

110TH CONGRESS
2D SESSION

H. R. 6797

To establish a program to provide grants to States for incumbent worker training.

IN THE HOUSE OF REPRESENTATIVES

AUGUST 1, 2008

Mr. KAGEN introduced the following bill; which was referred to the Committee on Education and Labor

A BILL

To establish a program to provide grants to States for incumbent worker training.

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 “Incumbent Worker De-
5 velopment Act of 2008”.

6 **SEC. 2. GRANTS FOR INCUMBENT WORKER TRAINING.**

7 (a) GRANT AUTHORITY.—Subject to the availability
8 of appropriations, the Secretary of Labor shall establish
9 a program to make grants to States to assist employers
10 in providing incumbent worker training.

1 (b) MATCHING REQUIREMENT.—The Federal share
2 of the costs of an activity carried out with a grant under
3 this section may not exceed 50 percent of cost of the activ-
4 ity.

5 (c) LIMITATIONS ON USE OF GRANT.—No grant
6 under this section may be used—

7 (1) to pay wages or compensate for lost rev-
8 enue, if any, in connection with providing incumbent
9 worker training; or

10 (2) for training provided to an employee by the
11 employer (or by another entity on behalf of the em-
12 ployer), if—

13 (A) the purpose of such training is to pre-
14 pare the employee to assume the responsibilities
15 associated with the job that the employee holds
16 with the employer; and

17 (B) the training occurs during a period—

18 (i) that begins on the most recent
19 date on which the employer hired the em-
20 ployee; and

21 (ii) that the Secretary determines is
22 appropriate.

23 (d) INCUMBENT WORKER TRAINING DEFINED.—For
24 purposes of this section, the term “incumbent worker
25 training” means training offered to an employee by the

1 employer of the employee (or by another entity on behalf
2 of the employer) to enhance the knowledge and skills of
3 the employee for the purpose of improving the employee's
4 job performance.

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