

1 S.155

2 Introduced by Senators Bray, Ayer, Baruth, Benning, Campbell, Collins,
3 Cummings, Doyle, Flory, French, Lyons, MacDonald,
4 McAllister, Mullin, and Starr

5 Referred to Committee on Economic Development, Housing and General
6 Affairs

7 Date: March 15, 2013

8 Subject: Workforce education and training; workforce development needs
9 assessment and strategic plan

10 Statement of purpose of bill as introduced: This bill proposes to create a
11 strategic workforce assessment and plan to enhance the performance of the
12 state's workforce development programs.

13 An act relating to creating a strategic workforce development needs
14 assessment and strategic plan

15 It is hereby enacted by the General Assembly of the State of Vermont:

16 ~~Sec. 1. 10 V.S.A § 545 is added to read.~~

17 § 545. WORKFORCE DEVELOPMENT NEEDS ASSESSMENT AND
18 STRATEGIC PLAN

19 (a) The Commissioner of Labor, in coordination with the Secretary of
20 Commerce and Community Development and the Secretary of Education, and

1 ~~in consultation with the Workforce Development Council and the Secretary of~~
2 Human Services, shall create a strategic plan for workforce development in
3 Vermont that shall:

4 (1) Identify the components of Vermont's labor market and workforce
5 trends based upon existing data, studies, and analysis.

6 (2) Identify current and future workforce skill requirements.

7 (3) Identify and determine the effectiveness of existing state workforce
8 development and training resources, including those programs established
9 under this chapter, chapter 22 of this title, and 16 V.S.A. chapters 37 and 39.

10 (b) The strategic plan shall identify gaps between the public, nonprofit, and
11 private workforce development programs and Vermont's workforce
12 development needs and propose measures to bridge these gaps.

13 (c) The Commissioner of Labor shall:

14 (1) Consider the Farm to Plate Initiative as a model for the design and
15 implementation of the needs assessment and strategic plan and consult with the
16 Vermont Sustainable Jobs Fund in these efforts.

17 (2) Use the information gathered from the needs assessment and the
18 strategic plan on an ongoing basis to identify methods and funding necessary
19 to strengthen the link among the Vermont workforce and public, nonprofit, and
20 private workforce development programs.

1 ~~(3) Coordinate with the State Auditor of Accounts to develop~~
2 ~~measurable benchmarks to assess the performance of the State's workforce~~
3 ~~development programs.~~

4 ~~(4) On or before January 15 of each year, submit to the House~~
5 ~~Committee on Commerce and Economic Development and the Senate~~
6 ~~Committee on Economic Development, Housing and General Affairs a report~~
7 ~~on the workforce development strategic plan and the performance of the~~
8 ~~State's workforce development programs.~~

9 ~~(d) The Commissioner of Labor may seek and accept funds from private~~
10 ~~and public entities and utilize technical assistance, loans, grants, and other~~
11 ~~means as available for the purposes of this section.~~

12 Sec. 2. APPROPRIATIONS; TRANSFERS

13 ~~(a) Of the amounts appropriated in each of fiscal years 2014 and 2015 from~~
14 ~~the General Fund to the following recipients, an amount equal to one percent~~
15 ~~of the total general fund appropriation, not to exceed \$5,000.00, shall be~~
16 ~~transferred from each program recipient identified below to the Commissioner~~
17 ~~of Labor to fund the design and implementation of the workforce development~~
18 ~~needs assessment and strategic plan pursuant to 10 V.S.A. § 545:~~

19 ~~(1) The Department of Labor from funding for each of the following:~~

20 ~~(A) The Workforce Development Council.~~

1 ~~(B) Grants for regional workforce development pursuant to 10 V.S.A.~~

2 ~~§ 542.~~

3 ~~(C) The Summer Employment Opportunity Program.~~

4 ~~(D) The Vermont Apprenticeship Program.~~

5 ~~(2) The Agency of Commerce and Community Development from~~
6 ~~funding for each of the following:~~

7 ~~(A) Performance contracts for regional economic development~~
8 ~~pursuant to 24 V.S.A. chapter 76.~~

9 ~~(B) Performance-based grants for an employment training program~~
10 ~~pursuant to 10 V.S.A. § 531.~~

11 ~~(C) The Vermont Economic Progress Council.~~

12 ~~(D) The Vermont Manufacturing Extension Center.~~

13 ~~(E) The Vermont Technology Council.~~

14 ~~(F) The Vermont Small Business Development Center.~~

15 ~~(3) The Agency of Human Services from funding for each of the~~
16 ~~following:~~

17 ~~(A) Creative Workforce Solutions.~~

18 ~~(B) The Department of Disabilities, Aging, and Independent Living.~~

19 ~~(C) The Department for Children and Families.~~

20 ~~(D) The Department of Mental Health.~~

21 ~~(E) The Department of Vermont Health Access.~~

1 ~~(F) The Department of Corrections.~~

2 (4) The Agency of Agriculture, Food and Markets from funding for each

3 of the following:

4 (A) The Farm Viability Enhancement Program.

5 (B) The Working Lands Enterprise Board.

6 (5) The Agency of Education from funding for each of the following:

7 (A) Each of the five Vermont State Colleges.

8 (B) The University of Vermont, from funding for each of the

9 following:

10 (i) The Area Health Education Centers.

11 (ii) The Small Business Development Program.

12 (iii) The Family Business Development Program.

13 (6) The Vermont Student Assistance Corporation.

14 (b) Of the amounts appropriated in each of fiscal years 2014 and 2015 from

15 the General Fund to the Next Generation Initiative Fund created in 16 V.S.A.

16 § 2887, the Commissioner of Labor shall have the authority to allocate an

17 amount equal to the difference between \$150,000.00 and the amount

18 transferred pursuant to subsection (a) of this section for the design and

19 implementation of the workforce development needs assessment and strategic

20 plan pursuant to 10 V.S.A. § 545.

~~1 Sec. 3. AUTHORIZATION OF LIMITED SERVICE POSITION~~

~~2 With the funds transferred pursuant to Sec. 2 of this act, the Commissioner~~
~~3 of Labor is authorized to expend:~~

~~4 (1) up to \$100,000.00 for salary and benefits for one limited service~~
~~5 position to design and implement the workforce development needs assessment~~
~~6 and strategic plan pursuant to 10 V.S.A. § 545; and~~

~~7 (2) up to \$50,000.00 for expenses incurred for travel, consulting,~~
~~8 reporting, meeting, and other activities arising from the design and~~
~~9 implementation of the workforce development needs assessment and strategic~~
~~10 plan pursuant to 10 V.S.A. § 545.~~

~~11 Sec. 4. EFFECTIVE DATE~~

~~12 This act shall take effect on July 1, 2013.~~

~~Sec. 1. SHORT TITLE~~

~~This bill may be referred to as the Strategic Workforce Enhancement and~~
~~Employment Program (SWEEP).~~

~~Sec. 2. FINDINGS AND PURPOSE~~

~~(a) The State of Vermont offers a wide range of workforce training and~~
~~workforce education programs designed to increase and diversify the skills of~~
~~and opportunities available to the workers of this State.~~

~~(b) Over the past several years, significant resources have been devoted to~~
~~enhancing many of the available workforce development opportunities.~~
~~However, the current state of the economy and the continuing pressures~~
~~projected for the budget over the next several years require a critical analysis~~
~~of every state investment to ensure the maximum return on investment of~~
~~limited resources.~~

~~(c) The General Assembly finds that Vermont's Farm to Plate Initiative can~~
~~serve as an effective model for the workforce development and education.~~

~~strategic plan. The Initiative has greatly enhanced our collective understanding and the future development of the operation and ongoing needs of Vermont's food system. The Farm to Plate Initiative demonstrates the success of an approach that is:~~

- ~~(1) strategic, comprehensive, and systems-based;~~
- ~~(2) forward-looking, with a ten-year planning horizon;~~
- ~~(3) informed and driven by performance metrics; and~~
- ~~(4) built on a foundation of broad stakeholder engagement.~~

~~(d) In adopting this act, it is the goal of the Vermont General Assembly to use the experiences of workforce development training and education providers along with measurable data to ensure that workforce training and workforce development education programs in Vermont are effective, relevant, and responsive to the ongoing needs of Vermont's citizens, employers, and the State's economy.~~

~~(e) To achieve this goal, the General Assembly resolves to create a workforce development needs assessment and strategic plan that is:~~

~~(1) primarily constituent-driven, whereby those who use the services administered by the various workforce development education and training programs shall be consulted in order to define and understand their workforce and training needs;~~

~~(2) secondarily administrator-driven, whereby those who administer the various workforce development education and training programs are responsible for identifying, developing, and implementing the forward-looking, long-term initiatives required to meet Vermont's workforce development needs; and~~

~~(3) modeled after the Farm to Plate Initiative set forth in 10 V.S.A. § 330.~~

Sec. 3. 10 V.S.A § 545 is added to read:

§ 545. WORKFORCE DEVELOPMENT NEEDS ASSESSMENT AND STRATEGIC PLAN

~~(a) The Commissioner of Labor, in coordination with the Secretary of Commerce and Community Development and the Secretary of Education, and in consultation with the Workforce Development Council and the Secretary of Human Services, shall create a strategic plan for workforce development in Vermont that shall:~~

~~(1) identify the components of Vermont's labor market and workforce trends based upon existing data, studies, and analysis;~~

~~(2) identify current and future workforce skill requirements; and~~

~~(3) identify and determine the effectiveness of existing state workforce development and training resources, including those programs established under this chapter, chapters 22 and 22A of this title, and 16 V.S.A. chapters 37 and 39, and recommend ways to enhance operational efficiencies.~~

~~(b) The strategic plan shall identify gaps between the public, nonprofit, and private workforce development programs and Vermont's workforce development needs and propose measures to bridge these gaps.~~

~~(c) The Commissioner of Labor shall:~~

~~(1) consider the Farm to Plate Initiative, as set forth in section 330 of this title, as a model for the design and implementation of the needs assessment and strategic plan and consult with the Vermont Sustainable Jobs Fund in these efforts;~~

~~(2) use the information gathered from the needs assessment and the strategic plan on an ongoing basis to identify methods and funding necessary to strengthen the link among the Vermont workforce and public, nonprofit, and private workforce development programs;~~

~~(3) coordinate with the State Auditor of Accounts to develop measurable benchmarks to assess the performance of the State's workforce development programs; and~~

~~(4) on or before January 15 of each year, submit to the House Committee on Commerce and Economic Development, the Senate Committee on Economic Development, Housing and General Affairs, and the House and Senate Committees on Education a report on the workforce development strategic plan and the performance of the State's workforce development programs.~~

~~(d) The Commissioner of Labor may seek and accept funds from private and public entities and utilize technical assistance, loans, grants, and other means as available for the purposes of this section.~~

~~Sec. 4. APPROPRIATIONS; TRANSFERS~~

~~Of the amounts appropriated to the Department of Labor from the Workforce Education and Training Fund in fiscal year 2014, the amount of \$150,000.00 shall be used to fund the design and implementation of the workforce development needs assessment and strategic plan pursuant to 10 V.S.A. § 545.~~

~~Sec. 5. AUTHORIZATION OF LIMITED SERVICE POSITION~~

~~(a) Of the funds transferred pursuant to Sec. 3 of this act, the Commissioner of Labor is authorized to expend:~~

~~(1) up to \$100,000.00 for salary and benefits for one limited service position to design and implement the workforce development needs assessment and strategic plan pursuant to 10 V.S.A. § 545; and~~

~~(2) up to \$50,000.00 for expenses incurred for travel, consulting, reporting, meeting, and other activities arising from the design and implementation of the workforce development needs assessment and strategic plan pursuant to 10 V.S.A. § 545.~~

~~(b) Unless additional funding is authorized by the General Assembly in subsequent years, funding for the limited service position created in this section shall be for one year.~~

~~Sec. 6 Sec. 4. EFFECTIVE DATE~~

~~This act shall take effect on July 1, 2013.~~

Sec. 1. WORKFORCE DEVELOPMENT WORK GROUP

(a) There is created a Workforce Development Work Group composed of the following members:

(1) two members of the Senate appointed by the President Pro Tempore of the Senate;

(2) two members of the House of Representatives appointed by the Speaker of the House;

(3) the Secretary of Commerce and Community Development or designee; and

(4) the Commissioner of Labor or designee.

(b) The Work Group shall:

(1) coordinate with, and complement the work of, the Workforce Development Council, the Department of Labor, and other entities that are gathering the data and information specified in this section;

(2) research, compile, and inventory all workforce education and training programs and activities taking place in Vermont;

(3) identify the number of individuals served by each of the programs and activities, and estimate the number of individuals in the State who could benefit from these programs and activities;

(4) identify the amount and source of financial support for these programs and activities, including financial support that goes directly to the individuals, and, to the extent practicable, the allocation of resources to the direct benefits, management, and overhead costs of each program and activity;

(5) identify the mechanics by which these programs and activities are evaluated for effectiveness and outcomes;

(6) provide a summary for each program or activity of its delivery model, including how the program or activity aligns with employment opportunities located in Vermont;

(7) identify current statutory provisions concerning coordination, integration, and improvement of workforce education and training programs, including identification of the entities responsible for performing those duties;

(8) identify overlaps in existing workforce development programs and activities;

(9)(A) research and inventory all programs and activities taking place in the State, both public and private, that identify and evaluate employers' needs for employees, including the skills, education, and experience required for available and projected jobs;

(B) indicate who is responsible for these activities and how they are funded;

(C) specify the data collection activities that are taking place;

(D) identify overlaps in programs, activities, and data collection that identify and evaluate employers' needs for employees; and

(10) undertake any other research and gather other data and information as the Work Group deems necessary and appropriate to complete its work consistent with this act.

(c) The Work Group shall convene its first meeting no later than June 15, 2013 and shall meet not more than eight times. The Work Group shall have the administrative, legal, and fiscal support of the Office of Legislative Council and the Joint Fiscal Office.

(d) In order to perform its duties pursuant to this act, the Work Group shall have the authority to request and gather data and information as it determines is necessary from entities that conduct workforce education and training programs and activities, including agencies, departments, and programs within the Executive Branch and from nongovernmental entities that receive state-controlled funding. Unless otherwise exempt from public disclosure pursuant to state or federal law, a workforce education and training provider

shall provide the data and information requested by the Work Group within a reasonable time period.

(e) On or before January 15, 2014, the Work Group shall submit its findings and work product to the House Committees on Commerce and Economic Development and on Education, and to the Senate Committees on Economic Development, Housing and General Affairs and on Education.

(f) Members of the Work Group shall be eligible for per diem compensation, mileage reimbursement, and other necessary expenses as provided in 2 V.S.A. § 406.

Sec. 2. 2007 Acts and Resolves No 46, Sec. 6, as amended by 2009 Acts and Resolves No. 54, Sec. 8, is amended to read:

Sec. 6. WORKFORCE DEVELOPMENT LEADER

(a) The ~~commissioner of labor~~ Commissioner of Labor shall be the leader of workforce development strategy and accountability. The ~~commissioner of labor~~ Commissioner of Labor shall consult with the ~~workforce development council executive committee~~ Workforce Development Council Executive Committee in developing the strategy, goals, and accountability measures. The ~~workforce development council~~ Workforce Development Council shall provide administrative support. The ~~executive committee~~ Executive Committee shall assist the leader. The duties of the leader include all the following:

(1) developing ~~a limited number of~~ overarching goals and ~~challenging~~ measurable criteria for the workforce development system that supports the creation of good jobs to build and retain a strong, appropriate, and sustainable economic environment in Vermont;

(2) reviewing reports submitted by each entity that receives funding from the Next Generation ~~fund~~ Fund. The reports shall be submitted on a schedule determined by the ~~executive committee~~ Executive Committee and shall include all the following information:

(A) a description of the mission and programs relating to preparing individuals for employment and meeting the needs of employers for skilled workers;

(B) the measurable accomplishments that have contributed to achieving the overarching goals;

(C) identification of any innovations made to improve delivery of services;

(D) future plans that will contribute to the achievement of the goals;

(E) the successes of programs to establish working partnerships and collaborations with other organizations that reduce duplication or enhance the delivery of services, or both; and

(F) any other information that the ~~committee~~ Committee may deem necessary and relevant.

(3) reviewing information pursuant to subdivision (2) of this section that is voluntarily provided by education and training organizations that are not required to report this information but want recognition for their contributions;

(4) issuing an annual report to the ~~governor~~ Governor and the ~~general assembly~~ General Assembly on or before December 1, which shall include a systematic evaluation of the accomplishments of the system and the participating agencies and institutions and all the following:

(A) a compilation of the systemwide accomplishments made toward achieving the overarching goals, specific notable accomplishments, innovations, collaborations, grants received, or new funding sources developed by participating agencies, institutions, and other education and training organizations;

(B) identification of each provider's contributions toward achieving the overarching goals;

(C) identification of areas needing improvement, including time frames, expected annual participation, and contributions, and the overarching goals; and

(D) recommendations for the allocating of ~~next-generation~~ Next Generation funds and other public resources.

(5) developing an integrated workforce strategy that incorporates economic development, workforce development, and education to provide all Vermonters with the best education and training available in order to create a strong, appropriate, and sustainable economic environment that supports a healthy state economy; ~~and~~

(6) developing strategies for both the following:

(A) coordination of public and private workforce programs to assure that information is easily accessible to students, employees, and employers, and that all information and necessary counseling is available through one contact; and

(B) more effective communications between the business community and educational institutions, both public and private; and

(7) preparing a strategic plan for workforce development in Vermont:

(A) in preparing the strategic plan pursuant to this subdivision, the Commissioner shall consider the Farm to Plate Initiative, as set forth in 10 V.S.A. § 330, as a model for the design and implementation of a planning process that is:

(i) strategic, comprehensive, and systems-based;

(ii) forward-looking, with a ten-year planning horizon;

(iii) informed and driven by performance metrics;

(iv) built on a foundation of broad stakeholder engagement that is:

(I) primarily constituent-driven, whereby those who use the services administered by the various workforce development education and training programs shall be consulted in order to define and understand their workforce and training needs;

(II) secondarily administrator-driven, whereby those who administer the various workforce development education and training programs are responsible for identifying, developing, and implementing the forward-looking, long-term initiatives required to meet Vermont's workforce development needs;

(B) the strategic plan adopted by the Commissioner shall:

(i) identify the components of Vermont's labor market and workforce trends based upon existing data, studies, and analysis;

(ii) identify current and future workforce skill requirements; and

(iii) identify and determine the effectiveness of existing state workforce development and training resources;

(iv) identify gaps between the public, nonprofit, and private workforce development programs and Vermont's workforce development needs and propose measures to bridge these gaps;

(C) the Commissioner shall:

(i) use the information gathered from the strategic plan on an ongoing basis to identify methods and funding necessary to strengthen the link among the Vermont workforce and public, nonprofit, and private workforce development programs; and

(ii) coordinate with the State Auditor of Accounts to develop measurable benchmarks to assess the performance of the State's workforce development programs.

* * *

Sec. 3. EFFECTIVE DATE

This act shall take effect on passage.