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H.533

Introduced by Committee on Commerce and Economic Development

Date:

Subject: Commerce and trade; workforce development

Statement of purpose of bill as introduced: This bill proposes to adopt miscellaneous provisions relating to workforce development.

An act relating to workforce development

It is hereby enacted by the General Assembly of the State of Vermont:

* * * Workforce Training;

Vermont Training Program; Weatherization * * *

~~§ 1. VERMONT TRAINING PROGRAM, WORKFORCE TRAINING
ALLOCATIONS
(a) In an effort to promote access to training opportunities for Vermont small businesses, and to increase the resources available for employees to obtain credentials of value or apprenticeships, of the amounts appropriated to the Agency of Commerce and Community Development for the Vermont Training Program in fiscal year 2020:
(1) the Agency, working in partnership with the Department of Labor to identify appropriate opportunities, shall employ its best efforts to allocate 25~~

1 ~~percent of Program funding to provide training that results in a credential of~~
2 ~~value or apprenticeship; and~~

3 ~~(2) the Agency shall employ its best efforts to allocate 25 percent of~~
4 ~~Program funding to provide training for businesses with 50 or fewer~~
5 ~~employees.~~

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

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

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

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

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

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

17 § 531. THE VERMONT TRAINING PROGRAM

18 * * *

19 (d) In order to avoid duplication of programs or services and to provide the
20 greatest return on investment from training provided under this section, the

21 ~~Secretary of Commerce and Community Development shall.~~

1 ~~(1) consult with the Commissioner of Labor regarding whether the~~
2 grantee has accessed, or is eligible to access, other workforce education and
3 training resources;

4 (2) disburse grant funds only for training hours that have been
5 successfully completed by employees; ~~provided that,~~ subject to the following:

6 (A) except for an award under an enhanced incentive for workforce
7 training as provided in 32 V.S.A. § 3336, a grant for on-the-job training shall:

8 (i) for a business with 50 or fewer employees, either provide not
9 more than 75 percent of wages for each employee in training or not more than
10 75 percent of trainer expense, but not both;

11 (ii) for all other businesses, either provide not more than 50
12 percent of wages for each employee in training or not more than 50 percent of
13 trainer expense, but not both, and further provided that;

14 (B) training shall be performed in accordance with a training plan
15 that defines the subject of the training, the number of training hours, and how
16 the effectiveness of the training will be evaluated; and

17 (3) use funds under this section only to supplement training efforts of
18 employers and not to replace or supplant training efforts of employers.

19 * * *

20 (k) Annually on or before January 15, the Secretary shall submit a report to
21 ~~the House Committee on Commerce and Economic Development and the~~

1 ~~to Committee on Economic Development, Housing and General Affairs. In~~

2 addition to the reporting requirements under section 540 of this title, the report
3 shall identify:

4 (1) all active and completed contracts and grants;

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

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

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

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

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

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

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

17 (4) the number of employees served;

18 (5) the average wage by employer;

19 (6) any waivers granted;

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

1 ~~(8) the identity of each training provider;~~

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

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

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

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

10 Sec. 3. WORKFORCE TRAINING; WEATHERIZATION

11 (a) In fiscal year 2020, ~~the amount of \$350,000.00 is appropriated from the~~
12 ~~General Fund to~~ the Office of Economic Opportunity within the Department
13 for Children and Families, ~~which~~ shall provide grant funding to the five Home
14 Weatherization Assistance Programs for the purpose of recruiting and training
15 individuals in the home weatherization industry.

16 (b) Grantees may use the funding for:

17 (1) recruiting Vermonters who are eligible for funding under the federal
18 Workforce Innovation Opportunity Act;

19 (2) operations for weatherization training programs, including training
20 coordinators across the State; and

21 ~~(3) stipends and wage subsidies for training participants.~~

1 ~~(c) The Home Weatherization Assistance Programs are also encouraged to~~
2 apply for the federal Workforce Innovation Opportunity Act grant funds
3 through the Department of Labor to supplement and enhance the
4 weatherization training programs.

5 (d) On or before January 15, 2020, the Departments of Labor and for
6 Children and Families shall report to the House Committee on Commerce and
7 Economic Development and the Senate Committee on Economic
8 Development, Housing and General Affairs with recommendations on best
9 practices for recruiting, training, and retaining the weatherization workforce in
10 this State.

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

12 § 2846. NONDEGREE ADVANCEMENT GRANTS

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

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

19 (c) The Corporation may adopt rules or establish policies, procedures,
20 standards, and forms for nondegree advancement grants, including the

1 ~~requirements for applying for and using the grants and the eligibility~~

2 requirements for the institutions where the grants may be used.

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

4 § 546. STATE POSTSECONDARY ATTAINMENT GOAL

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

6 (1) grow awareness of postsecondary pathways and the individual and
7 public value of continued education after high school;

8 (2) expand postsecondary access so that students of all ages and
9 backgrounds can pursue postsecondary education and training;

10 (3) increase postsecondary success by ensuring that Vermonters have the
11 supports they need to complete a credential of value; and

12 (4) maximize partnerships across and within sectors to achieve State
13 workforce development and education goals.

(b) In order to meet workforce and labor market demands, the State of
Vermont shall take steps necessary to achieve a postsecondary attainment goal
that not less than 70 percent of working-age ~~Vermonters possess a credential of~~
value *Vermonters possess a degree or credential of value*, as defined by the
State Workforce Development Board, by the year 2025.

14 * * * Adult Career and Technical Education; Study * * *

15 Sec. 6. ADULT CTE STUDY; REPORT

16 ~~(a) Findings; purpose; creation of committee~~

1 (1) Findings. The General Assembly finds:

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

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

9 (C) In order to assist employers and employees in matching demand
10 to requisite skills, Vermont has a broad diversity of adult workforce
11 education and training programs offered by multiple providers, including
12 programs administered or funded by State government, educational
13 institutions, business and industry, and private professionals.

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

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

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

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

10 (3) Creation. There is created the Adult Career and Technical
11 Education Study Committee to consider and report to the General Assembly
12 on the design, implementation, and costs of an integrated adult career and
13 technical education system that achieves the results specified in subdivision
14 (2) of this subsection.

15 (b) Membership. The Committee shall be composed of the following
16 members:

17 (1) one current member of the House of Representatives appointed by
18 the Speaker of the House;

19 (2) one current member of the Senate appointed by the Committee on
20 Committees;

21 (3) the Chancellor of the Vermont State Colleges or designee,

- 1 ~~(4) the Commissioner of Labor or designee;~~
- 2 ~~(5) the Chair of the State Workforce Development Board or designee;~~
- 3 ~~(6) an employer who is a member of the State Workforce~~
- 4 ~~Development Board, appointed by the Board chair;~~
- 5 ~~(7) two members appointed by the Vermont Adult Technical Education~~
- 6 ~~Association, each of whom is a director of an adult career and technical~~
- 7 ~~education center; and~~
- 8 ~~(8) the President of the Vermont Student Assistance Corporation or~~
- 9 ~~designee.~~
- 10 ~~(c) Assistance.~~
- 11 ~~(1) The Committee shall have the administrative, legal, and fiscal~~
- 12 ~~assistance of the Office of Legislative Council and the Joint Fiscal Office.~~
- 13 ~~(2) The Committee may request additional support for subject matter~~
- 14 ~~and technical expertise from Executive Branch agencies and departments as~~
- 15 ~~is necessary to complete its work.~~
- 16 ~~(d) Report. On or before January 15, 2020 the Committee shall submit a~~
- 17 ~~report of its findings and any recommendations for legislative action to the~~
- 18 ~~House Committee on Commerce and Economic Development and the Senate~~
- 19 ~~Committee on Economic Development, Housing and General Affairs.~~
- 20 ~~(e) Meetings.~~

1 ~~(1) The Office of Legislative Council shall coordinate with the Chair~~
2 ~~to call the first meeting of the Committee to occur on or before August 15,~~
3 ~~2019.~~

4 ~~(2) The first member appointed from the General Assembly shall be~~
5 ~~the chair.~~

6 ~~(3) A majority of the membership shall constitute a quorum.~~

7 ~~(4) The Committee shall cease to exist on January 15, 2020.~~

8 ~~(f) Compensation and reimbursement.~~

9 ~~(1) For attendance at meetings during adjournment of the General~~
10 ~~Assembly, a legislative member of the Committee serving in his or her~~
11 ~~capacity as a legislator shall be entitled to per diem compensation and~~
12 ~~reimbursement of expenses pursuant to 2 V.S.A. § 406 for not more than~~
13 ~~eight meetings. These payments shall be made from monies appropriated to~~
14 ~~the General Assembly.~~

15 ~~(2) Other members of the Committee shall be entitled to per diem~~
16 ~~compensation and reimbursement of expenses as permitted under 32 V.S.A.~~
17 ~~§ 1010 for not more than eight meetings. These payments shall be made~~
18 ~~from monies appropriated to the General Assembly.~~

1 ~~*** workforce Recruitment; Military Base Recruitment ***~~

2 Sec. 7. RELOCATION SUPPORT SYSTEM

3 (a)(1) In order for Vermonters to support themselves and their families,
4 enable Vermont businesses to grow, and expand our communities' tax base, the
5 Department of Labor shall award grants on a competitive basis to three
6 organizations with local expertise and a demonstrated ability to directly
7 support a coordinated, high-touch approach to connecting individuals and
8 families to employment by working with employers and service organizations.

9 (2)(A) A grantee shall use its award to facilitate and expedite the
10 transition of individuals into the Vermont workforce by providing quick,
11 customized information, resources, referrals, and support.

12 (B) The Department shall coordinate monitoring, information,
13 tracking, and support systems to facilitate the successful connection of these
14 individuals to Vermont employment.

15 (3) The Department shall:

16 (A) support grantees by facilitating the development of clear
17 outcomes and accountability frameworks for each community; and

18 (B) share accountability data with partners across the State in a
19 community of practice so that innovations, challenges, and best practices can
20 be leveraged towards the development of a comprehensive Statewide path
21 towards full employment.

1 ~~(b) State agencies and State-funded programs shall coordinate with the~~
2 Department to ensure that services and information that could assist a person
3 in relocating to Vermont are made available through an integrated, employee-
4 centered system.

5 (c) The Department shall:

6 (1) collaborate with key employers and nongovernmental organizations
7 to ensure that appropriate expertise is available to program staff and
8 individuals looking to enter Vermont's job market, through referrals or other
9 information sharing mechanisms,

10 (2)(A) coordinate available information for each region that includes
11 labor market information, housing and education information, recreation
12 information, and other relevant resources; and

13 (B) make the information easily accessible for interested individuals
14 to assist in aspects of preliminary decision making; and

15 (3) convene regional, multidisciplinary teams that:

16 (A) comprise partners with expertise from relevant sectors, including
17 housing, transportation, education, health, child care, recreation, and economic
18 development; and

19 (B) provide community-level knowledge, support, and services to
20 best meet the needs of prospective employees.

Sec. 7. RELOCATION SUPPORT SYSTEM.

(a) The Department of Labor shall:

(1) collaborate with key employers and nongovernmental organizations to ensure that appropriate expertise is available to program staff and individuals looking to enter Vermont's job market, through referrals or other information sharing mechanisms;

(2)(A) coordinate available information for each region that includes labor market information, housing and education information, recreation information, and other relevant resources; and

(B) make the information easily accessible for interested individuals to assist in aspects of preliminary decision making; and

(3) convene regional, multidisciplinary teams that:

(A) comprise partners with expertise from relevant sectors, including housing, transportation, education, health, child care, recreation, and economic development; and

(B) provide community-level knowledge, support, and services to best meet the needs of prospective employees.

(b) State agencies and State-funded programs shall coordinate with the Department to ensure that services and information that could assist a person in relocating to Vermont are made available through an integrated, employee-centered system.

1 Sec. 8. ON-BASE RECRUITMENT PILOT PROGRAM.

2 (a) The Department of Labor shall work with the Vermont National Guard
3 and public and private employers in health care, construction, manufacturing,
4 business services, transportation, and human services to pilot an on-base
5 recruitment effort that encourages service members separating from military
6 service to relocate to Vermont.

7 (b) The Department shall coordinate with the Agency of Commerce and
8 Community Development to direct available marketing and outreach funds to
9 support targeted recruitment events held on military bases.

10 (c) The Department shall provide limited organizational support to
11 employers interested in participating in private-pay travel to military bases in
12 conjunction with other employers, representatives of the Vermont National
13 Guard, and State officials for the purpose of promoting employment and
14 relocation to Vermont.

15 (d) Not more than \$25,000.00 in General Funds may be allocated to the
16 Department to support staff time, supplies, necessary travel, and other related
17 costs.

(e) On or before January 15, 2020, 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 pilot program.*~~

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

3 Sec. 9. OFFICE OF PROFESSIONAL REGULATION; REPORT

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

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

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

~~Sec. 10. STUDY: WORKFORCE DEVELOPMENT OPPORTUNITIES FOR~~

REFUGEES, IMMIGRANTS, AND ASYLUM SEEKERS

(a) Creation. There is created a task force on workforce development opportunities for refugees, immigrants, and asylum seekers living in Vermont.

(b) Membership. The task force shall be composed of the following members:

(1) The State Refugee Coordinator.

(2) A member with expertise in new American workforce development issues appointed by the Agency of Human Services Secretary.

(3) The executive director of AALV or designee.

(4) The president of Vermont's U.S. Committee for Refugees and Immigrants or designee.

(5) The director of CVOEO's financial futures program or designee.

(6) A representative of Burlington's Community Economic Development Office's Sustainability, Housing, and Economic Development department.

(7) Two Vermont employers, one of whom is engaged in business in the agricultural sector and one of whom is engaged in business in another sector, with experience hiring and cultivating new American workers appointed by the Chair of the State Workforce Development Board.

1 ~~(8) Two members of Vermont's refugee, immigrant, and immigrant~~
2 ~~communities, one appointed by each of AALV and Vermont's U.S. Committee~~
3 ~~for Refugees and Immigrants.~~

4 ~~(9) An appointee of the University of Vermont with research expertise~~
5 ~~in refugee and New American migration in Vermont.~~

6 ~~(10) A member appointed by the Vermont Migrant Education Project.~~

7 ~~(11) A member appointed by the Community Asylum Seekers Project.~~

8 ~~(12) A member appointed by Rutland Welcomes.~~

9 ~~(c) Powers and duties. The task force shall study the following:~~

10 ~~(1) recommendations identified in relevant studies and reports;~~

11 ~~(2) cultural competency support needed in Vermont's employment~~
12 ~~settings;~~

13 ~~(3) training, apprenticeship, and mentorship needs and opportunities;~~

14 ~~(4) tools and supports needed for refugees to effectively apply~~
15 ~~preexisting educational and professional credentials in Vermont settings; and~~

16 ~~(5) additional supports needed to ensure employment opportunities,~~
17 ~~including child care and transportation.~~

~~*(d) Meetings.*~~

~~*(1) The State Refugee Coordinator shall call the first meeting of the*~~
~~*task force to occur on or before September 1, 2019.*~~

~~(2) The task force shall select a chair from among its members at the first meeting.~~

~~(3) A majority of the membership shall constitute a quorum.~~

~~(4) The task force shall meet not more than six times and shall cease to exist on January 15, 2020.~~

1 (e) Report. On or before December 1, 2019, the task force shall report to
2 the House Committees on Commerce and Economic Development, on
3 Government Operations, and on Appropriations and to the Senate Committees
4 on Economic Development, Housing and General Affairs, on Government
5 Operations, and on Appropriations concerning its findings, recommendations
6 for proposed legislation, and investments in order of priority.

7 Sec. 11. DEPARTMENT OF LABOR; FIDELITY BONDS

Of the amounts appropriated to the Department of Labor in fiscal year 2020
from the Workforce Education and Training Fund, the Department shall
allocate ~~not less than~~ *not more than* \$3,000.00 to purchase fidelity bonds
through the Federal Bonding Program to provide insurance against theft or loss
for insurers to hire workers with barriers to employment.

8 Sec. 12. REGISTRY OF EMPLOYERS

9 (a) The Department of Labor shall create and maintain on its website a
10 registry of employers who accept applications and are willing to hire workers

1 ~~with barriers to employment, including workers in recovery from addiction~~
2 ~~and workers with past incarceration.~~

~~*(b) On or before January 15, 2020, 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 the creation of the registry and the extent the registry assisted employers and employees with barriers to employment.*~~

~~*Sec. 12a. CORRECTIONS; WORKFORCE TRAINING*~~

~~*(a)(1) On or before October 16, 2019, the Department of Corrections and the Department of Labor shall execute a memorandum of understanding regarding a standardized program of education and training for all new and existing probation and parole officers that includes components related to:*~~

~~*(A) minimizing barriers for offenders to obtaining and maintaining employment; and*~~

~~*(B) 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.*~~

~~*(2) The Departments shall provide written notice when the memorandum of understanding is executed to the chairs of 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.

(3) The Departments shall ensure that all incumbent probation and parole officers receive the education and training under the program on or before July 1, 2020.

(b) The Department of Corrections shall collaborate with the Department of Motor Vehicles and other partners as necessary to ensure that a sentenced inmate is provided with at least one form of government-issued identification, not to include an inmate identification card, upon release from incarceration.

(c) Reports.

(1) On or before August 15, 2019, the Departments of Corrections and Labor shall report to the Joint Legislative Justice Oversight Committee concerning the Departments' progress towards developing the memorandum of understanding as required by this section.

(2) On or before December 15, 2020, 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.

1 Sec. 13. VERMONT TALENT PIPELINE MANAGEMENT PROJECT

2 (a) The Vermont Talent Pipeline Management Project brings value to
3 Vermont's workforce and economic development initiatives by:

4 (1) convening employers by sector to create industry specific
5 partnerships and employer informed initiatives aimed at addressing skill gaps;

6 (2) engaging education partners to develop and align programs that meet
7 employer and incumbent needs; and

8 (3) highlighting policy, practice, and funding challenges that prevent
9 access to training or that inhibit advancement of workers within high need
10 areas of Vermont's economy.

11 (b) The Vermont Talent Pipeline Management Project is encouraged to
12 collaborate in Vermont's workforce and economic development systems by:

13 (1) organizing, convening, and maintaining employer collaboratives in
14 key sectors of the economy, identified by available labor market information;

15 (2) broadly sharing competency and credential requirements learned
16 from employer collaboratives, and specifically engaging training and
17 education partners in the development of new or modification of existing
18 programs; and

19 (3) using a continuous improvement process to ensure employer needs
20 are met.

1 Sec. 14. APPROPRIATIONS

2 In fiscal year 2020 the amount of \$1,985,000.00 is appropriated from the
3 General Fund to the following recipients for the purposes specified:

4 (1) \$250,000.00 to the Agency of Commerce and Community
5 Development for economic development marketing pursuant to its authority in
6 3 V.S.A. § 2476(c) to execute the State's core Economic Development
7 Marketing Plan through paid, owned, and earned media, utilizing technology,
8 data, and analysis tools;

9 (2) \$250,000.00 to the Agency of Commerce and Community
10 Development to identify, recruit, and provide relocation assistance to workers,
11 including:

12 (A) identifying target audiences;
13 (B) targeting through digital and social media; and
14 (C) implementing strategies that convert visitors to residents and
15 awarding grants for regional partnerships to help recruitment efforts at the
16 local and regional levels;

17 (3) \$10,000.00 to the General Assembly for per diem compensation and
18 reimbursement of expenses for study committees, as follows:

19 (A) \$5,000.00 for members of the Adult CTE Study Committee
20 created in Sec. 6 of this act; and

1 ~~(D) \$5,000.00 for members of the Task Force on Workforce~~

2 Development Opportunities for Refugees, Immigrants, and Asylum Seekers
3 created in Sec. 10 of this act.

4 (4) \$1,475,000.00 to the Department of Labor as follows:

5 (A) \$425,000.00 to the Department of Labor to implement a
6 relocation support system and provide services pursuant to Sec. 7 of this act;

7 (B) \$50,000.00 for a grant to the Community College of Vermont to
8 provide robotics training at its Rutland location; and

9 (C) \$1,000,000.00 to expand opportunities for apprenticeships,
10 training, and adult career and technical education, which may include funding
11 to replicate in additional locations the robotics training program at the Rutland
12 location of the Community College of Vermont.

~~Sec. 14. APPROPRIATIONS.~~

~~In fiscal year 2020, the amount of \$1,595,000.00 is appropriated from the~~
~~General Fund to the following recipients for the purposes specified:~~

~~(1) \$450,000.00 to the Agency of Commerce and Community~~
~~Development as follows:~~

~~(A) \$225,000 for economic development marketing pursuant to its~~
~~authority in 3 V.S.A. § 2476(c) to execute the State's core Economic~~
~~Development Marketing Plan through paid, owned, and earned media,~~
~~utilizing technology, data, and analysis tools, and~~

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

~~(i) identifying target audiences;~~

~~(ii) targeting through digital and social media; and~~

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

~~(2) \$1,145,000.00 to the Department of Labor as follows:~~

~~(A) \$275,000.00 to implement a relocation support system and provide services pursuant to Sec. 7 of this act; and~~

~~(B) \$870,000.00 for workforce development and training as follows:~~

~~(i) \$350,000.00 for grants to provide weatherization training pursuant to Sec. 3 of this act;~~

~~(ii) \$50,000.00 for a grant to the Community College of Vermont to purchase equipment to provide robotics training at its Rutland location; and~~

~~(iii) \$470,000.00 to the workforce education and training fund created in 10 V.S.A. § 543 to expand opportunities for apprenticeships, training, and adult career and technical education, which may include funding to replicate in additional locations the robotics training program at the Rutland location of the Community College of Vermont.~~

~~Sec. 15. INTERNATIONAL TRADE, EDUCATION, AND CULTURAL~~

~~EXCHANGE~~

~~On or before December 15, 2019, the Agency of Commerce and Community Development shall review and report to the House Committee on Commerce and Economic Development and the Senate Committee on Economic Development, Housing and General Affairs on effective mechanisms to collaborate with regional partners and form formal partnerships that will promote international trade, as well as educational and cultural exchanges, between and among Vermont, the New England states, and foreign nations.~~

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

~~Structure and Organization * * *~~

~~Sec. 16. 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 one or more proposals to amend the structure and organization of the Agency in order to enhance its ability to achieve its purposes and perform its duties.~~

~~*** Effective Dates ***~~

~~Sec. 17. EFFECTIVE DATES~~

~~This act shall take effect on July 1, 2019, except that Sec. 6 (Adult CTE Study Committee) shall take effect on passage.~~

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;

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

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

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

6 (4) the number of employees served;

7 (5) the average wage by employer;

8 (6) any waivers granted;

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

11 (8) the identity of each training provider;

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

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

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

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

1 Sec. 3. WORKFORCE TRAINING; PRIORITY SECTORS

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

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

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

13 (B) identifying operations for weatherization training programs; and

14 (C) providing stipends and wage subsidies for training participants if
15 funding is available.

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

1 (3) The Department shall work to connect health care, long-term care,
2 and mental health providers with postsecondary education providers, including
3 adult career and technical education, to expand pre-apprenticeships, registered
4 apprenticeships, and other occupational training programs in health care.

5 (b) In performing its work to increase the availability of training programs
6 that lead to a credential of value, the Department of Labor shall recognize
7 issues faced by persons with historical barriers to employment or who are
8 underrepresented in the workforce, including persons who have faced
9 discrimination based on race, sex, sexual orientation, gender identity, age,
10 refugee status, and national origin; persons in recovery; persons with a history
11 of incarceration; and persons with disabilities.

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

13 § 2846. ~~NONDEGREE~~ ADVANCEMENT GRANTS

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

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

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

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

6 § 546. STATE POSTSECONDARY ATTAINMENT GOAL

7 (a) It shall be the goal of the State of Vermont that not less than 70 percent
8 of working-age Vermonters will hold a credential of value, as defined by the
9 State Workforce Development Board, by the year 2025.

10 (b) It is the policy of the State of Vermont to:

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

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

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

18 (4) maximize partnerships across and within sectors to achieve State
19 workforce development and education goals.

1 (c) In its annual report required in section 540 of this title, the Department
2 shall include the number of postsecondary credentials awarded and the data
3 sets that are used to inform the report.

4 Sec. 6. POSTSECONDARY CAREER AND TECHNICAL EDUCATION
5 SYSTEM

6 (a) Findings; purpose.

7 (1) Findings. The General Assembly finds:

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

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

14 (C) In order to assist employers and employees in matching demand
15 to requisite skills, Vermont has a broad diversity of postsecondary workforce
16 education and training programs offered by multiple providers, including
17 programs administered or funded by State government, educational
18 institutions, and business-lead groups such as the Vermont Talent Pipeline
19 Management Project. The State should continue to work closely with these
20 providers to identify and meet the needs of employers and employees.

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

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

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

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

15 (b) Postsecondary CTE System.

16 (1) The Department of Labor, in collaboration with the Agency of
17 Education, the Vermont State Colleges, and the Vermont Adult Technical
18 Education Association, and any consultant the Department hires for that
19 purpose, shall consider and report to the General Assembly on the design,
20 implementation, and costs of an integrated postsecondary career and technical

1 education system that achieves the results specified in subdivision (a)(2) of this
2 section.

3 (2) In performing their work, the Department, stakeholders, and any
4 consultant shall conduct a broad-based stakeholder engagement process to
5 solicit input from interested parties, and State agencies and departments shall
6 provide necessary information and assistance within their relative areas of
7 expertise.

8 (c) Report. On or before January 15, 2020, the Department of Labor shall
9 submit a report on its work and any recommendations for legislative action to
10 the House Committee on Commerce and Economic Development and the
11 Senate Committee on Economic Development, Housing and General Affairs.

12 (d) In performing its work to create an integrated postsecondary career and
13 technical education system, the Department shall recognize issues faced by
14 persons with historical barriers to employment or who are underrepresented in
15 the workforce, including persons who have faced discrimination based on race,
16 sex, sexual orientation, gender identity, age, refugee status, and national origin;
17 persons in recovery; persons with a history of incarceration; and persons with
18 disabilities.

19 Sec. 7. MILITARY RECRUITMENT PROGRAM

1 (a) The Department of Labor shall work with the Vermont National Guard
2 and public and private employers to design and implement an on-site military
3 base and installation recruitment program that encourages service members
4 separating from military service to relocate to Vermont.

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

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

13 Sec. 8. OFFICE OF PROFESSIONAL REGULATION; REPORT

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

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

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

11 Sec. 9. SUPPORTING NEW AMERICANS IN THE WORKFORCE

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

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

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

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

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

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

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

18 (7) The Agency of Commerce and Community Development shall
19 explore whether State marketing funds should be targeted to New Americans

1 in other states to inform them of Vermont's inclusive workplace practices and
2 employment opportunities.

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

5 (1) recommendations identified in relevant studies and reports;

6 (2) cultural competency support needed in Vermont's employment
7 settings;

8 (3) training, apprenticeship, and mentorship needs and opportunities;

9 (4) tools and supports needed for refugees to effectively apply
10 preexisting educational and professional credentials in Vermont settings; and

11 (5) additional supports needed to ensure employment opportunities,
12 including child care and transportation.

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

16 Sec. 10. DEPARTMENT OF LABOR; FIDELITY BONDS

17 Of the amounts appropriated to the Department of Labor in fiscal year 2020
18 from the Workforce Education and Training Fund, the Department shall
19 allocate not more than \$3,000.00 to purchase fidelity bonds through the

1 Federal Bonding Program to provide insurance against theft or loss for insurers
2 to hire workers with barriers to employment.

3 Sec. 11. CORRECTIONS; WORKFORCE TRAINING

4 (a)(1) The Department of Corrections, in collaboration with the
5 Department of Labor, shall provide a standardized program of education and
6 training for all new and existing probation and parole officers that includes
7 components related to:

8 (A) minimizing barriers for offenders to obtaining and maintaining
9 employment; and

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

14 (2) The Department of Corrections shall ensure that all incumbent
15 probation and parole officers receive the education and training under the
16 program on or before July 1, 2020.

17 (b) For each inmate who is sentenced to six months or longer, the
18 Department of Corrections, in collaboration with the Department of Motor
19 Vehicles and other necessary partners:

1 (1) shall assess if the inmate has access to a valid government-issued
2 identification; and

3 (2) if not, upon verification of Vermont residency and other eligibility,
4 shall provide the inmate with at least one form of government-issued
5 identification.

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

11 Sec. 12. NEW WORKER RELOCATION INCENTIVE PROGRAM

12 (a) The Agency of Commerce and Community Development shall design
13 and implement a New Worker Relocation Incentive Program to award
14 incentive grants to new workers as provided in this section and subject to the
15 policies and procedures the Agency adopts to implement the Program.

16 (b) Incentives for new workers. A new worker may be eligible for a grant
17 under the Program for qualifying expenses, subject to the following:

18 (1) A base grant for a new worker shall not exceed \$5,000.00.

1 (2) The Agency may award an enhanced grant, which shall not exceed
2 \$7,500.00, for a new worker who relocates to a labor market area in this State
3 in which:

4 (A) the average annual unemployment rate in the labor market area
5 exceeds the average annual unemployment rate in the State; or

6 (B) the average annual wage in the State exceeds the annual average
7 wage in the labor market area.

8 (c) The Agency shall:

9 (1) adopt procedures for implementing the Program, which shall include
10 a simple certification process to certify new workers and qualifying expenses;

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

14 (3) award grants on a first-come, first-served basis beginning January 1,
15 2020, subject to available funding; and

16 (4) adopt measurable goals, performance measures, and an audit
17 strategy to assess the utilization and performance of the Program

18 (d) On or before October 1, 2020, the Agency shall submit a report to the
19 House Committee on Commerce and Economic Development and the Senate

1 Committee on Economic Development, Housing and General Affairs
2 concerning the implementation of this section, including:

3 (1) a description of the policies and procedures adopted to implement
4 the Program; and

5 (2) the promotion and marketing of the Program.

6 (e) As used in this section:

7 (1) “New worker” means an individual who on or after January 1, 2020:

8 (A) becomes a full-time resident of this State;

9 (B) becomes a full-time employee of a business domiciled or
10 authorized to do business in this State;

11 (C)(i) is employed in an occupation identified by the Department of
12 Labor in its 2016–2026 Long Term Occupational Projections as one of the top
13 occupations at each level of educational attainment typical for entry; or

14 (ii) who the Agency determines should otherwise receive an
15 incentive grant under the Program because the worker possesses exceptional
16 education, skills, or training or due to other extraordinary circumstances; and

17 (D) whose gross wage for the position equals or exceeds:

18 (i) 160 percent of the State minimum wage; or

1 (ii) if the employer is located in a labor market area in which the
2 average annual unemployment rate is higher than the average annual
3 unemployment rate for the State, 140 percent of the State minimum wage.

4 (2) “Qualifying expenses” means the actual costs that a new worker
5 incurs for one or more of the following:

6 (A) relocation expenses, which may include closing costs for a
7 primary residence; rental security deposit; first month’s rent payment; and
8 other expenses established in Agency guidelines; and

9 (B) expenses necessary for a new worker to perform his or her
10 employment duties, including connectivity costs, specialized tools and
11 equipment, and other expenses established in Agency guidelines.

12 Sec. 13. 2018 Acts and Resolves No. 196, Sec. 1 is amended to read:

13 Sec. 1. SIMPLIFYING GOVERNMENT FOR SMALL BUSINESSES

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

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

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

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

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

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

10 (C) a sustainable funding model for the portal.

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

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

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

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

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

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

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

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

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

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

19 (f) The Agency of Digital Services shall assign a project manager or
20 business analyst to report directly to the Secretary of State to assist with the

1 implementation of this act through June 30, ~~2019~~ 2020 for the purpose of
2 developing and implementing a one-stop navigable portal for businesses,
3 entrepreneurs, and citizens to access information about starting a business in
4 Vermont, and to provide ongoing support to businesses interfacing with State
5 government.

6 Sec. 14. AGENCY OF COMMERCE AND COMMUNITY
7 DEVELOPMENT; REPORT

8 On or before January 15, 2020, the Secretary of Commerce and Community
9 Development shall report to the House Committees on Commerce and
10 Economic Development and on Appropriations and to the Senate Committees
11 on Economic Development, Housing and General Affairs and on
12 Appropriations concerning how best to collaborate with regional partners and
13 form formal partnerships that will promote international trade, as well as
14 educational and cultural exchanges, between and among Vermont, the New
15 England states, and foreign nations.

16 Sec. 15. 2018 Acts and Resolves No. 197, Sec. 1 is amended to read:

17 Sec. 1. NEW REMOTE WORKER GRANT PROGRAM

18 (a) As used in this section:

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

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

3 (B) becomes a full-time resident of this State on or after January 1,
4 2019; and

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

7 (2) “Qualifying remote worker expenses” means actual costs a new
8 remote worker incurs for one or more of the following that are necessary to
9 perform his or her employment duties:

10 (A) relocation to this State;

11 (B) computer software and hardware;

12 (C) broadband access or upgrade; and

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

14 (b)(1) The Agency of Commerce and Community Development shall
15 design and implement the New Remote Worker Grant Program, which shall
16 include a simple certification process to certify new remote workers and
17 certify qualifying expenses for a grant under this section.

18 (2) A new remote worker may be eligible for a grant under the Program
19 for qualifying remote worker expenses in the amount of not more than

1 \$5,000.00 per year, not to exceed a total of \$10,000.00 per individual new
2 remote worker over the life of the Program.

3 (3) The Agency shall award grants under the Program on a first-come,
4 first-served basis, subject to available funding, as follows:

5 ~~(A) not more than \$125,000.00 in calendar year 2019;~~

6 ~~(B) not more than \$250,000.00 in calendar year 2020;~~

7 ~~(C) not more than \$125,000.00 in calendar year 2021; and~~

8 ~~(D) not more than \$100,000.00 per year in each subsequent calendar~~
9 ~~year, to the extent funding remains available.~~

10 * * *

11 Sec. 16. REPEAL

12 32 V.S.A. § 3336 (enhanced incentive for workforce training) is repealed.

13 Sec. 17. DELIVERY OF VERMONT TECHNICAL COLLEGE

14 DEGREE PROGRAMS AT CAREER TECHNICAL EDUCATION

15 CENTERS IN VERMONT; STUDY; PILOT PROGRAMS

16 (a) Study by Vermont Technical College. The Vermont Technical
17 College (VTC) shall study how to best deliver all or a portion of fully
18 accredited VTC associate degree programs at CTE centers in Vermont. The
19 study shall explore the viability of a new program to provide a locally

1 convenient and financially affordable option to high school students and adult
2 learners who want, while still enrolled with their CTE centers, to also enroll in
3 a high-demand, high-skill, industry-specific associate degree offering. VTC
4 shall collaborate with the CTE centers and the Agency of Education in
5 conducting the study. In structuring the study, VTC shall consider:

6 (1) alignment of degree programs with workforce priority needs and
7 career pathways identified by the Agency of Education;

8 (2) prevailing industry wages and gender equity in each identified career
9 pathway;

10 (3) coherence with existing, State-supported postsecondary programs
11 for secondary students, such as dual enrollment and early college
12 programs under the flexible pathways laws, including potential impacts to, and
13 alignment with, those programs;

14 (4) sustainable funding models, including costs for students, institutions,
15 and adults;

16 (5) the financial risks of programmatic and funding model changes, with
17 the goals of not negatively impacting the accreditation status or the financial
18 status of any institution; and

19 (6) management of class scheduling and CTE partnerships to ensure
20 access and programmatic success.

1 chapter and may also be expended as provided pursuant to subdivision (2) of
2 this subsection.

3 (2) The Passenger Tramway Board may expend amounts that it
4 determines to be appropriate from the special fund established pursuant to
5 subdivision (1) of this subsection for the purpose of contributing to ski lift
6 mechanic education, job training, and apprenticeship programs.

7 Sec. 19. 10 V.S.A. § 541a(d) is amended to read:

8 (d) Operation of Board.

9 (1) Member representation.

10 (A) A member of the State Board may send a designee that meets the
11 requirements of subdivision (B) of this subdivision (1) to any State Board
12 meeting who shall count toward a quorum and shall be allowed to vote on
13 behalf of the Board member for whom he or she serves as a designee.

14 (B) Members of the State Board or their designees who represent
15 organizations, agencies, or other entities shall be individuals with optimum
16 policymaking authority or relevant subject matter expertise within the
17 organizations, agencies, or entities.

18 (C) The members of the Board shall represent diverse regions of the
19 State, including urban, rural, and suburban areas.

1 (2) Chair. The Governor shall select a chair for the Board from among
2 the business representatives appointed pursuant to subdivision (c)(18) of this
3 section.

4 (3) Meetings. The Board shall meet at least three times annually and
5 shall hold additional meetings upon call of the Chair.

6 (4) ~~Work groups; task forces~~ Committees; work groups; ad hoc
7 committees. The Chair, in consultation with the Commissioner of Labor, may:

8 (A) assign one or more members or their designees to standing
9 committees, ad hoc committees, or work groups to carry out the work of the
10 Board; and

11 (B) appoint one or more ~~members of the Board, or nonmembers of~~
12 ~~the Board, or both, to one or more task forces for a discrete purpose and~~
13 ~~duration~~ to a standing committee, ad hoc committee, or work group and
14 determine whether the individual serves as an advisory or voting member,
15 provided that the number of voting nonmembers on a standing committee shall
16 not exceed the number of Board members or their designees.

17 (5) Quorum meetings; voting.

18 (A) A majority of the sitting members of the Board shall constitute a
19 quorum, and to be valid any action taken by the Board shall be authorized by a

1 majority of the members present and voting at any regular or special meeting
2 at which a quorum is present.

3 (B) The Board may permit one or more members to participate in a
4 regular or special meeting by, or conduct the meeting through the use of, any
5 means of communication, including an electronic, telecommunications, and
6 video- or audio-conferencing conference telephone call, by which all members
7 participating may simultaneously or sequentially communicate with each other
8 during the meeting. A member participating in a meeting by this means is
9 deemed to be present in person at the meeting.

10 (C) The Board shall deliver electronically the minutes for each of its
11 meetings to each member of the Board and to the Chairs of the House
12 Committees on Education and on Commerce and Economic Development, and
13 to the Senate Committees on Education and on Economic Development,
14 Housing and General Affairs.

15 (D) The Board may adopt in its bylaws the quorum, membership,
16 and procedural requirements for standing committees.

17 * * *

18 Sec. 20. ECONOMIC DEVELOPMENT FUNDING ALLOCATIONS

1 The \$2,000,000.00 appropriated from the General Fund for economic
2 development initiatives in Sec. C.100(30) of H.542 (2019) shall be allocated
3 pursuant to this section.

4 (1) \$1,725,000.00 is allocated to the Agency of Commerce and
5 Community Development as follows:

6 (A)(i) \$450,000.00 for economic development marketing:

7 (I) \$225,000 for economic development marketing pursuant to
8 its authority in 3 V.S.A. § 2476(c) to execute the State's core Economic
9 Development Marketing Plan through paid, owned, and earned media,
10 utilizing technology, data, and analysis tools; and

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

13 (aa) identifying target audiences;

14 (bb) targeting through digital and social media; and

15 (cc) implementing strategies that convert visitors to
16 residents and awarding grants for regional partnerships to help recruitment
17 efforts at the local and regional levels.

18 (ii) Notwithstanding any provision of law to the contrary, the
19 Agency shall have the discretion to reallocate not more than \$225,000.00 of

1 the funding allocated in this subdivision (1)(A) to provide additional
2 incentives under the New Worker Relocation Incentive Program.

3 (B) \$80,000 for grants for regional marketing and workforce
4 recruitment initiatives that work in concert with Statewide efforts; and

5 (C) \$1,195,000.00 to provide incentives that assist workers and
6 families relocating to Vermont under the New Worker Relocation Incentive
7 Program.

8 (2) \$275,000.00 is allocated to the Department of Labor to expand
9 opportunities for apprenticeships, training, and postsecondary career and
10 technical education through the workforce education and training fund created
11 in 10 V.S.A. § 543 and to perform its duties pursuant to 10 V.S.A. § 540(1).

12 Sec. 21. EFFECTIVE DATES

13 This act shall take effect on July 1, 2019.