

SECTION BY SECTION SUMMARY

H.533 – An act relating to workforce development
(As Introduced/Passed House Commerce)

Secs. 1-2. Vermont Training Program (Rep. O’Sullivan)

Sec. 1 addresses the allocation of FY 2020 funds for the Vermont Training Program, and requires ACCD to provide certain additional information with the VTP annual report.

(a) Allocations—directs ACCD to employ its best efforts:

(1) to allocate 25 percent of Program funding to provide training that results in a credential of value or apprenticeship; and

(2) to allocate 25 percent of Program funding to provide training for businesses with 50 or fewer employees.

(b) Information—directs ACCD to report:

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

(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 amends 10 V.S.A. § 531 (Vermont Training Program):

(d)(2)(A) – Maximum Amount of Training Award

(i) – increases the maximum amount of a training award for businesses with 50 or fewer employees to be either 75% of wages for each employee in training or 75% of trainer expense

(ii) - for all other business, the maximum award continues to be 50% of wages or 50% of trainer expense

(k) – Annual Report – adds two new reporting requirements:

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

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

Sec. 3. Workforce Training; Weatherization (Rep. Ralph)

Sec. 3 provides funding and standards for workforce training grants in weatherization:

- (a) \$350,000.00¹ from General Fund to the Office of Economic Opportunity to provide grant funding to the five Home Weatherization Assistance Programs for recruiting and training individuals in the home weatherization industry.
- (b) Grantees may use the funding for:
 - (1) recruiting Vermonters who are eligible for funding under the federal Workforce Innovation Opportunity Act;
 - (2) operations for weatherization training programs, including training coordinators across the State; and
 - (3) stipends and wage subsidies for training participants.
- (c) HWAPS encouraged to apply for the federal Workforce Innovation Opportunity Act grant funds through the Department of Labor
- (d) DOL and DCF shall report by January 15, 2020 to committees of jurisdiction with recommendations on best practices for recruiting, training, and retaining the weatherization workforce in this State.

Secs. 4-5. Advancement Grants; Attainment Goal (Rep. Jerome)

Sec. 4 amends 16 V.S.A. § 2846, which authorizes the VSAC nondegree grant program. The amendment changes the name to “advancement grants.”

Sec. 5 adds 10 V.S.A. § 546:

- (a) Codifies four policies concerning workforce development
 - (1) grow awareness of postsecondary pathways and the individual and public value of continued education after high school;
 - (2) expand postsecondary access so that students of all ages and backgrounds can pursue postsecondary education and training;
 - (3) increase postsecondary success by ensuring that Vermonters have the supports they need to complete a credential of value; and
 - (4) maximize partnerships across and within sectors to achieve State workforce development and education goals.
- (b) Codifies a postsecondary attainment goal:
not less than 70 percent of working-age Vermonters possess a credential of value², as defined by the State Workforce Development Board, by the year 2025.

¹ Marcotte amendment moves this appropriation to Sec. 14.

² Marcotte amendment changes to read “possess a degree or credential of value”

Sec. 6. Adult CTE Study; Report (Rep. O'Sullivan)

Sec. 6 creates a study and report on the organization of Vermont's adult career and technical education system.

(a)(1) - adopts findings

(a)(2) - specifies purpose

(a)(3) - creates the Adult Career and Technical Education Study Committee

(b) – Membership – 9 members:

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

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

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

(4) the Commissioner of Labor or designee;

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

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

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

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

(c) – Assistance – (1) legislative council/JFO; (2) Exec branch agencies and departments

(d) – Report – by 1/15/2020 to committees of jurisdiction

(e) – Meetings – first by 8/15/2019; first member appointed by GA is chair

(f) – Compensation – per diem and expenses

Sec. 7. Relocation Support System (Rep. Dickinson)³

Sec. 7 directs the Department of Labor to provide certain services to assist current and new Vermont workers with relocating to communities in the State.

(a)(1) – Directs DOL to award three competitive grants to organizations with organizations with local expertise to connect employers and employees

(2) – (A) directs grantee to use award to facilitate and expedite the transition of individuals into the Vermont workforce by providing quick, customized information, resources, referrals, and support, [with (2)(B) and (3) support from DOL]

(b) Directs State and State-funded entities to coordinate with DOL to provide information and services to relocating employees

(c) Directs DOL to:

(1) collaborate with employers and ngos

(2) coordinate and provide information specific to each region

(3) convene regional teams to provide community-level supports for employees

Secs. 8-9. On-Base Recruitment; Nurse Educator Study (Rep. Bancroft)

Sec. 8 directs DOL to implement an on-base recruitment pilot program:

(a) DOL shall work with the Vermont National Guard and employers to pilot an on-base recruitment effort to encourage service members separating from military service to relocate to Vermont.

(b) DOL to coordinate with ACCD to direct available marketing and outreach funds to support targeted recruitment events held on military bases.

(c) DOL to provide limited organizational support to employers interested in participating program

(d) DOL may allocate up to \$25,000.00 of GF funding to support staff time, supplies, necessary travel, and other related costs.⁴

³ Marcotte amendment strikes out in its entirety and inserts new Sec. 7 that eliminates subsection (a), including three grants to local organizations, but otherwise preserves DOL duties to provide relocation services

⁴ Marcotte amendment adds a 1/15/2020 reporting requirement on implementation and outcomes.

Sec. 9 creates an OPR Study for nurse educators and credentialing.

(a) OPR, 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) OPR to evaluate the appropriateness of the level of credential and experience currently required for nurse educators in clinical settings.

(c) Report by December 15, 2019, including recommendations for statutory or regulatory changes to facilitate recruitment and retention of nurse faculty, to committees of jurisdiction.

Secs. 10-13. On-Base Recruitment; Nurse Educator Study (Rep. Carroll)

Sec. 10 creates a task force on workforce development opportunities for refugees, immigrants, and asylum seekers living in Vermont.

(b) composed of 14 members

(c) tasked with studying:

- (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.

(d) report by 12/1/19⁵

Sec. 11 directs DOL to allocate not less than⁶ \$3,000 to purchase fidelity bonds through the Federal Bonding Program to provide insurance against theft or loss for businesses⁷ who hire workers with barriers to employment.

⁵ Marcotte amendment adds a subsection to direct the State Refugee Coordinator to call the first meeting by 9/1/2019, directing the task force to elect a chair at the first meeting, and limiting TF to six meetings.

⁶ Marcotte amendment changes to read "not more than"

⁷ The draft says "insurers" to hire workers with barriers to employment, but should read "businesses." This is an error that can be fixed at some point in the process.

Sec. 12 directs DOL to create and maintain on its website a registry of employers who accept applications and are willing to hire workers with barriers to employment, including workers in recovery from addiction and workers with past incarceration.⁸

Sec. 13 recognizes the work and value of the Vermont Talent Pipeline Management Project and encourages the Project to collaborate in the workforce and economic development systems by:

- (1) organizing, convening, and maintaining employer collaboratives in key sectors of the economy, identified by available labor market information;
- (2) broadly sharing competency and credential requirements learned from employer collaboratives, and specifically engaging training and education partners in the development of new or modification of existing programs; and
- (3) using a continuous improvement process to ensure employer needs are met.

Secs. 14-15. Appropriations; Effective Date (Rep. Marcotte)

Sec. 14 appropriates FY 2020 General Fund dollars of \$1,985,000.00⁹:

(1) \$250,000.00¹⁰ to ACCD 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;

(2) \$250,000.00¹¹ to ACCD to identify, recruit, and provide relocation assistance to workers, including:

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

(3) \$10,000.00¹² to the General Assembly for per diem compensation and reimbursement of expenses for study committees, as follows:

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

(B) \$5,000.00 for members of the Task Force on Workforce Development Opportunities for Refugees, Immigrants, and Asylum Seekers created in Sec. 10 of this act.

⁸ Marcotte amendment adds a new subsection requiring a report by 1/15/2020 on implementation.

⁹ Marcotte amendment = \$1,595,000

¹⁰ Marcotte amendment = \$225,000

¹¹ Marcotte amendment = \$225,000

¹² Marcotte amendment eliminates; funding from legislative budget

(4) \$1,475,000.00¹³ to DOL:

(A) \$425,000.00¹⁴ to the Department of Labor to implement a relocation support system and provide services pursuant to Sec. 7 of this act;

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

(C) \$1,000,000.00¹⁵ 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 sets an effective date of July 1, 2019 for the bill, except that Sec. 6 (Adult CTE Study Committee) takes effect on passage.¹⁶

¹³ Marcotte amendment = \$1,145,000

¹⁴ Marcotte amendment = \$275,000

¹⁵ Marcotte amendment = \$470,000

¹⁶ Marcotte amendment adds two new sections: Sec. 15 (international trade, education, and cultural exchange) and Sec. 16 (ACCD reorganization)