

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. STAKEHOLDER ALIGNMENT, COORDINATION, AND  
10 ENGAGEMENT PROCESS; VISION; GOALS

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

16 (1) conduct a stakeholder alignment, coordination, and engagement  
17 process, consistent with 20 C.F.R. §§ 679.100 and 679.130 and 10 V.S.A.  
18 § 541a, to ensure and promote better coordination and agreement around the  
19 State’s vision and shared goals for meeting Vermont’s 21st-century workforce  
20 education, training, recruitment, and retention needs;

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

6           (3) solicit the perspectives of job seekers, incumbent workers,  
7           employers, industry representatives, program administrators, and workforce  
8           service delivery providers.

9           (b) **Action plan.** In adopting an action plan the State Workforce  
10          Development Board shall:

11           (1) on or before February 1, 2020, describe the State’s collective  
12          workforce development goals, which shall serve as the basis for an action plan  
13          to revitalize Vermont’s workforce development system;

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

15           (3) provide advance notice to the Chair and Vice Chair of the House  
16          Committee on Commerce and Economic Development and the Senate  
17          Committee on Economic Development, Housing and General Affairs if the  
18          recommendations may require legislative action during the 2020 legislative  
19          session.

20          (c) **Regional delivery systems.** The State Workforce Development Board  
21          shall review how functions performed by local workforce investment boards,

1 career technical education regional advisory boards, regional planning  
2 commissions, regional development corporations, and other regional economic  
3 development and workforce-related boards could be more equitably executed  
4 from region to region and recommend structures that would foster better  
5 regional collaboration, alignment, and employer participation.

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

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

14 (1) create a **workforce development** network map of workforce service  
15 delivery providers, employers, workforce program administrators, and industry  
16 representatives to:

17 (A) **develop baseline data in conformance with the Workforce**  
18 **Innovation and Opportunity Act about how individuals, including new**  
19 **Americans, and organizations, both within and outside State government, are**  
20 **involved with workforce development and training around the State;**

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

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

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

9           (3) recommend strategies to improve:

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

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

16           (C) whether establishing a One-Stop American Job Center in each  
17           region to provide comprehensive customer-driven services for employers and  
18           job seekers could better serve businesses, improve responsiveness to the needs  
19           of emerging sectors, and increase access to qualified, available workers  
20           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 stakeholder alignment, coordination, and engagement  
9           process outlined in subsection (a) of this section, make recommendations to  
10          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. 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 \* \* \*

18 Sec. 3. RESERVATION OF FUNDS; IMPLEMENTATION

19 In fiscal year 2019, the Department of Labor shall reserve the amount of  
20 \$40,000.00 from the Workforce Development Council Fund and the amount of  
21 \$40,000.00 of federal Workforce Innovation and Opportunity Act funds

1 reserved by the Governor for statewide workforce investment activities,  
2 subject to permissible use, to assist the State Workforce Development Board in  
3 performing the duties specified in this act.

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

5 Sec. 4. CAREER PATHWAYS

6 (a) **Definition.** As used in this section, “career pathways” means a  
7 combination of rigorous and high-quality educational, training, and other  
8 experiences and services, beginning not later than seventh grade, that:

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

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

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

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

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

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

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

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

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

15               (1) State and local labor market demands;

16               (2) the recommendations of regional career technical education advisory  
17          boards or other employer-based boards;

18               (3) alignment with postsecondary education and training  
19          opportunities; and

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

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

3        Sec. 5. CAREER READINESS; CTE PILOTS

4        (a) **Collaboration.** The Agency of Education shall promote collaboration  
5        among middle schools and regional career technical education (CTE) centers  
6        to engage in activities including:

7                (1) developing and delivering introductory CTE courses or lessons to  
8        middle school students that are part of broader career education, exploration,  
9        and development programs and that are connected to career pathways and CTE  
10        programs, as appropriate;

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

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

16        (b) **Pilot projects.** The Agency of Education shall approve up to four pilot  
17        projects in a variety of CTE settings. These pilot projects shall propose novel  
18        ways of integrating funding for CTE and general education and new  
19        governance structures for regional CTE centers, including unified governance  
20        structures between regional CTE centers and high schools, or both. Pilot  
21        projects shall require both high school and regional CTE center involvement,

1 and shall be designed to enhance the delivery of educational experiences to  
2 both high school students and CTE students while addressing the current  
3 competitive nature of funding CTE programs.

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

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

7 (3) On or before January 15, 2020, the Agency shall report on the  
8 outcomes of the pilot projects to the House and Senate Committees on  
9 Education, the House Committee on Commerce and Economic Development,  
10 and the Senate Committee on Economic Development.

11 (c) **Recommendation on CTE pre-tech programs.** On or before January  
12 15, 2020, the Agency of Education shall recommend to the House and Senate  
13 Committees on Education, the House Committee on Commerce and Economic  
14 Development, and the Senate Committee on Economic Development flexible  
15 and student-centered policies that support equitable access and opportunity to  
16 participate in CTE pre-tech foundation and exploratory programs for students  
17 in grades 9 and 10. This recommendation shall include building such activities  
18 into students' personalized learning plans when appropriate, so that students  
19 are exposed to a wide variety of career choices in their areas of interest. In  
20 making its recommendation, the Agency shall consider:

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

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

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

7           **(d) Technical assistance.**

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

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

17           (3) The Agency of Education shall offer technical assistance to local  
18           education agencies to ensure that each high school student has the opportunity  
19           to experience meaningful work-based learning when included in the student's  
20           personalized learning plan, and that high schools coordinate effectively with

1 regional CTE centers to avoid unnecessary duplication of programs of student  
2 placements and study already provided by the centers.

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

5 Sec. 6. ADULT TRAINING PROGRAMS

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

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

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

19 Sec. 7. ADULT CAREER TECHNICAL EDUCATION

20 (a) **Regional career technical education (CTE) centers.** Vermont’s  
21 regional CTE centers shall offer adult CTE programs that:

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

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

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

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

12           (5) maximize use of federal and State funds by aligning with the State’s  
13           goals, priorities, and strategies outlined in Vermont’s Workforce Innovation  
14           and Opportunity Act Unified plan.

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

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



1 order to facilitate targeted investments in programs that meet industry needs,  
2 ensuring that:

3 (A) business and industry are participants and are engaged early in  
4 the process;

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

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

7 and

8 (D) systems are designed to be responsive to the changing needs of  
9 industry;

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

11 (A) current industry-recognized, State-recognized, and federally  
12 recognized credentials;

13 (B) the requirements to obtain these credentials;

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

15 (D) the cost of training and educational programs required to obtain  
16 the credential; and

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

18 (A) increase recognition of professional skills and credentialing  
19 across states; and

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

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

5           § 543. WORKFORCE EDUCATION AND TRAINING FUND; GRANT  
6           PROGRAMS

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

10          (b) Purposes. The Department shall use the Fund for the following  
11          purposes:

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

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

16           (3) apprenticeship, preapprenticeship, and industry-recognized  
17           credential training; ~~and~~

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





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

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

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

11           (B) expose students to the workplace or create real workplace  
12 expectations and consequences;

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

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

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

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

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

8 (b) The Department of Labor, in collaboration with the Agencies of  
9 Agriculture, Food and Markets and of Education, State-funded postsecondary  
10 educational institutions, the State Workforce Development Board, and other  
11 State agencies and departments that have workforce education and training and  
12 training monies, shall:

13 (1) identify new and existing funding sources that may be allocated to  
14 the Vermont ~~Strong~~ Internship Program;

15 (2) collect data and establish program goals and performance measures  
16 that demonstrate program results for internship programs funded through the  
17 Vermont ~~Strong~~ Internship Program;

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

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

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

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

7 § 545. VERMONT RETURNSHIP PROGRAM

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

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

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

15 (b)(1) The Department of Labor shall develop and implement the statewide  
16 Vermont Returnship Program.

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

20 (3) Funding awarded through the Program may be used to build and  
21 administer coordinated and cohesive programs and to provide participants with

1 a stipend during the returnship, based on need. Funds may be made available  
2 only to programs or projects that:

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

4 (B) expose individuals to real and meaningful workplace  
5 experiences;

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

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

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

14 (c) The Department of Labor shall:

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

17 (2) collect data and establish program goals and performance measures  
18 that demonstrate program results for returnship programs funded through the  
19 Program;

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

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

6           Sec. 12. VERMONT RETURNSHIP PROGRAM; APPROPRIATIONS

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

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

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

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

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

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

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

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

4           (2) identify targets and methods of recruitment, relocation, retraining,  
5           and retention;

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

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

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

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

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

18          (2)(A) In addition to providing employment matching and career  
19          navigation services, dedicated specialists shall provide individualized  
20          assistance and support to individuals looking to relocate to Vermont for  
21          employment.

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

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

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

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

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

18          (5) The Department shall ensure that the Agency of Commerce and  
19          Community Development has access to information, data, and customer  
20          feedback so that the Agency may better understand the impact of its

1 recruitment efforts, messaging, and any other ThinkVermont MOVE activity it  
2 implements.

3 **(d) Board authority; identifying potential incentives.** The State  
4 Workforce Development Board may identify incentives to enable and  
5 encourage targeted populations to participate in the labor force, including  
6 unemployment insurance waivers, income tax reductions, exemption of State  
7 tax on Social Security, housing and transportation vouchers, greater access to  
8 mental health and addiction treatment, and tuition and training  
9 reimbursements. The Board shall notify the House Committees on Commerce  
10 and Economic Development and on Human Services of any findings or  
11 recommendations, as appropriate.

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

13 § 540. WORKFORCE EDUCATION AND TRAINING LEADER

14 The Commissioner of Labor shall be the leader of workforce education and  
15 training in the State; and shall have the authority and responsibility for the  
16 coordination of workforce education and training within State government,  
17 including the following duties:

18 (1) Perform the following duties in consultation with the State  
19 Workforce Development Board:

20 \* \* \*

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

3 (H) establish goals for the integrated workforce education and  
4 training system; and

5 (I) with the assistance of the Secretaries of Commerce and  
6 Community Development, of Human Services, of Education, of Agriculture,  
7 Food and Markets, and of Transportation and of the Commissioner of Public  
8 Safety, develop and implement a coordinated system to recruit, relocate, and  
9 train workers to ensure the labor force needs of Vermont's businesses are met.

10 \* \* \*

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

14 \* \* \*

15 \* \* \* Accountability; Data Collection and Monitoring; Reporting \* \* \*

16 Sec. 15. RESULTS-BASED MONITORING

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

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

5           (3) The framework shall:

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

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

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

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

16          (E) identify gaps in service delivery and areas of duplication in  
17          services.

18          (b) The State Workforce Development Board shall:

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

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

3           (3) make its findings publicly available; and

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

6           (c) The State Workforce Development Board may:

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

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

12          Sec. 16. REPORTING

13          (a) On or before January 15, 2019, the State Workforce Development  
14          Board shall report to the House Committee on Commerce and Economic  
15          Development and the Senate Committee on Economic Development, Housing  
16          and General Affairs concerning the implementation of this act.

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



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

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

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

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

11               Subchapter 11P. New Remote Worker Tax Credit

12       § 5930pp. NEW REMOTE WORKER TAX CREDIT

13       (a) As used in this section:

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

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

17                       (B) 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 resident remote worker” means an individual who:

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

1           (B) becomes a full-time resident of this State on or after January 1,  
2           2019; and

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

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

9                   (A) relocation to this State;

10                   (B) computer software and hardware;

11                   (C) broadband access or upgrade; and

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

13           (b)(1) A new Vermont remote worker and a new resident remote worker  
14           shall be eligible for a nonrefundable credit against the income tax liability  
15           imposed under this chapter for qualifying remote worker expenses in an  
16           amount not to exceed \$2,000.00 per year for five years, and not to exceed  
17           \$10,000.00 per worker.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

20          (c) Specifically, the program shall:

- 1           (1) address the infrastructure needs of remote workers and businesses  
2           developing from generator spaces;
- 3           (2) promote and facilitate the use of remote worksites and maker spaces,  
4           co-working spaces, remote work hubs, and innovation spaces;
- 5           (3) encourage out-of-state companies to use remote workers in Vermont;
- 6           (4) reduce the administrative and regulatory burden on businesses  
7           employing remote workers in Vermont;
- 8           (5) increase the ease of start-up companies finding remote work or  
9           maker spaces, co-working spaces, remote work hubs, and innovation spaces in  
10           the State; and
- 11           (6) support the interconnection of current and future maker spaces, co-  
12           working spaces, remote work hubs, and innovation spaces in this State.
- 13           (d) On or before January 15, 2019, the Secretary shall submit to the House  
14           Committee on Commerce and Economic Development and the Senate  
15           Committee on Economic Development, Housing and General Affairs a written  
16           report detailing:
- 17           (1) his or her findings, program, and any recommendations for  
18           legislative action to implement the program; and
- 19           (2) any additional policy changes to improve the climate for remote  
20           workers, including zoning measures, insurance and liability issues, workforce

1 training needs, broadband access, access to co-working spaces, and an  
2 assessment of environmental implications of working remotely.

3 Sec. 20. INTEGRATED PUBLIC-PRIVATE STATE WORKSITES

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

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

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

17 Sec. 21. BROADBAND AVAILABILITY FOR REMOTE WORKERS

18 On or before January 15, 2019, the Director of Telecommunications and  
19 Connectivity, in consultation with the Agency of Commerce and Community  
20 Development, shall submit with the annual report required by 30 V.S.A.  
21 § 202e findings and recommendations concerning:

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

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

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

7                           Television and Film Production \* \* \*

8           **Sec. 22. WORKFORCE DEVELOPMENT; FILM AND TELEVISION**

9                   **TRADES**

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

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

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

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

4           (2) build connections with and among industry professionals; and

5           (3) conduct outreach to middle school, high school, and postsecondary  
6           students.

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

8                           Green Energy and Technology \* \* \*

9           Sec. 23. WORKFORCE DEVELOPMENT; GREEN ENERGY AND

10                   TECHNOLOGY

11           The Department of Labor, in partnership with the Agency of Education, the  
12           Agency of Commerce and Community Development, the Agency of Natural  
13           Resources, and interested stakeholders, shall:

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

16           (2) work with employers in the green energy sector to explore  
17           opportunities to create registered apprenticeships,

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

