

119<sup>TH</sup> CONGRESS  
2<sup>D</sup> SESSION

# S. 3877

To address the needs of workers in industries likely to be impacted by rapidly evolving technologies.

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## IN THE SENATE OF THE UNITED STATES

FEBRUARY 12, 2026

Mr. DURBIN (for himself and Mr. WARNOCK) 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 address the needs of workers in industries likely to be impacted by rapidly evolving technologies.

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 2026”.

6 **SEC. 2. FINDINGS.**

7 Congress makes the following findings:

8 (1) A 2019 Government Accountability Office  
9 report found that while there are many Federal em-  
10 ployment and training programs, their total funding

1 levels remain at nearly \$20,000,000,000, or less  
2 than 0.1 percent of the gross domestic product of  
3 the United States.

4 (2) The number of workers receiving federally  
5 supported training has declined in the past 3 dec-  
6 ades as advances in technology have simultaneously  
7 shifted labor market demand over time.

8 (3) Job losses from automation are more likely  
9 to impact women, people of color, and workers mak-  
10 ing less than \$40,000 annually.

11 (4) The World Economic Forum's Future of  
12 Jobs Report 2025 found that robots and automation  
13 are forecast to displace nearly 5,000,000 more jobs  
14 than they create between 2025 and 2030.

15 (5) Strong Federal investment in expanding  
16 training services for workers whose jobs may be lost  
17 due to automation could prepare the United States  
18 workforce to better adapt to changes in the labor  
19 market and enter into skilled positions in techno-  
20 logically oriented occupations and industries.

21 (6) A focus on preparing the workforce of the  
22 United States for jobs that utilize advanced tech-  
23 nologies and require digital literacy could grow  
24 wages, increase economic productivity, and boost the  
25 competitiveness of the United States.

1           (7) Studies show that the United States would  
2           need to invest \$72,000,000,000 more annually just  
3           to reach the average investment in workforce policies  
4           of other industrial countries. For training alone, the  
5           United States would need to invest nearly  
6           \$8,500,000,000 just to reach the average amount in-  
7           vested by member countries of the Organisation on  
8           Economic Co-operation and Development.

9 **SEC. 3. DEFINITIONS.**

10           In this Act:

11           (1) **AUTOMATION.**—The term “automation”  
12           means a device, process, or system that functions  
13           without continuous input from an operator, includ-  
14           ing—

15                   (A) advanced technologies, such as—

16                           (i) data collection, classification proc-  
17                           essing, and analytics; and

18                           (ii) 3–D printing, digital design and  
19                           simulation, and digital manufacturing;

20                   (B) robotics, including collaborative robot-  
21                   ics, and worker augmentation technology;

22                   (C) autonomous vehicle technology; or

23                   (D) autonomous machinery technology.

24           (2) **COVERED POPULATION.**—The term “cov-  
25           ered population” means a population of individuals

1 with a barrier to employment described in subpara-  
2 graphs (A) through (N) of section 3(24) of the  
3 Workforce Innovation and Opportunity Act (29  
4 U.S.C. 3102(24)).

5 (3) DIGITAL LITERACY.—The term “digital lit-  
6 eracy” has the meaning given the term in section  
7 60302 of the Infrastructure Investment and Jobs  
8 Act (47 U.S.C. 1721).

9 (4) DISLOCATED WORKER.—The term “dis-  
10 located worker” has the meaning given the term in  
11 section 3 of the Workforce Innovation and Oppor-  
12 tunity Act (29 U.S.C. 3102).

13 (5) ELIGIBLE PARTNERSHIP.—The term “eligi-  
14 ble partnership” means an industry or sector part-  
15 nership, as defined in section 3 of the Workforce In-  
16 novation and Opportunity Act, except that—

17 (A) for purposes of applying paragraph  
18 (26)(A)(iii) of that section, the term “institu-  
19 tion of higher education” has the meaning given  
20 the term in section 101 of the Higher Edu-  
21 cation Act of 1965 (20 U.S.C. 1001); and

22 (B) the partnership shall include, in addi-  
23 tion to the representatives described in clauses  
24 (i) through (iii) of section 3(26)(A) of the

1 Workforce Innovation and Opportunity Act,  
2 representatives of—

3 (i) a State workforce development  
4 board or a local workforce development  
5 board; and

6 (ii) an economic development organi-  
7 zation.

8 (6) IN-DEMAND INDUSTRY SECTOR OR OCCUPA-  
9 TION.—The term “in-demand industry sector or oc-  
10 cupation” has the meaning given the term in section  
11 3 of the Workforce Innovation and Opportunity Act  
12 (29 U.S.C. 3102).

13 (7) INTEGRATED EDUCATION AND TRAINING.—  
14 The term “integrated education and training” has  
15 the meaning given the term in section 203 of the  
16 Workforce Innovation and Opportunity Act (29  
17 U.S.C. 3272).

18 (8) LOCAL AND STATE WORKFORCE DEVELOP-  
19 MENT BOARDS.—The terms “local workforce devel-  
20 opment board” and “State workforce development  
21 board” have the meanings given the terms “local  
22 board” and “State board”, respectively, in section 3  
23 of the Workforce Innovation and Opportunity Act  
24 (29 U.S.C. 3102).

1           (9) SECRETARY.—The term “Secretary” means  
2 the Secretary of Labor.

3           (10) TRAINING SERVICES.—The term “training  
4 services” means training services described in sec-  
5 tion 134(c)(3)(D) of the Workforce Innovation and  
6 Opportunity Act (29 U.S.C. 3174(c)(3)(D)) and  
7 may include digital literacy skills.

8 **SEC. 4. GRANTS TO IMPROVE TRAINING FOR WORKERS IM-**  
9 **PACTED BY AUTOMATION.**

10 (a) GRANTS AUTHORIZED.—

11           (1) IN GENERAL.—From the amounts appro-  
12 priated under subsection (g) and beginning in fiscal  
13 year 2026, the Secretary shall award grants, on a  
14 competitive basis, to eligible partnerships to support  
15 demonstration and pilot projects relating to the  
16 training needs of workers who are, or are likely to  
17 become, dislocated workers as a result of automa-  
18 tion.

19           (2) DURATION.—A grant awarded under this  
20 section shall be for a period not to exceed 4 years.

21 (b) APPLICATIONS.—

22           (1) IN GENERAL.—To be eligible to receive a  
23 grant under this section, an eligible partnership shall  
24 submit an application to the Secretary at such time,

1 in such manner, and containing such information as  
2 the Secretary shall reasonably require.

3 (2) CONTENTS.—Each application submitted  
4 under paragraph (1) shall include a description of  
5 the demonstration or pilot project to be completed  
6 with the grant funds, which description shall in-  
7 clude—

8 (A) a description of the members of the el-  
9 igible partnership who will be involved in the  
10 demonstration or pilot project and the services  
11 each member will provide;

12 (B) a description of the training services  
13 that will be available to individuals participating  
14 in the demonstration or pilot project, which  
15 may include—

16 (i) a plan to train dislocated workers  
17 from industries likely to be impacted by  
18 automation and transition the workers into  
19 regionally in-demand industry sectors or  
20 occupations; and

21 (ii) a plan to partner with local busi-  
22 nesses to retrain, upskill, and re-deploy  
23 workers within an industry as an alter-  
24 native to layoffs;

1 (C) a plan to provide workers with tech-  
2 nology-based skills training, which may include  
3 training to provide skills related to coding, sys-  
4 tems engineering, or information technology se-  
5 curity, in addition to other skills;

6 (D) a description of the goals that the eli-  
7 gible partnership intends to achieve to upskill  
8 workers and prepare them for in-demand indus-  
9 try sectors or occupations; and

10 (E) a description of how and which covered  
11 populations within the area will be supported  
12 through this grant, including a plan for stake-  
13 holder engagement.

14 (c) PRIORITIES.—In awarding grants under this sec-  
15 tion, the Secretary shall—

16 (1) first give priority to eligible partnerships  
17 that are located in areas with a high percentage of  
18 individuals from covered populations; and

19 (2) to the extent amounts remain available for  
20 additional grants after carrying out paragraph (1),  
21 give priority to—

22 (A) eligible partnerships that are located in  
23 an area with a high concentration of—

24 (i) industries with a higher likelihood  
25 of being impacted by automation; or

1 (ii) industries included in in-demand  
2 industry sectors, as determined under sub-  
3 paragraphs (A)(i) and (B) of section 3(23)  
4 of the Workforce Innovation and Oppor-  
5 tunity Act (29 U.S.C. 3102(23));

6 (B) eligible partnerships—

7 (i) with a plan to provide incumbent  
8 worker training—

9 (I) to assist workers in obtaining  
10 the skills necessary to retain employ-  
11 ment or avert layoffs; or

12 (II) that allows a worker working  
13 for an employer to acquire new skills  
14 that allow the worker to obtain a  
15 higher-skilled or higher-paid position  
16 with such employer; and

17 (ii) that partner with local employers  
18 that intend to backfill the pre-training po-  
19 sitions of the incumbent workers by hiring  
20 new workers to fill those positions;

21 (C) eligible partnerships that will provide  
22 workers with a transportation stipend, paid sick  
23 leave, paid family and medical leave, access to  
24 child care services, or other employment bene-  
25 fits; or

1 (D) eligible partnerships with a plan to de-  
2 velop a shared training curriculum that can be  
3 used across local and regional networks of em-  
4 ployers and training providers.

5 (d) USE OF FUNDS.—An eligible partnership that re-  
6 ceives a grant under this section shall use the grant funds  
7 for 1 or more of the following:

8 (1) Providing training services under the dem-  
9 onstration or pilot project, which may include train-  
10 ing services that prepare workers for in-demand in-  
11 dustry sectors or occupations.

12 (2) Providing assistance for employers in devel-  
13 oping a staff position for an individual who will be  
14 responsible for supporting training services provided  
15 under the grant.

16 (3) Purchasing equipment or technology nec-  
17 essary for training services provided under para-  
18 graph (1).

19 (4) Providing job search and other transitional  
20 assistance to workers in industries with high rates of  
21 job loss.

22 (5) Providing a training stipend to workers for  
23 training services.

24 (6) Providing integrated education and train-  
25 ing.

1 (e) REPORT.—

2 (1) IN GENERAL.—Not later than 1 year after  
3 an eligible partnership’s completion of a demonstra-  
4 tion or pilot project supported under this section,  
5 the eligible partnership shall prepare and submit to  
6 the Secretary a report regarding—

7 (A) the number of workers who received  
8 training services through the demonstration or  
9 pilot project;

10 (B) the number of such workers who suc-  
11 cessfully transitioned into a new position fol-  
12 lowing completion of the training services;

13 (C) the number of individuals who success-  
14 fully transitioned into an in-demand industry  
15 sector or occupation following completion of the  
16 training services;

17 (D) annual earnings data for individuals  
18 who have completed training services through  
19 the demonstration or pilot project;

20 (E) the percentage of individuals described  
21 in subparagraph (D) who are in education or  
22 training activities, or in employment, during the  
23 second quarter after exit from the training serv-  
24 ices;

1           (F) the percentage of individuals described  
2           in subparagraph (D) who are in education or  
3           training activities, or in employment, during the  
4           fourth quarter after exit from the training serv-  
5           ices; and

6           (G) any practices used by the partnership  
7           that should be considered best practices with  
8           respect to training workers in industries that  
9           have, or are expected to have, high rates of job  
10          loss as a result of automation.

11          (2) DISAGGREGATION.—Each eligible partner-  
12          ship shall provide the information required under  
13          subparagraphs (A) through (G) of paragraph (1) in  
14          the aggregate and disaggregated by type of training  
15          service and by age, gender, and race of the workers.

16          (f) GENERAL REQUIREMENTS.—An eligible partner-  
17          ship that receives a grant under this section shall use the  
18          grant funds in a manner that is consistent with the labor  
19          standards and protections described in section 181 of the  
20          Workforce Innovation and Opportunity Act (29 U.S.C.  
21          3241) and nondiscrimination provisions described in sec-  
22          tion 188 of such Act (29 U.S.C. 3248).

23          (g) AUTHORIZATION OF APPROPRIATIONS.—There  
24          are authorized to be appropriated to carry out this section

1 such sums as may be necessary for fiscal years 2026  
2 through 2030.

3 **SEC. 5. EXPANSION OF WORKER TRAINING SERVICES.**

4 (a) ADULT AND DISLOCATED WORKER EMPLOY-  
5 MENT AND TRAINING.—Section 134(d)(1)(A) of the  
6 Workforce Innovation and Opportunity Act (29 U.S.C.  
7 3174(d)(1)(A)) is amended—

8 (1) in clause (xi), by striking “and” at the end;

9 (2) in clause (xii), by striking the period and in-  
10 serting “; and”; and

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

12 “(xiii) training programs for individ-  
13 uals who are, or are likely to become, dis-  
14 located workers as a result of automation,  
15 including activities that prepare the indi-  
16 viduals for occupations in the technology  
17 sector.”.

18 (b) NATIONAL DISLOCATED WORKER GRANTS.—Sec-  
19 tion 170 of the Workforce Innovation and Opportunity Act  
20 (29 U.S.C. 3225) is amended—

21 (1) in subsection (b)(1)(A), by inserting “ad-  
22 vances in automation technology,” before “plant clo-  
23 sures,”; and

24 (2) by adding at the end the following:

1       “(e) AUTHORIZATION OF APPROPRIATIONS.—In ad-  
2       dition to any funds reserved under section 132(a)(2)(A)  
3       to carry out this section, there are authorized to be appro-  
4       priated to carry out this section \$40,000,000 for each of  
5       fiscal years 2026 through 2030.”.

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