

118TH CONGRESS
1ST SESSION

H. R. 3699

To promote a 21st century energy and manufacturing workforce.

IN THE HOUSE OF REPRESENTATIVES

MAY 25, 2023

Mr. HUDSON (for himself and Mr. VEASEY) introduced the following bill; which was referred to the Committee on Education and the Workforce, and in addition to the Committee on Energy and Commerce, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned

A BILL

To promote a 21st century energy and manufacturing workforce.

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 “Widening Opportuni-
5 ties to Recapture Key Energy Roles Act” or the “WORK-
6 ER Act”.

1 **SEC. 2. ENERGY AND MANUFACTURING WORKFORCE DE-**
2 **VELOPMENT.**

3 (a) IN GENERAL.—The Secretary of Energy (in this
4 Act referred to as the “Secretary”) shall prioritize edu-
5 cation and training for energy and manufacturing-related
6 jobs in order to increase the number of skilled workers
7 trained to work in energy and manufacturing-related fields
8 when considering awards for existing grant programs, in-
9 cluding by carrying out the following:

10 (1) Encouraging State education agencies and
11 local educational agencies to equip students with the
12 skills, mentorships, training, and technical expertise
13 necessary to fill the employment opportunities vital
14 to managing and operating the Nation’s energy and
15 manufacturing industries, in collaboration with rep-
16 resentatives from the energy and manufacturing in-
17 dustries (including the oil, gas, coal, nuclear, utility,
18 pipeline, renewable, petrochemical, manufacturing,
19 and electrical construction sectors) to identify the
20 areas of highest need in each sector and the skills
21 necessary for a high-quality workforce in the fol-
22 lowing sectors of energy and manufacturing:

23 (A) The energy efficiency industry, includ-
24 ing work in energy efficiency, conservation,
25 weatherization, or retrofitting, or as inspectors
26 or auditors.

1 (B) The pipeline industry, including work
2 in pipeline construction and maintenance or
3 work as engineers or technical advisors.

4 (C) The utility industry, including work in
5 the generation, transmission, and distribution
6 of electricity and natural gas, such as utility
7 technicians, operators, lineworkers, engineers,
8 scientists, and information technology special-
9 ists.

10 (D) The nuclear industry, including work
11 as scientists, engineers, technicians, mathemati-
12 cians, or security personnel.

13 (E) The oil and gas industry, including
14 work as scientists, engineers, technicians, math-
15 ematicians, petrochemical engineers, or geolo-
16 gists.

17 (F) The renewable industry, including
18 work in the development, manufacturing, and
19 production of renewable energy sources (such as
20 solar, hydropower, wind, or geothermal energy).

21 (G) The coal industry, including work as
22 coal miners, engineers, developers and manufac-
23 turers of state-of-the-art coal facilities, tech-
24 nology vendors, coal transportation workers and
25 operators, or mining equipment vendors.

1 (H) The manufacturing industry, including
2 work as operations technicians, operations and
3 design in additive manufacturing, 3-D printing,
4 advanced composites, and advanced aluminum
5 and other metal alloys, industrial energy effi-
6 ciency management systems, including power
7 electronics, and other innovative technologies.

8 (I) The chemical manufacturing industry,
9 including work in construction (such as welders,
10 pipefitters, and tool and die makers) or as in-
11 strument and electrical technicians, machinists,
12 chemical process operators, chemical engineers,
13 quality and safety professionals, and reliability
14 engineers.

15 (2) Strengthening and more fully engaging De-
16 partment of Energy programs and labs in carrying
17 out the Department's workforce development initia-
18 tives, including the Minorities in Energy Initiative.

19 (b) PROHIBITION.—Nothing in this section may be
20 construed to authorize the Secretary or any other officer
21 or employee of the Federal Government to incentivize, re-
22 quire, or coerce a State, school district, or school to adopt
23 curricula aligned to the skills described in subsection (a).

1 (c) PRIORITY.—The Secretary shall prioritize the
2 education and training of underrepresented groups in en-
3 ergy and manufacturing-related jobs.

4 (d) CLEARINGHOUSE.—In carrying out this section,
5 the Secretary shall establish a clearinghouse to—

6 (1) maintain and update information and re-
7 sources on training and workforce development pro-
8 grams for energy and manufacturing-related jobs,
9 including job training and workforce development
10 programs available to assist displaced and unem-
11 ployed energy and manufacturing workers
12 transitioning to new employment; and

13 (2) provide technical assistance for States, local
14 educational agencies, schools, community colleges,
15 universities (including minority-serving institutions),
16 workforce development programs, labor-management
17 organizations, and industry organizations that would
18 like to develop and implement energy and manufac-
19 turing-related training programs.

20 (e) COLLABORATION.—In carrying out this section,
21 the Secretary shall—

22 (1) collaborate with States, local educational
23 agencies, schools, community colleges, universities
24 (including minority-serving institutions), workforce-
25 training organizations, national laboratories, State

1 energy offices, workforce investment boards, and the
2 energy and manufacturing industries;

3 (2) encourage and foster collaboration,
4 mentorships, and partnerships among organizations
5 (including industry, States, local educational agen-
6 cies, schools, community colleges, workforce-develop-
7 ment organizations, and colleges and universities)
8 that currently provide effective job training pro-
9 grams in the energy and manufacturing fields and
10 entities (including States, local educational agencies,
11 schools, community colleges, workforce development
12 programs, and colleges and universities) that seek to
13 establish these types of programs in order to share
14 best practices; and

15 (3) collaborate with the Bureau of Labor Sta-
16 tistics, the Department of Commerce, the Bureau of
17 the Census, States, and the energy and manufac-
18 turing industries to develop a comprehensive and de-
19 tailed understanding of the energy and manufac-
20 turing workforce needs and opportunities by State
21 and by region.

22 (f) OUTREACH TO MINORITY-SERVING INSTITU-
23 TIONS.—In carrying out this section, the Secretary shall—

1 (1) give special consideration to increasing out-
2 reach to minority-serving institutions and Histori-
3 cally Black Colleges and Universities;

4 (2) make existing resources available through
5 program cross-cutting to minority-serving institu-
6 tions with the objective of increasing the number of
7 skilled minorities and women trained to go into the
8 energy and manufacturing sectors;

9 (3) encourage industry to improve the opportu-
10 nities for students of minority-serving institutions to
11 participate in industry internships and cooperative
12 work/study programs; and

13 (4) partner with the Department of Energy lab-
14 oratories to increase underrepresented groups' par-
15 ticipation in internships, fellowships, traineeships,
16 and employment at all Department of Energy lab-
17 oratories.

18 (g) OUTREACH TO DISLOCATED ENERGY AND MANU-
19 FACTURING WORKERS.—In carrying out this section, the
20 Secretary shall—

21 (1) give special consideration to increasing out-
22 reach to employers and job trainers preparing dis-
23 located energy and manufacturing workers for in-de-
24 mand sectors or occupations;

1 (2) make existing resources available through
2 program cross-cutting to institutions serving dis-
3 located energy and manufacturing workers with the
4 objective of training individuals to re-enter in-de-
5 mand sectors or occupations;

6 (3) encourage the energy and manufacturing in-
7 dustries to improve opportunities for dislocated en-
8 ergy and manufacturing workers to participate in
9 career pathways; and

10 (4) work closely with the energy and manufac-
11 turing industries to identify energy and manufac-
12 turing operations, such as coal-fired power plants
13 and coal mines scheduled for closure, to provide
14 early intervention assistance to workers employed at
15 such energy and manufacturing operations by—

16 (A) partnering with State boards and local
17 boards;

18 (B) giving special consideration to employ-
19 ers and job trainers preparing such workers for
20 in-demand sectors or occupations;

21 (C) making existing resources available
22 through program cross-cutting to institutions
23 serving such workers with the objective of train-
24 ing them to re-enter in-demand sectors or occu-
25 pations; and

1 (D) encouraging the energy and manufac-
2 turing industries to improve opportunities for
3 such workers to participate in career pathways.

4 (h) ENROLLMENT IN WORKFORCE DEVELOPMENT
5 PROGRAMS.—In carrying out this section, the Secretary
6 shall work with industry and community-based workforce
7 organizations to help identify candidates, including from
8 underrepresented communities such as minorities, women,
9 and veterans, to enroll in workforce development programs
10 for energy and manufacturing-related jobs.

11 (i) PROHIBITION.—Nothing in this section may be
12 construed as authorizing the creation of a new workforce
13 development program.

14 (j) REPORT.—Not later than five years after the date
15 of the enactment of this Act, the Secretary shall publish
16 a comprehensive report to the Committee on Energy and
17 Commerce and the Committee on Education and the
18 Workforce of the House of Representatives and the Com-
19 mittee on Energy and Natural Resources Committee of
20 the Senate on the outlook for energy and manufacturing
21 sectors nationally. The report shall also include a com-
22 prehensive summary of energy and manufacturing job cre-
23 ation as a result of the enactment of this section, and shall
24 include performance data regarding the number of pro-
25 gram participants served, the percentage of participants

1 in competitive integrated employment two quarters and
2 four quarters after program completion, the median in-
3 come of program participants two quarters and four quar-
4 ters after program completion, and the percentage of pro-
5 gram participants receiving industry-recognized creden-
6 tials.

7 (k) USE OF EXISTING FUNDS.—No additional funds
8 are authorized to carry out the requirements of this sec-
9 tion. Such requirements shall be carried out using
10 amounts otherwise authorized.

11 (l) DEFINITIONS.—In this section:

12 (1) CAREER PATHWAYS; DISLOCATED WORKER;
13 IN-DEMAND SECTORS OR OCCUPATIONS; LOCAL
14 BOARD; STATE BOARD.—The terms “career path-
15 ways”, “dislocated worker”, “in-demand sectors or
16 occupations”, “local board”, and “State board” have
17 the meanings given the terms “career pathways”,
18 “dislocated worker”, “in-demand sectors or occupa-
19 tions”, “local board”, and “State board”, respec-
20 tively, in section 3 of the Workforce Innovation and
21 Opportunity Act (29 U.S.C. 3102).

22 (2) MINORITY-SERVING INSTITUTION.—The
23 term “minority-serving institution” means an insti-
24 tution of higher education with a designation of one
25 of the following:

1 (A) Hispanic-serving institution (as de-
2 fined in 20 U.S.C. 1101a(a)(5)).

3 (B) Tribal College or University (as de-
4 fined in 20 U.S.C. 1059c(b)).

5 (C) Alaska Native-serving institution or a
6 Native Hawaiian-serving institution (as defined
7 in 20 U.S.C. 1059d(b)).

8 (D) Predominantly Black Institution (as
9 defined in 20 U.S.C. 1059e(b)).

10 (E) Native American-serving nontribal in-
11 stitution (as defined in 20 U.S.C. 1059f(b)).

12 (F) Asian American and Native American
13 Pacific Islander-serving institution (as defined
14 in 20 U.S.C. 1059g(b)).

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