

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21

H.811

Introduced by Representatives McCoy of Poultney, Bancroft of Westford,
Baser of Bristol, Beck of St. Johnsbury, Bock of Chester,
Botzow of Pownal, Brennan of Colchester, Brumsted of
Shelburne, Burditt of West Rutland, Canfield of Fair Haven,
Cupoli of Rutland City, Frenier of Chelsea, Haas of Rochester,
Hooper of Randolph, Jickling of Randolph, Keefe of
Manchester, Kimbell of Woodstock, LaClair of Barre Town,
Marcotte of Coventry, Murphy of Fairfax, Myers of Essex,
O’Sullivan of Burlington, Pajala of Londonderry, Parent of
St. Albans Town, Poirier of Barre City, Read of Fayston,
Savage of Swanton, Scheuermann of Stowe, Shaw of Pittsford,
Sheldon of Middlebury, Sibia of Dover, Squirrell of Underhill,
Stuart of Brattleboro, Sullivan of Dorset, Terenzini of Rutland
Town, Turner of Milton, Viens of Newport City, Willhoit of
St. Johnsbury, Wright of Burlington, and Young of Glover

Referred to Committee on

Date:

Subject: Commerce and trade; workforce development

Statement of purpose of bill as introduced: This bill proposes to implement
multiple workforce development and recruitment strategies.

1 An act relating to promoting and expanding workforce development and
2 recruitment

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

4 Sec. 1. 10 V.S.A. chapter 22A is amended to read:

5 CHAPTER 22A. WORKFORCE EDUCATION AND TRAINING

6 § 540. WORKFORCE EDUCATION AND TRAINING LEADER

7 The Commissioner of Labor shall be the leader of workforce education and
8 training in the State; and shall have the authority and responsibility for the
9 coordination of workforce education and training within State government,
10 including the following duties:

11 (1) Perform the following duties in consultation with the State
12 Workforce Development Board:

13 * * *

14 (G) design and implement criteria and performance measures for
15 workforce education and training activities; ~~and~~

16 (H) establish goals for the integrated workforce education and
17 training system; and

18 (I) with the assistance of the Secretaries of Education, of Human
19 Services, of Commerce and Community Development, and of Transportation
20 and of the Commissioner of Public Safety, develop and implement a
21 coordinated system to recruit and relocate workers from outside Vermont to
22 ensure the labor force needs of Vermont's businesses are met.

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20

* * *

(8) Coordinate intentional outreach and connections between students
graduating from Vermont’s colleges and universities and employment
opportunities in Vermont.

* * *

§ 541a. STATE WORKFORCE DEVELOPMENT BOARD

(a) Board established; duties. Pursuant to the requirements of 29 U.S.C.
§ 3111, the Governor shall establish a State Workforce Development Board to
assist the Governor in the execution of his or her duties under the Workforce
Innovation and Opportunity Act of 2014 and to assist the Commissioner of
Labor as specified in section 540 of this title.

(b) Additional duties; planning; process.

(1) In order to inform its ~~decision-making~~ decision making and to
provide effective assistance under subsection (a) of this section, the Board
shall:

~~(1)~~(A) conduct an ongoing public engagement process throughout the
State that brings together employers and potential employees, including
students, the unemployed, and incumbent employees seeking further training,
to provide feedback and information concerning their workforce education and
training needs; and

1 § 543. WORKFORCE EDUCATION AND TRAINING FUND; GRANT
2 PROGRAMS

3 (a) Creation. There is created the Workforce Education and Training Fund
4 in the Department of Labor to be managed in accordance with 32 V.S.A.
5 chapter 7, subchapter 5.

6 (b) Purposes. The Department shall use the Fund for the following
7 purposes:

8 (1) training for Vermont workers, including those who are unemployed,
9 underemployed, or in transition from one job or career to another;

10 (2) internships to provide students with work-based learning
11 opportunities with Vermont employers;

12 (3) apprenticeship, preapprenticeship, and industry-recognized
13 credential training; ~~and~~

14 (4) employment services that assist small businesses in meeting their
15 labor force needs; and

16 (5) other workforce development initiatives related to current and future
17 job opportunities in Vermont as determined by the Commissioner of Labor.

18 * * *

19 (f) Awards. The Commissioner of Labor, in consultation with the Chair of
20 the State Workforce Development Board, shall develop award criteria and may
21 grant awards to the following:

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21

* * *

(2) Vermont Strong Internship and Returnship Program. Funding for eligible internship programs and activities under the Vermont Strong Internship and Returnship Program established in section 544 of this title.

* * *

(g) Career pathways. Programs that are funded under this section resulting in a credit or a credential shall demonstrate alignment with a career pathway.

(h) Expanding offerings. An Adult Career and Technical Education Center that develops a program of study using funding under this section shall:

(1) make the program available to other Adult Career and Technical Education Centers; and

(2) to the extent possible, align the program with subsequent programs offered through the Vermont State College System or the University of Vermont and State Agricultural College.

§ 544. VERMONT STRONG INTERNSHIP AND RETURNSHIP
PROGRAM

(a)(1) The Department of Labor, in consultation with the Agency of Education, shall develop, and the Department shall implement, a statewide Vermont ~~Strong Internship Program~~ internship program for students who are in high school or in college and for those who are recent graduates of 24 months or less.

1 (2) The Department of Labor shall coordinate and provide funding to
2 public and private entities for internship programs that match Vermont
3 employers with students from public and private secondary schools, regional
4 technical centers, the Community High School of Vermont, colleges, and
5 recent graduates of 24 months or less.

6 (b) The Department of Labor shall develop and implement a statewide
7 Vermont returnship program for individuals who are returning to the
8 workforce after an extended absence or are seeking a limited duration on-the-
9 job work experience in a different occupation or occupational setting.

10 (c) The Department shall provide funding pursuant to this section only to
11 programs or projects that do not replace or supplant existing positions.

12 ~~(3)(d)~~ Funding awarded through the Vermont Strong Internship and
13 Returnship Program may be used to build and administer ~~an internship~~
14 ~~program~~ cohesive and coordinated programs and to provide participants with a
15 stipend during the internship or returnship, based on need. ~~Funds may be made~~
16 ~~only to programs or projects that~~ In awarding funds, the Department shall
17 consider the extent that an internship or returnship program would:

18 ~~(A) do not replace or supplant existing positions;~~

19 ~~(B)(1) expose students~~ individuals to the workplace or create real
20 workplace expectations and consequences;

1 ~~(C)~~(2) provide a process that measures progress toward mastery of
2 skills, ~~attitude~~, behavior, and ~~sense of responsibility required for~~ other factors
3 that indicate a likelihood of success in ~~that a similar~~ workplace;

4 ~~(D)~~(3) ~~are~~ be designed to motivate and educate participants through
5 work-based learning opportunities with Vermont employers;

6 ~~(E)~~(4) in the case of internships, include mechanisms that promote
7 employer involvement with secondary and postsecondary students and with
8 curriculum and the delivery of education at the participating schools; or

9 ~~(F)~~(5) offer participants a continuum of learning, experience, and
10 relationships with employers that will make it financially possible and
11 attractive for ~~graduates~~ individuals to continue to work and live in Vermont.

12 ~~(4)~~(e) As used in this section;

13 (1) ~~“internship”~~ “Internship” means a learning experience working with
14 an employer where the intern may, but does not necessarily, receive academic
15 credit, financial remuneration, a stipend, or any combination of these.

16 (2) “Returnship” means an on-the-job learning experience working with
17 an employer where an individual may, but does not necessarily, receive
18 academic credit, financial remuneration, a stipend, or any combination of
19 these.

20 ~~(b)~~(f) The Department of Labor, in collaboration with ~~the Agencies of~~
21 ~~Agriculture, Food and Markets and of Education, State-funded postsecondary~~

1 ~~educational institutions, the State Workforce Development Board, and other~~
2 ~~State agencies and departments that have workforce education and training and~~
3 ~~training monies, shall:~~

4 (1) identify new and existing funding sources that may be allocated to
5 the Vermont Strong Internship and Returnship Program;

6 (2) collect data and establish program goals and performance measures
7 that demonstrate program results for internship programs funded through the
8 Vermont Strong Internship and Returnship Program;

9 (3) develop or enhance a website that will connect students and
10 graduates with internship opportunities with Vermont employers;

11 (4) engage appropriate agencies and departments of the State in the
12 Internship and Returnship Program to expand ~~internship~~ opportunities with
13 State government and with entities awarded State contracts; and

14 (5) work with other public and private entities to develop and enhance
15 internship and returnship programs, opportunities, and activities throughout the
16 State.

17 Sec. 2. EFFECTIVE DATE

18 This act shall take effect on July 1, 2018.