

1 TO THE HONORABLE SENATE:

2 The Committee on Economic Development, Housing and General Affairs to
3 which was referred House Bill No. 533 entitled “An act relating to workforce
4 development” respectfully reports that it has considered the same and
5 recommends that the Senate propose to the House that the bill be amended by
6 striking out all after the enacting clause and inserting in lieu thereof the
7 following:

8 * * * Workforce Training;

9 Vermont Training Program * * *

10 Sec. 1. VERMONT TRAINING PROGRAM; WORKFORCE TRAINING
11 ALLOCATIONS

12 ~~(a) In an effort to promote access to training opportunities for Vermont~~
13 ~~small businesses, and to increase the resources available for employees to~~
14 ~~obtain credentials of value or apprenticeships, of the amounts appropriated to~~
15 ~~the Agency of Commerce and Community Development for the Vermont~~
16 ~~Training Program in fiscal year 2020:~~

17 ~~(1) the Agency, working in partnership with the Department of Labor to~~
18 ~~identify appropriate opportunities, shall employ its best efforts to allocate~~
19 ~~25 percent of Program funding to provide training that results in a credential of~~
20 ~~value or apprenticeship; and~~

1 ~~(2) the Agency shall employ its best efforts to allocate 25 percent of~~
2 ~~Program funding to provide training for businesses with 50 or fewer~~
3 ~~employees.~~

4 (a) The Agency of Commerce and Community Development shall allocate
5 Vermont Training Program funding to increase by ten percent in each of the
6 next two years:

7 (1) the number of trainees who receive a credential of value or
8 participate in a registered apprenticeship; and

9 (2) the amount of training funds provided to businesses with 50 or fewer
10 employees.

11 (b) In its annual report submitted pursuant to 10 V.S.A. § 531(k) the
12 Agency shall specifically address:

13 (1) whether it was able to achieve the allocations specified in subsection
14 (a) of this section, and if not, the reasons therefor;

15 (2) the distribution of training funds by the number of employees of
16 each business that benefitted from training;

17 (3) the distribution of training funds that resulted in an employee
18 obtaining a credential of value or apprenticeship; and

19 (4) the extent to which the Program benefitted businesses with 50 or
20 fewer employees.

21 ~~(c) As used in this section:~~

1 ~~(1) “Credential of value” means an educational degree, certificate,~~
2 ~~occupational license, registered apprenticeship, or industry-recognized~~
3 ~~certification verified by a third party with relevant authority.~~

4 ~~(2) “Registered apprenticeship” means an employer-based, State-~~
5 ~~approved training program that results in a portable, nationally recognized~~
6 ~~credential, and includes paid, structured on-the-job training, relation~~
7 ~~instruction, mentoring, and rewards for skill gains.~~

8 Sec. 2. 10 V.S.A. § 531 is amended to read:

9 § 531. THE VERMONT TRAINING PROGRAM

10 (a)(1) The Secretary of Commerce and Community Development, in
11 consultation with the State Workforce Development Board, shall have the
12 authority to design and implement a Vermont Training Program, the purpose
13 of which shall be to issue performance-based grants to employers and to
14 education and training providers to increase employment opportunities in
15 Vermont consistent with this chapter.

16 (2) The Secretary shall structure the Vermont Training Program to serve
17 as a flexible, nimble, and strategic resource for Vermont businesses and
18 workers across all sectors of the economy.

19 (b) Eligibility for grant. The Secretary of ~~Commerce and Community~~
20 ~~Development~~ may award a grant to an employer if:

1 (1) the training is for preemployment, new employees, or incumbent
2 employees in the methods, either singularly or in combination, relating to
3 preemployment training, on-the-job training, upgrade training, crossover
4 training, or specialized instruction, either on-site or through a training
5 provider;

6 (2) the employer provides its employees with at least three of the
7 following:

8 (A) health care benefits with 50 percent or more of the premium paid
9 by the employer;

10 (B) dental assistance;

11 (C) paid vacation;

12 (D) paid holidays;

13 (E) child care;

14 (F) other extraordinary employee benefits;

15 (G) retirement benefits;

16 (H) other paid time off, excluding paid sick days;

17 (3) the training is directly related to the employment responsibilities of
18 the trainee; and

19 (4) compensation for each trainee at the completion of the training
20 program equals or exceeds the livable wage as defined in 2 V.S.A. § 505,
21 provided that the Secretary shall have the authority to modify this requirement

1 if he or she determines that the employer offers compensation or benefits, the
2 value of which exceeds the compensation and benefit assumptions in the basic
3 needs budget and livable wage calculated pursuant to 2 V.S.A. § 505.

4 (c) In the case of a grant to a training provider, the Secretary shall require as
5 a condition of the grant that the provider shall disclose to the Secretary the
6 name of the employer and the number of employees trained prior to final
7 payment for the training.

8 (d) In order to avoid duplication of programs or services and to provide the
9 greatest return on investment from training provided under this section, the
10 Secretary of Commerce and Community Development shall:

11 (1) consult with the Commissioner of Labor regarding whether the
12 grantee has accessed, or is eligible to access, other workforce education and
13 training resources;

14 (2) disburse grant funds only for training hours that have been
15 successfully completed by employees; ~~provided that,~~ subject to the following:

16 (A) except for an award under an enhanced incentive for workforce
17 training as provided in 32 V.S.A. § 3336, a grant for on-the-job training shall:

18 (i) for a business with 50 or fewer employees, either provide not
19 more than 75 percent of wages for each employee in training or not more than
20 75 percent of trainer expense, but not both;

1 ~~(ii) for all other businesses,~~ either provide not more than
2 50 percent of wages for each employee in training or not more than 50 percent
3 of trainer expense, but not both,~~and further provided that:~~

4 (B) training shall be performed in accordance with a training plan
5 that defines the subject of the training, the number of training hours, and how
6 the effectiveness of the training will be evaluated; and

7 (3) use funds under this section only to supplement training efforts of
8 employers and not to replace or supplant training efforts of employers.

9 (e) Work-based learning activities.

10 (1) In addition to eligible training authorized in subsection (b) of this
11 section, the Secretary ~~of Commerce and Community Development~~ may
12 annually allocate up to 10 percent of the funding appropriated for the Program
13 to fund work-based learning programs and activities with eligible employers to
14 introduce Vermont students in a middle school, secondary school, career
15 technical education program, or postsecondary school to manufacturers and
16 other regionally significant employers.

17 (2) An employer with a defined work-based learning program or activity
18 developed in partnership with a middle school, secondary school, career
19 technical education program, or postsecondary school may apply to the
20 Program for a grant to offset the costs the employer incurs for the work-based

1 learning program or activity, including the costs of transportation, curriculum
2 development, and materials.

3 (f) Upon completion of the training program for any individual, the
4 ~~Secretary of Commerce and Community Development~~ shall review the records
5 and shall award to the trainee, if appropriate, a certificate of completion for the
6 training.

7 * * *

8 (k) Annually on or before January 15, the Secretary shall submit a report to
9 the House Committee on Commerce and Economic Development and the
10 Senate Committee on Economic Development, Housing and General Affairs.
11 In addition to the reporting requirements under section 540 of this title, the
12 report shall identify:

13 (1) all active and completed contracts and grants;

14 (2) from among the following, the category the training addressed:

15 (A) preemployment training or other training for a new employee to
16 begin a newly created position with the employer;

17 (B) preemployment training or other training for a new employee to
18 begin in an existing position with the employer;

19 (C) training for an incumbent employee who, upon completion of
20 training, assumes a newly created position with the employer;

1 (D) training for an incumbent employee who, upon completion of
2 training assumes a different position with the employer;

3 (E) training for an incumbent employee to upgrade skills;

4 (3) for the training identified in subdivision (2) of this subsection
5 whether the training is ~~onsite~~ on-site or classroom-based;

6 (4) the number of employees served;

7 (5) the average wage by employer;

8 (6) any waivers granted;

9 (7) the identity of the employer, or, if unknown at the time of the report,
10 the category of employer;

11 (8) the identity of each training provider;

12 (9) whether training results in a wage increase for a trainee, and the
13 amount of increase; ~~and~~

14 (10) the aggregated median wage of employees invoiced for training
15 during the reporting period;

16 (11) the percentage **median** growth in wages for all wage earners in the
17 State during the reporting period; and

18 (12) the number, type, and description of grants for work-based learning
19 programs and activities awarded pursuant to subsection (e) of this section.

20 Sec. 3. WORKFORCE TRAINING; **PRIORITY SECTORS**

1 ~~(a) In fiscal year 2020 the Office of Economic Opportunity within the~~
2 ~~Department for Children and Families shall provide grant funding to the five~~
3 ~~Home Weatherization Assistance Programs for the purpose of recruiting and~~
4 ~~training individuals in the home weatherization industry.~~

5 ~~(b) Grantees may use the funding for:~~

6 ~~(1) recruiting Vermonters who are eligible for funding under the federal~~
7 ~~Workforce Innovation Opportunity Act;~~

8 ~~(2) operations for weatherization training programs, including training~~
9 ~~coordinators across the State; and~~

10 ~~(3) stipends and wage subsidies for training participants.~~

11 ~~(c) The Home Weatherization Assistance Programs are also encouraged to~~
12 ~~apply for the federal Workforce Innovation Opportunity Act grant funds~~
13 ~~through the Department of Labor to supplement and enhance the~~
14 ~~weatherization training programs.~~

15 ~~(d) On or before January 15, 2020, the Departments of Labor and for~~
16 ~~Children and Families shall report to the House Committee on Commerce and~~
17 ~~Economic Development and the Senate Committee on Economic~~
18 ~~Development, Housing and General Affairs with recommendations on best~~
19 ~~practices for recruiting, training, and retaining the weatherization workforce in~~
20 ~~this State.~~

21

1 The Department of Labor shall work with qualified training providers to
2 increase the availability of training programs that lead to a ~~degree, credential,~~
3 ~~or certificate valued by employers~~ credential of value in the health care,
4 construction, manufacturing, and child care sectors, as follows:

5 (1) The Department shall coordinate with the Office of Economic
6 Opportunity within the Department for Children and Families to support
7 training opportunities for individuals interested in becoming employed in the
8 home or commercial weatherization industry, including:

9 (A) recruiting Vermonters who are eligible for funding under the
10 federal Workforce Innovation Opportunity Act to participate in training
11 programs;

12 (B) identifying operations for weatherization training programs;
13 including training coordinators across the State; and

14 (C) providing stipends and wage subsidies for training participants if
15 funding is available.

16 (2) The Department shall coordinate with the Child Development
17 Division within the Department for Children and Families to support training
18 opportunities for new or incumbent workers in the field of early care and
19 learning.

20 (3) The Department shall work to connect health care, long term care,
21 and mental health providers with post-secondary education providers,

1 including adult career and technical education, to expand pre-apprenticeships,
2 registered apprenticeships, and other occupational training programs in health
3 care.

4 Sec. 4. 16 V.S.A. § 2846 is amended to read:

5 § 2846. ~~NONDEGREE~~ ADVANCEMENT GRANTS

6 (a) The Corporation may establish ~~grant programs~~ an advancement grant
7 program for residents pursuing nondegree education and training opportunities
8 who do not meet the definition of student in subdivision 2822(3) of this title,
9 and who may not meet the requirements of this subchapter.

10 (b) ~~Nondegree grants~~ Advancement grants may be used at institutions that
11 are not approved postsecondary education institutions.

12 (c) The Corporation may adopt rules or establish policies, procedures,
13 standards, and forms for ~~nondegree~~ advancement grants, including the
14 requirements for applying for and using the grants and the eligibility
15 requirements for the institutions where the grants may be used.

16 Sec. 5. 10 V.S.A. § 546 is added to read:

17 § 546. STATE POSTSECONDARY ATTAINMENT GOAL

18 (a) It is the policy of the State of Vermont to:

19 (1) grow awareness of postsecondary promote awareness of career
20 pathways and the individual and public value of continued education after high
21 school postsecondary education and training;

1 (2) expand postsecondary access so that to postsecondary education and
2 training to students of all ages and backgrounds can pursue postsecondary
3 education and training;

4 (3) increase completion of postsecondary education and training
5 programs success by ensuring that Vermonters have the supports they need to
6 succeed complete a credential of value; and

7 (4) maximize partnerships across and within employment sectors to
8 achieve State workforce development assist the State in achieving its labor
9 force and education goals.

10 (b) In order to meet workforce and labor market demands labor force
11 demand, the State of Vermont shall take steps necessary to achieve a
12 postsecondary attainment goal It shall be the goal of the State of Vermont that
13 not less than 70 percent of working-age Vermonters possess a degree or will
14 hold a credential of value, as defined by the State Workforce Development
15 Board, by the year 2025.

16 * * * Adult Career and Technical Education; Study * * *

17 Sec. 6. ADULT POSTSECONDARY CTE STUDY; REPORT

18 (a) Findings; purpose; creation of committee.

19 (1) Findings. The General Assembly finds:

20 (A) Like many rural states, Vermont faces demographic realities
21 that have resulted in an historically low unemployment rate and created

1 obstacles for employers that seek to hire and retain enough fully trained
2 employees.

3 (B) Notwithstanding this high employer demand, due to rapidly
4 changing technology and evolving business needs, potential employees may
5 lack the particular skills and training necessary to qualify for available jobs.

6 (C) In order to assist employers and employees in matching demand
7 to requisite skills, Vermont has a broad diversity of adult workforce
8 education and training programs offered by multiple providers, including
9 programs administered or funded by State government, educational
10 institutions, ~~business and industry, and private professionals and business-~~
11 lead groups such as the Vermont Talent Pipeline Management Project. The
12 State should continue to work closely with these providers to identify and
13 meet the needs of employers and employees.

14 (2) Purpose. Consistent with the goals and purposes of 2018 Acts and
15 Resolves No. 189, pursuant to which the State Workforce Development
16 Board and other stakeholders are currently engaged in planning the design
17 and implementation of a fully integrated workforce development system, it is
18 the purpose of the General Assembly to explore the creation of a fully
19 integrated adult career and technical education system that:

1 (A) provides Vermonters throughout the State with high quality
2 programs that are standardized, replicable, and offered with regularity and
3 consistency;

4 (B) coordinates, or integrates where appropriate, the many
5 programs and providers to maximize the efficient use of training resources;
6 and

7 (C) features a governance structure that provides consistency across
8 the system whenever appropriate, but also provides the flexibility necessary
9 to respond to local and regional workforce demands.

10 ~~(3) Creation. There is created the Adult Career and Technical~~
11 ~~Education Study Committee to consider and report to the General Assembly~~
12 ~~on the design, implementation, and costs of an integrated adult career and~~
13 ~~technical education system that achieves the results specified in subdivision~~
14 ~~(2) of this subsection.~~

15 ~~(b) Membership. The Committee shall be composed of the following~~
16 ~~members:~~

17 ~~(1) one current member of the House of Representatives appointed by~~
18 ~~the Speaker of the House;~~

19 ~~(2) one current member of the Senate appointed by the Committee on~~
20 ~~Committees;~~

21 ~~(3) the Chancellor of the Vermont State Colleges or designee;~~

- 1 ~~(4) the Commissioner of Labor or designee;~~
- 2 ~~(5) the Chair of the State Workforce Development Board or designee;~~
- 3 ~~(6) an employer who is a member of the State Workforce Development~~
- 4 ~~Board, appointed by the Board chair;~~
- 5 ~~(7) two members appointed by the Vermont Adult Technical~~
- 6 ~~Education Association, each of whom is a director of an adult career and~~
- 7 ~~technical education center;~~
- 8 ~~(8) the President of the Vermont Student Assistance Corporation or~~
- 9 ~~designee.~~
- 10 ~~(9) a superintendent (appointed by?);~~
- 11 ~~(10) a director of a career and technical education center that is not~~
- 12 ~~represented by the members appointed pursuant to subdivision (b)(7) of this~~
- 13 ~~section (appointed by?); and~~
- 14 ~~(11) the Secretary of Education or designee.~~
- 15 ~~(c) Assistance.~~
- 16 ~~(1) The Committee shall have the administrative, legal, and fiscal~~
- 17 ~~assistance of the Office of Legislative Council and the Joint Fiscal Office.~~
- 18 ~~(2) The Committee may request additional support for subject matter~~
- 19 ~~and technical expertise from Executive Branch agencies and departments as~~
- 20 ~~is necessary to complete its work.~~

1 ~~(d) Report. On or before January 15, 2020 the Committee shall submit a~~
2 ~~report of its findings and any recommendations for legislative action to the~~
3 ~~House Committee on Commerce and Economic Development and the Senate~~
4 ~~Committee on Economic Development, Housing and General Affairs.~~

5 ~~(e) Meetings.~~

6 ~~(1) The Office of Legislative Council shall coordinate with the Chair~~
7 ~~to call the first meeting of the Committee to occur on or before August 15,~~
8 ~~2019.~~

9 ~~(2) The first member appointed from the General Assembly shall be~~
10 ~~the chair.~~

11 ~~(3) A majority of the membership shall constitute a quorum.~~

12 ~~(4) The Committee shall cease to exist on January 15, 2020.~~

13 ~~(f) Compensation and reimbursement.~~

14 ~~(1) For attendance at meetings during adjournment of the General~~
15 ~~Assembly, a legislative member of the Committee serving in his or her~~
16 ~~capacity as a legislator shall be entitled to per diem compensation and~~
17 ~~reimbursement of expenses pursuant to 2 V.S.A. § 406 for not more than~~
18 ~~eight meetings. These payments shall be made from monies appropriated to~~
19 ~~the General Assembly.~~

20 ~~(2) Other members of the Committee shall be entitled to per diem~~
21 ~~compensation and reimbursement of expenses as permitted under 32 V.S.A.~~

1 ~~§ 1010 for not more than eight meetings. These payments shall be made~~
2 ~~from monies appropriated to the General Assembly.~~

3 (b) On or before January 15, 2020, the Department of Labor shall design
4 and begin implementation of an ~~Adult~~ postsecondary career and technical
5 education coordinated plan, and shall provide a progress report and request for
6 any necessary legislative changes to the House and Senate committees of
7 jurisdiction, in consultation with the following stakeholders:

8 (1) the Agency of Education;

9 (2) the Agency of Commerce and Community Development;

10 (3) the Agency of Human Services;

11 (4) the Vermont State Colleges;

12 (5) the State Workforce Development Board;

13 (6) the Vermont Adult Technical Education Association;

14 (7) the Vermont Association of Career and Technical Education

15 Directors:

16 (8) the regional development corporations;

17 (9) Vermont employers and industry organizations;

18 (10) the Vermont Student Assistance Corporation; and

19 (11) the Vermont Superintendents Association.

20

~~*** Workforce Recruitment; Military Base Recruitment ***~~

~~Sec. 7. RELOCATION SUPPORT SYSTEM~~

~~(a) The Department of Labor shall:~~

~~(1) collaborate with key employers and nongovernmental organizations to ensure that appropriate expertise is available to program staff and individuals looking to enter Vermont's job market, through referrals or other information sharing mechanisms;~~

~~(2)(A) coordinate available information for each region that includes labor market information, housing and education information, recreation information, and other relevant resources; and~~

~~(B) make the information easily accessible for interested individuals to assist in aspects of preliminary decision making; and~~

~~(3) convene regional, multidisciplinary teams that:~~

~~(A) comprise partners with expertise from relevant sectors, including housing, transportation, education, health, child care, recreation, and economic development; and~~

~~(B) provide community level knowledge, support, and services to best meet the needs of prospective employees.~~

~~(b) State agencies and State-funded programs shall coordinate with the Department to ensure that services and information that could assist a person in~~

1 relocating to Vermont are made available through an integrated, employee-
2 centered system.

3 (c) The Department shall award grants on a competitive basis to three
4 organizations with local expertise and ability to directly support a coordinated,
5 high touch approach to connecting individuals and families to employment by
6 working with employers and service organizations. A grantee shall use its
7 award to facilitate and expedite the transition of individuals into the Vermont
8 workforce by providing quick, customized information, resources, referrals,
9 and support.

10 Sec. 8. ON-BASE RECRUITMENT PILOT PROGRAM

11 (a) The Department of Labor shall work with the Vermont National Guard
12 and public and private employers in health care, construction, manufacturing,
13 business services, transportation, and human services to pilot an on base to
14 design and implement an on-site military base and installation recruitment
15 program that encourages service members separating from military service to
16 relocate to Vermont.

17 (b) The Department shall coordinate with the Agency of Commerce and
18 Community Development to direct available support marketing and outreach
19 funds to support targeted for recruitment events held on military bases.

20 (c) The Department shall provide limited organizational support to
21 employers interested in participating in private pay travel to military bases in

1 ~~conjunction with other employers, representatives of the Vermont National~~
2 ~~Guard, and State officials for the purpose of promoting employment and~~
3 ~~relocation to Vermont.~~

4 ~~(d) Not more than \$25,000.00 in General Funds may be allocated to the~~
5 ~~Department to support staff time, supplies, necessary travel, and other related~~
6 ~~costs.~~

7 ~~(e) On or before January 15, 2020, the~~ The Department shall report to the
8 House Committees on Commerce and Economic Development and on
9 Appropriations and to the Senate Committees on Economic Development,
10 Housing and General Affairs and on Appropriations concerning
11 implementation and outcomes of this pilot program during the 2020 legislative
12 session.

13 * * * Workforce Training and Credentialing; Nurse Educators;
14 New Americans; Workers with Barriers to Employment * * *

15 Sec. 9. OFFICE OF PROFESSIONAL REGULATION; REPORT

16 (a) The Office of Professional Regulation, in consultation with the
17 Vermont Board of Nursing, Vermont State Colleges, the University of
18 Vermont, Norwich University, and other interested stakeholders, shall review
19 statutory, regulatory, and accreditation standards for nursing programs within
20 the State and nationally with the purpose of identifying barriers to recruitment
21 and retention of nurse educators in nursing education programs.

1 (b) The Office of Professional Regulation shall evaluate the
2 appropriateness of the level of credential and experience currently required for
3 nurse educators in clinical settings.

4 (c) On or before December 15, 2019, the Office of Professional Regulation
5 shall report its findings, including recommendations for any statutory or
6 regulatory changes, or economic development initiatives, to facilitate
7 recruitment and retention of nurse faculty, to the House Committees on
8 Commerce and Economic Development and on Government Operations and to
9 the Senate Committees on Economic Development, Housing and General
10 Affairs and on Government Operations.

11 Sec. 10. STUDY; WORKFORCE DEVELOPMENT OPPORTUNITIES FOR
12 REFUGEES, IMMIGRANTS, AND ASYLUM SEEKERS

13 (a) Creation. There is created a task force on workforce development
14 opportunities for refugees, immigrants, and asylum seekers living in Vermont.

15 (b) Membership. The task force shall be composed of the following
16 members:

17 (1) The State Refugee Coordinator.

18 (2) A member with expertise in new American workforce development
19 issues appointed by the Agency of Human Services Secretary.

20 (3) The executive director of AALV or designee.

1 ~~(4) The president of Vermont’s U.S. Committee for Refugees and~~
2 ~~Immigrants or designee.~~

3 ~~(5) The director of CVOEO’s financial futures program or designee.~~

4 ~~(6) A representative of Burlington’s Community Economic~~
5 ~~Development Office’s Sustainability, Housing, and Economic Development~~
6 ~~department.~~

7 ~~(7) Two Vermont employers, one of whom is engaged in business in the~~
8 ~~agricultural sector and one of whom is engaged in business in another sector,~~
9 ~~with experience hiring and cultivating new American workers appointed by the~~
10 ~~Chair of the State Workforce Development Board.~~

11 ~~(8) Two members of Vermont’s refugee, immigrant, and immigrant~~
12 ~~communities, one appointed by each of AALV and Vermont’s U.S. Committee~~
13 ~~for Refugees and Immigrants.~~

14 ~~(9) An appointee of the University of Vermont with research expertise~~
15 ~~in refugee and New American migration in Vermont.~~

16 ~~(10) A member appointed by the Vermont Migrant Education Project.~~

17 ~~(11) A member appointed by the Community Asylum Seekers Project.~~

18 ~~(12) A member appointed by Rutland Welcomes.~~

19 ~~(c) Powers and duties. The task force shall study the following:~~

20 ~~(1) recommendations identified in relevant studies and reports;~~

- 1 ~~(2) cultural competency support needed in Vermont's employment~~
- 2 ~~settings;~~
- 3 ~~(3) training, apprenticeship, and mentorship needs and opportunities;~~
- 4 ~~(4) tools and supports needed for refugees to effectively apply~~
- 5 ~~preexisting educational and professional credentials in Vermont settings; and~~
- 6 ~~(5) additional supports needed to ensure employment opportunities,~~
- 7 ~~including child care and transportation.~~

8 ~~(d) Meetings.~~

- 9 ~~(1) The State Refugee Coordinator shall call the first meeting of the~~
- 10 ~~task force to occur on or before September 1, 2019.~~
- 11 ~~(2) The task force shall select a chair from among its members at the~~
- 12 ~~first meeting.~~
- 13 ~~(3) A majority of the membership shall constitute a quorum.~~
- 14 ~~(4) The task force shall meet not more than six times and shall cease to~~
- 15 ~~exist on January 15, 2020.~~

- 16 ~~(e) Report. On or before December 1, 2019, the task force shall report to~~
- 17 ~~the House Committees on Commerce and Economic Development, on~~
- 18 ~~Government Operations, and on Appropriations and to the Senate Committees~~
- 19 ~~on Economic Development, Housing and General Affairs, on Government~~
- 20 ~~Operations, and on Appropriations concerning its findings, recommendations~~
- 21 ~~for proposed legislation, and investments in order of priority.~~

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Sec. 10. SUPPORTING NEW AMERICANS IN THE WORKFORCE

(a) The State of Vermont shall take steps necessary to provide support to employers and to New Americans in the Vermont workforce as follows:

(1) The Department of Labor shall simplify the process and reduce barriers for employers seeking to access Department funding for English language classes.

(2) The Department of Labor shall work with U.S. Committee for Refugees and Immigrants (USCRI) Vermont to increase employers' awareness of free services available through USCRI Vermont, including on site English language classes.

(3) The Department of Labor shall develop and make available to employers a collection of best practices for addressing the unique language, transportation, cultural, and other challenges New Americans face in the workforce.

(4) The Department of Labor, in collaboration with the Community College of Vermont or other partners, shall explore the development of a work readiness certificate or program for New American employees.

(5) The Department of Labor, in collaboration with the Vermont Chamber of Commerce or other partners, shall explore the development of a

1 “Diversity, Equity, and Inclusivity” certificate or program, or similar initiative,
2 for employers seeking to establish a New American–friendly workplace.

3 (6) The Department of Labor, in collaboration with the Department of
4 Human Resources, shall explore measures to ensure that the State’s Employee
5 Assistance Program offers services and support that is responsive to the
6 particular pressures and challenges facing New Americans. The Departments
7 shall share best practices with private employers that offer similar employee
8 assistance programs.

9 (7) The Agency of Commerce and Community Development shall
10 explore whether State marketing funds should be targeted to New Americans
11 in other states to inform them of Vermont’s inclusive workplace practices and
12 employment opportunities.

13 (b) To the extent not otherwise addressed in its work pursuant to subsection
14 (a) of this section, the Department shall assess:

15 (1) recommendations identified in relevant studies and reports;

16 (2) cultural competency support needed in Vermont’s employment
17 settings;

18 (3) training, apprenticeship, and mentorship needs and opportunities;

19 (4) tools and supports needed for refugees to effectively apply
20 preexisting educational and professional credentials in Vermont settings; and

1 (5) additional supports needed to ensure employment opportunities,
2 including child care and transportation.

3 (c) The State entities named in subsection (a) of this section shall report to
4 the General Assembly concerning the implementation of this section on or
5 before January 15, 2020.

6

7 ~~Sec. 11. DEPARTMENT OF LABOR; FIDELITY BONDS~~

8 ~~Of the amounts appropriated to the Department of Labor in fiscal year 2020~~
9 ~~from the Workforce Education and Training Fund, the Department shall~~
10 ~~allocate not more than \$3,000.00 to purchase fidelity bonds through the~~
11 ~~Federal Bonding Program to provide insurance against theft or loss for insurers~~
12 ~~to hire workers with barriers to employment.~~

13 ~~Sec. 12. REGISTRY OF EMPLOYERS~~

14 ~~(a) The Department of Labor shall create and maintain on its website a~~
15 ~~registry of employers who accept applications and are willing to hire workers~~
16 ~~with barriers to employment, including workers in recovery from addiction and~~
17 ~~workers with past incarceration.~~

18 ~~(b) On or before January 15, 2020, the Department shall report to the~~
19 ~~House Committees on Commerce and Economic Development and on~~
20 ~~Appropriations and to the Senate Committees on Economic Development,~~
21 ~~Housing and General Affairs and on Appropriations concerning the creation of~~

1 ~~the registry and the extent the registry assisted employers and employees with~~
2 ~~barriers to employment.~~

3 ~~Sec. 12a. CORRECTIONS; WORKFORCE TRAINING~~

4 ~~(a)(1) On or before October 10, 2019, the Department of Corrections and~~
5 ~~the Department of Labor shall execute a memorandum of understanding~~
6 ~~regarding a standardized program of education and training for all new and~~
7 ~~existing probation and parole officers that includes components related to:~~

8 ~~(A) minimizing barriers for offenders to obtaining and maintaining~~
9 ~~employment; and~~

10 ~~(B) minimizing the impact of program and supervision requirements~~
11 ~~on the offender's employment, including monitoring and facilitating~~
12 ~~compliance with Department of Corrections case plan goals based on best~~
13 ~~practices and consistent with public safety.~~

14 ~~(2) The Departments shall provide written notice when the~~
15 ~~memorandum of understanding is executed to the chairs of the House~~
16 ~~Committees on Commerce and Economic Development and on Corrections~~
17 ~~and Institutions and to the Senate Committees on Economic Development,~~
18 ~~Housing and General Affairs and on Institutions.~~

19 ~~(3) The Departments shall ensure that all incumbent probation and~~
20 ~~parole officers receive the education and training under the program on or~~
21 ~~before July 1, 2020.~~

1 ~~(b) The Department of Corrections shall collaborate with the Department of~~
2 ~~Motor Vehicles and other partners as necessary to ensure that a sentenced~~
3 ~~inmate is provided with at least one form of government issued identification,~~
4 ~~not to include an inmate identification card, upon release from incarceration.~~

5 ~~(c) Reports.~~

6 ~~(1) On or before August 15, 2019, the Departments of Corrections and~~
7 ~~Labor shall report to the Joint Legislative Justice Oversight Committee~~
8 ~~concerning the Departments' progress towards developing the memorandum of~~
9 ~~understanding as required by this section.~~

10 ~~(2) On or before December 15, 2020, the Departments of Corrections and~~
11 ~~Labor shall report to the House Committees on Commerce and Economic~~
12 ~~Development and on Corrections and Institutions and to the Senate~~
13 ~~Committees on Economic Development, Housing and General Affairs and on~~
14 ~~Institutions concerning the implementation of this section.~~

15
16 **Sec. 12a. CORRECTIONS; WORKFORCE TRAINING**

17 ~~(a) On or before **October 1, 2019**, the Department of Corrections, the~~
18 ~~Department of Labor, the Division of Vocational Rehabilitation, and the~~
19 ~~Department of Economic Development shall work together and with other~~
20 ~~relevant partners to develop an outreach strategy to provide Vermont~~
21 ~~employers with information, strategies, and best practices in hiring and~~

1 retaining employees who are new Americans, in recovery from substance
2 misuse, or have been involved with the justice system. The outreach strategy
3 will include components related to:

4 (1) minimizing barriers for offenders to obtaining and maintaining
5 employment; and

6 (2) minimizing the impact of program and supervision requirements on
7 the offender's employment, including monitoring and facilitating compliance
8 with Department of Corrections case plan goals based on best practices and
9 consistent with public safety.

10 (b) Report. On or before **December 1, 2020**, the Departments of
11 Corrections and Labor shall report to the House Committees on Commerce and
12 Economic Development and on Corrections and Institutions and to the Senate
13 Committees on Economic Development, Housing and General Affairs and on
14 Institutions concerning the implementation of this section.

15
16 *** Vermont Talent Pipeline Management Project ***

17 Sec. 13. VERMONT TALENT PIPELINE MANAGEMENT PROJECT

18 (a) The Vermont Talent Pipeline Management Project brings value to
19 Vermont's workforce and economic development initiatives by:

20 (1) convening employers by sector to create industry specific
21 partnerships and employer informed initiatives aimed at addressing skill gaps;

1 (2) engaging education partners to develop and align programs that meet
2 employer and incumbent needs; and

3 (3) highlighting policy, practice, and funding challenges that prevent
4 access to training or that inhibit advancement of workers within high need
5 areas of Vermont's economy.

6 (b) The Vermont Talent Pipeline Management Project is encouraged to
7 collaborate in Vermont's workforce and economic development systems by:

8 (1) organizing, convening, and maintaining employer collaboratives in
9 key sectors of the economy, identified by available labor market information;

10 (2) broadly sharing competency and credential requirements learned
11 from employer collaboratives, and specifically engaging training and education
12 partners in the development of new or modification of existing programs; and

13 (3) using a continuous improvement process to ensure employer needs
14 are met.

15 Sec. 13a. NEW WORKER RELOCATION INCENTIVE PROGRAM

16 (a) The Agency of Commerce and Community Development shall design
17 and implement the New Worker Relocation Incentive Program, which shall
18 include a simple certification process to certify new workers and certify
19 qualifying expenses for a grant under this section.

20 (b) A new worker may be eligible for a grant under the Program for
21 qualifying expenses in the amount of not more than \$7,500.00, consistent with

1 the following limitations, and subject to available funding and procedures the
2 Agency adopts to implement the program:

3 (1) A base grant for relocation to any area in Vermont shall be
4 \$5,000.00.

5 (2) A grant for relocation to a designated labor market area may be
6 enhanced, not to exceed \$7,500.00.

7 (3) The Agency shall assess applications on a rolling basis and give first
8 priority, at any point in the application process, to workers in identified priority
9 sectors, which may include health care, early child care and learning, lodging
10 and restaurant industry, manufacturing, technology, and construction trades.

11 (4) A new worker may apply for a grant beginning January 1, 2020 and
12 shall be paid when proof of residency and tax liability reaches the equivalent of
13 the amount claimed.

14 (5) A remote worker may apply for a grant under the Program when all
15 funds from the New Remote Worker Grant Program created in 2018 Acts and
16 Resolves No. 197, Sec. 1 are encumbered.

17 (c) The Agency shall:

18 (1) adopt procedures for implementing the Program;

19 (2) promote awareness of the Program, including through coordination
20 with relevant trade groups and by integration into the Agency's economic
21 development marketing campaigns; and

1 (3) adopt measurable goals, performance measures, and an audit strategy
2 to assess the utilization and performance of the Program.

3 (d) As used in this section:

4 (1) “New worker” means an individual who:

5 (A)(i) is a full-time employee of a business with its domicile or
6 primary place of business outside Vermont and performs the majority of his or
7 her employment duties remotely from a home office or a coworking space
8 located in this State; or

9 (ii) is a full-time employee of a business located in Vermont and

10 (B) becomes a full-time resident of this State on or after January 1,
11 2020.

12 (2) “Qualifying expenses” mean actual costs that a new worker
13 incurs for:

14 (A) moving expenses;

15 (B) payment of student loan debt;

16 (C) down payment assistance; and

17 (D) initial rental deposits.

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

- 1 (1) a description of the procedures adopted to implement the Program;
- 2 (2) the promotion and marketing of the Program;
- 3 (3) any additional recommendations for qualifying new worker expenses
- 4 or qualifying workers that should be eligible under the Program, and
- 5 (4) any recommendations for the maximum amount of the grant.

6 Sec. 13b. 20118 Acts and Resolves No. 196, Sec. 1 is amended to read:

7 Sec. 1. SIMPLIFYING GOVERNMENT FOR SMALL BUSINESSES

8 (a) The Secretary of State shall serve as the chair of a steering committee,
9 composed of the Secretary of State, the Secretary of Commerce and
10 Community Development, and the Secretary of Digital Services or their
11 designees.

12 (b) The Secretary of State, in collaboration with the steering committee,
13 and in collaboration with other State agencies and departments and interested
14 stakeholders as necessary, shall:

15 (1) review and consider the necessary procedural and substantive steps
16 to enhance the Secretary of State’s one-stop business portal for businesses,
17 entrepreneurs, and citizens to provide information about starting and operating
18 a business in Vermont; and

19 (2) submit on or before December 15, ~~2018~~ 2019:

20 (A) a design proposal that includes a project scope, timeline,
21 roadmap, and cost projections; ~~and~~

1 (B) any statutory or regulatory changes needed to implement the
2 proposal; and

3 (C) a sustainable funding model for the portal.

4 (c) The steering committee shall evaluate the cost and efficacy, and
5 integrate into the current one-stop portal to the extent feasible, features that:

6 (1) enhance State websites to simplify registrations and provide a clear
7 compilation of other State business requirements, including permits and
8 licenses;

9 (2) simplify the mechanism for making payments to the State by
10 allowing a person to pay amounts he or she owes to the State for taxes, fees, or
11 other charges to a single recipient within State government;

12 (3) simplify annual filing requirements by allowing a person to make a
13 single filing to a single recipient within State government and check a box if
14 nothing substantive has changed from the prior year;

15 (4) provide guidance, assistance with navigation, and other support to
16 persons who are forming or operating a small business;

17 (5) after registration, provide information about additional and ongoing
18 State requirements and a point of contact to discuss questions or explore any
19 assistance needed;

1 (6) provide guidance and information about State and federal programs
2 and initiatives, as well as State partner organizations and Vermont-based
3 businesses of interest; and

4 (7) map communication channels for project updates, including digital
5 channels such as e-mail, social media, and other communications.

6 (d) State agencies and departments shall provide assistance to the steering
7 committee upon its request.

8 (e) The steering committee shall focus its review on providing services
9 through the one-stop business portal primarily for the benefit of businesses
10 with 20 or fewer employees.

11 (f) The Agency of Digital Services shall assign a project manager or
12 business analyst to report directly to the Secretary of State to assist with the
13 implementation of this act through **June 30, 2019 2020** for the purpose of
14 developing and implementing a one-stop navigable portal for businesses,
15 entrepreneurs, and citizens to access information about starting a business in
16 Vermont, and to provide ongoing support to businesses interfacing with State
17 government.

18 * * * Appropriations * * *

19 Sec. 14. APPROPRIATIONS

20 (1) **~~\$450,000.00~~ \$1,725,000.00** to the Agency of Commerce and
21 Community Development as follows:

1 ~~(A) \$225,000 for economic development marketing pursuant to its~~
2 ~~authority in 3 V.S.A. § 2476(e) to execute the State’s core Economic~~
3 ~~Development Marketing Plan through paid, owned, and earned media, utilizing~~
4 ~~technology, data, and analysis tools; and~~

5 ~~(B) \$225,000.00 to identify, recruit, and provide relocation assistance~~
6 ~~to workers, including:~~

7 ~~(i) identifying target audiences;~~

8 ~~(ii) targeting through digital and social media; and~~

9 ~~(iii) implementing strategies that convert visitors to residents and~~

10 ~~awarding grants for regional partnerships to help recruitment efforts at the~~
11 ~~local and regional levels; and~~

12 (A) ~~\$500,000.00~~ \$225,000.00 to identify, recruit, and provide
13 relocation assistance to workers, including:

14 (i) identifying target audiences;

15 (ii) targeting through digital and social media;

16 (iii) executing the State’s core Economic Development Marketing

17 Plan through paid, owned, and earned media, utilizing technology, data, and
18 analysis tools; and

19 (iv) implementing strategies that convert visitors to residents and

20 awarding grants for regional partnerships to help recruitment efforts at the

21 local and regional levels; and

1 (B) \$1,500,000.00 to provide incentives that assist workers and
2 families relocating to Vermont under the New Worker Relocation Incentive
3 Program created in Sec. 13a of this act.

4 (2) \$1,145,000.00 \$275,000.00 to the Department of Labor as follows:

5 (A) \$275,000.00 to implement a relocation support system and
6 provide services pursuant to Sec. 7 of this act; and

7 (B) \$870,000.00 for workforce development and training as follows:

8 (i) \$350,000.00 for grants to provide weatherization training
9 pursuant to Sec. 3 of this act;

10 (ii) \$50,000.00 for a grant to the Community College of Vermont
11 to purchase equipment to provide robotics training at its Rutland location; and

12 (A) \$470,000.00 to expand opportunities for apprenticeships,
13 training, and adult career and technical education through the workforce
14 education and training fund created in 10 V.S.A. § 543 and to perform its
15 duties pursuant to 10 V.S.A. § 540(1); which may include funding to replicate
16 in additional locations the robotics training program at the Rutland location of
17 the Community College of Vermont.

18 (3) Of the amounts appropriated to the Department of Labor for the
19 workforce education and training fund created in 10 V.S.A. § 543, the
20 Department shall use \$70,000.00 to design and begin implementation of an
21 integrated postsecondary career and technical education system pursuant to

1 Sec. 6 of this act and to provide services and support for New Americans
2 pursuant to Sec. 10 of this act.

3 * * * International Trade and Development * * *

4 Sec. 15. INTERNATIONAL TRADE, EDUCATION, AND CULTURAL
5 EXCHANGE

6 On or before December 15, 2019, the Agency of Commerce and
7 Community Development shall review and report to the House Committee on
8 Commerce and Economic Development and the Senate Committee on
9 Economic Development, Housing and General Affairs on effective
10 mechanisms to collaborate with regional partners and form formal partnerships
11 that will promote international trade, as well as educational and cultural
12 exchanges, between and among Vermont, the New England states, and foreign
13 nations.

14 * * * Agency of Commerce and Community Development;
15 Structure and Organization * * *

16 Sec. 16. AGENCY OF COMMERCE AND COMMUNITY
17 DEVELOPMENT; STRUCTURE AND ORGANIZATION;
18 REPORT

19 On or before January 15, 2020, the Secretary of Commerce and Community
20 Development shall review and report to the House Committees on Commerce
21 and Economic Development and on Appropriations and to the Senate

1 Committees on Economic Development, Housing and General Affairs and on
2 Appropriations concerning one or more proposals to amend the structure and
3 organization of the Agency in order to enhance its ability to achieve its
4 purposes and perform its duties the organization of the Agency's workforce
5 recruitment efforts and related functions.

6 * * * Effective Dates * * *

7 Sec. 17. EFFECTIVE DATES

8 This act shall take effect on July 1, 2019, except that Sec. 6 (Adult CTE
9 System Study Committee) shall take effect on passage.

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18 (Committee vote: _____)

19

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Senator _____

21

FOR THE COMMITTEE