

1 Sec. X. 10 V.S.A. § 531 is amended to read:

2 § 531. EMPLOYMENT TRAINING PROGRAM

3 (a) The Secretary of Commerce and Community Development may issue  
4 performance-based grants to any employer, consortium of employers, or  
5 providers of training, either individuals or organizations, as necessary, to  
6 conduct training under the following circumstances:

7 (1) when issuing grants to an employer or consortium of employers, the  
8 employer promises as a condition of the grant to increase employment or  
9 provide training to enhance employment stability at an existing or expanded  
10 eligible facility within the State where eligible facility is defined as in  
11 subdivision 212(6) of this title relating to the Vermont Economic Development  
12 Authority, or the employer or consortium of employers promises to open an  
13 eligible facility within the State which will employ persons, provided that for  
14 the purposes of this section, eligible facility may be broadly interpreted to  
15 include employers in sectors other than manufacturing; and

16 (2) training is required for potential employees, new employees, or long-  
17 standing employees in the methods, either singularly or in combination relating  
18 to pre-employment training, on-the-job training, upgrade training, and  
19 crossover training, or specialized instruction, either in-plant or through a  
20 training provider.

1 (b) Eligibility for grant. The Secretary of Commerce and Community

2 Development may award a grant to an employer if:

3 (1) the employer's new or expanded initiative will enhance employment  
4 opportunities for Vermont residents;

5 (2) the employer provides its employees with at least three of the  
6 following:

7 (A) health care benefits with 50 percent or more of the premium paid  
8 by the employer;

9 (B) dental assistance;

10 (C) paid vacation and holidays;

11 (D) child care;

12 (E) other extraordinary employee benefits;

13 (F) retirement benefits; and

14 (3) the training is directly related to the employment responsibilities of  
15 the trainee.

16 (c) The employer promises as a condition of the grant to:

17 (1) employ new persons at a wage which, at the completion of the  
18 training program, ~~is two times the prevailing state or federal minimum wage,~~  
19 ~~whichever is greater, reduced by the value of any existing health benefit~~  
20 ~~package up to a limit of 30 percent of the gross program wage, or for existing~~  
21 ~~employees, to increase the wage to two times the prevailing state and federal~~

1 ~~minimum wage, whichever is greater, reduced by the value of any existing~~  
2 ~~health benefit package up to a limit of 20 percent of the gross program wage,~~  
3 ~~upon completion of training; provided, however, that in areas defined by the~~  
4 ~~Secretary of Commerce and Community Development in which the Secretary~~  
5 ~~finds that the rate of unemployment is 50 percent greater than the average for~~  
6 ~~the State, the wage rate under this subsection may be set by the Secretary at a~~  
7 ~~rate no less than one and one-half times the federal or state minimum wage,~~  
8 ~~whichever is greater~~ equals or exceeds the livable wage as defined in 2 V.S.A.  
9 § 505;

10 (2) employ persons who have completed the training provided for them  
11 and nominated as qualified for a reasonable period at the wages and  
12 occupations described in the contract, unless the employer reasonably finds the  
13 nominee is not qualified;

14 (3) provide its employees with at least three of the following:

15 (A) health care benefits with 50 percent or more of the premium paid  
16 by the employer;

17 (B) dental assistance;

18 (C) paid vacation and holidays;

19 (D) child care;

20 (E) other extraordinary employee benefits; and

21 (F) retirement benefits.

