

1 H.34

2 An act relating to workforce leadership in Vermont

3 It is hereby enacted by the General Assembly of the State of Vermont:

4 Sec. 1. 10 V.S.A. § 540 is amended to read:

5 § 540. WORKFORCE EDUCATION AND EMPLOYMENT AND
6 TRAINING ~~LEADER~~ LEADERS

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

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

17 (c) For purposes of the federal Workforce Innovation and Opportunity Act
18 (WIOA), the Department of Labor shall be designated as the State Workforce
19 Agency and the Commissioner of Labor shall serve as the State Workforce
20 Administrator.

1 (d) As co-leader of workforce education and employment and training in
2 the State, the Commissioner of Labor, in consultation with the Executive
3 Director of the Office of Workforce Strategy and Development where
4 appropriate, shall:

5 ~~(1) Perform the following duties in consultation with the State~~
6 ~~Workforce Development Board: ensure the coordination and administration of~~
7 ~~workforce education and employment and training programs operated by the~~
8 ~~Department of Labor;~~

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

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

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

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

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

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

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

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

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

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

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

- 1 ~~(B) amount of funding;~~
2 ~~(C) activities and training provided;~~
3 ~~(D) number of trainees and their general description;~~
4 ~~(E) employment status of trainees; and~~
5 ~~(F) future needs for resources.~~

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

9 ~~(4)(A) Issue an annual report to the Governor, the House Committees on~~
10 ~~Appropriations and on Commerce and Economic Development, and the Senate~~
11 ~~Committees on Appropriations and on Economic Development, Housing and~~
12 ~~General Affairs on or before December 1 that includes a systematic evaluation~~
13 ~~of the accomplishments of the State workforce investment system and the~~
14 ~~performance of participating agencies and institutions. The provisions of 2~~
15 ~~V.S.A. § 20(d) (expiration of required reports) shall not apply to the report to~~
16 ~~be made under this subdivision. develop strategies designed to reduce~~
17 ~~employee layoffs and business closures; and~~

18 ~~(B) provide reemployment services to employees affected by layoffs~~
19 ~~and closures;~~

20 (5) ~~Coordinate public and private workforce programs to ensure that~~
21 ~~information is easily accessible to students, employees, and employers, and~~

1 ~~that all information and necessary counseling is available through one contact.~~
2 administer a system where employment and training resources are provided to
3 individuals and businesses through both physical and virtual service delivery
4 methods;

5 (6) ~~Facilitate effective communication between the business community~~
6 ~~and public and private educational institutions.~~ establish job centers in such
7 parts of the State as the Commissioner deems necessary and evaluate such
8 centers on an as-needed basis;

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

13 ~~(7)(8) Notwithstanding any provision of State law to the contrary, and to~~
14 ~~the fullest extent allowed under federal law, ensure that in each State and~~
15 ~~State-funded workforce education and training program, the program~~
16 ~~administrator collects and reports data and results at the individual level by~~
17 ~~Social Security number or an equivalent.~~ use data to ensure that State
18 workforce education and employment and training activities are aligned with
19 the needs of the:

20 (A) available workforce;

21 (B) employers to fill their current and future job openings; and

1 (C) specific credentials required by employers;

2 ~~(8)(9) Coordinate intentional outreach and connections between students~~
3 ~~graduating from Vermont's colleges and universities and employment~~
4 ~~opportunities in Vermont. require that each business, training provider, or other~~
5 ~~entity receiving State funding to conduct workforce training submit a report~~
6 ~~that evaluates the results of the training; and~~

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

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

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

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

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

4 (A) be developed in collaboration with, and representative of,
5 workforce system partners, including public, private, nonprofit, and
6 educational sectors and the State Workforce Development Board;

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

11 (C) align with and build upon other required strategic planning
12 efforts, including the WIOA State Plan;

13 (D) be informed by the inventory system as set forth in subdivision
14 (4) of this subsection (e); and

15 (E) be reviewed and updated as necessary, but at least once every two
16 years;

17 (4) create, maintain, and update a publicly accessible inventory of all
18 known workforce education and employment and training programs and
19 activities in the State in order to:

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

1 (B) ensure coordination and nonduplication of workforce education
2 and employment and training activities; and

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

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

7 (6) 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 (7) coordinate intentional outreach and connections between students
11 and employment opportunities in the State; and

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

14 (f)(1) The Executive Director of the Office of Workforce Strategy and
15 Development shall, once every two years, issue a comprehensive biennial
16 workforce report to the Governor, the House Committees on Appropriations
17 and on Commerce and Economic Development, and the Senate Committees on
18 Appropriations and on Economic Development, Housing and General Affairs,
19 on or before December 1, that includes an evaluation of the accomplishments
20 of the State workforce investment system and the performance of participating
21 agencies and institutions covering the previous two calendar years. The report

1 shall include identification of system priorities, need for future funding
2 requests, identification of proposed legislative and administrative changes, and
3 any other information relevant to the performance and future needs of the
4 workforce investment system. The report shall summarize performance and
5 outcome information submitted by federally and State-funded workforce
6 development and investment programs for all public and nonpublic programs.

7 (2) To the extent practicable, workforce reports required of the
8 Department of Labor, including the apprenticeship report required by 21
9 V.S.A. § 1113(e)(2), shall be incorporated into the comprehensive report
10 required by subdivision (1) of this subsection.

11 (3) The Executive Director of the Office of Workforce Strategy and
12 Development shall have the support and coordination of the Department of
13 Labor in developing and submitting the biennial report required by subdivision
14 (1) of this subsection.

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

18 Sec. 2. EFFECTIVE DATE

19 This act shall take effect on July 1, 2025.