

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; and

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
15 recommendations; and

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

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

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

14 (e) Board authority; permissive activities. The State Workforce
15 Development Board may:

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

19 (A) develop baseline data in conformance with the Workforce
20 Innovation and Opportunity Act about how individuals, including new

1 Americans, and organizations, both within and outside State government, are
2 involved with workforce development and training around the State;

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

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

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

11 (3) recommend strategies to improve:

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

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

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

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

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

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

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

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

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

14 (B) results-based outcomes;

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

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

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

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

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

5 § 541a. STATE WORKFORCE DEVELOPMENT BOARD

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

11 (b) Additional duties; planning; process.

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

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

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

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

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

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

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

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

20 * * *

1 Sec. 3. RESERVATION OF FUNDS; IMPLEMENTATION

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

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

9 Sec. 4. CAREER PATHWAYS

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

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

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

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

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

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

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

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

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

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

18 (1) State and local labor market demands;

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

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

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

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

7 Sec. 5. CAREER READINESS; CTE PILOTS

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

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

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

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

20 (b) Pilot projects. The Agency of Education shall approve up to four pilot
21 projects in a variety of CTE settings. These pilot projects shall propose novel

1 ways of integrating funding for CTE and general education and new
2 governance structures for regional CTE centers, including unified governance
3 structures between regional CTE centers and high schools, or both. Pilot
4 projects shall require both high school and regional CTE center involvement,
5 and shall be designed to enhance the delivery of educational experiences to
6 both high school students and CTE students while addressing the current
7 competitive nature of funding CTE programs.

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

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

11 (3) On or before January 15, 2020, the Agency shall report on the
12 outcomes of the pilot projects to the House and Senate Committees on
13 Education, the House Committee on Commerce and Economic Development,
14 and the Senate Committee on Economic Development, Housing and General
15 Affairs.

16 (c) Recommendation on CTE pre-tech programs. On or before January 15,
17 2020, the Agency of Education shall recommend to the House and Senate
18 Committees on Education, the House Committee on Commerce and Economic
19 Development, and the Senate Committee on Economic Development flexible
20 and student-centered policies that support equitable access and opportunity to
21 participate in CTE pre-tech foundation and exploratory programs for students

1 in grades 9 and 10. This recommendation shall include building such activities
2 into students' personalized learning plans when appropriate, so that students
3 are exposed to a wide variety of career choices in their areas of interest. In
4 making its recommendation, the Agency shall consider:

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

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

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

11 (d) Technical assistance.

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

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

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

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

9 Sec. 6. ADULT TRAINING PROGRAMS

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

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

19 (c) Technical assistance. The Agency of Education shall provide technical
20 and programmatic guidance and assistance, as appropriate, to the Department

1 of Labor to ensure alignment between secondary and postsecondary programs,
2 policies, funding, and institutions.

3 Sec. 7. ADULT CAREER TECHNICAL EDUCATION

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

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

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

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

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

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

20 (b) Evaluation of technical and occupational training. The State Workforce
21 Development Board shall review how technical and occupational training is

1 delivered to adults throughout the State and consider how adult CTE programs,
2 delivered through the regional CTE centers, contribute to this system. The

3 Board shall make recommendations on:

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

6 (2) optimal hours of operation and facility availability for adult
7 programs; and

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

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

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

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

1 (D) the cost of training and educational programs required to obtain
2 the credential; and

3 (3) work with the Office of Professional Regulation:

4 (A) to increase recognition of professional skills and credentialing
5 across states; and

6 (B) to support professional paths that involve more than one industry-
7 recognized, State-recognized, or federally recognized credential and rules
8 adopted by the Office.

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

10 § 543. WORKFORCE EDUCATION AND TRAINING FUND; GRANT
11 PROGRAMS

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

15 (b) Purposes. The Department shall use the Fund for the following
16 purposes:

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

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

1 used to fund the cost of apprenticeship-related instruction provided by the
2 Department of Labor.

3 ~~(4)~~(5) Career Focus and Planning programs. In collaboration with the
4 Agency of Education, funding for one or more programs that institute career
5 training and planning for young Vermonters, beginning in middle school.

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

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

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

14 (2) to the extent possible, align the program with subsequent programs
15 offered through the Vermont State College System, the University of Vermont
16 and State Agricultural College, or an accredited independent college located in
17 Vermont; and

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

1 * * * Growing the Workforce and Increasing Workforce Participation * * *

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

3 § 544. VERMONT ~~STRONG~~ INTERNSHIP PROGRAM

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

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

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

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

18 (B) expose students to the workplace or create real workplace
19 expectations and consequences;

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

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

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

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

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

16 (b) The Department of Labor, in collaboration with the Agencies of
17 Agriculture, Food and Markets and of Education, State-funded postsecondary
18 educational institutions, the State Workforce Development Board, and other
19 State agencies and departments that have workforce education and training and
20 training monies, shall:

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

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

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

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

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

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

14 § 545. VERMONT RETURNSHIP PROGRAM

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

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

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

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

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

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

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

11 (B) expose individuals to real and meaningful workplace
12 experiences;

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

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

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

1 (c) The Department of Labor shall:

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

4 (2) collect data and establish program goals and performance measures
5 that demonstrate program results for returnship programs funded through the
6 Program;

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

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

12 Sec. 12. VERMONT RETURNSHIP PROGRAM; APPROPRIATIONS

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

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

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

20 (1) increase Vermonters' labor force participation by creating
21 multitiered engagement, training, and support activities that help working-age

1 Vermonters who are able to participate or to participate to a greater degree in
2 the workforce;

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

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

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

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

10 (2) identify targets and methods of recruitment, relocation, retraining,
11 and retention;

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

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

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

1 (c) Relocation assistance unit.

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

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

6 (A) In addition to providing employment matching and career
7 navigation services, dedicated specialists shall provide individualized
8 assistance and support to individuals looking to relocate to Vermont for
9 employment.

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

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

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

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

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

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

12 (d) Board authority; identifying potential incentives. The State Workforce
13 Development Board may identify incentives to enable and encourage targeted
14 populations to participate in the labor force, including unemployment
15 insurance waivers, income tax reductions, exemption of State tax on Social
16 Security, housing and transportation vouchers, greater access to mental health
17 and addiction treatment, and tuition and training reimbursements. The Board
18 shall notify the House Committees on Commerce and Economic Development
19 and on Human Services of any findings or recommendations, as appropriate.

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

21 § 540. WORKFORCE EDUCATION AND TRAINING LEADER

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

2 Sec. 15. RESULTS-BASED MONITORING

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

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

11 (3) The framework shall:

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

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

18 (C) align with the Board’s vision;

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

1 (E) identify gaps in service delivery and areas of duplication in
2 services.

3 (b) The State Workforce Development Board shall:

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

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

8 (3) make its findings publicly available; and

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

11 (c) The State Workforce Development Board may:

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

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

17 Sec. 16. REPORTING

18 (a) On or before January 15, 2019, the State Workforce Development
19 Board shall submit to the House Committee on Commerce and Economic
20 Development and the Senate Committee on Economic Development, Housing

1 and General Affairs a report that specifically addresses the implementation of
2 each section of this act.

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

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

9 (2) how to encourage more labor force participation in
10 apprenticeships; and

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

14 * * * WIOA Youth Funds * * *

15 Sec. 17. PROCESS FOR AWARDING WIOA YOUTH FUNDS

16 (a) On or before December 1, 2018, the Department of Labor shall review
17 the current delivery of youth workforce investment activities funded by WIOA
18 Youth Funds and consider whether more youth might be better served through
19 awards or grants to youth service providers, consistent with section 123 of the
20 federal Workforce Innovation and Opportunity Act.

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

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

8 Sec. 18. TARGETED ENHANCED YOUTH WORKFORCE READINESS
9 PROGRAM

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

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

18 * * * Promoting Remote Workers and Remote Work Arrangements * * *

19 Sec. 19. 32 V.S.A. chapter 151, subchapter 11P is added to read:

20 Subchapter 11P. New Remote Worker Tax Credit

21 § 5930pp. NEW REMOTE WORKER TAX CREDIT

1 (a) As used in this section:

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

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

5 (B) becomes a full-time resident of this State on or after January 1,
6 2019; and

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

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

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

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

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

18 (A) relocation to this State;

19 (B) computer software and hardware;

20 (C) broadband access or upgrade; and

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

1 (b)(1) A new Vermont remote worker and a new resident remote worker
2 shall be eligible for a nonrefundable credit against the income tax liability
3 imposed under this chapter for qualifying remote worker expenses in an
4 amount not to exceed \$2,000.00 per year for five years, and not to exceed
5 \$10,000.00 per worker.

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

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

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

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

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

- 1 (c) A new Vermont remote worker or new resident remote worker may:
2 (1) first claim a credit under this section in the year following the year in
3 which he or she first qualifies as a new Vermont remote worker or new
4 resident remote worker;
5 (2) claim an additional credit in each of the subsequent four tax years,
6 provided he or she remains a resident of this State and a full-time remote
7 worker; and
8 (3) carry forward the amount of any unused credit for five tax years.

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

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

14 Sec. 20. IMPROVING INFRASTRUCTURE AND SUPPORT FOR
15 REMOTE WORK IN VERMONT; STUDY; REPORT

- 16 (a) The Secretary of Commerce and Community Development, in
17 consultation with the Commissioners of Labor, of Public Service, and of
18 Buildings and General Services and other interested stakeholders, shall identify
19 and examine the infrastructure improvements and other support needed to
20 enhance the ability of businesses to establish a remote presence in Vermont
21 and to allow Vermonters and businesses developing from maker spaces, co-

1 working spaces, remote work hubs, and innovation spaces to work and provide
2 services remotely.

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

8 (c) Specifically, the program shall:

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

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

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

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

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

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

1 (d) On or before January 15, 2019, the Secretary shall submit to the House
2 Committee on Commerce and Economic Development and the Senate
3 Committee on Economic Development, Housing and General Affairs a written
4 report detailing:

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

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

11 Sec. 21. INTEGRATED PUBLIC-PRIVATE STATE WORKSITES

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

17 (b) The Secretary shall examine the feasibility of and potential funding
18 models for the worksites, including the opportunity to provide at low or no cost
19 co-working space within State buildings that are currently vacant or
20 underutilized.

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

6 Sec. 22. BROADBAND AVAILABILITY FOR REMOTE WORKERS

7 On or before January 15, 2019, the Director of Telecommunications and
8 Connectivity, in consultation with the Agency of Commerce and Community
9 Development, shall submit with the annual report required by 30 V.S.A.
10 § 202e findings and recommendations concerning:

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

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

16 * * * Workforce Development in Particular Sectors;

17 Television and Film Production * * *

18 Sec. 23. WORKFORCE DEVELOPMENT; FILM AND TELEVISION

19 TRADES

20 (a) The Vermont Department of Labor, in partnership with the Vermont
21 Film Institute, Vermont Technical College, and local institutes of higher

1 education shall explore and pursue opportunities to access current federal
2 ApprenticeshipUSA funds to develop and offer registered apprenticeships in
3 the film and television production trades industry, including electrical work,
4 lighting, set building, and art direction.

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

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

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

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

15 (3) conduct outreach to middle school, high school, and postsecondary
16 students.

17 * * * Workforce Development in Particular Sectors;

18 Green Energy and Technology * * *

19 Sec. 24. WORKFORCE DEVELOPMENT; GREEN ENERGY AND
20 TECHNOLOGY

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FOR THE COMMITTEE