

118TH CONGRESS
2D SESSION

S. 4980

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.

IN THE SENATE OF THE UNITED STATES

AUGUST 1, 2024

Ms. ROSEN introduced the following bill; which was read twice and referred to the Committee on Health, Education, Labor, and Pensions

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 and Underserved Col-
6 leges and Trade Schools Act of 2024” or the “CON-
7 STRUCTS Act of 2024”.

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 data from the Bureau of the Census, comprise
8 a percentage of individuals employed in the con-
9 struction sector that is lower than the percent-
10 age of the total population of the United States
11 comprised by such members;

12 “(B) are low-income individuals;

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

15 “(D) are veterans.

16 “(b) ESTABLISHMENT OF PROGRAM.—

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

10 “(C) part of an underserved population.

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

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

1 ty will meet the primary indicators of performance
2 described in section 116(b)(2)(A).

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

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

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

14 “(f) USE OF FUNDS.—

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

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

22 “(i) carpentry;

23 “(ii) framing;

24 “(iii) masonry;

25 “(iv) welding;

1 “(v) plumbing;
2 “(vi) electrical work;
3 “(vii) construction management;
4 “(viii) architecture;
5 “(ix) HVAC;
6 “(x) land surveying and geomatics
7 “(xi) construction mathematics; and
8 “(xii) such other trades as identified
9 by the Department of Labor;

10 “(B) to create or expand an education or
11 training program focused on increasing the
12 skills or financial well-being of incumbent work-
13 ers who are residential construction workers;

14 “(C) to create a partnership with a local
15 residential construction business or developer,
16 nonprofit organization, labor organization, enti-
17 ty in the State or local workforce development
18 system, sponsor of a pre-apprenticeship or ap-
19 prenticeship program, YouthBuild program, or
20 another community partner, with a focus on en-
21 gaging with organizations that recruit employ-
22 ees or program participants from underserved
23 populations;

24 “(D) to facilitate outreach to secondary
25 school and elementary school students about the

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

12 “(E) to incentivize student participation in
13 training services, education, or outreach activi-
14 ties supported by the grant by providing sti-
15 pends or other payments, including to purchase
16 books and computers or to pay for tests or
17 coursework related to certification.

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

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

1 a career in the residential construction indus-
2 try;

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

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

11 “(D) to provide supportive services, such
12 as child care, transportation, tools, assistive
13 technology, and other services to promote reten-
14 tion in, and completion of, an education or
15 training program supported under this section;
16 or

17 “(E) for other activities as approved by the
18 Secretary of Labor.

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

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

1 “(2) provide an individual, upon completion of
2 the education or training program, supportive serv-
3 ices for job search and placement to ensure the suc-
4 cess of such individuals in achieving the education
5 and career goals.

6 “(h) COMPLIANCE WITH APPLICABLE LAWS.—

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

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

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

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

22 “(2) FEDERAL, STATE, AND LOCAL LABOR
23 LAW.—In this subsection, the term ‘Federal, State,
24 and local labor law’ means any Federal, State, or
25 local labor law that would be applicable to the recipi-

1 ent or entity described in paragraph (1), as deter-
2 mined by the Secretary of Labor.

3 “(i) PERFORMANCE ACCOUNTABILITY.—

4 “(1) IN GENERAL.—An eligible entity that re-
5 ceives a grant under this section shall, not later than
6 18 months after receiving such grant and annually
7 thereafter for the duration of the grant period, sub-
8 mit to the Secretary of Labor a report containing
9 the eligible entity’s outcomes with respect to the pri-
10 mary indicators of performance described in section
11 116(b)(2)(A).

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

22 “(j) AUTHORIZATION OF APPROPRIATIONS.—There
23 are authorized to be appropriated such sums as may be
24 necessary to carry out this section for each of fiscal years
25 2025 through 2029.”.

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

4 (1) by striking the item relating to section 172;

5 and

6 (2) by inserting after the item relating to sec-
7 tion 171 the following:

“Sec. 172. Education and training for careers in residential construction.

“Sec. 173. Authorization of appropriations.”.

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