

115TH CONGRESS
2D SESSION

H. R. 6694

To amend the Internal Revenue Code of 1986 to provide employers with
a credit against tax for increasing employee training.

IN THE HOUSE OF REPRESENTATIVES

AUGUST 31, 2018

Mr. BROWN of Maryland (for himself and Ms. JACKSON LEE) introduced the
following bill; which was referred to the Committee on Ways and Means

A BILL

To amend the Internal Revenue Code of 1986 to provide
employers with a credit against tax for increasing em-
ployee training.

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 “Investing in Tomor-
5 row’s Workforce Act of 2018”.

6 **SEC. 2. TAX CREDIT FOR INCREASING WORKER TRAINING.**

7 (a) IN GENERAL.—Subpart D of part IV of sub-
8 chapter A of chapter 1 of the Internal Revenue Code of
9 1986 is amended by adding at the end the following new
10 section:

1 **“SEC. 45T. CREDIT FOR INCREASING WORKER TRAINING.**

2 “(a) IN GENERAL.—For purposes of section 38, the
3 worker training credit determined under this section for
4 a taxable year is an amount equal to the sum of—

5 “(1) 40 percent of the excess (if any) of—

6 “(A) the high-demand occupation training
7 expenses for such taxable year, over

8 “(B) the average of the high-demand occu-
9 pation training expenses for the 3 taxable years
10 preceding such taxable year, plus

11 “(2) 20 percent of the excess (if any) of—

12 “(A) the low-demand occupation training
13 expenses for such taxable year, over

14 “(B) the average of the low-demand occu-
15 pation training expenses for the 3 taxable years
16 preceding such taxable year.

17 “(b) DEFINITIONS.—For purposes of this section—

18 “(1) HIGH-DEMAND OCCUPATION TRAINING EX-
19 PENSE.—The term ‘high-demand occupation train-
20 ing expense’ means, for a taxable year, any qualified
21 training expense for programming required for, or
22 designed to lead to employment in, an occupation
23 that the Secretary of Labor has determined is ex-
24 pected to experience not fewer than 20 percent occu-
25 pational openings for the 10-year period beginning
26 with calendar year beginning in such taxable year.

1 “(2) LOW-DEMAND OCCUPATION TRAINING EX-
2 PENSE.—The term ‘low-demand occupation training
3 expense’ means any qualified training expense for
4 programming required for, or designed to lead to
5 employment in, an occupation other than an occupa-
6 tion described in paragraph (1).

7 “(3) QUALIFIED TRAINING EXPENSE.—

8 “(A) IN GENERAL.—The term ‘qualified
9 training expense’ means amounts paid or in-
10 curred by an employer for a qualified training
11 program for non-highly compensated employee.

12 “(B) EXCLUSION.—The term ‘qualified
13 training expense’ shall not include any amounts
14 paid for meals, lodging, transportation, or other
15 services.

16 “(4) QUALIFIED TRAINING PROGRAM.—

17 “(A) IN GENERAL.—The term ‘qualified
18 training program’ means any of the following:

19 “(i) An apprenticeship program reg-
20 istered under section 1 of the Act of Au-
21 gust 16, 1937 (commonly known as the
22 ‘National Apprenticeship Act’; 29 U.S.C.
23 50 et seq.).

24 “(ii) A program to obtain a recog-
25 nized postsecondary credential (as such

1 term is defined in section 3(52) of the
2 Workforce Innovation and Opportunity).

3 “(iii) A program eligible to receive
4 funds under the Carl D. Perkins Career
5 and Technical Education Act of 2006.

6 “(iv) Any other program designated
7 by the Secretary of Labor or the Secretary
8 of Education for purposes of this section.

9 “(5) NON-HIGHLY COMPENSATED EMPLOYEE.—
10 The term ‘non-highly compensated employee’ means,
11 with respect to a taxable year, an employee—

12 “(A) who is a full-time employee (as such
13 term is defined in section 4980H(c)(4)), and

14 “(B) whose compensation does not exceed
15 \$82,000 for such taxable year.”.

16 (b) CREDIT TO BE PART OF GENERAL BUSINESS
17 CREDIT.—Section 38(b) of such Code is amended by strik-
18 ing “plus” at the end of paragraph (36), by striking the
19 period at the end of paragraph (37) and inserting “, plus”,
20 and by adding at the end the following new paragraph:

21 “(38) the worker training credit determined
22 under section 45T.”.

23 (c) CLERICAL AMENDMENT.—The table of sections
24 for subpart D of part IV of subchapter A of chapter 1

1 of such Code is amended by adding at the end the fol-
2 lowing new item:

“Sec. 45T. Credit for increasing worker training.”.

3 (d) EFFECTIVE DATE.—The amendments made by
4 this section shall apply to taxable years beginning after
5 the date of enactment of this Act.

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