

1 Introduced by Committee on Commerce and Economic Development

2 Date:

3 Subject: Commerce and trade; workforce development

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

6 An act relating to workforce development

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

8 \* \* \* Workforce Training;

9 Vermont Training Program; Weatherization \* \* \*

10 Sec. 1. VERMONT TRAINING PROGRAM; WORKFORCE TRAINING

11 ALLOCATIONS

12 (a) In an effort to promote access to training opportunities for Vermont  
13 small businesses, and to increase the resources available for employees to  
14 obtain recognized credentials of value or apprenticeships, of the amounts  
15 appropriated to the Agency of Commerce and Community Development for  
16 the Vermont Training Program in fiscal year 2020:

17 (1) the Agency, working in partnership with the Department of Labor to  
18 identify appropriate opportunities, shall employ its best efforts to allocate 25  
19 percent of Program funding to provide training that results in an industry-  
20 recognized credential; and



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 that  
15 defines the subject of the training, the number of training hours, and how the  
16 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 Senate Committee on Economic Development, Housing and General Affairs.

2 In addition to the reporting requirements under section 540 of this title, the  
3 report 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 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; and

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

8 Sec. 3. WORKFORCE TRAINING; WEATHERIZATION

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

14 (b) Grantees may use the funding for:

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

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

19 (3) stipends and wage subsidies for training participants.

20 (c) The Home Weatherization Assistance Programs are also encouraged to  
21 apply for the federal Workforce Innovation Opportunity Act grant funds

1 through the Department of Labor to supplement and enhance the  
2 weatherization training programs.

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

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

10 § 2846. ~~NONDEGREE~~ ADVANCEMENT GRANTS

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

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

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

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

1     § 546. STATE POSTSECONDARY ATTAINMENT GOAL

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

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

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

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

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

11           (b) In order to meet workforce and labor market demands, the State of  
12           Vermont shall take steps necessary to achieve a postsecondary attainment goal  
13           that not less than 70 percent of working-age Vermonters possess a credential of  
14           value, as defined by the State Workforce Development Board, by the year  
15           2025.

16                   \* \* \* Adult Career and Technical Education; Study \* \* \*

17     Sec. 6. ADULT CTE STUDY; REPORT

18           (a) Findings; purpose; creation of committee.

19                   (1) Findings. The General Assembly finds:

20                           (A) Like many rural states, Vermont faces demographic realities  
21                   that have resulted in an historically low unemployment rate and created

1 obstacles for employers that seek to hire and retain enough fully-trained  
2 employees.

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

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

11 (2) Purpose. Consistent with the goals and purposes of H.919 (2018),  
12 pursuant to which the State Workforce Development Board and other  
13 stakeholders are currently engaged in planning the design and  
14 implementation of a fully-integrated workforce development system, it is the  
15 purpose of the General Assembly to explore the creation of a fully-integrated  
16 adult career and technical education system that:

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

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

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

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

12           (b) Membership. The Committee shall be composed of the following  
13           members:

14           (1) one current member of the House of Representatives appointed by  
15           the Speaker of the House;

16           (2) one current member of the Senate appointed by the Committee on  
17           Committees;

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

19           (4) the Commissioner of Labor, or designee;

20           (5) the Chair of the State Workforce Development Board, or designee;

21           and

1           (6) an employer who is a member of the State Workforce Development  
2           Board, appointed by the Board chair;

3           (7) two members appointed by the Vermont Adult Technical  
4           Education Association, each of whom is a director of an adult career and  
5           technical education center; and

6           (8) the President of the Vermont Student Assistance Corporation, or  
7           designee.

8           (c) Assistance.

9           (1) The Committee shall have the administrative, legal, and fiscal  
10           assistance of the Office of Legislative Council and the Joint Fiscal Office.

11           (2) The Committee may request additional support for subject matter  
12           and technical expertise from executive branch agencies and departments as is  
13           necessary to complete its work.

14           (d) Report. On or before January 15, 2020 the Committee shall submit a  
15           its findings and any recommendations for legislative action to the House  
16           Committee on Commerce and Economic Development, and the Senate  
17           Committee on Economic Development, Housing and General Affairs.

18           (e) Meetings.

19           (1) The Office of Legislative Council shall coordinate with the Chair  
20           to call the first meeting of the Committee to occur on or before August 15,  
21           2019.

1           (2) The first member appointed from the General Assembly shall be  
2           the chair.

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

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

5           (f) Compensation and reimbursement.

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

12           (2) Other members of the Committee shall be entitled to per diem  
13           compensation and reimbursement of expenses as permitted under 32 V.S.A.  
14           § 1010 for not more than eight meetings. These payments shall be made  
15           from monies appropriated to the General Assembly.

16                                   \* \* \* Workforce Recruitment;

17                                   Relo802; Military Base Recruitment \* \* \*

18           Sec. 7. RELOCATION SUPPORT SYSTEM

19           (a)(1) In order for Vermonters to support themselves and their families,  
20           enable Vermont businesses to grow, and expand our communities' tax base,  
21           the Department of Labor shall competitively award grants to three

1 organizations with local expertise and a demonstrated ability to directly  
2 support a coordinated, high-touch approach to connecting individuals and  
3 families to employment by working with employers and service organizations.

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

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

10 (3) The Department shall:

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

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

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

21 (c) The Department shall:

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

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

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

10          (3) convene regional, multidisciplinary teams that:

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

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

16          Sec. 8. ON-BASE RECRUITMENT PILOT PROGRAM

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

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

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

9       (d) Not more than \$25,000 in General Funds may be allocated to the  
10       Department to support staff time, supplies, necessary travel, and other related  
11       costs.

12                   \* \* \* Workforce Training and Credentialing;

13                   New Americans; Workers with Barriers to Employment \* \* \*

14       Sec. 9. OFFICE OF PROFESSIONAL REGULATION; REPORT

15       On or before December 15, 2020, the Office of Professional Regulation, in  
16       consultation with the Vermont Board of Nursing, shall assess the feasibility of  
17       designing and implementing a basic teaching certification program for nurse  
18       educators and report its findings to the House Committees on Commerce and  
19       Economic Development and on Government Operations and to the Senate  
20       Committees on Economic Development, Housing and General Affairs and on  
21       Government Operations.



- 1           (1) The State Refugee Coordinator.
- 2           (2) A member appointed by the Agency of Human Services Secretary,  
3           with expertise in new American workforce development issues.
- 4           (3) The executive director of AALV, or designee.
- 5           (4) The president of Vermont’s U.S. Committee for Refugees and  
6           Immigrants, or designee.
- 7           (5) The director of CVOEO’s financial futures program, or designee.
- 8           (6) A representative of Burlington’s Community and Economic  
9           Development Office’s Sustainability, Housing, and Economic Development  
10           department.
- 11           (7) Two Vermont employers with experience hiring and cultivating new  
12           American workers appointed by the Chair of the State Workforce  
13           Development Board, one of whom is engaged an agriculture business and one  
14           who is engaged in business in another sector.
- 15           (8) Two members of Vermont’s refugee, immigrant, and immigrant  
16           communities, one appointed by each of AALV and Vermont’s U.S. Committee  
17           for Refugees and Immigrants.
- 18           (9) An appointee of the University of Vermont with research expertise  
19           in refugee and New American migration in Vermont.
- 20           (10) A member appointed by the Vermont Migrant Education Project.
- 21           (11) A member appointed by the Community Asylum Seekers Project.

1           (12) A member appointed by Rutland Welcomes.

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

3           (1) recommendations identified in relevant studies and reports identified  
4 by the task force membership and witnesses;

5           (2) cultural competency support needed in Vermont’s employment  
6 settings;

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

8           (4) tools and supports needed for refugees to effectively apply pre-  
9 existing educational and professional credentials in Vermont settings; and

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

12           (d) Report. On or before December 1, 2019, the task force shall report to  
13 the House Committees on Commerce and Economic Development, on  
14 Government Operations, and on Appropriations, and to the Senate Committees  
15 on Economic Development, Housing and General Affairs, on Government  
16 Operations, and on Appropriations concerning its findings, recommendations  
17 for proposed legislation, and investments in order of priority.

18           **Sec. 11. DEPARTMENT OF LABOR; FIDELITY BONDS**

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

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

3 Sec. 12. REGISTRY OF EMPLOYERS

4 The Department of Labor shall create and maintain on its website a registry  
5 of employers who accept applications and are willing to hire workers with  
6 barriers to employment, including workers in recovery from addiction and  
7 workers with past incarceration.

8 \* \* \* Vermont Talent Pipeline Management Project \* \* \*

9 Sec. 13. VERMONT TALENT PIPELINE MANAGEMENT PROJECT

10 The Vermont Talent Pipeline Management Project brings value to  
11 Vermont's workforce and economic development initiatives by:

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

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

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

19 (b) The Vermont Talent Pipeline Management Project is encouraged to  
20 collaborate in the post-secondary workforce and economic development  
21 systems of:





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