

2026 Regular Session

HOUSE BILL NO. 680

BY REPRESENTATIVES WYBLE, BAMBURG, BAYHAM, BERAULT, BILLINGS, BRAUD, BRYANT, BUTLER, CARVER, CHENEVERT, COATES, CREWS, DEWITT, DOMANGUE, ECHOLS, FREIBERG, GLORIOSO, HEBERT, KERNER, KNOX, LAFLEUR, LYONS, MCMAKIN, MELERINE, OWEN, RISER, SAWYER, SCHAMERHORN, WALTERS, WRIGHT, AND ZERINGUE

WORKFORCE DEVELOPMENT: Provides relative to waivers under the Workforce Innovation and Opportunity Act

1 AN ACT

2 To amend and reenact R.S. 23:20, 33, 2041, 2056, 2061(2), 2062(2) and (4), 2063(A)(1),  
3 2065(A)(4), (7), and (8), 2091, and 2191, to enact R.S. 23:2062(5) and (6), and to  
4 repeal R.S. 23:2054, 2063(A)(2) and (3), 2065(A)(9), and 2192 through 2195,  
5 relative to workforce development; to provide legislative intent; to provide a  
6 workforce system planning process; to provide for administration funding; to provide  
7 for executive organization; to provide for the goals, duties, and functions of the  
8 Workforce Investment Council; to provide for the transfer of state advisory council  
9 responsibilities; to provide for workforce development boards; to provide definitions;  
10 to provide for a Transition Advisory Team; to provide for effectiveness; and to  
11 provide for related matters.

12 Be it enacted by the Legislature of Louisiana:

13 Section 1. R.S. 23:20, 33, 2041, 2056, 2061(2), 2062(2) and (4), 2063(A)(1),  
14 2065(A)(4), (7), and (8), 2091, and 2191 are hereby amended and reenacted and R.S.  
15 23:2062(5) and (6) are hereby enacted to read as follows:

16 §20. State and local planning process; local workforce development boards;

17 Transition Advisory Team

18 A. The secretary shall design and implement a ~~state and local planning~~  
19 ~~process for workforce training and services, including the certification of~~  
20 ~~business/career solution centers and the chartering of local workforce development~~

1 ~~boards, provided through the programs under the jurisdiction of the office of~~  
2 ~~workforce development~~ workforce system planning process consistent with the  
3 Workforce Innovation and Opportunity Act of 2014, 29 U.S.C. 3101 et seq., and to  
4 the extent allowed by federal law or approved federal waiver. The planning process  
5 may include statewide, regional, or other governance or service delivery structures  
6 as designated by the governor, including the certification of one-stop centers and,  
7 when applicable, the establishment, oversight, consolidation, or restructuring of local  
8 workforce development boards or successor governance entities. The planning  
9 process shall require meaningful consultation with and participation from local  
10 workforce development partners and employers, chief elected officials, and regional  
11 stakeholders in the development, implementation, and modification of such plans.

12 B.(1) There is hereby created a Transition Advisory Team herein referred to  
13 as the "team", which shall advise Louisiana Works throughout the planning process.

14 (2) The team shall be comprised of the following members:

15 (a) The secretary of Louisiana Works.

16 (b) Two local elected officials appointed by the Police Jury Association of  
17 Louisiana.

18 (c) Two employers appointed by the secretary of Louisiana Works.

19 (d) An appointee of the Louisiana Community and Technical College  
20 System.

21 (e) An appointee of Louisiana Economic Development.

22 §33. Administration funding

23 A. Unless superseded by federal law, the commission may use an amount not  
24 to exceed twenty percent of the amount of funds available to the commission for  
25 workforce training and services to implement state-level responsibilities, including  
26 administration, research and planning, system design and development, and training  
27 and technical assistance. Unless otherwise provided by federal law, Louisiana  
28 Works may reserve and expend funds for state-level administration, planning,  
29 research, system design and development, performance management, oversight,

1 technical assistance, and other statewide workforce system responsibilities in  
2 amounts consistent with federal requirements and approved waivers.

3 B. The governor may designate Louisiana Works to act as the fiscal agent  
4 for grant funds associated with the Workforce Innovation and Opportunity Act of  
5 2014, 29 U.S.C. 3101 et seq., and to the extent allowed by federal law or approved  
6 federal waiver.

7 C. In the allocation and expenditure of workforce funds, Louisiana Works  
8 shall establish a formal process for meaningful consultation with local workforce  
9 partners and employers to ensure that funding decisions reflect regional labor market  
10 conditions, employer needs, and workforce priorities.

11 D. It is the intent of the legislature that any modernization of the workforce  
12 development system preserves meaningful local input, regional responsiveness, and  
13 the engagement of local workforce development partners and employers, chief  
14 elected officials, and community stakeholders in decisionmaking processes.

15 \* \* \*

16 §2041. Legislative declaration; intent

17 A. The legislature hereby declares:

18 (1) That the existing vocational, technical, basic and remedial education,  
19 support services, employment, and job training programs systems lack statewide  
20 coordination and that this lack of statewide coordination makes it difficult to  
21 ascertain duplication of services and program impact, and more importantly, does not  
22 allow for a serious analysis to determine the responsiveness of the system in meeting  
23 the needs of both employers and individuals in need of program services.

24 (2) That global economics and technological forces are creating a new  
25 knowledge-intensive economy that requires a highly adaptable and better educated  
26 workforce. Yet, too many Louisiana citizens are not prepared for the skill  
27 requirements of the workplace. Too many problems persist among our human  
28 resources that suggest a growing gap between the skills employers need and the  
29 skills both new and experienced workers bring to the labor market. These problems

1 include an unacceptable number of high school drop-outs, high school graduates who  
2 show serious skill deficiencies, and adults who are unemployed, are underemployed,  
3 or face dislocation in the future because of illiteracy or inadequate basic skills.

4 (3) That the education and skill level of our human resources are the  
5 foundation of our economic prosperity and a means by which we can increase  
6 productivity, raise our standard of living, and lift our poor out of poverty.

7 B. The legislature hereby finds all of the following:

8 (1) That this state is experiencing sustained economic growth and increased  
9 demand for skilled workers across multiple industries, and, as such, requires a  
10 workforce development system that is capable of operating at scale and responding  
11 quickly to labor market needs.

12 (2) Act No. 330 of the 2024 Regular Session of the Legislature strengthened  
13 workforce governance by reinforcing Louisiana Works' role in statewide strategic  
14 planning, regional coordination, and system alignment, while promoting greater  
15 accountability and performance across workforce programs.

16 (3) The current structure of multiple local workforce development areas  
17 results in duplicative administrative costs, fragmented customer service, reduced  
18 oversight, and lower investments in direct training and employment services.

19 (4) Federal law permits states to request waivers and administrative  
20 flexibilities pursuant to the Workforce Innovation and Opportunity Act to improve  
21 efficiency, accountability, and outcomes for workers and employers.

22 C. It is the intent of the legislature to authorize and require Louisiana Works  
23 to pursue federal waivers and administrative flexibilities necessary to modernize the  
24 state's workforce development system, reduce unnecessary administrative overhead,  
25 maximize the share of workforce resources dedicated to direct services and  
26 employer-driven strategies, and implement a unified, statewide planning,  
27 performance, and accountability framework that prioritizes measurable employment  
28 outcomes, employer engagement, and responsible stewardship of federal and state  
29 workforce development funds.

30 \* \* \*

CODING: Words in ~~struck through~~ type are deletions from existing law; words underscored are additions.

1 §2056. Executive organization

2 For the purposes of executive branch organization, the council is placed  
3 within the ~~executive office of the secretary~~ office of management and finance under  
4 the purview of the secretary of Louisiana Works pursuant to R.S. 36:301(C)(1).

5 \* \* \*

6 §2061. Definitions

7 As used in this Chapter, the following terms have the meaning herein  
8 ascribed to them:

9 \* \* \*

10 (2)(a) "Board" means ~~a local~~ the entity designated by the governor to carry  
11 out workforce development board as described in functions pursuant to the  
12 Workforce Innovation and Opportunity Act of 2014, 29 U.S.C. 3101 et seq. or such  
13 successor entity as may be established by or pursuant to federal law, which may  
14 include a local workforce development board, the state workforce development  
15 board, a regional body, or another entity authorized to perform such functions.

16 (b) Any alternative entity designed by the governor shall include  
17 representation from local workforce development partners and employers, or their  
18 successors. However, such representation shall not eliminate required local  
19 stakeholder participation.

20 \* \* \*

21 §2062. Goals

22 The goals of the council are:

23 \* \* \*

24 (2) ~~To advocate for the development of an integrated workforce development~~  
25 ~~delivery system that provides competitive quality services addressing the needs of~~  
26 ~~businesses and workers in Louisiana~~ To establish a unified statewide planning,  
27 performance, and accountability framework to ensure consistent service delivery and  
28 standards across regions.

29 \* \* \*









1 Section 3. The Transition Advisory Team as required by the provisions of R.S.  
 2 23:20(B) as enacted by Section 1 of this Act shall terminate operations eighteen months after  
 3 the effective date of this Act.

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DIGEST

The digest printed below was prepared by House Legislative Services. It constitutes no part of the legislative instrument. The keyword, one-liner, abstract, and digest do not constitute part of the law or proof or indicia of legislative intent. [R.S. 1:13(B) and 24:177(E)]

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HB 680 Reengrossed

2026 Regular Session

Wyble

**Abstract:** Provides relative to waivers under the Workforce Innovation and Opportunity Act.

Present law requires the secretary of La. Works to design and implement a state and local planning process for workforce training and services, including the certification of business/career solution centers and the chartering of local workforce development boards, provided through the programs under the jurisdiction of the office of workforce development.

Proposed law instead requires the secretary of La. Works to design and implement a workforce system planning process consistent with the Workforce Innovation and Opportunity Act (WIOA), and to the extent allowed by federal law or approved federal waiver.

Proposed law provides that the planning process may include statewide, regional, or other governance or service delivery structures as designated by the governor, including the certification of one-stop centers and, when applicable, the establishment, oversight, consolidation, or restructuring of local workforce development boards or successor governance entities.

Proposed law also provides that the planning process shall require meaningful consultation with and participation from local workforce development partners and employers, chief elected officials, and regional stakeholders in the development, implementation, and modification of such plans.

Proposed law provides for the creation of a Transition Advisory team (team), which shall advise La. Works throughout the planning process.

Proposed law requires the team to be comprised of the following members:

- (1) The secretary of La. Works.
- (2) Two local elected officials appointed by the Police Jury Association of La.
- (3) Two employers appointed by the secretary of La. Works.
- (4) An appointee of the La. Community and Technical College System.
- (5) An appointee of La. Economic Development.

Present law provides that, unless superseded by federal law, the commission may use an amount not to exceed 20% of the amount of funds available to the commission for workforce training and services to implement state-level responsibilities, including administration,

research and planning, system design and development, and training and technical assistance.

Proposed law instead provides that, unless otherwise provided by federal law, La. Works may reserve and expend funds for state-level administration, planning, research, system design and development, performance management, oversight, technical assistance, and other statewide workforce system responsibilities in amounts consistent with federal requirements and approved waivers.

Proposed law allows the governor to designate La. Works to act as the fiscal agent for grant funds associated with WIOA, and to the extent allowed by federal law or approved federal waiver.

Proposed law provides that, in the allocation and expenditure of workforce funds, La. Works shall establish a formal process for meaningful consultation with local workforce partners and employers to ensure that funding decisions reflect regional labor market conditions, employer needs, and workforce priorities.

Proposed law provides for legislative intent.

Present law provides for the purposes of executive branch organization, the council is placed within the executive office of the secretary pursuant to present law (R.S. 36:301(C)(1)).

Proposed law instead provides that the council shall be placed within the office of management and finance under the purview of the secretary of La. Works.

Present law provides the goals of the Workforce Investment Council (council). Two of those goals included the following:

- (1) To advocate for the development of an integrated workforce development delivery system that provides competitive quality services addressing the needs of businesses and workers in La.
- (2) To ensure the equitable distribution of quality education, training, and employment services statewide, especially to distressed and rural areas and areas serving the economically disadvantaged citizens of this state.

Proposed law revises these goals to instead provide the following:

- (1) To establish a unified statewide planning, performance, and accountability framework to ensure consistent service delivery and standards across regions.
- (2) To allocate and administer workforce funds in order to prioritize measurable employment outcomes, employment engagement, and efficient use of state and federal resources while preserving meaningful regional input.

Proposed law also adds two of the following goals of the council:

- (1) To establish a unified and statewide planning, performance, and accountability framework that incorporates formal input from local workforce development partners and employers and regional stakeholders.
- (2) To allocate and administer workforce funds while ensuring ongoing meaningful consultation with local workforce development partners and employers and preserving meaningful regional input and decisionmaking authority.

Present law requires the council to develop, prepare, adopt, and submit to the governor a comprehensive state combined plan that establishes strategic goals, objectives, and measures

that provide direction for the provision of services and coordination of resources by the state's workforce development delivery system.

Proposed law instead requires the council to develop, prepare, adopt, and submit to the governor a comprehensive state plan that establishes strategic goals, objectives, and measures that provide direction for the provision of services and coordination of resources by the state's workforce development delivery system.

Present law instead requires the plan to establish benchmarks for each measure and to provide recommended strategies for implementation by state agencies and private entities.

Proposed law requires the plan to establish benchmarks for each measure and to provide recommended strategies for implementation by state agencies and private entities, and shall include documented meaningful input from local workforce development partners and employers, including regional plans, priorities, and performance data.

Present law requires the combined plan to be updated on a biennial basis.

Proposed law repeals present law.

Proposed law provides that the state plan, which shall also serve as the regional plan, shall be developed and updated in accordance with the WIOA, and applicable federal regulations.

Present law provides for the duties and functions of the council, which includes some of the following:

- (1) Recommending to the governor the geographic designation of workforce development areas for the delivery of workforce development services funded through the WIOA.
- (2) Assisting the department in requesting waivers allowed under WIOA.
- (3) Performing all duties required by the WIOA for the state workforce development board, including carrying out the federally and state-mandated duties and responsibilities for all advisory councils under applicable federal and state workforce development programs.

Proposed law revises the aforementioned duties and functions to instead provide the following:

- (1) Recommend to the governor the designation, redesignation, consolidation, or restructuring of workforce development areas, planning regions, or other governance or service delivery structures for the administration of workforce development services funded through the WIOA.
- (2) Assist the department in developing and submitting requests for federal waivers authorized pursuant to the WIOA, and applicable federal regulations, for the purpose of modernizing and improving the administration of the state's workforce development system, including but not limited to waivers that would fulfill certain responsibilities required by proposed law.
- (3) Perform all duties required by the WIOA, and applicable federal regulations, for the state workforce development board, and, when authorized by federal law or approved waiver authority, perform the duties otherwise assigned to local workforce development boards or related governance entities. The council shall also carry out federally and state-mandated responsibilities for advisory councils, committees, or successor bodies established by applicable federal and state workforce development programs.

Proposed law repeals present law (R.S. 23:2065(A)(9)), which provides for the duty of the council to develop recommendations for a marketing and communications plan, including the design of a logo.

Present law requires the council to perform the responsibilities assigned to the state advisory council pursuant to certain federal laws.

Proposed law repeals present law.

Present law requires the council to assume the responsibilities formerly exercised by the following state advisory councils:

- (1) The Louisiana Employment and Training Council.
- (2) The State Council on Vocational Education.
- (3) The State Occupational Information Coordinating Council.
- (4) The Adult Education Advisory Council.
- (5) The State Apprenticeship Council.
- (6) The Governor's School-to-Work Council.
- (7) The Louisiana Employment Security Advisory Council.
- (8) Such other state advisory commissions or councils as the council recommends and the governor approves.

Proposed law repeals present law.

Present law provides that, upon approval of the governor, the council may, by administrative rule, assume the responsibilities of other state advisory councils or commissions and perform all duties and responsibilities related to them.

Proposed law retains present law.

Present law provides that there shall be a local workforce development board for every workforce development area.

Proposed law removes that requirement and instead allows the governor to designate workforce development areas, planning regions, or other governance or service delivery structures in accordance with the WIOA and other applicable federal laws.

Proposed law further allows the governor to designate one or more local workforce development boards, authorize the state to operate as a single statewide local workforce development area, or assign such duties to the council or another entity as permitted by federal law or approved waivers.

Proposed law allows the governor to, pursuant to federal law, approved federal waiver authority, or an approved state plan modification, designate the council to perform any or all duties otherwise assigned to local workforce development boards.

Present law requires the governor to designate local areas within the state after consulting with the council, chief elected officials, and local boards, and after an opportunity for comments from businesses, labor organizations, institutions of higher education, other primary stakeholders, and the general public.

Proposed law instead requires the governor, when making designations, redesignations, consolidations, or structural modifications, to consult with the council and provide an opportunity for public comments from businesses, labor organizations, institutions of higher education, local officials, including meaningful formal input from local workforce development partners and employers, which shall be documented and considered prior to final designation decisions, and other stakeholders.

Present law provides that federal funding for the operation of the federal advisory councils shall be allocated to the council according to federal requirements.

Present law requires the council to develop a budget to carry out its duties and responsibilities and submit its budget to the House and Senate committees on labor and industrial relations and the Joint Legislative Committee on the Budget.

Present law requires the budget to identify funds appropriated for planning, evaluation, and implementation of a workforce development program under the jurisdiction of the council.

Present law allows the council to apply for, contract for, receive, and expend for its purposes any appropriation or grant from the state, its political subdivisions, the federal government, or any other public or private source.

Proposed law repeals present law.

Present law requires each agency, on approval of the plan by the governor, to submit an annual action plan to the council on how it intends to implement its workforce development programs in accordance with the strategic plan.

Present law requires each agency to report to the council at least once a year on its activities toward meeting the benchmarks established in the plan.

Proposed law repeals present law.

Present law provides that for the first two operating years of the WIOA, the governor shall approve a request for initial designation as a local area from any area that was designated as a local area for purposes of federal law, if the local area performed successfully and sustained fiscal integrity.

Present law provides that after the period for which a local area is initially designated, the governor may redesignate workforce development areas not more than once every two years, unless the governor determines that the area failed to, as determined by the council, perform successfully, sustain fiscal integrity, and, if required, failed to prepare and submit a regional plan.

Present law provides that a redesignation shall be made not later than four months before the beginning of a program year.

Proposed law repeals present law.

Present law requires the governor, after receiving recommendations from the council, to publish a proposed designation of local workforce development areas for the planning and delivery of workforce development.

Present law provides that a local workforce development area may be:

- (1) Composed of one or more contiguous units of general local government that includes at least one parish.
- (2) Consistent with either a local labor market area or a metropolitan statistical area.

- (3) Of a size sufficient to have the administrative resources necessary to provide for the effective planning, management, and delivery of workforce development.

Proposed law repeals present law.

Present law provides that the units of general local government, business and labor organizations, and other affected persons and organizations shall be given an opportunity to comment on and request revisions to the proposed designation of a workforce development area.

Present law provides that after considering all comments and requests for changes, the governor shall make the final designation of workforce development areas.

Proposed law repeals present law.

Proposed law requires the Transition Advisory Team to sunset 18 months after proposed law becomes effective.

(Amends R.S. 23:20, 33, 2041, 2056, 2061(2), 2062(2) and (4), 2063(A)(1), 2065(A)(4), (7), and (8), 2091, and 2191; Adds; R.S. 23:2062(5) and (6); Repeals R.S. 23:2054, 2063(A)(2) and (3), 2065(A)(9), and 2192 - 2195)

#### Summary of Amendments Adopted by House

The Committee Amendments Proposed by House Committee on Labor and Industrial Relations to the original bill:

1. Create the Transition Advisory Team and provide for the functions and membership of the team.
2. Provide additional requirements for the workforce planning process designed and implemented by the secretary of La. Works.
3. Require La. Works to establish a formal process for consulting with local workforce development partners concerning the allocation and expenditure of workforce funds.
4. Amend the definition of "board".
5. Add additional goals of the La. Workforce Investment Council.
6. Authorize the La. Workforce Investment Council to carry out a coordinated, statewide workforce system.
7. Provide for whom the governor shall allow an opportunity for public comments with concerns to the designation of workforce development boards.
8. Provide for a sunset provision for the Transition Advisory Team.
9. Make title and technical changes.