



July 7, 2014

Dear Representative:

On behalf of the Society for Human Resource Management (SHRM) and our strategic affiliate, the Council for Global Immigration, I am writing to express our support for the Workforce Innovation and Opportunity Act (WIOA) (H.R. 803). We believe that the government and employers both share a critical role in preparing the 21<sup>st</sup> century workforce with the knowledge and skills needed to be successful in the workplace, and this legislation meets this important goal.

SHRM is the world's largest association devoted to human resource (HR) management. Representing more than 275,000 members in over 160 countries, the Society serves the needs of HR professionals and advances the interests of the HR profession. Founded in 1948, SHRM has more than 575 affiliated chapters within the United States and subsidiary offices in several other countries.

The Council for Global Immigration (formerly known as the American Council on International Personnel), a strategic affiliate of SHRM, is a nonprofit trade association comprised of leading multinational corporations, universities, and research institutions committed to advancing the employment-based immigration of high-skilled professionals. The Council bridges the public and private sectors to promote sensible, forward-thinking policies that foster innovation and job growth.

Together we represent employers and HR professionals that continue to confront persistent gaps between the skills of the existing labor pool and the skills sought by employers to fill specific positions.

Recent SHRM research reveals that two-thirds of surveyed organizations hiring full-time staff indicate that they are having a difficult time recruiting the right people for jobs critical to the organization. This is an increase from 52 percent of responding organizations that reported having recruiting difficulties in a similar 2011 poll. In order to remain a leader in the global economy, we must address these gaps and provide employers and employees with all of the tools necessary to improve and train the workforce.

We applaud your efforts to improve the workforce development system to help employers identify, train, and retain skilled workers. We look forward to continuing to work with Congress and the Administration to address the workforce and education needs of employees and employers in the 21<sup>st</sup> century workplace.

Sincerely,



Michael P. Aitken  
Vice President, Government Affairs  
Society for Human Resource Management



Lynn F. Shotwell  
Executive Director  
Council for Global Immigration