



# Senate

General Assembly

**File No. 177**

February Session, 2026

Senate Bill No. 383

*Senate, March 25, 2026*

The Committee on Higher Education and Employment Advancement reported through SEN. SLAP of the 5th Dist., Chairperson of the Committee on the part of the Senate, that the bill ought to pass.

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

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

1 Section 1. Section 4-124xx of the general statutes is repealed and the  
2 following is substituted in lieu thereof (*Effective July 1, 2026*):

3 [(a) The Chief Workforce Officer, appointed pursuant to section 4-  
4 124w, in consultation with the Labor Commissioner, the Commissioners  
5 of Social Services, Developmental Disabilities, Public Health, Higher  
6 Education and Aging and Disability Services, the Governor's Workforce  
7 Council, the Council on Developmental Disabilities, the Autism  
8 Spectrum Disorder Advisory Council and regional workforce  
9 development boards, shall establish a Human Services Career Pipeline  
10 program to ensure a sufficient number of trained providers are available  
11 to serve the needs of persons in the state with an intellectual disability,  
12 other developmental disabilities, physical disabilities, cognitive  
13 impairment or mental illness and elderly persons. Such pipeline shall

14 include training and certification for cardiopulmonary resuscitation,  
15 first aid, medication administration, job placement and incentives for  
16 retention in the human services labor sector upon successful completion  
17 of the program.]

18 [(b)] (a) The Chief Workforce Officer, appointed pursuant to section  
19 4-124w, shall consult with the Labor Commissioner and the  
20 Commissioners of Aging and Disability Services, Developmental  
21 Services, Mental Health and Addiction Services, Public Health and  
22 Social Services, the Council on Developmental Disabilities and the  
23 Autism Spectrum Disorder Advisory Council to determine: (1) The  
24 greatest needs for human services providers to serve the needs of  
25 persons in the state with an intellectual disability, a developmental  
26 disability, a physical disability, a cognitive impairment or a behavioral  
27 health disorder and elderly persons in the state, and (2) barriers to hiring  
28 and retaining qualified providers. The Chief Workforce Officer shall  
29 assist local and regional boards of education in enhancing existing  
30 partnerships or establishing new partnerships with providers of human  
31 services and higher education institutions to provide a pathway to a  
32 diploma, credential, certificate or license and a job providing human  
33 services.

34 [(c)] (b) The Chief Workforce Officer, in consultation with the Labor  
35 Commissioner, shall develop a plan for the Human Services Career  
36 Pipeline program that includes, but shall not be limited to: (1) A strategy  
37 to increase the number of state residents pursuing careers in human  
38 services, (2) recommended salary and working conditions necessary to  
39 retain an adequate number of human services providers to serve state  
40 residents, and (3) estimated funding needed to support the Human  
41 Services Career Pipeline program. Not later than July 1, [2024] 2026, the  
42 Chief Workforce Officer shall submit a report on the plan, in accordance  
43 with the provisions of section 11-4a, to the joint standing committees of  
44 the General Assembly having cognizance of matters relating to  
45 appropriations, aging, higher education and employment advancement,  
46 human services, labor and public health. The report shall include the  
47 Chief Workforce Officer's recommendations for establishing the career

48 pipeline and estimates of funding needed to implement the pipeline.

49 [(d) The Chief Workforce Officer shall, within available  
50 appropriations, establish such career pipeline and, if such pipeline is  
51 established, submit a report, in accordance with the provisions of  
52 section 11-4a, not later than January 1, 2026, and annually thereafter,  
53 regarding the development and implementation of the pipeline to the  
54 joint standing committees of the General Assembly having cognizance  
55 of matters relating to appropriations, aging, higher education and  
56 employment advancement, human services, labor and public health. For  
57 purposes of this section, "human services labor sector" means persons  
58 trained to provide services to persons with an intellectual disability;  
59 other developmental disabilities, including, but not limited to, autism  
60 spectrum disorder; physical disabilities; cognitive impairment or mental  
61 illness; and elderly persons.]

62 Sec. 2. Section 4-124mm of the general statutes is repealed and the  
63 following is substituted in lieu thereof (*Effective from passage*):

64 (a) There is established an account known as the Connecticut Career  
65 Accelerator Program Account that is within the Office of Workforce  
66 Strategy for the purpose of supporting commercial driver's license  
67 training and training for careers identified by the Office of Workforce  
68 Strategy, pursuant to subdivision (2) of subsection (b) of this section,  
69 within the CareerConneCT workforce training program. The account  
70 shall contain any moneys required by law to be deposited therein and  
71 such moneys shall be held in such account. The account may accept  
72 gifts, grants or donations from public or private sources. Any balance  
73 remaining in the account at the end of any fiscal year shall be carried  
74 forward in the account for the fiscal year next succeeding. The account  
75 may be used for the purposes of the program described in subsection (b)  
76 of this section.

77 (b) (1) Not later than July 1, 2024, the Office of Workforce Strategy  
78 shall design a program to support individuals pursuing training to  
79 obtain a commercial driver's license, including through the use of  
80 income share agreements or equivalent financial instruments. The

81 Office of Workforce Strategy may competitively procure a consultant to  
82 support the design and implementation of the program. The program  
83 shall be implemented not later than January 1, [2025] 2027.

84 (2) Not later than July 1, 2025, the Office of Workforce Strategy shall  
85 identify (A) additional training opportunities [, for careers requiring not  
86 more than one year of training.] to expand the program designed  
87 pursuant to subdivision (1) of this subsection, and (B) training providers  
88 to use for such additional training opportunities. Such additional  
89 training opportunities may be added to or removed from such program,  
90 subject to the approval of the Chief Workforce Officer.

91 (c) The design of the program under subsection (b) of this section  
92 shall take into consideration: (1) Developing metrics for identifying  
93 qualified training providers, (2) developing incentive-based payments  
94 for training providers, such as paying a trainer eighty per cent of a  
95 student's tuition prior to providing any training and paying the trainer  
96 the remaining tuition upon placement of the student in a job, and (3)  
97 developing a method for targeting potential students for the program.  
98 The program shall include terms and conditions for the payment  
99 obligations undertaken by individuals who obtain tuition assistance  
100 from the account. The program shall require an individual who receives  
101 a direct tuition payment from the account to repay such payment if such  
102 individual is placed in a job after receiving training through the  
103 program that provides the individual with a higher income than such  
104 individual received prior to participating in such training. No interest  
105 shall be charged on any tuition repayment obligation. The program shall  
106 also consider offering wrap-around supports, such as stipends, child  
107 care services, counseling and other supports identified by the Office of  
108 Workforce Strategy. An individual who receives such supports shall not  
109 be required to repay the account for such supports.

110 (d) The Office of Workforce Strategy shall develop a marketing plan  
111 to attract individuals who fit the eligibility criteria for participation in  
112 the program, specifically targeted at recruiting individuals who are  
113 underserved, disadvantaged, unemployed, underemployed, dislocated

114 workers, receiving temporary assistance for needy families,  
115 supplemental nutrition assistance program or any other public  
116 assistance benefits, formerly incarcerated or veterans of the armed  
117 services. The marketing plan shall include outreach to various state  
118 agencies, the regional workforce investment boards, transit authorities,  
119 housing authorities, the Office of Early Childhood and other partners as  
120 identified by the Office of Workforce Strategy.

121 [(e) (1) Not later than July 1, 2025, the Office of Workforce Strategy  
122 shall submit a report, in accordance with the provisions of section 11-4a,  
123 on the design and implementation of the commercial driver's license  
124 training program established under this section to the joint standing  
125 committee of the General Assembly having cognizance of matters  
126 relating to appropriations and the budgets of state agencies, commerce,  
127 education, finance, revenue and bonding, higher education and  
128 employment advancement and labor and public employees.

129 (2) Not later than July 1, 2026, the Office of Workforce Strategy shall  
130 submit a report, in accordance with the provisions of section 11-4a,  
131 regarding the identification of additional training opportunities and  
132 training providers pursuant to subdivision (2) of subsection (b) of this  
133 section to the joint standing committees of the General Assembly having  
134 cognizance of matters relating to appropriations and the budgets of state  
135 agencies, commerce, education, finance, revenue and bonding, higher  
136 education and employment advancement, and labor and public  
137 employees.]

138 [(f)] (e) Not later than [July 1, 2026] October 1, 2027, and annually  
139 thereafter, the Office of Workforce Strategy shall [submit a report, in  
140 accordance with the provisions of section 11-4a, on the commercial  
141 driver's license training program established under this section to the  
142 Governor and to the joint standing committees of the General Assembly  
143 having cognizance of matters relating to appropriations and the budgets  
144 of state agencies, commerce, education, finance, revenue and bonding,  
145 higher education and employment advancement and labor and public  
146 employees] include, as part of the annual report required pursuant to

147 subsection (f) of section 4-124w, a report on the program for training  
 148 opportunities established pursuant to this section. Such report may  
 149 include information on the (1) program completion and job placement  
 150 rate of individuals participating in the program; (2) starting wages,  
 151 wage gains and wage growth of individuals employed after  
 152 participating in the program; (3) funds used as payment obligations,  
 153 grants and wraparound services for individuals participating in the  
 154 program; (4) percentage of program participants in compliance with  
 155 repayment obligations; and (5) total repayments received.

156       Sec. 3. Section 10-265s of the general statutes is repealed. (*Effective July*  
 157 *1, 2026*)

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>July 1, 2026</i>	4-124xx
Sec. 2	<i>from passage</i>	4-124mm
Sec. 3	<i>July 1, 2026</i>	Repealer section

**HED**       *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:** None**Municipal Impact:** None**Explanation**

The bill has no fiscal impact by making modifications to various programs administered by the Office of Workforce Strategy (OWS). It is anticipated that OWS will be able to accommodate these changes within existing resources.

**The Out Years****State Impact:** None**Municipal Impact:** None

**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)