

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 social network map of workforce service delivery providers,
2 employers, workforce program administrators, and industry representatives to:

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

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

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

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

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

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

20 (B) employers and employees to understand the effectiveness of
21 existing workforce programs; and

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

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

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

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

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

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

10 (3) recommend strategies to improve:

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

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

17 (C) whether establishing a One-Stop American Job Center in each
18 region to provide comprehensive customer-driven services for employers and
19 job seekers could better serve businesses, improve responsiveness to the needs
20 of emerging sectors, and increase access to qualified, available workers
21 through direct outreach and recruitment;

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

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

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

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

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

12 (B) results-based outcomes;

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

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

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

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

1 Sec. 2. RESERVATION OF FUNDS; IMPLEMENTATION

2 In fiscal year 2019, the Department of Labor shall reserve the amount of
3 \$40,000.00 from the Workforce Development Council Fund and the amount of
4 \$40,000.00 of federal Workforce Innovation and Opportunity Act funds
5 reserved by the Governor for statewide workforce investment activities,
6 subject to permissible use, to assist the State Workforce Development Board in
7 performing the duties specified in this act.

8 *** CTE and Adult Technical Education; Career Pathways ***

9 Sec. 3. CAREER PATHWAYS

10 (a) **Definition.** As used in this section, “career pathways” means a
11 combination of rigorous and high-quality educational, training, and other
12 experiences and services, beginning not later than seventh grade, with multiple
13 entry and exit points that:

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

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

18 (3) prepares an individual to transition seamlessly from secondary to
19 postsecondary or adult technical education experiences and be successful in
20 any of a full range of secondary, postsecondary, or adult technical education
21 options, including registered apprenticeships;

1 (4) includes career counseling and work-based learning experiences to
2 support an individual in achieving the individual’s educational and career
3 goals;

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

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

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

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

16
17 ~~(g) The Agency of Education, in partnership with the Department of Labor~~
18 ~~and the Agency of Commerce and Community Development, shall implement~~
19 ~~a process for reviewing Career Pathways that considers:~~

20 ~~(1) the program’s relevance to the needs of State and regional~~
21 ~~employers;~~

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

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

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

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

8 **(1) State and local labor market demands;**

9 **(2) the recommendations of regional career technical education advisory**
10 **boards or other employer-based boards;**

11 **(3) alignment with postsecondary education and training**
12 **opportunities; and**

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

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

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

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

2 § 541a. STATE WORKFORCE DEVELOPMENT BOARD

3 (a) Board established; duties. Pursuant to the requirements of 29 U.S.C.
4 § 3111, the Governor shall establish a the State Workforce Development Board
5 to assist the Governor in the execution of his or her duties under the Workforce
6 Innovation and Opportunity Act of 2014 and to assist the Commissioner of
7 Labor as specified in section 540 of this title.

8 (b) Additional duties; planning; process.

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

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

17 ~~(2)(B)~~ maintain familiarity and promote alignment with the federal,
18 State, and regional Comprehensive Economic Development Strategy (CEDS)
19 and other economic development planning processes; and coordinate
20 workforce and education activities in the State, including the development and
21 implementation of the State plan required under the Workforce Innovation and

1 Opportunity Act of 2014, with economic development planning processes
2 occurring in the State, as appropriate.

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

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

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

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

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

18 ~~(i) business and industry are participants and are engaged early in~~
19 ~~the process;~~

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

1 ~~(iii) credentials are differentiated based on rigor and industry~~
2 ~~demand; and~~

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

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

7 * * *

8 Sec. 5. CAREER READINESS; CTE PILOTS

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

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

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

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

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

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

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

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

20 **(c) Recommendation on CTE pre-tech programs.** On or before January
21 15, 2020, the Agency of Education shall recommend to the House and Senate

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

8 making its recommendation, the Agency shall consider:

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

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

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

15 (d) **Technical assistance.**

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

20 (1) The Agency of Education shall provide technical assistance to
21 schools to help them develop career education, exploration, and development,

1 beginning in middle school, and introduce opportunities available through the
2 regional CTE centers.

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

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

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

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

20 Sec. 6. ADULT TRAINING PROGRAMS

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

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

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

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

19 ~~(k) The Agency of Education and the Department of Labor shall support~~
20 ~~coordination and alignment of Career Pathways programs of study delivered~~
21 ~~by the regional CTE centers and the State’s postsecondary institutions so that~~

1 education and training opportunities that are available to secondary and adult
2 students lead to a degree or stackable credential of value.

3
4 **Sec. 7. ADULT CAREER TECHNICAL EDUCATION**

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

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

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

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

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

18 (5) maximize use of federal and State funds by aligning with the State's
19 goals, priorities, and strategies outlined in Vermont's Workforce Innovation
20 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 shall develop a relocation assistance unit
11 to assist resident jobseekers and prospective new Vermont workers with
12 finding and securing employment opportunities in Vermont.

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

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

1 (2) 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 (3) The Department shall offer the services available under this
7 subsection to Vermont customers as it would a non-Vermont citizen customer.

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

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

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

19 (d) **Board authority; identifying potential incentives.** The State
20 Workforce Development Board may identify incentives to enable and
21 encourage targeted populations to participate in the labor force, including

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

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

8 § 540. WORKFORCE EDUCATION AND TRAINING LEADER

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

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

14 Workforce Development Board:

15 * * *

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

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

20 (I) with the assistance of the Secretaries of Commerce and
21 Community Development, of Human Services, of Education, of Agriculture,

1 Food and Markets, and of Transportation and of the Commissioner of Public
2 Safety, develop and implement a coordinated system to recruit, relocate, and
3 train workers to ensure the labor force needs of Vermont’s businesses are met.

4 * * *

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

8 * * *

9 * * * Accountability; Data Collection and Monitoring; Reporting * * *

10 Sec. 15. RESULTS-BASED MONITORING

11 (a)(1) The Department of Labor, with the assistance of the Government
12 Accountability Committee and the State Workforce Development Board, shall
13 develop a framework to evaluate workforce education, training, and support
14 programs and services.

15 (2) The Department shall apply the framework to the State’s workforce
16 system inventory and shall distinguish programs and services based on method
17 of delivery, customer, program administrator, goal, or other appropriate
18 category.

19 (3) The framework shall:

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

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

4 (C) align with the Board’s vision;

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

8 (E) identify gaps in service delivery and areas of duplication in
9 services.

10 (b) The State Workforce Development Board shall:

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

13 (2) identify what information and data are not available or not readily
14 accessible;

15 (3) make its findings publicly available; and

16 (4) recommend a process to improve the collection and reporting
17 of data.

18 (c) The State Workforce Development Board may:

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

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

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

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

12
13 Sec. 18. TARGETED ENHANCED YOUTH WORKFORCE READINESS

14 PROGRAM

15 (a) In fiscal year 2019 the amount of \$100,000.00 is appropriated from the
16 General Fund to the Department of Labor for the first year of a three-year
17 project to contract with the Vermont Youth Conservation Corps for the
18 purpose of enhancing its workforce preparedness and on the job training
19 programs, with special attention for at risk youth ages 18 to 24.

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

4 *** * * Promoting Remote Workers and Remote Work Arrangements * * ***

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

6 Subchapter 11P. New Remote Worker Tax Credit

7 § 5930pp. NEW REMOTE WORKER TAX CREDIT

8 (a) As used in this section:

9 (1) “New Vermont remote worker” means an individual who:

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

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

14 (2) “New resident remote worker” means an individual who:

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

17 (B) becomes a full-time resident of this State on or after January 1,
18 2019; and

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

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

5 (A) relocation to this State;

6 (B) computer software and hardware;

7 (C) broadband access or upgrade; and

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

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

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

17 (B) Upon certifying that a new Vermont remote worker or new
18 resident remote worker meets the eligibility requirements of this section and
19 certifying his or her qualifying expenses incurred in the year, the Agency shall
20 issue to the worker a credit certificate for the amount of his or her qualifying
21 expenses, which the worker shall file with his or her tax return.

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

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

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

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

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

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

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

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

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

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

1 Sec. 19. IMPROVING INFRASTRUCTURE AND SUPPORT FOR
2 REMOTE WORK IN VERMONT; STUDY; REPORT

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

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

16 (c) Specifically, the program shall:

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

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

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

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

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

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

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

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

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

18 Sec. 20. INTEGRATED PUBLIC-PRIVATE STATE WORKSITES

19 (a) The Secretary of Administration, in consultation with the Secretary of
20 Commerce and Community Development and the Commissioner of Buildings
21 and General Services, shall examine the potential for the State to establish

1 remote worksites that are available for use by both State employees and remote
2 workers in the private sector.

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

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

11 Sec. 21. BROADBAND AVAILABILITY FOR REMOTE WORKERS

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

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

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

21 ***** Workforce Development; Television and Film Production *****

1 Sec. 22. WORKFORCE DEVELOPMENT OPPORTUNITIES;

2 TELEVISION AND FILM PRODUCTION

3 The Department of Labor, in partnership with the Agency of Commerce and
4 Community Development and the Career Pathways Coordinator within the
5 Agency of Education, shall have the authority to explore means to expand and
6 encourage apprenticeship, CTE, Career Pathways, and continuing education
7 opportunities in television and film production. The Department and its
8 partners shall have the further authority to conduct outreach to middle school,
9 high school, and postsecondary students to gauge interest and need for
10 opportunities in this field.

11 ~~Sec. 2. TELEVISION AND FILM PRODUCTION; RECRUITMENT~~

12 ~~———— STRATEGY; IMPACT STATEMENT~~

13 ~~On or before January 15, 2019, the Agency of Commerce and Community~~
14 ~~Development shall consider and report to the House Committee on Commerce~~
15 ~~and Economic Development and the Senate Committee on Economic~~
16 ~~Development, Housing and General Affairs on a recommended strategy for~~
17 ~~attracting television and film production activities to Vermont and include an~~
18 ~~economic impact statement specifying potential revenues from increased~~
19 ~~activities.~~

20 Sec. 23. WORKFORCE DEVELOPMENT; FILM AND TELEVISION

21 TRADES

1

2

Senator _____

3

FOR THE COMMITTEE