

1 TO THE HOUSE OF REPRESENTATIVES:

2 The Committee on Commerce and Economic Development to which was
3 referred House Bill No. 703 entitled “An act relating to creating a workforce
4 development provider portal” respectfully reports that it has considered the
5 same and recommends that the bill be amended by striking out all after the
6 enacting clause and inserting in lieu thereof the following:

7 Sec. 1. EXPANDING APPRENTICESHIPS

8 On or before January 15, 2021, the Department of Labor, in collaboration
9 with the Agency of Commerce and Community Development, the Agency of
10 Education, the Vermont State Colleges, and the regional CTE centers shall
11 design and submit to the General Assembly a plan:

12 (1) to expand the number of formal apprenticeships offered in this State
13 from 28 to 50 over three years; and

14 (2) to ensure that formal apprenticeships follow an “earn-to-learn” model
15 under which apprentices receive on-the-job training at an apprenticeship rate
16 for approximately 70 percent of their educational experience and perform
17 coursework and receive related instruction at Vermont CTE centers or
18 Vermont State Colleges for approximately 30percent of their educational
19 experience; and

20 (3) by 2021, the Department of Labor shall establish a system for
21 registering and recognizing pre-apprenticeship programs delivered at career

1 and technical education centers, high schools, the Vermont State Colleges, and
2 other occupational training providers, in alignment with federal law and
3 guidance; and

4 (4) in consultation with the Agency of Education, the Department of
5 Labor shall explore feasibility of establishing statewide matriculation
6 agreements between secondary programs and registered apprenticeship
7 programs. The Department of Labor shall make recommendations to Senate
8 Committees on Education and Housing and Economic Development and
9 House Committees of Education and Commerce by November 1, 2022 if any
10 statutory changes are required.

11 (5) the Agency of Education and the Department of Labor are directed to
12 explore ways to repurpose and retarget federal and State grant funds, within
13 relevant parameters, to revitalize and enhance connections between Vermont's
14 adult and post-secondary education systems to propose new partnerships that
15 will incentivize new and more targeted training and workforce development
16 systems; and

17 (6) The Department of Labor shall explore how to fund new investments
18 that are aligned with robust metrics and key indicator analyses and to assess
19 Vermont's progress in realignment.

20 Sec. 2. SPECIALTY APPRENTICESHIPS

21

1 (1) The Agency of Education and the Vermont Technical College shall
2 provide postsecondary career technical education centers training programs for
3 Firefighter I and Emergency Medical Responder certifications through the
4 Dual Enrollment program.

5 (2) The Department of Labor shall work with the Vermont State
6 Colleges to establish:

7 (A) “Rural On Line Initiative:” a credential program that trains
8 remote workers.

9 (B) The Department of Labor and the Vermont State Colleges shall
10 develop and offer credentials for a Remote Work Manager certificate - proof
11 that you can manage people effectively & productively on line - video
12 etiquette, managing meetings and video conferencing.

13 (3) The Agency of Commerce and Community Development, in
14 collaboration with PSD, create a study that will identify:

15 (A) What specialties in the workforce will Vermont need in to meet
16 the workforce needs of our expanding broadband, weatherization, and grid
17 modernization efforts

18 (B) What apprenticeship/certificate programs in these fields are being
19 given

20 (C) DoL will develop additional apprenticeship/certification programs
21 to fit the expected needs in this area.

1 Sec. 3. 32 V.S.A. § 5811(21)(B) is amended to read:

2 (B) Decreased by the following items of income (to the extent such
3 income is included in federal adjusted gross income):

4 (i) income from U.S. government obligations;

5 (ii) with respect to adjusted net capital gain income as defined in
6 26 U.S.C. § 1(h) reduced by the total amount of any qualified dividend
7 income: either the first \$5,000.00 of such adjusted net capital gain income; or
8 40 percent of adjusted net capital gain income from the sale of assets held by
9 the taxpayer for more than three years, except not adjusted net capital gain
10 income from:

11 (I) the sale of any real estate or portion of real estate used by
12 the taxpayer as a primary or nonprimary residence; or

13 (II) the sale of depreciable personal property other than farm
14 property and standing timber; or stocks or bonds publicly traded or traded on
15 an exchange, or any other financial instruments; regardless of whether sold by
16 an individual or business; and provided that the total amount of decrease under
17 this subdivision (21)(B)(ii) shall not exceed 40 percent of federal taxable
18 income or \$350,000.00, whichever is less;

19 (iii) recapture of State and local income tax deductions not taken
20 against Vermont income tax; ~~and~~

1 (iv) the portion of federally taxable benefits received under the
2 federal Social Security Act that is required to be excluded under section 5830e
3 of this chapter; and

4 (v) any federally taxable military retirement pay; and

5 Sec. 4. 32 V.S.A. § 5813(y) is added to read:

6 (y) The statutory purpose of the exemption of federally taxable military
7 retirement pay in subdivision 5811(21)(B)(v) of this title is to recognize the
8 military service of Vermonters who derive part of their income from military
9 retirement pay.

10 Sec. 5. 2019 Acts and Resolves No. 80, Sec. 12 is amended to read:

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.

19 (2) The Agency may award an enhanced grant, which shall not exceed
20 \$7,500.00, for a new worker who relocates to a labor market area in this State
21 in which:

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

3 (B) the average annual wage in the State exceeds the annual average
4 wage in the labor market area.

5 (c) The Agency shall:

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

8 (2) promote awareness of the Program, including through coordination
9 with relevant trade groups and by integration into the Agency’s economic
10 development marketing campaigns;

11 (3) award grants on a first-come, first-served basis beginning on January
12 1, 2020, subject to available funding; and

13 (4) adopt measurable goals, performance measures, and an audit strategy
14 to assess the utilization and performance of the Program.

15 (d) On or before October 1, 2020, the Agency shall submit a report to the
16 House Committee on Commerce and Economic Development and the Senate
17 Committee on Economic Development, Housing and General Affairs
18 concerning the implementation of this section, including:

19 (1) a description of the policies and procedures adopted to implement
20 the Program; and

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

1 (e) As used in this section:

2 (1) “New worker” means a qualified military veteran or an individual
3 who on or after January 1, 2020:

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

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

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

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

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

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

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

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

1 (A) relocation expenses, which may include closing costs for a
2 primary residence; rental security deposit; first month's rent payment; and
3 other expenses established in Agency guidelines; and

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

7 (3) “Qualifying military veteran” means an individual who:

8 (A) is honorably discharged from active duty in the U.S. Armed
9 Forces or a state national guard; and

10 (B) on or after January 1, 2021:

11 (i) becomes a full-time resident of this State; and

12 (ii)(I) becomes a full-time employee of a business domiciled or
13 authorized to do business in this State; or

14 (II) registers with the Secretary of State a new business in
15 which the individual owns a controlling interest.

16 Sec. 6. HEALTH CARE WORKFORCE

17 (a) Vermont health care providers are currently faced with a workforce
18 shortage. The Vermont Talent Pipeline Management's (VTPM) 2018 survey

1 predicts that there will be 3,900 nursing-related job vacancies between now
2 and spring of 2020.

3 (b) The Vermont Area Health Education Centers (AHEC) Program,
4 administers the Vermont educational loan repayment program for healthcare
5 professionals.

6 (c) House Commerce and Economic development proposes an additional
7 \$300,000 for loan repayment to be administered by AHEC. This amount would
8 return loan repayment close to FY 2015 levels. Loan repayments amounts

1 should be competitive with surrounding New England states. Loan repayments
2 will focus on APRN, RN and LPN professionals.

3 (d) AHEC loan repayment has proven to be a successful tool in retaining
4 staff. 94% of awardees still work in Vermont today.

5 Sec. 7. LEGISLATIVE INTENT

6 It is the intent of the General Assembly that:

7 (1) Vermont strive to enhance the retention, growth, and professional
8 development of the state’s early childhood educators, who are the driving force
9 of the state’s early care and learning system;

10 (2) the state support Vermont employers and employees by making
11 investments to enhance the capacity and quality of child care.

12 (3) Grow our economy by investing in workers: nearly 12.7 billion
13 dollars are lost annually across the country due to challenges accessing
14 childcare.

15 Sec. 8. 33 V.S.A. § chapter 35, subchapter 5 is added to read:

16 Subchapter 5. Support for Early Childhood Education Workforce
17 § 3533. EARLY CHILDHOOD EDUCATOR SCHOLARSHIP PROGRAM

18 (a) There is established a need-based scholarship program for individuals
19 employed by a regulated, center-based child care program or family child care

1 home while acquiring credits in early childhood education or early childhood
2 special education.

3 (b) The Division shall contract for the administration of the program set
4 forth in subsection (a) of this section and adopt policies, procedures, and
5 guidelines necessary for its implementation. Scholarships distributed pursuant
6 to this section shall be available on a first-come, first-served basis until any
7 appropriated funds are depleted.

8 (c) An individual shall not simultaneously participate in the scholarship
9 program set forth in this section and the student loan repayment assistance
10 program set forth in section 3533 of this title.

11 § 3534. EARLY CHILDHOOD EDUCATOR STUDENT LOAN
12 REPAYMENT ASSISTANCE

13 (a)(1) There is established a student loan repayment assistance program to
14 be administered by the Vermont Student Assistance Corporation for the
15 purpose of providing student loan repayment assistance to any individual

1 employed by a regulated center-based child care program or family child care
2 home.

3 (2) An eligible individual shall:

4 (A) Be a Vermont resident working in a center-based child care
5 program or family child care home that is regulated by the Division for at least
6 an average of 30 hours per week for at least 48 weeks of the year; and

7 (B) Receive an annual salary of not more than \$40,000.00; and

8 (C) Have graduated from a Vermont college or University with at
9 least a bachelor's degree in early childhood education or early childhood
10 special education or have been a Vermont resident at the time of completing at
11 least their bachelor's degree in early childhood education or early childhood
12 special education; and

13 (D) Hold student debt from earning their degree that qualifies them
14 for working as a lead teacher in an early care and learning program.

15 (3) To participate in the program set forth in this section, an eligible
16 individual shall submit to VSAC documentation expressing the individual's
17 intent to work in a regulated center-based child care program or family child
18 care home for at least the following 12 months. A participant may receive up to

1 \$3,000 annually in student loan repayment assistance, which shall be
2 distributed by VSAC in monthly allotments.

3 (b)(1) VSAC shall adopt policies, procedures, and guidelines necessary to
4 implement the provisions of this section.

5 (2) Fund appropriated for this program shall be expended for repayment of
6 student loans and shall include sufficient funding for VSAC to administer the
7 program. Student loan repayments shall be available pursuant to this section on
8 a first-come, first-served basis until appropriated funds are depleted.

9 (c) The program shall initially be open to all eligible individuals who
10 graduated between January 1, 2018 and June 30, 2020, and shall then be open
11 to eligible graduates in the given calendar year.

12 (d) The program shall go into effect as of July 1, 2020 and sunset on
13 December 31, 2025, unless otherwise renewed.

14 § 3535. EARLY CHILDHOOD EDUCATOR WAGE SUPPLEMENT
15 PROGRAM

16 (a)(1) There is established a wage supplement program administered by the
17 Division for individuals employed by a regulated, center-based child care
18 program or family child care home to provide wage stability given the
19 significant wage disparity that exists between early childhood educators and

1 their peers in the public education field based on an early childhood educator’s
2 Northern Lights Early Childhood Career Development Ladder credential level.

3 (2) An eligible individual shall:

4 (A) Be a Vermont resident working in a center-based child care
5 program or family child care home that is regulated by the Division for at least
6 an average of 30 hours per week for at least 48 weeks of the year; and

7 (B) Hold a Vermont Northern Lights Career Development Center
8 for Early Childhood and Afterschool Professionals Early Childhood Career
9 Development Ladder Level II or higher certificate.

10 (3) To participate in the program set forth in this section, an eligible
11 individual shall ensure that their current Northern Lights certificate is uploaded
12 to the Bright Futures Information System by May 30 of each year and the
13 eligible individual’s employer shall submit verification to the Division of the
14 employee’s status as a current early childhood educator on a quarterly basis.

15 (b) The Division shall adopt policies, procedures, and guidelines
16 necessary to implement the provisions of this section.

17 (c)(1) The initial program shall pay the following, total amounts through
18 at least two payments in a program year, as detailed in subsection (2), in its

1 first year, based on current wage disparity gaps, and wage disparity gaps shall
2 be analyzed and payment amounts adjusted annually thereafter.

3 (2) Initial, total payments

4 (A) Northern Lights Early Childhood Levels II and IIIA: 10% of
5 current wage gap, which is equivalent to \$434 per eligible recipient per year

6 (B) Northern Lights Early Childhood Level IIIB: 15% of the current
7 wage gap, which is equivalent to \$963 per eligible recipient per year

8 (C) Northern Lights Early Childhood Levels IV and higher: 15% of
9 the current wage gap at the bachelor's level, which is equivalent to \$3,393 per
10 eligible recipient per year.

11 (D) The program shall go into effect as of July 1, 2020 and sunset on
12 December 31, 2025, unless otherwise renewed.

13 Sec. 9. APPROPRIATION; EARLY CHILDHOOD EDUCATOR

14 SUPPORTS

15 (a)(1) In fiscal year 2021, \$653,000.00 is appropriated from the General
16 Fund to the Department for Children and Families' Child Development
17 Division for the early childhood educator scholarship program established
18 pursuant to 33 V.S.A. § 3533.

19 (2) In fiscal year 2021, \$1,600,000.00 is appropriated from the General
20 Fund to the Vermont Student Assistance Corporation for the early childhood

1 educator student loan repayment assistance program established pursuant to 33
2 V.S.A. § 3534.

3 (3) In fiscal year 2021, \$12,300,000.00 is appropriated from the General
4 Fund to the Department for Children and Families' Child Development
5 Division for the early childhood educator wage supplement program
6 established pursuant to 33 V.S.A. § 3535.

7 (b) It is the intent of the General Assembly that appropriations that meet or
8 exceed each of the amounts appropriated in fiscal year 2021 pursuant to
9 subdivisions (a) (1), (2), and (3) of this section be made in fiscal years 2021
10 through 2026.

11 Sec.10. SUPPORTING VERMONT'S EMPLOYERS THROUGH CHILD
12 CARE (ACCD COORDINATES WITH CDBG ETC FOR SMALL
13 BUSINESS SUPPORTS AND REGIONAL CAPACITY COORDINATION?)

14 XX V.S.A. § chapter XX, subchapter X is added to read:

15 Subchapter X. Child Care Supports for Vermont's Employers

16 § XXXX Employer Child Care Support Pilot

17 (a)(1) There is established an employer child care support pilot program to
18 provide grants and technical assistance to employers who partner with regional
19 planning commissions, early childhood education programs, and community

- 1 stakeholders to strategically develop child care capacity to support regional
2 economic stability and growth.
- 3 c. _____ to establish a scholarship program for children of employees to attend
4 an eligible child care or early learning program or newly forming child care or
5 early learning program that will be regulated by the Department for Children
6 and Families' Child Development Division.
- 7 (3) _____ Proposal must also include documented collaboration with the local
8 Building Bright Futures Regional Council and at least 3 of the 4 following

1 entities in addition to a qualified child care or early learning program or newly
2 forming child care or early learning program:

3 a. Regional economic development corporation;

4 b. Early childhood educators;

5 Financing institutions;

6 c. Other employers in the region;

7 d. Other non-profit or civic organizations in the region.

8 (b) (1) Definitions:

9 (2) An eligible child care or early learning program is defined as a family

10 child care home

11 or center-based child care or preschool program that is currently licensed by

12 the Department for Children and Families' Child Development Division.

13 (c) The Agency of Commerce and Community Development shall contract

14 the administration of the pilot project to a qualified community agency.

15 (d) Maximum grant awards may not exceed \$25,000 per grant.

16 SEC.11. APPROPRIATION; EMPLOYER CHILD CARE SUPPORT PILOT

17 In fiscal year 2021, \$1,000,000.00 is appropriated from the General Fund to

18 the Agency of Commerce and Community Development for the employer

19 child care support pilot program established pursuant to XX V.S.A. § XXXX.

20 Sec. 12. EFFECTIVE DATES

1 (a) This section and Sec. 5 (new worker relocation incentive) shall take
2 effect on July 1, 2020.

3 (b) Secs. 3 and 4 (military pension income exemption) shall take effect on
4 January 1, 2021 and apply to taxable years 2021 and after.

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10 (Committee vote: _____)

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Representative _____

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FOR THE COMMITTEE