

1 § 540. WORKFORCE EDUCATION AND EMPLOYMENT AND  
2 TRAINING LEADERS

3 (a) The Commissioner of Labor and the Executive Director of the Office of  
4 Workforce Strategy and Development shall be the leaders of workforce  
5 education and employment and training in the State; and shall have the  
6 authority and responsibility for the coordination of ~~workforce education and~~  
7 ~~training within State government, including the following duties:~~ the State's  
8 workforce system as provided in this section.

9 (b) The powers and duties provided in this section shall not limit, restrict,  
10 or suspend any similar powers the Commissioner of Labor or the Executive  
11 Director of the Office of Workforce Strategy and Development may have  
12 under other provisions of law.

13 (c) For purposes of the federal Workforce Innovation and Opportunity Act  
14 (WIOA), the Department of Labor shall be designated as the State Workforce  
15 Agency and the Commissioner of Labor shall serve as the State Workforce  
16 Administrator.

17 (d) As co-leader of workforce education and employment and training in  
18 the State, the Commissioner of Labor, in consultation with the Executive  
19 Director of the Office of Strategy and Workforce Development where  
20 appropriate, shall:

21 (1) ~~Perform the following duties in consultation with the State~~  
22 ~~Workforce Development Board:~~ ensure the coordination and administration of

1 workforce education and employment and training programs operated by the  
2 Department of Labor;

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

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

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

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

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

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

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

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

22 ~~(I) with the assistance of the Secretaries of Commerce and~~  
23 ~~Community Development, of Human Services, of Education, of Agriculture,~~

1 Food and Markets, and of Transportation and of the Commissioner of Public  
2 Safety, develop and implement a coordinated system to recruit, relocate, and  
3 train workers to ensure the labor force needs of Vermont's businesses are met.

4 (2) ~~Require from each business, training provider, or program that~~  
5 ~~receives State funding to conduct workforce education and training a report~~  
6 ~~that evaluates the results of the training. Each recipient shall submit its report~~  
7 ~~on a schedule determined by the Commissioner and shall include at least the~~  
8 ~~following information:~~ enter into agreements, to the extent necessary, with  
9 other State agencies and departments for services to improve the employment  
10 and economic outcomes for individuals receiving public assistance, including  
11 agreements to provide customized or specialized services that are beyond the  
12 basic services required by federal law;

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

14 (B) ~~amount of funding;~~

15 (C) ~~activities and training provided;~~

16 (D) ~~number of trainees and their general description;~~

17 (E) ~~employment status of trainees; and~~

18 (F) ~~future needs for resources.~~

19 (3) ~~Review reports submitted by each recipient of workforce education~~  
20 ~~and training funding.~~ develop strategies and provide support to entities  
21 responsible for federal investments in the State's workforce system;

22 (4)(A) ~~Issue an annual report to the Governor, the House Committees on~~  
23 ~~Appropriations and on Commerce and Economic Development, and the Senate~~

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

7 ~~employee layoffs and business closures; and~~

8 ~~(B) provide reemployment resources to employees affected by~~  
9 ~~layoffs and closures;~~

10 ~~(5) Coordinate public and private workforce programs to ensure that~~  
11 ~~information is easily accessible to students, employees, and employers, and~~  
12 ~~that all information and necessary counseling is available through one contact.~~  
13 ~~administer a system where employment and training resources are provided to~~  
14 ~~individuals and businesses through both physical and virtual service delivery~~  
15 ~~methods;~~

16 ~~(6) establish job centers in such parts of the State as the Commissioner~~  
17 ~~deems necessary and evaluate such centers on an as-needed basis;~~

18 ~~(7) Facilitate effective communication between the business community~~  
19 ~~and public and private educational institutions. maintain a free and secure~~  
20 ~~electronic job board that, to the extent practicable, compiles all available job,~~  
21 ~~registered apprenticeship, education and training, and credentialing~~  
22 ~~opportunities that support job seekers and career advancers;~~

1           (8) ~~Notwithstanding any provision of State law to the contrary, and to the~~  
2 ~~fullest extent allowed under federal law, ensure that in each State and State-~~  
3 ~~funded workforce education and training program, the program administrator~~  
4 ~~collects and reports data and results at the individual level by Social Security~~  
5 ~~number or an equivalent.~~ use data to ensure that State workforce education and  
6 employment and training activities are aligned with the needs of the:

7           (A) available workforce;

8           (B) current and future job opportunities in the State; and

9           (C) specific credentials needed to achieve employment in relevant  
10 occupations;

11           (9) ~~Coordinate intentional outreach and connections between students~~  
12 ~~graduating from Vermont's colleges and universities and employment~~  
13 ~~opportunities in Vermont.~~ require that each business, training provider, or other  
14 entity receiving State funding to conduct workforce training submit a report  
15 that evaluates the results of the training; and

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

21           (e) As co-leader of workforce education and employment and training in  
22 the State, the Executive Director of the Office of Workforce Strategy and

1 Development, in consultation with the Commissioner of Labor and the State  
2 Workforce Development Board where appropriate, shall:

3 (1) advise the Governor and members of the Governor's cabinet on the  
4 establishment and management of an integrated system of workforce education  
5 and training in Vermont;

6 (2) coordinate across public and private sectors to identify and address  
7 labor force needs and ensure that workforce development program information  
8 is easily accessible to students, employees, and businesses;

9 (3) develop a comprehensive workforce strategy that contains  
10 measurable statewide workforce goals along with a biennial operational plan to  
11 achieve those goals that shall:

12 (A) be developed in collaboration with, and representative of,  
13 workforce system partners, including public, private, non-profit, and  
14 educational sectors and the State Workforce Development Board;

15 (B) include a set of metrics, designed in consultation with the Agency  
16 of Administration's Chief Performance Office, used to evaluate the  
17 effectiveness of, to the extent practicable, all workforce development  
18 programs;

19 (C) align with and build upon other required strategic planning  
20 efforts, including the WIOA state plan; and

21 (D) be reviewed and updated as necessary, but at least once every  
22 two years;

1           (4) create, maintain, and update a publicly-accessible inventory of all  
2 known workforce education and employment and training programs and  
3 activities in the State in order to:

4           (A) annually assess the investments and effectiveness of the  
5 workforce development system;

6           (B) ensure coordination and nonduplication of workforce education  
7 and employment and training activities; and

8           (C) identify best practices and gaps in the delivery of workforce  
9 education and employment and training programs;

10          (5) establish priorities, strategies, and goals, as informed by the  
11 inventory system set forth in subdivision (4) of this subsection, for the  
12 advancement of the integrated workforce education and employment and  
13 training system;

14          (6) identify and manage priority projects specific to regional workforce  
15 needs;

16          (7) facilitate effective communication between the business community,  
17 State and local government, and public and private educational institutions, for  
18 the purpose of workforce pipeline development and job placement;

19          (8) coordinate intentional outreach and connections between students  
20 and employment opportunities in the State; and

21          (9) ensure the State Workforce Development Board is carrying out its  
22 duties and responsibilities as set forth in section 541a of this chapter.

1           (f)(1) The Executive Director of the Office of Workforce Strategy and  
2           Development shall, once every two years, issue a comprehensive biannual  
3           workforce report to the Governor, the House Committees of Appropriations  
4           and on Commerce and Economic Development, and the Senate Committees on  
5           Appropriations and on Economic Development, Housing and General Affairs,  
6           on or before December 1 that includes an evaluation of the accomplishments of  
7           the State workforce investment system and the performance of participating  
8           agencies and institutions covering the previous two calendar years. The report  
9           shall include identification of system priorities, need for future funding  
10           requests, identification of proposed legislative and administrative changes, and  
11           any other information relevant to the performance of the workforce investment  
12           system. The report shall summarize performance and outcome information  
13           submitted by federally and State-funded workforce development and  
14           investment programs for all public and non-public programs.

15           (2) To the extent practicable, annual workforce reports required of the  
16           Department of Labor shall be incorporated into the comprehensive report  
17           required by subdivision (1) of this subsection.

18           (3) The Executive Director of Workforce Strategy and Development  
19           shall have the support and coordination of the Department of Labor in  
20           developing and submitting the biannual report.

21           (4) The provisions of 2 V.S.A. § 20(d) (expiration of required reports)  
22           shall not apply to the report to be made under subdivision (1) of this  
23           subsection.