

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) ~~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 avert employee
7 layoffs and business closures to help ensure that affected employees are
8 connected with reemployment resources as quickly as possible;

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

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

21 (7) ~~Notwithstanding any provision of State law to the contrary, and to the~~
22 ~~fullest extent allowed under federal law, ensure that in each State and State-~~
23 ~~funded workforce education and training program, the program administrator~~

1 ~~collects and reports data and results at the individual level by Social Security~~
2 ~~number or an equivalent.~~ use data to ensure that State workforce education and
3 employment and training activities are aligned with the needs of the available
4 workforce, the current and future job opportunities in the State, and the
5 specific credentials needed to achieve employment in those jobs;

6 (8) ~~Coordinate intentional outreach and connections between students~~
7 ~~graduating from Vermont's colleges and universities and employment~~
8 ~~opportunities in Vermont.~~ require that each business, training provider, or
9 program receiving State funding to conduct workforce training submit a report
10 that evaluates the results of the training; and

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

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

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

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

4 (3) develop a comprehensive workforce strategy that contains
5 measurable statewide workforce goals and a biennial operational plan to
6 achieve those goals that shall:

7 (A) be developed in collaboration with, and representative of the
8 roles and resources of, all workforce system partners, including public, private,
9 non-profit, and educational sectors and the State Workforce Development
10 Board;

11 (B) include a consistent set of metrics, designed in consultation with
12 the Chief Performance Officer, to evaluate the effectiveness of all workforce
13 development programs;

14 (C) leverage and align with other required strategic planning efforts,
15 including the WIOA state plan; and

16 (D) be reviewed and updated, if necessary, at least every two years;

17 (4) create and maintain an inventory of all existing workforce education
18 and employment and training programs and activities in the State in order to:

19 (A) annually assess the investments and effectiveness of the
20 workforce development system;

21 (B) ensure coordination and nonduplication of workforce education,
22 employment and training activities; and

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

3 (5) establish goals for the integrated workforce education and
4 employment and training system;

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

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

10 (8) coordinate intentional outreach and connections between students
11 and employment opportunities in Vermont; and

12 (9) ensure the State Workforce Development Board is carrying out its
13 duties and responsibilities as outlined in section 541a of this chapter.

14 (f)(1) The Executive Director of the Office of Workforce Strategy and
15 Development shall issue a comprehensive biannual workforce report to the
16 Governor, the House Committees of Appropriations and on Commerce and
17 Economic Development, and the Senate Committees on Appropriations and on
18 Economic Development, Housing and General Affairs, on or before December
19 1 that includes a systemic evaluation of the accomplishments of the State
20 workforce investment system and the performance of participating agencies
21 and institutions covering the previous two calendar years. The report shall
22 include identification of system priorities, need for future funding requests, and
23 identification of proposed legislative and administrative changes. The report

1 shall summarize performance and outcome information submitted by federally
2 and State funded workforce development and investment programs for all
3 public and non-public programs.

4 (2) To the extent practicable, annual workforce reports required by the
5 Department of Labor shall be incorporated into the comprehensive report
6 required by this subsection (f).

7 (3) The Executive Director shall have the support and coordination of
8 the Department of Labor in developing and submitting the report.

9 (4) The provisions of 2 V.S.A. § 20(d) (expiration of required reports)
10 shall not apply to the report to be made under this subsection (f).