

119TH CONGRESS
2D SESSION

H. R. 6968

To direct the Secretary of Labor to carry out a competitive grant program to support community colleges and area career and technical education centers in developing immersive technology education and training services programs for workforce development, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

JANUARY 7, 2026

Mr. MANNION (for himself and Mr. EVANS of Colorado) introduced the following bill; which was referred to the Committee on Education and Workforce

A BILL

To direct the Secretary of Labor to carry out a competitive grant program to support community colleges and area career and technical education centers in developing immersive technology education and training services programs for workforce development, and for other purposes.

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 “Immersive Technology
5 for the American Workforce Act of 2025”.

1 **SEC. 2. GRANTS FOR IMMERSIVE TECHNOLOGY EDU-**
2 **CATION AND TRAINING SERVICES PROGRAMS**
3 **(SUCH AS CAREER PATHWAYS).**

4 (a) IN GENERAL.—Not later than 1 year after the
5 date of enactment of this section, from the amounts appro-
6 priated to carry out this section, the Secretary of Labor
7 shall award grants, on a competitive basis, to eligible enti-
8 ties to carry out immersive technology education and
9 training services programs through activities described in
10 subsection (b).

11 (b) USE OF FUNDS.—An eligible entity receiving a
12 grant under this section shall use such grant for the cre-
13 ation or alignment, and implementation, of a career path-
14 way that provides, through immersive technology, a se-
15 quence of education and training services that provides the
16 necessary skills for employment leading to economic self-
17 sufficiency, and that includes integrated education and
18 training services that use immersive technology, including
19 a program that—

20 (1) is designed to increase the provision of
21 training services for students (including individuals
22 who are members of the Armed Forces or are vet-
23 erans) in order to facilitate the entry of such stu-
24 dents into in-demand industry sectors or occupa-
25 tions;

1 (2) is accessible to individuals with barriers to
2 employment, which shall be in accordance with the
3 requirements under title II of the Americans With
4 Disabilities Act of 1990 (42 U.S.C. 12131 et seq.)
5 and in accordance with paragraphs (1) and (2) of
6 section 188(a) of the Workforce Innovation and Op-
7 portunity Act (29 U.S.C. 3248(a)); or

8 (3) enables the training of instructors in the
9 use of immersive technology for immersive tech-
10 nology education and training services programs.

11 (c) DURATION OF GRANTS.—A grant awarded to an
12 eligible entity under this section shall be awarded for a
13 period of not more than 5 years. An eligible entity award-
14 ed a grant under this section may not receive a subsequent
15 grant for the same purpose.

16 (d) APPLICATION.—An eligible entity seeking a grant
17 under this section shall submit to the Secretary an appli-
18 cation at such time, in such manner, and containing such
19 information as the Secretary may require, including, in the
20 case of a program that leads to a recognized postsecondary
21 credential, a description of the quality of the program
22 leading to the credential.

23 (e) PRIORITY.—In awarding grants under this sec-
24 tion, the Secretary shall give priority to any eligible entity
25 that—

1 (1) is working with, or in carrying out a pro-
2 gram to be funded with such a grant plans to work
3 with, an employer that has demonstrated an interest
4 in, or commitment to, the hiring of individuals who
5 have obtained the necessary skills for employment as
6 a result of the program;

7 (2) includes a covered community college or an
8 area career and technical education school; or

9 (3) submits an application under subsection (d)
10 that demonstrates 1 of the following (with additional
11 priority given to an eligible entity that demonstrates
12 more than 1 of the following):

13 (A) Alignment with—

14 (i) the State plan under section 102
15 or 103 of the Workforce Innovation and
16 Opportunity Act (29 U.S.C. 3112, 3113)
17 of the State in which the eligible entity will
18 be carrying out a program to be funded
19 with such a grant;

20 (ii) the local plan under section 108 of
21 the Workforce Innovation and Opportunity
22 Act (29 U.S.C. 3123) of the local area in
23 which the eligible entity will be carrying
24 out such a program; or

1 (iii) the State plan under section 122
2 of the Carl D. Perkins Career and Tech-
3 nical Education Act of 2006 (20 U.S.C.
4 2342) of the State in which the eligible en-
5 tity will be carrying out such a program.

6 (B) Using quantitative data and evidence,
7 the extent to which the program to be funded
8 by such a grant will meet the needs of employ-
9 ers.

10 (C) How such a program will target a spe-
11 cific in-demand industry sector or occupation.

12 (D) How such a program will retrain work-
13 ers from an industry sector that is experiencing
14 decreasing employment at the national or State
15 level.

16 (E) How such a program will target and
17 service individuals with barriers to employment.

18 (F) How such a program will serve a rural
19 community.

20 (f) REPORTS.—

21 (1) REPORT TO THE SECRETARY.—Each eligi-
22 ble entity receiving a grant under this section shall
23 submit to the Secretary a report, not later than the
24 date that is 2 years after the beginning of the initial
25 grant period for such grant, and annually thereafter

1 (so the report is last submitted during the year fol-
2 lowing the final grant period for the grant) that in-
3 cludes a description of each program funded under
4 the grant, including the levels of performance
5 achieved for each indicator of performance under
6 section 116(b)(2)(A)(i) of the Workforce Innovation
7 and Opportunity Act (29 U.S.C. 3141(b)(2)(A)(i)),
8 disaggregated, with respect to the participants of
9 such program, as described in section 116(d)(2)(B).

10 (2) REPORT TO CONGRESS.—Not later than 2
11 years after the first grant is awarded under this sec-
12 tion and biennially thereafter, the Secretary shall
13 submit to Congress a report that includes a sum-
14 mary of the information submitted under paragraph
15 (1) for the most recent 2-year period.

16 (g) EVALUATION.—The Secretary shall reserve not
17 less than 1 percent and not more than 5 percent of any
18 amounts made available for each fiscal year to conduct
19 a rigorous, independent evaluation of, and provide tech-
20 nical assistance for, the programs carried out under this
21 section.

22 (h) BEST PRACTICES.—The Secretary, in coordina-
23 tion with each eligible entity that receives funds under a
24 grant awarded under this section, not later than 30 days

1 after the third year of the grant period, as described in
2 subsection (c), shall—

3 (1) establish a description of best practices for
4 using immersive technology for immersive technology
5 education and training services programs; and

6 (2) publish such description of best practices on
7 a publicly available website of the Department of
8 Labor.

9 (i) DEFINITIONS.—In this section:

10 (1) COVERED COMMUNITY COLLEGE.—The
11 term “covered community college” means—

12 (A) a public institution of higher education
13 (as defined in section 101(a) of the Higher
14 Education Act of 1965 (20 U.S.C. 1001(a))), at
15 which—

16 (i) the highest degree awarded is an
17 associate degree; or

18 (ii) an associate degree is the most
19 frequently awarded degree;

20 (B) a branch campus of a 4-year public in-
21 stitution of higher education (as defined in sec-
22 tion 101 of the Higher Education Act of 1965
23 (20 U.S.C. 1001)), if, at such branch campus—

24 (i) the highest degree awarded is an
25 associate degree; or

1 (ii) an associate degree is the most
 2 frequently awarded degree;

3 (C) a 2-year Tribal College or University
 4 (as defined in section 316(b)(3) of the Higher
 5 Education Act of 1965 (20 U.S.C.
 6 1059c(b)(3))); or

7 (D) a degree-granting Tribal College or
 8 University (as defined in section 316(b)(3) of
 9 the Higher Education Act of 1965 (20 U.S.C.
 10 1059c(b)(3))) at which—

11 (i) the highest degree awarded is an
 12 associate degree; or

13 (ii) an associate degree is the most
 14 frequently awarded degree.

15 (2) ELIGIBLE ENTITY.—The term “eligible enti-
 16 ty” means an industry or sector partnership, which
 17 shall include representatives of 1 or more of the fol-
 18 lowing:

19 (A) An institution of higher education.

20 (B) A covered community college.

21 (C) An area career and technical education
 22 school.

23 (D) A postsecondary vocational institution
 24 (as defined in section 102(c) of the Higher
 25 Education Act of 1965 (20 U.S.C. 1002(c))).

1 (E) A consortium of such colleges, schools,
2 or institutions.

3 (3) IMMERSIVE TECHNOLOGY.—

4 (A) IN GENERAL.—The term “immersive
5 technology” means the technology of tools (in-
6 cluding extended reality, virtual reality, aug-
7 mented reality, and mixed reality) that inte-
8 grate the physical environment with digital con-
9 tent to support user engagement.

10 (B) AUGMENTED REALITY.—The term
11 “augmented reality” means an immersive tech-
12 nology tool that layers computer-generated im-
13 agery onto a user’s view of the physical world,
14 thus providing a composite view.

15 (C) MIXED REALITY.—The term “mixed
16 reality” means an immersive technology tool
17 that blends augmented reality and virtual re-
18 ality, allowing users to experience simulated
19 content within their physical worlds and to ma-
20 nipulate and interact with virtual elements in
21 real time.

22 (D) VIRTUAL REALITY.—The term “virtual
23 reality” means an immersive technology tool
24 that occludes a user’s physical surroundings
25 with a simulated environment.

1 (4) IMMERSIVE TECHNOLOGY EDUCATION AND
2 TRAINING SERVICES PROGRAM.—The term
3 “immersive technology education and training serv-
4 ices program”—

5 (A) means a program of education and
6 training services provided, in part or in whole,
7 through immersive technology; and

8 (B) includes a career pathway described in
9 subsection (b) that is so provided.

10 (5) RURAL.—

11 (A) IN GENERAL.—The term “rural com-
12 munity” means a jurisdiction or population not
13 located within an urban area.

14 (B) URBAN AREA.—In this paragraph, the
15 term “urban area”, means a gathered jurisdic-
16 tion that—

17 (i) contains 50,000 or more people; or

18 (ii) is comprised of clusters consisting
19 of at least 2,500 gathered jurisdictions but
20 contains fewer than 50,000 people.

21 (6) TRAINING SERVICES.—Notwithstanding
22 paragraph (7), the term “training services” means
23 training services as described in section 3 of the
24 Workforce Innovation and Opportunity Act (29

1 U.S.C. 3102), provided through classroom instruc-
2 tion.

3 (7) WIOA TERMS.—Except as otherwise pro-
4 vided in this section, any term used in this section
5 that is defined in section 3 of that Act shall have the
6 meaning given that term in that section 3.

7 (j) AUTHORIZATION OF APPROPRIATIONS.—There
8 are authorized to be appropriated to carry out this section
9 \$50,000,000 for each of the fiscal years 2026 through
10 2035.

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