SF5

S0005-2

SENATE STATE OF MINNESOTA **EIGHTY-NINTH SESSION**

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(SENATE AUTHORS: BONOFF, Senjem, Hawj, Bakk and Tomassoni)

DATE	D-PG	OFFICIAL STATUS
01/08/2015	37	Introduction and first reading
		Referred to Jobs, Agriculture and Rural Development
02/05/2015	201a	Comm report: To pass as amended and re-refer to Higher Education and Workforce Development
02/09/2015	231a	Comm report: To pass as amended and re-refer to State and Local Government
02/16/2015		Comm report: To pass as amended and re-refer to Finance

1.1	A bill for an act
1.2	relating to workforce development; requiring the commissioner of labor and
1.3	industry to identify competency standards for dual training; creating a dual
1.4	training competency grant program; appropriating money; proposing coding for
1.5	new law in Minnesota Statutes, chapters 116L; 175.
1.6	BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MINNESOTA:
1.7	Section 1. [116L.31] DUAL TRAINING COMPETENCY GRANTS.
1.8	Subdivision 1. Program created. The commissioner of employment and economic
1.9	development shall make grants for the training of employees to achieve the competency
1.10	standard for an occupation identified by the commissioner of labor and industry under
1.11	section 175.45 and Laws 2014, chapter 312, article 3, section 21.
1.12	Subd. 2. Eligible grantees. An employer or an organization representing the
1.13	employer is eligible to apply for a grant to train employees if: (1) the employer has set
1.14	appropriate goals to increase the diversity of its workforce; and (2) the employer has
1.15	employees who are in or are to be trained to be in an occupation for which a competency
1.16	standard has been identified and the employee has not attained the competency standard
1.17	prior to the commencement of the planned training. Training need not address all aspects
1.18	of a competency standard but may address only the competencies of a standard that an
1.19	employee is lacking.
1.20	Subd. 3. Training institution or program. Prior to applying for a grant, the
1.21	employer must have an agreement with a training institution or program to provide the
1.22	employee competency standard training. The training may be provided by any institution
1.23	or program having trainers qualified to instruct on the competency standard.
1.24	Subd. 4. Application. Applications must be made to the commissioner on a form
1.25	provided by the commissioner. The commissioner must make best efforts to make
	Section 1. 1

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2.1	the applica	tion form as short and s	simple to cor	nplete as is reasonably	y possible. The
2.2	commission	ner shall establish a sch	edule for ap	olications and grants.	The application
2.3	must includ	le, without limitation:			
2.4	<u>(1) th</u>	e projected number of a	employee tra	inees;	
2.5	<u>(2) th</u>	e competency standard	for which tra	aining will be provide	<u>d;</u>
2.6	<u>(3)</u> ar	ny credential the employ	yee will rece	ive upon completion o	f training;
2.7	<u>(4)</u> th	e name and address of	the training	institution or program	and a signed
2.8	statement b	y the institution or prog	gram that it is	able and agrees to pr	ovide the training;
2.9	<u>(5)</u> th	e period of the training	; and		
2.10	<u>(6)</u> th	e cost of the training ch	arged by the	training institution or	program and certified
2.11	by the insti	tution or program.			
2.12	<u>An ap</u>	oplication may be made	for training	of employees of multi	ple employers either
2.13	by the emp	loyers or by an organiz	ation on thei	r behalf.	
2.14	Subd	5. Grant criteria. Th	e commissio	ner shall, to the extent	there are sufficient
2.15	application	s, make at least an equa	ıl dollar amo	unt of grants for traini	ng for employees
2.16	whose work	k site is projected to be	outside the	netropolitan area as d	efined in section
2.17	<u>473.121, su</u>	bdivision 2, as for emp	loyees whos	e work site is projecte	d to be within the
2.18	<u>metropolita</u>	n area. In determining	the award of	grants, the commission	oner must consider,
2.19	among othe	er factors:			
2.20	<u>(1) th</u>	e aggregate state and re	egional need	for employees with th	e competency to
2.21	be trained;				
2.22	<u>(2) th</u>	e per employee cost of	training;		
2.23	<u>(3) th</u>	e additional employmen	nt opportunit	ies for employees beca	ause of the training;
2.24	<u>(4) pr</u>	ojected increases in cor	npensation f	or employees receivin	g the training; and
2.25	<u>(5) th</u>	e amount of employer t	raining cost	match, if required, on	both a per employee
2.26	and aggregate basis.				
2.27	Subd	6. Employer match.	A large emp	loyer must pay for at	least 25 percent of
2.28	the training	institution's or program	n's charge fo	r the training to the tra	uning institution or
2.29	program. F	or the purpose of this s	ubdivision, a	"large employer" mea	ans a business with
2.30	more than S	\$25,000,000 in annual r	evenue in the	e previous calendar ye	ear.
2.31	Subd	7. Payment of grant.	The commi	ssioner shall make gra	nt payments to the
2.32	training ins	titution or program in a	manner dete	rmined by the commis	sioner after receiving
2.33	notice from	the institution or progr	am that the e	employer has paid the	employer match.
2.34	Subd	8. Grant amounts. T	he maximun	n amount of a grant ma	ay not exceed \$
2.35	The maxim	um grant per employee	trained unde	er a grant may not exc	eed \$

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3.26occupation.3.27Subd. 3. Competency standard identification process. In identifying competency3.28standards, the commissioner shall consult with the commissioner of employment3.29and economic development and convene recognized industry experts, representative3.30employers, higher education institutions, and representatives of labor to assist in3.31identifying credible competency standards. Competency standards must be consistent	3.26occupation.3.27Subd. 3. Competency standard identification process. In identifying competency3.28standards, the commissioner shall consult with the commissioner of employment3.29and economic development and convene recognized industry experts, representative3.30employers, higher education institutions, and representatives of labor to assist in3.31identifying credible competency standards. Competency standards must be consistent3.32with, to the extent available and practical, recognized international and national standards3.33Subd. 4. Duties. The commissioner shall:	3.24	Subd. 2. Definition; competency standard. For purposes of this section,
3.27Subd. 3. Competency standard identification process. In identifying competency3.28standards, the commissioner shall consult with the commissioner of employment3.29and economic development and convene recognized industry experts, representative3.30employers, higher education institutions, and representatives of labor to assist in3.31identifying credible competency standards. Competency standards must be consistent	3.27 Subd. 3. Competency standard identification process. In identifying competency 3.28 standards, the commissioner shall consult with the commissioner of employment 3.29 and economic development and convene recognized industry experts, representative 3.30 employers, higher education institutions, and representatives of labor to assist in 3.31 identifying credible competency standards. Competency standards must be consistent 3.32 with, to the extent available and practical, recognized international and national standards. 3.33 Subd. 4. Duties. The commissioner shall:	3.25	"competency standards" means the specific knowledge and skills necessary for a particular
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and economic development and convene recognized industry experts, representative employers, higher education institutions, and representatives of labor to assist in identifying credible competency standards. Competency standards must be consistent	 and economic development and convene recognized industry experts, representative employers, higher education institutions, and representatives of labor to assist in identifying credible competency standards. Competency standards must be consistent with, to the extent available and practical, recognized international and national standards <u>Subd. 4.</u> Duties. The commissioner shall: 	3.27	Subd. 3. Competency standard identification process. In identifying competency
 employers, higher education institutions, and representatives of labor to assist in identifying credible competency standards. Competency standards must be consistent 	 employers, higher education institutions, and representatives of labor to assist in identifying credible competency standards. Competency standards must be consistent with, to the extent available and practical, recognized international and national standards. <u>Subd. 4.</u> Duties. The commissioner shall: 	3.28	standards, the commissioner shall consult with the commissioner of employment
identifying credible competency standards. Competency standards must be consistent	 3.31 identifying credible competency standards. Competency standards must be consistent 3.32 with, to the extent available and practical, recognized international and national standards 3.33 <u>Subd. 4.</u> Duties. The commissioner shall: 	3.29	and economic development and convene recognized industry experts, representative
	 3.32 with, to the extent available and practical, recognized international and national standards 3.33 <u>Subd. 4.</u> Duties. The commissioner shall: 	3.30	employers, higher education institutions, and representatives of labor to assist in
3.32 with, to the extent available and practical, recognized international and national standards.	3.33 Subd. 4. Duties. The commissioner shall:	3.31	identifying credible competency standards. Competency standards must be consistent
		3.32	with, to the extent available and practical, recognized international and national standards.
3.33 Subd. 4. Duties. The commissioner shall:		3.33	Subd. 4. Duties. The commissioner shall:
	3.34 (1) identify competency standards for entry level and higher skill levels;	3.34	(1) identify competency standards for entry level and higher skill levels;

	SF5	REVISOR	SS	S0005-2	2nd Engrossment		
4.1	<u>(2) verit</u>	fy the competency	standards and sl	kill levels and their tra	ansferability by		
4.2	subject matter	expert representat	ives of each res	pective industry;			
4.3	(3) creat	te and execute a pla	n for dual traini	ng outreach, developn	nent, and awareness,		
4.4	including awa	reness of disenfran	chised commur	nities in the metropolit	tan area;		
4.5	<u>(4) deve</u>	elop models for Min	nnesota educatio	onal institutions to eng	gage in providing		
4.6	education and	training to meet th	ne competency s	standards established;			
4.7	<u>(5) enco</u>	urage participation	by employers a	and labor in the standa	ard identification		
4.8	process for oc	cupations in their i	industry; and				
4.9	<u>(6) aligr</u>	n dual training com	petency standar	ds with other workfor	ce initiatives.		
4.10	Subd. 5	<u>Notification.</u> The	commissioner	must communicate id	entified competency		
4.11	standards to the	ne commissioner of	f employment a	nd economic developr	nent for the purpose		
4.12	of the dual tra	ining competency	grant program u	under section 116L.31.	The commissioner		
4.13	of labor and industry shall maintain the competency standards on the department's Web site.						
4.14	4.14 Sec. 3. DUAL TRAINING COMPETENCY GRANTS; APPROPRIATION.						
4.15	<u>\$</u> in	n fiscal year 2016 a	nd \$ in fisc	al year 2017 are appr	opriated from the		
4.16	general fund to the commissioner of employment and economic development for the						
4.17	purpose of ma	aking training grant	ts under Minnes	ota Statutes, section 1	<u>16L.31.</u>		
4.18	Sec. 4. Al	PROPRIATION.					
4 10	\$ is	appropriated in fig	cal year 2016 fr	com the general fund t	o the commissioner		

- 4.19 <u>\$.....</u> is appropriated in fiscal year 2016 from the general fund to the commissioner
 4.20 of labor and industry for identification of competency standards for dual training under
- 4.21 <u>Minnesota Statutes, section 175.45.</u>