any program it administers only if it is used to continue to carry out the program. Prohibits the use of funds to establish 	<ul style="list-style-type: none"> Monitoring - Maintains intent of current law regarding Secretary's authority to monitor and investigate regarding compliance by adding references to relevant provisions in subtitles A and B of title I that formerly resided in title I of current law (e.g., state plans, boards; local plans, boards; etc.). Reports; Recordkeeping; Investigations - Generally maintains current law. In addition to technical changes, references to relevant provisions in subtitles A and B of title I that formerly resided in title I of current law were included to maintain current law intent. Builds on HR27EAS provision by requiring fund recipients to submit or make available any reports required under this title or relevant provisions of title I to do so electronically.
State Legislation	<ul style="list-style-type: none"> Requires the Director of the Office of Management and Budget (OMB) to: (1) identify the number of federal government employees who work on or administer each of the workforce investment system programs authorized or repealed under this Act, (2) identify the number of full-time equivalent (FTE) employees who work on or administer any such programs that have been repealed or consolidated, and (3) reduce the federal government workforce by that number of FTE employees. Prohibits the use of funds for lobbying (with specified exceptions) and political activities (including voter registration activities). 	<ul style="list-style-type: none"> Generally maintains current law. In addition to technical changes, references to relevant provisions in title I that formerly resided in title I of current law were included to maintain current law intent. Clarifies nothing in statute prevents the enactment of state legislation regarding implementation of provisions, consistent with the requirements of the Act.
State Unified Plan		



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General Program Requirements	<ul style="list-style-type: none"> • Revises the kinds of programs and activities, including workforce investment system and adult education and literacy programs that may be covered by a state unified plan. • Grants the Secretary of Education the authority to approve state unified plans. (Currently, such plans are approved by the appropriate Secretary of the federal agency who exercises administrative authority over such programs or activities.) Prescribes requirements for the Secretary's approval of such plans. • Authorizes a state, in developing a state unified plan, to consolidate additional federal employment and training funds allotted to it into the Workforce Investment Fund to improve the administration of state and local employment and training programs. Prohibits consolidation of funds, however, allocated to the state under the Carl D. Perkins Career and Technical Education Act of 2006 and the Rehabilitation Act of 1973. 	<ul style="list-style-type: none"> • In addition to technical changes, seeks to maintain the intent and scope of current law by including reference to appropriate provisions of title I, as appropriate. Includes HR27EAS provision that prohibits the use of federal funds companies to assist them in serving program participants. Builds on HR27EAS provisions and under this title to establish or operate stand-alone, fee-for-service enterprises. Nothing in this provision is intended to prohibit or discourage one-stop centers from using such agencies or ongoing provisions in LHHS appropriations bills by including a maximum rate of pay for staff hired with funds provided under this title.



Topic	2013 SKILLS Act - H.R.803 (as passed by the House on March 15, 2012)	2013 Workforce Investment Act- S.1356 (as passed by the Senate on July 31, 2013)
Adult Education, Family Literacy, and At-Risk Youth		
Engaging Youth through Multiple Pathways to Success:		<ul style="list-style-type: none"> • Expands access to work experience programs, including summer employment, internships, pre-apprenticeship programs, on-the-job training, and service activities. • Amends the definition of disadvantaged youth to include youth through age 24. • Increases income eligibility to 150 percent of poverty. • Requires states to assess the needs of and serve youth with disabilities, including through job exploration and mentoring. • Requires that, at minimum, 60 percent of youth formula funds should be spent on out-of-school youth. • Authorizes the competitive Youth Innovation Fund focused on areas of high youth unemployment and poverty to spur the development of innovative strategies. • Requires all Job Corps Centers to meet and upgrade their standards of performance. • <i>Use of Funds for Youth Workforce Investment Activities</i> - Describes eligibility for youth participants. Similar to HR27EAS, defines out-of-school and in-school youth. Establishes the percentage of youth funds that required for out-of-school youth. Describes statewide activities and local program elements and requirements. Clarifies that, while all elements must be available in a local area, nothing requires each provider to offer all of the elements listed. Includes a priority for the provision of paid and unpaid work experiences for youth.



Topic	2013 SKILLS Act - H.R.803 (as passed by the House on March 15, 2012)	2013 Workforce Investment Act- S.1356 (as passed by the Senate on July 31, 2013)
Amendments to Adult Education and Family Literacy Education	<ul style="list-style-type: none"> • Revises the entire Adult Education and Family Literacy Education Act (while retaining most of it as is). • Defines "adult education and family literacy education programs" as a sequence of academic instruction and educational services below the postsecondary level that increase an individual's ability to read, write, and speak English and perform mathematical computations leading to a level of proficiency equivalent to at least a secondary school completion. Targets these programs to individuals who are at least age 16 and are not enrolled or required to be enrolled in secondary school under state law and who also: (1) lack sufficient mastery of basic reading, writing, speaking, and math skills to enable them to function effectively in society; (2) do not have a secondary school diploma or its equivalent and have not achieved an equivalent level of education; or (3) are English learners. • Changes the term "individual of limited English proficiency" to "English learner." • Extends the authorization of appropriations through FY2014-FY2020. • Increases from 1.5% to 2% the mandatory reservation of funds for national activities involved in adult education, English language acquisition, and family literacy education programs. • Replaces current requirements for a performance accountability system with a referral to specified other performance accountability requirements. • Contracts from five years to three years the length of the mandatory state plan. Authorizes the eligible agency to submit the state plan as part of a state unified plan (as indicated in Sec. 140). Revises requirements for plan contents. Requires the Secretary to approve a state plan within 90 days after receiving it. Reduces from 90 days to 30 days the deadline for rejecting a plan for failing to meet requirements. Requires the Secretary, however, to provide technical assistance to assist the eligible agency to meet such requirements if its plan fails to receive approval. • Revises requirements for local activities the eligible agency must require eligible providers receiving a grant or contract to establish or operate. Requires the eligible agency to require eligible providers to demonstrate measurable goals for participant outcomes and other specified program elements. • Repeals the condition on an eligible agency's receipt of federal funds for any fiscal year that the Secretary find that the agency's fiscal effort per student or its aggregate expenditures for adult education and literacy activities, in the second preceding fiscal year, was not less than 90% of the fiscal effort per student or the agency's aggregate expenditures for adult education and literacy activities, in the third preceding fiscal year. • Repeals the mandate for a National Institute for Literacy. • Revises requirements for national activities (currently, national leadership activities), especially discretionary technical assistance, upon request, to eligible entities. 	<ul style="list-style-type: none"> • Expands access to adult education, literacy services, and workplace skills training. • Expands access to postsecondary education and credentials to achieve and maintain economic self-sufficiency for adult learners. • Supports integrated adult education and training. • Provides support for English-literacy services and integrated English-literacy and civics education programs for adult learners. • Authorizes increased investments in technology (such as online education) and digital literacy, providing needed training and education resources to rural and urban areas. • Enhances support for research on innovative methods and policies that help accelerate progress for basic skills students, improving the likelihood that they will receive postsecondary credentials. • Expanding the Role of Community Colleges in Job Training: • Authorizes funding for President Obama's Community College to Career Fund to expand capacity to train workers in high-growth industries, such as health care, transportation, and advanced manufacturing. • Supports pathways to entrepreneurship by providing training in starting a small business. • Allows community colleges to contract for class-size training (not just student-by-student payments). • Moves the workforce investment system towards a common system of recognized credentials.



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Amendments to the Wagner-Peyser Act		
Amendments to the Wagner-Peyser Act	<ul style="list-style-type: none"> • Amends the Wagner-Peyser Act to replace the nationwide employment statistics system, which the Secretary is required to oversee, with a nationwide workforce and labor market information system. • Eliminates the requirement for an annual plan to achieve cooperative management of the nationwide system. • Authorizes the Secretary to assist in the development of national electronic tools that may be used to: (1) facilitate the delivery of work ready services, and (2) provide workforce information to individuals through one-stop delivery systems and through other appropriate delivery systems. • Authorizes appropriations for FY2014-FY2020. 	<ul style="list-style-type: none"> • Public Labor Exchange Services System is amended to include best practices for the system and dissemination of that information. Employment service offices and one-stop centers will work together to improve service delivery, avoid duplication of services, and enhance coordination of services, including location of staff to ensure accessibility of services. The Secretary, in consultation with States, is authorized to assist the States in the development of national electronic tools that may be used to improve access to workforce information for individuals through the one-stop delivery systems; and other delivery systems that the Secretary determines to be appropriate. • Provides unemployment insurance claimants with referrals to, and application assistance for, training and education resources and programs, including Federal Pell, educational assistance (Montgomery GI Bill), student assistance, State student higher education assistance, and training and education programs provided under titles II and III of the Workforce Investment Act of 2013, and title I of the Rehabilitation Act of 1973. • Amended to add up to five annual grants, to be issued by the Secretary on a competitive basis, to State agencies that cooperate with the administration of this Act who will establish and carry out Pilot Projects that aid in workforce development. • In distributing the funds (relating to workforce and labor market information funding) for fiscal years 2014 through 2018, the Secretary shall continue to distribute the funds to States in the manner in which the Secretary distributed funds to the States under this section for fiscal years 2004 through 2008. • Two-Year Plan- shall prepare a 2-year plan for the workforce and labor market information system.



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Repeals and Conforming Amendments		
Repeals/ Conforming Amendments	<ul style="list-style-type: none"> • Repeals the Twenty-First Century Workforce Commission Act, the Youth Conservation Corps Act of 1970, and the Women in Apprenticeship and Nontraditional Occupations Act. • Amends the Higher Education Amendments of 1998 to repeal the authorization for grants to states for workplace and community transition training for incarcerated individuals. • Repeals the disabled veterans' outreach program and the mandate for local veterans' employment representatives. 	<ul style="list-style-type: none"> • Repeal of the Workforce Investment Act of 1998 - Specifically repeals Youth Opportunity Grants and the Twenty-First Century Workforce Commission. Generally repeals the entire Workforce Investment Act of 1998. • Preparation and Submission of Conforming Amendments - Calls for the Secretaries of Labor and Education to submit recommended legislation containing technical and conforming amendments to Titles I through V. • Workforce Investment-Related Conforming Amendments - To be supplied, conforming amendments to other legislation, as necessary and appropriate.
Amendment to the comprehensive Environmental Response, Compensation, and Liability Act of 1980	<ul style="list-style-type: none"> • Amends the Comprehensive Environmental Response, Compensation, and Liability Act of 1980 (CERCLA) to repeal the authority of the Administrator of the Environmental Protection Agency (EPA) to provide training to individuals and organizations to facilitate the inventory of brownfield sites, site assessments, remediation of brownfield sites, community involvement, or site preparation. 	
Amendments to the Food and nutrition Act of 2008	<ul style="list-style-type: none"> • Amends the Food and Nutrition Act of 2008 to require that employment and training services to eligible members of households participating in the supplemental nutrition assistance program be provided through the statewide workforce development system, including the one-stop delivery system. Deems a state workforce investment board to be the state agency designing and implementing the program providing such services. • Requires the state workforce investment board to provide payments or reimbursement to participants for: (1) the actual costs of transportation and other actual costs reasonably necessary and directly related to the individual participating in employment and training services; and (2) the actual costs of such dependent care expenses, which may, at board option, be arranged through providers by the purchase of service contracts or vouchers or by providing vouchers to the household. • Requires the Secretary of Agriculture to monitor the state workforce investment board administering employment and training services in conjunction with the Secretary of Labor to ensure that funds are being spent effectively and efficiently. • Repeals the authority of the Secretary of Agriculture to conduct demonstration projects to test improved consistency or coordination between the supplemental nutrition assistance program employment and training program and the Job Opportunities and Basic Skills program under title IV of the Social Security Act. 	



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Amendments to Section 412 of the Immigration and Nationality Act	<ul style="list-style-type: none"> Amends the Immigration and Nationality Act to require employment and training services for refugees to be provided through the statewide workforce development system. 	
Amendments relating to the Second Chance Act of 2007	<ul style="list-style-type: none"> Amends the Second Chance Act of 2007 as well as the Omnibus Crime Control and Safe Streets Act of 1968 to require that all prisoner reentry program services be provided through statewide workforce investment systems. 	
Amendments to the Rehabilitation Act of 1973 – which includes vocational rehabilitation programs		
Disability and Employment Services and Supports Administration		<ul style="list-style-type: none"> Title V of WIA reauthorizes the Rehabilitation Act, including vocational rehabilitation (VR) programs. The updates to Title V are aimed at making sure that young people with disabilities have increased preparation and opportunities for competitive, integrated employment. The bill requires state VR agencies, in conjunction with local educational agencies, to make “pre-employment transition services” available to students with disabilities. For individuals who are currently in sheltered employment settings, the bill will increase opportunities to move into competitive, integrated employment by requiring ongoing career counseling, information, and referrals about programs that offer employment-related services and supports. Updates to the bill also focus on creating better alignment of government programs at the national level that are focused on employment and independent living for people with disabilities.



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Definitions	<ul style="list-style-type: none"> • Defines "student with a disability" as an individual with a disability who: (1) is between ages 16 and 21, (2) has been determined eligible for vocational rehabilitation assistance, and (3) is also eligible for and is receiving special education under the Individuals with Disabilities Education Act. 	<ul style="list-style-type: none"> • Makes several changes to disability definitions to expand the scope of services provided to people with disabilities and allow for more opportunities to get 'real-world' work experience, along with improved transition services, to improve the chances of securing competitive, integrated employment. • Defines "competitive integrated employment" to mean work, including self-employment, performed by an employee who is an individual with a disability that is compensated at the same rate for comparable employees; at a location where the employee has the opportunity to interact with other employees who are not individuals with disabilities; and that presents opportunities for advancement. • Amends section to further define services – services that facilitate the transition of individuals with significant disabilities from nursing homes and other institutions to home and community-based residences to increase the chances that individuals may remain within the community. • Expands "pre-employment transition services" to include a coordinated set of activities to promote movement from school to post school activities, including postsecondary education, vocational training, competitive integrated employment (including supported employment), adult education, adult services, independent living, or community participation.
State plan	<ul style="list-style-type: none"> • Requires the state vocational rehabilitation plan to assure that the designated state unit and the lead agency or implementing entity responsible for carrying out duties under the Assistive Technology Act of 1998 have developed working relationships and coordinate their activities. • Requires the state plan also to include an assessment of: (1) the transition services provided under Rehabilitation Act of 1973, and coordinated with transition services under the Individuals with Disabilities Education Act, as to those services meeting the needs of individuals with disabilities; and (2) describe the methods to be used to improve and expand vocational rehabilitation services for students with disabilities, including the coordination of services designed to facilitate student transition from receipt of educational services in school to receipt of vocational rehabilitation services or to postsecondary education or employment. • Requires the state plan also to: (1) describe criteria the designated state agency will use to award collaboration with industry grants; and (2) provide satisfactory assurance that the state has developed and implemented strategies, and shall carry out programs or activities, to address the vocational rehabilitation needs of individuals with disabilities identified in the mandatory comprehensive triennial statewide assessment, especially vocational rehabilitation services for students with disabilities. 	<ul style="list-style-type: none"> • Changed the phrase "workforce investment system" to "workforce development system" to further illustrate America's need for skills development, to become more competitive. • Requires states to provide pre-employment transition services for youth with disabilities and establishes national and local transition coordinators to facilitate those services. • Requires states to provide pre-employment transition services for youth with disabilities and establishes national and local transition coordinators to facilitate those services.



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Scope of Services	<ul style="list-style-type: none"> Includes among vocational rehabilitation services establishment, development, or improvement of assistive technology demonstration, loan, reutilization, or financing programs in coordination with activities authorized under the Assistive Technology Act of 1998 to promote access to assistive technology for individuals with disabilities and employers. 	<ul style="list-style-type: none"> Amends the Rehabilitation Act of 1973 to include changes to vocational rehabilitation programs. These changes will help make sure that people with disabilities— especially transition-age youth and those with intellectual disabilities—have increased preparation and opportunities for competitive, integrated employment. A high proportion of students with disabilities are leaving secondary education without being employed in competitive integrated employment or being enrolled in postsecondary education; and there is a substantial need to support such students as they transition from school to postsecondary life. To maximize opportunities for individuals with disabilities, including individuals with significant disabilities, for competitive integrated employment; to increase employment opportunities and employment outcomes for individuals with disabilities, including through encouraging meaningful input by employers and vocational rehabilitation service providers on successful and prospective employment and placement strategies To ensure, to the greatest extent possible, that youth with disabilities and students with disabilities who are transitioning from receipt of special education services under the Individuals with Disabilities Education Act and receipt of services under section 504 of this Act are either continuing their education or employed in competitive integrated employment.
Standards and Indicators	<ul style="list-style-type: none"> Repeals the requirement that the RSA Commissioner (now Director) establish evaluation standards and performance indicators for the vocational rehabilitation program. Subjects such standards and indicators to specified requirements of the Workforce Investment Act of 1998. 	
Collaboration with Industry	<ul style="list-style-type: none"> Requires a state to use a certain percentage of the federal share of the cost of vocational rehabilitation services to award five-year grants to for-profit businesses, alone or in partnership with community rehabilitation program providers, Indian tribes, or tribal organizations, to create practical job and career readiness and training programs for individuals with disabilities, and provide job placements and career advancement for them. 	
Reservation for Expanded Transition Services	<ul style="list-style-type: none"> Requires each state to reserve at least 10% of its funds allotted for vocational rehabilitation services to carry out transition services. 	
Client Assistance Program	<ul style="list-style-type: none"> Directs the Secretary of Education to make grants to the protection and advocacy system serving the American Indian Consortium to provide assistance under a client assistance program in informing and advising all clients and client applicants of all available benefits under Rehabilitation Act of 1973. 	



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Title III Amendments	<ul style="list-style-type: none"> Repeals the authority of the RSA Commissioner (now Director) to make grants and contracts for: (1) vocational rehabilitation services to individuals with disabilities who are migrant or seasonal farmworkers, (2) recreational programs for such individuals, and (3) in-service training of vocational rehabilitation personnel. Revises eligibility requirements for nonprofit organizations to receive grants to establish training and information programs to assist individuals with disabilities and others in meeting the vocational, independent living, and rehabilitation needs of the disabled. Reserves 20% or \$500,000, whichever is less, for coordination of such programs. 	
Repeal of Title VI	<ul style="list-style-type: none"> Repeals title VI (Employment Opportunities for Individuals with Disabilities) of Rehabilitation Act of 1973. 	
Chairperson	<ul style="list-style-type: none"> Revises requirements for selection of a chairperson for the Statewide Independent Living Council to repeal the requirement that, in states in which the governor does not have veto power under state law, the appointing authority designate a voting member of the Council to serve as chairperson or require the Council to so designate such a voting member. 	
Authorizations of Appropriations	<ul style="list-style-type: none"> Revises requirements and reauthorizes appropriations for FY2014-FY2020 for vocational rehabilitation services under the Rehabilitation Act of 1973. 	



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Studies by the Comptroller General		
Comptroller General (GAO) Reporting	<ul style="list-style-type: none"> • Directs the Comptroller General (GAO) to report to Congress on whether, before receiving workforce investment system training services, adults and dislocated workers have first exhausted funds received through the Federal Pell Grant program under title IV of the Higher Education Act of 1965. • Directs the Comptroller General to report to Congress a determination of the amount of administrative costs savings at the federal and state levels as a result of workforce investment system programs repealed or consolidated under this Act. 	<ul style="list-style-type: none"> • In General- Directs the Comptroller General to conduct a study on the interaction of programs carried out under title I of the Rehabilitation Act of 1973 with the Ticket to Work and Self-Sufficiency Program, including the impact of the interaction on beneficiaries, community rehabilitation programs, and designated State agencies. • Conduct of Study- Directs the Comptroller General to consult with all types of participants in the Ticket to Work and Self-Sufficiency Program, including the Social Security Administration, the Disability Employment Services and Supports Administration, ticketholders, such designated State agencies, entities carrying out such community rehabilitation programs (including employment networks), protection and advocacy systems, relevant contractors, and organizations representing the interests of ticketholders. • Report to Congress- Not later than 18 months after the date of enactment of this Act, directs the Comptroller General to submit a report the findings of this study to the Committee on Education and the Workforce of the House of Representatives, the Committee on Ways and Means of the House of Representatives, the Committee on Health, Education, Labor, and Pensions of the Senate, and the Committee on Finance of the Senate.