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**INNOVATION, DEVELOPMENT, ECONOMIC ADVANCEMENT AND BUSINESS**

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**STATE OF MAINE  
HOUSE OF REPRESENTATIVES  
129TH LEGISLATURE  
FIRST REGULAR SESSION**

COMMITTEE AMENDMENT “ ” to H.P. 468, L.D. 647, Bill, “An Act To Attract, Educate and Retain New State Residents To Strengthen the Workforce”

Amend the bill in section 1 in §8614 by striking out all of subsection 2 (page 1, lines 14 to 22 in L.D.) and inserting the following:

'2. Coordinator. Each welcome center under subsection 1 must employ a full-time coordinator. The coordinator shall:

A. Administer the center;

B. Collaborate and work in conjunction with the department including the office to carry out the purposes of this section, including developing a program or series of programs designed to serve the needs of initiative participants; and

C. Make efforts to secure additional funding from public and private sources, including donations, grants or public-private partnerships, to provide ongoing funding of the welcome center, as needed to support ongoing operations or to expand capacity.'

Amend the bill in section 1 in §8614 in subsection 4 in the first line (page 2, line 2 in L.D.) by striking out the following: "may" and inserting the following: 'shall'

Amend the bill in section 3 in the 3rd line (page 2, line 12 in L.D.) by inserting after the following: "training program" the following: ', including training classes,'

Amend the bill in section 3 by striking out all of subsections 1 and 2 (page 2, lines 14 to 39 and page 3, lines 1 to 15 in L.D.) and inserting the following:

**'1. Program requirements.** The Department of Education's office of adult education and family literacy, referred to in this section as "the office," shall administer a 2-year program. The program must prepare immigrants for identified workforce needs of employers in the State to accelerate entry into livable wage employment and employment advancement and to enhance employer retention of the immigrants by combining vocation-specific English language acquisition with training in the specific vocational

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1 areas required by the employers. Training classes must be provided and funded pursuant  
2 to a grant process under subsection 2.

3 **2. Training grants.** The office shall establish a statewide competitive grant process  
4 to carry out the purposes of subsection 1. The amount of a grant under this subsection is  
5 determined by the office based upon the needs of the area to be served and the availability  
6 of funding. The office shall consider grants to cover all areas of the State with emphasis  
7 on areas with large immigrant populations or where there is a need for skilled workers  
8 that training under this section may provide. An eligible proposal for a grant under this  
9 subsection must include:

10 A. Intensive vocation-specific English language and vocabulary classes for  
11 participating potential, newly hired and incumbent employees. For the purposes of  
12 the grant program, "potential employee" means an individual seeking to change the  
13 individual's employment, to find new employment or to acquire new skills and  
14 "incumbent employee" means an employee already working for the employer either  
15 as an employee or through placement by a staffing agency;

16 B. Intensive workforce training classes for participating potential, newly hired and  
17 incumbent employees that include soft skills and acquaint immigrants with the  
18 culture of the workplace. For purposes of this paragraph, "soft skills" means those  
19 basic skills necessary to obtain, maintain and advance in employment, such as  
20 interviewing and communications skills;

21 C. Interviewing immigrant participants and identifying the education level, English  
22 language ability, skill sets, work experience, qualifications and credentials of each  
23 immigrant participant;

24 D. Collaboration with participating employers to:

25 (1) Identify the employers' specific workforce needs;

26 (2) Identify skills needed for positions required by the employers;

27 (3) Receive input from the employers for the design of the training classes,  
28 including information on required English language proficiency, workplace  
29 culture, on-site space or other vocational training elements such as tools, manuals  
30 or site tours;

31 (4) Ensure that the employers provide the time and space to offer training classes  
32 on site at the employers' workplaces or, where that is not feasible, that employers  
33 provide at no cost to their participating newly hired or incumbent employees  
34 supports such as transportation and incentives to prioritize, encourage and  
35 facilitate employee participation; and

36 (5) Ensure that within the first 12 months of participating in the program,  
37 employers receive at least 12 hours of formal cultural competency training  
38 regarding bridging effectively across a wide variety of cultural similarities and  
39 differences to help establish an inclusive workplace environment, unless  
40 employers can establish that they have already undergone such training within  
41 the previous 12 months;

1 E. One or more training classes to prepare the immigrant participants as potential  
2 workers to enter into and retain livable wage employment within 6 to 18 months of  
3 the beginning of the training; and

4 F. Collection and reporting of data including outcomes of employment and job  
5 retention.

6 The office shall give special consideration to proposals for grants under this subsection  
7 that provide incentives for immigrants to participate in the training classes, such as  
8 agreements by employers to pay an employee the employee's hourly rate while attending  
9 the training classes.'

10 Amend the bill in section 4 in subsection 1 in the 2nd line (page 4, line 6 in L.D.) by  
11 striking out the following: "manage" and inserting the following: 'accommodate'

12 Amend the bill in section 4 by striking out all of subsection 2 (page 4, lines 9 to 13 in  
13 L.D.) and inserting the following:

14 **2. Program elements.** The office shall establish by rule the elements of the  
15 program. The program must provide for a planning process for communities that have  
16 experienced recent growth in their immigrant populations, or that would benefit from  
17 immigrant employees or population growth, to assess needs and plan for initiatives to  
18 help attract or integrate immigrants into the communities and local workforce. Initiatives  
19 may include, but are not limited to, provision of English language acquisition classes,  
20 training in vocational skills, launch of a welcome center as described in the Maine  
21 Revised Statutes, Title 20-A, section 8614, identification of employers, cooperating  
22 partners or target areas and cultivation of community support.'

23 Amend the bill by striking out all of section 6 and inserting the following:

24 **'Sec. 6. Appropriations and allocations.** The following appropriations and  
25 allocations are made.

26 **EDUCATION, DEPARTMENT OF**

27 **Adult Education 0364**

28 Initiative: Provides ongoing funding for expansion of the Welcome Center Initiative  
29 within the City of Lewiston's adult education program to attract, educate and retain  
30 foreign-trained workers residing in Androscoggin County.

31	<b>GENERAL FUND</b>	<b>2019-20</b>	<b>2020-21</b>
32	All Other	\$150,000	\$150,000
33			
34	GENERAL FUND TOTAL	<u>\$150,000</u>	<u>\$150,000</u>

35 **Adult Education 0364**

36 Initiative: Provides ongoing funding for the New Mainers Resource Center within the  
37 City of Portland's adult education program to assist foreign-trained professionals.

1	<b>GENERAL FUND</b>	<b>2019-20</b>	<b>2020-21</b>
2	All Other	\$150,000	\$150,000
3			
4	GENERAL FUND TOTAL	<u>\$150,000</u>	<u>\$150,000</u>

5 **Adult Education 0364**

6 Initiative: Provides one-time funding for grants for proposed welcome centers.

7	<b>GENERAL FUND</b>	<b>2019-20</b>	<b>2020-21</b>
8	All Other	\$25,000	\$75,000
9			
10	GENERAL FUND TOTAL	<u>\$25,000</u>	<u>\$75,000</u>

11 **Adult Education 0364**

12 Initiative: Provides one-time funding for grants to adult education programs to increase  
 13 English language acquisition instruction in communities experiencing an increase in  
 14 immigrant populations or demand, which will serve 800 participants in both fiscal years  
 15 of the biennium.

16	<b>GENERAL FUND</b>	<b>2019-20</b>	<b>2020-21</b>
17	All Other	\$600,000	\$600,000
18			
19	GENERAL FUND TOTAL	<u>\$600,000</u>	<u>\$600,000</u>

20 **Local Community Planning Support Program N256**

21 Initiative: Provides one-time funding for counties, municipalities and school  
 22 administrative units to accommodate new immigrant populations who have settled within  
 23 the counties, municipalities and school administrative units or to attract immigrant  
 24 populations to address depopulation or workforce shortages within the counties,  
 25 municipalities and school administrative units.

26	<b>GENERAL FUND</b>	<b>2019-20</b>	<b>2020-21</b>
27	All Other	\$150,000	\$150,000
28			
29	GENERAL FUND TOTAL	<u>\$150,000</u>	<u>\$150,000</u>

30 **Vocation-specific English-language Acquisition and Workforce Training Program**  
 31 **N255**

32 Initiative: Provides one-time funding for grants to service providers to provide English  
 33 language instruction and vocational training and to place immigrant populations in the  
 34 State with employers in the State. The grants will serve 500 participants in each fiscal  
 35 year.

1	<b>GENERAL FUND</b>	<b>2019-20</b>	<b>2020-21</b>
2	All Other	\$400,000	\$400,000
3			
4	<b>GENERAL FUND TOTAL</b>	<u>\$400,000</u>	<u>\$400,000</u>

5	<b>EDUCATION, DEPARTMENT OF</b>		
6	<b>DEPARTMENT TOTALS</b>	<b>2019-20</b>	<b>2020-21</b>
7			
8	<b>GENERAL FUND</b>	<b>\$1,475,000</b>	<b>\$1,525,000</b>
9			
10	<b>DEPARTMENT TOTAL - ALL FUNDS</b>	<u><b>\$1,475,000</b></u>	<u><b>\$1,525,000</b></u>
11			

12 Amend the bill by relettering or renumbering any nonconsecutive Part letter or  
13 section number to read consecutively.

14 **SUMMARY**

15 This amendment provides additional details and clarifying language regarding the  
16 welcome centers, English language classes, training grants and local community planning  
17 support program. The amendment also changes the appropriation for proposed welcome  
18 centers from \$50,000 in fiscal year 2019-20 and in fiscal year 2020-21 to \$25,000 in  
19 fiscal year 2019-20 and \$75,000 in fiscal year 2020-21.

20 **FISCAL NOTE REQUIRED**

21 **(See attached)**