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(Original Signature of Member)

119TH CONGRESS  
2D SESSION

# H. R.

To amend the Workforce Innovation and Opportunity Act to provide for the establishment of talent marketplaces.

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## IN THE HOUSE OF REPRESENTATIVES

Mr. OWENS introduced the following bill; which was referred to the Committee on \_\_\_\_\_

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# A BILL

To amend the Workforce Innovation and Opportunity Act to provide for the establishment of talent marketplaces.

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 “Modernizing Access  
5 to Talents, Credentials, and Hiring Act of 2026” or  
6 “MATCH Act of 2026”.

1 **SEC. 2. TALENT MARKETPLACE.**

2 (a) DEFINITIONS.—Section 3 of the Workforce Inno-  
3 vation and Opportunity Act (29 U.S.C. 3102) is amended  
4 by adding at the end the following:

5 “(72) TALENT MARKETPLACE.—

6 “(A) TALENT MARKETPLACE.—The term  
7 ‘talent marketplace’ means an array of publicly-  
8 and privately-owned platforms supported by  
9 interconnected and, where relevant, interoper-  
10 able and based on open standards, technologies  
11 (which may include artificial intelligence)  
12 that—

13 “(i) is made available to the public;

14 “(ii) is used to match individuals with  
15 employment and learning opportunities in  
16 a State (or a consortium of States) using  
17 information provided by users, including—

18 “(I) education and training pro-  
19 viders;

20 “(II) employers;

21 “(III) jobseekers;

22 “(IV) students; and

23 “(V) any other individual; and

24 “(iii) incorporates and allows users  
25 access to—

1                   “(I) the learning and employment  
2                   records of users of such marketplace;

3                   “(II) a credential registry; and

4                   “(III) a skills profile generator.

5                   “(B) CREDENTIAL REGISTRY.—The term  
6                   ‘credential registry’ means a process through  
7                   which a digital portal or repository may be used  
8                   by education and training providers to make  
9                   publicly available, and, where relevant, inter-  
10                  operable and based on open standards, a de-  
11                  scription, using standardized terminology, of  
12                  the skills, competencies and learning outcomes  
13                  associated with credentials, including recognized  
14                  postsecondary credentials.

15                  “(C) LEARNING AND EMPLOYMENT  
16                  RECORD.—The term ‘learning and employment  
17                  record’ means a digital, machine-readable  
18                  record of an individual’s educational and em-  
19                  ployment history that—

20                         “(i) contains information that may be  
21                         self attested and is verified by the employ-  
22                         ers, persons for whom the individual per-  
23                         formed services, and education and train-  
24                         ing providers of such individual;

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

7           “(iii) uses standardized terminology.

8           “(D) SKILLS PROFILE GENERATOR.—The  
9           term ‘skills profile generator’ means a digital  
10          tool that can be used to create a skill profile  
11          that, using standardized terminology, describes  
12          skills gained through, or necessary for—

13                 “(i) employment;

14                 “(ii) hiring; or

15                 “(iii) education.

16          “(E) STANDARDIZED TERMINOLOGY.—The  
17          term ‘standardized terminology’ means, in rela-  
18          tion to a learning employment record, credential  
19          registry, or skills profile generator made avail-  
20          able through a talent marketplace, a limited set  
21          of terms that is provided through a publicly  
22          available, and, where relevant, interoperable  
23          and based on open standards, skills framework  
24          and used to describe skills, competencies, or  
25          learning outcomes in a manner that—

1 “(i) provides a definition of such skill,  
2 competency, or outcome, and identifies the  
3 skills framework used for such definition;

4 “(ii) ensures that identical terms are  
5 used to describe substantially similar skills,  
6 competencies, or outcomes across such  
7 records, registries, and generators in such  
8 marketplace; and

9 “(iii) permits such terms to be effec-  
10 tively used for the purpose of matching in-  
11 dividuals with employment and learning  
12 opportunities as described in subparagraph  
13 (A)(ii).”.

14 (b) WORKFORCE DATA QUALITY INITIATIVE.—

15 (1) IN GENERAL.—Section 169 of the Work-  
16 force Innovation and Opportunity Act (29 U.S.C.  
17 3224) is further amended by adding at the end the  
18 following:

19 “(d) WORKFORCE DATA QUALITY INITIATIVE.—

20 “(1) GRANT PROGRAM.—Of the amount made  
21 available pursuant to section 132(a)(2)(A) for any  
22 program year, the Secretary shall use not less than  
23 5 percent and not more than 10 percent of such  
24 amount, and may also use funds authorized for pur-  
25 poses of carrying out this section, to award grants

1 to eligible entities to create workforce longitudinal  
2 data systems, talent marketplaces, and associated  
3 resources for the purposes of assisting States to—

4 “(A) improve program quality;

5 “(B) produce evidence for decision making;

6 “(C) meet performance reporting require-  
7 ments;

8 “(D) protect the privacy of users; and

9 “(E) improve transparency in relation to  
10 labor market trends and changes in job skills  
11 needed to obtain employment.

12 “(2) APPLICATION.—To be eligible to receive a  
13 grant under this subsection, an eligible entity shall  
14 submit an application to the Secretary, at such time  
15 and in such manner as the Secretary may require,  
16 which shall include—

17 “(A) a description of the activities the eli-  
18 gible entity is proposing, including a description  
19 of the need for such activities and a detailed  
20 budget;

21 “(B) a description of the expected out-  
22 comes and outputs (such as systems or prod-  
23 ucts) that will result from the proposed activi-  
24 ties and the proposed uses of such outputs;

1           “(C) a description of how the proposed ac-  
2           tivities will support the reporting of perform-  
3           ance data for the performance accountability re-  
4           quirements under section 116, including out-  
5           comes for eligible training providers;

6           “(D) a description of the methods and pro-  
7           cedures the eligible entity will use to ensure the  
8           security and privacy of the collection, storage,  
9           and use of all data involved in the systems and  
10          resources supported through the grant, includ-  
11          ing compliance with State and Federal privacy  
12          and confidentiality law;

13          “(E) a plan for how the eligible entity will  
14          continue the activities or sustain the use of the  
15          outputs created with the grant funds after the  
16          grant period ends; and

17          “(F) a description of how the eligible enti-  
18          ty will ensure interoperability and portability  
19          between the talent marketplace maintained by  
20          the eligible entity and other talent marketplaces  
21          through the use of open standards.

22          “(3) PRIORITY.—In awarding grants under the  
23          subsection, the Secretary shall give priority to eligi-  
24          ble entities that—

25                 “(A) are—

1           “(i) State agencies of States that have  
2           not previously received a grant from the  
3           Secretary for the purposes of this sub-  
4           section and demonstrate a substantial need  
5           to improve its data infrastructure, includ-  
6           ing for the development of a talent market-  
7           place; or

8           “(ii) consortia of State agencies that  
9           are comprised of State agencies from mul-  
10          tiple States and include at least one State  
11          agency described in clause (i) and have the  
12          capacity to make significant contributions  
13          toward building interoperable and portable  
14          interstate data infrastructure; and

15          “(B) will use grant funds to—

16               “(i) expand the adoption and use of  
17               linked, publicly available, and interoperable  
18               data on knowledge, skills, and abilities rep-  
19               resented through credentials, occupational  
20               job descriptions, and learning assertions,  
21               including through the development of a tal-  
22               ent marketplace or other tools and services  
23               designed to help learners and workers  
24               make informed decisions;

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

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

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

10           “(iii) enhance collaboration with pri-  
11           vate sector workforce and labor market  
12           data entities and the end-users of work-  
13           force and labor market data, including in-  
14           dividuals, employers, economic development  
15           agencies, and workforce development pro-  
16           viders; or

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

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

1           “(A) Developing or enhancing a State’s  
2 workforce longitudinal data system, including  
3 by participating and contributing data to the  
4 State’s data system, if applicable, that links  
5 with elementary and secondary school and post-  
6 secondary data.

7           “(B) Accelerating the replication and  
8 adoption of data systems, projects, products, or  
9 practices already in use in one or more States  
10 to other States.

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

16           “(D) Establishing or enhancing a talent  
17 marketplace.

18           “(E) Developing policies, guidelines, and  
19 security measures for data collection, storing,  
20 and sharing to ensure compliance with relevant  
21 Federal and State privacy laws and regulations.

22           “(F) Increasing local board access to and  
23 integration with the State’s workforce longitu-  
24 dinal data system in a secure manner.

1           “(G) Creating or participating in a data  
2 exchange for collecting and using standards-  
3 based jobs and employment data including, at a  
4 minimum, job titles or occupation codes.

5           “(H) Improving State and local staff ca-  
6 pacity to understand, use, and analyze data to  
7 improve decision-making and improve partici-  
8 pant outcomes.

9           “(5) ADMINISTRATION.—

10           “(A) DURATION.—A grant awarded under  
11 this subsection may be for a period of up to 3  
12 years.

13           “(B) SUPPLEMENT, NOT SUPPLANT.—  
14 Funds made available under this subsection  
15 shall be used to supplement, and not supplant,  
16 other Federal, State, or local funds used for de-  
17 velopment of State data systems.

18           “(C) REPORT.—Each eligible entity that  
19 receives a grant under this subsection shall sub-  
20 mit a report to the Secretary not later than 180  
21 days after the conclusion of the grant period on  
22 the activities supported through the grant and  
23 improvements in the use of workforce and labor  
24 market information that have resulted from  
25 such activities.

1 “(6) DEFINITION.—In this subsection—

2 “(A) ELIGIBLE ENTITY.—The term ‘eligi-  
3 ble entity’ means a State agency, including a  
4 State workforce agency or a consortium of  
5 State agencies, including a multistate data col-  
6 laborative, that is or includes the State agency  
7 responsible for—

8 “(i) State employer wage records used  
9 by the State’s unemployment insurance  
10 programs in labor market information re-  
11 porting and analysis and for fulfilling the  
12 reporting requirements under section  
13 116(d);

14 “(ii) the production of labor market  
15 information; and

16 “(iii) the direct administration of one  
17 or more of the core programs.

18 “(B) MULTISTATE DATA COLLABO-  
19 RATIVE.—The term ‘multistate data collabo-  
20 rative’ means a partnership among two or more  
21 States to coordinate the governance and stand-  
22 ards for workforce related data maintained by  
23 such States in order to facilitate interoperability  
24 and the secure exchange of such data between  
25 such States.”.

1           (2) CONFORMING AMENDMENT.—Section  
2           132(a)(2)(A) of the Workforce Innovation and Op-  
3           portunity Act (29 U.S.C. 3172(a)(2)(A)) is amended  
4           by inserting after “projects,” the following: “169(d)  
5           (relating to workforce data quality initiatives),”.

6           (c) LIST AND INFORMATION TO ASSIST PARTICI-  
7           PANTS IN CHOOSING PROVIDERS.—Section 122(d) of the  
8           Workforce Innovation and Opportunity Act (29 U.S.C. 12  
9           3152(d)) is amended—

10           (1) by redesignating paragraphs (2), (3), and  
11           (4) as paragraphs (3), (4), and (6), respectively;

12           (2) by inserting after paragraph (1) the fol-  
13           lowing:

14           “(2) TALENT MARKETPLACE .—The Governor  
15           may establish (or develop in partnership with other  
16           States) a talent marketplace.”;

17           (3) by amending paragraph (4) (as so redesign-  
18           nated) to read as follows:

19           “(4) AVAILABILITY.—The list (including the  
20           talent marketplace if one has been established by the  
21           State), and the accompanying information shall be  
22           made available to such participants and to members  
23           of the public through the one-stop delivery system in  
24           the State—

1           “(A) on a publicly accessible website  
2           that—

3                   “(i) is consumer-tested; and

4                   “(ii) is searchable, easily understand-  
5           able, and navigable, and allows for the  
6           comparison of eligible programs through  
7           the use of common, linked, open-data de-  
8           scriptive language, including interoperable  
9           skills and competency data; and

10           “(B) in a manner that does not reveal per-  
11           sonally identifiable information about an indi-  
12           vidual participant.”; and

13           (4) by inserting before paragraph (6) (as so re-  
14           designated), the following:

15           “(5) WEBSITE TECHNICAL ASSISTANCE.—The  
16           Secretary shall—

17                   “(A) upon request, provide technical assist-  
18           ance to a State on establishing a website that  
19           meets the requirements of paragraph (4); and

20                   “(B) disseminate to each State effective  
21           practices or resources from States and private  
22           sector entities related to establishing a website  
23           that is consumer-tested to ensure that the  
24           website is easily understood, searchable, and  
25           navigable.”.

1           (d) ASSISTANCE IN DEVELOPING TALENT MARKET-  
2 PLACES.—Section 7(a)(3) of the Wagner-Peyser Act (29  
3 U.S.C. 49f(a)(3)) is amended—

4           (1) in subparagraph (F), by striking the “and”  
5           at the end;

6           (2) by moving subparagraph (G) four ems to  
7           the right;

8           (3) in subparagraph (G), by striking the period  
9           at the end and inserting “; and”

10          (4) by adding at the end the following:

11                   “(H) establishing a talent marketplace (as  
12                   defined in section 3 of the Workforce Innova-  
13                   tion and Opportunity Act (29 U.S.C. 3102)).”.