RÉSUMÉ DIGEST

ACT 313 (HB 680) **2026 Regular Session** **Wyble**

Prior law required 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 or career solution centers and the chartering of local workforce development boards, provided through the programs under the jurisdiction of the office of workforce development.

New 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.

New 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.

New law 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.

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

New law requires the team to be composed 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.

(6) An appointee from La. AFL-CIO.

(7) A workforce stakeholder appointed by the secretary of La. Works.

New law requires the team to terminate 18 months after new law becomes effective.

Prior law allowed La. Works, unless superseded by federal law, to use an amount not to exceed 20% of the amount of funds available for workforce training and services to implement state-level responsibilities, including administration, research and planning, system design and development, and training and technical assistance.

New 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.

New 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.

New law requires La. Works, in the allocation and expenditure of workforce funds, to 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.

Existing law provides for legislative declaration.

New law retains existing law and also provides for legislative intent.

Prior law required that, for the purposes of executive branch organization, the Workforce Investment Council (council) be placed within the executive office of the secretary pursuant to existing law (R.S. 36:301(C)(1)).

New law instead requires that the council be placed within the office of management and finance under the purview of the secretary of La. Works pursuant to existing law (R.S. 36:301(C)(1)).

Prior law provided the goals of the council were the following:

(1) To promote the development of a well-educated, high skilled workforce in La. through literacy, adult basic education, community education, apprenticeship, and state-of-the-art occupational skills education and training and professional degree programs.

(2) 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.

(3) To develop strategies that will upgrade the skills of La.'s existing workforce and prepare new workers with the skills for a constantly changing economy.

(4) 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.

New law revises these goals to instead provide the following:

(1) To promote the development of a well-educated, high skilled workforce in La. through literacy, adult basic education, community education, apprenticeship, and state-of-the-art occupational skills education and training and professional degree programs.

(2) To establish a unified statewide planning, performance, and accountability framework to ensure consistent service delivery and standards across regions.

(3) To develop strategies that will upgrade the skills of La.'s existing workforce and prepare new workers with the skills for a constantly changing economy.

(4) 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.

In addition to the aforementioned goals, new law also adds the following goals:

(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.

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

New 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.

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

New law retains existing law and also requires the plan to include documented meaningful input from local workforce development partners and employers, including regional plans, priorities, and performance data.

Prior law required the combined plan to be updated on a biennial basis.

New law repeals prior law.

New law requires the state plan to serve as the regional plan and to be developed and updated in accordance with the WIOA and applicable federal regulations.

Prior law required each agency, on approval of the plan by the governor, to submit an annual action plan to the council on its intention to implement workforce development programs in accordance with the strategic plan.

New law repeals prior law.

Prior law required each agency to report to the council at least annually its activities toward meeting the benchmarks established in the strategic plan.

New law repeals prior law.

Prior law provided for the duties and functions of the council, which included 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 pursuant to 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 pursuant to applicable federal and state workforce development programs.

New 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 La. Works 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 new law (R.S. 23:2065(7)(a)-(e)).

(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.

New law requires the council to carry out federally and state-mandated responsibilities for advisory councils, committees, or successor bodies established by applicable federal and state workforce development programs.

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

New law requires La. Works, in coordination with the council, to prepare and submit a comprehensive Annual Workforce Outcomes Report (report) to the governor, the president of the Senate, the speaker of the House of Representatives, the House and Senate committees on labor and industrial relations, the Joint Legislative Committee on the Budget, and the legislative auditor.

New law requires the first report to cover the 2025-2026 FY and be submitted no later than Feb. 15, 2027. New law further requires all subsequent reports to be submitted no later than Feb. 15 of each year.

New law requires the report to include, at a minimum, all of the following:

(1) The number of individuals who received workforce development services funded in whole or in part with state or federal workforce funds, reported separately for adults, dislocated workers, and youth.

(2) The number and percentage of program participants in unsubsidized employment during the second and fourth quarters after program exit.

(3) Median earnings of program participants during the second quarter after program exit.

(4) The number and percentage of participants who obtained a recognized postsecondary credential, industry-recognized certification, or secondary school diploma, or its recognized equivalent, during participation or within one year after program exit.

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

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

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

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

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

New law requires the report to include year-over-year comparisons for the preceding five fiscal years where data are available, a narrative assessment of any significant disparities in outcomes between parishes or regions, and a description of corrective actions undertaken or recommended to address identified disparities.

New law requires La. Works to publish the annual report on its website in both a machine-readable, open data format suitable for secondary analysis and a summary format suitable for general public review. New law also requires the underlying parish-level data to be published concurrently with the report and to remain publicly accessible for no less than 10 years.

New law requires the House and Senate committees on labor and industrial relations to convene a public hearing, annually, to review the report and receive testimony from La. Works, local workforce development partners and employers, chief elected officials, and the public.

New law requires the annual meeting to occur no later than March 15.

New law requires the parish-level data required by new law to be de-identified and aggregated as necessary to protect the confidentiality of individual participants and be consistent with applicable state and federal privacy laws.

New law provides that where small cell sizes would risk re-identification, data may be suppressed or combined, provided that the report clearly identifies each instance of suppression and the reason for the suppression.

New law provides that new law shall not be construed to duplicate or replace reporting required by WIOA or applicable federal regulations.

New law provides that La. Works may incorporate data elements from federal reporting to satisfy the requirements of new law provided that the requirement of parish-level disaggregation is fulfilled.

New law requires La. Works to use data already collected through the statewide workforce information system, participant case management system, unemployment insurance wage records, and federal reporting required by WIOA.

New law provides that La. Works bears the responsibility for compiling, analyzing, and publishing the data required by new law and provides for where that data shall come from.

New law provides that a local workforce development board, local workforce development partner, chief elected official, parish, or municipality is not required to report any new data collection, compilation, or reporting obligation beyond what is already required by applicable federal or state law.

New law prohibits La. Works from making workforce development funds contingent on the submission of data or reports that duplicate information that is otherwise available to the department through existing systems.

Prior law required the council to perform the responsibilities assigned to the state advisory council pursuant to the following federal laws:

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

(2) The Carl D. Perkins Vocational and Applied Technology Education Act (20 U.S.C. 2301 et seq.).

(3) The Adult Education Act (20 U.S.C. 1201 et seq.).

(4) The Wagner-Peyser Act (29 U.S.C. 49 et seq.).

(5) The employment program established under Section 6(d)(4), Food Stamp Act of 1977 (7 U.S.C. 2015(d)(4)).

(6) The National Literacy Act of 1991 (20 U.S.C. 1201 et seq.).

New law repeals prior law.

Prior law required the council to assume the responsibilities formerly exercised by the following state advisory councils:

(1) The La. 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 La. Employment Security Advisory Council.

(8) Any other state advisory commissions or councils as the council recommends and the governor approves.

New law repeals prior law.

Existing law allows the council, upon the governor's approval, to, by administrative rule, assume the responsibilities of other state advisory councils or commissions and perform all duties and responsibilities related to them.

New law retains existing law.

Prior law required that there be a local workforce development board for every workforce development area.

New 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.

New 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 duties to the council or another entity as permitted by federal law or approved waivers.

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

Prior law required 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.

New 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.

Prior law required federal funding for the operation of the federal advisory councils to be allocated to the council according to federal requirements.

Prior law required 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.

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

Prior law allowed 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.

New law repeals prior law.

Prior law required the governor, for the first two operating years of the WIOA, to 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.

Prior law allowed the governor, after the period for which a local area is initially designated, to 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.

Prior law required a redesignation to be made not later than four months before the beginning of a program year.

New law repeals prior law.

Prior law required 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.

Prior law provided that a local workforce development area may be:

(1) Composed of one or more contiguous units of general local government that include 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.

New law repeals prior law.

Prior law provided 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.

Prior law required the governor, after considering all comments and requests for changes, to make the final designation of workforce development areas.

New law repeals prior law.

Prior law provided that the chief elected officials in a workforce development area may form, in accordance with rules established by the council, a local workforce development board to do the following:

(1) Plan and oversee the delivery of workforce training and services.

(2) Evaluate workforce development in the workforce development area.

(3) Review and recommend certification of business or career solution system centers.

Prior law provided that the authority granted pursuant to prior law (R.S. 23:2193(A)) does not does not give a local workforce development board any direct authority or control over workforce funds and programs in its workforce development area, other than programs funded through that board.

Prior law required the chief elected officials in a workforce development area to consider the views of all affected local organizations before making a final decision on the formation of a board.

New law repeals prior law.

Prior law required an agreement on the formation of a board to be in writing and include all of the following:

(1) The purpose of the agreement.

(2) The process to be used to select the chief elected official who would have acted on behalf of the other chief elected officials.

(3) The process to be used to keep the chief elected officials informed regarding local workforce development activities.

(4) The initial size of the board.

(5) How resources allocated to the local workforce development area are to be shared along the parties to the agreement.

(6) The process, consistent with applicable federal and state law, for the appointment of the board members.

(7) The terms of office of the board members.

Prior law required the chief elected officials to enter into a partnership agreement with the board to:

(1) Select the grant recipient and the administrative entity for the local workforce development area.

(2) Determine procedures for the development of the local workforce development plan.

New law repeals prior law.

Prior law required the office of workforce development to provide management, diversity, and board development training for all members of local workforce development boards that includes information regarding the importance of high-quality workforces to the economic prosperity of their communities and encourages board members to be advocates in their communities for effective and efficient workforce development programs.

Prior law required the aforementioned training to also include instruction regarding the certification of business or career solution centers and state ethics laws.

Prior law stated that, if a member of a local workforce investment board does not receive training before the 91st day after the date on which the member begins service on the board, the person shall be ineligible to continue serving on the board, unless the training required was requested by the member, but not provided by the office of workforce development.

Prior law provided that the training may be provided directly by the office of workforce development or by a third party that has demonstrated experience in providing training to local workforce development or similar boards.

New law retains prior law.

Prior law required the governor to certify a board on determining that the board's composition is consistent with applicable federal and state laws and requirements.

Prior law further required such certification or denial of certification to occur no later than the 30th day following the date that a certification request is submitted to the governor.

Effective August 1, 2026.

(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) and 2065.1; Repeals R.S. 23:2054, 2063(A)(2) and (3), 2065(A)(9), and 2192-2195)