

1 Introduced by Committee on Commerce and Economic Development
2 Referred to Committee on
3 Date:
4 Subject: Commerce and trade; workforce development
5 Statement of purpose of bill as introduced: This bill proposes to adopt
6 miscellaneous provisions relating to workforce development.

7 An act relating to workforce development

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

9 * * * Workforce Training Allocations * * *

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

12 Of the amounts appropriated to the Agency of Commerce and Community
13 Development for the Vermont Training Program in fiscal year 2020, 2021, and
14 2022:

15 (1) The Agency, working in partnership with the Department of Labor
16 to identify appropriate opportunities, shall allocate not less than \$350,000.00
17 for apprenticeship training 25 percent to provide training that results in an
18 industry-recognized certification or a registered apprenticeship.

19 ~~(2)(A) The Agency shall allocate up to \$300,000.00 for awards through~~
20 ~~a competitive grant process to adult career development and technical centers,~~

1 the Community College of Vermont, or Vermont Technical Center, working in
2 collaboration with their regional development corporations, for the purpose of
3 designing and implementing an apprenticeship program or industry recognized
4 certification program that trains local employees.

5 (2)(A) The Agency shall allocate up to ten percent for work-based
6 learning activities pursuant to 10 V.S.A. § 531(e).

7 (B) The Agency may award a grant of not more than \$75,000.00
8 30,000.00, which the Agency shall pay in equal installments over three years.

9 (C) The Agency may award grants to not more than four centers
10 located in a labor market area in which:

11 (i) the average annual unemployment rate is greater than the
12 average annual unemployment rate for the State; or

13 (ii) the average annual wage is less than the average annual wage
14 for the State.

15 (3) The Agency shall allocate \$325,000- 25 percent for training pursuant
16 to 10 V.S.A. § 531 for businesses with 50 30 or fewer employees.

17 (4) The Agency shall allocate any remaining funds pursuant to
18 10 V.S.A. § 531.

19 * * * Adult CTE Assistant Director Pilot Program * * *

20 Sec. 2. ADULT CTE DIRECTOR PILOT PROGRAM

1 (a) Of the amounts appropriated from the General Fund to the Department
2 of Labor in fiscal year 2020, the Department shall allocate \$180,000.00 for a
3 pilot program to fund three Regional Assistant Directors of adult career
4 development and technical centers on a full-time basis.

5 (b) The Regional Assistant Directors selected to serve full-time shall
6 interact with their communities regional centers and business partners to
7 develop programs and curricula that address the workforce needs in their local
8 areas.

9 (c)(1) The executive committee of the Vermont Adult Career and Technical
10 Education Association shall define the regions to be served and hire the three
11 Regional Assistant Directors.

12 (2) The three Regional Assistant Directors shall report to the
13 Department of Labor’s State Coordinator of Adult Career Technical Education.

14 (d) The Agency of Education, the Department of Labor, and the Vermont
15 Adult Career and Technical Education Association, shall assess the pilot
16 program to determine whether a full time director would be more effective
17 designing and implementing workforce training initiatives.

18 * * * Workforce Recruitment; Relo802 * * *

19 Sec. 3. 10 V.S.A. § 546 is added to read:

20 § 546. RELOCATION SUPPORT SYSTEM

1 The Department of Labor shall launch and lead a coordinated information
2 and support system to facilitate the successful relocation of individuals to and
3 within Vermont. Services provided under this system shall facilitate and
4 expedite the physical transition of any person into a Vermont community by
5 providing quick, customized information, resources, referrals, and support.

6 (1) All State agencies and State-funded programs shall coordinate with
7 the Department to ensure that services and information that could assist a
8 person in relocating to Vermont are made available through an integrated,
9 custom-centered system. The Department shall pursue working agreements
10 with key nongovernmental organizations to ensure that subject area expertise is
11 available to program staff and individuals looking to move to Vermont,
12 through referrals or other information sharing mechanisms.

13 (2) The Department shall create customized pamphlets of information
14 for each region that include labor market information, housing and education
15 information, recreation information, and other relevant resources. The
16 Department shall make the pamphlets available for interested individuals to
17 assist in aspects of preliminary decision making.

18 (3) The Department shall convene regional, multidisciplinary teams to
19 provide community-level knowledge, support, and services. Partners shall
20 represent expertise from a variety of sectors, including housing, transportation,
21 education, health, child care, recreation, and economic development.

1 (4) In response to the unique employment needs that exist in the
2 different federal Opportunity Zones, the Department shall competitively grant
3 awards to organizations with local expertise and the ability to directly support
4 the concierge approach to relocating individuals and families, working with
5 employers and service organizations in and around the Opportunity Zone
6 communities.

7 * * * Military Base Recruitment Pilot Project * * *

8 Sec. 4. ON-BASE RECRUITMENT PILOT PROGRAM

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

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

17 (c) The Department shall provide limited organizational support to
18 employers interested in participating in private-pay travel to military bases in
19 conjunction with other employers, representatives of the Vermont Air National
20 Guard, and State officials, for the purpose of promoting employment and
21 relocation to Vermont.

1 (2) three-month training programs for adults who are underemployed or
2 seek to change careers.

3 (b) Grantees shall use the funding for:

4 (1) operation of training programs;

5 (2) stipends for training participants; and

6 (3) wage subsidies for the first 60 to 90 days of employment after
7 training.

8 (c) On or before January 15, 2020, the Departments of Labor and of
9 Children and Families shall report to the House Committee on Commerce and
10 Economic Development and the Senate Committee on Economic
11 Development, Housing and General Affairs with recommendations on best
12 practices for recruiting, training, and retaining the weatherization workforce in
13 this State.

14 * * * New Americans; Barriers to Employment * * *

15 Sec. 7. NEW AMERICANS; BARRIERS TO EMPLOYMENT

16 (a) The Department of Labor shall preserve and expand apprenticeship as a
17 path to licensure wherever possible and work collaboratively with relevant
18 stakeholders to avoid unnecessary obstacles to participation.

19 (b) The Department shall consider credentialing as a means of making
20 language interpreters available to facilitate interactions with licensing
21 authorities.

1 **Sec. 8. STUDY; WORKFORCE DEVELOPMENT OPPORTUNITIES FOR**
2 **REFUGEES, IMMIGRANTS, AND ASYLYM SEEKERS**

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

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

7 (1) The State Refugee Coordinator.

8 (2) A member appointed by the Agency of Human Services Secretary,
9 with expertise in New American workforce development issues.

10 (3) The executive director of AALV, or their designee.

11 (4) The director of Vermont's Refugee Resettlement/USCRI program.

12 (5) The director of CVOEO's financial futures program, or designee.

13 (6) A representative of Burlington's Community and Economic
14 Development Office's Sustainability, Housing, and Economic Development
15 department.

16 (7) Two Vermont employers with experience hiring and cultivating New
17 American workers.

18 (8) Two members of Vermont's refugee, immigrant, and immigrant
19 communities, appointed by AALV and VRR.

20 (9) An appointee of the University of Vermont with research expertise
21 in refugee and New American migration in Vermont.

1 (10) Legislator(s)?

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

3 (1) Recommendations identified in the following studies and
4 documents:

5 (A) Occupational Regulation and Migrant Professionals in Vermont:
6 Reducing Barriers for Qualified Immigrants.

7 (B) Senate Pro Tem Tim Ashe’s memo of February 4, 2019.

8 (C) Vermont New American Community Needs Assessment;
9 Champlain Valley Head Start, 2015.

10 (D) CVOEO’s New American Working Group report

11 (E) Others as identified by task force membership and/or witnesses.

12 (2) Cultural competency supports needed in Vermont’s employment
13 settings.

14 (3) Training, apprenticeship, and mentorship needs and opportunities.

15 (4) Tools and supports needed for refugees to effectively translate pre-
16 existing educational and professional credentials in Vermont settings.

17 (5) Additional supports needed to ensure employment opportunities,
18 including child care and transportation.

19 (d) Report. On or before December 1, 2019, the task force shall produce a
20 report for House and Senate Economic Development, Gov Ops, and

1 Appropriations committees with recommendations for proposed legislation and
2 investments, in order of priority.

3 * * * Adult CTE Study * * *

4 **Sec. 9. ADULT CTE STUDY; REPORT**

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

6 (1) Findings. The General Assembly finds:

7 (A) Like many rural states, Vermont faces demographic realities
8 that have resulted in an historically low unemployment rate and created
9 obstacles for employers that seek to hire and retain enough fully-trained
10 employees.

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

14 (C) In order to assist employers and employees in matching demand
15 to requisite skills, Vermont has a broad diversity of adult workforce
16 education and training programs offered by multiple providers, including
17 programs administered or funded by State government, educational
18 institutions, business and industry, and private professionals.

19 (2) Purpose. Consistent with the goals and purposes of H.919 (2018),
20 pursuant to which the State Workforce Development Board and other
21 stakeholders are currently engaged in planning the design and

1 implementation of a fully-integrated workforce development system, it is the
2 purpose of the General Assembly to explore the creation of a fully-integrated
3 adult career and technical education system that:

4 (i) provides Vermonters throughout the State with high quality
5 programs that are standardized and replicable;

6 (ii) coordinates, or integrates where appropriate, the many
7 programs and providers to maximize the efficient use of training resources;
8 and

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

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

17 (b) Membership. The Committee shall be composed of the following
18 members:

19 (1) one current member of the House of Representatives appointed by
20 the Speaker of the House;

1 (2) one current member of the Senate appointed by the Committee on
2 Committees;

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

4 (4) the Commissioner of Labor, or designee;

5 (5) the Chair of the State Workforce Development Board, or designee;

6 and

7 (6) a member appointed by the Vermont Adult Technical Education
8 Association.

9 (c) Assistance.

10 (1) The Committee shall have the administrative, legal, and fiscal
11 assistance of the Office of Legislative Council and the Joint Fiscal Office.

12 (2) The Committee may request additional support for subject matter
13 and technical expertise from executive branch agencies and departments as is
14 necessary to complete its work.

15 (d) Report. On or before January 15, 2020 the Committee shall submit a
16 its findings and any recommendations for legislative action to the House and
17 Senate Committees on Education, the House Committee on Commerce and
18 Economic Development, and the Senate Committee on Economic
19 Development, Housing and General Affairs.

20 (e) Meetings.

1 (1) The Office of Legislative Council shall coordinate with the Chair
2 to call the first meeting of the Committee to occur on or before August 15,
3 2019.

4 (2) The first member appointed from the General Assembly shall be
5 the chair.

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

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

8 (f) Compensation and reimbursement.

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

15 (2) Other members of the Committee shall be entitled to per diem
16 compensation and reimbursement of expenses as permitted under 32 V.S.A. §
17 1010 for not more than eight meetings. These payments shall be made from
18 monies appropriated to the General Assembly.

19 (g) Appropriation. The sum of \$X,000.00 is appropriated from the General
20 Fund to the General Assembly in fiscal year 2020 for per diem compensation
21 and reimbursement of expenses for members of the Committee.

1 Sec. 10. VERMONT TALENT PIPELINE MANAGEMENT PROJECT

2 The Vermont Talent Pipeline Management Project brings value to
3 Vermont’s workforce and economic development initiatives by:

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

6 (2) engaging post-secondary training and education partners to develop
7 or streamline programs that meet employer and incumbent needs; and

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

11 (b) The Vermont Talent Pipeline Management Project shall have the
12 limited role in the post-secondary workforce and economic development
13 systems of:

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

16 (2) broadly sharing competency and credential requirements learned
17 from employer collaboratives, and specifically engaging post-secondary
18 training and post-secondary education partners in the development of new or
19 modification of existing programs; and

20 (3) using a continuous improvement process to ensure employer needs
21 are met.

1 robotics training program at the Rutland location of the Community College of
2 Vermont.

3 * * * Effective Date * * *

4 Sec. 12. EFFECTIVE DATE

5 This act shall take effect on July 1, 2019.