



Acts Affecting Business and Jobs

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Notice to Readers

This report provides summaries of new laws (public acts and special acts) significantly affecting businesses and jobs enacted during the 2022 legislative session. It generally does not summarize acts that affect only (1) specific types of businesses (e.g., garages or construction companies) or (2) business sectors covered in other Acts Affecting reports, such as those concerning agriculture, banking, housing and real estate, and insurance. OLR's other Acts Affecting reports are, or will soon be, available on OLR's website: <https://www.cga.ct.gov/olr/actsaffecting.asp>.

Each summary indicates the public act (PA) or special act (SA) number. Not all provisions of the acts are included. The report does not include vetoed acts unless the veto was overridden.

Complete summaries of public acts are, or will soon be, available on OLR's website:

<https://www.cga.ct.gov/olr/olrsums.asp>.

Readers are encouraged to obtain the full text of acts that interest them from the Connecticut State Library, House Clerk's Office, or General Assembly's website: <http://www.cga.ct.gov>.

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Business and Community Development Assistance

CRDA Solicitation of Private Investments

Under a new law, the Capital Region Development Authority (CRDA) may solicit private investment funds from businesses to finance any capital city project or other project CRDA undertakes. These investments must be made on equivalent or substantially similar terms and conditions as the investments CRDA makes for the project, as set by CRDA's board of directors, except CRDA may give the private investments repayment priority.

The new law allows businesses to make these private investments even if an employee, officer, director, or shareholder of the business is a CRDA board member, so long as the member recuses himself or herself from any board deliberation, action, or vote on the project that is specific to the business ([PA 22-118](#), § 469, effective October 1, 2022).

Enterprise Zone Designation

By law, the Department of Economic and Community Development (DECD) commissioner may remove an enterprise zone's designation if the area no longer meets the designation criteria. A new law prohibits the commissioner from doing so if the number of residents in the zone with incomes below the poverty level has not been reduced by at least 75% from the date the zone was originally approved (based on the most recent U.S. census) ([PA 22-118](#), § 465, effective upon passage).

Funding for Economic Action Plan Projects

The legislature allowed DECD to establish two new programs to distribute certain funding, for FYs 22 to 24 and in coordination with the Office of Policy and Management (OPM) secretary, for projects consistent with the state's Economic Action Plan (EAP). Specifically, the law allows the department to establish the:

1. Innovation Corridor program to provide grants for major projects, which replaces an existing RFP process, and
2. Connecticut Communities Challenge program to provide community development grants, which replaces an existing matching grant program.

Additionally, the legislature capped the new programs' total funding at \$100 million each. As under existing law, these grants may be funded through bonds, ARPA funds, and any other available resources ([PA 22-50](#), § 2, and [PA 22-118](#), § 155, effective upon passage).

JobsCT Tax Rebate Program

The budget implementer established the DECD-administered JobsCT tax rebate program under which companies in specified industries may earn rebates against their insurance premiums, corporation business, and pass-through entity (PE) taxes for reaching certain job creation targets. The rebate is based on (1) the number of new full-time equivalent employees (FTEs) the business creates and maintains, (2) these FTEs' average wage, and (3) the state income tax that would be paid on this average wage for a single filer.

A business is eligible for the program if it is subject to at least one of the above taxes and in an industry related to finance, insurance, manufacturing, clean energy, bioscience, technology, digital media, or any similar industry, as determined by the DECD commissioner. Generally, the (1) business must create and maintain at least 25 new FTEs to claim a rebate, and (2) rebate equals 25% of the state income tax paid by the new FTEs (50% for FTEs in an opportunity zone or distressed municipality). The legislation caps the total rebate amount awarded at \$40 million per fiscal year ([PA 22-118](#), §§ 420-424, effective July 1, 2022, and applicable to taxable years commencing on or after January 1, 2023).

Office of Community Economic Development Assistance

A new law establishes the Office of Community Economic Development Assistance within DECD to provide technical, investment, and grant assistance to eligible community development corporations (CDCs). Among other things, the act requires the office, within available appropriations, to (1) certify new and existing CDCs that serve identified target areas and meet certain other criteria and (2) administer a grant program for projects the certified CDCs undertake in target areas. It authorizes up to \$50 million in state bonds for DECD to fund the office's operations and the new grant program ([PA 22-118](#), § 361, effective July 1, 2022).

Small Business Express Program

This year the legislature expressly allowed the DECD commissioner to contract with nongovernmental entities in carrying out the Small Business Express program. These entities include nonprofits, economic and community development organizations, lending institutions, and technical assistance providers ([PA 22-50](#), § 1, and [PA 22-118](#), § 154, effective upon passage).

Business Law and Practice

Consumer Data Privacy

This session, the legislature passed a law that establishes a framework for controlling and processing personal data. Among other things, it (1) sets responsibilities and privacy protection standards for data controllers (those that determine the purpose and means of processing personal data) and processors (those that process data for a controller) and (2) gives consumers the right to access, correct, delete, and obtain a copy of personal data and to opt out of the processing of personal data for certain purposes (e.g., targeted advertising).

The law's requirements generally apply to individuals and entities that do business in Connecticut or produce products or services targeting Connecticut residents. More specifically, it applies to those that, during the preceding year, controlled or processed personal data of at least (1) 100,000 consumers, excluding personal data controlled or processed solely for completing a payment transaction, or (2) 25,000 consumers and derived more than 25% of their gross revenue from selling personal data. It exempts various entities (e.g., state and local governments) and specified information and data (e.g., certain health records) ([PA 22-15](#), effective July 1, 2023).

Credit Card Surcharge Prohibition

A new law makes various changes to the ban on credit card surcharges, including exempting certain governmental agencies, requiring additional disclosures when there is a minimum transaction amount or cash discount offer, deeming violations under the act as violations under the Connecticut Unfair Trade Practices Act, and allowing the Department of Consumer Protection (DCP) commissioner to assess additional penalties ([PA 22-104](#), § 36, effective upon passage).

Food Donation

The General Assembly expanded existing law's criminal and civil liability protections for entities donating food to also specifically cover food relief organizations (FROs) and supermarkets. The new law also creates a task force to make recommendations on establishing a supermarket food donation program that (1) alleviates hunger, reduces food waste, and supports FROs' operations and (2) ensures that all food donated is safe and fit for human consumption ([PA 22-28](#), effective October 1, 2022, except the task force provision is effective upon passage).

State Food Code

Existing law requires the Department of Public Health, by January 1, 2023, to adopt the federal Food and Drug Administration’s Food Code as the state’s food code regulating food establishments. A new law exempts the following establishments and functions from the food code’s requirements:

1. owner-occupied bed-and-breakfast establishments (a) with no more than 16 occupants, (b) with no provisions for cooking or warming food in guest rooms, (c) where breakfast is the only meal offered, and (d) that notify guests that food is prepared in a kitchen unregulated by the local health department and
2. noncommercial functions, including bake sales or potluck suppers at educational, religious, political, or charitable organizations.

Previously, these entities had to comply with the food code, but were exempt from having to employ a certified food protection manager and any related reporting requirements ([PA 22-58](#), § 33, effective upon passage).

Business Taxes

Conditions for License or Permit Issuance or Renewal

Recent legislation expands the circumstances under which the Department of Revenue Services (DRS) commissioner cannot issue or renew certain permits or licenses to include situations in which he determines that the applicant has a “related person” with outstanding returns or taxes. The related person must file any outstanding returns and pay any taxes owed, or arrange to do so, to the commissioner’s satisfaction before the commissioner may issue or renew the license or permit. These provisions apply to applicants for a (1) cigarette dealer, distributor, or manufacturer license; (2) tobacco product distributor or unclassified importer license; or (3) sales tax seller’s permit ([PA 22-117](#), § 35, effective upon passage).

Nonresident Composite Income Tax Returns

A new law codifies an existing DRS policy by allowing pass-through entities (PE) to elect, on an annual basis, to remit composite income tax on behalf of their nonresident members. Under the policy, if a PE makes this election, its nonresident members are excused from filing their own Connecticut personal income tax returns if they have no Connecticut source income other than from the electing PE.

Under the new law, the PEs must (1) make this election by the due date or extended due date for filing their PE tax returns and (2) file the composite returns subject to any DRS-prescribed requirements and conditions ([PA 22-117](#), §§ 15 & 16, effective upon passage).

Sales and Use Tax Reassessments

Under a new law, the DRS commissioner may impose more than one sales and use tax deficiency assessment (i.e., reassessment) for a tax period. Prior law allowed him to impose only one assessment per tax period, except (1) in the case of fraud or tax evasion, where a return was filed, or (2) if he finds new information warranting more than one assessment, regardless of whether a return was filed.

The new law similarly authorizes the commissioner to impose reassessments in sales and use tax jeopardy tax collections (i.e., when the commissioner takes action to collect sales and use taxes that are assessed but not yet due when he believes that the tax will be jeopardized by delay) ([PA 22-117](#), §§ 21-30, effective upon passage).

Unemployment Taxes

The legislature enacted two changes to the unemployment taxes paid by the state's employers. The first will affect employers' experience rates in 2026 and 2027 by requiring the rates to be (1) based on a three-year experience period (rather than a one-year period in 2026 and a two-year period in 2027) and (2) divided by 1.125 in 2026 and 1.053 in 2027 ([PA 22-67](#), § 5, effective upon passage).

The second change will affect the 2023 unemployment tax rates of new employers that have not been chargeable with unemployment benefits for a long enough time to have their own unemployment tax experience rate calculated. By law, these new employers must pay either 1% or the state's five-year benefit cost rate, whichever is higher. For tax years since January 1, 2022, existing law requires that the five-year benefit cost rate be calculated without the benefit payments and taxable wages for calendar years 2020 and 2021, when applicable. For 2023, the new law requires that the state's five-year benefit cost rate be calculated this same way, but then reduced by 0.2% ([PA 22-118](#), § 211, effective July 1, 2022).

COVID-19-Related Provisions

Essential Workers COVID-19 Assistance Program

In 2021, the legislature created the Essential Workers COVID-19 Assistance Program to provide benefits for uncompensated leave, out-of-pocket medical expenses, and burial expenses to certain essential employees who could not work between March 10, 2020, and July 20, 2021, due to contracting COVID-19. This year, the legislature expanded the program to cover a broader range of essential employees and extended the deadline to apply for benefits from July 20, 2022, to December 31, 2022.

The new law also changes how the program's benefits must be determined and administered by, among other things, (1) allowing the program to pay a claimant benefits for one type of claim (e.g., uncompensated leave) while a claim for a different type of benefits (e.g., medical expenses) is pending and (2) requiring the program administrator to review any previously denied, or currently pending, claims and make a new eligibility determination based on the new law's provisions ([PA 22-118](#), § 205, effective upon passage).

Outdoor Dining and Retail Operations

This session, the legislature:

1. extended by 13 months, until April 30, 2023, a law that broadly permits the continuation of as-of-right outdoor dining and retail activities authorized by the governor's executive orders during the pandemic; and
2. correspondingly delayed, from April 1, 2022, to May 1, 2023, the effective date of provisions requiring municipalities to allow, in perpetuity, outdoor dining as an as-of-right accessory use to a food establishment ([PA 22-1](#), effective upon passage, except the permanent outdoor dining accessory use authorization is effective May 1, 2023).

Premium Pay Program

To help recognize certain full- and part-time employees for working during the COVID-19 pandemic, the legislature created the Connecticut Premium Pay program this past session. From October 1, 2022, until June 30, 2024, the program will provide \$200 to \$1,000 to eligible applicants, depending on their individual income and whether the program account is sufficiently funded.

Eligible applicants generally must (1) have worked during the entire COVID-19 emergency; (2) been eligible for a COVID-19 vaccination in phase 1a or 1b of the CDC's COVID-19 vaccination program (e.g., health care personnel, manufacturing workers, and grocery store workers among others); (3) be private-sector employees; (4) not have been employed in a capacity where they worked from home or could have done so; and (5) have an individual income less than \$150,000. Applicants must submit a claim for program benefits by October 1, 2022 ([PA 22-118](#), §§ 143-144, effective upon passage).

Small Business Seminars

A new law requires the Board of Regents for Higher Education to develop seminars to help small businesses (i.e., those with 25 or fewer employees) adapt to the post-COVID-19 business environment through free courses in subject areas including electronic commerce, social media, cybersecurity, and virtual currency. The board must do so by September 1, 2022, and within available funds ([PA 22-118](#), § 121, effective July 1, 2022).

Employers

Captive Audience Meetings

This year the legislature enacted a law that generally prohibits employers from penalizing an employee or threatening to do so because the employee refused to attend employer-sponsored meetings, listen to speech, or view communications primarily intended to convey the employer’s opinion about religious or political matters, including decisions to join or support a labor organization (i.e., “captive audience meetings”).

The new law makes certain exceptions that allow employers to communicate information required by law or that the employees need to perform their jobs. It also exempts certain religious organizations’ speech on religious matters made to their own employees ([PA 22-24](#), effective July 1, 2022).

Expansion of Antidiscrimination Laws

The legislature passed a new law that, among other things:

1. subjects employers with one or two employees to the antidiscrimination laws under the Commission on Human Rights and Opportunities (CHRO) statutes, including those that prohibit discriminatory employment practices or workplace sexual harassment;
2. prohibits discrimination on the basis of someone’s status as a domestic violence victim in employment and other areas over which CHRO has jurisdiction;
3. authorizes domestic violence victims aggrieved by an alleged discriminatory practice to file discrimination complaints with CHRO; and
4. requires state agencies, within available appropriations, to provide a one-hour minimum training and education on domestic violence and victim resources; and requires employers with three or more employees to post similar information in an accessible location ([PA 22-82](#), §§ 7-21, effective October 1, 2022, except the training provision is effective upon passage).

Paid Family Medical Leave Anti-Retaliation

A new law makes it a violation of the state’s paid family and medical leave law (PFML) for an employer to (1) interfere with, restrain, or deny any right provided by the PFML or (2) discharge or discriminate against someone for (a) opposing an illegal practice under the PFML or (b) exercising their rights under the PFML.

It similarly makes it a violation for anyone to discharge or discriminate against someone because they (1) filed a charge or started a proceeding under the PFML (2) provided information in an inquiry or proceeding related to a right provided under the PFML, or (3) testified in such an inquiry or proceeding ([PA 22-118](#), § 194, effective July 1, 2022).

Prevailing Wage Enforcement

This session the General Assembly changed the penalties for prevailing wage job contractors and subcontractors that knowingly or willfully fail to pay their workers the required prevailing wage. The new law requires the labor commissioner to issue a citation to these violators and allows her to impose a \$5,000 fine for each violation. Prior law required her to issue fines ranging from \$2,500 to \$5,000.

The new law also changes the debarment penalties that prohibit a contractor or subcontractor that violated the prevailing wage law from contracting with the state or its municipalities. Generally, it (1) allows the labor commissioner to refer knowing and willful violators for debarment, rather than requiring debarment for a certain period (as prior law did), and (2) broadens the debarment penalty to also cover contractors and subcontractors who enter into certain settlements with the commissioner to resolve claims for prevailing wage violations ([PA 22-17](#), effective July 1, 2023).

Time Off to Vote

A new law requires employers, under certain conditions, to grant employees unpaid time off to vote in probate special elections, as existing law requires for certain other elections through June 30, 2024 ([PA 22-129](#), § 2, effective July 1, 2022).

Tip Credit Claims

The state's "tip credit" law generally allows employers of certain employees who customarily receive tips to count these employees' tips as a portion of their minimum wage requirement, thus reducing the employer's share of the minimum wage. A new law specifies that any claims brought under the tip credit law or its related regulations after September 24, 2022, must be adjudicated solely under the tip credit regulation that became effective on September 24, 2020, and any amendments to it (Conn. Agencies Reg. § 31-60-2) ([PA 22-134](#), effective upon passage).

Environment

Changes to Brownfield Remediation Programs

This year the legislature made changes to both the Abandoned Brownfield Cleanup (ABC) program and the Brownfield Remediation and Revitalization program (BRRP). Specifically, a new law:

1. allows short-term lessees (i.e., terms of five years or less) to be considered for participation in both programs;
2. expressly requires program participants to remain in compliance with the respective programs' obligations to receive their liability protections; and
3. requires applicants to acquire title to a property within two years after the DECD commissioner designates it for program inclusion and authorizes him to extend this deadline at the applicant's request.

The law also makes changes specific to each program. Regarding the ABC program, among other things, the law generally (1) sets a deadline by which participants must enter into the state's voluntary remediation program and (2) requires the Department of Energy and Environmental Protection commissioner to determine whether to audit the verification of a property and complete this audit within specified timeframes, with exceptions. Regarding the BRRP, the law requires the DECD commissioner to accept property nominations from Connecticut brownfield land banks ([PA 22-68](#), effective October 1, 2022).

CHEAPR Program

The legislature expanded eligibility for electric vehicle incentives through the Connecticut Hydrogen and Electric Automobile Purchase Rebate (CHEAPR) program to businesses, nonprofits, and municipalities. It limited the number of incentives these entities may receive to 10 incentives per year and 20 incentives total. The legislature also increased funding to the CHEAPR account by directing to it (1) all of the greenhouse gas reduction fee, rather than just \$3 million of fee revenue as prior law required, and (2) part of Regional Greenhouse Gas Initiative funds ([PA 22-25](#), §§ 7, 10 & 18, effective July 1, 2022).

Industry-Specific Assistance

Arts and Culture Industries

Existing law requires DECD to enhance the tourism industry's economic impact by (1) developing and implementing a strategic statewide marketing plan and (2) providing visitor services. A new law requires DECD to also enhance the economic impact of the arts and culture industries through these means ([PA 22-98](#), effective October 1, 2022).

OEC Provider Assistance

The legislature passed a new law requiring the Office of Early Childhood (OEC), for FY 23, to hire two full-time employees to provide technical assistance and business consulting services for child care services providers, including certain child care centers, group and family child care homes, and night-care and year-round programs ([PA 22-81](#), § 44, effective July 1, 2022).

Licensed Trades and Professions

Contracts, Invoices, and Work Orders for Work on a Private Residence

Recently passed legislation requires licensed tradespeople performing work on private residences to include certain information in invoices or work orders for completed work and services, including their license number, or that of the responsible contractor, and contact information. The requirement applies to work on one-to-six unit residential properties and condominium or common interest communities of any size ([PA 22-104](#), § 37, effective July 1, 2022).

The new law also (1) eliminates a requirement that contracts for work on private residential property by licensed tradespeople be in writing; (2) requires written contracts to be provided, for free, to the property owner when they are executed or amended; and (3) specifies the conditions under which a property owner can cancel a contract for emergency repairs ([PA 22-104](#), § 46, effective upon passage).

Occupational Licenses & Criminal Convictions

This year the legislature limited the circumstances under which certain occupational licensing agencies, boards, and commissions may deny, revoke, or suspend a practitioner's license because the practitioner was found guilty or convicted of a felony. More specifically, the new law only allows them to do so if the decision is based on (1) the nature of the conviction and its relationship to the practitioner's ability to perform the occupation's duties or responsibilities safely or competently, (2) information about the practitioner's degree of rehabilitation, and (3) the time passed since the conviction or release.

The new law also creates a process for individuals who were convicted of a crime to find out whether their conviction would disqualify them from practicing these occupations. To do so, they generally must provide information about the conviction to the relevant licensing entity, which must respond within 30 days ([PA 22-88](#), effective October 1, 2022).

Tax Credits and Incentives

Aerospace Manufacturing Project

A new law authorizes DECD to enter into an assistance agreement with an eligible aerospace company that intends to take on a qualifying helicopter production project in Connecticut. The agreement may provide the company with up to \$50 million or \$75 million in total tax benefits over its term, depending on whether it enters into federal contracts for one or two helicopter programs, respectively. These tax benefits may allow the company to first offset its sales and use tax liability and, if applicable, claim a corporation business tax credit, up to specified limits, for each year from FYs 23 to 32. Under the act, the company's aerospace manufacturing project must meet specified criteria, including agreeing to minimum requirements for total employment, average employee wages, supplier spend, and capital expenditures, that continue through at least June 30, 2042 ([PA 22-4](#), effective upon passage).

Extending Manufacturing Apprenticeship Tax Credit to Pass-Through Entities

The budget implementer extends the manufacturing apprenticeship tax credit to the affected business entity tax (i.e., pass-through entity or PE tax), allowing members of pass-through entities to claim the credit against this tax and reduce their PE tax liability. It allows pass-through entities to do so for tax years beginning on or after January 1, 2022, and requires that the available credit be based on the PE tax due before applying this credit or any other payments against the tax ([PA 22-118](#), § 425, effective July 1, 2022, and applicable to income or tax years beginning on or after January 1, 2022).

Property Tax Exemptions for EV Charging Stations

The legislature exempted from property tax, certain green infrastructure, including, level two EV charging stations located on commercial or industrial property, refueling equipment for fuel cell electric vehicles, and zero-emission school buses ([PA 22-25](#), § 6, effective October 1, 2022, and applicable to assessment years starting on or after that date).

Sales and Use Tax Exemption for Water Companies

A new law exempts from sales and use tax the goods and services water companies purchase to maintain, operate, manage, or control a pond, lake, reservoir, stream, well, or distributing plant or system that supplies water to at least 50 customers. The exemption applies to water companies regulated by the Public Utilities Regulatory Authority (i.e., private, investor-owned water companies) ([PA 22-118](#), § 430, effective July 1, 2022, and applicable to sales occurring on or after that date).

Sales and Use Tax Refunds for Beer and Wine Manufacturers

A new law extends certain manufacturing-related sales and use tax exemptions to holders of manufacturer permits for (1) a farm winery and (2) wine, cider, and mead. The same exemptions apply under existing law, beginning July 1, 2023, to manufacturer permittees for beer. The new law also makes these beer and wine manufacturer permittees eligible for a refund of any sales and use taxes they paid on these manufacturing-related purchases for the five preceding income or tax years if they were in good standing with DCP on July 1, 2023 ([PA 22-118](#), § 429, effective July 1, 2023).

Student Loan Payment Tax Credit

Existing law allows businesses that make payments on qualified employees' eligible student loans to claim a tax credit equal to 50% of the payments made, up to an annual credit maximum of \$2,625 per employee. The budget act (1) expands the loans eligible for this credit to include any Connecticut Higher Education Supplemental Loan Authority-issued loan and (2) allows "qualified small businesses" (i.e., those with \$5 million or less in gross receipts in the year the credit is allowed) to apply to DRS for a refund equal to the credit's value ([PA 22-118](#), § 419, effective upon passage and applicable to income years beginning on or after January 1, 2022).

Workforce Development

Commercial Driver's License Training Program and Test

A new law requires the Office of Workforce Strategy (OWS), by January 1, 2023, to design a program to support individuals pursuing commercial driver's license (CDL) training, including using income share agreements or similar arrangements, according to the law's specifications. It requires OWS to market the program to specific populations, including those who are underserved, disadvantaged, un- or underemployed, formerly incarcerated, or veterans. It also establishes a Connecticut Career Accelerator Program Advisory Committee to (1) examine innovative models supporting individuals pursuing CDL training and (2) recommend ways to align this program with those models ([PA 22-118](#), §§ 466 & 467, effective upon passage).

Additionally, the legislature passed a separate law requiring the Department of Correction (DOC) and the Department of Motor Vehicles (DMV) to take certain actions to make the CDL knowledge test available to incarcerated people who are (1) reentering the community within six months and (2) not disqualified from driving a commercial vehicle. By January 1, 2023, the DOC commissioner must make space and technology available for test preparation and administration. The DMV commissioner must assign personnel and provide other resources to administer the test in writing or electronically at DOC facilities ([PA 22-10](#), effective October 1, 2022).

Health Care Career Training Initiative

This year, the General Assembly required the Office of Workforce Strategy (OWS), with the help of various state agencies, higher education institutions, and health care centers and associations, to develop an initiative to address the state's health care workforce shortage. The initiative must offer expanded and enhanced educational programs at Connecticut higher education institutions to increase the number of health care workers in Connecticut. Additionally, the act requires OWS's chief workforce officer to develop a plan to encourage high school students to pursue high demand careers in health care, such as nursing and behavioral and mental health care, among others ([SA 22-9](#), effective upon passage).

HVAC System Pipeline Training Pilot Program

This year's budget implementer act requires OWS, while consulting with other labor and education state agencies, to establish, within available appropriations, a heating, ventilation, and air conditioning (HVAC) system pipeline training pilot program. The pilot must develop pre-apprenticeship workforce training programs that support individuals from underserved and underrepresented populations and historically marginalized communities. It also must provide services such as recruitment, job coaching, transportation, and job placement support ([PA 22-118](#), § 368, effective July 1, 2022).

Hydrogen Power Task Force

This year, the legislature established a task force to study hydrogen-fueled energy in the state's economy and energy infrastructure. The task force must, among other things, (1) examine how to position the state to take advantage of incentives and programs under the federal Infrastructure Investment and Jobs Act and (2) make recommendations for workforce initiatives related to hydrogen-fueled energy jobs. The task force must report its findings to the Energy and Technology Committee by January 15, 2023 ([SA 22-8](#), effective upon passage).

Incarcerated and Reentering Individuals

This session, the legislature required OWS's chief workforce officer, in consultation with the DOC commissioner, to develop a plan to expand the state's workforce development programming for individuals who are incarcerated or reentering the community. The plan must include increased opportunities for these individuals to receive workforce technological training. Additionally, the chief workforce officer must (1) implement the plan by January 1, 2023, and (2) report on the plan to the Commerce Committee by January 1, 2024 ([SA 22-24](#), effective upon passage).

Model Student Work Release Policy

The legislature required OWS's chief workforce officer, in consultation with the education commissioner, the Technical Education and Career System's executive director, and the Department of Labor (DOL) commissioner, to develop a model student work release policy by July 1, 2023. Beginning with the 2024-25 school year and then for all following school years, each board of education must adopt the model student work release policy or the most recently updated version of it ([PA 22-50](#), § 7, and [PA 22-118](#), § 160, effective upon passage).

Pipeline for Connecticut's Future Program

The Pipeline for Connecticut's Future program allows school boards to partner with local businesses to create onsite student training opportunities for course credit. A new act requires the State Department of Education (SDE), in collaboration with DOL, to administer the program. It requires SDE to help and incentivize school boards to establish partnerships in the fields of early childhood education, manufacturing, computer programming, or culinary arts, with the goal of helping students earn occupational licenses, participate in apprenticeships, and gain immediate job skills.

SDE must also develop best practices for boards to use when establishing a program, and the commissioner must review existing state laws and regulations governing pathway programs and identify any obstacles that may limit a board's ability to build partnerships with businesses ([PA 22-81](#), § 5, and [PA 22-125](#), effective July 1, 2022, except the pathways programs-related review and reporting provision takes effect upon passage).

Post-Pandemic Women's Return to Work Plan

A new law requires OWS's chief workforce officer, in consultation with DECD and regional workforce development boards, to develop and implement an economic development plan for women seeking to return to work after the COVID-19 pandemic. She must do so within available appropriations and by October 1, 2022. The plan may establish (1) business incentives to increase apprenticeship and internship opportunities for women and (2) partnerships with certain entities to develop and promote return to work initiatives, paid internships in high-growth industries, job and career fairs, professional mentorships, experiential learning opportunities, and educational and employment coaching services ([SA 22-22](#), effective upon passage).

Study on Students Pursuing Careers as Building Officials

A new law requires the Department of Administrative Service's Office of Education and Data Management (OEDM) to study options to encourage students to pursue careers as building officials, including developing (1) expanded community college coursework and training programs in this field, (2) financial and other incentives, and (3) internship and apprenticeship programs in cooperation with municipalities and regional councils of governments.

In conducting the study, OEDM must consult with the Office of Higher Education, DOL's Office of Apprenticeship Training, the Connecticut Building Officials Association, and one or more regional community-technical college system administrators. The commissioners must submit their findings and any legislative recommendations to the Planning and Development Committee by January 1, 2023 ([SA 22-14](#), § 2, effective upon passage).

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