



1 including those serving unemployed energy  
2 workers; and

3 (B) internships, fellowships, traineeships,  
4 and apprenticeships at the Department of En-  
5 ergy, including at the Department of Energy  
6 national laboratories.

7 (2) DISTRIBUTION.—Subject to subsection (c),  
8 the Secretary shall distribute assistance described in  
9 paragraph (1) in a manner proportional to the needs  
10 of energy-related industries and demand for jobs in  
11 energy-related industries, consistent with informa-  
12 tion developed under subsection (e).

13 (c) PRIORITY.—In carrying out the program estab-  
14 lished under subsection (a), the Secretary shall—

15 (1) prioritize the education and training of indi-  
16 viduals from underrepresented communities for jobs  
17 in energy-related industries, including in providing  
18 internships, fellowships, traineeships, apprentice-  
19 ships, and employment at the Department of En-  
20 ergy, including at the Department of Energy na-  
21 tional laboratories; and

22 (2) in providing research grants and technical  
23 assistance to educational institutions, give priority to  
24 minority-serving institutions.

1 (d) COLLABORATION AND OUTREACH.—In carrying  
2 out the program established under subsection (a), the Sec-  
3 retary shall—

4 (1) collaborate with—

5 (A) to the maximum extent possible, State  
6 workforce development boards, to maximize pro-  
7 gram efficiency;

8 (B) educational institutions and covered  
9 organizations and programs;

10 (C) energy-related industries and covered  
11 organizations and programs to increase the op-  
12 portunities for, and enrollment of, students and  
13 other candidates, including students of minor-  
14 ity-serving institutions and unemployed energy  
15 workers, to participate in industry internships,  
16 fellowships, traineeships, and apprenticeships;  
17 and

18 (D) Federal-State Regional Commissions,  
19 including the Appalachia Regional Commission,  
20 the Delta Regional Authority, the Denali Com-  
21 mission, the Northern Border Regional Com-  
22 mission, the Northern Great Plains Regional  
23 Commission, and the Southeast Crescent Re-  
24 gional Commission; and

25 (2) conduct outreach activities to—

1 (A) encourage individuals from underrep-  
2 resented communities and unemployed energy  
3 workers to enter into the STEM fields; and

4 (B) encourage and foster collaboration,  
5 mentorships, and partnerships among energy-  
6 related industries, and covered organizations  
7 and programs, that provide effective training  
8 programs for jobs in energy-related industries  
9 and educational institutions that seek to estab-  
10 lish these types of programs in order to share  
11 best practices and approaches that best suit  
12 local, State, and national needs.

13 (e) CLEARINGHOUSE.—

14 (1) ESTABLISHMENT.—In carrying out the pro-  
15 gram established under subsection (a), the Sec-  
16 retary, in collaboration with the Commissioner of the  
17 Bureau of Labor Statistics, the Secretary of Com-  
18 merce, the Director of the Bureau of the Census,  
19 and energy-related industries, shall establish a clear-  
20 inghouse to—

21 (A) develop, maintain, and update informa-  
22 tion and other resources, by State and by re-  
23 gion, on—

24 (i) training programs for jobs in en-  
25 ergy-related industries; and

1 (ii) the current and future workforce  
2 needs of energy-related industries, and job  
3 opportunities in such energy-related indus-  
4 tries, including identification of jobs in en-  
5 ergy-related industries for which there is  
6 the greatest demand; and

7 (B) act as a resource for educational insti-  
8 tutions and covered organizations and programs  
9 that would like to develop and implement train-  
10 ing programs for such jobs.

11 (2) REPORT.—The Secretary shall annually  
12 publish a report on the information and other re-  
13 sources developed, maintained, and updated on the  
14 clearinghouse established under paragraph (1).

15 (f) GUIDELINES TO DEVELOP SKILLS FOR AN EN-  
16 ERGY INDUSTRY WORKFORCE.—

17 (1) IN GENERAL.—In carrying out the program  
18 established under subsection (a), the Secretary, in  
19 collaboration with the Secretary of Education, the  
20 Secretary of Commerce, the Secretary of Labor, and  
21 the National Science Foundation, shall develop vol-  
22 untary guidelines or best practices for educational  
23 institutions to help provide students with the skills  
24 necessary for jobs in energy-related industries, in-  
25 cluding jobs in—

1 (A) the energy efficiency industry, includ-  
2 ing jobs in energy efficiency (including architec-  
3 ture, design, and construction of new energy ef-  
4 ficient buildings), conservation, weatherization,  
5 retrofitting, inspecting, auditing, and software  
6 development;

7 (B) the renewable energy industry, includ-  
8 ing jobs in the development, engineering, manu-  
9 facturing, and production of energy from re-  
10 newable energy sources (such as solar, hydro-  
11 power, wind, and geothermal energy);

12 (C) the community energy resiliency indus-  
13 try, including jobs in the installation of rooftop  
14 solar, in battery storage, and in microgrid tech-  
15 nologies;

16 (D) the fuel cell and hydrogen energy in-  
17 dustry;

18 (E) the advanced automotive technology  
19 industry, including jobs relating to electric vehi-  
20 cle batteries, connectivity and automation, and  
21 advanced combustion engines;

22 (F) the manufacturing industry, including  
23 jobs as operations technicians, in operations  
24 and design in additive manufacturing, 3-D  
25 printing, and advanced composites and ad-

1 vanced aluminum and other metal alloys, and in  
2 industrial energy efficiency management sys-  
3 tems, including power electronics, and other in-  
4 novative technologies;

5 (G) the chemical manufacturing industry,  
6 including jobs in construction (such as welders,  
7 pipefitters, and tool and die makers), as instru-  
8 ment and electrical technicians, machinists,  
9 chemical process operators, engineers, quality  
10 and safety professionals, and reliability engi-  
11 neers;

12 (H) the utility industry, including jobs in  
13 smart grid technology, cybersecurity manage-  
14 ment, and the generation, transmission, and  
15 distribution of electricity and natural gas, such  
16 as electricians and utility dispatchers, techni-  
17 cians, operators, lineworkers, engineers, sci-  
18 entists, and information technology specialists;

19 (I) the alternative fuels industry, including  
20 jobs in biofuel and bioproducts development and  
21 production;

22 (J) the pipeline industry, including jobs in  
23 pipeline construction and maintenance and jobs  
24 as engineers and technical advisors;

1           (K) the nuclear energy industry, including  
2           jobs as scientists, engineers, technicians, mathe-  
3           maticians, and security personnel;

4           (L) the oil and gas industry, including jobs  
5           as scientists, engineers, technicians, mathemati-  
6           cians, petrochemical engineers, and geologists;  
7           and

8           (M) the coal industry, including jobs as  
9           coal miners, engineers, developers and manufac-  
10          turers of state-of-the-art coal facilities, tech-  
11          nology vendors, coal transportation workers and  
12          operators, and mining equipment vendors.

13          (2) INPUT.—The Secretary shall solicit input  
14          from energy-related industries in developing guide-  
15          lines or best practices under paragraph (1).

16          (3) ENERGY EFFICIENCY AND CONSERVATION  
17          INITIATIVES.—The guidelines or best practices devel-  
18          oped under paragraph (1) shall include grade-spe-  
19          cific guidelines for elementary schools and secondary  
20          schools for teaching energy efficiency technology, ar-  
21          chitecture, design, and construction of new energy-  
22          efficient buildings and building energy retrofits,  
23          manufacturing efficiency technology, community en-  
24          ergy resiliency, and conservation initiatives.



1           (4) STEM EDUCATION.—The guidelines or best  
2 practices developed under paragraph (1) shall pro-  
3 mote STEM education in educational institutions as  
4 it relates to job opportunities in energy-related in-  
5 dustries listed under such paragraph.

6           (5) PROHIBITION.—Nothing in this subsection  
7 shall be construed to authorize the Secretary or any  
8 other officer or employee of the Federal Government  
9 to require or coerce a State, local educational agen-  
10 cy, or educational institution to adopt or carry out  
11 the guidelines or best practices developed under  
12 paragraph (1).

13          (g) CONSOLIDATION.—To the extent practicable, the  
14 Secretary shall, to avoid duplication of efforts, carry out  
15 the Equity in Energy Initiative of the Department of En-  
16 ergy, the Minority Educational Institution Student Part-  
17 nership Program of the Department of Energy, and any  
18 other program of the Department of Energy that the Sec-  
19 retary determines appropriate, through the program es-  
20 tablished under subsection (a).

21          (h) AUTHORIZATION OF APPROPRIATIONS.—There is  
22 authorized to be appropriated to carry out this section  
23 \$15,000,000 for each of fiscal years 2021 through 2025.

24 **SEC. 3332. ENERGY WORKFORCE GRANT PROGRAM.**

25          (a) PROGRAM.—

1           (1) ESTABLISHMENT.—Subject to the avail-  
2           ability of appropriations for such purpose, the Sec-  
3           retary shall establish and carry out a program to  
4           provide grants to eligible entities to pay the eligible  
5           wages of, or eligible stipends for, individuals during  
6           the time period that such individuals are receiving  
7           training to work for an eligible business.

8           (2) GUIDELINES.—Not later than 60 days after  
9           the date of enactment of this Act, the Secretary, in  
10          consultation with eligible businesses, shall establish  
11          guidelines that identify—

12                   (A) criteria for wages and stipends to meet  
13                   to be eligible for purposes of the program estab-  
14                   lished pursuant to paragraph (1); and

15                   (B) training that is eligible for purposes of  
16                   the program established pursuant to paragraph  
17                   (1).

18          (b) ELIGIBILITY.—For purposes of this section:

19           (1) ELIGIBLE BUSINESS.—The term “eligible  
20           business” means a business that provides services  
21           related to—

22                   (A) renewable electric energy generation,  
23                   including solar, wind, geothermal, hydropower,  
24                   and other renewable electric energy generation  
25                   technologies;

1 (B) energy efficiency, including energy-effi-  
2 cient lighting, heating, ventilation, and air con-  
3 ditioning, air source heat pumps, advanced  
4 building materials, insulation and air sealing,  
5 and other high-efficiency products and services,  
6 including auditing and inspection, architecture,  
7 design, and construction of new energy efficient  
8 buildings and building energy retrofits;

9 (C) grid modernization or energy storage,  
10 including smart grid, microgrid and other dis-  
11 tributed energy solutions, demand response  
12 management, and home energy management  
13 technology;

14 (D) advanced fossil energy technology, in-  
15 cluding—

- 16 (i) advanced resource development;  
17 (ii) carbon capture, storage, and use;  
18 (iii) low-carbon power systems;  
19 (iv) efficiency improvements that sub-  
20 stantially reduce emissions; and  
21 (v) direct air capture;

22 (E) nuclear energy, including research, de-  
23 velopment, demonstration, and commercial ap-  
24 plication relating to nuclear energy;

1 (F) cybersecurity for the energy sector, in-  
2 cluding infrastructure, emergency planning, co-  
3 ordination, response, and restoration;

4 (G) alternative fuels, including biofuel and  
5 bioproduct development and production;

6 (H) advanced automotive technology, in-  
7 cluding electric vehicle batteries, connectivity  
8 and automation, and advanced combustion en-  
9 gines; or

10 (I) fuel cell and hybrid fuel cell generation.

11 (2) ELIGIBLE ENTITY.—The term “eligible enti-  
12 ty” means—

13 (A) an eligible business; or

14 (B) a labor organization, nonprofit organi-  
15 zation, or qualified youth or conservation corps,  
16 that provides training to individuals to work for  
17 an eligible business, or works on behalf of any  
18 such eligible business.

19 (3) ELIGIBLE STIPEND.—The term “eligible sti-  
20 pend” means a stipend that meets the criteria iden-  
21 tified pursuant to the guidelines established under  
22 subsection (a)(2).

23 (4) ELIGIBLE WAGES.—The term “eligible  
24 wages” means wages that meet the criteria identified

1       pursuant to the guidelines established under sub-  
2       section (a)(2).

3       (c) USE OF GRANTS.—

4           (1) ELIGIBLE WAGES.—An eligible business  
5       with—

6           (A) 20 or fewer employees may use a grant  
7       provided under the program established under  
8       subsection (a) to pay up to—

9           (i) 45 percent of an employee’s eligi-  
10       ble wages for the duration of the applicable  
11       training for such employee, if the training  
12       is provided by the eligible business; and

13           (ii) 90 percent of an employee’s eligi-  
14       ble wages for the duration of the applicable  
15       training for such employee, if the training  
16       is provided by an entity other than the eli-  
17       gible business;

18           (B) 21 to 99 employees may use a grant  
19       provided under the program established under  
20       subsection (a) to pay up to—

21           (i) 37.5 percent of an employee’s eligi-  
22       ble wages for the duration of the applicable  
23       training for such employee, if the training  
24       is provided by the eligible business; and

1 (ii) 75 percent of an employee’s eligi-  
2 ble wages for the duration of the applicable  
3 training for such employee, if the training  
4 is provided by an entity other than the eli-  
5 gible business; and

6 (C) 100 employees or more may use a  
7 grant provided under the program established  
8 under subsection (a) to pay up to—

9 (i) 25 percent of an employee’s eligi-  
10 ble wages for the duration of the applicable  
11 training for such employee, if the training  
12 is provided by the eligible business; and

13 (ii) 50 percent of an employee’s eligi-  
14 ble wages for the duration of the applicable  
15 training for such employee, if the training  
16 is provided by an entity other than the eli-  
17 gible business.

18 (2) STIPEND.—An eligible entity may use a  
19 grant provided under the program established under  
20 subsection (a) to pay up to 100 percent of an eligi-  
21 ble stipend for an individual for the duration of the  
22 applicable training for such individual.

23 (d) PRIORITY FOR TARGETED COMMUNITIES.—In  
24 providing grants under the program established under

1 subsection (a), the Secretary shall give priority to an eligi-  
2 ble entity that—

3 (1) recruits or trains individuals who are—

4 (A) from the community that the eligible  
5 entity serves; and

6 (B)(i) from underrepresented communities;

7 or

8 (ii) unemployed energy workers; and

9 (2) will provide individuals receiving training  
10 with the opportunity to obtain or retain employment  
11 at an eligible business.

12 (e) LIMIT.—An eligible entity may not receive more  
13 than \$100,000 under the program established under sub-  
14 section (a) per fiscal year.

15 (f) REPORT.—The Secretary shall submit to Con-  
16 gress, annually for each year the program established  
17 under subsection (a) is carried out, a report on such pro-  
18 gram, including—

19 (1) an assessment of such program for the pre-  
20 vious year, including the number of jobs filled by in-  
21 dividuals trained pursuant to such program; and

22 (2) recommendations on how to improve such  
23 program.

1 (g) AUTHORIZATION OF APPROPRIATIONS.—There is  
2 authorized to be appropriated to carry out this section  
3 \$50,000,000 for each of fiscal years 2021 through 2025.

4 **SEC. 3333. DEFINITIONS.**

5 In this chapter:

6 (1) APPRENTICESHIP.—The term “apprentice-  
7 ship” means an apprenticeship registered under the  
8 Act of August 16, 1937 (commonly known as the  
9 “National Apprenticeship Act”; 50 Stat. 664, chap-  
10 ter 663; 29 U.S.C. 50 et seq.).

11 (2) COVERED ORGANIZATIONS AND PRO-  
12 GRAMS.—The term “covered organizations and pro-  
13 grams” means local workforce development boards,  
14 State workforce development boards, nonprofit orga-  
15 nizations, qualified youth or conservation corps,  
16 labor organizations, pre-apprenticeship programs,  
17 and apprenticeship programs.

18 (3) EDUCATIONAL INSTITUTION.—The term  
19 “educational institution” means an elementary  
20 school, secondary school, or institution of higher  
21 education.

22 (4) ELEMENTARY SCHOOL AND SECONDARY  
23 SCHOOL.—The terms “elementary school” and “sec-  
24 ondary school” have the meanings given such terms



1 in section 8101 of the Elementary and Secondary  
2 Education Act of 1965 (20 U.S.C. 7801).

3 (5) ENERGY-RELATED INDUSTRY.—The term  
4 “energy-related industry” includes the energy effi-  
5 ciency industry, renewable energy industry, commu-  
6 nity energy resiliency industry, fuel cell and hydro-  
7 gen energy industry, advanced automotive tech-  
8 nology industry, chemical manufacturing industry,  
9 electric utility industry, gas utility industry, alter-  
10 native fuels industry, pipeline industry, nuclear en-  
11 ergy industry, oil and gas industry, and coal indus-  
12 try.

13 (6) INSTITUTION OF HIGHER EDUCATION.—The  
14 term “institution of higher education” has the  
15 meaning given such term in section 102 of the High-  
16 er Education Act of 1965 (20 U.S.C. 1002), except  
17 that such term does not include institutions de-  
18 scribed in subparagraph (A) or (C) of subsection  
19 (a)(1) of such section 102.

20 (7) JOBS IN ENERGY-RELATED INDUSTRIES.—  
21 The term “jobs in energy-related industries” in-  
22 cludes manufacturing, engineering, construction, and  
23 retrofitting jobs in energy-related industries.

24 (8) LABOR ORGANIZATION.—The term “labor  
25 organization” has the meaning given such term in

1 section 2 of the National Labor Relations Act (29  
2 U.S.C. 152).

3 (9) LOCAL WORKFORCE DEVELOPMENT  
4 BOARD.—The term “local workforce development  
5 board” means a local board, as defined in section 3  
6 of the Workforce Innovation and Opportunity Act  
7 (29 U.S.C. 3102).

8 (10) MINORITY-SERVING INSTITUTION.—The  
9 term “minority-serving institution” means an insti-  
10 tution of higher education that is of one of the fol-  
11 lowing:

12 (A) A Hispanic-serving institution (as de-  
13 fined in section 502(a) of the Higher Education  
14 Act of 1965 (20 U.S.C. 1101a(a))).

15 (B) A Tribal College or University (as de-  
16 fined in section 316(b) of the Higher Education  
17 Act of 1965 (20 U.S.C. 1059c(b))).

18 (C) An Alaska Native-serving institution  
19 (as defined in section 317(b) of the Higher  
20 Education Act of 1965 (20 U.S.C. 1059d(b))).

21 (D) A Native Hawaiian-serving institution  
22 (as defined in section 317(b) of the Higher  
23 Education Act of 1965 (20 U.S.C. 1059d(b))).

1 (E) A Predominantly Black Institution (as  
2 defined in section 318(b) of the Higher Edu-  
3 cation Act of 1965 (20 U.S.C. 1059e(b))).

4 (F) A Native American-serving nontribal  
5 institution (as defined in section 319(b) of the  
6 Higher Education Act of 1965 (20 U.S.C.  
7 1059f(b))).

8 (G) An Asian American and Native Amer-  
9 ican Pacific Islander-serving institution (as de-  
10 fined in section 320(b) of the Higher Education  
11 Act of 1965 (20 U.S.C. 1059g(b))).

12 (H) A part B institution (as defined in  
13 section 322 of the Higher Education Act of  
14 1965 (20 U.S.C. 1061)).

15 (11) PRE-APPRENTICESHIP PROGRAM.—The  
16 term “pre-apprenticeship program”—

17 (A) means a program or set of strategies  
18 that is designed to prepare individuals to enter  
19 and succeed in an apprenticeship program; and

20 (B) includes training and training cur-  
21 riculum aligned with apprenticeship and indus-  
22 try standards to teach participants necessary  
23 industry-related skills and competencies.

24 (12) QUALIFIED YOUTH OR CONSERVATION  
25 CORPS.—The term “qualified youth or conservation

1       corps” has the meaning given such term in section  
2       203(11) of the Public Lands Corps Act of 1993 (16  
3       U.S.C. 1722(11)).

4           (13)   SECRETARY.—The term “Secretary”  
5       means the Secretary of Energy.

6           (14)   STATE   WORKFORCE   DEVELOPMENT  
7       BOARD.—The term “State workforce development  
8       board” means a State board, as defined in section  
9       3 of the Workforce Innovation and Opportunity Act  
10      (29 U.S.C. 3102).

11          (15)   STEM.—The term “STEM” means  
12      science, technology, engineering, and mathematics.

13          (16)   UNDERREPRESENTED   COMMUNITIES.—  
14      The term “underrepresented communities” includes  
15      religious and ethnic minorities, women, veterans, in-  
16      dividuals with disabilities, individuals who are  
17      socioeconomically disadvantaged, individuals who are  
18      or were foster children, and formerly incarcerated  
19      individuals.

