

117TH CONGRESS
2D SESSION

S. _____

To promote a 21st century energy workforce, and for other purposes.

IN THE SENATE OF THE UNITED STATES

Mr. HEINRICH (for himself and Ms. SMITH) introduced the following bill;
which was read twice and referred to the Committee on

A BILL

To promote a 21st century energy workforce, and for other
purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Clean Energy Jobs
5 Act of 2022”.

6 **SEC. 2. DEFINITIONS.**

7 In this Act:

8 (1) **DISPLACED.**—The term “displaced”, with
9 respect to an energy worker, means that the work-
10 er—

1 (A) previously worked in an energy-related
2 industry; and

3 (B) is a dislocated worker (as defined in
4 section 3 of the Workforce Innovation and Op-
5 portunity Act (29 U.S.C. 3102)).

6 (2) EDUCATIONAL INSTITUTION.—The term
7 “educational institution” means—

8 (A) a State educational agency (as defined
9 in section 8101 of the Elementary and Sec-
10 ondary Education Act of 1965 (20 U.S.C.
11 7801));

12 (B) a local educational agency (as defined
13 in that section); and

14 (C) an institution of higher education.

15 (3) ENERGY-RELATED INDUSTRY.—The term
16 “energy-related industry” includes each of the fol-
17 lowing industries:

18 (A) The energy efficiency industry.

19 (B) The renewable energy industry.

20 (C) The chemical manufacturing industry.

21 (D) The utility industry.

22 (E) The alternative fuels industry.

23 (F) The pipeline industry.

24 (G) The nuclear energy industry.

25 (H) The oil and gas industry.

1 (I) The coal industry.

2 (J) The manufacturing industry, with re-
3 spect to the manufacture of energy-related
4 equipment.

5 (4) INSTITUTION OF HIGHER EDUCATION.—The
6 term “institution of higher education” means—

7 (A) an institution of higher education (as
8 defined in section 101 of the Higher Education
9 Act of 1965 (20 U.S.C. 1001)); and

10 (B) an institution of higher education de-
11 scribed in section 102(a)(1)(B) of that Act (20
12 U.S.C. 1002(a)(1)(B)).

13 (5) LABOR ORGANIZATION.—The term “labor
14 organization” means—

15 (A) a labor organization (as defined in sec-
16 tion 2 of the National Labor Relations Act (29
17 U.S.C. 152)); and

18 (B) any similar organization, labor union,
19 or other entity, as determined to be appropriate
20 by the Secretary.

21 (6) LOCAL WORKFORCE DEVELOPMENT
22 BOARD.—The term “local workforce development
23 board” has the meaning given the term “local
24 board” in section 3 of the Workforce Innovation and
25 Opportunity Act (29 U.S.C. 3102).

1 (7) MINORITY-SERVING INSTITUTION.—The
2 term “minority-serving institution” means—

3 (A) a Hispanic-serving institution (as de-
4 fined in section 502(a) of the Higher Education
5 Act of 1965 (20 U.S.C. 1101a(a)));

6 (B) a Tribal College or University (as de-
7 fined in section 316(b) of the Higher Education
8 Act of 1965 (20 U.S.C. 1059c(b)));

9 (C) an Alaska Native-serving institution
10 (as defined in section 317(b) of the Higher
11 Education Act of 1965 (20 U.S.C. 1059d(b)));

12 (D) a Native Hawaiian-serving institution
13 (as defined in section 317(b) of the Higher
14 Education Act of 1965 (20 U.S.C. 1059d(b)));

15 (E) a Predominantly Black Institution (as
16 defined in section 318(b) of the Higher Edu-
17 cation Act of 1965 (20 U.S.C. 1059e(b)));

18 (F) a Native American-serving, nontribal
19 institution (as defined in section 319(b) of the
20 Higher Education Act of 1965 (20 U.S.C.
21 1059f(b)));

22 (G) an Asian American and Native Amer-
23 ican Pacific Islander-serving institution (as de-
24 fined in section 320(b) of the Higher Education
25 Act of 1965 (20 U.S.C. 1059g(b))); and

1 (H) a Historically Black College or Univer-
2 sity that is a part B institution (as defined in
3 section 322 of the Higher Education Act of
4 1965 (20 U.S.C. 1061)).

5 (8) PREAPPRENTICESHIP PROGRAM.—The term
6 “preapprenticeship program” means a program that
7 prepares participants for, and articulates to, a reg-
8 istered apprenticeship program.

9 (9) REGISTERED APPRENTICESHIP PROGRAM.—
10 The term “registered apprenticeship program”
11 means an apprenticeship program registered with
12 the Office of Apprenticeship of the Employment and
13 Training Administration of the Department of
14 Labor or a State apprenticeship agency recognized
15 by the Office of Apprenticeship pursuant to the Act
16 of August 16, 1937 (commonly known as the “Na-
17 tional Apprenticeship Act”) (50 Stat. 664, chapter
18 663; 29 U.S.C. 50 et seq.).

19 (10) SECRETARY.—The term “Secretary”
20 means the Secretary of Energy.

21 (11) STATE WORKFORCE DEVELOPMENT
22 BOARD.—The term “State workforce development
23 board” has the meaning given the term “State
24 board” in section 3 of the Workforce Innovation and
25 Opportunity Act (29 U.S.C. 3102).

1 (12) UNDERREPRESENTED GROUP.—

2 (A) IN GENERAL.—The term “underrep-
3 resented group” means a subset of the general
4 population of the United States the representa-
5 tion of which within the workforce of an energy-
6 related industry, measured as a percentage of
7 the total workforce within that industry, is
8 lower than the representation of that subset
9 within the general population of the United
10 States, measured as a percentage of that gen-
11 eral population.

12 (B) INCLUSIONS.—The term “underrep-
13 resented group” includes—

- 14 (i) ethnic minorities;
15 (ii) women;
16 (iii) veterans;
17 (iv) individuals with disabilities;
18 (v) unemployed energy workers; and
19 (vi) socioeconomically disadvantaged
20 individuals.

21 (13) WORKFORCE DEVELOPMENT PROGRAM.—

22 The term “workforce development program” has the
23 meaning given the term in section 3 of the Work-
24 force Innovation and Opportunity Act (29 U.S.C.
25 3102).

1 **SEC. 3. ENERGY WORKFORCE DEVELOPMENT PROGRAM.**

2 (a) ESTABLISHMENT.—The Secretary, in consulta-
3 tion with the Secretary of Labor and the Secretary of
4 Education, shall establish and carry out a comprehensive
5 and nationwide program (referred to in this section as the
6 “program”) in accordance with this section to improve
7 education and workforce development for jobs in energy-
8 related industries (including jobs in manufacturing, engi-
9 neering, construction, retrofitting, and research and devel-
10 opment in energy-related industries) to increase the num-
11 ber of skilled workers prepared to work in energy-related
12 industries.

13 (b) WORKFORCE DEVELOPMENT.—

14 (1) IN GENERAL.—In carrying out the program,
15 the Secretary shall—

16 (A) encourage underrepresented groups to
17 enter into science, technology, engineering, and
18 mathematics fields;

19 (B) encourage educational institutions to
20 provide students with mentors and equip stu-
21 dents with the skills, preparation, and technical
22 expertise necessary to fill the employment op-
23 portunities vital to managing and operating en-
24 ergy-related industries;

25 (C) provide internships, fellowships,
26 traineeships, registered apprenticeships, and

1 employment through existing programs at the
2 Department of Energy, including at National
3 Laboratories;

4 (D) provide research grants and technical
5 assistance to institutions of higher education,
6 with priority given to minority-serving institu-
7 tions;

8 (E) provide students and other candidates
9 for employment with the necessary skills and
10 certifications for skilled, semiskilled, and highly
11 skilled jobs in energy-related industries;

12 (F) ensure that the program is in align-
13 ment with Department of Energy initiatives to
14 ensure minority participation in the energy
15 workforce;

16 (G) engage with other programs and lab-
17 oratories in the Department of Energy that are
18 carrying out the Minorities in Energy Initiative
19 of the Department of Energy; and

20 (H) to the maximum extent practicable—

21 (i) collaborate with and support work-
22 force development programs to maximize
23 the efficiency of the program;

1 (ii) collaborate with registered appren-
2 ticeship programs and preapprenticeship
3 programs; and

4 (iii) if requested by the Secretary of
5 Labor, support the establishment of na-
6 tionally recognized certifications by the De-
7 partment of Labor in the energy-related
8 industries described in subsection (j)(4).

9 (2) PRIORITY.—In carrying out the program,
10 the Secretary shall prioritize the education and
11 training of underrepresented groups, including low-
12 income individuals, low-wage workers, and displaced
13 workers, for jobs in energy-related industries.

14 (c) DIRECT ASSISTANCE.—

15 (1) IN GENERAL.—To carry out the program,
16 the Secretary shall—

17 (A) provide direct assistance (including fi-
18 nancial assistance awards, technical expertise,
19 and guidance on internships) to educational in-
20 stitutions, local workforce development boards,
21 State workforce development boards, nonprofit
22 organizations, labor organizations, joint labor-
23 management organizations, registered appren-
24 ticeship programs, and preapprenticeship pro-
25 grams; or

1 (B) work within existing programs of the
2 Department of Energy (including programs of
3 the National Laboratories).

4 (2) DISTRIBUTION.—The Secretary shall dis-
5 tribute direct assistance under paragraph (1)(A) in
6 a manner that—

7 (A) is proportional to the needs of, and de-
8 mand for jobs in, an energy-related industry;
9 and

10 (B) is consistent with the information ob-
11 tained under subsections (e)(3) and (j).

12 (d) RESOURCE CENTER.—

13 (1) IN GENERAL.—The Secretary, in consulta-
14 tion with the Secretary of Labor and the Secretary
15 of Education, shall establish an online resource cen-
16 ter to provide—

17 (A) competency models and career maps
18 for jobs in energy-related industries; and

19 (B) a tool to map skills across—

20 (i) different energy-related industries;

21 and

22 (ii) different jobs in energy-related in-
23 dustries.

24 (2) PURPOSE.—The Secretary shall establish
25 the online resource center described in paragraph

1 (1) to be a resource for educational institutions,
2 local workforce development boards, State workforce
3 development boards, nonprofit organizations, labor
4 organizations, and registered apprenticeship pro-
5 grams that would like to develop and implement
6 workforce development programs for the jobs de-
7 scribed in that paragraph.

8 (3) COMPLEMENTARITY WITH EXISTING RE-
9 SOURCES.—In carrying out paragraph (1)—

10 (A) the Secretary may draw from or com-
11 plement any existing resources of the Depart-
12 ment of Labor or the Department of Education,
13 as the Secretary determines to be appropriate;
14 and

15 (B) if the Secretary and the Secretary of
16 Labor or the Secretary of Education, as appli-
17 cable, agree, the appropriate Secretaries may—

18 (i) integrate the online resource center
19 established under that paragraph with any
20 existing online resources of the Depart-
21 ment of Labor or the Department of Edu-
22 cation; or

23 (ii) modify those existing online re-
24 sources to ensure complementarity between

1 those resources and the online resource
2 center established under paragraph (1).

3 (4) COMPLETE INTEGRATION WITH EXISTING
4 RESOURCES.—

5 (A) IN GENERAL.—The online resource
6 center described in paragraph (1) may be estab-
7 lished entirely through the modification of 1 or
8 more existing online resources of the Depart-
9 ment of Labor or the Department of Education
10 if—

11 (i) the Secretary, in consultation with
12 the Secretary of Labor and the Secretary
13 of Education, determines that the modi-
14 fication of 1 or more existing online re-
15 sources, rather than the establishment of a
16 new online resource, would be an efficient
17 and effective means of—

18 (I) carrying out the purpose of
19 the online resource center described in
20 paragraph (2); and

21 (II) providing the models, maps,
22 and tool described in subparagraphs
23 (A) and (B) of paragraph (1); and

24 (ii) the Secretary of Labor or the Sec-
25 retary of Education, as applicable, agrees

1 to modify (or allows the Secretary to mod-
2 ify) the applicable online resources in a
3 manner that carries out subclauses (I) and
4 (II) of clause (i) to the satisfaction of the
5 Secretary.

6 (B) SUBSEQUENT ESTABLISHMENT OF
7 NEW RESOURCE.—If the Secretary, in consulta-
8 tion with the Secretary of Labor and the Sec-
9 retary of Education, determines at any time
10 that it would be more appropriate to establish
11 a new online resource center under paragraph
12 (1), the Secretary may do so.

13 (e) COLLABORATION AND REPORT.—In carrying out
14 the program, the Secretary shall—

15 (1) collaborate with educational institutions,
16 local workforce development boards, State workforce
17 development boards, nonprofit organizations, labor
18 organizations, registered apprenticeship programs,
19 and energy-related industries;

20 (2) to facilitate the sharing of promising prac-
21 tices and approaches that best suit local, State, and
22 national needs, encourage and foster collaboration,
23 mentorship, and partnership between—

24 (A) industry, local workforce development
25 boards, State workforce development boards,

1 nonprofit organizations, labor organizations,
2 and registered apprenticeship programs that
3 provide effective workforce development pro-
4 grams for jobs in energy-related industries; and

5 (B) educational institutions that seek to
6 establish those programs; and

7 (3) collaborate with the Commissioner of the
8 Bureau of Labor Statistics, the Secretary of Labor,
9 the Secretary of Education, the Secretary of Com-
10 merce, the Director of the Bureau of the Census,
11 and energy-related industries—

12 (A) to develop a comprehensive and de-
13 tailed understanding of the workforce needs of,
14 and job opportunities in, energy-related indus-
15 tries and labor organizations, by State and by
16 region; and

17 (B) to publish an annual report on job cre-
18 ation in the areas identified by the Secretary
19 under subsection (j)(1)(A), including any areas
20 identified pursuant to a periodic review carried
21 out under subsection (j)(3) as being among
22 those areas with the greatest demand for work-
23 ers.

24 (f) GUIDELINES FOR EDUCATIONAL INSTITU-
25 TIONS.—

1 (1) IN GENERAL.—The Secretary, in collabora-
2 tion with the Secretary of Education, the Secretary
3 of Commerce, the Secretary of Labor, and the Direc-
4 tor of the National Science Foundation, shall de-
5 velop and provide to educational institutions vol-
6 untary guidelines or promising practices for pro-
7 viding graduates with skills necessary for jobs in en-
8 ergy-related industries (including skills for manufac-
9 turing, engineering, construction, retrofitting, and
10 research and development in energy-related indus-
11 tries).

12 (2) INPUT FROM INDUSTRY AND LABOR ORGA-
13 NIZATIONS.—In carrying out paragraph (1), the Sec-
14 retary shall solicit input from energy-related indus-
15 tries and labor organizations.

16 (3) ENERGY EFFICIENCY AND CONSERVATION
17 INITIATIVES.—The voluntary guidelines or promising
18 practices developed under paragraph (1) shall in-
19 clude grade-specific guidelines for teaching students,
20 families, and communities about energy efficiency
21 technology, manufacturing efficiency technology,
22 community energy resiliency, and energy conserva-
23 tion initiatives.

24 (4) STEM EDUCATION.—The voluntary guide-
25 lines or promising practices developed under para-

1 graph (1) shall promote education in science, tech-
2 nology, engineering, and mathematics as it relates to
3 job opportunities in the areas identified by the Sec-
4 retary under subsection (j)(1)(A), including any
5 areas identified pursuant to a periodic review carried
6 out under subsection (j)(3) as being among those
7 areas with the greatest demand for workers.

8 (g) OUTREACH TO MINORITY-SERVING INSTITU-
9 TIONS.—The Secretary shall—

10 (1) give special consideration to increasing out-
11 reach to minority-serving institutions;

12 (2) make resources available to minority-serving
13 institutions to increase the number of skilled minori-
14 ties and women qualified for jobs in energy-related
15 industries (including with respect to skills for jobs in
16 manufacturing, processing, engineering, construc-
17 tion, retrofitting, and research and development in
18 energy-related industries);

19 (3) encourage energy-related industries to im-
20 prove opportunities for students of minority-serving
21 institutions to participate in industry internships
22 and cooperative work-study programs; and

23 (4) work with the laboratories of the Depart-
24 ment of Energy to increase the participation of
25 underrepresented groups in internships, fellowships,

1 workforce development programs, and employment
2 at those laboratories.

3 (h) OUTREACH TO DISPLACED AND UNEMPLOYED
4 ENERGY WORKERS.—The Secretary shall—

5 (1) give special consideration to increasing out-
6 reach to employers, labor organizations, and job
7 trainers preparing displaced and unemployed energy
8 workers for emerging jobs in energy-related indus-
9 tries (including jobs in manufacturing, engineering,
10 construction, retrofitting, and research and develop-
11 ment in energy-related industries);

12 (2) make resources available to institutions that
13 serve displaced and unemployed energy workers to
14 increase the number of individuals prepared for jobs
15 in energy-related industries (including jobs in manu-
16 facturing, engineering, construction, retrofitting, and
17 research and development in energy-related indus-
18 tries); and

19 (3) encourage energy-related industries to im-
20 prove opportunities for displaced and unemployed
21 energy workers to participate in industry intern-
22 ships, registered apprenticeship programs, and coop-
23 erative work-study programs.

24 (i) ENROLLMENT IN WORKFORCE DEVELOPMENT
25 AND REGISTERED APPRENTICESHIP PROGRAMS.—The

1 Secretary shall collaborate with industry, local workforce
2 development boards, State workforce development boards,
3 nonprofit organizations, labor organizations, and reg-
4 istered apprenticeship programs to help identify students
5 and other candidates, including from underrepresented
6 groups to enroll in quality preapprenticeship programs
7 and registered apprenticeship programs for jobs in energy-
8 related industries.

9 (j) GUIDELINES TO DEVELOP SKILLS FOR AN EN-
10 ERGY INDUSTRY WORKFORCE.—

11 (1) IN GENERAL.—The Secretary—

12 (A) in collaboration with energy-related in-
13 dustries and labor organizations, shall identify,
14 within energy-related industries, the areas that
15 have the greatest demand for workers; and

16 (B) in collaboration with energy related in-
17 dustries and labor organizations and in con-
18 sultation with the Secretary of Labor, shall de-
19 velop and maintain, in accordance with this
20 subsection, guidelines for the skills necessary to
21 work in those areas.

22 (2) SKILLS.—In developing and maintaining
23 guidelines under paragraph (1)(B), the Secretary, in
24 collaboration with energy-related industries and
25 labor organizations and in consultation with the Sec-

1 retary of Labor, shall include levels of proficiency or
2 certification in skills relevant to the applicable area,
3 which may include, as applicable, 1 or more of the
4 following:

- 5 (A) Electrical work.
- 6 (B) Plumbing.
- 7 (C) Welding.
- 8 (D) Pipe fitting.
- 9 (E) Math.
- 10 (F) Engineering.
- 11 (G) Chemistry.
- 12 (H) Physics.
- 13 (I) Cybersecurity.
- 14 (J) Facility security.
- 15 (K) Geology.
- 16 (L) Mining.
- 17 (M) Equipment operation.
- 18 (N) Sales.
- 19 (O) Construction.
- 20 (P) Installation.
- 21 (Q) Retrofitting.
- 22 (R) Manufacturing.
- 23 (S) Any other skill that the Secretary, in
24 collaboration with energy-related industries and

1 labor organizations, determines to be appro-
2 priate.

3 (3) FOCUS.—The Secretary, in collaboration
4 with energy-related industries and labor organiza-
5 tions, shall—

6 (A) periodically review the areas identified
7 under paragraph (1)(A), other areas within en-
8 ergy-related industries, and the energy market
9 in general; and

10 (B) shift the focus of the efforts carried
11 out under this subsection to ensure that, as the
12 energy market evolves, the guidelines developed
13 and maintained under paragraph (1)(B) con-
14 tinue to address the areas with the greatest de-
15 mand for workers.

16 (4) REQUIREMENT.—In carrying out para-
17 graphs (1)(A) and (3), the Secretary shall review
18 and consider, at a minimum, areas within the fol-
19 lowing energy-related industries:

20 (A) The alternative energy generation and
21 refining industries, including—

22 (i) the renewable energy industry, in-
23 cluding work relating to the development,
24 engineering, manufacturing, production,
25 and installation of—

1 (I) technologies that generate re-
2 newable energy from sources such as
3 solar, hydropower, wind, wave, and
4 geothermal energy; and

5 (II) technologies relating to hy-
6 drogen or other energy carriers that
7 are generated from renewable sources;

8 (ii) the bioenergy industry, including
9 work relating to biomass, biofuel, and bio-
10 chemical refining;

11 (iii) industries involving the extraction
12 and refining of minerals that are critical to
13 renewable energy storage and production;
14 and

15 (iv) the nuclear energy industry, in-
16 cluding—

17 (I) discovery, extraction, refining,
18 and power generation; and

19 (II) production of hydrogen
20 paired with nuclear energy generation.

21 (B) The fossil energy extraction and refin-
22 ing industries, including—

23 (i) the oil and gas industry, including
24 discovery, extraction, refining and power
25 generation;

1 (ii) the petrochemical manufacturing
2 industry, including hydrogen generation
3 from fossil sources;

4 (iii) the coal industry; and

5 (iv) the carbon sequestration industry,
6 including underground storage and
7 longterm biological storage pools.

8 (C) The energy storage industry, including
9 the manufacture and installation of batteries,
10 pumped hydro, and other forms of physical and
11 chemical energy storage.

12 (D) The energy conveyance industries, in-
13 cluding—

14 (i) with respect to electricity—

15 (I) the transmission and distribu-
16 tion of electricity;

17 (II) the establishment of
18 microgrids; and

19 (III) smart grid technologies;

20 (ii) pipelines for the transmission of
21 oil, natural gas, hydrogen, biomass, and
22 other energy feedstocks; and

23 (iii) vehicle charging and alternative
24 fueling infrastructure.

1 (E) The energy efficiency industry, includ-
2 ing work relating to conservation, weatheriza-
3 tion, electrification, energy auditing, retro-
4 fitting, programming and automation, construc-
5 tion, plumbing, and inspection.

6 (F) The manufacturing industry, includ-
7 ing—

8 (i) the manufacture of—

9 (I) wind, solar, and geothermal
10 energy equipment;

11 (II) hydropower, wave power, and
12 biofuel combustion equipment;

13 (III) nuclear components; and

14 (IV) other alternative energy
15 equipment;

16 (ii) the manufacture of alternative
17 fuel vehicles, engines, drive trains, and fuel
18 cells;

19 (iii) the manufacture of electric bat-
20 teries, cryogenic hydrogen equipment, and
21 other forms of chemical and physical en-
22 ergy storage;

23 (iv) the manufacture of heat pumps,
24 induction heaters, and other advanced
25 technologies used for—

1 (I) space and water heating and
2 cooling; or

3 (II) drying applications; and

4 (v) advanced manufacturing that sup-
5 ports the energy sector, such as operations
6 and design relating to—

7 (I) additive manufacturing;

8 (II) 3-dimensional printing;

9 (III) advanced composites and
10 advanced aluminum and other alloys;

11 (IV) industrial energy efficiency
12 management systems (including power
13 electronics); and

14 (V) other innovative technologies.

15 (5) COMPLEMENTARITY WITH EXISTING RE-
16 SOURCES.—In carrying out paragraph (1)(B)—

17 (A) the Secretary shall draw from or com-
18 plement any existing resources of the Depart-
19 ment of Labor, as the Secretary determines to
20 be appropriate; and

21 (B) if the Secretary and the Secretary of
22 Labor agree, the Secretary and the Secretary of
23 Labor may—

24 (i) integrate the development and
25 maintenance of the guidelines described in

1 that paragraph with any existing resources
2 of the Department of Labor; or

3 (ii) modify those existing resources to
4 ensure complementarity between those re-
5 sources and the development and mainte-
6 nance of those guidelines.

7 (6) COMPLETE INTEGRATION WITH EXISTING
8 RESOURCES.—

9 (A) IN GENERAL.—The publication and
10 maintenance of the guidelines described in
11 paragraph (1)(B) may be carried out entirely
12 through the modification of 1 or more existing
13 resources of the Department of Labor if—

14 (i) the Secretary, in consultation with
15 the Secretary of Labor, determines that
16 the modification of 1 or more existing re-
17 sources of the Department of Labor, rath-
18 er than the establishment of a new re-
19 source, would be an efficient and effective
20 means of publishing and maintaining those
21 guidelines; and

22 (ii) the Secretary of Labor agrees to
23 modify (or allows the Secretary to modify)
24 the applicable resources in a manner that

1 carries out clause (i) to the satisfaction of
2 the Secretary.

3 (B) SUBSEQUENT ESTABLISHMENT OF
4 NEW RESOURCE.—If the Secretary, in consulta-
5 tion with the Secretary of Labor, determines at
6 any time that it would be more appropriate to
7 establish a new resource to carry out paragraph
8 (1)(B), the Secretary may do so.

9 **SEC. 4. ENERGY WORKFORCE GRANT PROGRAM.**

10 (a) DEFINITIONS.—In this section:

11 (1) ELIGIBLE ENTITY.—The term “eligible enti-
12 ty” means a business or joint labor-management
13 partnership that—

14 (A)(i) is directly involved with energy effi-
15 ciency, renewable energy technology, electrifica-
16 tion, grid modernization, grid storage, or reduc-
17 tion in greenhouse gas emissions, as determined
18 by the Secretary; or

19 (ii) works on behalf of a business or joint
20 labor-management partnership that is directly
21 involved with energy efficiency, renewable en-
22 ergy technology, electrification, grid moderniza-
23 tion, energy storage, or reduction in greenhouse
24 gas emissions, as determined by the Secretary;
25 and

1 (B) manufactures products or provides
2 services related to—

3 (i) renewable energy generation, in-
4 cluding solar, wind, geothermal, hydro-
5 power, and other renewable energy genera-
6 tion technologies;

7 (ii) energy efficiency, including energy
8 efficient lighting, advanced building mate-
9 rials and techniques, insulation and air
10 sealing, and other high efficiency products
11 and services, and auditing and inspection
12 in energy efficiency;

13 (iii) electrification, including—

14 (I) installation of—

15 (aa) electric heat pump
16 water heaters;

17 (bb) electric heat pumps for
18 heating and cooling;

19 (cc) electric heat pump
20 clothes dryers;

21 (dd) electric stoves,
22 cooktops, ranges, or ovens; and

23 (ee) electric load or service
24 centers; and

1 (II) retrofitting production lines
2 of air conditioners to manufacture
3 heat pumps;

4 (iv) grid modernization, including
5 smart grid, microgrid and other distributed
6 energy solutions, demand response man-
7 agement, and home energy management
8 technology;

9 (v) energy storage, including batteries,
10 pumped hydro, and other market-viable
11 means of chemical and physical energy
12 storage;

13 (vi) technologies that improve the con-
14 version, use, and storage of carbon dioxide
15 produced from fossil fuels, including car-
16 bon capture and storage and direct air
17 capture;

18 (vii) nuclear energy, including nuclear
19 technology research, development, dem-
20 onstration, and commercial application;

21 (viii)(I) vehicles and equipment that
22 use fuel cell or hybrid fuel cell energy; and

23 (II) associated fueling equipment; or

24 (ix) electric vehicles and associated
25 charging infrastructure.

1 (2) JOINT LABOR-MANAGEMENT PARTNER-
2 SHIP.—

3 (A) IN GENERAL.—The term “joint labor-
4 management partnership” means a registered
5 nonprofit organization that—

6 (i) is made up of—

7 (I) representatives from nonprofit
8 organizations, employers, industry,
9 and labor organizations; and

10 (II) an intermediary or a sus-
11 tained convener; and

12 (ii) sets goals, encourages agreements,
13 fosters open dialogue, solves problems, cre-
14 ates incentives for outstanding individual
15 or team performance, and encourages flexi-
16 bility and innovation.

17 (B) INCLUSION.—The term “joint labor-
18 management partnership” includes a qualified
19 youth or conservation corps that—

20 (i) provides training to individuals to
21 work for an eligible entity that is a busi-
22 ness; or

23 (ii) works on behalf of an eligible enti-
24 ty that is a business.

25 (b) ESTABLISHMENT.—

1 (1) IN GENERAL.—The Secretary shall establish
2 a program to provide grants to eligible entities to
3 pay the wages of a new or existing employee during
4 the time period in which the employee receives train-
5 ing to work—

6 (A) in the energy efficiency sector, the re-
7 newable energy sector, the electrification sector,
8 or the grid modernization sector; or

9 (B) on matters pertaining to the reduction
10 of greenhouse gas emissions.

11 (2) GUIDELINES.—Not later than 60 days after
12 the date of enactment of this Act, the Secretary, in
13 consultation with the Secretary of Labor, stake-
14 holders, contractors, and organizations that work to
15 advance existing residential energy efficiency, shall
16 establish guidelines for the program under para-
17 graph (1) to determine the criteria for—

18 (A) the wages or stipends that shall be
19 paid using the grant funds, subject to sub-
20 section (c)(4)(A); and

21 (B) training received by an employee that
22 qualifies under the program.

23 (c) GRANTS.—

24 (1) IN GENERAL.—An eligible entity desiring a
25 grant under subsection (b)(1) shall submit to the

1 Secretary an application at such time, in such man-
2 ner, and containing such information as the Sec-
3 retary may require.

4 (2) PRIORITY FOR TARGETED COMMUNITIES.—
5 In providing grants under subsection (b)(1), the Sec-
6 retary shall give priority to an eligible entity that—

7 (A) recruits employees—

8 (i) from the 1 or more communities
9 that are served by the eligible entity; and

10 (ii) that are minorities, women, vet-
11 erans, individuals who are or were foster
12 children, or individuals who are
13 transitioning from fossil energy sector jobs;
14 and

15 (B) provides trainees with the opportunity
16 to obtain real-world experience.

17 (3) USE OF GRANTS.—Subject to paragraph
18 (4)(B), an eligible entity may use a grant received
19 under subsection (b)(1)—

20 (A) in the case of an eligible entity with 20
21 or fewer employees, to pay not more than—

22 (i) 45 percent of the wages of an em-
23 ployee for the duration of the training, if
24 the training is provided by the eligible enti-
25 ty; and

1 (ii) 90 percent of the wages of an em-
2 ployee for the duration of the training, if
3 the training is provided by an entity other
4 than the eligible entity;

5 (B) in the case of an eligible entity with 21
6 to 99 employees, to pay not more than—

7 (i) 37.5 percent of the wages of an
8 employee for the duration of the training,
9 if the training is provided by the eligible
10 entity; and

11 (ii) 75 percent of the wages of an em-
12 ployee for the duration of the training, if
13 the training is provided by an entity other
14 than the eligible entity; and

15 (C) in the case of an eligible entity with
16 not less than 100 employees, to pay not more
17 than—

18 (i) 25 percent of the wages of an em-
19 ployee for the duration of the training, if
20 the training is provided by the eligible enti-
21 ty; and

22 (ii) 50 percent of the wages of an em-
23 ployee for the duration of the training, if
24 the training is provided by an entity other
25 than the eligible entity.

1 (4) CONDITIONS.—

2 (A) SCHEDULE OF WAGES.—

3 (i) IN GENERAL.—An eligible entity
4 receiving a grant under subsection (b)(1)
5 shall provide a clearly defined schedule of
6 wages to be paid to each employee any por-
7 tion of the wages of whom will be paid
8 using grant funds.

9 (ii) REQUIREMENT.—A schedule of
10 wages under clause (i) shall—

11 (I) be consistent with skill gains
12 that result from participation in or
13 completion of the training described in
14 subsection (b)(1);

15 (II) ensure that the entry wage
16 of each employee described in that
17 clause is not less than the greater
18 of—

19 (aa) the minimum wage re-
20 quired under section 6(a) of the
21 Fair Labor Standards Act of
22 1938 (29 U.S.C. 206(a)); and

23 (bb) the applicable wage re-
24 quired by—

1 (AA) other applicable
2 Federal or State law; or

3 (BB) a collective bar-
4 gaining agreement; and

5 (III) ensure that the wages of ex-
6 isting employees of the eligible entity
7 described in that clause progressively
8 increase as a result of completion of
9 the training.

10 (B) DURATION OF TRAINING.—

11 (i) IN GENERAL.—For purposes of
12 paragraph (3), the duration of the training
13 referred to in each of subparagraphs (A)
14 through (C) of that paragraph may not ex-
15 ceed a period of 180 days beginning on the
16 date on which the employee begins the
17 training.

18 (ii) DIFFERENT TYPES OF TRAIN-
19 ING.—The 180-day period described in
20 clause (i) shall apply to each type of train-
21 ing received by an employee, such that a
22 new 180-day period shall apply to training
23 leading to a substantially different certifi-
24 cation, as determined by the Secretary,
25 than a prior training.

1 (C) UNION NEUTRALITY.—An eligible enti-
2 ty receiving a grant under subsection (b)(1) to
3 pay any portion of the wages of 1 or more em-
4 ployees of the eligible entity shall remain neu-
5 tral—

6 (i) in any labor organization orga-
7 nizing effort; and

8 (ii) with respect to the exercise of em-
9 ployees and labor organizations of the
10 right to organize and bargain and engage
11 in other protected concerted activity under
12 the National Labor Relations Act (29
13 U.S.C. 151 et seq.).

14 (5) GRANT AMOUNT.—An eligible entity may
15 not receive more than \$100,000 per fiscal year
16 under subsection (b)(1).

17 (d) AUTHORIZATION OF APPROPRIATIONS.—There is
18 authorized to be appropriated to carry out this section
19 \$100,000,000 for each of fiscal years 2023 through 2027.

20 **SEC. 5. CLEAN ENERGY EDUCATION GRANT PROGRAM.**

21 (a) DEFINITION OF ELIGIBLE ENTITY.—In this sec-
22 tion, the term “eligible entity” means—

23 (1) a junior or community college (as defined in
24 section 312(f) of the Higher Education Act of 1965
25 (20 U.S.C. 1058(f)));

1 (2) a postsecondary vocational institution (as
2 defined in section 102(c) of that Act (20 U.S.C.
3 1002(c)));

4 (3) a secondary school (as defined in section
5 8101 of the Elementary and Secondary Education
6 Act of 1965 (20 U.S.C. 7801));

7 (4) a Bureau-funded school (as defined in sec-
8 tion 1141 of the Education Amendments of 1978
9 (25 U.S.C. 2021)); and

10 (5) an area career and technical education
11 school (as defined in section 3 of the Carl D. Per-
12 kins Career and Technical Education Act of 2006
13 (20 U.S.C. 2302)).

14 (b) GRANTS.—The Secretary shall provide grants to
15 eligible entities to establish clean energy education pro-
16 grams that, at a minimum, include 1 or more of the fol-
17 lowing:

18 (1) A curriculum that prepares individuals for
19 an occupation in the manufacturing of products or
20 the provision of services described in section
21 4(a)(1)(B).

22 (2) Scholarships or stipends for students en-
23 rolled in the clean energy education program.

24 (c) APPLICATIONS.—An eligible entity desiring a
25 grant under this section shall submit to the Secretary an

1 application at such time, in such manner, and containing
2 such information as the Secretary may require, including,
3 at a minimum—

4 (1) a description of—

5 (A) the training the eligible entity would
6 provide using grant funds (including, in cases
7 in which grant funds will be used to provide
8 scholarships or stipends, the training that the
9 eligible entity will provide to the recipient of the
10 scholarship or stipend);

11 (B) how that training fulfills the workforce
12 needs of employers that manufacture products
13 or provide services described in section
14 4(a)(1)(B);

15 (C) how that training aligns with or con-
16 tributes to the development of—

17 (i) the guidance provided by the re-
18 sources of the online resource center estab-
19 lished under subsection (d) of section 3;
20 and

21 (ii) the guidelines developed under
22 subsection (f) of that section; and

23 (D) how the workforce needs that would be
24 fulfilled by that training relate to an industry

1 or occupation in the region in which the train-
2 ing is conducted;

3 (2) a description of the criteria for selecting re-
4 cipients of scholarships or stipends for students en-
5 rolled in the clean energy education program;

6 (3) evidence of the experience of the eligible en-
7 tity in conducting training programs in the clean en-
8 ergy technology sector;

9 (4) information about—

10 (A) the eligible entity; and

11 (B) any relevant partnerships that the eli-
12 gible entity has with the Federal Government,
13 other worker training entities, employers or em-
14 ployer-sponsored organizations, State or local
15 agencies, labor or joint labor-management orga-
16 nizations, institutions of higher education, com-
17 munity-based organizations, or faith-based or-
18 ganizations;

19 (5) information about how the eligible entity
20 will collect additional wage and employment data of
21 graduates of the clean energy education program to
22 evaluate the quality of the training and other pro-
23 gramming provided by the program; and

24 (6) any other information that the Secretary
25 determines to be appropriate in order to determine

1 whether an eligible entity will provide training and
2 other programming of sufficient quality.

3 (d) REQUIREMENTS.—

4 (1) IN GENERAL.—In providing grants under
5 this section, the Secretary shall—

6 (A) specify a percentage of funding, at the
7 discretion of the Secretary, to be used for inno-
8 vative programs, as defined by the Secretary in
9 accordance with paragraph (2); and

10 (B) specify a percentage of funding, at the
11 discretion of the Secretary, to be used to pro-
12 vide scholarships and stipends that adequately
13 cover wraparound services for recipients of the
14 scholarships and stipends, including—

15 (i) necessary transportation costs with
16 respect to attending the applicable cur-
17 riculum; and

18 (ii) child care costs relating to attend-
19 ing the applicable curriculum.

20 (2) INNOVATIVE PROGRAMS.—In carrying out
21 paragraph (1)(A), the Secretary may define innova-
22 tive programs as those programs with the potential
23 to scale quickly, such as—

24 (A) train-the-trainer programs;

1 (B) online or hybrid education programs;
2 and

3 (C) programs that use broadly distributed
4 institutions, such as community colleges.

5 (e) PRIORITY.—In providing grants under this sec-
6 tion, the Secretary shall give priority to eligible entities
7 that, in carrying out clean energy education programs
8 under this section, give priority to underrepresented
9 groups.

10 (f) CONDITIONS.—

11 (1) GRANT PERIOD.—The period of a grant
12 provided under this section shall not exceed 3 years.

13 (2) GRANT AMOUNT.—The amount of a grant
14 provided under this section shall not exceed
15 \$150,000.

16 (3) SCHOLARSHIPS AND STIPENDS.—

17 (A) POSTSECONDARY INSTITUTIONS.—
18 Scholarships and stipends administered by an
19 eligible entity described in paragraph (1) or (2)
20 of subsection (a) or, in the case of an eligible
21 entity described in paragraph (5) of that sub-
22 section, an entity described in subparagraph
23 (C) or (D) of section 3(3) of the Carl D. Per-
24 kins Career and Technical Education Act of
25 2006 (20 U.S.C. 2302(3))—

1 (i) may not exceed \$12,000 per year
2 per individual recipient; and

3 (ii) may be provided for a period of
4 not more than 2 years per recipient.

5 (B) SECONDARY SCHOOLS.—

6 (i) DEFINITION OF SECONDARY
7 SCHOOL.—In this subparagraph, the term
8 “secondary school” means—

9 (I) an eligible entity described in
10 paragraph (3) or (4) of subsection (a);
11 and

12 (II) in the case of an eligible en-
13 tity described in paragraph (5) of that
14 subsection, an entity described in sub-
15 subparagraph (A) or (B) of section 3(3)
16 of the Carl D. Perkins Career and
17 Technical Education Act of 2006 (20
18 U.S.C. 2302(3)).

19 (ii) PROHIBITION.—A grant provided
20 under this section may not be used to pro-
21 vide scholarships for, or stipends relating
22 to, attendance at or enrollment in a sec-
23 ondary school or any clean energy edu-
24 cation program carried out by a secondary
25 school.

1 (g) AUTHORIZATION OF APPROPRIATIONS.—There is
2 authorized to be appropriated to carry out this section
3 \$30,000,000 for each of fiscal years 2023 through 2027.