

# House Bill 3518

Sponsored by Representative RAYFIELD; Representative NOSSE (at the request of BlueGreen Alliance)

## SUMMARY

The following summary is not prepared by the sponsors of the measure and is not a part of the body thereof subject to consideration by the Legislative Assembly. It is an editor's brief statement of the essential features of the measure **as introduced**.

Directs State Workforce and Talent Development Board to adopt policies specific to workforce development initiatives within clean energy sector.

Directs State Workforce and Talent Development Board, in coordination with Oregon Business Development Department, to facilitate creation of high road training partnerships that aim to accomplish shared regional goals with respect to workforce and economic development.

## A BILL FOR AN ACT

Relating to initiatives to support workforce development.

**Be It Enacted by the People of the State of Oregon:**

### HIGH ROAD CLIMATE AGENCY PARTNERSHIPS

**SECTION 1. Sections 2, 3 and 4 of this 2023 Act are added to and made a part of ORS 660.300 to 660.364.**

**SECTION 2. (1) As used in this section:**

**(a) "Climate agency" includes any of the following state agencies:**

**(A) The Department of Environmental Quality.**

**(B) The Department of Transportation.**

**(C) The Department of Administrative Services.**

**(D) The Public Utility Commission.**

**(E) The State Department of Energy.**

**(b) "Community benefits agreement" means a project-specific agreement that ensures that development projects undertaken in a particular community create meaningful employment opportunities for workers within the community and maximize the positive benefits experienced by the community impacted by the project.**

**(2) In addition to the duties set forth under ORS 660.324, the State Workforce and Talent Development Board shall adopt policies specific to workforce development initiatives within the clean energy sector. At a minimum, the policies shall require collaboration between workforce development agencies and relevant climate agencies to:**

**(a) Identify the skilled workforce needs across key industries for purposes that include, but need not be limited to, the manufacturing of clean energy technologies and constructing, maintaining and operating clean energy projects in this state.**

**(b) Develop recommendations for establishing standards for community benefit agreements and uniform workforce standards, including standards for wages, benefits and predictive scheduling, applicable to the clean energy workforce.**

**NOTE:** Matter in **boldfaced** type in an amended section is new; matter *[italic and bracketed]* is existing law to be omitted. New sections are in **boldfaced** type.

HIGH ROAD TRAINING PARTNERSHIPS

**SECTION 3.** As used in this section and section 4 of this 2023 Act:

(1) “Earn-and-learn programs” include, but are not limited to apprenticeships, preapprenticeships, incumbent worker training, transitional jobs, paid internships and externships and project-based compensated learning opportunities.

(2) “Employment barriers” means factors or conditions that directly impact an individual’s ability to secure employment, including but not limited to:

(a) Lack of adequate housing or homelessness.

(b) Criminal history.

(c) A history of long-term unemployment.

(d) Lack of education.

(e) Lack of work experience.

(f) Limited English speaking ability.

(g) Lack of reliable transportation.

(h) Lack of reliable child care.

(i) Physical or intellectual disabilities.

(j) Low literacy skills.

(k) Welfare dependency.

(3) “High road employer” means an employer that:

(a) Provides workers with living wage jobs;

(b) Demonstrates a history of investment in training and professional development opportunities for workers;

(c) Demonstrates a history of providing a safe and healthy workplace, including compliance with applicable occupational safety and health laws and correction of any violations with respect to such laws; and

(d) Demonstrates inclusion of and consideration of worker input regarding matters that may include, but need not be limited to workplace safety, training needs and workforce innovation.

(4) “High road training partnerships” means labor-management partnerships and other collaborative partnerships, formed in any combination, between employers, educational institutions, workforce training providers, employers, local workforce boards, community-based organizations, labor organizations, workers, service providers and labor market intermediaries, that are established in geographic regions in this state for the purpose of improving business conditions for employers and quality job opportunities for workers using an industry-focused approach to address regional workforce development initiatives and economic growth.

(5) “Individual experiencing employment barriers” means an individual who experiences chronic unemployment due to the existence of one or more employment barriers.

(6) “Industry cluster” means a regional concentration of related employers, suppliers, service providers and other institutions that provide education, research and technical support within a regional economy or labor market and that share common workforce needs, resources, supply chains or technologies.

(7) “Labor organization” means an organization, agency or an employee representation committee or plan that is affiliated with an entity that is exempt from taxation under section

1 501(c)(5) of the Internal Revenue Code and which exists for the purpose, in whole or in part,  
2 of dealing with employers concerning grievances, labor disputes, wages, rates of pay, hours  
3 of employment or conditions of work.

4 (8) "Living wage job" means a job in which a worker earns wages that are equal to or  
5 greater than the living wage standard in the locality or region where the job is performed  
6 or wages that are equal to the regional prevailing wage standard, if such standards exist with  
7 respect to the job being performed by the worker.

8 (9) "Support services" includes services such as transportation, child care, dependent  
9 care, housing or need-related services that are necessary to enable an individual experiencing  
10 employment barriers to participate in a transitional job.

11 (10) "Transitional job" means a time-limited, subsidized work experience, combined with  
12 the provision of support services, that is designed to provide individuals experiencing em-  
13 ployment barriers with a work history and the development of skills that lead to gainful  
14 employment.

15 **SECTION 4.** (1) The State Workforce and Talent Development Board shall, in coordi-  
16 nation with the Oregon Business Development Department, facilitate the creation of high  
17 road training partnerships that aim to:

18 (a) Promote regional collaboration among key stakeholders within industry clusters  
19 throughout this state for purposes of identifying and accomplishing shared economic devel-  
20 opment goals and addressing industry-specific workforce needs, taking into account the  
21 broader environmental and social equity concerns of the surrounding communities.

22 (b) Develop industry-focused economic and workforce development strategies that pro-  
23 mote shared prosperity and economic growth within an industry cluster.

24 (c) Align and leverage common resources within an industry cluster to maximize  
25 workforce development initiatives including, but not limited to the development of regional-  
26 scale training programs that lead to industry-recognized credentials for job seekers and more  
27 highly-skilled careers for incumbent workers.

28 (d) Provide individuals experiencing employment barriers with access to earn-and-learn  
29 programs and opportunities that lead to job placement in occupations with high road em-  
30 ployers.

31 (2) The State Workforce and Talent Development Board may convene a workforce  
32 collaborative composed of representatives of state and local governments, state and local  
33 economic development agencies and organizations, state and local workforce agencies, busi-  
34 ness and trade associations and other representatives that have experience developing eco-  
35 nomic and workforce development strategies, to organize stakeholders within various  
36 industry clusters and to assist the State Workforce and Talent Development Board and the  
37 Oregon Business Development Department in supporting the goals and objectives of the high  
38 road training partnerships described under this section.

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40 **CAPTIONS**

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42 **SECTION 5.** The unit captions used in this 2023 Act are provided only for the convenience  
43 of the reader and do not become part of the statutory law of this state or express any leg-  
44 islative intent in the enactment of this 2023 Act.