

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 accesses 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

