

THE GENERAL ASSEMBLY OF PENNSYLVANIA

SENATE BILL

No. 91 Session of 2019

INTRODUCED BY HUGHES, MENSCH, FOLMER, FONTANA, SANTARSIERO, STREET, FARNESE, SCHWANK, GORDNER, KEARNEY, BROWNE, PHILLIPS-HILL, COSTA AND BLAKE, JANUARY 24, 2019

REFERRED TO LABOR AND INDUSTRY, JANUARY 24, 2019

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.

1 The following words and phrases when used in this chapter
2 shall have the meanings given to them in this section unless the
3 context clearly indicates otherwise:

4 * * *

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

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

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

16 * * *

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

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

24 (2) A State-owned institution.

25 (3) A State-related institution.

26 * * *

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

1 Section 2. Sections 1302, 1307(c) and 1308 of the act are
2 amended to read:

3 Section 1302. Industry clusters.

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

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

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

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

16 (4) Research studies on industry clusters.

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

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

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

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

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

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

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

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

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

24 Section 1307. Interdepartmental cooperation.

25 * * *

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

- 28 (1) The Department of Agriculture shall:
 - 29 (i) Advise the department on the agriculture
 - 30 industry and agriculture education economic development

1 strategies, programs and initiatives.

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

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

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

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

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

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

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

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

30 (iii) Make relevant business assistance programs

1 available to industry partnerships.

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

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

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

10 (3) The Department of Corrections shall:

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

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

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

24 (4) The Department of Education shall:

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

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

1 which lead to postsecondary education and employment.

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

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

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

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

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

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

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

1 to meet the requirements for high-priority occupations
2 for program approval.

3 (5) The Department of Public Welfare shall:

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

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

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

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

14 Section 1308. Industry and labor market research.

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

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

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

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

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

30 (4) Providing the most currently available analysis of

1 high-priority occupations for the purpose of determining
2 trends which may lead to adjustments to the list.

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

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

6 (a) Dissemination of information.--By July 1, 2019, and each
7 July 1 thereafter, the department, in coordination with the
8 Department of Education, shall provide the information under
9 sections 1302(d) and (e) and 1308 to educational institutions.

10 (b) Additional information.--In addition to the information
11 provided under subsection (a), beginning July 1, 2019, on a
12 quarterly basis the department shall provide to each educational
13 institution specific labor market information and forward-facing
14 employment data for the labor market in which the educational
15 institution is located.

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

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

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

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

30 (ii) the proper use of the information or data by

1 individuals involved in vocational and educational
2 guidance; and

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

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

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