



# House of Representatives

General Assembly

**File No. 220**

January Session, 2015

House Bill No. 5848

*House of Representatives, March 26, 2015*

The Committee on Labor and Public Employees reported through REP. TERCYAK of the 26th Dist., Chairperson of the Committee on the part of the House, that the bill ought to pass.

## ***AN ACT CONCERNING WOMEN RETURNING TO THE WORKFORCE.***

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1 Section 1. (NEW) (*Effective from passage*) (a) The Labor Department  
2 shall establish a workforce reentry training program for women who  
3 are returning to the workforce following a leave of absence. Such  
4 program shall include, but not be limited to, training regarding resume  
5 writing, interviewing skills and the use of current technology in the  
6 workplace.

7 (b) Not later than January 1, 2016, and annually thereafter, the Labor  
8 Commissioner shall submit a report, in accordance with section 11-4a  
9 of the general statutes, to the joint standing committee of the General  
10 Assembly having cognizance of matters relating to labor. Such report  
11 shall (1) address the status of the workforce reentry training program  
12 established pursuant to subsection (a) of this section, and (2) provide  
13 recommendations for any administrative or legislative action  
14 necessary to improve the performance of such program.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>from passage</i>	New section

**LAB**      *Joint Favorable*

The following Fiscal Impact Statement and Bill Analysis are prepared for the benefit of the members of the General Assembly, solely for purposes of information, summarization and explanation and do not represent the intent of the General Assembly or either chamber thereof for any purpose. In general, fiscal impacts are based upon a variety of informational sources, including the analyst's professional knowledge. Whenever applicable, agency data is consulted as part of the analysis, however final products do not necessarily reflect an assessment from any specific department.

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**OFA Fiscal Note**

**State Impact:**

Agency Affected	Fund-Effect	FY 16 \$	FY 17 \$
Labor Dept.	GF - Cost	0-300,000	0-300,000
State Comptroller - Fringe Benefits <sup>1</sup>	GF - Cost	0-115,950	0-115,950

**Municipal Impact:** None

**Explanation**

The bill requires the Labor Department to establish a workforce reentry program for women returning to the workforce that must include training on resume writing, interviewing, and current technology. This results in a cost of \$0-\$415,950 annually beginning in FY 16.

There could be no cost to implement the bill to the extent that current resources are utilized exclusively. The department's American Job Centers currently offer services to anyone seeking assistance regarding recruitment, career-related workshops and seminars, job search assistance, and resume preparation.

To the extent additional resources are targeted specifically to the population covered under the bill, there is an estimated cost of \$415,950 to provide one dedicated program specialist within each of the five Workforce Investment Areas to provide the specified service at a cost of \$83,190 each (\$60,000 for salary and \$23,190 for fringe costs).

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<sup>1</sup>The fringe benefit costs for most state employees are budgeted centrally in accounts administered by the Comptroller. The estimated active employee fringe benefit cost associated with most personnel changes is 38.65% of payroll in FY 16 and FY 17.

***The Out Years***

The annualized ongoing fiscal impact identified above would continue into the future subject to inflation.

**OLR Bill Analysis****HB 5848****AN ACT CONCERNING WOMEN RETURNING TO THE WORKFORCE.****SUMMARY:**

This bill requires the Department of Labor to establish a workforce reentry training program for women returning to the workforce after a leave of absence. The program must include training on resume writing, interviewing skills, and current technology in the workplace.

Beginning January 1, 2016, the labor commissioner must submit an annual report to the Labor Committee on the program's status and recommend any administrative or legislative actions needed to improve the program's performance.

EFFECTIVE DATE: Upon passage

**COMMITTEE ACTION**

Labor and Public Employees Committee

Joint Favorable

Yea 13 Nay 0 (03/12/2015)