

§ 540. Workforce education and training leader

~~The Commissioner of Labor shall be the leader of workforce education and training in the State, and shall have the authority and responsibility for the coordination of workforce education and training within State government, including the following duties:~~

~~(1) Perform the following duties in consultation with the State Workforce Development Board:~~

~~(A) advise the Governor on the establishment of an integrated system of workforce education and training for Vermont;~~

~~(B) create and maintain an inventory of all existing workforce education and training programs and activities in the State;~~

~~(C) use data to ensure that State workforce education and training activities are aligned with the needs of the available workforce, the current and future job opportunities in the State, and the specific credentials needed to achieve employment in those jobs;~~

~~(D) develop a State plan, as required by federal law, to ensure that workforce education and training programs and activities in the State serve Vermont citizens and businesses to the maximum extent possible;~~

~~(E) ensure coordination and nonduplication of workforce education and training activities;~~

~~(F) identify best practices and gaps in the delivery of workforce education and training programs;~~

~~(G) design and implement criteria and performance measures for workforce education and training activities;~~

~~(H) establish goals for the integrated workforce education and training system; and~~

~~(I) with the assistance of the Secretaries of Commerce and Community Development, of Human Services, of Education, of Agriculture, Food and Markets, and of Transportation and of the Commissioner of Public Safety, develop and implement a coordinated system to recruit, relocate, and train workers to ensure the labor force needs of Vermont's businesses are met.~~

~~(2) Require from each business, training provider, or program that receives State funding to conduct workforce education and training a report that evaluates the results of the training. Each recipient shall submit its report on a schedule determined by the Commissioner and shall include at least the following information:~~

~~(A) name of the person who receives funding;~~

~~(B) amount of funding;~~

- ~~(C) activities and training provided;~~
- ~~(D) number of trainees and their general description;~~
- ~~(E) employment status of trainees; and~~
- ~~(F) future needs for resources.~~

~~(3) Review reports submitted by each recipient of workforce education and training funding.~~

~~(4) Issue an annual report to the Governor, the House Committees on Appropriations and on Commerce and Economic Development, and the Senate Committees on Appropriations and on Economic Development, Housing and General Affairs on or before December 1 that includes a systematic evaluation of the accomplishments of the State workforce investment system and the performance of participating agencies and institutions. The provisions of 2 V.S.A. § 20(d) (expiration of required reports) shall not apply to the report to be made under this subdivision.~~

~~(5) Coordinate public and private workforce programs to ensure that information is easily accessible to students, employees, and employers, and that all information and necessary counseling is available through one contact.~~

~~(6) Facilitate effective communication between the business community and public and private educational institutions.~~

~~(7) Notwithstanding any provision of State law to the contrary, and to the fullest extent allowed under federal law, ensure that in each State and State-funded workforce education and training program, the program administrator collects and reports data and results at the individual level by Social Security number or an equivalent.~~

~~(8) Coordinate intentional outreach and connections between students graduating from Vermont's colleges and universities and employment opportunities in Vermont.~~

(a) The Commissioner of Labor and the Executive Director of the Office of Workforce Strategy and Development shall be the leaders of workforce education and training in the State, and shall have the authority and responsibility for the coordination of the State's workforce system as outlined in this section.

(b) The powers and duties enumerated in this section shall be in addition to any powers and duties conferred to the Commissioner of Labor.

(c) For purposes of the federal Workforce Innovation and Opportunity Act, the Department of Labor is designated as the State Workforce Agency and the Commissioner of Labor serves as the State Workforce Administrator.

(d) Commissioner of Labor shall:

(1) ensure the coordination and administration of related programs and services operated by the Department of Labor;

(2) to the extent necessary, enter into agreements with other State agencies and departments for services to improve the employment and economic outcomes for individuals receiving public assistance, including entering into agreements to provide customized or special services that are beyond the basic services required by federal statute;

(3) develop strategies and provide support to entities responsible for federal investments in the State's workforce system;

(4) develop strategies designed to avert employee layoff and business closures that ensure affected workers are connected with reemployment resources as quickly as possible;

(5) administer a system where employment and training resources are provided to individuals and businesses through both physical and virtual service delivery and establish offices in such parts of the State as he or she deems necessary;

(6) maintain a free and secure electronic job board that, to the extent practicable, compiles all available job, registered apprenticeship, education and training, and credentialing opportunities that support job seekers and career advancers;

(7) use data to ensure that State workforce education and training activities are aligned with the needs of the available workforce, the current and future job opportunities in the State, and the specific credentials needed to achieve employment in those jobs;

(8) require from each business, training provider, or program that receives State funding to conduct workforce education and training a report that evaluates the results of the training;

(9) notwithstanding any provision of State law to the contrary, and to the fullest extent allowed under federal law, ensure that in each State and State-funded workforce education and training program, the program administrator collects and reports data and results at the individual level by Social Security number or an equivalent.

(e) In coordination with the Commissioner of Labor and the State Workforce Development Board, the Executive Director of the Office of Workforce Strategy and Development shall:

- (1) advise the Governor and members of the Governor's Cabinet on the establishment of an integrated system of workforce education and training in Vermont;
- (2) coordinate across public and private sectors to identify and address labor force needs and ensure that workforce development program information is easily accessible to students, employees, and businesses;
- (3) create and maintain an inventory of all existing workforce education and training programs and activities in the State;
- (4) ensure coordination and nonduplication of workforce education and training activities;
- (5) identify best practices and gaps in the delivery of workforce education and training programs;
- (6) establish goals for the integrated workforce education and training system;
- (7) assist with the design, implementation, and evaluation of workforce development programs and identify and manage priority projects specific to regional workforce needs;
- (8) facilitate effective communication between the business community and public and private educational institutions;
- (9) coordinate intentional outreach and connections between students graduating from Vermont's colleges and universities and employment opportunities in Vermont;
- (10) design and implement criteria and performance measures for workforce education and training activities;
- (11) with the assistance of the Secretary of Commerce and Community Development, of Human Services, of Education, of Agriculture, Food and Markets, and of Transportation and of the Commissioner of Public Safety, develop and implement a coordinated system to recruit, relocate, and train workers to ensure the labor force needs of Vermont businesses are met;
- (12) ensure the State Workforce Development Board carries out its duties and responsibilities as outlined in section 541a of this chapter.

(f)(1) The Executive Director of the Office of Workforce Strategy and Development shall issue a comprehensive annual workforce report to the Governor, the House Committees of Appropriations and on Commerce and Economic Development, and the Senate Committees on

Appropriations and on Economic Development, Housing and General Affairs on or before December 1 that includes a systemic evaluation of the accomplishments of the State workforce investment system and the performance of participating agencies and institutions.

- (2) To the extent practicable, annual workforce reports required by the Department of Labor shall be incorporated into the comprehensive report required by this subsection.
- (3) The Executive Director shall have the support and coordination of the Department of Labor in developing and submitting the report.
- (4) The provisions of 2 V.S.A. § 20(d) (expiration of required reports) shall not apply to the report to be made under this subsection.

§ 541. Office of Workforce Strategy and Development

(d) The Executive Director of the Office of Workforce Strategy and Development shall:

- (1) coordinate the efforts of workforce development in the State;
- (2) oversee the affairs of the State Workforce Development Board, including:
 - (A) ensuring timely appointment of board members to vacant seats;
 - (B) providing vision and direction to the board's initiatives and programs;
 - (C) managing the board's budget, ensuring fiscal responsibility and accountability;
 - (D) maintaining transparency and accountability in board operations;
 - (E) preparing reports and presentations for board meetings, government officials, and stakeholders and serving as the public face of the board, representing its mission and initiatives to the media and public;
 - (F) communicating with stakeholders to build support for board-led workforce development initiatives;
 - (G) ensuring compliance with federal and State regulations governing the State workforce system.

§ 541a. State Workforce Development Board

(a) Board established; duties. Pursuant to the requirements of 29 U.S.C. § 3111, the Governor shall establish the State Workforce Development Board to assist the Governor in the execution of his or her duties under the Workforce Innovation and Opportunity Act of 2014 and to assist the

Commissioner of Labor and Executive Director of the Office of Workforce Strategy and Development as specified in section 540 of this title. The Board shall:

(1) develop and implement a State Plan every four years, and develop and implement modifications to that plan every two years, as required by 29 U.S.C. § 3111;

(2) review Statewide policies, programs, and recommendations to align workforce development programs to support a comprehensive and streamlined workforce development system, including the provision and review of comments on the State Plan for programs and activities of one-stop partners that are not core programs;

(3) support and oversee continuous improvement of the workforce development system, including the:

(A) identification of barriers and means for removing barriers to better coordinate, align, and avoid duplication among programs and activities;

(B) development of strategies to support career pathways for the purpose of providing individuals, including low-skilled adults, youth, and individuals with barriers to employment, including individuals with disabilities, with workforce investment activities, education, and supportive services to enter or retain employment;

(C) development of strategies to provide effective outreach to and improved access for individuals and employers who could benefit from workforce development system;

(D) development and expansion of strategies to meet the needs of employers, workers, and job seekers particularly through industry or sector partnerships related to in-demand industry sectors and occupations;

(E) development and continuous improvement of the one-stop delivery system, including providing assistance to one-stop operators, one-stop partners, and providers, including assistance with planning and delivering services, to support effective delivery of services to workers, job seekers, and employers; and

(F) development of strategies to support workforce development system staff training and awareness across the workforce development system and its programs;

(4) develop and update comprehensive State performance and accountability measures to assess core program effectiveness;

(5) identify and disseminate information on best practices, including best practices for:

(A) the effective operation of one-stop centers, relating to the use of business outreach, partnerships, and service delivery strategies, including strategies for serving individuals with barriers to employment;

(B) effective training programs that respond to real-time labor market analysis, that effectively use direct assessment and prior learning assessment to measure an individual's prior knowledge, skills, competencies, and experiences for adaptability, to support efficient placement into employment or career pathways;

(6) develop and review Statewide policies affecting the coordinated provision of services through the State's one-stop delivery system, including the development of:

(A) objective criteria and procedures to assess the effectiveness, physical, and programmatic accessibility and continuous improvement of the one-stop system;

(B) guidance for the allocation of one-stop center infrastructure funds; and

(C) policies relating to the appropriate roles and contributions of entities carrying out one-stop partner programs within the one-stop delivery system, including approaches to facilitating equitable and efficient cost allocation in the system;

(7) develop strategies for technological improvements to facilitate access to, and improve the quality of services and activities provided through the one-stop delivery system, including such improvements to:

(A) enhance digital literacy skills;

(B) accelerate acquisition of skills and recognized postsecondary credentials by participants;

(C) strengthen professional development of providers and workforce professionals; and

(D) ensure technology is accessible to individuals with disabilities and individuals residing in remote areas;

(8) develop strategies for aligning technology and data systems across one-stop partner programs to enhance service delivery and improve efficiencies in reporting on performance accountability measures, including design implementation of common intake, data collection, case management information, and performance accountability measurement and reporting processes and the incorporation of local input into such design and implementation to improve coordination of services across one-stop partner programs;

(10) develop the Statewide workforce and labor market information system described in sec. 15(e) of the Wagner-Peyser Act; and

(11) development of other policies as may promote Statewide objectives for, and enhance the performance of, the workforce development system in the State.