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(Original Signature of Member)

119TH CONGRESS  
1ST SESSION

**H. R.** \_\_\_\_\_

To amend the Workforce Innovation and Opportunity Act to establish a  
digital skills at work grant program.

\_\_\_\_\_  
IN THE HOUSE OF REPRESENTATIVES

Mr. VINDMAN introduced the following bill; which was referred to the  
Committee on \_\_\_\_\_

\_\_\_\_\_  
**A BILL**

To amend the Workforce Innovation and Opportunity Act  
to establish a digital skills at work grant program.

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 “Digital Skills for To-  
5       day’s Workforce Act”.

6       **SEC. 2. PURPOSE.**

7       It is the purpose of this Act to amend the Workforce  
8       Innovation and Opportunity Act (29 U.S.C. 3101 et seq.)  
9       to further promote digital equity by—

1           (1) building digital skills for current and incom-  
2           ing workers in in-demand industries in order to ad-  
3           vance access to good jobs and fill in-demand occupa-  
4           tions of the 21st century by establishing capacity  
5           within postsecondary education, adult education, and  
6           workforce development systems to deliver digital  
7           skills training and to design such training; and

8           (2) fostering digitally resilient individuals and  
9           education and workforce development systems.

10 **SEC. 3. WORKFORCE INNOVATION AND OPPORTUNITY ACT**  
11 **AMENDMENTS.**

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

15           (1) by redesignating section 172 as section 173;  
16           and

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

18 **“SEC. 172. DIGITAL SKILLS AT WORK GRANT PROGRAM.**

19           “(a) DEFINITIONS.—In this section:

20           “(1) ACCELERATED LEARNING PROGRAM MOD-  
21           ELS.—The term ‘accelerated learning program mod-  
22           els’ means evidence-informed strategies that support  
23           adult learners and workers in obtaining in-demand  
24           skills and credentials in an accelerated fashion, in-

1 including integrated education and training, bridge  
2 programs, and work-based learning programs.

3 “(2) DIGITAL EQUITY.—The term ‘digital eq-  
4 uity’ means the condition in which individuals and  
5 communities have the information technology capac-  
6 ity that is needed for full participation in the society  
7 and economy of the United States.

8 “(3) DIGITAL AND INFORMATION LITERACY  
9 SKILLS.—The term ‘digital and information literacy  
10 skills’ means the skills associated with—

11 “(A) using technology to enable users to  
12 find, evaluate, organize, create, and commu-  
13 nicate information and complete tasks through  
14 existing and emerging technologies;

15 “(B) recognizing the extent and essence of  
16 an information need, assessing the security and  
17 reliability of information, and effectively using  
18 information; and

19 “(C) developing digital citizenship and the  
20 responsible use of technology.

21 “(4) DIGITALLY RESILIENT.—The term  
22 ‘digitally resilient’ means—

23 “(A) with respect to an individual, an indi-  
24 vidual with the awareness, skills, agility, and  
25 confidence to be an empowered user of new

1 technologies and to be able to adapt to chang-  
2 ing digital skill demands by improving the ca-  
3 pacity to problem-solve, improve and update  
4 skills, navigate digital transformations, and be  
5 active participants in society and the economy;  
6 and

7 “(B) with respect to a system, an edu-  
8 cation or workforce development system that—

9 “(i) has established processes and  
10 policies to adapt to evolving technological  
11 demands, buffer workers and businesses  
12 from the disruptive effects of rapid techno-  
13 logical shifts, and foster the ability of an  
14 individual to create, critique, and use new  
15 technological tools; and

16 “(ii) offers multiple pathways to eco-  
17 nomic success and does not endorse any  
18 single type of technology or digital skill as  
19 the mechanism for economic mobility.

20 “(5) DIGITAL WORKPLACE SKILLS.—The term  
21 ‘digital workplace skills’—

22 “(A) means the broad array of  
23 foundational and more specialized skills (includ-  
24 ing basic, advanced, and applied skills) that en-

1           able an individual to be an effective user or cre-  
2           ator of technology while on the job; and

3           “(B) includes industry-specific skills and  
4           skills that are transferable across industries.

5           “(6) ELIGIBLE ENTITY.—The term ‘eligible en-  
6           tity’ means an entity that is—

7           “(A) described in any of subparagraphs  
8           (A) through (H) of section 60304(b)(2) of the  
9           Digital Equity Act of 2021 (47 U.S.C.  
10          1723(b)(2)); or

11          “(B) an industry or sector partnership.

12          “(7) INDIVIDUAL WITH INDICATORS OF LOW  
13          DIGITAL AND INFORMATION LITERACY SKILLS.—The  
14          term ‘individual with indicators of low digital and in-  
15          formation literacy skills’ means, with respect to a  
16          State, an individual who resides in such State and  
17          has—

18               “(A) an educational attainment of not  
19               more than a high school diploma or equivalent;

20               “(B) earnings in the bottom 2 quintiles of  
21               earnings in such State; or

22               “(C) limited English language proficiency.

23          “(8) SECRETARY.—The term ‘Secretary’ means  
24          the Secretary of Labor.

1           “(9) STATE.—The term ‘State’ means a State  
2           or outlying area.

3           “(10) WORKING AGE RESIDENT.—The term  
4           ‘working age resident’ means, with respect to a  
5           State, an individual who resides in such State and  
6           is not younger than 16 years of age and not older  
7           than 64 years of age.

8           “(b) DIGITAL SKILLS AT WORK GRANTS.—

9           “(1) IN GENERAL.—The Secretary shall, in con-  
10          sultation with the Secretary of Education and the  
11          Secretary of Commerce, award a grant in an amount  
12          described in paragraph (2) to each State that sub-  
13          mits a complete application under paragraph (3) to  
14          expand digital workplace skills for individuals seek-  
15          ing jobs and individuals with barriers to employ-  
16          ment.

17          “(2) GRANT AMOUNT.—A grant to a State  
18          under paragraph (1) shall be in an amount that is  
19          the sum of—

20                 “(A) an amount that bears the same ratio  
21                 to 50 percent of the total amount of grants  
22                 made available to all States under paragraph  
23                 (1) as the population of such State bears to the  
24                 total population of all States;

1 “(B) an amount that bears the same ratio  
2 to 25 percent of the total amount of grants  
3 made available to all States under paragraph  
4 (1) as the population of working age residents  
5 in the State bears to the total population of  
6 working age residents of all States; and

7 “(C) an amount that bears the same ratio  
8 to 25 percent of the total amount of grants  
9 made available to all States under paragraph  
10 (1) as the population of individuals with indica-  
11 tors of low digital and information literacy  
12 skills in the State bears to the total population  
13 of individuals with indicators of low digital and  
14 information literacy skills of all States.

15 “(3) APPLICATION.—To be eligible to receive a  
16 grant under paragraph (1), a State shall submit to  
17 the Secretary an application at such time, in such  
18 manner, and containing such information as the Sec-  
19 retary may require, including—

20 “(A) a description of—

21 “(i) how the State will use any grant  
22 amounts awarded to expand digital work-  
23 place skills for individuals seeking jobs and  
24 individuals with barriers to employment in  
25 an efficient and expeditious manner;

1 “(ii) the period in which the State will  
2 expend the grant funds awarded under the  
3 grant; and

4 “(iii) the budget for the activities that  
5 the grant funds will support;

6 “(B) a demonstration, to the satisfaction  
7 of the Secretary, that the State is capable of  
8 carrying out the State activities under this sub-  
9 section in a competent manner and in compli-  
10 ance with all applicable Federal, State, and  
11 local laws;

12 “(C) a description of the steps the State  
13 will take to ensure that the State is supporting  
14 or building digitally resilient systems and indi-  
15 viduals;

16 “(D) a disclosure of the source and  
17 amount of other Federal, State, or outside  
18 funding sources from which the State receives,  
19 or has applied for, funding for activities or  
20 projects to which the application relates and, if  
21 applicable, how all the funding streams align in  
22 terms of goals; and

23 “(E) an assurance that the State shall fol-  
24 low such additional procedures as the Secretary  
25 may require to ensure that grant funds are



1           used and accounted for in an appropriate man-  
2           ner.

3           “(4) NO COMPLETE STATE APPLICATION.—

4                 “(A) IN GENERAL.—In any case in which  
5           a State does not apply, or submit a complete  
6           application for, a grant under this subsection,  
7           the Secretary shall—

8                 “(i) solicit and accept applications  
9           from eligible entities with demonstrated ca-  
10          pacity to administer a Federal grant pro-  
11          gram on a statewide basis; and

12                “(ii) use an amount of grant funds  
13          equal to the State’s share of the grant  
14          funds under paragraph (2) to benefit the  
15          State by—

16                “(I) awarding a grant to an eligi-  
17          ble entity described in clause (i) to en-  
18          able the eligible entity to carry out the  
19          program under this subsection for the  
20          State; or

21                “(II) if there are no suitable ap-  
22          plications submitted under clause (i)  
23          or the Secretary determines appro-  
24          priate, using a portion, or all, of such  
25          funds to award grants to eligible enti-

1                   ties for the same purposes, and sub-  
2                   ject to the same terms and conditions,  
3                   as subgrants awarded under para-  
4                   graph (5).

5                   “(B) SPECIAL RULES.—For purposes of  
6                   applying this subsection—

7                   “(i) with respect to a grant awarded  
8                   under subparagraph (A)(ii)(I), any ref-  
9                   erence to a State shall be deemed to refer  
10                  to the eligible entity receiving such grant;  
11                  and

12                  “(ii) with respect to a grant awarded  
13                  under subparagraph (A)(ii)(II), the eligible  
14                  entity shall submit the report required  
15                  under paragraph (5)(D) to the Secretary,  
16                  and the Secretary shall make all such re-  
17                  ports publicly available.

18                  “(5) USES OF GRANT FUNDS.—

19                  “(A) SUBGRANTS AUTHORIZED.—A State  
20                  that receives a grant under paragraph (1) shall  
21                  use the grant funds to award subgrants to eligi-  
22                  ble entities for the purpose of expanding digital  
23                  workplace skills for individuals to gain digital  
24                  skills needed for their current employment or in  
25                  order to advance in their careers, with a pri-

1 ority on assisting individuals with barriers to  
2 employment.

3 “(B) APPLICATIONS.—An eligible entity  
4 desiring a subgrant under this paragraph shall  
5 submit an application to the State at such time,  
6 in such manner, and containing such informa-  
7 tion as the State shall require.

8 “(C) AWARD BASIS.—

9 “(i) PRIORITY.—In awarding sub-  
10 grants under subparagraph (A), the State  
11 shall give a priority to eligible entities that  
12 will focus activities under the subgrant on  
13 individuals with barriers to employment.

14 “(ii) GEOGRAPHIC DISTRIBUTION.—In  
15 awarding subgrants under subparagraph  
16 (A), the State shall ensure funds are dis-  
17 tributed in a geographically diverse man-  
18 ner.

19 “(D) REPORTS.—Not later than 1 year  
20 after receiving a subgrant under this para-  
21 graph, each eligible entity receiving such  
22 subgrant shall submit a report to the State re-  
23 garding the activities supported under such  
24 subgrant.

25 “(6) PERFORMANCE ACCOUNTABILITY.—

1           “(A) STATE REPORTS.—Not later than 2  
2           years after receiving the reports submitted to  
3           the State under paragraph (5)(D) but not ear-  
4           lier than 18 months after the grant is awarded  
5           to the State under paragraph (1), the State  
6           shall submit a report to the Secretary—

7                   “(i) describing the activities funded  
8                   using grant funds under this subsection;  
9                   and

10                   “(ii) including the information pro-  
11                   vided in the local reports submitted to the  
12                   State under paragraph (5)(D).

13           “(B) PUBLIC AVAILABILITY.—The Sec-  
14           retary shall make each State report submitted  
15           under subparagraph (A) publicly available.

16           “(c) COMPETITIVE GRANTS.—

17                   “(1) PROGRAM AUTHORIZED.—The Secretary  
18           shall, on a competitive basis, award grants to eligible  
19           entities to enable the eligible entities to foster digital  
20           equity and digitally resilient systems and individuals  
21           (including workers and employers) in order to pre-  
22           pare the individuals for adapting to the current and  
23           future competitive labor market and economy by cre-  
24           ating opportunities for individuals to gain digital

1 skills needed for their current employment or in  
2 order to advance in their careers.

3 “(2) APPLICATION.—To be eligible to receive a  
4 grant under paragraph (1), an eligible entity shall  
5 submit to the Secretary an application at such time,  
6 in such manner, and containing such information as  
7 the Secretary may require, including—

8 “(A) a description of—

9 “(i) the activities that will be sup-  
10 ported using grant funds awarded under  
11 such paragraph, including any services  
12 such as business engagement, classroom  
13 instruction, apprenticeships, work-based  
14 learning, and supportive services;

15 “(ii) how the eligible entity receiving  
16 the grant will work to engage small and  
17 medium-sized employers;

18 “(iii) the digital workplace skills  
19 learning strategies to be supported using  
20 such grant funds;

21 “(iv) the digital workplace skills cur-  
22 riculum, and other related materials, to be  
23 developed and supported using such grant  
24 funds, including—

1 “(I) the general content of such  
2 curriculum;

3 “(II) the mechanism to deliver  
4 such curriculum;

5 “(III) information on how the  
6 curriculum connects to an in-demand  
7 occupation or industry; and

8 “(IV) how this curriculum will be  
9 shared with States and other eligible  
10 entities via submission to a Federal  
11 clearinghouse or other repository;

12 “(v) the professional development op-  
13 portunities relating to digital workplace  
14 skills for instructors supported by such  
15 grant funds, including with regard to new  
16 hiring of instructors with industry experi-  
17 ence and increasing the skills of instructors  
18 with expertise in serving adult learners and  
19 administering programs using accelerated  
20 learning program models;

21 “(vi) any programs using accelerated  
22 learning program models to be supported  
23 by such grant funds, and how such pro-  
24 gramming will align with existing accelerated

1 learning programs, as of the date of appli-  
2 cation, in the area served by the grant;

3 “(vii) any in-demand industry sector  
4 or occupation that will be served using  
5 such grant funds, including how any such  
6 industry sector or occupation was identi-  
7 fied;

8 “(viii) how the eligible entity will pro-  
9 tect the privacy and security of any data  
10 collected with regard to an individual in-  
11 volved in any activity supported using such  
12 grant funds;

13 “(ix) any population that will receive  
14 services from any activity supported using  
15 such grant funds, including populations of  
16 individuals with barriers to employment  
17 and populations historically underrep-  
18 resented in any industry to be served  
19 under the grant;

20 “(x) any recognized postsecondary  
21 credential that an individual can obtain  
22 through participation in an activity sup-  
23 ported using such grant;

1           “(xi) any measurable gains in a skill  
2           that such an individual can achieve  
3           through such participation;

4           “(xii) any steps the eligible entity will  
5           take to align activities supported using  
6           such grant funds with, as applicable, the  
7           State Digital Equity Plan of the State de-  
8           veloped under section 60304(c)(1) of the  
9           Digital Equity Act of 2021 (47 U.S.C.  
10          1723(c)(1)) and the action plan of the  
11          State submitted to the Broadband Equity,  
12          Access, and Deployment Program under  
13          section 60102(e)(1)(D) of the Infrastruc-  
14          ture Investment and Jobs Act (47 U.S.C.  
15          1702(e)(1)(D)); and

16          “(xiii) how the eligible entity will le-  
17          verage additional resources, including  
18          funding provided under title II and non-  
19          Federal resources, for activities supported  
20          using such grant funds; and

21          “(B) an assurance that the eligible entity  
22          will protect the privacy and security of individ-  
23          uals involved in any program or activity sup-  
24          ported using such grant funds by—



1 “(i) prohibiting any program sup-  
2 ported using such grant funds from with-  
3 holding any earned learning information or  
4 earned credentialing information from such  
5 an individual for reasons such as the indi-  
6 vidual failing to pay such program; and

7 “(ii) prohibiting any program or ven-  
8 dor supported using such grant funds from  
9 gathering or disseminating personally iden-  
10 tifiable information, as defined by the Sec-  
11 retary, of program participants, except as  
12 needed for program evaluation and report-  
13 ing purposes.

14 “(3) PERFORMANCE ACCOUNTABILITY.—

15 “(A) LOCAL REPORTS.—By one year after  
16 the date on which an eligible entity received a  
17 grant under this subsection, the eligible entity  
18 shall submit to the Secretary a report con-  
19 taining—

20 “(i) a description of the levels of per-  
21 formance achieved by the eligible entity  
22 with respect to the performance indicators  
23 described under section 116(b)(2)(A) for—

1 “(I) all participants in activities  
2 supported under such grant funds;  
3 and

4 “(II) individuals with barriers to  
5 employment, in the aggregate and  
6 disaggregated by each subpopulation  
7 and by race, ethnicity, English lan-  
8 guage proficiency, sex, and age; and

9 “(ii) the progress of the entity to-  
10 wards fulfilling the objectives for which the  
11 grant was awarded.

12 “(B) PUBLIC AVAILABILITY.—As a condi-  
13 tion of receiving a grant under this subsection,  
14 an eligible entity shall agree to make the eligi-  
15 ble entity’s progress and findings available for  
16 the Secretary to share across States.

17 “(d) RESERVATION OF FUNDS.—Notwithstanding  
18 any other provision of this section, the Secretary—

19 “(1) may reserve not more than 5 percent of  
20 the amounts made available to carry out this section  
21 for technical assistance under, and administration  
22 of, this section; and

23 “(2) shall reserve not less than 2 percent and  
24 not more than 4 percent of such amounts to evalu-  
25 ate the programs carried out under this section.”.

1 (b) AUTHORIZATION OF APPROPRIATIONS.—Section  
2 173 of the Workforce Innovation and Opportunity Act, as  
3 redesignated by subsection (a)(1), is further amended—

4 (1) by redesignating subsection (f) as sub-  
5 section (g), respectively; and

6 (2) by inserting after subsection (e) the fol-  
7 lowing:

8 “(f) DIGITAL SKILLS AT WORK GRANTS.—There are  
9 authorized to be appropriated to carry out section 172  
10 such sums as may be necessary for fiscal year 2026 and  
11 each of the 4 succeeding fiscal years.”.

12 (c) DIGITAL AND INFORMATION LITERACY SKILLS AS  
13 TRAINING SERVICES.—Section 134(c)(3)(D) of the Work-  
14 force Innovation and Opportunity Act (29 U.S.C.  
15 3174(c)(3)(D)) is amended—

16 (1) in clause (x), by striking “and” after the  
17 semicolon;

18 (2) in clause (xi), by striking the period at the  
19 end and inserting “; and”; and

20 (3) by adding at the end the following:

21 “(xii) training in digital and informa-  
22 tion literacy skills, as defined in section  
23 172(a).”.

24 (d) CONFORMING AMENDMENT.—Section  
25 8041(g)(2)(C) of the SUPPORT for Patients and Com-

1 munities Act (29 U.S.C. 3225a(g)(2)(C)) is amended by  
2 striking “172(f)” and all that follows through the period  
3 at the end and inserting “173(g) of such Act.”.

4 (e) TABLE OF CONTENTS.—The table of contents in  
5 section 1(b) of the Workforce Innovation and Opportunity  
6 Act is amended in the items related to subtitle D of title  
7 I—

8 (1) by redesignating the item relating to section  
9 172 as the item relating to section 173; and

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

“Sec. 172. Digital skills at work grant program.”.