

THE GENERAL ASSEMBLY OF PENNSYLVANIA

HOUSE BILL

No. 425 Session of 2019

INTRODUCED BY MACKENZIE, BERNSTINE, FEE, FREEMAN, KAUFER, KAUFFMAN, KEEFER, LONGIETTI, McNEILL, MENTZER, MILLARD, OWLETT, ROTHMAN, RYAN, SCHLOSSBERG, SOLOMON, STAATS, ZIMMERMAN, GOODMAN, ECKER, HEFFLEY, IRVIN, STRUZZI AND COX, FEBRUARY 20, 2019

AS REPORTED FROM COMMITTEE ON LABOR AND INDUSTRY, HOUSE OF REPRESENTATIVES, AS AMENDED, MARCH 13, 2019

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

1 high-priority occupation.

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

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

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

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

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

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

15 (3) The Pennsylvania State University.

16 (4) The University of Pittsburgh.

17 (5) Temple University.

18 (6) Lincoln University.

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

22 (8) The Thaddeus Stevens College of Technology.

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

25 ~~"Local workforce investment board." As defined in section~~ <--
26 ~~103 of the Workforce Development Act.~~

27 "LOCAL WORKFORCE DEVELOPMENT BOARD." A LOCAL WORKFORCE <--
28 DEVELOPMENT BOARD ESTABLISHED IN ACCORDANCE WITH SECTION 107 OF
29 THE WORKFORCE INNOVATION AND OPPORTUNITY ACT (PUBLIC LAW 113-
30 128, 29 U.S.C. § 3122).

1 "Participating agencies." The term includes the Department
2 of Education and the Department of Community and Economic
3 Development of the Commonwealth.

4 "Program partners." All entities that participate in a
5 school-to-work program.

6 "Replacement school-to-work program." A school-to-work
7 program which has been approved to participate in CareerBound
8 under section 5(e).

9 "School partner." A school district, vocational-technical
10 school, intermediate unit, charter school or cyber charter
11 school.

12 "School-to-work program." A program which has been approved
13 to participate in CareerBound.

14 "Soft skills." The workplace interpersonal and professional
15 skills that are necessary for an employee to adhere to generally
16 accepted workplace behaviors. The term includes work ethic,
17 promptness, integrity and respect for others.

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

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

23 (b) Administration.--The program shall be administered by
24 the department to empower local workforce ~~investment~~ DEVELOPMENT <--
25 boards, school partners and business partners to collaboratively
26 develop innovative school-to-work programs to do all the
27 following:

28 (1) Provide students with career exploration
29 opportunities and exposure to high-priority occupations which
30 will enable each student to make an informed decision on the

1 student's future career path.

2 (2) Provide local workforce ~~investment~~ DEVELOPMENT <--
3 boards with the funding and support necessary to convene
4 school partners and business partners to implement innovative
5 school-to-work programs.

6 (3) Provide business partners with an opportunity to
7 develop collaborative relationships with school partners and
8 local workforce ~~investment~~ DEVELOPMENT boards so that the <--
9 next generation of workers are well-equipped to meet the
10 demand for high-priority occupations.

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

14 (5) Provide program partners with informational
15 resources to help them conduct successful school-to-work
16 programs.

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

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

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

28 (2) Practical exposure. Curriculum approved under this
29 paragraph must provide students with a detailed understanding
30 of the tools, processes and procedures used by individuals

1 employed in a high-priority occupation. Activities may
2 include extended visits by students to a business partner's
3 facilities for demonstrations, job shadowing and hands-on
4 experience with the duties and skills necessary to be
5 employed in a high-priority occupation.

6 (3) Extended exposure. Curriculum approved under this
7 paragraph must provide students with an in-depth
8 understanding of the tools, processes and procedures used by
9 individuals employed in a high-priority occupation.
10 Activities may include apprenticeships, internships and
11 cooperative learning opportunities to give the student
12 practical knowledge which could be directly applicable to a
13 high-priority occupation.

14 (b) Occupational focus.--Curricula approved under subsection
15 (a) must be focused on providing students with exposure to high-
16 priority occupations which are either designated as high-
17 priority occupations Statewide or within the region served by
18 the local workforce ~~investment~~ DEVELOPMENT board. <--

19 (c) Soft skills development.--Curricula approved under
20 subsection (a) must include some instruction on the development
21 of soft skills.

22 Section 5. Application and approval process.

23 (a) Application.--A local workforce ~~investment~~ DEVELOPMENT <--
24 board may submit an application to the department requesting
25 approval for participation in CareerBound.

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

30 (1) A list of program partners, including a declaration

1 of interest by at least one school partner and at least one
2 business partner. The program partners may include
3 institutions of higher education, nonprofit business-support
4 entities and economic development agencies.

5 (2) A description of proposed curriculum, encompassing
6 at least one component listed in section 4(a)(1), (2) and
7 (3).

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

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

14 (5) A start date for the proposed school-to-work
15 program.

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

18 (7) Documentation of an agreement among the program
19 partners describing the role of each program partner within
20 the proposed school-to-work program and the expectations that
21 each program partner agrees to fulfill.

22 (c) Approval process.--

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

27 (2) Priority must be given to a proposed school-to-work
28 program demonstrating one or more of the following
29 characteristics:

30 (i) Substantial program integration across

1 educational levels, including use of multiple curricula
2 components listed in section 4(a).

3 (ii) An ability to leverage other funding and
4 programming resources.

5 (iii) A commitment from a business partner to
6 provide preferred interviews to students completing the
7 school-to-work program.

8 (3) Additional consideration must be given to a proposed
9 school-to-work program which includes multiple business
10 partners or multiple school partners or which targets middle
11 school or early high school students for early exposure
12 activities or which is integrated into a school partner's
13 curriculum as a credit course.

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

23 (e) Termination and replacement.--The department, in
24 consultation with participating agencies and the board as
25 needed, may terminate a school-to-work program for failure to
26 comply with program requirements. Consistent with the
27 requirements in subsection (c), a replacement school-to-work
28 program may be approved.

29 ~~(f) Expiration. A school to work program shall expire at~~ <--
30 ~~the end of the fourth school year of operation.~~

1 Section 6. Program operation.

2 (a) Cooperative management.--In collaboration with the
3 participating agencies and the board, the department shall
4 manage the operation of CareerBound, establish an application
5 process, enumerate outcome-based metrics by which school-to-work
6 programs will be evaluated in the reports under section 7 and
7 institute guidelines and procedures as necessary to implement
8 CareerBound. The guidelines must enumerate allowed and
9 disallowed expenses, provided that administrative expenses over
10 5% shall be disallowed.

11 (b) Informational resources.--In collaboration with the
12 participating agencies and the board, the department shall
13 provide informational resources to help program partners conduct
14 successful school-to-work programs.

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

22 Section 7. Annual reports.

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

1 Education Committee of the Senate, the chairperson and minority
2 chairperson of the Education Committee of the House of
3 Representatives, the chairperson and minority chairperson of the
4 Labor and Industry Committee of the Senate and the chairperson
5 and minority chairperson of the Labor and Industry Committee of
6 the House of Representatives regarding the implementation of
7 CareerBound and the school-to-work programs over the previous
8 school year.

9 (b) Report contents.--In addition to information or analysis
10 required by the department, in consultation with participating
11 agencies and the board as needed, the annual report shall
12 include information about each school-to-work program, including
13 whether each school-to-work program achieved the clear
14 objectives and measurable goals proposed under section 5(b)(6),
15 an analysis of each school-to-work program according to the
16 outcome-based metrics enumerated by the department in section
17 6(a), the number of participating students and the amount spent.
18 The report shall identify best practices observed from among the
19 most successful school-to-work programs.

20 Section 8. Funding and notice.

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

- 23 (1) Funds deposited in the Reemployment Fund.
- 24 (2) Existing funds appropriated to the department, if
25 the use of the funds for CareerBound is consistent with law.
- 26 (3) Funds appropriated to the department for
27 CareerBound.

28 (b) Notice of funding.--Upon the initial appropriation of
29 sufficient funds to carry out the provisions of this act or a
30 determination by the department that sufficient funds are

1 available from the Reemployment Fund or another existing source
2 to carry out the provisions of this act, the department shall
3 transmit notice of the appropriation to the Legislative
4 Reference Bureau for publication in the Pennsylvania Bulletin.

5 Section 9. Effective date.

6 This act shall take effect as follows:

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

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