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THE GENERAL ASSEMBLY OF PENNSYLVANIA

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HOUSE BILL

No. 425 Session of  
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INTRODUCED BY MACKENZIE, BERNSTINE, FEE, FREEMAN, KAUFER,  
KAUFFMAN, KEEFER, LONGIETTI, McNEILL, MENTZER, MILLARD,  
OWLETT, ROTHMAN, RYAN, SCHLOSSBERG, SOLOMON, STAATS,  
ZIMMERMAN AND GOODMAN, FEBRUARY 20, 2019

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REFERRED TO COMMITTEE ON LABOR AND INDUSTRY, FEBRUARY 20, 2019

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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.

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

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

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

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

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

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

14 (3) The Pennsylvania State University.

15 (4) The University of Pittsburgh.

16 (5) Temple University.

17 (6) Lincoln University.

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

21 (8) The Thaddeus Stevens College of Technology.

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

24 "Local workforce investment board." As defined in section  
25 103 of the Workforce Development Act.

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

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

1 "Replacement school-to-work program." A school-to-work  
2 program which has been approved to participate in CareerBound  
3 under section 5(e).

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

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

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

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

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

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

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

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

30 (3) Provide business partners with an opportunity to

1 develop collaborative relationships with school partners and  
2 local workforce investment boards so that the next generation  
3 of workers are well-equipped to meet the demand for high-  
4 priority occupations.

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

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

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

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

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

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

30 (3) Extended exposure. Curriculum approved under this

1 paragraph must provide students with an in-depth  
2 understanding of the tools, processes and procedures used by  
3 individuals employed in a high-priority occupation.

4 Activities may include apprenticeships, internships and  
5 cooperative learning opportunities to give the student  
6 practical knowledge which could be directly applicable to a  
7 high-priority occupation.

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

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

16 Section 5. Application and approval process.

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

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

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

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

1 (3) .

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

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

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

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

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

16 (c) Approval process.--

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

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

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

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

29 (iii) A commitment from a business partner to  
30 provide preferred interviews to students completing the

1 school-to-work program.

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

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

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

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

25 Section 6. Program operation.

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

1 institute guidelines and procedures as necessary to implement  
2 CareerBound. The guidelines must enumerate allowed and  
3 disallowed expenses, provided that administrative expenses over  
4 5% shall be disallowed.

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

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

16 Section 7. Annual reports.

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



1 CareerBound and the school-to-work programs over the previous  
2 school year.

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

14 Section 8. Funding and notice.

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

17 (1) Funds deposited in the Reemployment Fund.

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

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

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

29 Section 9. Effective date.

30 This act shall take effect as follows:

1           (1) Section 8 and this section shall take effect  
2 immediately.

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