

1 Introduced by Committee on Commerce and Economic Development
2 Referred to Committee on
3 Date:
4 Subject: Commerce and trade; workforce development
5 Statement of purpose of bill as introduced: This bill proposes to adopt
6 miscellaneous provisions relating to workforce development.

7 An act relating to workforce development

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

9 * * * Workforce Training;

10 Vermont Training Program; Weatherization * * *

11 Sec. 1. VERMONT TRAINING PROGRAM; WORKFORCE TRAINING

12 ALLOCATIONS

13 Of the amounts appropriated to the Agency of Commerce and Community
14 Development for the Vermont Training Program in fiscal year 2020, 2021, and
15 2022:

16 (1) The Agency, working in partnership with the Department of Labor
17 to identify appropriate opportunities, shall allocate not less than \$350,000.00
18 for apprenticeship training 25 percent to provide training that results in an
19 industry-recognized certification or a registered apprenticeship.

1 ~~(2)(A) The Agency shall allocate up to \$300,000.00 for awards through~~
2 ~~a competitive grant process to adult career development and technical centers,~~
3 ~~the Community College of Vermont, or Vermont Technical Center, working in~~
4 ~~collaboration with their regional development corporations, for the purpose of~~
5 ~~designing and implementing an apprenticeship program or industry recognized~~
6 ~~certification program that trains local employees.~~

7 (2)(A) The Agency shall allocate up to ten percent for work-based
8 learning activities pursuant to 10 V.S.A. § 531(e).

9 (B) The Agency may award a grant of not more than ~~\$75,000.00~~
10 30,000.00, which the Agency shall pay in equal installments over three years.

11 (C) The Agency may award grants to not more than four centers
12 located in a labor market area in which:

13 (i) the average annual unemployment rate is greater than the
14 average annual unemployment rate for the State; or

15 (ii) the average annual wage is less than the average annual wage
16 for the State.

17 (3) The Agency shall allocate ~~\$325,000-~~ 25 percent for training pursuant
18 to 10 V.S.A. § 531 for businesses with 50 30 or fewer employees.

19 (4) The Agency shall allocate any remaining funds pursuant to
20 10 V.S.A. § 531.

21 Sec. 2. WORKFORCE TRAINING; WEATHERIZATION

1 (a) In fiscal year 2020 the amount of \$250,000.00 is appropriated from the
2 General Fund to the Department of Labor, which shall transfer \$250,000.00
3 from eligible federal and State funding to the Department of Children and
4 Families for use in the Weatherization Program to recruit and provide
5 weatherization training as follows:

6 (1) one-year training programs for youth who are soon to graduate or
7 recent graduates from high school; and

8 (2) three-month training programs for adults who are underemployed or
9 seek to change careers.

10 (b) Grantees shall use the funding for:

11 (1) operation of training programs;

12 (2) stipends for training participants; and

13 (3) wage subsidies for the first 60 to 90 days of employment after
14 training.

15 (c) On or before January 15, 2020, the Departments of Labor and of
16 Children and Families shall report to the House Committee on Commerce and
17 Economic Development and the Senate Committee on Economic
18 Development, Housing and General Affairs with recommendations on best
19 practices for recruiting, training, and retaining the weatherization workforce in
20 this State.

21 Sec. 3. VERMONT TALENT PIPELINE MANAGEMENT PROJECT

1 The Vermont Talent Pipeline Management Project brings value to
2 Vermont’s workforce and economic development initiatives by:

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

5 (2) engaging post-secondary training and education partners to develop
6 or streamline programs that meet employer and incumbent needs; and

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

10 (b) The Vermont Talent Pipeline Management Project shall have the
11 limited role in the post-secondary workforce and economic development
12 systems of:

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 post-secondary
17 training and post-secondary education partners in the development of new or
18 modification of existing programs; and

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

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

1 § 2846. ~~NONDEGREE~~ VERMONT CAREER ADVANCEMENT GRANTS

2 The Corporation may establish grant programs for residents pursuing
3 nondegree education and training opportunities who do not meet the definition
4 of student in subdivision 2822(3) of this title, and who may not meet the
5 requirements of this subchapter. ~~Nondegree grants~~ Grants may be used at
6 institutions that are not approved postsecondary education institutions. The
7 Corporation may adopt rules or establish policies, procedures, standards, and
8 forms for ~~nondegree~~ grants, including the requirements for applying for and
9 using the grants and the eligibility requirements for the institutions where the
10 grants may be used.

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

12 Sec. 5. ADULT CTE STUDY; REPORT

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

14 (1) Findings. The General Assembly finds:

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

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

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

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

12 (i) provides Vermonters throughout the State with high quality
13 programs that are standardized and replicable;

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

16 and

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

20 (3) Creation. There is created an Adult Career and Technical
21 Education Study Committee to consider and report to the General Assembly

1 on the design, implementation, and costs of an integrated adult career and
2 technical education system that achieves the results specified in subdivision
3 (2) of this subsection.

4 (b) Membership. The Committee shall be composed of the following
5 members:

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

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

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

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

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

13 and

14 (6) a member appointed by the Vermont Adult Technical Education
15 Association.

16 (c) Assistance.

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

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

1 (d) Report. On or before January 15, 2020 the Committee shall submit a
2 its findings and any recommendations for legislative action to the House and
3 Senate Committees on Education, the House Committee on Commerce and
4 Economic Development, and the Senate Committee on Economic
5 Development, Housing and General Affairs.

6 (e) Meetings.

7 (1) The Office of Legislative Council shall coordinate with the Chair
8 to call the first meeting of the Committee to occur on or before August 15,
9 2019.

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

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

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

14 (f) Compensation and reimbursement.

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

1 (2) Other members of the Committee shall be entitled to per diem
2 compensation and reimbursement of expenses as permitted under 32 V.S.A. §
3 1010 for not more than eight meetings. These payments shall be made from
4 monies appropriated to the General Assembly.

5 (g) Appropriation. The sum of \$X,000.00 is appropriated from the General
6 Fund to the General Assembly in fiscal year 2020 for per diem compensation
7 and reimbursement of expenses for members of the Committee.

8 * * *

9 * * * Workforce Recruitment;
10 Relo802; Military Base Recruitment * * *

11 Sec. 6. 10 V.S.A. § 546 is added to read:

12 § 546. RELOCATION SUPPORT SYSTEM

13 The Department of Labor shall launch and lead a coordinated information
14 and support system to facilitate the successful relocation of individuals to and
15 within Vermont. Services provided under this system shall facilitate and
16 expedite the physical transition of any person into a Vermont community by
17 providing quick, customized information, resources, referrals, and support.

18 (1) All State agencies and State-funded programs shall coordinate with
19 the Department to ensure that services and information that could assist a
20 person in relocating to Vermont are made available through an integrated,
21 custom-centered system. The Department shall pursue working agreements

1 with key nongovernmental organizations to ensure that subject area expertise is
2 available to program staff and individuals looking to move to Vermont,
3 through referrals or other information sharing mechanisms.

4 (2) The Department shall create customized pamphlets of webpages
5 with information for each region that include labor market information,
6 housing and education information, recreation information, and other relevant
7 resources. The Department shall make the pamphlets available for interested
8 individuals to assist in aspects of preliminary decision making.

9 (3) The Department shall convene regional, multidisciplinary teams to
10 provide community-level knowledge, support, and services. Partners shall
11 represent expertise from a variety of sectors, including housing, transportation,
12 education, health, child care, recreation, and economic development.

13 (4) In response to the unique employment needs that exist in the
14 different federal Opportunity Zones, the Department shall competitively grant
15 awards to organizations with local expertise and the ability to directly support
16 the concierge approach to relocating individuals and families, working with
17 employers and service organizations in and around the Opportunity Zone
18 communities.

19 Sec. 7. ON-BASE RECRUITMENT PILOT PROGRAM

20 (a) The Department of Labor shall work with the Vermont National Guard
21 and public and private employers in health care, construction, manufacturing,

1 business services, transportation, and human services to pilot an on-base
2 recruitment effort that encourages service members separating from military
3 service to relocate to Vermont.

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

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

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

15 * * * Workforce Training and Credentialing;

16 New Americans; Workers with Barriers to Employment * * *

17 Sec. 8. OFFICE OF PROFESSIONAL REGULATION; REPORT

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

1 Development and on Government Operations and to the Senate Committees on
2 Economic Development, Housing and General Affairs and on Government
3 Operations.

4 **Sec. 9. NEW AMERICANS; BARRIERS TO EMPLOYMENT**

5 (a) The Department of Labor shall preserve and expand apprenticeship as a
6 path to licensure wherever possible and work collaboratively with relevant
7 stakeholders to avoid unnecessary obstacles to participation.

8 (b) The Department shall consider credentialing as a means of making
9 language interpreters available to facilitate interactions with licensing
10 authorities.

11 **Sec. 10. STUDY; WORKFORCE DEVELOPMENT OPPORTUNITIES FOR**
12 **REFUGEES, IMMIGRANTS, AND ASYLYM SEEKERS**

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

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

17 (1) The State Refugee Coordinator.

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

20 (3) The executive director of AALV, or their designee.

21 (4) The director of Vermont's Refugee Resettlement/USCRI program.

1 (5) The director of CVOEO’s financial futures program, or designee.

2 (6) A representative of Burlington’s Community and Economic
3 Development Office’s Sustainability, Housing, and Economic Development
4 department.

5 (7) Two Vermont employers with experience hiring and cultivating New
6 American workers.

7 (8) Two members of Vermont’s refugee, immigrant, and immigrant
8 communities, appointed by AALV and VRR.

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

11 (10) Legislator(s)?

12 (11) A member appointed by the Vermont Migrant Education Project.

13 (12) A member appointed by the Community Asylum Seekers Project.

14 (13) A member appointed by Rutland Welcomes.

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

16 (1) Recommendations identified in the following studies and
17 documents:

18 (A) Occupational Regulation and Migrant Professionals in Vermont:
19 Reducing Barriers for Qualified Immigrants.

20 (B) Senate Pro Tem Tim Ashe’s memo of February 4, 2019.

1 (C) Vermont New American Community Needs Assessment;
2 Champlain Valley Head Start, 2015.

3 (D) CVOEO’s New American Working Group report

4 (E) Others as identified by task force membership and/or witnesses.

5 (2) Cultural competency supports 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 translate pre-
9 existing educational and professional credentials in Vermont settings.

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 produce a
13 report for House and Senate Economic Development, Gov Ops, and
14 Appropriations committees with recommendations for proposed legislation and
15 investments, in order of priority.

16 **Sec. 11. 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 less than \$3,000.00 to purchase fidelity bonds through the Federal
20 Bonding Program to provide insurance against theft or loss for insurers to hire
21 workers with barriers to employment.

1 **Sec. 12. OFFICE OF THE GOVERNOR; REGISTRY OF EMPLOYERS**

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

7 * * * Appropriations * * *

8 **Sec. 13. APPROPRIATIONS**

9 In fiscal year 2020 the amount of \$2,000,000.00 is appropriated from the
10 General Fund to the following recipients for the purposes specified:

11 (1) \$250,000 to the Agency of Commerce and Community Development
12 for economic development marketing pursuant to its authority in 3 V.S.A. §
13 2476(c) to execute the State’s core Economic Development Marketing Plan
14 through paid, owned, and earned media, utilizing technology, data, and
15 analysis tools;

16 (2) \$250,000 to the Agency of Commerce and Community Development
17 to identify, recruit, and provide relocation assistance to workers, including:

18 (A) identifying target audiences,

19 (B) targeting through digital and social media; and

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

4 (3) \$500,000 to the Department of Labor to implement a relocation
5 support system pursuant to 10 V.S.A. § 546.

6 (4) \$1,050,000 to the Department of Labor as follows:

7 (A) \$50,000 for a grant to the Community College of Vermont to
8 provide robotics training at its Rutland location; and

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

13 * * * Effective Date * * *

14 Sec. 15. EFFECTIVE DATE

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