

# SENATE BILL 978

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CF HB 869

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By: **Senator Jones–Rodwell**

Introduced and read first time: February 16, 2012

Assigned to: Rules

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## A BILL ENTITLED

1 AN ACT concerning

2 **Maryland Workforce and Career Pathways Act of 2012**

3 FOR the purpose of establishing the Career Pathways Program in the Division of  
4 Employment and Training in the Department of Labor, Licensing, and  
5 Regulation; providing for the Program's purpose and priorities; requiring the  
6 Director of the Division to make grants for certain projects; requiring the  
7 Director to adopt certain regulations; requiring the Director to evaluate the  
8 performance of the Program; requiring that applicants for certain grants  
9 include certain partners; requiring certain projects and certain target  
10 populations to achieve certain outcomes; requiring that certain projects, as a  
11 condition for receiving grant funding, include certain elements; requiring a  
12 partnership that receives certain grants to establish certain programs to better  
13 serve the needs of certain target populations; specifying the content of certain  
14 programs; establishing the Career Pathways Fund as a special, nonlapsing  
15 fund; specifying the purpose of the Fund; requiring the Division to administer  
16 the Fund; requiring the State Treasurer to hold the Fund and the Comptroller  
17 to account for the Fund; specifying the contents of the Fund; requiring the  
18 Governor to include a certain amount of money for the Fund in the annual  
19 budget bill beginning in a certain fiscal year; specifying the purposes for which  
20 the Fund may be used; providing for the investment of money in the Fund;  
21 requiring the Division to submit a certain report on or before June 30 of each  
22 year to the Governor, the Senate Finance Committee, and the House Economic  
23 Matters Committee; providing for the contents of the report; defining certain  
24 terms; and generally relating to the Division of Employment and Training and  
25 the Career Pathways Program.

26 BY adding to

27 Article – Labor and Employment

28 Section 11–603

29 Annotated Code of Maryland

30 (2008 Replacement Volume and 2011 Supplement)

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EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.



1 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF  
2 MARYLAND, That the Laws of Maryland read as follows:

3 **Article – Labor and Employment**

4 **11-603.**

5 (A) (1) IN THIS SECTION THE FOLLOWING WORDS HAVE THE  
6 MEANINGS INDICATED.

7 (2) “BRIDGE PROGRAM” MEANS A COMBINATION OF JOB  
8 READINESS, ADULT EDUCATION OR ENGLISH AS A SECOND LANGUAGE, AND  
9 CONTEXTUAL OCCUPATIONAL TRAINING.

10 (3) “CAREER PATHWAYS” MEANS LINKED EDUCATION, TRAINING,  
11 AND EMPLOYMENT SERVICES THAT ENABLE TARGET POPULATIONS TO ACHIEVE  
12 HIGHER LEVELS OF EDUCATION AND CREDENTIAL ATTAINMENT.

13 (4) “CREDENTIAL” MEANS ANY RECOGNIZED:

14 (I) EDUCATIONAL DIPLOMA;

15 (II) CERTIFICATE OR DEGREE;

16 (III) OCCUPATIONAL LICENSE;

17 (IV) APPRENTICESHIP CERTIFICATE;

18 (V) INDUSTRY RECOGNIZED CERTIFICATION;

19 (VI) EDUCATION OR JOB TRAINING CERTIFICATE; OR

20 (VII) AWARD FOR SKILLS ATTAINMENT AND COMPLETION,  
21 ISSUED BY AN APPROVED TRAINING PROVIDER IN THE STATE OR A  
22 THIRD-PARTY CREDENTIAL PROVIDER.

23 (5) “FUND” MEANS THE CAREER PATHWAYS FUND.

24 (6) “LOW INCOME” MEANS NOT MORE THAN 400% OF THE  
25 FEDERAL POVERTY RATE AS DEFINED BY THE MOST RECENT REVISED POVERTY  
26 INCOME GUIDELINES PUBLISHED BY THE UNITED STATES DEPARTMENT OF  
27 HEALTH AND HUMAN SERVICES.

1           **(7) “PROGRAM” MEANS THE CAREER PATHWAYS PROGRAM.**

2           **(8) “TARGET POPULATION” MEANS:**

3                   **(I) INDIVIDUALS EARNING A LOW INCOME;**

4                   **(II) INDIVIDUALS WITH DISABILITIES;**

5                   **(III) DISLOCATED WORKERS;**

6                   **(IV) UNEMPLOYED OR UNDEREMPLOYED INDIVIDUALS;**

7                   **(V) VETERANS;**

8                   **(VI) INDIVIDUALS FORMERLY INCARCERATED; AND**

9                   **(VII) ANY OTHER POPULATION GROUP IDENTIFIED BY THE**  
10 **DIVISION.**

11           **(B) (1) THERE IS A CAREER PATHWAYS PROGRAM IN THE DIVISION.**

12                   **(2) (I) THE PURPOSE OF THE PROGRAM IS TO PROVIDE**  
13 **GRANTS FOR CAREER PATHWAYS TO ELIGIBLE GROUPS FOR THE PURPOSE OF**  
14 **ALLOWING INDIVIDUALS FROM TARGET POPULATIONS TO PARTICIPATE IN**  
15 **EFFECTIVE ACADEMIC AND EMPLOYMENT TRAINING TO OBTAIN**  
16 **INDUSTRY-RECOGNIZED CREDENTIALS FOR SUSTAINING GAINFUL AND QUALITY**  
17 **EMPLOYMENT IN THE STATE.**

18                   **(II) THE PRIORITIES OF THE PROGRAM INCLUDE:**

19                           **1. CREATING INNOVATIVE BRIDGE PROGRAMS AT**  
20 **COMMUNITY COLLEGES; AND**

21                           **2. ESTABLISHING A SIMPLIFIED, STREAMLINED, AND**  
22 **COMPREHENSIVE PROCESS, INCLUDING CUSTOMIZED SUPPORT SERVICES, THAT**  
23 **ENABLES LOW INCOME PARTICIPANTS TO ACQUIRE EFFECTIVE ACADEMIC AND**  
24 **EMPLOYMENT TRAINING.**

25           **(C) (1) THE DIRECTOR SHALL:**

26                   **(I) SUBJECT TO PARAGRAPH (2) OF THIS SUBSECTION,**  
27 **MAKE GRANTS FOR PROJECTS IN FURTHERANCE OF THE PROGRAM PURPOSES**  
28 **AND PRIORITIES;**

1                           **(II) ADOPT REGULATIONS TO CARRY OUT THE PROGRAM;**  
2 **AND**

3                           **(III) EVALUATE THE PERFORMANCES OF GRANTEES IN**  
4 **CARRYING OUT THE PURPOSES OF THE PROGRAM.**

5                   **(2) (I) APPLICANTS FOR GRANTS FROM THE FUND SHALL**  
6 **INCLUDE THE FOLLOWING PARTNERS:**

- 7                           1.    **A COMMUNITY COLLEGE;**
- 8                           2.    **THE LOCAL WORKFORCE INVESTMENT BOARD;**
- 9                           3.    **A LOCAL ADULT EDUCATION PROVIDER; AND**
- 10                          4.    **OTHER PARTNERS, INCLUDING EMPLOYERS OR**  
11 **COMMUNITY-BASED ORGANIZATIONS.**

12                           **(II) PROJECTS ELIGIBLE FOR GRANT FUNDING UNDER THIS**  
13 **SECTION SHALL ENABLE TARGET POPULATIONS TO ACHIEVE TWO OR MORE OF**  
14 **THE FOLLOWING OUTCOMES:**

- 15                           1.    **ACQUIRE AND DEMONSTRATE COMPETENCY IN**  
16 **BASIC SKILLS, INCLUDING ENGLISH AND MATH;**
- 17                           2.    **ACQUIRE AND DEMONSTRATE COMPETENCY IN A**  
18 **SPECIFIED TECHNICAL FIELD;**
- 19                           3.    **COMPLETE A SPECIFIED LEVEL OF**  
20 **POSTSECONDARY EDUCATION;**
- 21                           4.    **OBTAIN EMPLOYER-RECOGNIZED CREDENTIALS;**
- 22                           5.    **SECURE GAINFUL EMPLOYMENT IN HIGH QUALITY**  
23 **JOBS IN THE STATE; OR**
- 24                           6.    **ANY OTHER GOALS IDENTIFIED BY THE DIVISION.**

25                           **(3) TO RECEIVE GRANT FUNDING UNDER THE PROGRAM,**  
26 **PROJECTS SHALL INCLUDE:**

1                   **(I) MEASURABLE AND EFFECTIVE RECRUITMENT,**  
2 **ASSESSMENT, AND REFERRAL ACTIVITIES DESIGNED FOR THE TARGET**  
3 **POPULATIONS;**

4                   **(II) INTEGRATION OF BASIC SKILLS AND WORK-READINESS**  
5 **TRAINING WITH OCCUPATIONAL SKILLS TRAINING;**

6                   **(III) THE COMBINATION OF CUSTOMIZED SUPPORTIVE AND**  
7 **CASE MANAGEMENT SERVICES WITH TRAINING SERVICES TO HELP PROGRAM**  
8 **PARTICIPANTS OVERCOME BARRIERS TO EMPLOYMENT;**

9                   **(IV) TRAINING SERVICES AT TIMES AND LOCATIONS AND**  
10 **THROUGH MULTIPLE AND FLEXIBLE MODALITIES THAT:**

11                               **1. ARE EASILY UNDERSTOOD;**

12                               **2. ARE READILY ACCEPTABLE TO THE TARGET**  
13 **POPULATIONS;**

14                               **3. SUPPORT OPEN ENTRY NOT BOUND BY ANY**  
15 **SEMESTER SYSTEM; AND**

16                               **4. PROVIDE FOR INDIVIDUALIZED LEARNING AND**  
17 **FLEXIBLE SCHEDULING, INCLUDING ONLINE LEARNING AND INDIVIDUAL**  
18 **TUTORING;**

19                   **(V) TRAINING IN JOB READINESS AND JOB SEARCH SKILLS;**

20                   **(VI) JOB PLACEMENT AND JOB RETENTION SUPPORT**  
21 **SERVICES; AND**

22                   **(VII) ASSISTANCE IN ARRANGING SUPPORTIVE SERVICES**  
23 **DURING TRAINING SESSIONS.**

24                   **(4) (I) EACH PARTNERSHIP THAT RECEIVES A GRANT UNDER**  
25 **THIS SECTION, BEFORE RECEIVING THE GRANT, SHALL ESTABLISH A CAREER**  
26 **PATHWAYS AND BRIDGE CURRICULUM DEVELOPMENT PROGRAM TO BETTER**  
27 **SERVE THE ACADEMIC AND VOCATIONAL NEEDS OF THE TARGET POPULATIONS.**

28                   **(II) EACH PROGRAM UNDER SUBPARAGRAPH (I) OF THIS**  
29 **PARAGRAPH SHALL INCLUDE:**

1                   1.     **THE ARTICULATION OF COURSE MODULES, THE**  
2 **MAPPING OF PROGRAMS WITHIN CAREER PATHWAYS, AND THE ESTABLISHMENT**  
3 **OF BRIDGES BETWEEN CREDIT AND NONCREDIT PROGRAMS;**

4                   2.     **THE INTEGRATION AND CONTEXTUALIZATION OF**  
5 **BASIC SKILLS EDUCATION WITH OCCUPATIONAL SKILLS AND TRAINING;**

6                   3.     **SEAMLESS PROGRESSION BETWEEN BASIC**  
7 **EDUCATION AND GENERAL EDUCATION DEVELOPMENT PROGRAMS AND**  
8 **CONTINUING EDUCATION AND CERTIFICATE, DIPLOMA, AND DEGREE**  
9 **PROGRAMS;**

10                  4.     **THE DEVELOPMENT OF CAREER PATHWAYS THAT**  
11 **SUPPORT THE ATTAINMENT OF INDUSTRY-RECOGNIZED CREDENTIALS;**

12                  5.     **THE DEVELOPMENT OF PROGRAMS THAT TAKE**  
13 **INTO CONSIDERATION LABOR MARKET DEMAND AND CAREER ADVANCEMENT**  
14 **OPPORTUNITIES; AND**

15                  6.     **ANY OTHER COMPONENT DEEMED APPROPRIATE**  
16 **BY THE DIVISION.**

17           (D)   (1)   **THERE IS A CAREER PATHWAYS FUND.**

18                   (2)   **THE PURPOSE OF THE FUND IS TO PROVIDE FUNDING FOR**  
19 **GRANTS THAT IMPLEMENT THE PURPOSES OF THE PROGRAM.**

20                   (3)   **THE DIVISION SHALL ADMINISTER THE FUND.**

21                   (4)   (I)   **THE FUND IS A SPECIAL, NONLAPSING FUND THAT IS**  
22 **NOT SUBJECT TO § 7-302 OF THE STATE FINANCE AND PROCUREMENT**  
23 **ARTICLE.**

24                           (II) **THE STATE TREASURER SHALL HOLD THE FUND**  
25 **SEPARATELY, AND THE COMPTROLLER SHALL ACCOUNT FOR THE FUND.**

26                   (5)   (I)   **THE FUND CONSISTS OF:**

27                           1.   **MONEY APPROPRIATED IN THE STATE BUDGET TO**  
28 **THE FUND;**

29                           2.   **INVESTMENT EARNINGS OF THE FUND; AND**

1                   **3. ANY OTHER MONEY FROM ANY OTHER SOURCE**  
2 **ACCEPTED FOR THE BENEFIT OF THE FUND.**

3                   **(II) FOR FISCAL 2014 AND EACH YEAR THEREAFTER, THE**  
4 **GOVERNOR SHALL INCLUDE IN THE ANNUAL BUDGET BILL AN APPROPRIATION**  
5 **IN THE AMOUNT OF \$2,000,000 TO IMPLEMENT THE PROGRAM.**

6                   **(6) THE FUND MAY BE USED ONLY:**

7                   **(I) FOR GRANTS TO ELIGIBLE PARTNERS UNDER THE**  
8 **REQUIREMENTS OF THIS SECTION; AND**

9                   **(II) TO FURTHER THE ABILITY OF INDIVIDUALS IN TARGET**  
10 **POPULATIONS TO SECURE OCCUPATIONAL AND EDUCATIONAL CREDENTIALS**  
11 **THAT LEAD TO GAINFUL AND QUALITY EMPLOYMENT.**

12                   **(7) (I) THE STATE TREASURER SHALL INVEST THE MONEY OF**  
13 **THE FUND IN THE SAME MANNER AS OTHER STATE MONEY MAY BE INVESTED.**

14                   **(II) ANY INVESTMENT EARNINGS OF THE FUND SHALL BE**  
15 **PAID INTO THE FUND.**

16                   **(E) (1) THE DIVISION SHALL SUBMIT ON OR BEFORE JUNE 30 OF**  
17 **EACH YEAR TO THE GOVERNOR AND, IN ACCORDANCE WITH § 2-1246 OF THE**  
18 **STATE GOVERNMENT ARTICLE, THE SENATE FINANCE COMMITTEE AND THE**  
19 **HOUSE ECONOMIC MATTERS COMMITTEE, A REPORT ON THE CAREER**  
20 **PATHWAYS PROGRAM.**

21                   **(2) THE REPORT UNDER PARAGRAPH (1) OF THIS SUBSECTION**  
22 **SHALL INCLUDE:**

23                   **(I) THE NAMES, LOCATIONS, AND A BRIEF DESCRIPTION OF**  
24 **EACH GRANTEE AND THE AMOUNT GIVEN TO EACH GRANTEE;**

25                   **(II) OUTCOMES OR MEASURES SPECIFIED UNDER**  
26 **SUBSECTION (C)(3) OF THIS SECTION; AND**

27                   **(III) PROGRAM GOALS FOR THE PROGRAM IN THE**  
28 **UPCOMING REPORTING YEAR.**

29                   SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect  
30 July 1, 2012.