

H.533

An act relating to workforce development

The Senate proposes to the House to amend the bill by striking out all after the enacting clause and inserting in lieu thereof the following:

\* \* \* Workforce Training; Vermont Training Program \* \* \*

Sec. 1. VERMONT TRAINING PROGRAM; WORKFORCE TRAINING  
ALLOCATIONS

(a) The Agency of Commerce and Community Development shall allocate Vermont Training Program funding to increase by 10 percent in each of the next two years:

(1) the number of trainees who receive a credential of value or participate in a registered apprenticeship; and

(2) the amount of training funds provided to businesses with 50 or fewer employees.

(b) In its annual report submitted pursuant to 10 V.S.A. § 531(k) the Agency shall specifically address:

(1) whether it was able to achieve the allocations specified in subsection (a) of this section, and if not, the reasons;

(2) the distribution of training funds by the number of employees of each business that benefitted from training;

(3) the distribution of training funds that resulted in an employee obtaining a credential of value or apprenticeship; and

(4) the extent to which the Program benefitted businesses with 50 or fewer employees.

Sec. 2. 10 V.S.A. § 531 is amended to read:

§ 531. THE VERMONT TRAINING PROGRAM

\* \* \*

(k) Annually on or before January 15, the Secretary shall submit a report to the House Committee on Commerce and Economic Development and the Senate Committee on Economic Development, Housing and General Affairs. In addition to the reporting requirements under section 540 of this title, the report shall identify:

(1) all active and completed contracts and grants;

(2) from among the following, the category the training addressed:

(A) preemployment training or other training for a new employee to begin a newly created position with the employer;

(B) preemployment training or other training for a new employee to begin in an existing position with the employer;

(C) training for an incumbent employee who, upon completion of training, assumes a newly created position with the employer;

(D) training for an incumbent employee who, upon completion of training assumes a different position with the employer;

(E) training for an incumbent employee to upgrade skills;

(3) for the training identified in subdivision (2) of this subsection whether the training is ~~onsite~~ on-site or classroom-based;

(4) the number of employees served;

(5) the average wage by employer;

(6) any waivers granted;

(7) the identity of the employer, or, if unknown at the time of the report, the category of employer;

(8) the identity of each training provider;

(9) whether training results in a wage increase for a trainee, and the amount of increase; ~~and~~

(10) the aggregated median wage of employees invoiced for training during the reporting period;

(11) the percentage median growth in wages for all wage earners in the State during the reporting period; and

(12) the number, type, and description of grants for work-based learning programs and activities awarded pursuant to subsection (e) of this section.

Sec. 3. WORKFORCE TRAINING; PRIORITY SECTORS

The Department of Labor shall work with qualified training providers to increase the availability of training programs that lead to a credential of value in the health care, construction, manufacturing, and child care sectors, as follows:

(1) The Department shall coordinate with the Office of Economic Opportunity within the Department for Children and Families to support training opportunities for individuals interested in becoming employed in the home or commercial weatherization industry, including:

(A) recruiting Vermonters who are eligible for funding under the federal Workforce Innovation Opportunity Act to participate in training programs;

(B) identifying operations for weatherization training programs; and  
(C) providing stipends and wage subsidies for training participants if funding is available.

(2) The Department shall coordinate with the Child Development Division within the Department for Children and Families to support training opportunities for new or incumbent workers in the field of early care and learning.

(3) The Department shall work to connect health care, long term care, and mental health providers with postsecondary education providers, including

adult career and technical education, to expand pre-apprenticeships, registered apprenticeships, and other occupational training programs in health care.

Sec. 4. 16 V.S.A. § 2846 is amended to read:

§ 2846. ~~NONDEGREE~~ ADVANCEMENT GRANTS

(a) The Corporation may establish ~~grant programs~~ an advancement grant program for residents pursuing nondegree education and training opportunities who do not meet the definition of student in subdivision 2822(3) of this title, and who may not meet the requirements of this subchapter.

(b) ~~Nondegree~~ Advancement grants may be used at institutions that are not approved postsecondary education institutions.

(c) The Corporation may adopt rules or establish policies, procedures, standards, and forms for ~~nondegree~~ advancement grants, including the requirements for applying for and using the grants and the eligibility requirements for the institutions where the grants may be used.

Sec. 5. 10 V.S.A. § 546 is added to read:

§ 546. STATE POSTSECONDARY ATTAINMENT GOAL

(a) It is the policy of the State of Vermont to:

(1) promote awareness of career pathways and the value of postsecondary education and training;

(2) expand access to postsecondary education and training to students of all ages;

(3) increase completion of postsecondary education and training programs by ensuring that Vermonters have the supports they need to succeed; and

(4) maximize partnerships across employment sectors to assist the State in achieving its labor force and education goals.

(b) It shall be the goal of the State of Vermont that not less than 70 percent of Vermonters will hold a credential of value by the year 2025.

\* \* \* Postsecondary Career and Technical Education \* \* \*

Sec. 6. POSTSECONDARY CAREER AND TECHNICAL EDUCATION  
SYSTEM

(a) Findings; purpose.

(1) Findings. The General Assembly finds:

(A) Like many rural states, Vermont faces demographic realities that have resulted in an historically low unemployment rate and created obstacles for employers that seek to hire and retain enough fully trained employees.

(B) Notwithstanding this high employer demand, due to rapidly changing technology and evolving business needs, potential employees may lack the particular skills and training necessary to qualify for available jobs.

(C) In order to assist employers and employees in matching demand to requisite skills, Vermont has a broad diversity of adult workforce

education and training programs offered by multiple providers, including programs administered or funded by State government, educational institutions, and business-lead groups such as the Vermont Talent Pipeline Management Project. The State should continue to work closely with these providers to identify and meet the needs of employers and employees.

(2) Purpose. Consistent with the goals and purposes of 2018 Acts and Resolves No. 189, pursuant to which the State Workforce Development Board and other stakeholders are currently engaged in planning the design and implementation of a fully integrated workforce development system, it is the purpose of the General Assembly to explore the creation of a fully integrated adult career and technical education system that:

(A) provides Vermonters throughout the State with high quality programs that are standardized, replicable, and offered with regularity and consistency;

(B) coordinates, or integrates where appropriate, the many programs and providers to maximize the efficient use of training resources;  
and

(C) features a governance structure that provides consistency across the system whenever appropriate, but also provides the flexibility necessary to respond to local and regional workforce demands.

(b) Report. On or before January 15, 2020, the Department of Labor shall design a coordinated plan for an integrated postsecondary career and technical education system, and shall provide a progress report and request for any necessary legislative changes to the House and Senate committees of jurisdiction, in consultation with the following stakeholders:

- (1) the Agency of Education;
- (2) the Agency of Commerce and Community Development;
- (3) the Agency of Human Services;
- (4) the Vermont State Colleges;
- (5) the State Workforce Development Board;
- (6) the Vermont Adult Technical Education Association;
- (7) the Vermont Association of Career and Technical Education

Directors;

- (8) the regional development corporations;
- (9) Vermont employers and industry organizations;
- (10) the Vermont Student Assistance Corporation; and
- (11) the Vermont Superintendents Association.

\* \* \* Military Recruitment \* \* \*

#### Sec. 7. MILITARY RECRUITMENT PROGRAM

(a) The Department of Labor shall work with the Vermont National Guard and public and private employers to design and implement an on-site military



base and installation recruitment program that encourages service members separating from military service to relocate to Vermont.

(b) The Department shall coordinate with the Agency of Commerce and Community Development to support marketing and outreach for recruitment events.

(c) The Department shall report to the House Committees on Commerce and Economic Development and on Appropriations and to the Senate Committees on Economic Development, Housing and General Affairs and on Appropriations concerning implementation and outcomes of this program during the 2020 legislative session.

\* \* \* Workforce Training and Credentialing; Nurse Educators;  
New Americans; Workers with Barriers to Employment \* \* \*

Sec. 8. OFFICE OF PROFESSIONAL REGULATION; REPORT

(a) The Office of Professional Regulation, in consultation with the Vermont Board of Nursing, Vermont State Colleges, the University of Vermont, Norwich University, and other interested stakeholders, shall review statutory, regulatory, and accreditation standards for nursing programs within the State and nationally with the purpose of identifying barriers to recruitment and retention of nurse educators in nursing education programs.

(b) The Office of Professional Regulation shall evaluate the appropriateness of the level of credential and experience currently required for nurse educators in clinical settings.

(c) On or before December 15, 2019, the Office of Professional Regulation shall report its findings, including recommendations for any statutory or regulatory changes, or economic development initiatives, to facilitate recruitment and retention of nurse faculty, to the House Committees on Commerce and Economic Development and on Government Operations and to the Senate Committees on Economic Development, Housing and General Affairs and on Government Operations.

Sec. 9. SUPPORTING NEW AMERICANS IN THE WORKFORCE

(a) The State of Vermont shall take steps necessary to provide support to employers and to New Americans in the Vermont workforce as follows:

(1) The Department of Labor shall simplify the process and reduce barriers for employers seeking to access Department funding for English language classes.

(2) The Department of Labor shall work with U.S. Committee for Refugees and Immigrants (USCRI) Vermont to increase employers' awareness of free services available through USCRI Vermont, including on site English language classes.

(3) The Department of Labor shall develop and make available to employers a collection of best practices for addressing the unique language, transportation, cultural, and other challenges New Americans face in the workforce.

(4) The Department of Labor, in collaboration with the Community College of Vermont or other partners, shall explore the development of a work readiness certificate or program for New American employees.

(5) The Department of Labor, in collaboration with the Vermont Chamber of Commerce or other partners, shall explore the development of a “Diversity, Equity, and Inclusivity” certificate or program, or similar initiative, for employers seeking to establish a New American–friendly workplace.

(6) The Department of Labor, in collaboration with the Department of Human Resources, shall explore measures to ensure that the State’s Employee Assistance Program offers services and support that is responsive to the particular pressures and challenges facing New Americans. The Departments shall share best practices with private employers that offer similar employee assistance programs.

(7) The Agency of Commerce and Community Development shall explore whether State marketing funds should be targeted to New Americans in other states to inform them of Vermont’s inclusive workplace practices and employment opportunities.

(b) To the extent not otherwise addressed in its work pursuant to subsection (a) of this section, the Department shall assess:

- (1) recommendations identified in relevant studies and reports;
- (2) cultural competency support needed in Vermont's employment settings;
- (3) training, apprenticeship, and mentorship needs and opportunities;
- (4) tools and supports needed for refugees to effectively apply preexisting educational and professional credentials in Vermont settings; and
- (5) additional supports needed to ensure employment opportunities, including child care and transportation.

(c) The State entities named in subsection (a) of this section shall report to the General Assembly concerning the implementation of this section on or before January 15, 2020.

#### Sec. 10. CORRECTIONS; WORKFORCE TRAINING

(a) The Department of Corrections, the Department of Labor, the Division of Vocational Rehabilitation, and the Department of Economic Development shall work together and with other relevant partners to develop an outreach strategy to provide Vermont employers with information, strategies, and best practices in hiring and retaining employees who are New Americans, in recovery from substance misuse, or have been involved with the justice system. The outreach strategy will include components related to:

(1) minimizing barriers for offenders to obtaining and maintaining employment; and

(2) minimizing the impact of program and supervision requirements on the offender's employment, including monitoring and facilitating compliance with Department of Corrections case plan goals based on best practices and consistent with public safety.

(b) On or before December 1, 2019, the Departments of Corrections and Labor shall report to the House Committees on Commerce and Economic Development and on Corrections and Institutions and to the Senate Committees on Economic Development, Housing and General Affairs and on Institutions concerning the implementation of this section.

\* \* \* Relocation Incentives \* \* \*

Sec. 11. NEW WORKER RELOCATION INCENTIVE PROGRAM

(a) The Agency of Commerce and Community Development shall design and implement the New Worker Relocation Incentive Program, which shall include a simple certification process to certify new workers and certify qualifying expenses for a grant under this section.

(b) A new worker may be eligible for a grant under the Program for qualifying expenses in the amount of not more than \$7,500.00, consistent with the following limitations, and subject to available funding and procedures the Agency adopts to implement the program:

(1) A base grant for relocation to any area in Vermont shall be \$5,000.00.

(2) A grant for relocation to a designated labor market area may be enhanced, not to exceed \$7,500.00.

(3) The Agency shall assess applications on a rolling basis and give first priority, at any point in the application process, to workers in identified priority sectors, which may include health care, early child care and learning, lodging and restaurant industry, manufacturing, technology, and construction trades.

(4) A new worker may apply for a grant beginning January 1, 2020 and shall be paid when proof of residency and tax liability reaches the equivalent of the amount claimed.

(5) A remote worker may apply for a grant under the Program when all funds from the New Remote Worker Grant Program created in 2018 Acts and Resolves No. 197, Sec. 1 are encumbered.

(c) The Agency shall:

(1) adopt procedures for implementing the Program;

(2) promote awareness of the Program, including through coordination with relevant trade groups and by integration into the Agency's economic development marketing campaigns; and

(3) adopt measurable goals, performance measures, and an audit strategy to assess the utilization and performance of the Program.

(d) As used in this section:

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

(A)(i) is a full-time employee of a business with its domicile or primary place of business outside Vermont and performs the majority of his or her employment duties remotely from a home office or a coworking space located in this State; or

(ii) is a full-time employee of a business located in Vermont; and

(B) becomes a full-time resident of this State on or after January 1, 2020.

(2) “Qualifying expenses” mean actual costs that a new worker incurs for:

(A) moving expenses;

(B) payment of student loan debt;

(C) down payment assistance; and

(D) initial rental deposits.

(e) On or before October 1, 2020, the Agency shall submit a report to the House Committee on Commerce and Economic Development and the Senate Committee on Economic Development, Housing and General Affairs concerning the implementation of this section, including:

(1) a description of the procedures adopted to implement the Program;

(2) the promotion and marketing of the Program;

(3) any additional recommendations for qualifying new worker expenses or qualifying workers that should be eligible under the Program, and

(4) any recommendations for the maximum amount of the grant.

\* \* \* Business Portal \* \* \*

Sec. 12. 2018 Acts and Resolves No. 196, Sec. 1 is amended to read:

Sec. 1. SIMPLIFYING GOVERNMENT FOR SMALL BUSINESSES

(a) The Secretary of State shall serve as the chair of a steering committee, composed of the Secretary of State, the Secretary of Commerce and Community Development, and the Secretary of Digital Services or their designees.

(b) The Secretary of State, in collaboration with the steering committee, and in collaboration with other State agencies and departments and interested stakeholders as necessary, shall:

(1) review and consider the necessary procedural and substantive steps to enhance the Secretary of State's one-stop business portal for businesses, entrepreneurs, and citizens to provide information about starting and operating a business in Vermont; and

(2) submit on or before December 15, ~~2018~~ 2019:

(A) a design proposal that includes a project scope, timeline, roadmap, and cost projections; ~~and~~



(B) any statutory or regulatory changes needed to implement the proposal; and

(C) a sustainable funding model for the portal.

(c) The steering committee shall evaluate the cost and efficacy, and integrate into the current one-stop portal to the extent feasible, features that:

(1) enhance State websites to simplify registrations and provide a clear compilation of other State business requirements, including permits and licenses;

(2) simplify the mechanism for making payments to the State by allowing a person to pay amounts he or she owes to the State for taxes, fees, or other charges to a single recipient within State government;

(3) simplify annual filing requirements by allowing a person to make a single filing to a single recipient within State government and check a box if nothing substantive has changed from the prior year;

(4) provide guidance, assistance with navigation, and other support to persons who are forming or operating a small business;

(5) after registration, provide information about additional and ongoing State requirements and a point of contact to discuss questions or explore any assistance needed;

(6) provide guidance and information about State and federal programs and initiatives, as well as State partner organizations and Vermont-based businesses of interest; and

(7) map communication channels for project updates, including digital channels such as e-mail, social media, and other communications.

(d) State agencies and departments shall provide assistance to the steering committee upon its request.

(e) The steering committee shall focus its review on providing services through the one-stop business portal primarily for the benefit of businesses with 20 or fewer employees.

(f) The Agency of Digital Services shall assign a project manager or business analyst to report directly to the Secretary of State to assist with the implementation of this act through June 30, ~~2019~~ 2020 for the purpose of developing and implementing a one-stop navigable portal for businesses, entrepreneurs, and citizens to access information about starting a business in Vermont, and to provide ongoing support to businesses interfacing with State government.

\* \* \* Agency of Commerce and Community Development;

Structure and Organization \* \* \*

Sec. 13. AGENCY OF COMMERCE AND COMMUNITY

DEVELOPMENT; STRUCTURE AND ORGANIZATION;

REPORT

On or before January 15, 2020, the Secretary of Commerce and Community Development shall review and report to the House Committees on Commerce and Economic Development and on Appropriations and to the Senate Committees on Economic Development, Housing and General Affairs and on Appropriations concerning the organization of the Agency's workforce recruitment efforts and related functions.

\* \* \* Appropriations \* \* \*

Sec. 14. APPROPRIATIONS

Of the \$2,000,000.00 appropriated from the General Fund to the Agency of Commerce and Community Development in Sec. B.1101(23) of H.542 (2019), the Agency shall use the funding for the following economic development initiatives in the amount specified:

(1) \$225,000.00 to identify, recruit, and provide relocation assistance to workers, including:

(A) identifying target audiences;

(B) targeting through digital and social media;

(C) executing the State's core Economic Development Marketing Plan through paid, owned, and earned media, utilizing technology, data, and analysis tools; and

(D) implementing strategies that convert visitors to residents and awarding grants for regional partnerships to help recruitment efforts at the local and regional levels;

(2) \$1,500,000.00 to provide incentives that assist workers and families relocating to Vermont under the New Worker Relocation Incentive Program created in Sec. 11 of this act; and

(3) \$275,000.00, which the Agency shall transfer to the Department of Labor to expand opportunities for apprenticeships, training, and postsecondary career and technical education through the workforce education and training fund created in 10 V.S.A. § 543 and to perform its duties pursuant to 10 V.S.A. § 540(1).

\* \* \* Effective Dates \* \* \*

Sec. 15. EFFECTIVE DATES

This act shall take effect on July 1, 2019, except that Sec. 6 (postsecondary career and technical education system) shall take effect on passage.