

THE GENERAL ASSEMBLY OF PENNSYLVANIA

SENATE BILL

No. 1275 Session of
2015

INTRODUCED BY HUGHES, FONTANA, FARNESE, TEPLITZ, SCHWANK, COSTA
AND TARTAGLIONE, JUNE 13, 2016

REFERRED TO LABOR AND INDUSTRY, JUNE 13, 2016

AN ACT

1 Amending the act of December 18, 2001 (P.L.949, No.114),
2 entitled, as amended, "An act establishing a unified
3 workforce investment system; restructuring certain
4 administrative functions, procedures and entities;
5 transferring workforce development functions of Commonwealth
6 agencies; establishing the Pennsylvania Workforce Investment
7 Board; providing for critical job training grants, for
8 guarantees for program quality and performance for workforce
9 development programs, for workforce leadership grants and for
10 industry partnerships; establishing the Keystone Works
11 Program; and authorizing local workforce investment boards,"
12 establishing the Pennsylvania Youth Employment Services
13 Program and providing for grants.

14 The General Assembly of the Commonwealth of Pennsylvania
15 hereby enacts as follows:

16 Section 1. The act of December 18, 2001 (P.L.949, No.114),
17 known as the Workforce Development Act, is amended by adding a
18 chapter to read:

19 CHAPTER 8

20 PENNSYLVANIA YOUTH EMPLOYMENT SERVICES PROGRAM

21 Section 801. Definitions.

22 The following words and phrases when used in this chapter
23 shall have the meanings given to them in this section unless the

1 context clearly indicates otherwise:

2 "Disadvantaged youth." An individual who:

3 (1) is a resident of this Commonwealth;

4 (2) is not less than 16 years of age and not more than
5 23 years of age; and

6 (3) has a median family income that does not exceed 235%
7 of the Federal poverty level consistent with the Temporary
8 Assistance for Needy Families (TANF) Grants that serve
9 purposes similar to those of this chapter.

10 Educational background shall not be a factor in determining
11 whether an individual is a disadvantaged youth.

12 "Eligible applicant." A nonprofit or tax-exempt organization
13 or a municipal or public agency that provides youth employment
14 services.

15 "Grant." A youth employment services grant awarded under
16 this chapter.

17 "Participating employer." A private company or nonprofit
18 organization that provides a qualified employment opportunity to
19 a disadvantaged youth.

20 "Private company." A business, professional service company
21 or other enterprise. The term may include a group of two or more
22 private companies operating as a consortium in order to operate
23 a common training program.

24 "Program." The Pennsylvania Youth Employment Services
25 Program established under section 802.

26 "Qualified employment opportunity." A paid internship or
27 employment opportunity that meets the criteria under section 806
28 and any other requirements established by the board.

29 "Youth employment services." Employment assistance or job
30 training provided to individuals who are not less than 14 years

of age and not more than 24 years of age, including, but not limited to:

- (1) youth job placement;
- (2) employment readiness training; and
- (3) career and life skills counseling.

Section 802. Establishment and purposes of program.

(a) Establishment.--There is established the Pennsylvania Youth Employment Services Program.

(b) Purposes.--The purposes of the program include the following:

- (1) improve the employability of disadvantaged youths through exposure to public or private sector work;
- (2) enhance basic job and educational skills of disadvantaged youths;
- (3) encourage the completion of high school or equivalency;
- (4) assist disadvantaged youths as they enter employment, school-to-work transition programs, the military or postsecondary education or training;
- (5) provide educational, career and life skills counseling; and
- (6) issue grants to eligible applicants for job training and participant support activities.

Section 803. Program operation.

(a) General operation.--The board shall oversee the operation of the program, with appropriate agency staffing support as determined by the participating agencies and the Governor.

(b) Sources of funding.--The board shall work with the participating agencies and local work force investment boards to

identify sources of Federal and State funds to be used for grants under this chapter.

(c) Grant procedures.--The board shall recommend procedures for the award of grants to eligible applicants for initiatives that are consistent with the criteria set forth in section 805. Section 804. Grant application.

(a) Single application.--There shall be a single multiagency application for the grants awarded under this chapter. The application may be combined on the same form as an application for other programs overseen by a participating agency. An application must demonstrate:

(1) the number of disadvantaged youths who will receive youth employment services;

(2) the existence of job opportunities directly related to the youth employment services provided by the eligible applicant;

(3) how the training will support disadvantaged youth employment initiatives within this Commonwealth;

(4) private sector participation in training design and placement of disadvantaged youths; and

(5) the intended use of grant funds, including the allocation between administrative, job training and participant support costs.

(b) Applications and guidelines.--The participating agencies, in consultation with the board and local work force investment boards, shall develop grant applications, establish guidelines, develop forms and institute procedures, including the utilization of participating agency resources, as may be necessary to implement the provisions of this chapter.

(c) Preference.--Preference shall be given to eligible

applicants with experience in administering youth employment services and those who have demonstrated efforts to coordinate Federal and State programs in their locality.

(d) Approval of applications and contracts.--A committee composed of the participating agencies and the board may approve a grant application, and the appropriate Commonwealth agencies shall enter into a contract with an eligible applicant to provide youth employment services to disadvantaged youths to the extent that funds are identified by participating agencies for this purpose.

(e) Board recommendations.--Beginning October 1, 2016, and each year thereafter, the board may recommend changes in the operation and funding of the program to the Governor and the General Assembly. The recommendations shall be made after the board consults with the appropriate participating agency or agencies, local work force investment boards, grant recipients and private sector partners.

Section 805. Grants.

(a) Allocation formula.--The funds available for youth employment services grants shall be allocated based on a county's share of the Commonwealth's total disadvantaged youth population.

(b) Allowable cost categories.--A grant recipient may use up to 15% of its total award for administrative purposes. The remainder of the grant award shall be used for a combination of job training and participant support activities, including subsidies to participating employers.

(c) Information.--The board shall require such information and records from a grant recipient as the board deems necessary to carry out its responsibilities under this chapter.

1 (d) Limitation.--A local work force investment board is not
2 eligible for a grant as a youth employment services provider.
3 Section 806. Qualified employment opportunities.

4 (a) Wage rate.--The rate of pay for a qualified employment
5 opportunity shall be the minimum wage. Subsidies provided to
6 participating employers may not exceed 75% of the minimum wage.
7 An employer may use its own funds to increase a disadvantaged
8 youth employee's hourly wage rate.

9 (b) Part-time employment.--Wages and subsidies provided for
10 employment opportunities under this chapter may be paid for
11 part-time employment.

12 (c) Worker displacement prohibited.--An employer may not lay
13 off, terminate or reduce the working hours of an employee for
14 the purpose of hiring an individual with funds provided under
15 this chapter. An employer may not hire an individual with funds
16 available under this chapter if any other individual is laid off
17 from the same or substantially equivalent job.

18 Section 2. This act shall take effect in 60 days.