

1 TO THE HONORABLE SENATE:

2 The Committee on Economic Development, Housing and General Affairs to  
3 which was referred House Bill No. 919 entitled “An act relating to workforce  
4 development” respectfully reports that it has considered the same and  
5 recommends that the Senate propose to the House that the bill be amended by  
6 striking out all after the enacting clause and inserting in lieu thereof the  
7 following:

8 \* \* \* Stakeholder Alignment, Coordination, and Engagement \* \* \*

9 **Sec. 1. FINDINGS AND INTENT**

10 **Sec. 1. PUBLIC ENGAGEMENT STAKEHOLDER ALIGNMENT,**

11 **COORDINATION, AND ENGAGEMENT PROCESS; VISION; GOALS**

12 (a) **Stakeholder alignment, coordination, and engagement.** The State  
13 Workforce Development Board, in cooperation with the Department of Labor  
14 and the Agencies of Commerce and Community Development, of Education,  
15 of Human Services, of Agriculture, Food and Markets, of Natural Resources,  
16 and of Transportation shall:

17 (1) conduct a public engagement stakeholder alignment, coordination,  
18 and engagement process, consistent with 20 C.F.R. §§ 679.100 and 679.130  
19 and 10 V.S.A. § 541a, to establish a vision and shared goals ensure and  
20 promote better coordination and agreement around the State’s vision and

1 shared goals for meeting Vermont’s 21st-century workforce education,  
2 training, recruitment, and retention needs;

3 (2) design the stakeholder alignment, coordination, and engagement  
4 process to inform workforce-related aspects of other State strategic plans and  
5 reports, including the Workforce Innovation and Opportunity Act State Plan,  
6 the State Economic Development Marketing Plan, and the Statewide  
7 Comprehensive Economic Development Strategy;

8 (3) use a data-driven process to evaluate the current workforce service  
9 delivery system;

10 (4) review methods of engaging employers and evaluate the tools  
11 available to employers to facilitate their access to and retention of workers; and

12 (3) solicit the perspectives of job seekers, incumbent workers,  
13 employers, industry representatives, program administrators, and workforce  
14 service delivery providers.

15 (b) Action plan. In adopting an action plan the State Workforce  
16 Development Board shall:

17 (1) on or before February 1, 2020, adopt a vision and describe the State’s  
18 collective workforce development goals, which shall serve as the basis for an  
19 action plan to revitalize Vermont’s workforce development system;

20 (2) post online the vision, goals, and any findings or recommendations;

1           (3) provide advance notice to the Chair and Vice Chair of the House  
2           Committee on Commerce and Economic Development and the Senate  
3           Committee on Economic Development, Housing and General Affairs if the  
4           recommendations may require legislative action during the 2020 legislative  
5           session.

6           (c) **Regional delivery systems.** The State Workforce Development Board  
7           shall review how functions performed by local workforce investment boards,  
8           career technical education regional advisory boards, regional planning  
9           commissions, regional development corporations, and other regional economic  
10           development and workforce-related boards could be more equitably executed  
11           from region to region and recommend structures that would foster better  
12           regional collaboration, alignment, and employer participation.

13           (d) **Information sharing.** The Department of Labor, with assistance from  
14           the State Workforce Development Board, shall facilitate the sharing of  
15           information among workforce development and training-delivery organizations  
16           during and following the stakeholder alignment, coordination, and engagement  
17           process so they may stay current with initiatives and plans related to building  
18           an effective workforce development system.

19           (e) **Board authority; permissive activities.** The State Workforce  
20           Development Board may:

1           (1) create a workforce development network map of workforce service  
2 delivery providers, employers, workforce program administrators, and industry  
3 representatives to:

4           (A) develop baseline data in conformance with the Workforce  
5 Innovation and Opportunity Act about how individuals, including new  
6 Americans, and organizations, both within and outside State government, are  
7 involved with workforce development and training around the State;

8           (B) analyze the relative level of connectivity of people and programs  
9 managed inside and outside State government; and

10          (C) identify opportunities to strengthen connectivity to achieve  
11 greater program alignment toward, and realize the Board’s vision for, the  
12 State’s workforce development and training system;

13          (2) identify the resources necessary to maintain the network map over  
14 time and track changes in levels of connectivity and alignment across the  
15 stakeholder community;

16          (3) in compliance with employment and confidentiality regulations, and  
17 after reviewing currently available data and resources, collect information  
18 from:

19           (A) “front line” service delivery providers to understand how the  
20 current system is and is not serving the needs of job seekers and employers;

1 ~~(B) employers and employees to understand the effectiveness of~~  
2 ~~existing workforce programs; and~~

3 ~~(C) past and present participants of training programs to understand~~  
4 ~~whether the program met their expectations and led to a job in their field of~~  
5 ~~interest or training;~~

6 ~~(4) initiate activities to improve stakeholders' understanding concerning:~~

7 ~~(A) the workforce development system;~~

8 ~~(B) the Workforce Investment and Opportunity Act (Act);~~

9 ~~(C) the role of the Board; and~~

10 ~~(D) how the Act governs workforce development funding and~~  
11 ~~policies implemented by the State;~~

12 ~~(3) recommend strategies to improve:~~

13 ~~(A) how employer-outreach positions in each of the State-funded~~  
14 ~~field offices might be shared;~~

15 ~~(B) what type of coordination is needed between the State-level~~  
16 ~~employer-outreach staff and local workforce organizations, including staff of~~  
17 ~~the regional development corporations and regional planning commissions, to~~  
18 ~~better serve employers;~~

19 ~~(C) whether establishing a One-Stop American Job Center in each~~  
20 ~~region to provide comprehensive customer-driven services for employers and~~  
21 ~~job seekers could better serve businesses, improve responsiveness to the needs~~

1 of emerging sectors, and increase access to qualified, available workers  
2 through direct outreach and recruitment;

3 (D) scaling or expanding pilot projects that link experts who have  
4 career and industry knowledge directly with middle schools or high schools, or  
5 both, to foster career readiness and exploration;

6 (E) ways to share data and information collected from employers  
7 among parties who implement workforce development programs; and

8 (F) what knowledge and education employers may require better to  
9 respond to their employees as workers and as members of a family; and

10 (4) following the public engagement stakeholder alignment,  
11 coordination, and engagement process outlined in subsection (a) of this  
12 section, make recommendations to align relevant funding sources to promote:

13 (A) employer-driven workforce education and training opportunities;

14 (B) results-based outcomes;

15 (C) innovative and effective initiatives, pilots, or demonstration  
16 programs that can be scaled to the rest of the State;

17 (D) access to federal resources that enable more innovative programs  
18 and initiatives in Vermont;

19 (E) equitable access to employment and training opportunities for  
20 women and underrepresented populations in Vermont; and

1            (F) best practices aligned with a two-generation approach to  
2            eliminating poverty, as identified by the Vermont Work Group on Whole  
3            Family Approach to Jobs.

4            Sec. 2. 10 V.S.A. § 541a is amended to read:

5            § 541a. STATE WORKFORCE DEVELOPMENT BOARD

6            (a) Board established; duties. Pursuant to the requirements of 29 U.S.C.  
7            § 3111, the Governor shall establish ~~a~~ the State Workforce Development Board  
8            to assist the Governor in the execution of his or her duties under the Workforce  
9            Innovation and Opportunity Act of 2014 and to assist the Commissioner of  
10           Labor as specified in section 540 of this title.

11           (b) Additional duties; planning; process.

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

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

20           ~~(2)(B)~~ maintain familiarity and promote alignment with the federal,  
21           State, and regional Comprehensive Economic Development Strategy (CEDS)

1 and other economic development planning processes; and coordinate  
2 workforce and education activities in the State, including the development and  
3 implementation of the State plan required under the Workforce Innovation and  
4 Opportunity Act of 2014, with economic development planning processes  
5 occurring in the State, as appropriate.

6 (2) To ensure that State-funded and federally funded workforce  
7 development and training efforts are of the highest quality and aligned with the  
8 State’s workforce and economic goals, the Board shall regularly:

9 (A) review and approve State-endorsed Career Pathways that reflect  
10 a shared vision across multiple sectors and agencies for improving  
11 employment outcomes, meeting employers’ and workers’ needs, and  
12 leveraging available State and federal funding; and

13 (B) publicize the State-endorsed Career Pathways, including on  
14 websites managed by the Agency of Education, Department of Labor, and  
15 Department of Economic Development.

16 (3) The Board shall have the authority to approve State-endorsed and  
17 industry-recognized credentials and certificates, excluding high school  
18 diplomas and postsecondary academic degrees, that are aligned with the Career  
19 Pathways.

20 (B) The Board shall design a review process that ensures:



1 ~~(i) business and industry are participants and are engaged early in~~  
2 ~~the process;~~

3 ~~(ii) the credential review process involves relevant stakeholders;~~

4 ~~(iii) credentials are differentiated based on rigor and industry~~  
5 ~~demand; and~~

6 ~~(iv) systems are designed to be responsive to the changing needs~~  
7 ~~of industry.~~

8 ~~(C) The Board shall ensure that a review and oversight process is in~~  
9 ~~place on or before July 1, 2019.~~

10 \* \* \*

11 Sec. 3. RESERVATION OF FUNDS; IMPLEMENTATION

12 In fiscal year 2019, the Department of Labor shall reserve the amount of  
13 \$40,000.00 from the Workforce Development Council Fund and the amount of  
14 \$40,000.00 of federal Workforce Innovation and Opportunity Act funds  
15 reserved by the Governor for statewide workforce investment activities,  
16 subject to permissible use, to assist the State Workforce Development Board in  
17 performing the duties specified in this act.

18 \* \* \* CTE and Adult Technical Education; Career Pathways \* \* \*

19 Sec. 4. CAREER PATHWAYS

20 (a) Definition. As used in this section, “career pathways” means a  
21 combination of rigorous and high-quality educational, training, and other

1 experiences and services, beginning not later than seventh grade, **with multiple**  
2 **entry and exit points** that:

3 (1) at the secondary level, integrates the academic and technical skills  
4 required for postsecondary success;

5 (2) is developed in partnership with business and industry and aligns  
6 with the skill needs of industries in the local, regional, and State economies;

7 (3) prepares an individual to transition seamlessly from secondary to  
8 postsecondary **or adult technical education** experiences and be successful in  
9 any of a full range of secondary, postsecondary, **or adult technical education**  
10 options, including registered apprenticeships;

11 (4) includes career counseling and work-based learning experiences to  
12 support an individual in achieving the individual's educational and career  
13 goals;

14 (5) includes, as appropriate, education offered concurrently with, and in  
15 the same context as, workforce preparation activities and training for a specific  
16 occupation or occupational cluster;

17 (6) organizes educational, training, and other experiences and services,  
18 **with multiple entry and exit points along a training progression**, to meet the  
19 particular needs of an individual in a manner that accelerates the educational  
20 and career advancement of the individual to the extent practicable;

1           (7) enables an individual to gain a secondary-school diploma or its  
2 recognized equivalent and allow **postsecondary** credit and industry  
3 certifications to be earned in high school; and

4           (8) prepares an individual to enter, or to advance within, a specific  
5 occupation or occupational cluster.

6  
7           ~~(g) The Agency of Education, in partnership with the Department of Labor~~  
8 ~~and the Agency of Commerce and Community Development, shall implement~~  
9 ~~a process for reviewing Career Pathways that considers:~~

10           ~~(1) the program's relevance to the needs of State and regional~~  
11 ~~employers;~~

12           ~~(2) the participation of regional advisory boards or other boards with~~  
13 ~~employers;~~

14           ~~(3) pathways to postsecondary education and training; and~~

15           ~~(4) students' ability to gain credentials of value, dual enrollment credits,~~  
16 ~~postsecondary credentials or degrees, and employment.~~

17           **(b) Development of career pathways.** The Agency of Education shall  
18 implement a process for developing career pathways that considers:

19           ~~(1) State and local labor market demands;~~

20           ~~(2) the recommendations of regional career technical education advisory~~  
21 ~~boards or other employer-based boards;~~

1           (3) alignment with postsecondary education and training  
2           opportunities; and

3           (4) students' ability to gain credentials of value, dual enrollment credits,  
4           postsecondary credentials or degrees, and employment.

5           ~~(h) The Agency of Education shall report on its Career Pathways review~~  
6           ~~process, findings, and recommendations to the Board on a regular basis.~~

7           (c) Reporting. The Agency of Education shall report its progress in  
8           developing career pathways to the Board on an annual basis.

9           Sec. 5. CAREER READINESS; CTE PILOTS

10           (a) Collaboration. The Agency of Education in partnership with the  
11           Board, shall promote collaboration among middle schools and regional career  
12           technical education (CTE) centers that may result in to engage in activities  
13           including:

14           (1) developing and delivering introductory CTE courses or lessons to  
15           middle school students that are part of broader career education, exploration,  
16           and development programs and that are connected to career pathways and CTE  
17           programs, as appropriate;

18           (2) increasing student exposure to local career opportunities through  
19           activities such as business tours, guest lectures, career fairs, and career-  
20           awareness days; and

1           (3) increasing student exposure to CTE programs through activities such  
2           as tours of regional CTE centers, virtual field trips, and CTE guest visits.

3           (b) **Pilot projects.** The Agency of Education shall approve up to four pilot  
4           projects in a variety of CTE settings. ~~that model a unified funding structure or~~  
5           ~~a unified governance structure, or both, designed to streamline the delivery of~~  
6           ~~educational experiences to both high school students and CTE students,~~  
7           ~~consistent with the following~~ These pilot projects shall propose novel ways of  
8           integrating funding for CTE and general education and new governance  
9           structures for regional CTE centers, including unified governance structures  
10           between regional CTE centers and high schools, or both. Pilot projects shall  
11           require both high school and regional CTE center involvement, and shall be  
12           designed to enhance the delivery of educational experiences to both high  
13           school students and CTE students while addressing the current competitive  
14           nature of funding CTE programs.

15           (1) A pilot project shall extend not longer than two years.

16           (2) The Agency shall establish guidelines, proposal submission  
17           requirements, and a review process to approve pilot projects.

18           (3) On or before January 15, 2020, the Agency shall report on the  
19           outcomes of the pilot projects to the House and Senate Committees on  
20           Education, the House Committee on Commerce and Economic Development,  
21           and the Senate Committee on Economic Development.

1        **(c) Recommendation on CTE pre-tech programs.** On or before January  
2        15, 2020, the Agency of Education shall recommend to the House and Senate  
3        Committees on Education, the House Committee on Commerce and Economic  
4        Development, and the Senate Committee on Economic Development flexible  
5        and student-centered policies that support equitable access and opportunity to  
6        participate in CTE pre-tech foundation and exploratory programs for students  
7        in grades 9 and 10. This recommendation shall include building such activities  
8        into students' personalized learning plans when appropriate, so that students  
9        are exposed to a wide variety of career choices in their areas of interest. In

10       making its recommendation, the Agency shall consider:

11                (1) the existing practices of regional CTE centers currently offering  
12                CTE pre-tech foundation and exploratory programs for students in grades 9  
13                and 10;

14                (2) the results of the collaborative efforts made between regional CTE  
15                centers and middle schools as required under subsection (a) of this section; and

16                (3) the results of the pilot projects under subsection (b) of this section.

17        **(d) Technical assistance.**

18        ~~(b) The Agency of Education, in partnership with the State Workforce~~  
19        ~~Development Board, shall promote policies that support introduction of Career~~  
20        ~~Technical Education (CTE) opportunities of study to middle school students,~~  
21        ~~along with career readiness and career awareness activities.~~

1           (1) The Agency of Education shall provide technical assistance to  
2           schools to help them develop career education, exploration, and development,  
3           beginning in middle school, and introduce opportunities available through the  
4           regional CTE centers.

5           ~~(f) The Agency of Education, in partnership with the Board, shall ensure~~  
6           ~~that CTE centers provide rigorous programs of study to students that are~~  
7           ~~aligned with an approved Career Pathway and in combination with a registered~~  
8           ~~apprenticeship when appropriate.~~

9           (2) The Agency of Education shall offer technical assistance so that  
10           regional CTE centers provide rigorous programs of study to students that are  
11           aligned with approved career pathways. Such programs of study may be  
12           combined with a registered apprenticeship program when the registered  
13           apprenticeship program is included in a student’s personalized learning plan.

14           (3) The Agency of Education shall offer technical assistance to local  
15           education agencies to ensure that each high school student has the opportunity  
16           to experience meaningful work-based learning when included in the student’s  
17           personalized learning plan, and that high schools coordinate effectively with  
18           regional CTE centers to avoid unnecessary duplication of programs of student  
19           placements and study already provided by the centers.

20           (e) **Definition.** As used in this section, “career pathways” shall have the  
21           same meaning as in Sec. 3 of this act.

1 **Sec. 6. ADULT TRAINING PROGRAMS**

2 **(a) Effective use of State investments.** The Department of Labor shall  
3 ensure that the State’s investments in adult training programs are part of a  
4 system that is responsive to labor-market demands, provides equitable access  
5 to a broad variety of training opportunities, and provides to those jobseekers  
6 with barriers to employment the accommodations or services they need to be  
7 successful.

8 **(b) Delivery of training programs.** Training programs delivered by  
9 regional CTE centers, nonprofit and private entities, and institutions of higher  
10 education shall be included in the system.

11 **(c) Technical assistance.** The Agency of Education shall provide  
12 technical and programmatic guidance and assistance, as appropriate, to the  
13 Department of Labor to ensure alignment between secondary and  
14 postsecondary programs, policies, funding, and institutions.

15 **(i) The Board may identify opportunities to leverage Workforce Innovation**  
16 **and Opportunity Act funds, Carl D. Perkins Act postsecondary funds, Next**  
17 **Generation funds, Vermont Training Program funds, and other relevant**  
18 **funding to develop community based Career Pathways that respond to local**  
19 **occupational demands.**

20 **(k) The Agency of Education and the Department of Labor shall support**  
21 **coordination and alignment of Career Pathways programs of study delivered**



1 by the regional CTE centers and the State's postsecondary institutions so that  
2 education and training opportunities that are available to secondary and adult  
3 students lead to a degree or stackable credential of value.

4  
5 **Sec. 7. ADULT CAREER TECHNICAL EDUCATION**

6 **(a) Regional career technical education (CTE) centers.** Vermont's  
7 regional CTE centers shall offer adult CTE programs that:

8 (1) develop technical courses for adults, aligned with a career pathway  
9 when possible, that support the occupational training needs of Vermonters  
10 seeking to up-skill, re-skill, and obtain credentials leading to employment;

11 (2) ensure that new and existing training responds to local or Statewide  
12 labor market demands;

13 (3) coordinate with State and regional partners, including other CTE  
14 centers, high schools, postsecondary educational institutions, and private  
15 training providers, to assure quality, consistency, efficiency, and efficacy of  
16 State and federally funded training opportunities;

17 (4) support expansion of adult work-based learning experiences, such as  
18 registered apprenticeships, by providing related instruction, as appropriate; and

19 (5) maximize use of federal and State funds by aligning with the State's  
20 goals, priorities, and strategies outlined in Vermont's Workforce Innovation  
21 and Opportunity Act Unified plan.

1           **(b) Evaluation of technical and occupational training.** The State  
2           Workforce Development Board shall review how technical and occupational  
3           training is delivered to adults throughout the State and consider how adult CTE  
4           programs, delivered through the regional CTE centers, contribute to this  
5           system. The Board shall make recommendations on:

6                   (1) staffing levels and structures that best support a strong adult  
7                   technical education system;

8                   (2) optimal hours of operation and facility availability for adult  
9                   programs; and

10                  (3) any other issues it finds relevant to enhancing support for adult  
11                  technical education.

12           **(c) Reporting.** On or before January 15, 2019, the Board shall report its  
13           findings and recommendations to the House Committees on Education and on  
14           Commerce and Economic Development and the Senate Committees on  
15           Education and on Economic Development, Housing and General Affairs.

16           **(d) Partnering with employers.** Nothing in this section shall prevent an  
17           adult CTE program or regional CTE center from partnering directly with  
18           employers to design and deliver programs meeting specific needs of employers  
19           or provide additional courses that meet a State or community need.

20           **(e) Definition.** As used in this section, “career pathways” shall have the  
21           same meaning as in Sec. 3 of this act.

1 ~~(1) The Department of Labor shall be responsible for the oversight and~~  
2 ~~coordination of adult career technical education in the State. The Agency of~~  
3 ~~Education shall provide technical and programmatic assistance, as necessary,~~  
4 ~~to the Department to ensure alignment between secondary and postsecondary~~  
5 ~~institutions, programs, policies and funding.~~

6  
7 \* \* \* Workforce Training \* \* \*

8 Sec. 8. STRENGTHENING AND ALIGNING WORKFORCE TRAINING  
9 PROGRAMS

10 The State Workforce Development Board shall:

11 ~~(1) promote the creation of registered apprenticeship programs, pre-~~  
12 ~~apprenticeship programs, paid internships, occupational trainings, and other~~  
13 ~~work based and on the job learning opportunities that lead to industry-~~  
14 ~~recognized certificates and credentials;~~

15 ~~(2) consider ways to meet employers' immediate and long term~~  
16 ~~employment needs in a variety of ways that can include:~~

17 ~~(A) expanding the number and diversity of employer-sponsored~~  
18 ~~registered apprenticeships;~~

19 ~~(B) promoting the development of and access to preapprenticeship~~  
20 ~~programs in high schools and career and technical education centers;~~

1 (C) engaging Vermont's colleges and universities in delivering the  
2 related instructional components of registered apprenticeship programs;

3 (D) expanding the number of internships and returnships available in  
4 current and new sectors;

5 (E) developing partnerships and alignment between training  
6 programs offered in correctional facilities and those offered in business or  
7 community settings; and

8 (F) registered apprenticeship programs that guarantee offers of  
9 continued employment or consideration for future employment upon  
10 completion of the program;

11 (1) create a process for identifying, monitoring, and evaluating  
12 occupational trainings and industry-recognized credentials, which may include  
13 a mechanism for endorsing programs that offer credentials or certificates in  
14 order to facilitate targeted investments in programs that meet industry needs,  
15 ensuring that:

16 (A) business and industry are participants and are engaged early in  
17 the process;

18 (B) the credential review process involves relevant stakeholders;

19 (C) credentials are differentiated based on rigor and industry demand;

20 and

1            (D) systems are designed to be responsive to the changing needs of  
2 industry;

3            (2) create and periodically review publicly available documents that list:

4            (A) current industry-recognized, State-recognized, and federally  
5 recognized credentials;

6            (B) the requirements to obtain these credentials;

7            (C) training programs that lead to these credentials; and

8            (D) the cost of training and educational programs required to obtain  
9 the credential; and

10           (3) working with the Office of Professional Regulation:

11           (A) increase recognition of professional skills and credentialing  
12 across states; and

13           (B) support professional paths that involve more than one industry-  
14 recognized, State-recognized, or federally recognized credential and rules  
15 adopted by the Office.

16           Sec. 9. 10 V.S.A. § 543 is amended to read:

17           § 543. WORKFORCE EDUCATION AND TRAINING FUND; GRANT  
18           PROGRAMS

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

1 (b) Purposes. The Department shall use the Fund for the following  
2 purposes:

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

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

7 (3) apprenticeship, preapprenticeship, and industry-recognized  
8 credential training; ~~and~~

9 (4) assistance to small businesses for recruiting, including building  
10 connections with secondary and postsecondary institutions and others to locate,  
11 hire, and retain workers from among Vermont's students and graduates; and

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

14 \* \* \*

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

18 \* \* \*

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

1           (3) Vermont **Strong** Returnship Program. Funding for eligible  
2 returnship programs and activities under the Vermont **Strong** Returnship  
3 Program established in section 545 of this title.

4           (4) Apprenticeship Program. The Vermont Apprenticeship Program  
5 established under 21 V.S.A. chapter 13. Awards under this subdivision may be  
6 used to fund the cost of apprenticeship-related instruction provided by the  
7 Department of Labor.

8           ~~(4)~~(5) Career Focus and Planning programs. In collaboration with the  
9 Agency of Education, funding for one or more programs that institute career  
10 training and planning for young Vermonters, beginning in middle school.

11           (g) Career Pathways. Programs that are funded under this section resulting  
12 in a credit, certificate, or credential shall demonstrate alignment with a Career  
13 Pathway.

14           (h) Expanding offerings. A regional career and technical education center  
15 that develops an adult technical education program of study using funding  
16 under this section shall:

17           (1) make the program materials available to other regional career and  
18 technical education centers and adult technical education programs;

19           (2) to the extent possible, align the program with subsequent programs  
20 offered through the Vermont State College System, the University of Vermont

1 and State Agricultural College, or an accredited independent college located in  
2 Vermont; and

3 (3) respond to current or projected occupational demands.

4 \* \* \*

5 \* \* \* Growing the Workforce and Increasing Workforce Participation \* \* \*

6 Sec. 10. 10 V.S.A. § 544 is amended to read:

7 § 544. VERMONT **STRONG** INTERNSHIP PROGRAM

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

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

17 (3) Funding awarded through the Vermont **Strong** Internship Program  
18 may be used to build and administer an internship program and to provide  
19 participants with a stipend during the internship, based on need. Funds may be  
20 made only to programs or projects that:

21 (A) do not replace or supplant existing positions;



1 (B) expose students to the workplace or create real workplace  
2 expectations and consequences;

3 (C) provide a process that measures progress toward mastery of skills,  
4 attitude, behavior, and sense of responsibility required for success in that  
5 workplace;

6 (D) are designed to motivate and educate participants through work-  
7 based learning opportunities with Vermont employers;

8 (E) include mechanisms that promote employer involvement with  
9 secondary and postsecondary students and curriculum and the delivery of  
10 education at the participating schools; or

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

14 (4) As used in this section, “internship” means a learning experience  
15 working with an employer where the intern may, but does not necessarily,  
16 receive academic credit, financial remuneration, a stipend, or any combination  
17 of these.

18 (b) The Department of Labor, in collaboration with the Agencies of  
19 Agriculture, Food and Markets and of Education, State-funded postsecondary  
20 educational institutions, the State Workforce Development Board, and other

1 State agencies and departments that have workforce education and training and  
2 training monies, shall:

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

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

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

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

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

15 Sec. 11. 10 V.S.A. 545 is added to read:

16 § 545. VERMONT **STRONG** RETURNSHIP PROGRAM

17 (a) As used in this section, “returnship” means:

18 (1) an on-the-job learning experience working with an employer where  
19 an individual may, but does not necessarily, receive academic credit, financial  
20 remuneration, a stipend, or any combination of these; and

1           (2) is targeted to Vermonters who are returning to the workforce after an  
2           extended absence or are seeking a limited-duration on-the-job work experience  
3           in a different occupation or occupational setting.

4           (b)(1) The Department of Labor shall develop and implement the statewide  
5           Vermont **Strong** Returnship Program.

6           (2) The Department of Labor shall coordinate and provide funding to  
7           public and private entities for returnship programs and opportunities that match  
8           experienced workers with Vermont employers.

9           (3) Funding awarded through the Program may be used to build and  
10           administer coordinated and cohesive programs and to provide participants with  
11           a stipend during the returnship, based on need. Funds may be made available  
12           only to programs or projects that:

13           (A) do not replace or supplant existing positions;

14           (B) expose individuals to real and meaningful workplace  
15           experiences;

16           (C) provide a process that measures progress toward mastery of hard  
17           and soft professional skills and other factors that indicate a likelihood of  
18           success in the workplace;

19           (D) are designed to motivate and educate participants through work-  
20           based learning opportunities with Vermont employers; or

1           (E) offer participants a continuum of learning, experience, and  
2           relationships with employers that will make it financially possible and  
3           attractive for individuals to continue to work and live in Vermont.

4           (c) The Department of Labor shall:

5           (1) identify new and existing funding sources that may be allocated to  
6           the Program;

7           (2) collect data and establish program goals and performance measures  
8           that demonstrate program results for returnship programs funded through the  
9           Program;

10           (3) engage appropriate agencies and departments of the State in the  
11           Program to expand returnship opportunities within State government and with  
12           entities awarded State contracts; and

13           (4) work with other public and private entities to develop and enhance  
14           returnship programs, opportunities, and activities throughout the State.

1 **Sec. 12. VERMONT RETURNSHIP PROGRAM; APPROPRIATIONS**

2 In fiscal year 2019 the amount of \$100,000.00 is appropriated from the  
3 General Fund to the Department of Labor for the Vermont Returnship Program  
4 created in 10 V.S.A. § 545.

5 Sec. 13. GROWING THE SIZE AND QUALITY OF THE WORKFORCE

6 (a) **Increasing participation.** The Department of Labor and the Agencies  
7 of Commerce and Community Development, of Education, and of Human  
8 Services, in partnership with the State Workforce Development Board, shall:

9 (1) increase Vermonters' labor force participation by creating  
10 multitiered engagement, training, and support activities that help working-age  
11 Vermonters who are able to participate or to participate to a greater degree in  
12 the workforce;

13 (2) recruit and relocate new workers and employers to Vermont; and

14 (3) assist businesses in locating and retaining qualified workers.

15 (b) **Methods.** The Department of Labor and the Agencies of Commerce  
16 and Community Development, of Education, and of Human Services shall:

17 (1) engage regional and statewide stakeholders, including regional CTE  
18 centers, regional development corporations, and regional planning  
19 commissions, to identify needs and strategies, and define success;

20 (2) identify targets and methods of recruitment, relocation, retraining,  
21 and retention;

1           (3) leverage resources available in current State and federal programs to  
2           support more workers from within and outside Vermont entering and staying in  
3           the Vermont workforce;

4           (4) create metrics for tracking the success of outreach efforts and  
5           economic impact; and

6           (5) develop policies and identify tools that support a two-generation  
7           approach to successful employment, addressing the needs of children in the  
8           lives of working adults.

9           **(c) Relocation assistance unit.**

10           (1) The Department of Labor may develop a relocation assistance unit to  
11           assist resident jobseekers and prospective new Vermont workers with finding  
12           and securing employment opportunities in Vermont.

13           (2) If the Department develops the relocation assistance unit:

14           (A) In addition to providing employment matching and career  
15           navigation services, dedicated specialists shall provide individualized  
16           assistance and support to individuals looking to relocate to Vermont for  
17           employment.

18           (B) Support services may include specific assistance in researching,  
19           accessing, or making referrals to resources, information, or services related to  
20           the labor market, employment, training, transportation, housing, childcare,  
21           economic services, education, safety, or recreation.

1           (C) The Department shall access existing tools, resources, and  
2           organizations such as the State or local Chambers of Commerce, Parent Child  
3           Centers, Regional Development Corporations, the Vermont National Guard,  
4           and other One-Stop American Job Center Network partners to assist in  
5           providing relocation information and support.

6           (D) The Department shall offer the services available under this  
7           subsection to Vermont customers as it would to a nonVermont citizen  
8           customer.

9           (E)(i) The Department shall use State funds provided under this  
10           section to leverage federal Wagner-Peyser funds, and any other relevant source  
11           of federal funds, to deliver employment and relocation services.

12           (ii) The Department shall ensure that functions provided under this  
13           section do not jeopardize the use and continued eligibility for federal funding  
14           under the Workforce Innovation and Opportunity Act (WIOA).

15           (F) The Department shall ensure that the Agency of Commerce and  
16           Community Development has access to information, data, and customer  
17           feedback so that the Agency may better understand the impact of its  
18           recruitment efforts, messaging, and any other ThinkVermont MOVE activity it  
19           implements.

20           (d) **Board authority; identifying potential incentives.** The State  
21           Workforce Development Board may identify incentives to enable and

1 encourage targeted populations to participate in the labor force, including  
2 unemployment insurance waivers, income tax reductions, exemption of State  
3 tax on Social Security, housing and transportation vouchers, greater access to  
4 mental health and addiction treatment, and tuition and training  
5 reimbursements. The Board shall notify the House Committees on Commerce  
6 and Economic Development and on Human Services of any findings or  
7 recommendations, as appropriate.

8 Sec. 14. 10 V.S.A. § 540 is amended to read:

9 § 540. WORKFORCE EDUCATION AND TRAINING LEADER

10 The Commissioner of Labor shall be the leader of workforce education and  
11 training in the State, and shall have the authority and responsibility for the  
12 coordination of workforce education and training within State government,  
13 including the following duties:

14 (1) Perform the following duties in consultation with the State

15 Workforce Development Board:

16 \* \* \*

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

19 (H) establish goals for the integrated workforce education and  
20 training system; and





1           (A) establish population-level indicators based on desired outcomes  
2           for the workforce development delivery system;

3           (B) along with workforce development network mapping work that  
4           the Board may pursue, support program and service alignment of State-grant-  
5           funded projects with the State Workforce Innovation and Opportunity Act  
6           Plan;

7           (C) align with the Board’s vision;

8           (D) note performance measures that already exist in the workforce  
9           system and identify where State-specific measures would help monitor  
10           progress in achieving the State’s goals; and

11           (E) identify gaps in service delivery and areas of duplication in  
12           services.

13           (b) The State Workforce Development Board shall:

14           (1) consider whether the information and data currently collected and  
15           reported throughout the workforce development system are useful;

16           (2) identify what information and data are not available or not readily  
17           accessible;

18           (3) make its findings publicly available; and

19           (4) recommend a process to improve the collection and reporting  
20           of data.

21           (c) The State Workforce Development Board may:

1           (1) create a process and a timeline to collect program-level data for the  
2           purposes of updating the State’s workforce system inventory; and

3           (2) develop tools for program and service delivery providers that  
4           support continuous improvement using data-driven decision making, common  
5           information-sharing systems, and a customer-focused service delivery system.

6           Sec. 16. REPORTING

7           (a) On or before January 15, 2019, the State Workforce Development  
8           Board shall submit to the House Committee on Commerce and Economic  
9           Development and the Senate Committee on Economic Development, Housing  
10           and General Affairs a report that specifically addresses the implementation of  
11           each section of this act.

12           (b) On or before January 15, 2019, the Department of Labor, in  
13           collaboration with the Agency of Education and the State Workforce  
14           Development Board, shall report to the House Committee on Commerce and  
15           Economic Development and the Senate Committee on Economic  
16           Development, Housing and General Affairs concerning:

17           (1) how to encourage more businesses to offer apprenticeships;

18           (2) how to encourage more labor force participation in  
19           apprenticeships; and

1           (3) of the myriad federal and private apprenticeship opportunities  
2           available, what additional opportunities in what industry sectors should be  
3           offered or enhanced in Vermont.

4                                   \* \* \* WIOA Youth Funds \* \* \*

5           Sec. 17. PROCESS FOR AWARDING WIOA YOUTH FUNDS

6           (a) On or before December 1, 2018, the Department of Labor shall review  
7           the current delivery of youth workforce investment activities funded by WIOA  
8           Youth Funds and consider whether more youth might be better served through  
9           awards or grants to youth service providers, consistent with WIOA sec.123.

10          (b)(1) If the Department decides not to provide directly some or all of the  
11          youth workforce investment activities, the State Workforce Development  
12          Board shall award grants or contracts for specific elements or activities on a  
13          competitive basis, consistent with 20 CFR 681.400.

14          (2) The providers of youth services shall meet criteria established in the  
15          State Plan and be able to meet performance accountability measures for the  
16          federally established primary indicators of performance for youth programs.

17  
18          Sec. 18. TARGETED ENHANCED YOUTH WORKFORCE READINESS

19                                   PROGRAM

20          (a) In fiscal year 2019 the amount of \$100,000.00 is appropriated from the  
21          General Fund to the Department of Labor for the first year of a three-year

1 project to contract with the Vermont Youth Conservation Corps for the  
2 purpose of enhancing its workforce preparedness and on the job training  
3 programs, with special attention for at risk youth ages 18 to 24.

4 (b) The programs funded through this section shall include classroom  
5 training at Vermont Technical College and shall focus on vocations where the  
6 Department and Vermont employers have identified a shortage of workers.

7 \* \* \* Promoting Remote Workers and Remote Work Arrangements \* \* \*

8 Sec. 18. 32 V.S.A. chapter 151, subchapter 11P is added to read:

9 Subchapter 11P. New Remote Worker Tax Credit

10 § 5930pp. NEW REMOTE WORKER TAX CREDIT

11 (a) As used in this section:

12 (1) “New resident remote worker” means an individual who:

13 (A) is a full-time employee of a business with its domicile or primary  
14 place of business outside Vermont;

15 (B) becomes a full-time resident of this State on or after January 1,  
16 2019; and

17 (C) performs the majority of his or her employment duties remotely  
18 from a home office or a co-working space located in this State.

19 (2) “New Vermont remote worker” means an individual who:

20 (A) becomes a full-time employee of a business with its domicile or  
21 primary place of business in this State on or after January 1, 2019; and

1           (B) performs the majority of his or her employment duties remotely  
2           from a home office or a co-working space located in this State.

3           (3) “Qualifying remote worker expenses” means the actual costs  
4           incurred by a new Vermont remote worker or a new resident remote worker for  
5           one or more of the following that are necessary to perform his or her  
6           employment duties:

7                   (A) relocation to this State;

8                   (B) computer software and hardware;

9                   (C) broadband access or upgrade; and

10                  (D) membership in a co-working or similar space.

11           (b)(1) A new Vermont remote worker and a new resident remote worker  
12           shall be eligible for a nonrefundable credit against the income tax liability  
13           imposed under this chapter for qualifying remote worker expenses in an  
14           amount not to exceed \$2,000.00 per year for five years, and not to exceed  
15           \$10,000.00 per worker.

16           (2)(A) The Agency of Commerce and Community Development shall  
17           develop a process to certify new Vermont remote workers and new resident  
18           remote workers for eligibility for a credit under this section.

19                   (B) Upon certifying that a new Vermont remote worker or new  
20           resident remote worker meets the eligibility requirements of this section and  
21           certifying his or her qualifying expenses incurred in the year, the Agency shall

1 issue to the worker a credit certificate for the amount of his or her qualifying  
2 expenses, which the worker shall file with his or her tax return.

3 (3) The Agency shall have the authority to annually award not more  
4 than \$500,000.00 in credit certificates to new Vermont remote workers and to  
5 new resident remote workers on a first-come, first-served basis, as follows:

6 (A) not more than \$250,000.00 in total credits for new Vermont  
7 remote workers; and

8 (B) any remaining amount of the annual total for new resident remote  
9 workers.

10 (c) A new Vermont remote worker or new resident remote worker may:

11 (1) first claim a credit under this section in the year following the year in  
12 which he or she first qualifies as a new Vermont remote worker or new  
13 resident remote worker;

14 (2) claim an additional credit in each of the subsequent four tax years,  
15 provided he or she remains a resident of this State and a full-time remote  
16 worker; and

17 (3) carry forward the amount of any unused credit for five tax years.

18 (d) The Agency of Commerce and Community Development shall:

19 (1) promote awareness of the tax credit authorized in this section; and

1           (2) adopt measurable goals, performance measures that demonstrate  
2           results, and an audit strategy to assess the utilization and performance of the  
3           credit authorized in this section.

4           Sec. 19. IMPROVING INFRASTRUCTURE AND SUPPORT FOR  
5           REMOTE WORK IN VERMONT; STUDY; REPORT

6           (a) The Secretary of Commerce and Community Development, in  
7           consultation with the Commissioners of Labor, of Public Service, and of  
8           Buildings and General Services, and other interested stakeholders, shall  
9           identify and examine the infrastructure improvements and other support  
10           needed to enhance the ability of businesses to establish a remote presence in  
11           Vermont and to allow Vermonters and businesses developing from maker  
12           spaces, co-working spaces, remote work hubs, and innovation spaces to work  
13           and provide services remotely.

14           (b) Based on his or her findings, and in consultation with the  
15           Commissioners of Labor, of Public Service, and of Buildings and General  
16           Services, and other interested stakeholders, the Secretary shall design a  
17           program to address the needs identified pursuant to subsection (a) of this  
18           section.

19           (c) Specifically, the program shall:

20           (1) address the infrastructure needs of remote workers and businesses  
21           developing from generator spaces;



1           (2) promote and facilitate the use of remote worksites and maker spaces,  
2           co-working spaces, remote work hubs, and innovation spaces;

3           (3) encourage out-of-state companies to use remote workers in Vermont;

4           (4) reduce the administrative and regulatory burden on businesses  
5           employing remote workers in Vermont;

6           (5) increase the ease of start-up companies finding remote work or  
7           maker spaces, co-working spaces, remote work hubs, and innovation spaces in  
8           the State; and

9           (6) support the interconnection of current and future maker spaces, co-  
10          working spaces, remote work hubs, and innovation spaces in this State.

11          (d) On or before January 15, 2019, the Secretary shall submit to the House  
12          Committee on Commerce and Economic Development and the Senate  
13          Committee on Economic Development, Housing and General Affairs a written  
14          report detailing:

15               (1) his or her findings, program, and any recommendations for  
16               legislative action to implement the program; and

17               (2) any additional policy changes to improve the climate for remote  
18               workers, including zoning measures, insurance and liability issues, workforce  
19               training needs, broadband access, access to co-working spaces, and an  
20               assessment of environmental implications of working remotely.

21          Sec. 20. INTEGRATED PUBLIC-PRIVATE STATE WORKSITES

1       (a) The Secretary of Administration, in consultation with the Secretary of  
2       Commerce and Community Development and the Commissioner of Buildings  
3       and General Services, shall examine the potential for the State to establish  
4       remote worksites that are available for use by both State employees and remote  
5       workers in the private sector.

6       (b) The Secretary shall examine the feasibility of and potential funding  
7       models for the worksites, including the opportunity to provide at low or no cost  
8       co-work space within State buildings that is currently vacant or underutilized.

9       (c) On or before January 15, 2019, the Secretary shall submit a written  
10       report to the House Committee on Commerce and Economic Development and  
11       the Senate Committee on Economic Development, Housing and General  
12       Affairs detailing his or her findings and any recommendations for legislative  
13       action.

14       Sec. 21. BROADBAND AVAILABILITY FOR REMOTE WORKERS

15       On or before January 15, 2019, the Director of Telecommunications and  
16       Connectivity, in consultation with the Agency of Commerce and Community  
17       Development, shall submit with the annual report required by 30 V.S.A.  
18       § 202e findings and recommendations concerning:

19               (1) the current availability of broadband service in municipal downtown  
20       centers that do, or could at reasonable cost, support one or more co-working  
21       spaces or similar venues for remote workers and small businesses; and

1           (2) strategies for expanding and enhancing broadband availability for  
2 such spaces.

3           \* \* \* Workforce Development in Particular Sectors;

4                           Television and Film Production \* \* \*

5           Sec. 22. WORKFORCE DEVELOPMENT; FILM AND TELEVISION

6                           TRADES

7           (a) The Vermont Department of Labor, in partnership with the Vermont  
8 Film Institute, Vermont Technical College, and local institutes of higher  
9 education shall explore and pursue opportunities to access current federal  
10 ApprenticeshipUSA funds to develop and offer registered apprenticeships in  
11 the film and television production trades industry, including electrical work,  
12 lighting, set building, and art direction.

13           (b) Related instruction that is developed and administered as part of a  
14 registered apprenticeship program shall also provide the registered apprentice  
15 with college credit that is recognized by an accredited post-secondary  
16 institution in Vermont.

17           (c) The Department of Labor, in partnership with the Agency of Education  
18 and Agency of Commerce and Community development, shall:

19                           (1) promote other work-based learning experiences, including  
20 internships, job shadowing, returnships, and on-the-job training, in the film and  
21 television production trades industry;

- 1           (2) build connections with and among industry professionals; and  
2           (3) conduct outreach to middle school, high school, and postsecondary  
3 students.

4                   \* \* \* Workforce Development in Particular Sectors;  
5                               Green Energy and Technology \* \* \*

6           Sec. 23. WORKFORCE DEVELOPMENT; GREEN ENERGY AND  
7                   TECHNOLOGY

8           The Department of Labor, in partnership with the Agency of Education, the  
9 Agency of Commerce and Community Development, the Agency of Natural  
10 Resources, and interested stakeholders, shall:

11           (1) develop career pathways, beginning in middle school, that lead to  
12 employment in the green energy sector;

13           (2) work with employers in the green energy sector to explore  
14 opportunities to create registered apprenticeships.

15           (3) identify certifications and credentials that support workforce  
16 expansion in the green energy sector; and

17           (4) collaborate, to the extent possible, to create, fund, and offer  
18 instruction that leads industry recognized credentials in the green energy  
19 sector.

20                               \* \* \* Effective Date \* \* \*

21           Sec. 24. EFFECTIVE DATE

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

2

3

4

5        (Committee vote: \_\_\_\_\_)

6

\_\_\_\_\_

7

Senator \_\_\_\_\_

8

FOR THE COMMITTEE