
OLR Bill Analysis

SB 383

AN ACT IMPLEMENTING THE RECOMMENDATIONS OF THE OFFICE OF WORKFORCE STRATEGY RELATED TO HIGHER EDUCATION.

SUMMARY

This bill eliminates the requirement that the chief workforce officer, in consultation with various others, establish a human services career pipeline program. But it retains requirements for the officer to:

1. consult with a similar list of entities on the greatest needs of human services providers and barriers to hiring and retaining these providers and
2. develop a plan for a pipeline program on an extended deadline.

The bill extends, from January 1, 2025, to January 1, 2027, the deadline for the Office of Workforce Strategy (OWS) to implement a program to support individuals pursuing training for a commercial driver's license (CDL). It also makes changes to the types of trainings that can be added to the program and changes reporting requirements.

Finally, the bill eliminates the requirement for OWS to establish a heating, ventilation, and air conditioning system pipeline training pilot program.

EFFECTIVE DATE: July 1, 2026, except the changes related to the CDL training program are effective upon passage.

§ 1 — HUMAN SERVICES WORKFORCE

Elimination of Required Pipeline Program

The bill eliminates the requirement that the chief workforce officer establish, and annually report on, a human services career pipeline program to ensure there are enough trained providers to serve people

who are elderly or have disabilities, cognitive impairment, or mental illness (it appears that this program did not receive funding). Under current law, this program must include training and certification in cardiopulmonary resuscitation, first aid, administering medication, job placement, and incentives to retain people to provide services to elderly people and people with a disability, including autism spectrum disorder, cognitive impairment, or mental illness.

Changes to Required Study

Under current law, the officer must consult with certain other entities to determine the greatest needs for human services providers and barriers to hiring and retaining them. The bill:

1. specifies that the determination of greatest needs relates to providers who serve people who are elderly or have disabilities, cognitive impairment, a behavioral health disorder, or mental illness and
2. requires the officer to consult with the public health commissioner when making this determination, in addition to the currently required consultation with the commissioners of aging and disability services, developmental services, labor, mental health and addiction services, and social services; Council on Developmental Disabilities; and Autism Spectrum Disorder Advisory Council.

Extended Deadline for Required Plan on Pipeline Program

The bill extends the expired deadline (from July 1, 2024, to July 1, 2026) for the officer to develop a plan for a human services career pipeline program in consultation with the labor commissioner and report on the plan to the Aging, Appropriations, Higher Education and Employment Advancement, Human Services, Labor and Public Employees, and Public Health committees.

By law, the plan must include (1) a strategy to increase how many state residents pursue human services careers, (2) recommendations for salaries and working conditions to retain adequate providers to serve

state residents, and (3) estimated funding needs for the program.

§ 2 — CDL TRAINING PROGRAM

The bill extends the expired deadline (from January 1, 2025, to January 1, 2027) for OWS to implement a program to support individuals pursuing CDL training. By law:

1. OWS can competitively choose a consultant to design and implement the program; and
2. its design must consider metrics to identify training providers, incentive-based payments for providers, and a way to target potential students.

The bill eliminates the requirement that other types of career trainings added to the program only require one year or less of training; but the bill retains a requirement that OWS have identified these programs by July 1, 2025. The bill requires the chief workforce officer to approve adding or removing a training opportunity from the program.

Reports

The bill eliminates requirements for OWS to report to the Appropriations; Commerce; Education; Finance, Revenue and Bonding; Higher Education and Employment Advancement; and Labor and Public Employees committees:

1. by July 1, 2025, on the design and implementation of the CDL training program and
2. by July 1, 2026, on the additional training opportunities.

The bill also (1) eliminates an annual reporting requirement to the governor and these same committees set to begin by July 1, 2026, on the CDL program and (2) replaces it with a requirement to report beginning by October 1, 2027, on the training opportunities as part of OWS's annual report to the governor and the Appropriations, Commerce, Education, Higher Education and Employment Advancement, and Labor and Public Employees committees. As under existing law,

information about the program must include completion and job placement rates, starting wages, wage gains and growth, funds used for payment obligations, grants, wrap-around services, the percentage of participants complying with repayment obligations, and the total repayment received.

§ 3 — HEATING, VENTILATION, AND AIR CONDITIONING SYSTEM PIPELINE TRAINING PILOT PROGRAM ELIMINATED

The bill eliminates the requirement that OWS establish, in consultation with the Department of Labor (DOL), Office of Higher Education, and Technical Education and Career System, a heating, ventilation, and air conditioning system pipeline training pilot program. It eliminates provisions that:

1. the program include pre-apprenticeship workforce pipeline training programs to support individuals from underserved and underrepresented populations and historically marginalized communities;
2. OWS develop criteria with DOL to prioritize (1) low-income and underrepresented individuals in municipalities with more than 100,000 people and (2) nonprofit and community-based organizations serving low-income and underrepresented individuals; and
3. OWS, in consultation with DOL, the Office of Higher Education, and the Technical Education and Career System, identify recent participants in training programs and support their transition into immediate job vacancies.

COMMITTEE ACTION

Higher Education and Employment Advancement Committee

Joint Favorable
Yea 18 Nay 0 (03/17/2026)