

SENATE BILL NO. 760

101ST GENERAL ASSEMBLY

INTRODUCED BY SENATOR HOUGH.

4154S.01H

ADRIANE D. CROUSE, Secretary

AN ACT

To amend chapter 620, RSMo, by adding thereto one new section relating to grants to employers to encourage employees to obtain upskill credentials.

Be it enacted by the General Assembly of the State of Missouri, as follows:

Section A. Chapter 620, RSMo, is amended by adding thereto
2 one new section, to be known as section 620.2500, to read as
3 follows:

**620.2500. 1. For purposes of this section, the
2 following terms mean:**

3 (1) "Employee", any person employed by a qualifying
4 employer or any person who is a prospective employee of a
5 qualifying employer, provided such person is not an
6 independent contractor;

7 (2) "Industry-recognized credential", a specific
8 credential that is sought or accepted by employers within
9 the industry or sector to which the qualifying employer
10 belongs and that is a recognized, preferred, or required
11 credential for recruitment, screening, hiring, retention, or
12 advancement purposes within such industry or sector;

13 (3) "Public body", the state of Missouri, any
14 department, division, commission, board, or political
15 subdivision thereof;

16 (4) "Qualifying employer", any employer registered to
17 do business in the state of Missouri provided the employer
18 is not a public body;

19 (5) "Training provider", any entity that provides
20 training in upskill credentials;

21 (6) "Technology-focused credential", a credential that
22 demonstrates the competencies necessary to succeed in an
23 occupation that utilizes technology to develop, build, and
24 deliver products and services;

25 (7) "Upskill credential", includes, but is not limited
26 to, any of the following:

27 (a) Industry-recognized credentials;

28 (b) Technology-focused credentials; and

29 (c) Any other credential indicated by a qualifying
30 employer as necessary for improving the skills of its
31 current and prospective employees.

32 2. The department of economic development may
33 distribute to any qualifying employer a reimbursement not to
34 exceed two thousand dollars for each employee who obtains
35 upskill credentials, provided that no qualifying employer
36 shall receive more than thirty thousand dollars under this
37 section in any calendar year. A qualifying employer shall
38 submit an application for an award for such reimbursement as
39 provided in this section in order to receive such funds.

40 3. The department of economic development shall design
41 an application form for qualifying employers to apply for an
42 award for reimbursement. The application form shall contain
43 all information that the department deems necessary to
44 fulfill the provisions of this section.

45 4. (1) The department of economic development shall
46 evaluate all applications submitted by qualifying employers
47 on a competitive basis using the following criteria:

48 (a) The pledged average wage increase that employees
49 or prospective employees will realize after obtaining the

50 upskill credential in relation to the cost of obtaining the
51 upskill credential;

52 (b) The level of economic distress in the qualifying
53 employer's region and the balance of awards made to the
54 various regions of the state; and

55 (c) The contribution made by the qualifying employer
56 toward the cost of obtaining the upskill credential.

57 (2) Applications shall be evaluated at the close of
58 the application period, as determined by the department, and
59 shall not be awarded on a first come, first served basis.
60 The department may make preliminary awards for reimbursement
61 only after the application period has closed.

62 (3) In making awards under this section, the
63 department shall distribute an equal number of awards to the
64 following groups of qualifying employers:

65 (a) Qualifying employers with at least one but not
66 more than fifty employees;

67 (b) Qualifying employers with at least fifty-one but
68 not more than two hundred employees; and

69 (c) Qualifying employers with more than two hundred
70 employees.

71 (4) Applications shall be considered during
72 application periods as determined by the department.

73 5. (1) Upon being given a preliminary award for
74 reimbursement under this section, each qualifying employer
75 shall sponsor a current or prospective employee to obtain an
76 upskill credential within twelve months of the preliminary
77 award. A current or prospective employee may not commence
78 the process of obtaining the upskill credential until after
79 a preliminary award has been made.

80 (2) Upon obtaining the upskill credential, the
81 qualifying employer shall submit proof of the same to the
82 department of economic development.

83 (3) To receive the reimbursement, the qualifying
84 employer shall provide to the department, within six weeks
85 of completing the upskill credential, proof, in the manner
86 requested by the department, that the individuals who
87 completed the upskill credential are Missouri residents with
88 a verifiable Missouri address.

89 (4) If the department is satisfied that the current or
90 prospective employee has obtained the upskill credential
91 based upon evidence provided pursuant to subdivision (2) of
92 this subsection and the provisions of subdivision (3) of
93 this subsection have been satisfied, the department shall
94 grant the qualifying employer the reimbursement indicated in
95 the preliminary award.

96 6. Training providers shall not be eligible for awards
97 issued under this section unless employees are trained by an
98 outside training provider.

99 7. Any rule or portion of a rule, as that term is
100 defined in section 536.010, that is created under the
101 authority delegated in this section shall become effective
102 only if it complies with and is subject to all of the
103 provisions of chapter 536 and, if applicable, section
104 536.028. This section and chapter 536 are nonseverable and
105 if any of the powers vested with the general assembly
106 pursuant to chapter 536 to review, to delay the effective
107 date, or to disapprove and annul a rule are subsequently
108 held unconstitutional, then the grant of rulemaking
109 authority and any rule proposed or adopted after August 28,
110 2022, shall be invalid and void.

✓