

TRAINING AND EMPLOYMENT NOTICE	NO. 08-25
	DATE April 1, 2026

TO: STATE WORKFORCE AGENCIES
STATE WORKFORCE ADMINISTRATORS
STATE WORKFORCE LIAISONS
STATE AND LOCAL WORKFORCE BOARD CHAIRS AND DIRECTORS
LABOR COMMISSIONERS
AMERICAN JOB CENTERS
ALL ETA GRANTEES
COMMUNITY COLLEGES AND TRIBAL COLLEGES
STATE APPRENTICESHIP AGENCIES
JOB CORPS CENTERS
STATE EDUCATIONAL AGENCIES
STATE CTE DIRECTORS
STATE EDUCATION COMMISSIONERS

FROM: HENRY MACK, ED.D. /s/
Assistant Secretary

SUBJECT: Supporting a Unified Talent Development System

- Purpose.** To disseminate the U.S. Department of Education (ED), Office of Career Technical and Adult Education's (OCTAE's) [Program Memorandum 26-3](#) to the public workforce system. [Memorandum 26-3](#) outlines practical strategies for states to support a unified talent development system that seamlessly connects secondary education, postsecondary education, workforce training, and employment, by aligning activities under the Workforce Innovation and Opportunity Act (WIOA) and the Carl D. Perkins Career and Technical Education Act of 2006, reauthorized as the Strengthening Career and Technical Education for the 21st Century Act (Perkins V).
- Action Requested.** The U.S. Department of Labor (DOL) encourages state workforce and education leaders to refer to OCTAE Program Memorandum 26-3, which encourages incorporating Perkins V into states' 2026 WIOA Combined State Plan modification and/or future plans. Local workforce and education partners are also encouraged to review local planning elements to consider ways to align WIOA and Perkins V activities. See [Training and Employment Guidance Letter \(TEGL\) 07-25, Modification Requirements for Workforce Innovation and Opportunity Act \(WIOA\) State Plans for Program Years \(PYs\) 2026 and 2027](#).

3. Summary and Background.

- a. **Summary** – ED’s OCTAE in partnership with DOL’s Employment and Training Administration (ETA) are co-administering Perkins V and WIOA Title II Adult Education and Family Literacy programs with DOL-managed workforce programs. These efforts support an integrated public workforce development system that provides maximum flexibility for states and local areas to enhance career pathways leading to recognized postsecondary credential attainment and participation in high-skill, high-wage, and in-demand occupations. ED has issued OCTAE [Program Memorandum 26-3](#) which informs states of strategies to align activities under WIOA and Perkins V. DOL is issuing this Training and Employment Notice to further promulgate this information to the workforce system.
- b. **Background** – WIOA and Perkins V share the common purpose of preparing learners for high-skill, high-wage, and in-demand careers that meet employer needs. Under an interagency agreement established on May 21, 2025, ED and DOL now co-administer Perkins V and WIOA Title II. While ED retains statutory oversight and control over these programs, this partnership supports a combined state planning process, coordinated state plan submission timelines and review protocols, shared technical assistance, and joint monitoring activities. This partnership creates an opportunity for states to develop collaboration among Perkins V and the WIOA core programs and to utilize federal innovations to support an integrated public workforce development system.

4. Combined State and Local Planning to Align Activities Under WIOA and Perkins V.

DOL encourages states to incorporate Perkins V into their WIOA Combined State Plans, using strategies described in OCTAE [Program Memorandum 26-3](#) in order to build meaningful and intentional collaboration across these programs. Examples of these strategies include:

- a. **State Plan Elements:** States can align plan elements which are shared across WIOA and Perkins V, such as: employer input, economic and labor market analysis, stakeholder engagement, local needs assessments, recognized postsecondary credentials, work-based learning and Registered Apprenticeship, and local and regional program alignment.
- b. **Integrated Systems:** DOL encourages states to work toward true integration and consider the following as they implement their WIOA Combined State Plan: shared data and accountability systems, braided funding, and coordinated intake and co-enrollment.
- c. **Innovation:** DOL also encourages states to expand the innovation and flexibilities of these programs, including those described in [America’s Talent Strategy](#), and ETA’s [TEGL No. 05-25](#) on maximizing innovation.

5. Inquiries. Please direct inquiries to the appropriate Regional Office.

6. References.

- OCTAE [Program Memorandum 26-3](#);
- Workforce Innovation and Opportunity Act (WIOA) (Pub. L. 113-128) (July 22, 2014);
- Strengthening Career and Technical Education for the 21st Century Act (Perkins V), <https://www.ed.gov/adult-programs/adult-education-laws-and-policy/perkins-v>, July 31, 2018;
- Joint Rule for Unified and Combined State Plans, Performance Accountability, and the One-Stop System Joint Provisions; Final Rule (WIOA Joint Final Rule) published at 81 FR 55792 (Aug. 19, 2016);
- [Program Memorandum OCTAE 26-1, Modification Requirements for Workforce Innovation and Opportunity Act \(WIOA\) State Plans for Program Years \(PYs\) 2026 and 2027](#);
- [TEGL No. 07-25, Modification Requirements for Workforce Innovation and Opportunity Act \(WIOA\) State Plans for Program Years \(PYs\) 2026 and 2027](#) (January 26, 2026);
- [TEGL No. 05-25, Maximizing Innovation in Workforce Innovation and Opportunity Act Programs](#) (November 25, 2025);
- [America's Talent Strategy, Building a Workforce for the Golden Age](#); and
- Fact Sheet: Department of Education (ED) and Department of Labor-(DOL) Workforce Development Partnership: [20250715-DOL-ED-Fact-Sheet.pdf](#).

7. Attachment(s). N/A