



# Getting Americans Back to Work

## *Creating Opportunities for American Workers*

- America's working families need good-paying jobs, not more emergency spending and endless government checks. Democrat control of Congress and the White House has crippled our nation's labor market, with historic levels of unfilled jobs and millions of potential employees on the sidelines. Most importantly, Democrats propose policies that neither help workers nor encourage people to work.
- Pro-growth Republican proposals address these issues by rewarding work, reconnecting workers to their careers, and pursuing full employment. To prepare workers for high-paying jobs in the skilled trades, Republican policies will support multiple pathways to career success by diversifying and investing in new modes of career and technical education and work-based learning opportunities.
- This starts with reforming the Workforce Innovation and Opportunity Act in ways to meet both employers' and employees' needs, encourage competition for federal funding, streamline the workforce system so workers can obtain the skills they need for in-demand jobs, and increase accountability of local workforce development boards that receive federal funding by measuring outcomes.
- Republican policies protect the rights of independent contractors and ensure that these workers have the flexibility to earn in a way that best suits their families' needs.
- Republicans will reject far-left proposals that would stifle the gig economy by creating overly broad definitions of employees, like the Democrat's PRO Union Bosses Act.
- Republicans will invest in marginalized workers, promote case management, and link work to benefits through policies such as those included in the Jobs and Opportunity with Benefits and Services (JOBS) for Success Act, H.R. 4509.
- Combined with reducing taxes, policies like these were responsible for the highest wage growth and strongest economy our nation has ever seen just a few short years ago.

## *Standing with Small Business*

- Republican proposals aim to cut red tape and ensure that small businesses aren't crippled by high taxes, so entrepreneurs and Main Street companies can create jobs. This starts with reining in the Biden Administration's onerous federal mandates and doubling down on the conservative policies that created the strongest economy in the history of our nation.
- Republican policies to reduce regulatory burdens on small businesses include strengthening the Regulatory Flexibility Act so that government agencies better take into account the burdens their regulations create, expanding the Small Business Regulatory Enforcement Act to give small businesses a greater voice in the regulatory process, and passing the Guidance Clarity Act and the Providing Accountability Through Transparency Act, which would ensure federal mandates are more easily understood.
- Further, the Republican TAILOR Act would right-size regulations to fit small businesses. While Democrats' policies would drastically increase taxes on small companies that survived the pandemic to pay for their socialist agenda, Republicans will ensure that small businesses can flourish by reinvesting profits into their businesses and their communities.
- Passing the Commitment to American Growth Act and the pro-growth tax package released by Ways and Means Committee Republicans would protect these small businesses from future left-wing tax hikes. Republican policies will also allow companies to grow instead of wasting their energy fighting the ever-expanding Biden Administration's long list of regulations.



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## *Flexibility for Working Families*

- As our nation faces crises on every front, Democrats are focused on seizing more control over America's lives. Democrats propose to spend hundreds of billions of dollars on new one-size-fits-all entitlement programs that are not in-touch with the needs of everyday Americans.
- Democrat's top-down approach to family leave and child care puts Washington in control of workers' benefits and limits parent choice by excluding religious providers. Strong economic growth is the foundation for ensuring flexible options for families through better jobs, lower unemployment, and higher wages.
- Republican policies, such as the Protecting Worker Paychecks and Family Choice Act would support flexible options for working families by expanding access to employer-provided paid family and medical leave and targeting child care funds to preserve parent choice.
- This will include reducing burdensome regulations that drive up the cost of childcare and providing greater flexibility for workers in going about their jobs and receiving their due compensation. For example, Republicans will increase worker flexibility and choice by passing bills such as the Working Families Flexibility Act, which would expand paid time off (PTO) options by lifting restrictions on certain workers from receiving PTO in lieu of overtime pay.

## *Fulfilling Careers for Future Generations*

- The COVID-19 pandemic highlighted the need for rethinking education in America at all levels of development. Unfortunately, the Biden Democrats are too focused on stifling innovation and flexibility in our education and career development system. Pressuring students into seeking a degree they may not want or use drives up costs, encourages students to take on unnecessary amounts of debt, and fails to appropriately serve the needs of both young workers and employers.
- Republicans will act to push back on their "bachelor's or bust" mentality and instead promote policies that more directly prepare American students for jobs that fit the American economy by supporting multiple career pathways. These programs include encouraging greater access to technical classes in middle and high school, modernizing distance education policies, and supporting work-based learning or apprenticeship programs that connect students with prospective future employers.
- In order to fulfill these goals, Republicans will pass bills like the Competency-Based Education Act, which provides colleges and universities the ability to develop alternative education models that allow students to move through at their own pace and get into the workforce in a quicker timeframe; the CHOICE Act, which allows students to use Pell grants for short-term occupational programs; and the Responsible Borrowing Act, which allows institutions to limit the amount a student can go into debt based on that student's major, enrollment status, and other factors.