

108TH CONGRESS
1ST SESSION

H. R. 3259

To provide effective training and education programs for displaced homemakers, single parents, and individuals entering nontraditional employment.

IN THE HOUSE OF REPRESENTATIVES

OCTOBER 8, 2003

Ms. HART (for herself and Ms. MILLENDER-MCDONALD) introduced the following bill; which was referred to the Committee on Education and the Workforce

A BILL

To provide effective training and education programs for displaced homemakers, single parents, and individuals entering nontraditional employment.

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 “Pathways to Advance
5 Training Act”.

6 **SEC. 2. PURPOSE AND FINDINGS.**

7 (a) PURPOSE.—The purpose of this Act is to provide
8 assistance to States for preparatory services, education
9 and training programs, support service assistance, and re-

1 ferral services to displaced homemakers, single parents,
2 and individuals pursuing nontraditional occupations. Such
3 assistance will create workforce pathways for individuals
4 in transition and help meet the employment needs of a
5 high skilled, high wage information technology economy.

6 (b) FINDINGS.—Congress finds the following:

7 (1) A high quality, productive, and diverse
8 workforce is necessary to compete in the global econ-
9 omy.

10 (2) There are approximately 15,000,000 dis-
11 placed homemakers and single parents in the United
12 States for whom the pathway to employment and
13 economic independence requires education and train-
14 ing services.

15 (3) The education and training needs of dis-
16 placed homemakers, single parents, and individuals
17 pursuing nontraditional occupations are not suffi-
18 ciently met through existing systems.

19 (4) Displaced homemakers and single parents
20 represent an untapped resource to enter unfilled po-
21 sitions in the information technology sector.

22 (5) Employment in information technology and
23 high skill, high wage nontraditional careers offers
24 wages and advancement opportunities to help fami-
25 lies achieve economic independence.

1 (6) Vocational education programs continue to
2 be highly sex-segregated resulting in a dearth of fe-
3 male students filling the pipeline for jobs in the
4 growing high-skill high-wage labor market, especially
5 in the areas of technology and the skilled trades.

6 **SEC. 3. DEFINITIONS.**

7 Except as otherwise specified in this Act, as used in
8 this Act:

9 (1) **COMMUNITY-BASED ORGANIZATION.**—The
10 term “community-based organization” means a pub-
11 lic or private nonprofit organization of demonstrated
12 effectiveness that—

13 (A) is representative of a community or
14 significant segments of a community; and

15 (B) provides educational or related services
16 to individuals in the community.

17 (2) **DISPLACED HOMEMAKER.**—The term “dis-
18 placed homemaker” means an individual who has
19 been providing unpaid services to family members in
20 the home and who—

21 (A) has been dependent on the income of
22 another family member but is no longer sup-
23 ported by that income; and

1 (B) is unemployed or underemployed and
2 is experiencing difficulty in obtaining or up-
3 grading employment.

4 (3) ELIGIBLE STATE AGENCY.—The term “eli-
5 gible State agency” means a State board designated
6 or created as the State agency responsible for the
7 administration of vocational and technical education
8 in the State.

9 (4) ELIGIBLE RECIPIENT.—The term “eligible
10 recipient” means a community-based organization,
11 an area vocational school, a local educational agency,
12 a postsecondary vocational institution, or other enti-
13 ties that have demonstrated ability to meet the edu-
14 cation and training needs of displaced homemakers,
15 single parents and students in secondary and post-
16 secondary programs preparing for nontraditional
17 training and employment.

18 (5) LOCAL EDUCATIONAL AGENCY.—The term
19 “local educational agency” has the meaning given
20 such term in section 14101 of the Elementary and
21 Secondary Education Act of 1965 (20 U.S.C. 8801).

22 (6) NONTRADITIONAL EMPLOYMENT.—The
23 term “nontraditional employment,” refers to occupa-
24 tions or fields of work for which individuals from
25 one gender comprise less than 25 percent of the in-

1 individuals employed in each such occupation or field
2 of work.

3 (7) PREPARATORY SERVICES.—The term “pre-
4 paratory services” means services, programs, or ac-
5 tivities designed to assist individuals who are not en-
6 rolled in education or training programs in the selec-
7 tion of, or preparation for participation in, an appro-
8 priate education or training program, such as—

9 (A) services, programs, or activities related
10 to outreach in the recruitment of potential stu-
11 dents;

12 (B) career and personal counseling and life
13 skills development;

14 (C) vocational assessment and testing; and

15 (D) other appropriate services, programs,
16 or activities.

17 (8) POSTSECONDARY VOCATIONAL INSTITU-
18 TION.—The term “postsecondary vocation institu-
19 tion” has the same meaning given such term in sec-
20 tion 102(c) of the Higher Education Act of 1965
21 (20 U.S.C. 1002(c)).

22 (9) SECONDARY SCHOOL.—The term “sec-
23 ondary school” has the meaning given the term in
24 section 14101 of the Elementary and Secondary
25 Education Act of 1965 (20 U.S.C. 8801).

1 (10) SECRETARY.—The term “Secretary”
2 means the Secretary of Education.

3 (11) SELF-SUFFICIENCY STANDARD.—The term
4 “self-sufficiency standard” is a measure of how
5 much income families need to cover their basic costs
6 without subsidies. It uses a consistent methodology
7 that calculates the costs of living and working (in-
8 cluding taxes) based upon sub-state geographic loca-
9 tion, family size and composition.

10 (12) SINGLE PARENT.—The term “single par-
11 ent” means an individual who is unmarried and—

12 (A) has a minor child or children for which
13 the parent has either custody or joint custody;

14 or

15 (B) is pregnant.

16 (13) SERVICES.—The term “services” means
17 services such as transportation, child care, depend-
18 ent care, and needs based payment, that are nec-
19 essary to enable an individual to participate in edu-
20 cation and training activities.

21 **SEC. 4. PROGRAM AUTHORIZED.**

22 The Secretary of Education is authorized to provide
23 grants to States to enable such States to develop or en-
24 hance programs described in section 8.

1 **SEC. 5. ALLOCATION.**

2 (a) IN GENERAL.—The Secretary shall allot funds to
3 the States under this Act based on the ratio of the popu-
4 lation between the ages of 16 and 64 of each State to
5 the total population between the ages of 16 and 64 in all
6 of the States.

7 (b) SUPPLEMENT NOT SUPPLANT.—Funds provided
8 under this Act shall be used to supplement not supplant
9 other Federal, State, and local public funds expended to
10 provide services to displaced homemakers, single parents,
11 and students pursuing nontraditional occupations.

12 **SEC. 6. STATE PLAN.**

13 (a) IN GENERAL.—Each eligible State agency shall
14 prepare and submit to the Secretary a plan for a 5-year
15 period, together with such annual revisions as the eligible
16 State agency determines to be necessary.

17 (b) REVISIONS AND REVIEW.—Each eligible State
18 agency shall—

19 (1) submit such annual revisions of the plan to
20 the Secretary as the eligible State agency determines
21 to be necessary; and

22 (2) after the second year of the 5-year State
23 plan, conduct a review of activities assisted under
24 this Act and submit any revisions of the State plan
25 that the eligible State agency determines necessary
26 to the Secretary.

1 (c) PLAN DEVELOPMENT.—The eligible State agency
2 may develop the State plan in consultation with experts,
3 students in displaced homemaker, single parent, and non-
4 traditional training programs, and any other individual
5 the State considers necessary.

6 (d) PLAN CONTENTS.—The State plan shall include
7 information that—

8 (1) describes the preparatory services and voca-
9 tional and technical education activities to be as-
10 sisted that are designed to assist single parents, dis-
11 placed homemakers, and students pursuing non-
12 traditional training and employment;

13 (2) describes the process for soliciting competi-
14 tive applications and the criteria that will be used by
15 the eligible State agency in awarding eligible recipi-
16 ents funds under this Act;

17 (3) describes how comprehensive professional
18 development will be provided;

19 (4) describes how the eligible State agency
20 will—

21 (A) annually evaluate the effectiveness of
22 such programs; and

23 (B) coordinate such programs to ensure
24 non-duplication with other existing Federal pro-
25 grams;

1 (5) provides assurances that the eligible State
2 agency will comply with the requirements of this Act
3 and the provisions of the State plan, including the
4 provision of a financial audit of funds received under
5 this Act which may be included as part of an audit
6 of other Federal or State programs;

7 (6) provides assurances that none of the funds
8 expended under this Act will be used to acquire
9 equipment (including computer software) in any in-
10 stance in which such acquisition results in a direct
11 financial benefit to any organization representing
12 the interests of the purchasing entity, the employees
13 of the purchasing entity, or any affiliate of such an
14 organization;

15 (7) describes how the eligible State agency will
16 measure and report the progress of the students who
17 are served pursuant to this Act, including—

18 (A) single parent and displaced home-
19 maker's participation in and completion of a vo-
20 cational and technical education program;

21 (B) student participation in and comple-
22 tion of vocational and technical education pro-
23 grams that lead to nontraditional training and
24 employment;

1 (C) single parent and displaced home-
2 maker's attainment of a secondary school di-
3 ploma or its recognized equivalent;

4 (D) single parent and displaced home-
5 maker's placement in postsecondary education
6 or advanced training, placement in military
7 service, or placement in employment;

8 (E) student placement in nontraditional
9 employment; and

10 (F) single parent and displaced home-
11 maker's participation in and completion of ca-
12 reer and technical education programs that will
13 prepare them to earn wages equal to or greater
14 than that determined by the self sufficiency
15 standard;

16 (8) describes how the eligible State agency will
17 provide eligible recipients with technical assistance;
18 and

19 (9) describes the methods proposed for the joint
20 planning and coordination of programs carried out
21 under this Act with other Federal programs.

22 (e) PLAN OPTION.—The eligible State agency may
23 fulfill the requirements of subsection (d) by submitting a
24 plan under section 123 of the Carl D. Perkins Vocational
25 and Technical Education Act of 1998 (20 U.S.C. 2343).

1 (f) PLAN APPROVAL.—The Secretary shall consider
2 a plan or revision of a State plan approved, unless the
3 Secretary determines, within 120 days of submission, that
4 the State plan, or revision, respectively, does not meet the
5 requirements of this section.

6 **SEC. 7. ACCOUNTABILITY.**

7 (a) PURPOSE.—The purpose of this section is to es-
8 tablish activities, in coordination with the State perform-
9 ance accountability system, to assess the effectiveness of
10 the State in achieving progress of career and technical
11 education in serving single parents, displaced homemakers
12 and individuals pursuing nontraditional training and em-
13 ployment, and to maximize the return on investment of
14 Federal funds.

15 (b) CORE INDICATORS OF PERFORMANCE.—Each eli-
16 gible State agency shall identify in the State plan the proc-
17 ess used to collect data on the core indicators of perform-
18 ance from eligible recipients that include, at a minimum,
19 measures of each of the following:

20 (1) Participation and completion in a pre-
21 paratory services program.

22 (2) Participation in and completion of career
23 and technical education programs that lead to non-
24 traditional training and employment.

1 (3) Attainment of a secondary school diploma
2 or its recognized equivalent, a proficiency credential
3 in conjunction with a secondary school diploma, or
4 a postsecondary degree or credential.

5 (4) Placement in, retention in, and completion
6 of, postsecondary education or advanced training,
7 placement in military service, or placement or reten-
8 tion in employment.

9 (5) Placement in nontraditional employment.

10 (c) ANNUAL REPORT BY STATE AGENCY.—Each eli-
11 gible State agency shall transmit to the Secretary an an-
12 nual report of data compiled in accordance with Section
13 7(b) disaggregated by gender, race, age, disability, na-
14 tional origin, ethnicity, and English proficiency status.
15 The eligible State agency may fulfill the requirements of
16 reporting for core indications in paragraphs (2) through
17 (5) of subsection (b) by submitting a report under section
18 113(c)(2) of the Carl D. Perkins Vocational and Technical
19 Education Act of 1998 (20 U.S.C. 2324).

20 (d) ANNUAL REPORT OF THE SECRETARY.—The
21 Secretary shall transmit to Congress annually a national
22 report that describes the extent to which the purposes of
23 the Act are being achieved.

1 **SEC. 8. PROGRAMS FOR SINGLE PARENTS, DISPLACED**
2 **HOMEMAKERS, AND NONTRADITIONAL EM-**
3 **PLOYMENT.**

4 Except as provided in section 8(a), each State may
5 use funds provided under section 9 only to—

6 (1) provide programs for single parents and dis-
7 placed homemakers, including—

8 (A) subsidies, reimbursement, tuition as-
9 sistance, or payment for preparatory services
10 necessary educational materials (including
11 books and supplies), career guidance and coun-
12 seling services, and support services;

13 (B) information to inform individuals of
14 career and technical education and training
15 programs, related support services, and coun-
16 seling;

17 (C) program services, counseling, and ac-
18 tivities to prepare individuals to attain market-
19 able skills for employment that will lead to eco-
20 nomic self-sufficiency;

21 (2) provide programs for secondary and post-
22 secondary student pursuing nontraditional training
23 and employment, including—

24 (A) programs, preparatory services, coun-
25 seling, tuition assistance and activities that will
26 provide individuals with the skills to pursue

1 education and training in nontraditional ca-
2 reers, including information technology and
3 other high skill and high wage careers;

4 (B) programs services, counseling, profes-
5 sional development, and activities to—

6 (i) increase awareness of nontradi-
7 tional occupations; and

8 (ii) to ensure a fair and respectful
9 learning environment for all career and
10 technical education students, particularly
11 those preparing for nontraditional employ-
12 ment; and

13 (C) replicable model programs that in-
14 crease participation, completion, and placement
15 rates of individuals in nontraditional employ-
16 ment.

17 **SEC. 9. WITHIN STATE ALLOCATION AND ADMINISTRATION.**

18 (a) **RESERVATION FOR STATE ACTIVITIES.**—From
19 the amounts allocated under section 5, not more than 5
20 percent shall be reserved for State administration.

21 (b) **MATCHING REQUIREMENT.**—Each eligible State
22 agency receiving funds made available under section 5(a),
23 shall match, from non-Federal sources and on a dollar-
24 for-dollar basis, the funds received under section 9.

1 (c) ADMINISTRATION.—Any State desiring to partici-
2 pate in a program authorized by this Act shall assign not
3 less than one individual within the appropriate agency es-
4 tablished to administer vocational education programs
5 within the State to assist in fulfilling the purposes of this
6 Act by—

7 (1) administering the program of vocational
8 education described in section 7;

9 (2) gathering, analyzing, and disseminating
10 data on the adequacy and effectiveness of vocational
11 education programs in the State as described in sec-
12 tion 6;

13 (3) developing the State plan described in sec-
14 tion 6;

15 (4) providing technical assistance and profes-
16 sional development in expanding vocational opportu-
17 nities for students pursuing nontraditional occupa-
18 tions and single parents, and displaced homemakers;

19 (5) managing the distribution of funds pursu-
20 ant to section 6;

21 (6) monitoring the use of funds distributed to
22 recipients under such programs; and

23 (7) evaluating the effectiveness of programs and
24 activities supported by such funds.

1 (d) COMPETITIVE AWARDS.—The administrator as-
2 signed under subsection (c) shall—

3 (1) on a competitive basis, provide grants to eli-
4 gible recipients; and

5 (2) ensure that each grant is for a program
6 that is of sufficient size, scope, and quality to be ef-
7 fective.

8 **SEC. 10. AUTHORIZATION OF APPROPRIATIONS.**

9 There are authorized to be appropriated to carry out
10 this Act, \$200,000,000 for fiscal year 2005 and such sums
11 as may be necessary for each of the 4 succeeding fiscal
12 years.

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