

[117H4411]



(Original Signature of Member)

118TH CONGRESS  
1ST SESSION

**H. R.** \_\_\_\_\_

To amend the Internal Revenue Code of 1986 to expand and modify employer educational assistance programs, and for other purposes.

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IN THE HOUSE OF REPRESENTATIVES

Mr. DAVIS of Illinois introduced the following bill; which was referred to the Committee on \_\_\_\_\_

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**A BILL**

To amend the Internal Revenue Code of 1986 to expand and modify employer educational assistance programs, 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 “Upskilling and Re-  
5       training Assistance Act”.

1 **SEC. 2. TEMPORARY INCREASE IN EXCLUSION FOR EDU-**  
2 **CATIONAL ASSISTANCE PROGRAMS.**

3 In the case of taxable years beginning after December  
4 31, 2023, and before January 1, 2026, section 127(a)(2)  
5 of the Internal Revenue Code of 1986 shall be applied by  
6 substituting “\$12,000” for “\$5,250” each place it ap-  
7 pears.

8 **SEC. 3. EXPENSES FOR EDUCATION-RELATED TOOLS AND**  
9 **TECHNOLOGY.**

10 (a) IN GENERAL.—Paragraph (1) of section 127(c)  
11 of the Internal Revenue Code of 1986 is amended by strik-  
12 ing “equipment” both places it appears in subparagraphs  
13 (A) and (C) thereof and inserting “education-related tools  
14 and technology and other equipment”.

15 (b) EDUCATION-RELATED TOOLS AND TECH-  
16 NOLOGY.—Subsection (c) of section 127 of the Internal  
17 Revenue Code of 1986 is amended by adding at the end  
18 the following new paragraph:

19 “(8) EDUCATION-RELATED TOOLS AND TECH-  
20 NOLOGY.—For purposes of paragraph (1), the term  
21 ‘education-related tools and technology’ includes  
22 any—

23 “(A) hand tools and construction equip-  
24 ment,

25 “(B) computer or peripheral equipment (as  
26 defined in section 168(i)(2)(B)),

1 “(C) computer software (as defined in sec-  
2 tion 197(e)(3)(B)),

3 “(D) internet access and related services  
4 (including equipment or technology necessary  
5 for internet access),

6 “(E) internet, mobile, or virtual reality  
7 learning tools and technology,

8 “(F) licensure fees, materials, or other  
9 equipment, and

10 “(G) any other tools or technology as de-  
11 termined by the Secretary,

12 provided to an employee which is required for the  
13 education of the employee or in connection with a  
14 course of instruction for the employee, or is required  
15 in order for the employee to obtain professional ad-  
16 vancement, to obtain any certification, licensure, or  
17 employment under any State, regional or national  
18 guidelines or regulations applicable to a trade or  
19 other skilled profession, or to maintain such a cer-  
20 tification, licensure, or employment through a con-  
21 tinuing education program.”.

22 (c) EMPLOYEE RETENTION OF EDUCATION-RE-  
23 LATED TOOLS AND TECHNOLOGY.—Paragraph (1) of sec-  
24 tion 127(c) of the Internal Revenue Code of 1986 is  
25 amended by striking “completion of a course of instruc-

1 tion,” and inserting “completion of a course of instruction  
2 (other than education-related tools and technology not de-  
3 scribed in paragraph (8)(D)),”.

4 (d) EFFECTIVE DATE.—The amendments made by  
5 this section shall apply to amounts paid or incurred on  
6 or after the first day of the calendar quarter which in-  
7 cludes the date of the enactment of this Act.