

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

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 R.S.
4 23:2065.1, and to repeal R.S. 23:2054, 2063(A)(2) and (3), 2065(A)(9), and 2192
5 through 2195, relative to workforce development; to provide legislative intent; to
6 provide a workforce system planning process; to provide for administration funding;
7 to provide for executive organization; to provide for the goals, duties, and functions
8 of the Workforce Investment Council; to require an annual parish-level workforce
9 outcomes report to the legislature; to provide for the transfer of state advisory
10 council responsibilities; to provide for workforce development boards; to provide
11 definitions; to provide for a Transition Advisory Team; to provide for effectiveness;
12 and to provide for related matters.

13 Be it enacted by the Legislature of Louisiana:

14 Section 1. R.S. 23:20, 33, 2041, 2056, 2061(2), 2062(2) and (4), 2063(A)(1),
15 2065(A)(4), (7), and (8), 2091, and 2191 are hereby amended and reenacted and R.S.
16 23:2062(5) and (6) and 2065.1 are hereby enacted to read as follows:

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

18 Transition Advisory Team

19 A. The secretary shall design and implement a ~~state and local planning~~
20 ~~process for workforce training and services, including the certification of~~
21 ~~business/career solution centers and the chartering of local workforce development~~
22 ~~boards, provided through the programs under the jurisdiction of the office of~~
23 ~~workforce development~~ workforce system planning process consistent with the

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

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

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

13 (a) The secretary of Louisiana Works.

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

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

17 (d) An appointee of the Louisiana Community and Technical College
 18 System.

19 (e) An appointee of Louisiana Economic Development.

20 (f) An appointee from the Louisiana AFL-CIO.

21 (g) Workforce Stakeholder appointed by the secretary of Louisiana Works.

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
30 include an unacceptable number of high school drop-outs, high school graduates who

1 show serious skill deficiencies, and adults who are unemployed, are underemployed,
2 or face dislocation in the future because of illiteracy or inadequate basic skills.

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

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

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

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

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

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

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

29 * * *

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 §2061. Definitions

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

8 * * *

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

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

19 * * *

20 §2062. Goals

21 The goals of the council are:

22 * * *

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

28 * * *

1 diploma, or its recognized equivalent, during participation or within one year after
2 program exit.

3 (5) Measurable skill gains achieved by participants in education or training
4 programs leading to a recognized credential or employment.

5 (6) The effectiveness of services to employers, including employer
6 penetration rate, repeat employer engagement rate, and the number of work-based
7 learning opportunities created, including apprenticeships, on-the-job training,
8 internships, and incumbent worker training.

9 (7) Total state and federal workforce development funds expended,
10 categorized by direct training, direct participant services, employer-focused
11 activities, supportive services, and administration.

12 (8) Cost per participant and cost per credential attained.

13 (9) Outcomes for participants residing in rural parishes, economically
14 distressed parishes, and parishes with unemployment rates exceeding the state
15 average, identified separately.

16 C. The report shall also include year-over-year comparisons for the
17 preceding five fiscal years where data are available, a narrative assessment of any
18 significant disparities in outcomes between parishes or regions, and a description of
19 corrective actions undertaken or recommended to address identified disparities.

20 D. Louisiana Works shall publish the annual report on its official website in
21 both a machine-readable, open data format suitable for secondary analysis and a
22 summary format suitable for general public review. The underlying parish-level data
23 shall be published concurrently with the report and shall remain publicly accessible
24 for no less than ten years.

25 E. Not later than March fifteenth of each year following submission of the
26 report, the Senate Committee on Labor and Industrial Relations and the House
27 Committee on Labor and Industrial Relations shall each convene a public hearing to
28 review the report and receive testimony from Louisiana Works, local workforce
29 development partners and employers, chief elected officials, and the public.

1 F. Parish-level data required by this Section shall be de-identified and
 2 aggregated as necessary to protect the confidentiality of individual participants,
 3 consistent with applicable state and federal privacy laws. Where small cell sizes
 4 would risk re-identification, data may be suppressed or combined, provided that the
 5 report clearly identifies each instance of suppression and the reason therefor.

6 G. Nothing in this Section shall be construed to duplicate or replace
 7 reporting required by the Workforce Innovation and Opportunity Act of 2014, 29
 8 U.S.C. 3101 et seq., or applicable federal regulations. Louisiana Works may
 9 incorporate data elements from federal reporting to satisfy the requirements of this
 10 Section, provided that the parish-level disaggregation required under Subsection B
 11 of this Section is fulfilled.

12 H. Louisiana Works shall bear sole responsibility for compiling, analyzing,
 13 and publishing the data required by this Section. Louisiana Works shall use data
 14 already collected through the statewide workforce information system, participant
 15 case management system, unemployment insurance wage records, and federal
 16 reporting required under the Workforce Innovation and Opportunity Act of 2014, 29
 17 U.S.C. 3101 et seq. Nothing in this Section shall be construed to impose on any local
 18 workforce development board, local workforce development partner, chief elected
 19 official, parish, or municipality any new data collection, compilation, or reporting
 20 obligation beyond that already required under applicable federal or state law.
 21 Louisiana Works shall not condition the receipt of workforce development funds on
 22 the submission of data or reports that duplicate information otherwise available to
 23 Louisiana Works through existing systems.

* * *

§2091. Transfer of state advisory council responsibilities

26 ~~A. The council shall perform the responsibilities assigned to the state~~
 27 ~~advisory council under the following federal laws:~~

28 ~~(1) The Workforce Innovation and Opportunity Act of 2014, 29 U.S.C. 3101~~
 29 ~~et seq.~~

1 Council or another entity as permitted by federal law or approved waivers. Pursuant
 2 to federal law, approved federal waiver authority, or an approved state plan
 3 modification, the governor may designate the Workforce Investment Council to
 4 perform any or all duties otherwise assigned to local workforce development boards.

5 B. In making designations, redesignations, consolidations, or structural
 6 modifications, the ~~The~~ governor shall ~~designate local areas within the state after~~
 7 ~~consulting~~ consult with the ~~state~~ Workforce Investment Council, ~~chief elected~~
 8 ~~officials, and local boards, and after~~ and provide an opportunity for public comments
 9 from businesses, labor organizations, institutions of higher education, local officials,
 10 including meaningful formal input from local workforce development partners and
 11 employers, which shall be documented and considered prior to final designation
 12 decisions, and other primary stakeholders, ~~and the general public.~~

13 Section 2. R.S. 23:2054, 2063(A)(2) and (3), 2065(A)(9), and 2192 through 2195
 14 are hereby repealed in their entirety.

15 Section 3. The Transition Advisory Team as required by the provisions of R.S.
 16 23:20(B) as enacted by Section 1 of this Act shall terminate operations eighteen months after
 17 the effective date of this Act.

SPEAKER OF THE HOUSE OF REPRESENTATIVES

PRESIDENT OF THE SENATE

GOVERNOR OF THE STATE OF LOUISIANA

APPROVED: _____