
THE GENERAL ASSEMBLY OF PENNSYLVANIA

SENATE BILL

No. 1143 Session of
2018

INTRODUCED BY HUGHES, MENSCH, FONTANA, MARTIN, SCHWANK, FOLMER,
COSTA, WAGNER, VULAKOVICH AND BLAKE, APRIL 23, 2018

REFERRED TO LABOR AND INDUSTRY, APRIL 23, 2018

AN ACT

1 Amending the act of December 18, 2001 (P.L.949, No.114),
2 entitled "An act establishing a unified workforce investment
3 system; restructuring certain administrative functions,
4 procedures and entities; transferring workforce development
5 functions of Commonwealth agencies; establishing the
6 Pennsylvania Workforce Investment Board; providing for
7 critical job training grants, for guarantees for program
8 quality and performance for workforce development programs,
9 for workforce leadership grants and for industry
10 partnerships; establishing the Keystone Works Program; and
11 authorizing local workforce investment boards," in industry
12 partnerships, further providing for definitions, for industry
13 clusters, for interdepartmental cooperation and for industry
14 and labor market research and providing for dissemination of
15 industry and labor market research to educational
16 institutions.

17 The General Assembly of the Commonwealth of Pennsylvania
18 hereby enacts as follows:

19 Section 1. The definitions of "high-priority occupations"
20 and "targeted industry cluster" in section 1301 of the act of
21 December 18, 2001 (P.L.949, No.114), known as the Workforce
22 Development Act, are amended and the section is amended by
23 adding definitions to read:

24 Section 1301. Definitions.

25 The following words and phrases when used in this chapter

1 shall have the meanings given to them in this section unless the
2 context clearly indicates otherwise:

3 * * *

4 "Educational institution." Each school district, technical
5 education school and public institution of higher education in
6 this Commonwealth.

7 "Forward-facing employment data." Data on current and
8 projected employment opportunities within this Commonwealth,
9 including factors such as geographical location or required
10 training and experience for such opportunities.

11 "High-priority occupations." Occupations which have or are
12 projected to have a significant presence in a targeted industry
13 cluster, are in demand by employers and pay or lead to payment
14 of a family-sustaining wage.

15 * * *

16 "Public institution of higher education." Any of the
17 following:

18 (1) A community college which is an institution created
19 under Article XIX-A of the act of March 10, 1949 (P.L.30,
20 No.14), known as the Public School Code of 1949, or the act
21 of August 24, 1963 (P.L.1132, No.484), known as the Community
22 College Act of 1963.

23 (2) A State-owned institution.

24 (3) A State-related institution.

25 * * *

26 "Targeted industry cluster." An industry cluster identified
27 by the department as having or being projected to have a
28 Statewide economic impact, immediate workforce development needs
29 [and] or emerging or competitive career opportunities.

30 Section 2. Sections 1302, 1307(c) and 1308 of the act are

1 amended to read:

2 Section 1302. Industry clusters.

3 (a) Identification of industry clusters.--The department
4 shall work with businesses, industry associations, career and
5 technical associations and organizations, participating
6 agencies, State and local workforce investment boards and
7 economic development entities to identify industry clusters
8 based on the following:

9 (1) Statistics showing the competitiveness of a
10 potential industry cluster.

11 (2) Importance of an industry cluster to the current or
12 future economic development of this Commonwealth.

13 (3) Identification of other employers that supply
14 materials, technology and services to the industry.

15 (4) Research studies on industry clusters.

16 (4.1) Forward-facing employment data compiled by the
17 department.

18 (5) Any other criteria deemed relevant by the
19 department.

20 (b) Identification of targeted industry clusters.--The
21 department shall work with State and regional workforce and
22 economic development agencies, with input from regional business
23 and labor leaders, to identify which industry clusters shall be
24 targeted for workforce and economic development investments
25 based on:

26 (1) Importance of the cluster to the economy of this
27 Commonwealth and the region.

28 (2) [Workforce] Current and projected workforce
29 development needs.

30 (3) Economic growth potential.

- 1 (4) Competitiveness.
- 2 (5) Employment base.
- 3 (6) Wages, benefits and career opportunities.
- 4 (7) Forward-facing employment data compiled by the
- 5 department.

6 (c) Ongoing evaluation.--The department shall [periodically]
7 annually evaluate the targeted industry clusters and the
8 forward-facing employment data compiled by the department to
9 determine the need for any changes to the targeted industry
10 clusters or the need for addition of new industry clusters.

11 (d) Publication of information.--The department shall issue
12 by July 1 of each year, on its Internet website, information and
13 statistics on the targeted industry clusters, including labor
14 market information highlighting the clusters. The information
15 shall include an occupational analysis depicting the employment
16 [and], wages, geographic location and required training or
17 experience within the targeted industry cluster and the forward-
18 facing employment data compiled by the department.

19 (e) List of occupations.--The department shall annually
20 issue a list of Statewide and regional high-priority occupations
21 which will guide workforce and educational investments by the
22 department and participating agencies.

23 Section 1307. Interdepartmental cooperation.

24 * * *

25 (c) Agencies.--The following agencies shall work with the
26 department as set forth below:

27 (1) The Department of Agriculture shall:

28 (i) Advise the department on the agriculture
29 industry and agriculture education economic development
30 strategies, programs and initiatives.

1 (ii) Facilitate agricultural industry clusters, to
2 include production agriculture, at the State and local
3 levels to ensure accurate representation of all sectors
4 and inclusion of those fields typically categorized as
5 self-employment.

6 (iii) Advise the department on career pathways
7 available in the rural communities of this Commonwealth
8 and nontraditional career pathways available to urban and
9 disadvantaged students and citizens.

10 (iii.1) Work in collaboration with the department to
11 use forward-facing employment data to project and
12 identify future and emerging employment opportunities in
13 the agriculture industry.

14 (iv) Work in collaboration with the department and
15 the Department of Education to identify emerging career
16 opportunities, including support in establishing career
17 ladders and career pathways.

18 (v) Support initiatives to develop industry-
19 recognized credentials and new credit-bearing programs in
20 this Commonwealth's public and private postsecondary
21 institutions, especially in critical occupations.

22 (2) The Department of Community and Economic Development
23 shall:

24 (i) Advise the department of its workforce and
25 economic development strategies, programs and
26 initiatives.

27 (ii) Align existing training programs with industry
28 partnerships.

29 (iii) Make relevant business assistance programs
30 available to industry partnerships.

1 (iv) Coordinate with the department on areas of
2 business retention.

3 (v) Advise the department of its industry
4 competitiveness programs and cluster strategies.

5 (vi) Work in collaboration with the department to
6 use forward-facing employment data to project and
7 identify future and emerging employment opportunities to
8 create workforce and economic development strategies.

9 (3) The Department of Corrections shall:

10 (i) Align training for inmates with industry
11 clusters and high-priority occupations and annually
12 review these training programs to assure that the
13 training programs prepare individuals for high-priority
14 occupations.

15 (ii) Align reentry programs to take advantage of
16 information and career opportunities provided by industry
17 partnerships.

18 (iii) Work in collaboration with the department to
19 use forward-facing employment data to project and
20 identify future and emerging employment opportunities for
21 purposes of aligning reentry programs with current and
22 emerging industry clusters and high-priority occupations.

23 (4) The Department of Education shall:

24 (i) Work with the department to support career
25 pathways.

26 (ii) Support innovative programs to address
27 literacy, including English as a second language, and
28 numeracy shortcomings, especially in those occupations
29 which are critical to targeted industry clusters and
30 which lead to postsecondary education and employment.

1 (iii) Collaborate with the department to develop
2 programs and strategies to reduce barriers to adult
3 education.

4 (iv) Coordinate career education initiatives in
5 middle and high schools, especially in Project 720
6 schools and career and technical education programs.

7 (v) Support initiatives to develop industry-
8 recognized credentials and new credit-bearing programs in
9 this Commonwealth's public and private postsecondary
10 institutions, especially in occupations critical to
11 targeted industry clusters.

12 (vi) Work in collaboration with the department to
13 determine education and skill gaps associated with
14 targeted industry clusters.

15 (vi.1) Work in collaboration with the department to
16 use forward-facing employment data to project and
17 identify future and emerging employment opportunities.

18 (vii) Advise and assist high-school-based career and
19 technical education programs to develop high-priority
20 occupation programs.

21 (viii) Within two years following the effective date
22 of this act, regulations may be promulgated by the
23 Department of Education in consultation with career and
24 technical school administrators. The regulations shall
25 conform to career and technical schools' needs and assist
26 to align their needs with employer demands. Incentives
27 shall be included to increase alignment. Until this
28 program and regulations are in effect, secondary career
29 and technical schools and programs shall not be required
30 to meet the requirements for high-priority occupations

1 for program approval.

2 (5) The Department of Public Welfare shall:

3 (i) Create and maintain innovative programs which
4 connect qualified TANF clients with employment
5 opportunities in the targeted industry clusters.

6 (ii) Support strategies to prepare TANF clients for
7 success in postsecondary education and training programs.

8 (iii) Develop career education initiatives which
9 provide TANF clients with information to guide their
10 education and training plans.

11 (iv) Collect and share employment information with
12 the department.

13 Section 1308. Industry and labor market research.

14 The department shall provide the necessary industry and labor
15 market research to support and further develop the work of
16 industry partnerships, including:

17 (1) Providing current data on all targeted industry
18 clusters.

19 (2) Providing the most current available analysis of
20 industry employment in this Commonwealth for the purpose of
21 determining trends in this Commonwealth which may lead to
22 changes in the targeted industry clusters.

23 (2.1) Compiling and providing forward-facing employment
24 data on projected employment opportunities in this
25 Commonwealth, including future and emerging industry clusters
26 and high-priority occupations.

27 (3) Maintaining and updating the annual list of this
28 Commonwealth's high-priority occupations.

29 (4) Providing the most currently available analysis of
30 high-priority occupations for the purpose of determining

1 trends which may lead to adjustments to the list.

2 Section 3. The act is amended by adding a section to read:

3 Section 1308.1. Dissemination of industry and labor market
4 research to educational institutions.

5 (a) Dissemination of information.--By July 1, 2018, and each
6 July 1 thereafter, the department, in coordination with the
7 Department of Education, shall provide the information under
8 sections 1302(d) and (e) and 1308 to educational institutions.

9 (b) Additional information.--In addition to the information
10 provided under subsection (a), beginning July 1, 2018, on a
11 quarterly basis the department shall provide to each educational
12 institution specific labor market information and forward-facing
13 employment data for the labor market in which the educational
14 institution is located.

15 (c) Analysis.--The following shall apply:

16 (1) When the department and the Department of Education
17 jointly determine that labor market information or forward-
18 facing employment data prepared by the department requires an
19 explanatory analysis for the information or data to be
20 utilized to its fullest potential, the Department of
21 Education, in collaboration with the department, shall
22 provide an analysis of the information or data, written in
23 clear, concise and easily understandable language.

24 (2) The analysis under paragraph (1) shall consider, but
25 not be limited to a consideration of, the following:

26 (i) instructions for the proper use of the
27 information or data by individuals involved in the
28 planning and development of career education;

29 (ii) the proper use of the information or data by
30 individuals involved in vocational and educational

1 guidance; and

2 (iii) the proper use of the information or data by
3 current and prospective career education pupils in the
4 selection of career education programs likely to offer
5 the greatest potential for employment upon graduation.

6 (d) Dissemination of data.--Each educational institution
7 that receives labor market information and forward-facing
8 employment data under subsections (b) and (c) shall provide
9 copies of the information and data to the individuals
10 responsible for vocational and educational guidance at an
11 educational institution for use in planning and developing
12 career education programs and providing vocational and education
13 guidance to career education pupils.

14 Section 4. This act shall take effect in 60 days.