

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 Allocations \* \* \*

10 Sec. 1. VERMONT TRAINING PROGRAM; WORKFORCE TRAINING  
11 ALLOCATIONS

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

15 (1) The Agency, working in partnership with the Department of Labor,  
16 shall allocate not less than \$350,000.00 for apprenticeship training.

17 (2)(A) The Agency shall allocate up to \$300,000.00 for awards through  
18 a competitive grant process to adult career development and technical centers,  
19 working in collaboration with their regional development corporations, for the

1 purpose of designing and implementing an apprenticeship program or industry-  
2 recognized certification program that trains local employees.

3 (B) The Agency may award a grant to a center of not more than  
4 \$75,000.00, which the Agency shall pay in equal installments over three years.

5 (C) The Agency may award grants to not more than four career  
6 centers, which shall be located in a labor market area in which:

7 (i) the average annual unemployment rate is greater than the  
8 average annual unemployment rate for the State; or

9 (ii) the average annual wage is less than the average annual wage  
10 for the State.

11 (3) The Agency shall allocate \$325,000 for training pursuant to  
12 10 V.S.A. § 531 for businesses with 50 or fewer employees.

13 (4) The Agency shall allocate any remaining funds pursuant to  
14 10 V.S.A. § 531.

15 \* \* \* Adult CTE Assistant Director Pilot Program \* \* \*

16 Sec. 2. ADULT CTE DIRECTOR PILOT PROGRAM

17 (a) Of the amounts appropriated to the Department of Labor in fiscal year  
18 2020, the Department shall allocate \$X,000.00 from existing adult career and  
19 technical education funds and \$X,000.00 from [other sources] for a pilot  
20 program to fund three Assistant Directors of adult career development and  
21 technical centers on a full-time basis.

1       (b) The Assistant Directors selected to serve full-time shall interact with  
2       their communities to develop programs and curricula that address the  
3       workforce needs in their local areas.

4       (c) The Agency of Education shall assess the pilot program to determine  
5       whether a full time director would be more effective designing and  
6       implementing workforce training initiatives.

7                               \* \* \* Workforce Recruitment; Relo802 \* \* \*

8       Sec. 3. 10 V.S.A. § 542 is amended to read:

9       § 542. REGIONAL WORKFORCE EDUCATION AND TRAINING

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

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

1 expertise is available to program staff and individuals looking to move to  
2 Vermont, through referrals or other information sharing mechanisms.

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

8 (3) Partners. The Department shall convene regional, multidisciplinary  
9 teams to provide community-level knowledge, support, and services. Partners  
10 shall represent expertise from a variety of sectors, including housing,  
11 transportation, education, health, child care, recreation, and economic  
12 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 (b) Performance grants. The Commissioner of Labor, in coordination with  
20 the Secretary of Commerce and Community Development, and in consultation  
21 with the State Workforce Development Board, is authorized to issue

1 performance grants to one or more persons to perform workforce education  
2 and training activities in a region.

3 ~~(b)~~(c) Scope of grants. Each grant shall specify the scope of the workforce  
4 education and training activities to be performed and the geographic region to  
5 be served, and shall include performance measures and results to evaluate the  
6 grantee's performance.

7 ~~(e)~~(d) Grant process. The Commissioner of Labor and the Secretary of  
8 Commerce and Community Development shall jointly develop a grant process  
9 and eligibility criteria, as well as an outreach process for notifying potential  
10 participants of the grant program. The Commissioner of Labor shall have final  
11 authority to approve each grant.

12 \* \* \* Child Care \* \* \*

13 Sec. 4. REFUNDABLE TAX CREDIT FOR BUSINESSES OFFERING  
14 CHILD CARE SUPPORT

15 (a) A refundable credit against Vermont corporate or business income tax  
16 shall be available for eligible businesses that incur any one or more of the  
17 following child care expenses related to:

18 (1) construction, renovation, expansion, or repair of an eligible child  
19 care or early learning program;

20 (2) purchase of equipment for an eligible child care or early learning  
21 program;

1           (3) maintenance or operation of an eligible child care or early learning  
2 program;

3           (4) payments made to an eligible child care or early learning program  
4 for child care or early learning services to support employees;

5           (5) purchase of child care slots at an eligible child care or early learning  
6 program that are provided to or reserved for the children of employees; and

7           (6) in-kind monetary donations to an eligible child care or early learning  
8 program, a parent-child center as defined in 33 V.S.A. § 3701, or community  
9 child care support agency.

10           (b) Credits for the expenses set forth in subsection (a) of this section shall  
11 be based on a percentage of an eligible business’s child care or early learning  
12 expenses and correspond to the quality of the regulated child care or early  
13 learning program as determined by Vermont’s STep Ahead Recognition  
14 System (STARS).

15           (1) Up to \$25,000.00 in expenses related to the construction of an  
16 eligible child care and early learning program shall be eligible for a 20 percent  
17 refundable credit.

18           (2) Up to \$25,000.00 in expenses related to the renovation, expansion,  
19 or repair of an eligible child care and early learning program; the purchase of  
20 equipment for an eligible child care and early learning program; or the

1 maintenance or operation of an eligible child care and early learning program  
2 shall be eligible for a refundable credit as follows:

3 (A) an eligible five-star child care and early learning  
4 program: 20 percent credit;

5 (B) an eligible four-star child care and early learning  
6 program: 15 percent credit;

7 (C) an eligible three-star child care and early learning  
8 program: 10 percent credit; and

9 (D) an eligible one- or two-star child care and early learning  
10 program: five percent credit.

11 (3) Payments made to an eligible child care or early learning program  
12 for child care or early learning services to support employees or the purchase  
13 of child care slots at an eligible child care or early learning program that are  
14 provided to or reserved for the children of employees shall be eligible for the  
15 following credit:

16 (A) up to \$4,000.00 per child per tax year for services or slots  
17 purchased from an eligible five-star child care or early learning program shall  
18 be eligible for a 20 percent refundable credit;

19 (B) up to \$3,000.00 per child per tax year for services or slots  
20 purchased from an eligible four-star child care or early learning program shall  
21 be eligible for a 15 percent refundable credit;

1           (C) up to \$2,000.00 per child per tax year for services or slots  
2           purchased from an eligible three-star child care or early learning program shall  
3           be eligible for a 10 percent refundable credit;

4           (D) up to \$1,000.00 per child per tax year for services or slots  
5           purchased from an eligible two-star child care or early learning program shall  
6           be eligible for a five percent refundable credit; and

7           (E) up to \$500.00 per child per tax year for services or slots  
8           purchased from an eligible one-star child care or early learning program shall  
9           be eligible for a five percent refundable credit.

10           (4) Up to \$5,000.00 of in-kind or monetary donations to an eligible child  
11           care or early learning program shall be eligible for a refundable credit as  
12           follows:

13           (A) to an eligible five-star child care or early learning  
14           program: 20 percent credit;

15           (B) to an eligible four-star child care or early learning  
16           program: 15 percent credit;

17           (C) to an eligible three-star child care or early learning  
18           program: 10 percent credit; and

19           (D) to an eligible one- or two-star child care or early learning  
20           program: five percent credit.



1           (5) Up to \$5,000.00 of in-kind monetary donations to a parent-child  
2           center as defined in 33 V.S.A. § 3701, or community child care support agency  
3           shall be eligible for a refundable credit of 20 percent.

4           (c) The credits provided for in this section shall be allowed against a  
5           corporate income tax or business income tax for the taxable period in which  
6           the credit is earned. If the tax credit exceeds the amount of such taxes due,  
7           then the unused credit shall be refunded as provided for in this title.

8           (d)(1) Annually, the Department for Children and Families shall make  
9           available to the Department of Taxes a list of all eligible child care and early  
10           learning programs, excluding those programs whose license was revoked  
11           during the tax year due to regulatory violations.

12           (2) In order for a business to claim a credit under this section, the  
13           business shall provide the Department of Taxes with the following:

14           (A) For expenses related to a regulated child care and early learning  
15           program, the business shall provide:

16                   (i) the name and Vermont licensing number of the eligible child  
17                   care or early learning program to or for whom the eligible expenses were paid;

18                   (ii) the amount and nature of qualifying expenses paid by or on  
19                   behalf of each child care or early learning program;

20                   (iii) the eligible child care or early learning program's STARS  
21                   rating; and

1                   (iv) any other information required by the Commissioner of  
2 Taxes.

3                   (B) For expenses related to a parent-child center or community child  
4 care support agency, the business shall provide:

5                   (i) the name and tax identification number of the eligible child  
6 care or early learning program to or for whom the eligible expenses were paid;

7                   (ii) the amount and nature of qualifying expenses at each eligible  
8 child care or early learning program; and

9                   (iii) any other information required by the Commissioner of  
10 Taxes.

11                   (e) The tax credit provided for in this section shall cease to exist on  
12 December 31, 2024, and shall not be available for tax year 2025 or after.

13                   (f) As used in this section, an “eligible child care and early learning  
14 program” means a registered or licensed family child care home, center-based  
15 child care or preschool program, or after school program as defined by the  
16 Department for Children and Families’ Child Development Division in rule.

17                   (g) The amount of the credits permitted under this section shall be limited  
18 to \$2,000,000.00 in any taxable year. If the amount of credits claimed in a  
19 taxable year exceeds \$2,000,000.00, the credits shall be distributed to  
20 claimants on a proportional basis by the Commissioner of Taxes.

21                   \* \* \* Military Base Recruitment Pilot Project \* \* \*

1       Sec. 5. 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 Air National  
13          Guard, and State officials, for the purpose of promoting employment and  
14          relocation to Vermont.

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

18                                   \* \* \* Nurse Educators \* \* \*

19       Sec. 6. OFFICE OF PROFESSIONAL REGULATION; REPORT

20           On or before December 15, 2020, the Office of Professional Regulation  
21           shall assess the feasibility of designing and implementing a basic teaching

1 certification program for nurse educators and report its findings to the House  
2 Committees on Commerce and Economic Development and on Government  
3 Operations and to the Senate Committees on Economic Development, Housing  
4 and General Affairs and on Government Operations.

5 \* \* \* Weatherization Training \* \* \*

6 Sec. 7. WORKFORCE TRAINING; WEATHERIZATION

7 (a) In fiscal year 2020 the amount of [\$X,000] is appropriated from the  
8 General Fund to the Department of Labor for pass through grants to one or  
9 more existing workforce training providers to recruit and provide  
10 weatherization training as follows:

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

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

15 (b) Grantees shall use the funding for:

16 (1) operation of training programs;

17 (2) stipends for training participants; and

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

20 \* \* \* Effective Date \* \* \*

21 Sec. 8. EFFECTIVE DATE

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