

AN ACT

1 Providing for school-to-work programs; establishing the
2 CareerBound program; and imposing powers and duties on the
3 Department of Labor and Industry.

4 The General Assembly of the Commonwealth of Pennsylvania
5 hereby enacts as follows:

6 Section 1. Short title.

7 This act shall be known and may be cited as the CareerBound
8 Act.

9 Section 2. Definitions.

10 The following words and phrases when used in this act shall
11 have the meanings given to them in this section unless the
12 context clearly indicates otherwise:

13 "Board." As defined in section 103 of the Workforce
14 Development Act.

15 "Business partner." A business entity authorized to do
16 business in this Commonwealth that employs individuals in a
17 high-priority occupation.

18 "CareerBound." The program established in section 3.

1 "Department." The Department of Labor and Industry of the
2 Commonwealth.

3 "High-priority occupation." An occupation which is included
4 in the list issued by the department under section 1302(e) of
5 the Workforce Development Act.

6 "Institutions of higher education." The term includes any of
7 the following:

8 (1) A community college operating under Article XIX-A of
9 the act of March 10, 1949 (P.L.30, No.14), known as the
10 Public School Code of 1949.

11 (2) A university within the State System of Higher
12 Education.

13 (3) The Pennsylvania State University.

14 (4) The University of Pittsburgh.

15 (5) Temple University.

16 (6) Lincoln University.

17 (7) Any other institution that the Commonwealth
18 designates as a State-related institution of higher
19 education.

20 (8) The Thaddeus Stevens College of Technology.

21 (9) Any accredited private or independent college or
22 university.

23 "Local workforce investment board." As defined in section
24 103 of the Workforce Development Act.

25 "Participating agencies." The term includes the Department
26 of Education and the Department of Community and Economic
27 Development of the Commonwealth.

28 "Program partners." All entities that participate in a
29 school-to-work program.

30 "Replacement school-to-work program." A school-to-work

1 program which has been approved to participate in CareerBound
2 under section 5(e).

3 "School partner." A school district, vocational-technical
4 school, intermediate unit, charter school or cyber charter
5 school.

6 "School-to-work program." A program which has been approved
7 to participate in CareerBound.

8 "Soft skills." The workplace interpersonal and professional
9 skills that are necessary for an employee to adhere to generally
10 accepted workplace behaviors. The term includes work ethic,
11 promptness, integrity and respect for others.

12 "Workforce Development Act." The act of December 18, 2001
13 (P.L.949, No.114), known as the Workforce Development Act.
14 Section 3. CareerBound.

15 (a) Establishment.--There is established within the
16 department a program to be known as CareerBound.

17 (b) Administration.--The program shall be administered by
18 the department to empower local workforce investment boards,
19 school partners and business partners to collaboratively develop
20 innovative school-to-work programs to do all the following:

21 (1) Provide students with career exploration
22 opportunities and exposure to high-priority occupations which
23 will enable each student to make an informed decision on the
24 student's future career path.

25 (2) Provide local workforce investment boards with the
26 funding and support necessary to convene school partners and
27 business partners to implement innovative school-to-work
28 programs.

29 (3) Provide business partners with an opportunity to
30 develop collaborative relationships with school partners and

1 local workforce investment boards so that the next generation
2 of workers are well-equipped to meet the demand for high-
3 priority occupations.

4 (4) Provide school partners with the funds and framework
5 to deliver to students a relevant and rigorous curriculum
6 which prepares students for high-priority occupations.

7 (5) Provide program partners with informational
8 resources to help them conduct successful school-to-work
9 programs.

10 Section 4. School-to-work program requirements.

11 (a) Curriculum.--The curriculum for a school-to-work program
12 must include one or more of the following components:

13 (1) Early exposure. Curriculum approved under this
14 paragraph must provide students with a broad orientation to
15 the tools, processes and procedures used by individuals
16 employed in a high-priority occupation. Activities may
17 include student visits to a business partner's facilities for
18 company tours, demonstrations, field trips and lessons to
19 familiarize students with the basic features of a high-
20 priority occupation.

21 (2) Practical exposure. Curriculum approved under this
22 paragraph must provide students with a detailed understanding
23 of the tools, processes and procedures used by individuals
24 employed in a high-priority occupation. Activities may
25 include extended visits by students to a business partner's
26 facilities for demonstrations, job shadowing and hands-on
27 experience with the duties and skills necessary to be
28 employed in a high-priority occupation.

29 (3) Extended exposure. Curriculum approved under this
30 paragraph must provide students with an in-depth

1 understanding of the tools, processes and procedures used by
2 individuals employed in a high-priority occupation.
3 Activities may include apprenticeships, internships and
4 cooperative learning opportunities to give the student
5 practical knowledge which could be directly applicable to a
6 high-priority occupation.

7 (b) Occupational focus.--Curricula approved under subsection
8 (a) must be focused on providing students with exposure to high-
9 priority occupations which are either designated as high-
10 priority occupations Statewide or within the region served by
11 the local workforce investment board.

12 (c) Soft skills development.--Curricula approved under
13 subsection (a) must include some instruction on the development
14 of soft skills.

15 Section 5. Application and approval process.

16 (a) Application.--A local workforce investment board may
17 submit an application to the department requesting approval for
18 participation in CareerBound.

19 (b) Application requirements.--A completed application must
20 describe the proposed school-to-work program on a form and in a
21 manner prescribed by the department. An application must include
22 all of the following:

23 (1) A list of program partners, including a declaration
24 of interest by at least one school partner and at least one
25 business partner. The program partners may include
26 institutions of higher education, nonprofit business-support
27 entities and economic development agencies.

28 (2) A description of proposed curriculum, encompassing
29 at least one component listed in section 4(a)(1), (2) and
30 (3).

1 (3) A projection of costs associated with the proposed
2 school-to-work program, including an enumeration of any
3 opportunities to leverage other funding and programming
4 resources.

5 (4) A list of high-priority occupations which will be
6 the focus of the proposed school-to-work program.

7 (5) A start date for the proposed school-to-work
8 program.

9 (6) A list of clear objectives and measurable goals that
10 the proposed school-to-work program will seek to achieve.

11 (7) Documentation of an agreement among the program
12 partners describing the role of each program partner within
13 the proposed school-to-work program and the expectations that
14 each program partner agrees to fulfill.

15 (c) Approval process.--

16 (1) The department, in consultation with participating
17 agencies and the board as needed, shall approve school-to-
18 work programs for participation in CareerBound. The number of
19 programs approved shall be based on available funding.

20 (2) Priority must be given to a proposed school-to-work
21 program demonstrating one or more of the following
22 characteristics:

23 (i) Substantial program integration across
24 educational levels, including use of multiple curricula
25 components listed in section 4(a).

26 (ii) An ability to leverage other funding and
27 programming resources.

28 (iii) A commitment from a business partner to
29 provide preferred interviews to students completing the
30 school-to-work program.

1 (3) Additional consideration must be given to a proposed
2 school-to-work program which includes multiple business
3 partners or multiple school partners or which targets middle
4 school or early high school students for early exposure
5 activities or which is integrated into a school partner's
6 curriculum as a credit course.

7 (d) Contractual relationship.--Within 30 days of the
8 completion of the approval process, the department shall enter
9 into a contract with all local workforce investment boards that
10 submitted an application that was approved. The contract shall
11 require the signatories to provide the services described in the
12 approved school-to-work program from funds appropriated or
13 distributed for this purpose or from funds identified by the
14 participating agencies for this purpose under the general
15 appropriation act.

16 (e) Termination and replacement.--The department, in
17 consultation with participating agencies and the board as
18 needed, may terminate a school-to-work program for failure to
19 comply with program requirements. Consistent with the
20 requirements in subsection (c), a replacement school-to-work
21 program may be approved.

22 (f) Expiration.--A school-to-work program shall expire at
23 the end of the fourth school year of operation.

24 Section 6. Program operation.

25 (a) Cooperative management.--In collaboration with the
26 participating agencies and the board, the department shall
27 manage the operation of CareerBound, establish an application
28 process, enumerate outcome-based metrics by which school-to-work
29 programs will be evaluated in the reports under section 7 and
30 institute guidelines and procedures as necessary to implement

1 CareerBound. The guidelines must enumerate allowed and
2 disallowed expenses, provided that administrative expenses over
3 5% shall be disallowed.

4 (b) Informational resources.--In collaboration with the
5 participating agencies and the board, the department shall
6 provide informational resources to help program partners conduct
7 successful school-to-work programs.

8 (c) Distribution.--The department, in consultation with
9 participating agencies and the board as needed, shall determine
10 the distribution of available funds for school-to-work programs.
11 To the extent practicable, funding shall be geographically
12 distributed to different regions of this Commonwealth. No
13 school-to-work program shall receive more than 25% of the
14 available funds.

15 Section 7. Annual reports.

16 (a) Annual reports.--Within 60 days of the end of a school
17 year in which a school-to-work program is in operation, the
18 department, participating agencies and the board shall jointly
19 submit a report to the Governor, the Auditor General, the
20 chairperson and minority chairperson of the Appropriations
21 Committee of the Senate, the chairperson and minority
22 chairperson of the Appropriations Committee of the House of
23 Representatives, the chairperson and minority chairperson of the
24 Education Committee of the Senate, the chairperson and minority
25 chairperson of the Education Committee of the House of
26 Representatives, the chairperson and minority chairperson of the
27 Labor and Industry Committee of the Senate and the chairperson
28 and minority chairperson of the Labor and Industry Committee of
29 the House of Representatives regarding the implementation of
30 CareerBound and the school-to-work programs over the previous

1 school year.

2 (b) Report contents.--In addition to information or analysis
3 required by the department, in consultation with participating
4 agencies and the board as needed, the annual report shall
5 include information about each school-to-work program, including
6 whether each school-to-work program achieved the clear
7 objectives and measurable goals proposed under section 5(b)(6),
8 an analysis of each school-to-work program according to the
9 outcome-based metrics enumerated by the department in section
10 6(a), the number of participating students and the amount spent.
11 The report shall identify best practices observed from among the
12 most successful school-to-work programs.

13 Section 8. Funding and notice.

14 (a) Funding sources.--To implement this act, the department
15 may utilize any of the following:

16 (1) Funds deposited in the Reemployment Fund.

17 (2) Existing funds appropriated to the department, if
18 the use of the funds for CareerBound is consistent with law.

19 (3) Funds appropriated to the department for
20 CareerBound.

21 (b) Notice of funding.--Upon the initial appropriation of
22 sufficient funds to carry out the provisions of this act or a
23 determination by the department that sufficient funds are
24 available from the Reemployment Fund or another existing source
25 to carry out the provisions of this act, the department shall
26 transmit notice of the appropriation to the Legislative
27 Reference Bureau for publication in the Pennsylvania Bulletin.

28 Section 9. Effective date.

29 This act shall take effect as follows:

30 (1) Section 8 and this section shall take effect

1 immediately.

2 (2) The remainder of this act shall take effect upon the
3 publication of the notice under section 8(b).