

117TH CONGRESS  
1ST SESSION

# H. R. 156

To amend title II of the Department of Energy Organization Act to reauthorize an office within the Department of Energy, to direct the Secretary of Energy to establish and carry out a comprehensive, nationwide energy-related industries jobs program, and for other purposes.

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## IN THE HOUSE OF REPRESENTATIVES

JANUARY 4, 2021

Mr. RUSH introduced the following bill; which was referred to the Committee on Education and Labor, and in addition to the Committee on Energy and Commerce, for a period to be subsequently determined by the Speaker, in each case for consideration of such provisions as fall within the jurisdiction of the committee concerned

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## A BILL

To amend title II of the Department of Energy Organization Act to reauthorize an office within the Department of Energy, to direct the Secretary of Energy to establish and carry out a comprehensive, nationwide energy-related industries jobs program, 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; TABLE OF CONTENTS.**

4 (a) SHORT TITLE.—This Act may be cited as the  
5 “Blue Collar to Green Collar Jobs Development Act of  
6 2021”.

1 (b) TABLE OF CONTENTS.—The table of contents for  
 2 this Act is as follows:

Sec. 1. Short title; table of contents.

TITLE I—OFFICE OF ECONOMIC IMPACT, DIVERSITY, AND  
 EMPLOYMENT

Sec. 101. Name of office.

Sec. 102. Energy workforce development programs.

Sec. 103. Authorization.

TITLE II—ENERGY WORKFORCE DEVELOPMENT

Sec. 201. Energy workforce development.

Sec. 202. Energy workforce grant program.

Sec. 203. Definitions.

3 **TITLE I—OFFICE OF ECONOMIC**  
 4 **IMPACT, DIVERSITY, AND EM-**  
 5 **PLOYMENT**

6 **SEC. 101. NAME OF OFFICE.**

7 (a) IN GENERAL.—Section 211 of the Department of  
 8 Energy Organization Act (42 U.S.C. 7141) is amended—

9 (1) in the section heading, by striking “MINOR-  
 10 ITY ECONOMIC IMPACT” and inserting “ECONOMIC  
 11 IMPACT, DIVERSITY, AND EMPLOYMENT”; and

12 (2) in subsection (a), by striking “Office of Mi-  
 13 nority Economic Impact” and inserting “Office of  
 14 Economic Impact, Diversity, and Employment”.

15 (b) CONFORMING AMENDMENT.—The table of con-  
 16 tents for the Department of Energy Organization Act is  
 17 amended by amending the item relating to section 211 to  
 18 read as follows:

“Sec. 211. Office of Economic Impact, Diversity, and Employment.”.

1 **SEC. 102. ENERGY WORKFORCE DEVELOPMENT PRO-**  
2 **GRAMS.**

3 Section 211 of the Department of Energy Organiza-  
4 tion Act (42 U.S.C. 7141) is amended—

5 (1) by redesignating subsections (f) and (g) as  
6 subsections (g) and (h), respectively; and

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

9 “(f) The Secretary, acting through the Director, shall  
10 establish and carry out the programs described in sections  
11 201 and 202 of the Blue Collar to Green Collar Jobs De-  
12 velopment Act of 2021.”.

13 **SEC. 103. AUTHORIZATION.**

14 Subsection (h) of section 211 of the Department of  
15 Energy Organization Act (42 U.S.C. 7141), as redesign-  
16 nated by section 102 of this Act, is amended by striking  
17 “not to exceed \$3,000,000 for fiscal year 1979, not to ex-  
18 ceed \$5,000,000 for fiscal year 1980, and not to exceed  
19 \$6,000,000 for fiscal year 1981. Of the amounts so appro-  
20 priated each fiscal year, not less than 50 percent shall be  
21 available for purposes of financial assistance under sub-  
22 section (e).” and inserting “\$100,000,000 for each of fis-  
23 cal years 2021 through 2025.”.

1 **TITLE II—ENERGY WORKFORCE**  
2 **DEVELOPMENT**

3 **SEC. 201. ENERGY WORKFORCE DEVELOPMENT.**

4 (a) IN GENERAL.—Subject to the availability of ap-  
5 propriations for such purpose, the Secretary, acting  
6 through the Director of the Office of Economic Impact,  
7 Diversity, and Employment, shall establish and carry out  
8 a comprehensive, nationwide program to improve edu-  
9 cation and training for jobs in energy-related industries  
10 in order to increase the number of skilled workers trained  
11 for such jobs.

12 (b) DIRECT ASSISTANCE.—

13 (1) IN GENERAL.—In carrying out the program  
14 established under subsection (a), the Secretary may  
15 provide—

16 (A) financial assistance awards, technical  
17 assistance, and other assistance the Secretary  
18 determines appropriate, to educational institu-  
19 tions and covered organizations and programs,  
20 including those serving unemployed energy  
21 workers; and

22 (B) internships, fellowships, traineeships,  
23 and apprenticeships at the Department of En-  
24 ergy, including at the Department of Energy  
25 national laboratories.

1           (2) DISTRIBUTION.—Subject to subsection (c),  
2           the Secretary shall distribute assistance described in  
3           paragraph (1) in a manner proportional to the needs  
4           of energy-related industries and demand for jobs in  
5           energy-related industries, consistent with informa-  
6           tion developed under subsection (e).

7           (c) PRIORITY.—In carrying out the program estab-  
8           lished under subsection (a), the Secretary shall—

9           (1) prioritize the education and training of indi-  
10          viduals from underrepresented communities for jobs  
11          in energy-related industries, including in providing  
12          internships, fellowships, traineeships, apprentice-  
13          ships, and employment at the Department of En-  
14          ergy, including at the Department of Energy na-  
15          tional laboratories; and

16          (2) in providing research grants and technical  
17          assistance to educational institutions, give priority to  
18          minority-serving institutions.

19          (d) COLLABORATION AND OUTREACH.—In carrying  
20          out the program established under subsection (a), the Sec-  
21          retary shall—

22          (1) collaborate with—

23                  (A) to the maximum extent possible, State  
24                  workforce development boards, to maximize pro-  
25                  gram efficiency;

1 (B) educational institutions and covered  
2 organizations and programs;

3 (C) energy-related industries and covered  
4 organizations and programs to increase the op-  
5 portunities for, and enrollment of, students and  
6 other candidates, including students of minor-  
7 ity-serving institutions and unemployed energy  
8 workers, to participate in industry internships,  
9 fellowships, traineeships, and apprenticeships;  
10 and

11 (D) Federal-State Regional Commissions,  
12 including the Appalachia Regional Commission,  
13 the Delta Regional Authority, the Denali Com-  
14 mission, the Northern Border Regional Com-  
15 mission, the Northern Great Plains Regional  
16 Commission, and the Southeast Crescent Re-  
17 gional Commission; and

18 (2) conduct outreach activities to—

19 (A) encourage individuals from underrep-  
20 resented communities and unemployed energy  
21 workers to enter into the STEM fields; and

22 (B) encourage and foster collaboration,  
23 mentorships, and partnerships among energy-  
24 related industries, and covered organizations  
25 and programs, that provide effective training

1 programs for jobs in energy-related industries  
2 and educational institutions that seek to estab-  
3 lish these types of programs in order to share  
4 best practices and approaches that best suit  
5 local, State, and national needs.

6 (e) CLEARINGHOUSE.—

7 (1) ESTABLISHMENT.—In carrying out the pro-  
8 gram established under subsection (a), the Sec-  
9 retary, in collaboration with the Commissioner of the  
10 Bureau of Labor Statistics, the Secretary of Com-  
11 merce, the Director of the Bureau of the Census,  
12 and energy-related industries, shall establish a clear-  
13 inghouse to—

14 (A) develop, maintain, and update informa-  
15 tion and other resources, by State and by re-  
16 gion, on—

17 (i) training programs for jobs in en-  
18 ergy-related industries; and

19 (ii) the current and future workforce  
20 needs of energy-related industries, and job  
21 opportunities in such energy-related indus-  
22 tries, including identification of jobs in en-  
23 ergy-related industries for which there is  
24 the greatest demand; and

1 (B) act as a resource for educational insti-  
2 tutions and covered organizations and programs  
3 that would like to develop and implement train-  
4 ing programs for such jobs.

5 (2) REPORT.—The Secretary shall annually  
6 publish a report on the information and other re-  
7 sources developed, maintained, and updated on the  
8 clearinghouse established under paragraph (1).

9 (f) GUIDELINES TO DEVELOP SKILLS FOR AN EN-  
10 ERGY INDUSTRY WORKFORCE.—

11 (1) IN GENERAL.—In carrying out the program  
12 established under subsection (a), the Secretary, in  
13 collaboration with the Secretary of Education, the  
14 Secretary of Commerce, the Secretary of Labor, and  
15 the National Science Foundation, shall develop vol-  
16 untary guidelines or best practices for educational  
17 institutions to help provide students with the skills  
18 necessary for jobs in energy-related industries, in-  
19 cluding jobs in—

20 (A) the energy efficiency industry, includ-  
21 ing jobs in energy efficiency (including architec-  
22 ture, design, and construction of new energy ef-  
23 ficient buildings), conservation, weatherization,  
24 retrofitting, inspecting, auditing, and software  
25 development;

1 (B) the renewable energy industry, includ-  
2 ing jobs in the development, engineering, manu-  
3 facturing, and production of energy from re-  
4 newable energy sources (such as solar, hydro-  
5 power, wind, and geothermal energy);

6 (C) the community energy resiliency indus-  
7 try, including jobs in the installation of rooftop  
8 solar, in battery storage, and in microgrid tech-  
9 nologies;

10 (D) the fuel cell and hydrogen energy in-  
11 dustry;

12 (E) the advanced automotive technology  
13 industry, including jobs relating to electric vehi-  
14 cle batteries, connectivity and automation, and  
15 advanced combustion engines;

16 (F) the manufacturing industry, including  
17 jobs as operations technicians, in operations  
18 and design in additive manufacturing, 3-D  
19 printing, and advanced composites and ad-  
20 vanced aluminum and other metal alloys, and in  
21 industrial energy efficiency management sys-  
22 tems, including power electronics, and other in-  
23 novative technologies;

24 (G) the chemical manufacturing industry,  
25 including jobs in construction (such as welders,

1 pipefitters, and tool and die makers), as instru-  
2 ment and electrical technicians, machinists,  
3 chemical process operators, engineers, quality  
4 and safety professionals, and reliability engi-  
5 neers;

6 (H) the utility industry, including jobs in  
7 smart grid technology, cybersecurity manage-  
8 ment, and the generation, transmission, and  
9 distribution of electricity and natural gas, such  
10 as electricians and utility dispatchers, techni-  
11 cians, operators, lineworkers, engineers, sci-  
12 entists, and information technology specialists;

13 (I) the alternative fuels industry, including  
14 jobs in biofuel and bioproducts development and  
15 production;

16 (J) the pipeline industry, including jobs in  
17 pipeline construction and maintenance and jobs  
18 as engineers and technical advisors;

19 (K) the nuclear energy industry, including  
20 jobs as scientists, engineers, technicians, mathe-  
21 maticians, and security personnel;

22 (L) the oil and gas industry, including jobs  
23 as scientists, engineers, technicians, mathemati-  
24 cians, petrochemical engineers, and geologists;  
25 and

1 (M) the coal industry, including jobs as  
2 coal miners, engineers, developers and manufac-  
3 turers of state-of-the-art coal facilities, tech-  
4 nology vendors, coal transportation workers and  
5 operators, and mining equipment vendors.

6 (2) INPUT.—The Secretary shall solicit input  
7 from energy-related industries in developing guide-  
8 lines or best practices under paragraph (1).

9 (3) ENERGY EFFICIENCY AND CONSERVATION  
10 INITIATIVES.—The guidelines or best practices devel-  
11 oped under paragraph (1) shall include grade-spe-  
12 cific guidelines for elementary schools and secondary  
13 schools for teaching energy efficiency technology, ar-  
14 chitecture, design, and construction of new energy-  
15 efficient buildings and building energy retrofits,  
16 manufacturing efficiency technology, community en-  
17 ergy resiliency, and conservation initiatives.

18 (4) STEM EDUCATION.—The guidelines or best  
19 practices developed under paragraph (1) shall pro-  
20 mote STEM education in educational institutions as  
21 it relates to job opportunities in energy-related in-  
22 dustries listed under such paragraph.

23 (5) PROHIBITION.—Nothing in this subsection  
24 shall be construed to authorize the Secretary or any  
25 other officer or employee of the Federal Government

1 to require or coerce a State, local educational agen-  
2 cy, or educational institution to adopt or carry out  
3 the guidelines or best practices developed under  
4 paragraph (1).

5 (g) CONSOLIDATION.—To the extent practicable, the  
6 Secretary shall, to avoid duplication of efforts, carry out  
7 the Equity in Energy Initiative of the Department of En-  
8 ergy, the Minority Educational Institution Student Part-  
9 nership Program of the Department of Energy, and any  
10 other program of the Department of Energy that the Sec-  
11 retary determines appropriate, through the program es-  
12 tablished under subsection (a).

13 (h) AUTHORIZATION OF APPROPRIATIONS.—There is  
14 authorized to be appropriated to carry out this section  
15 \$20,000,000 for each of fiscal years 2021 through 2025.

16 **SEC. 202. ENERGY WORKFORCE GRANT PROGRAM.**

17 (a) PROGRAM.—

18 (1) ESTABLISHMENT.—Subject to the avail-  
19 ability of appropriations for such purpose, the Sec-  
20 retary, acting through the Director of the Office of  
21 Economic Impact, Diversity, and Employment, shall  
22 establish and carry out a program to provide grants  
23 to eligible entities to pay the eligible wages of, or eli-  
24 gible stipends for, individuals during the time period

1 that such individuals are receiving training to work  
2 for an eligible business.

3 (2) GUIDELINES.—Not later than 60 days after  
4 the date of enactment of this Act, the Secretary, in  
5 consultation with eligible businesses, shall establish  
6 guidelines that identify—

7 (A) criteria for wages and stipends to meet  
8 to be eligible for purposes of the program estab-  
9 lished pursuant to paragraph (1); and

10 (B) training that is eligible for purposes of  
11 the program established pursuant to paragraph  
12 (1).

13 (b) ELIGIBILITY.—For purposes of this section:

14 (1) ELIGIBLE BUSINESS.—The term “eligible  
15 business” means a business that provides services  
16 related to—

17 (A) renewable electric energy generation,  
18 including solar, wind, geothermal, hydropower,  
19 and other renewable electric energy generation  
20 technologies;

21 (B) energy efficiency, including energy-effi-  
22 cient lighting, heating, ventilation, and air con-  
23 ditioning, air source heat pumps, advanced  
24 building materials, insulation and air sealing,  
25 and other high-efficiency products and services,

1 including auditing and inspection, architecture,  
2 design, and construction of new energy efficient  
3 buildings and building energy retrofits;

4 (C) grid modernization or energy storage,  
5 including smart grid, microgrid and other dis-  
6 tributed energy solutions, demand response  
7 management, and home energy management  
8 technology;

9 (D) advanced fossil energy technology, in-  
10 cluding—

11 (i) advanced resource development;

12 (ii) carbon capture, storage, and use;

13 (iii) low-carbon power systems;

14 (iv) efficiency improvements that sub-  
15 stantially reduce emissions; and

16 (v) direct air capture;

17 (E) nuclear energy, including research, de-  
18 velopment, demonstration, and commercial ap-  
19 plication relating to nuclear energy;

20 (F) cybersecurity for the energy sector, in-  
21 cluding infrastructure, emergency planning, co-  
22 ordination, response, and restoration;

23 (G) alternative fuels, including biofuel and  
24 bioproduct development and production;

1 (H) advanced automotive technology, in-  
2 cluding electric vehicle batteries, connectivity  
3 and automation, and advanced combustion en-  
4 gines; or

5 (I) fuel cell and hybrid fuel cell generation.

6 (2) ELIGIBLE ENTITY.—The term “eligible enti-  
7 ty” means—

8 (A) an eligible business; or

9 (B) a labor organization, nonprofit organi-  
10 zation, or qualified youth or conservation corps,  
11 that provides training to individuals to work for  
12 an eligible business, or works on behalf of any  
13 such eligible business.

14 (3) ELIGIBLE STIPEND.—The term “eligible sti-  
15 pend” means a stipend that meets the criteria iden-  
16 tified pursuant to the guidelines established under  
17 subsection (a)(2).

18 (4) ELIGIBLE WAGES.—The term “eligible  
19 wages” means wages that meet the criteria identified  
20 pursuant to the guidelines established under sub-  
21 section (a)(2).

22 (c) USE OF GRANTS.—

23 (1) ELIGIBLE WAGES.—An eligible business  
24 with—

1 (A) 20 or fewer employees may use a grant  
2 provided under the program established under  
3 subsection (a) to pay up to—

4 (i) 45 percent of an employee's eligi-  
5 ble wages for the duration of the applicable  
6 training for such employee, if the training  
7 is provided by the eligible business; and

8 (ii) 90 percent of an employee's eligi-  
9 ble wages for the duration of the applicable  
10 training for such employee, if the training  
11 is provided by an entity other than the eli-  
12 gible business;

13 (B) 21 to 99 employees may use a grant  
14 provided under the program established under  
15 subsection (a) to pay up to—

16 (i) 37.5 percent of an employee's eligi-  
17 ble wages for the duration of the applicable  
18 training for such employee, if the training  
19 is provided by the eligible business; and

20 (ii) 75 percent of an employee's eligi-  
21 ble wages for the duration of the applicable  
22 training for such employee, if the training  
23 is provided by an entity other than the eli-  
24 gible business; and

1 (C) 100 employees or more may use a  
2 grant provided under the program established  
3 under subsection (a) to pay up to—

4 (i) 25 percent of an employee's eligi-  
5 ble wages for the duration of the applicable  
6 training for such employee, if the training  
7 is provided by the eligible business; and

8 (ii) 50 percent of an employee's eligi-  
9 ble wages for the duration of the applicable  
10 training for such employee, if the training  
11 is provided by an entity other than the eli-  
12 gible business.

13 (2) STIPEND.—An eligible entity may use a  
14 grant provided under the program established under  
15 subsection (a) to pay up to 100 percent of an eligi-  
16 ble stipend for an individual for the duration of the  
17 applicable training for such individual.

18 (d) PRIORITY FOR TARGETED COMMUNITIES.—In  
19 providing grants under the program established under  
20 subsection (a), the Secretary shall give priority to an eligi-  
21 ble entity that—

22 (1) recruits or trains individuals who are—

23 (A) from the community that the eligible  
24 entity serves; and

1 (B)(i) from underrepresented communities;

2 or

3 (ii) unemployed energy workers; and

4 (2) will provide individuals receiving training  
5 with the opportunity to obtain or retain employment  
6 at an eligible business.

7 (e) LIMIT.—An eligible entity may not receive more  
8 than \$100,000 under the program established under sub-  
9 section (a) per fiscal year.

10 (f) REPORT.—The Secretary shall submit to Con-  
11 gress, annually for each year the program established  
12 under subsection (a) is carried out, a report on such pro-  
13 gram, including—

14 (1) an assessment of such program for the pre-  
15 vious year, including the number of jobs filled by in-  
16 dividuals trained pursuant to such program; and

17 (2) recommendations on how to improve such  
18 program.

19 (g) AUTHORIZATION OF APPROPRIATIONS.—There is  
20 authorized to be appropriated to carry out this section  
21 \$70,000,000 for each of fiscal years 2021 through 2025.

22 **SEC. 203. DEFINITIONS.**

23 In this Act:

24 (1) APPRENTICESHIP.—The term “apprentice-  
25 ship” means an apprenticeship registered under the

1 Act of August 16, 1937 (commonly known as the  
2 “National Apprenticeship Act”; 50 Stat. 664, chap-  
3 ter 663; 29 U.S.C. 50 et seq.).

4 (2) COVERED ORGANIZATIONS AND PRO-  
5 GRAMS.—The term “covered organizations and pro-  
6 grams” means local workforce development boards,  
7 State workforce development boards, nonprofit orga-  
8 nizations, qualified youth or conservation corps,  
9 labor organizations, pre-apprenticeship programs,  
10 and apprenticeship programs.

11 (3) EDUCATIONAL INSTITUTION.—The term  
12 “educational institution” means an elementary  
13 school, secondary school, or institution of higher  
14 education.

15 (4) ELEMENTARY SCHOOL AND SECONDARY  
16 SCHOOL.—The terms “elementary school” and “sec-  
17 ondary school” have the meanings given such terms  
18 in section 8101 of the Elementary and Secondary  
19 Education Act of 1965 (20 U.S.C. 7801).

20 (5) ENERGY-RELATED INDUSTRY.—The term  
21 “energy-related industry” includes the energy effi-  
22 ciency industry, renewable energy industry, commu-  
23 nity energy resiliency industry, fuel cell and hydro-  
24 gen energy industry, advanced automotive tech-  
25 nology industry, chemical manufacturing industry,

1 electric utility industry, gas utility industry, alter-  
2 native fuels industry, pipeline industry, nuclear en-  
3 ergy industry, oil and gas industry, and coal indus-  
4 try.

5 (6) INSTITUTION OF HIGHER EDUCATION.—The  
6 term “institution of higher education” has the  
7 meaning given such term in section 102 of the High-  
8 er Education Act of 1965 (20 U.S.C. 1002), except  
9 that such term does not include institutions de-  
10 scribed in subparagraph (A) or (C) of subsection  
11 (a)(1) of such section 102.

12 (7) JOBS IN ENERGY-RELATED INDUSTRIES.—  
13 The term “jobs in energy-related industries” in-  
14 cludes manufacturing, engineering, construction, and  
15 retrofitting jobs in energy-related industries.

16 (8) LABOR ORGANIZATION.—The term “labor  
17 organization” has the meaning given such term in  
18 section 2 of the National Labor Relations Act (29  
19 U.S.C. 152).

20 (9) LOCAL WORKFORCE DEVELOPMENT  
21 BOARD.—The term “local workforce development  
22 board” means a local board, as defined in section 3  
23 of the Workforce Innovation and Opportunity Act  
24 (29 U.S.C. 3102).

1           (10) MINORITY-SERVING INSTITUTION.—The  
2 term “minority-serving institution” means an insti-  
3 tution of higher education that is of one of the fol-  
4 lowing:

5           (A) A Hispanic-serving institution (as de-  
6 fined in section 502(a) of the Higher Education  
7 Act of 1965 (20 U.S.C. 1101a(a))).

8           (B) A Tribal College or University (as de-  
9 fined in section 316(b) of the Higher Education  
10 Act of 1965 (20 U.S.C. 1059c(b))).

11          (C) An Alaska Native-serving institution  
12 (as defined in section 317(b) of the Higher  
13 Education Act of 1965 (20 U.S.C. 1059d(b))).

14          (D) A Native Hawaiian-serving institution  
15 (as defined in section 317(b) of the Higher  
16 Education Act of 1965 (20 U.S.C. 1059d(b))).

17          (E) A Predominantly Black Institution (as  
18 defined in section 318(b) of the Higher Edu-  
19 cation Act of 1965 (20 U.S.C. 1059e(b))).

20          (F) A Native American-serving nontribal  
21 institution (as defined in section 319(b) of the  
22 Higher Education Act of 1965 (20 U.S.C.  
23 1059f(b))).

24          (G) An Asian American and Native Amer-  
25 ican Pacific Islander-serving institution (as de-

1            fined in section 320(b) of the Higher Education  
2            Act of 1965 (20 U.S.C. 1059g(b))).

3            (H) A part B institution (as defined in  
4            section 322 of the Higher Education Act of  
5            1965 (20 U.S.C. 1061)).

6            (11) PRE-APPRENTICESHIP PROGRAM.—The  
7            term “pre-apprenticeship program”—

8            (A) means a program or set of strategies  
9            that is designed to prepare individuals to enter  
10           and succeed in an apprenticeship program; and

11           (B) includes training and training cur-  
12           rriculum aligned with apprenticeship and indus-  
13           try standards to teach participants necessary  
14           industry-related skills and competencies.

15           (12) QUALIFIED YOUTH OR CONSERVATION  
16           CORPS.—The term “qualified youth or conservation  
17           corps” has the meaning given such term in section  
18           203(11) of the Public Lands Corps Act of 1993 (16  
19           U.S.C. 1722(11)).

20           (13) SECRETARY.—The term “Secretary”  
21           means the Secretary of Energy.

22           (14) STATE WORKFORCE DEVELOPMENT  
23           BOARD.—The term “State workforce development  
24           board” means a State board, as defined in section

1 3 of the Workforce Innovation and Opportunity Act  
2 (29 U.S.C. 3102).

3 (15) STEM.—The term “STEM” means  
4 science, technology, engineering, and mathematics.

5 (16) UNDERREPRESENTED COMMUNITIES.—  
6 The term “underrepresented communities” includes  
7 religious and ethnic minorities, women, veterans, in-  
8 dividuals with disabilities, individuals who are  
9 socioeconomically disadvantaged, individuals who are  
10 or were foster children, and formerly incarcerated  
11 individuals.

○