

2024 Regular Session

SENATE BILL NO. 293

BY SENATOR EDMONDS

WORKFORCE DEVELOPMENT. Provides primary point of contact for workforce solutions. (8/1/24)

1 AN ACT

2 To amend and reenact R.S. 36:301(B) and (C)(2) and to enact R.S. 17:3138.12(D)(4),
3 Chapter 11-A of Title 23 of the Louisiana Revised Statutes of 1950, to be comprised
4 of R.S. 23:1801, and R.S. 36:304(A)(10), relative to the Louisiana Workforce
5 Commission; to provide for workforce development; to provide relative to the
6 powers and duties of the secretary; to provide relative to the collection of integrated
7 data; to provide for reporting requirements; to provide for coordination and delivery
8 of workforce solutions; to provide for goals; and to provide for related matters.

9 Be it enacted by the Legislature of Louisiana:

10 Section 1. R.S. 17:3138.12(D)(4) is hereby enacted to read as follows:

11 §3138.12. Louisiana's Foundational Integrated Research System for Transformation
12 (LA FIRST)

13 * * *

14 D. LA FIRST, using the data center services of the Kathleen Babineaux
15 Blanco Public Policy Center, shall develop and annually publish the following
16 reports:

17 * * *

1 (4) Other ad hoc reports requested by any state entity listed in this
2 Section, or other state entities with prior approval of all parties to the data
3 sharing agreements associated with data used in developing the ad hoc report
4 and with requisite funding.

* * *

6 Section 2. Chapter 11-A of Title 23 of the Louisiana Revised Statutes of 1950,
7 comprised of R.S. 23:1801, is hereby enacted to read as follows:

CHAPTER 11-A. WORKFORCE SOLUTIONS

§1801. Workforce solutions; development; coordination with employers

10 A. The Louisiana Workforce Commission shall coordinate and be
11 responsible for the delivery of business workforce solutions to address the state
12 of Louisiana's workforce and economic development needs through the various
13 workforce and educational agencies of the state. The secretary of the Louisiana
14 Workforce Commission shall have the authority to make any changes within the
15 commission as necessary to better deliver workforce solutions to meet the needs
16 of the state economy and people of the state. The secretary shall convene the
17 leaders of the agencies listed in Paragraph (B)(1) of this Section in order to
18 guide their collaboration across these agencies and within their agencies to
19 improve the delivery of workforce solutions to businesses and their workforce
20 needs.

21 B.(1) The Board of Regents, the Louisiana Community and Technical
22 College System, the Department of Economic Development, the Department of
23 Education, the Department of Public Safety and Corrections, the Louisiana
24 State University System, and the Department of Children and Family Services
25 shall identify, recognize, change, create or recommend any initiatives, services,
26 data collection, research and programs that will promote workforce
27 development in the state.

28 (2) Recommendations for workforce development may include special
29 initiatives, ad hoc reports, or involvement and recommendations from the

1 following entities:

2 (a) The Kathleen Babineaux Blanco Public Policy Center at the
3 University of Louisiana at Lafayette or any other policy institute or center
4 operated by or affiliated with a public university located in the state of
5 Louisiana.

6 (b) Local workforce development boards.

7 (c) Regional economic development organizations.

8 (d) State and local chambers of commerce.

9 (e) Parish or city economic development organizations.

10 (f) Other ad hoc reports developed and published pursuant to the
11 provisions of R.S. 17:3138.12 at the request of the secretary of any state entity
12 listed in that Section, or other state entities with prior approval of all parties to
13 the data sharing agreements associated with data used in developing the ad hoc
14 report and with requisite funding.

15 C. Recommendations and development of workforce solutions shall seek
16 to accomplish the following goals:

17 (1) Design and collaborate business solutions capabilities to enable
18 employers in every region of the state to have a single point of contact for
19 developing solutions to their immediate and long-term workforce needs.

20 (2) Provide a path for college students in Louisiana's four-year
21 universities and two-year colleges toward paid or unpaid internships in
22 Louisiana while they are in their associate degree, non-credit, or technical
23 credential program or bachelor's degree program, with the goal that their
24 internships are embedded in their degree programs, and are in their fields of
25 study or professional fields of interest after graduation. The Board of Regents
26 shall research and enact policies and procedures that incentivize Louisiana's
27 public institutions to incorporate work based learning into their degree
28 program curricula and strengthen the impact of work-based learning on
29 graduate outcomes.

1 **(3) Provide a path for high school participants to earn credit for a paid**
2 **internship or apprenticeship, through "work-based learning" by the time they**
3 **graduate from high school. As necessary, the Department of Education shall**
4 **recommend changes to the state accountability system to increase and reward**
5 **work-based learning in high schools throughout Louisiana. These internships**
6 **or apprenticeships should be available in a broad range of fields, including**
7 **professional and technical, and coordinated regionally and locally with**
8 **chambers of commerce and economic development organizations.**

9 **(4) Design a process for accurate workforce shortage forecasting relevant**
10 **to the current state needs and forecasted economic development sector goals**
11 **reported to the state workforce investment council and Louisiana Economic**
12 **Development, annually.**

13 **(5) Organizations listed in Paragraph (B)(1) of this Section shall**
14 **collaborate on development of an inventory of workforce programs in Louisiana**
15 **and metrics on their performance, and report by February each year to the**
16 **governor and legislature on a strategy and progress to address and improve**
17 **workforce needs. The organizations shall develop common communication and**
18 **information for the public and business community to understand the state's**
19 **workforce vision with messages that guide improvement of workforce**
20 **development efforts in Louisiana.**

21 **(6) Identify, recommend, and pilot solutions that use nonprofit or private**
22 **partners for state workforce solutions where possible.**

23 **D.(1) The Louisiana Workforce Commission shall determine entities**
24 **responsible for convening the state's economic sectors with the greatest**
25 **workforce demand shortages to address solutions to the top three sector's**
26 **shortages, annually. If the healthcare sector is determined to have workforce**
27 **shortages, the recommendations shall be comprehensive to also include**
28 **solutions for shortages of medical doctors and doctors of osteopathic medicine,**
29 **especially in rural Louisiana, as well as nursing and allied health professionals.**

1 (2) The agencies and institutions listed in Paragraphs (B)(1) and (2) of
2 this Section shall provide educational attainment data from their constituents
3 to ensure achievement for sixty percent of adults to possess a postsecondary
4 degree or certificate in a trade by the year 2030, enabling more adults to possess
5 postsecondary degrees, diplomas, certificates, and credentials of value.

6 Section 3. R.S. 36:301(B) and (C)(2) are hereby amended and reenacted, and
7 304(A)(10) is hereby enacted to read as follows:

8 §301. Louisiana Workforce Commission; creation; domicile; composition; purposes
9 and functions

10 * * *

11 B. The Louisiana Workforce Commission through its offices and officers,
12 shall administer and enforce laws and programs designed to protect the economic
13 and physical well-being of Louisiana's workforce and pursue the availability of
14 workforce to meet the needs of the economy. The commission shall coordinate and
15 administer programs conducted by the state, or jointly with federal agencies, in the
16 area of labor-management relations, manpower evaluation and training, vocational
17 rehabilitation, independent living, blind services, employment, unemployment and
18 workers' compensation, job safety, and the licensing and regulation of certain types
19 of work. The commission shall be responsible for delivering workforce
20 development solutions for businesses and economic sectors of the economy and
21 coordinating with other state agencies and offices for the delivery of workforce
22 development solutions, as provided for in R.S. 23:1801. The commission shall
23 perform functions related to administration of the community services block grant
24 for which provision is initially made in the Omnibus Budget Reconciliation Act of
25 1981.

26 C.(1) * * *

27 (2) Except when changes are necessary for the efficient delivery of
28 workforce development solutions for businesses and economic sectors of the
29 economy, whenever ~~Whenever~~ the secretary determines that the administration of

1 the functions of the commission may be more efficiently performed by eliminating,
2 merging, or consolidating existing offices or establishing new offices, he shall
3 present a plan therefor to the legislature for its approval by statute.

4 * * *

5 §304. Powers and duties of secretary

6 A. In addition to the functions, powers, and duties otherwise vested in the
7 secretary by law, he shall:

8 * * *

9 **(10) Be responsible for directing statewide workforce solutions and**
10 **workforce policy to meet the needs of businesses, the state economy, and the**
11 **economic sectors and regions of the state, in coordination with the secretary of**
12 **Louisiana Economic Development, the superintendent of education, the**
13 **commissioner of higher education, the president of the Louisiana Community**
14 **and Technical College System, and other agencies as are related to this purpose.**

15 * * *

The original instrument was prepared by Yoursheka Butler. The following digest, which does not constitute a part of the legislative instrument, was prepared by Thomas L. Tyler.

DIGEST

SB 293 Reengrossed

2024 Regular Session

Edmonds

Proposed law provides that the La. Workforce Commission coordinate the delivery of business workforce solutions through the various workforce and educational agencies of the state.

Proposed law provides that the Board of Regents, La. Community and Technical College System, Dept. of Economic Development, Dept. of Education, Dept. of Public Safety and Corrections, and the Dept. of Children and Family Services identify and recommend initiatives and programs promoting workforce development.

Proposed law provides for recommendations for workforce development which may include special initiatives, or involvement and recommendations from the following entities:

- (a) The Kathleen Babineaux Blanco Public Policy Center at the University of Louisiana at Lafayette or any other policy institute or center operated by or affiliated with a public university located in the state.
- (b) Local workforce development boards.
- (c) Regional economic development organizations.

- (d) State and local chambers of commerce.

Proposed law provides that Louisiana's Foundational Integrated Research System (LA FIRST) for Transformation develop and publish an ad hoc report requested by the secretary of any state entity listed in present law relative to LA FIRST.

Proposed law provides for recommendations and development of workforce solutions that seek to accomplish the following goals:

- (1) Design and collaborate business solutions capabilities to enable employers in every region of the state to have a single point of contact for designing solutions to their immediate and long-term workforce needs.
- (2) Provide a path for college students in Louisiana's four-year universities and two-year colleges toward paid or unpaid internships in Louisiana while they are in their associate degree, non-credit, or technical credential program or bachelor's degree program, with the goal that their internships are embedded in their degree programs, and are in their fields of study or professional fields of interest after graduation. The Board of Regents will research and enact policies and procedures that incentivize Louisiana's public institutions to incorporate work based learning into their degree program curricula and strengthen the impact of work-based learning on graduate outcomes.
- (3) Provide a path for high school participants to earn credit for a paid internship or apprenticeship, through "work-based learning" by the time they graduate from high school. As necessary, the Dept. of Education will recommend changes to the state accountability system to increase and reward work-based learning in high schools throughout the state. These internships or apprenticeships should be available in a broad range of fields, professional and technical, and coordinated regionally and locally with chambers of commerce and economic development organizations.
- (4) Design a process for accurate workforce shortage forecasting relevant to the current state needs and forecasted economic development sector goals and report to the state workforce board, annually.
- (5) Organizations listed in proposed law will collaborate on development of an inventory of workforce programs in the state and metrics on their performance, and report by February each year to the governor and legislature on a strategy and progress to address and improve workforce needs. The organizations will develop common communication and information for the public and business community to understand the state's workforce vision and messages that guide improvement of workforce development efforts in the state.
- (6) Identify, recommend, and pilot solutions that use nonprofit or private partners for state workforce solutions where possible.

Proposed law provides that the commission will determine entities responsible for convening the state's economic sectors with the greatest demand workforce shortages to address solutions to the top three industries' shortages, annually. Proposed law further provides that if the healthcare sector is determined to have workforce shortages, then the recommendation from the commission must include solutions for shortages for medical doctors and doctors of osteopathic medicine as well as nursing and allied health professionals.

Proposed law provides that agencies and institutions listed in proposed law provide educational attainment data from their constituents to ensure achievement for sixty percent of adults to possess a postsecondary degree or certificate in a trade by the year 2030, enabling more adults to possess postsecondary degree, diplomas, certificates, and credentials of value that the Board of Regents shall collect from the collaborative partners.

Proposed law provides that the La. Workforce Commission will be responsible for directing Louisiana workforce solutions and policy to meet the needs of businesses, the state economy, and economic regions of the state in coordination with certain other state agencies.

Effective August 1, 2024.

(Amends R.S. 36:301(B) and (C)(2); adds R.S. 17:3138.12(D)(4), 23:1801, and 36:304(A)(10))

Summary of Amendments Adopted by Senate

Committee Amendments Proposed by Senate Committee on Labor and Industrial Relations to the original bill

1. Make technical changes.
2. Require the La. Workforce Commission to direct statewide workforce solutions and workforce policy to meet the needs of businesses, the state's economy, and the economic sectors of the state.
3. Require the La. Workforce Commission to coordinate with the secretary of La. Economic Development, the superintendent of education, the commissioner of higher education, and the president of the La. Community and Technical College System to meet the needs of businesses and the state economy.

Senate Floor Amendments to engrossed bill

1. Adds participation by any other policy institute or center operated by or affiliated with a public university located in the state.