

119TH CONGRESS
1ST SESSION

H. R. 4105

To amend title 10, United States Code, to direct the Secretary of Labor to carry out a grant program to help certain members of the Armed Forces, veterans, and their spouses, obtain employment in the energy industry.

IN THE HOUSE OF REPRESENTATIVES

JUNE 24, 2025

Mrs. KIGGANS of Virginia (for herself, Ms. HOULAHAN, and Mr. VEASEY) introduced the following bill; which was referred to the Committee on Armed Services, and in addition to the Committee on Veterans' Affairs, 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

A BILL

To amend title 10, United States Code, to direct the Secretary of Labor to carry out a grant program to help certain members of the Armed Forces, veterans, and their spouses, obtain employment in the energy industry.

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 “Veterans Energy Tran-
5 sition Act of 2025” or the “VET Act of 2025”.

1 **SEC. 2. ESTABLISHMENT OF GRANT PROGRAM TO HELP**
2 **CERTAIN MEMBERS OF THE ARMED FORCES,**
3 **VETERANS, AND THEIR SPOUSES OBTAIN EM-**
4 **PLOYMENT IN THE ENERGY INDUSTRY.**

5 (a) REPEAL OF EXPIRED AUTHORITIES.—Sections
6 1152 and 1153 of title 10, United States Code, are re-
7 pealed.

8 (b) ESTABLISHMENT.—Chapter 58 of such title is
9 amended by inserting, after section 1151, the following
10 new section 1152:

11 **“§ 1152. Assistance to separating members, veterans,**
12 **and spouses to obtain employment in the**
13 **energy industry**

14 “(a) ESTABLISHMENT.—The Secretary of Labor, in
15 consultation with the Transition Executive Committee,
16 shall carry out a program to provide grants to eligible enti-
17 ties that hire covered individuals.

18 “(b) COVERED INDIVIDUALS.—(1) An covered indi-
19 vidual under this section is—

20 “(A) a member of the Armed Forces eligible for
21 preseparation counseling under section 1142 of this title;

22 “(B) a veteran; or

23 “(C) a spouse of such a member or veteran.

24 “(2) In the selection of covered individuals for assist-
25 ance under a grant agreement under this section, pref-

1 erence shall be given to a covered individual (or the spouse
2 of a covered individual) who—

3 “(A) is involuntarily separated, approved for
4 separation under section 1174a or 1175 of this title,
5 or retires pursuant to the authority provided in sec-
6 tion 4403 of the Defense Conversion, Reinvestment,
7 and Transition Assistance Act of 1992 (division D
8 of Public Law 102–484; 10 U.S.C. 1293 note);

9 “(B) has a military occupational specialty,
10 training, or experience related to energy production,
11 construction, or manufacturing, or meets other cri-
12 teria prescribed by the Secretary;

13 “(C) resides in a qualified opportunity zone; or

14 “(D) has a service-connected disability, is a
15 homeless veteran, or faces another significant bar-
16 rier to employment.

17 “(c) ELIGIBLE ENTITIES.—(1) An entity is eligible
18 for a grant under this section if the primary function of
19 such entity is any of the following:

20 “(A) The generation, transmission, storage, or
21 distribution of energy.

22 “(B) The manufacture or distribution of equip-
23 ment and components critical to the energy industry.

1 “(2) In the selection of eligible entities for a grant
 2 under this section, preference shall be given to an eligible
 3 entity that—

4 “(A) operates in a qualified opportunity zone;
 5 or

6 “(B) is a small business concern.

7 “(d) GRANT FUNDS: AUTHORIZED USES; MAXIMUM
 8 AMOUNTS.—(1) Grant funds awarded under this section
 9 shall be used to reimburse a grantee for costs incurred
 10 by such grantee in the course of hiring a covered indi-
 11 vidual. Such costs may include the following:

12 “(A) Costs for the relevant licensure, certifi-
 13 cation, training, or education of the eligible em-
 14 ployee.

15 “(B) Recruitment costs.

16 “(C) Orientation, administrative, and relocation
 17 costs.

18 “(2) In any fiscal year, a grantee may not be award-
 19 ed—

20 “(A) more than \$10,000 per covered individual
 21 hired by such grantee; and

22 “(B) more than \$500,000 under this section.

23 “(e) TERMS.—As a condition of receiving a grant
 24 under this section, an eligible entity shall agree to—

1 “(1) submit to the Secretary a report for each
2 fiscal year in which the grantee receives funds under
3 such grant that includes information regarding—

4 “(A) use of grant funds;

5 “(B) whether a covered individual is still
6 employed by such eligible entity;

7 “(C) the rates of retention and employee
8 satisfaction of covered individuals employed by
9 such eligible entity; and

10 “(D) the salaries and benefits paid by such
11 eligible entity to covered individuals;

12 “(2) comply with an audit by the Inspector
13 General of the Department of Labor or the Comp-
14 troller General of the United States; and

15 “(3) repay the Federal Government any grant
16 funds used by the eligible entity for any purpose not
17 described in subsection (d)(1).

18 “(f) COORDINATION WITH EXISTING PROGRAMS.—

19 (1) The Secretary of Labor shall coordinate with the Sec-
20 retaries of Defense and Veterans Affairs regarding the
21 grant program under this section and other programs for
22 members separating from active duty, including—

23 “(A) the Transition Assistance Program under
24 sections 1142 and 144 of this title;

1 “(B) Skillbridge under section 1143(e) of this
2 title; and

3 “(C) the Solid Start program under section
4 6320 of title 38.

5 “(2) In the course of such coordination, the Secre-
6 taries shall—

7 “(A) seek to avoid the duplication of services to
8 covered individuals under such programs;

9 “(B) promote the grant program under this
10 section to covered individuals; and

11 “(C) submit to the appropriate congressional
12 committees, not less than once each fiscal year in
13 which the Secretary of Labor carries out such grant
14 program, a report regarding such coordination.

15 “(g) REPORT.—Not later than September 30, 2030,
16 the Secretary of Labor shall submit to Congress a report
17 containing the evaluation of the Secretary of the grant
18 program under this section. Such report shall include the
19 recommendation of the Secretary whether to expand, ex-
20 tend, or otherwise amend the grant program.

21 “(h) AUTHORIZATION OF APPROPRIATIONS; ADMIN-
22 ISTRATIVE COSTS.—(1) There is authorized to be appro-
23 priated to the Department of Labor, to carry out this sec-
24 tion, \$60,000,000 for each of fiscal years 2026 through
25 2031.

1 “(2) In a fiscal year, the Secretary may not spend
2 more than 15 percent of the funds appropriated to carry
3 out this section on administrative costs.

4 “(i) DEFINITIONS.—In this section:

5 “(1) The term ‘appropriate congressional com-
6 mittee’ means the following:

7 “(A) The Committee on Armed Services of
8 the House of Representatives.

9 “(B) The Committee on Veterans’ Affairs
10 of the House of Representatives.

11 “(C) The Committee on Education and
12 Workforce of the House of Representatives.

13 “(D) The Committee on Armed Services of
14 the Senate.

15 “(E) The Committee on Veterans’ Affairs
16 of the Senate.

17 “(F) The Committee on Health, Edu-
18 cation, Labor, and Pensions of the Senate.

19 “(2) The term ‘equipment and components crit-
20 ical to the energy industry’ includes the following:

21 “(A) Batteries.

22 “(B) Solar energy components.

23 “(C) Wind energy components.

24 “(D) Nuclear energy components.

25 “(E) Electronics.

1 “(F) Control systems.

2 “(G) Transformers.

3 “(H) Fuel cell technologies.

4 “(I) Advanced materials.

5 “(3) The term ‘homeless veteran’ has the mean-
6 ing given such term in section 2002 of title 38.

7 “(4) The term ‘qualified opportunity zone’ has
8 the meaning given such term in section 1400Z–1 of
9 the Internal Revenue Code of 1986 (26 U.S.C.
10 1400Z–1).

11 “(5) The terms ‘service-connected’ and ‘veteran’
12 have the meanings given such terms in section 101
13 of title 38.

14 “(6) The term ‘small business concern’ has the
15 meaning given such term in section 3 of the Small
16 Business Act (Public Law 85–536; 15 U.S.C. 632).

17 “(7) The term ‘Transition Executive Com-
18 mittee’ means the subordinate committee, estab-
19 lished under section 320(b)(2) of title 38, of the Vet-
20 erans Affairs-Department of Defense Joint Execu-
21 tive Committee.”.

22 (c) COORDINATION PLANS.—The Secretary of Labor
23 shall submit to the appropriate congressional committees,
24 as such term is defined in section (i) of section 1152 of
25 such title, as added by this section, a report regarding—

1 (1) the initial plan of the Secretary to coordi-
2 nate under subsection (f) of such section not later
3 than 180 days after the date of the enactment of
4 this Act; and

5 (2) the final such plan not later than one year
6 after such date.

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