

119TH CONGRESS  
1ST SESSION

# S. 189

To amend the Workforce Innovation and Opportunity Act to expand the capacity of junior or community colleges and area career and technical education schools to conduct training services, education, and outreach activities for careers in the residential construction industry.

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## IN THE SENATE OF THE UNITED STATES

JANUARY 22, 2025

Ms. ROSEN (for herself and Mrs. BLACKBURN) introduced the following bill; which was read twice and referred to the Committee on Health, Education, Labor, and Pensions

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## A BILL

To amend the Workforce Innovation and Opportunity Act to expand the capacity of junior or community colleges and area career and technical education schools to conduct training services, education, and outreach activities for careers in the residential construction industry.

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 “Creating Opportunities  
5       for New Skills Training at Rural or Underserved Colleges  
6       and Trade Schools Act of 2025” and “CONSTRUCTS  
7       Act of 2025”.

1 **SEC. 2. EDUCATION AND TRAINING FOR CAREERS IN RESI-**  
 2 **DENTIAL CONSTRUCTION.**

3 (a) IN GENERAL.—Subtitle D of title I of the Work-  
 4 force Innovation and Opportunity Act (29 U.S.C. 3221 et  
 5 seq.) is amended—

6 (1) by redesignating section 172 as section 173;

7 and

8 (2) by inserting after section 171 the following:

9 **“SEC. 172. EDUCATION AND TRAINING FOR CAREERS IN**  
 10 **RESIDENTIAL CONSTRUCTION.**

11 “(a) DEFINITIONS.—In this section:

12 “(1) INCUMBENT WORKER.—The term ‘incum-  
 13 bent worker’ has the meaning given the term in sec-  
 14 tion 680.780 of title 20, Code of Federal Regula-  
 15 tions, or a successor regulation.

16 “(2) JUNIOR OR COMMUNITY COLLEGE.—The  
 17 term ‘junior or community college’ has the meaning  
 18 given the term in section 312 of the Higher Edu-  
 19 cation Act of 1965 (20 U.S.C. 1058).

20 “(3) RURAL AREA.—The term ‘rural area’  
 21 means any—

22 “(A) nonmetropolitan area; or

23 “(B) rural area, as defined under section  
 24 520 of the Housing Act of 1949 (42 U.S.C.  
 25 1490).

1           “(4) UNDERSERVED POPULATION.—The term  
 2           ‘underserved population’ means a group of individ-  
 3           uals with a common demographic trait (such as indi-  
 4           viduals from the same gender, race, or ethnicity),  
 5           the members of which—

6                   “(A) based on the most recent satisfactory  
 7                   demographic and employment data from the  
 8                   Bureau of the Census, comprise a percentage of  
 9                   individuals employed in the construction sector  
 10                  that is lower than the percentage of the total  
 11                  population of the United States comprised by  
 12                  such members;

13                   “(B) are low-income individuals;

14                   “(C) are individuals with barriers to em-  
 15                  ployment; or

16                   “(D) are veterans.

17           “(b) ESTABLISHMENT OF PROGRAM.—

18                   “(1) IN GENERAL.—The Secretary of Labor, in  
 19                  consultation with the Secretary of Education, shall  
 20                  establish a program, through which the Secretary of  
 21                  Labor shall award, on a competitive basis, grants to  
 22                  eligible entities to expand their capacity to provide  
 23                  training services, education, and outreach activities  
 24                  for careers in the residential construction industry.

1           “(2) GRANT PERIOD.—A grant awarded under  
 2           this section shall be for a period of not more than  
 3           4 years.

4           “(c) ELIGIBLE ENTITIES.—To be eligible to receive  
 5 a grant under this section, an entity shall be—

6           “(1) a junior or community college;

7           “(2) an area career and technical education  
 8           school; or

9           “(3) a provider of training services, as de-  
 10          scribed in section 122(a)(2).

11          “(d) APPLICATIONS.—An eligible entity that desires  
 12 to receive a grant under this section shall submit an appli-  
 13 cation to the Secretary of Labor at such time, in such  
 14 manner, and containing such information as the Secretary  
 15 may require, including the following information:

16          “(1) A description of the new or expanded  
 17          training services, education, or outreach activities  
 18          supported by the grant, including a description of  
 19          how the new training services, education, or out-  
 20          reach activities will align with existing programming  
 21          related to careers in the residential construction in-  
 22          dustry at the eligible entity, and the relevant faculty  
 23          or technical instructors employed by the eligible enti-  
 24          ty on the date of the submission of the application  
 25          or who may be employed by the eligible entity to

1 carry out the training services, education, or out-  
2 reach activities supported by the grant.

3 “(2) A description of the populations that will  
4 be served through the training services, education,  
5 or outreach activities supported by the grant, includ-  
6 ing whether the participants in such training serv-  
7 ices, education, or outreach activities are—

8 “(A) incumbent workers;

9 “(B) individuals in rural areas;

10 “(C) in-school youth;

11 “(D) opportunity youth; or

12 “(E) part of an underserved population.

13 “(3) A description of the partnerships the eligi-  
14 ble entity will facilitate through the grant, including  
15 the process by which the eligible entity will ensure  
16 that a partner provides fair wages and benefits that  
17 are commensurate with local pay and benefit pack-  
18 ages, and a plan for sustaining activities and part-  
19 nerships supported by the grant after the completion  
20 of the grant period.

21 “(4) A description of the anticipated outcomes  
22 of the training services, education, or outreach ac-  
23 tivities supported by the grant, including, at a min-  
24 imum, the recognized postsecondary credential, post-  
25 secondary credit, or degree to be earned by partici-

1 pants, and a timetable showing how the eligible enti-  
 2 ty will meet the primary indicators of performance  
 3 described in section 116(b)(2)(A).

4 “(5) A description of the intended impact of the  
 5 training services, education, or outreach activities on  
 6 the local housing market, including a description of  
 7 how the new training services, education, or out-  
 8 reach activities will increase the supply of affordable  
 9 housing.

10 “(6) Such other information as the Secretary  
 11 may require.

12 “(e) PRIORITY.—In awarding grants under this sec-  
 13 tion, the Secretary of Labor shall give priority to eligible  
 14 entities that serve rural areas or underserved populations.

15 “(f) USE OF FUNDS.—

16 “(1) REQUIRED USES.—An eligible entity that  
 17 receives a grant under this section shall use the  
 18 grant funds—

19 “(A) to create or expand an evidence-based  
 20 education or training program to provide skills  
 21 needed in the residential construction industry,  
 22 including skills related to—

23 “(i) carpentry;

24 “(ii) framing;

25 “(iii) masonry;

- 1 “(iv) welding;  
2 “(v) plumbing;  
3 “(vi) electrical work;  
4 “(vii) construction management;  
5 “(viii) architecture;  
6 “(ix) HVAC;  
7 “(x) land surveying and geomatics;  
8 “(xi) construction mathematics;  
9 “(xii) heavy equipment operation; and  
10 “(xiii) such other trades as identified  
11 by the Department of Labor;  
12 “(B) to create or expand an education or  
13 training program focused on increasing the  
14 skills of incumbent workers who are residential  
15 construction workers;  
16 “(C) to create a partnership with a local  
17 residential construction business or developer,  
18 either alone or in conjunction with a nonprofit  
19 organization, labor organization, entity in the  
20 State or local workforce development system,  
21 sponsor of a pre-apprenticeship or apprentice-  
22 ship program, YouthBuild program, or another  
23 community partner, with a focus on engaging  
24 with organizations that recruit employees or

1 program participants from underserved popu-  
2 lations; and

3 “(D) to facilitate outreach to secondary  
4 school and elementary school students about the  
5 residential construction industry and education  
6 and training programs available under this sec-  
7 tion, which may include developing dual or con-  
8 current enrollment programs (as defined under  
9 section 8101 of the Elementary and Secondary  
10 Education Act of 1965) for secondary students  
11 to participate in such education and training  
12 programs or integrating such programs in a rel-  
13 evant career and technical education program  
14 administered by an elementary school or sec-  
15 ondary school.

16 “(2) PERMISSIVE USES.—An eligible entity that  
17 receives a grant under this section may use the  
18 grant funds—

19 “(A) to hire technical instructors or other  
20 faculty with demonstrated experience and ex-  
21 pertise in residential construction to lead edu-  
22 cation or training programs related to skills and  
23 recognized postsecondary credentials needed for  
24 a career in the residential construction indus-  
25 try;

1           “(B) to operate an education and training  
 2           clinic in a rural area or area not otherwise  
 3           served by an entity described in subsection (c),  
 4           to the extent necessary and practicable;

5           “(C) to develop promotion materials for  
 6           the purpose of increasing awareness of the  
 7           training services, education, or outreach activi-  
 8           ties; or

9           “(D) to provide supportive services  
 10          through merit-based and needs-based scholar-  
 11          ships, to promote retention in, and completion  
 12          of—

13               “(i) an education or training program  
 14               supported under this section; or

15               “(ii) tests or coursework related to  
 16               certification.

17          “(g) ASSISTANCE; FLEXIBLE SCHEDULES.—An eligi-  
 18          ble entity that receives a grant under this section shall—

19               “(1) use flexible schedules in carrying out the  
 20               education or training program, including night class-  
 21               es, part-time schedules, and online curricula, to ac-  
 22               commodate individuals who work during the day or  
 23               live in rural areas; and

24               “(2) provide an individual, upon completion of  
 25               the education or training program, supportive serv-

1       ices for job search and placement to ensure the suc-  
 2       cess of such individuals in achieving the education  
 3       and career goals.

4       “(h) COMPLIANCE WITH APPLICABLE LAWS.—

5               “(1) IN GENERAL.—Each recipient of funds  
 6       under this section, and any entity that enters into  
 7       a partnership with such recipient for the purpose of  
 8       this Act, shall attest to the Secretary of Labor that  
 9       the recipient or entity—

10               “(A) is in compliance with each Federal,  
 11       State, and local labor law;

12               “(B) will remain in compliance with each  
 13       Federal, State, and local labor law; and

14               “(C) is not subject to a pending action or  
 15       case relating to a violation of any law enforced  
 16       by the Department of Labor, Federal Labor  
 17       Relations Authority, Equal Employment Oppor-  
 18       tunity Commission, or National Labor Relations  
 19       Board.

20               “(2) FEDERAL, STATE, AND LOCAL LABOR  
 21       LAW.—In this subsection, the term ‘Federal, State,  
 22       and local labor law’ means any Federal, State, or  
 23       local labor law that would be applicable to the recipi-  
 24       ent or entity described in paragraph (1), as deter-  
 25       mined by the Secretary of Labor.

1 “(i) PERFORMANCE ACCOUNTABILITY.—

2 “(1) IN GENERAL.—An eligible entity that re-  
3 ceives a grant under this section shall, not later than  
4 18 months after receiving such grant and annually  
5 thereafter for the duration of the grant period, sub-  
6 mit to the Secretary of Labor a report containing  
7 the eligible entity’s outcomes with respect to the pri-  
8 mary indicators of performance described in section  
9 116(b)(2)(A).

10 “(2) REPORT TO CONGRESS.—Not later than 6  
11 months after receiving initial reports from each eligi-  
12 ble entity receiving a grant under this section, the  
13 Secretary shall prepare and submit to the Com-  
14 mittee on Health, Education, Labor, and Pensions  
15 of the Senate and the Committee on Education and  
16 Workforce of the House of Representatives a report  
17 containing, at a minimum, the information described  
18 in paragraph (1) for each such eligible entity.

19 “(j) AUTHORIZATION OF APPROPRIATIONS.—There  
20 are authorized to be appropriated \$20,000,000 to carry  
21 out this section for each of fiscal years 2025 through  
22 2029.”.

23 (b) TABLE OF CONTENTS.—The table of contents in  
24 section 1(b) of the Workforce Innovation and Opportunity  
25 Act is amended—

- 1           (1) by striking the item relating to section 172;  
2       and  
3           (2) by inserting after the item relating to sec-  
4       tion 171 the following:

“Sec. 172. Education and training for careers in residential construction.  
“Sec. 173. Authorization of appropriations.”.

