
THE GENERAL ASSEMBLY OF PENNSYLVANIA

SENATE BILL

No. 69 Session of
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INTRODUCED BY LANGERHOLC, YAW, BAKER, FONTANA, STEFANO AND
J. WARD, JANUARY 22, 2025

REFERRED TO LABOR AND INDUSTRY, JANUARY 22, 2025

AN ACT

1 Establishing Recovery-to-work as a pilot program within the
2 Department of Labor and Industry; and providing for local
3 recovery-to-work pilot programs, for incentives to encourage
4 business participation and for powers and duties of the
5 Department of Labor and Industry.

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5 The General Assembly of the Commonwealth of Pennsylvania
6 hereby enacts as follows:

7 CHAPTER 1

8 PRELIMINARY PROVISIONS

9 Section 101. Short title.

10 This act shall be known and may be cited as the Recovery-to-
11 work Act.

12 Section 102. Definitions.

13 The following words and phrases when used in this act shall
14 have the meanings given to them in this section unless the
15 context clearly indicates otherwise:

16 "Board." A board established under 29 U.S.C. § 3122
17 (relating to local workforce development boards).

18 "Business partner." A business entity authorized to do
19 business in this Commonwealth.

20 "Department." The Department of Labor and Industry of the
21 Commonwealth.

22 "Educational institution." The term includes:

23 (1) Postsecondary career and technical centers and
24 colleges of technology accredited by the Department of
25 Education.

26 (2) Community colleges as established under Article XIX-
27 A of the act of March 10, 1949 (P.L.30, No.14), known as the
28 Public School Code of 1949, or the act of August 24, 1963
29 (P.L.1132, No.484), known as the Community College Act of
30 1963.

1 (3) Private licensed schools regulated under the act of
2 December 15, 1986 (P.L.1585, No.174), known as the Private
3 Licensed Schools Act.

4 "Individuals in recovery." Individuals diagnosed with and
5 recovering from a drug or alcohol substance use disorder.

6 "Local pilot program." A local pilot program under Chapter
7 3.

8 "Local workforce development board." A local workforce
9 development board established in accordance with 29 U.S.C. §
10 3122.

11 "Participating agencies." Includes:

12 (1) The Department of Health of the Commonwealth.

13 (2) The Department of Community and Economic Development
14 of the Commonwealth.

15 (3) The Department of Drug and Alcohol Programs of the
16 Commonwealth.

17 (4) The Department of Human Services of the
18 Commonwealth.

19 (5) The Department of Corrections of the Commonwealth.

20 (6) The Pennsylvania Parole Board.

21 (7) The Pennsylvania Commission on Crime and
22 Delinquency.

23 "Program partners." Entities that participate in a local
24 pilot program.

25 "Recovery-to-work." The program established in section
26 301(a).

27 "Support services provider." An entity that provides drug
28 and alcohol treatment or recovery supports.

29 CHAPTER 3

30 RECOVERY-TO-WORK

1 Section 301. Program established.

2 (a) Establishment.--Recovery-to-work is established as a
3 pilot program within the department.

4 (b) Funding sources.--To implement this act, the department
5 may utilize any of the following:

6 (1) Money deposited into the Reemployment Fund.

7 (2) Existing money appropriated to the department, if
8 the use of the money for Recovery-to-work is consistent with
9 law.

10 (3) Money appropriated to any participating agency for
11 Recovery-to-work.

12 (4) Money appropriated from the Opioid Settlement
13 Restricted Account for Recovery-to-work.

14 (c) Notice.--Upon the initial appropriation of sufficient
15 money to carry out the provisions of this act or a determination
16 by the department that sufficient money is available from
17 another existing source to carry out the provisions of this act,
18 the department shall transmit notice of the appropriation to the
19 Legislative Reference Bureau for publication in the next
20 available issue of the Pennsylvania Bulletin.

21 (d) Administration.--Recovery-to-work shall be administered
22 by the department to empower local workforce development boards,
23 support services providers, business partners and participating
24 agencies to collaboratively develop innovative local pilot
25 programs to do all the following:

26 (1) Provide individuals in recovery with career
27 development opportunities and work experience.

28 (2) Provide individuals in recovery with employability
29 and career readiness skill training as identified by the
30 department in consultation with the Department of Education.

1 (3) Provide individuals in recovery with support
2 services for their continued recovery.

3 (4) Provide local workforce development boards with the
4 funding necessary to support program partners and business
5 partners implementing innovative local pilot programs.

6 (5) Provide program partners with informational
7 resources to help them conduct successful local pilot
8 programs.

9 (6) Seek to identify other funding sources, including
10 Federal grants, which may support local pilot programs.

11 Section 302. Participation in Recovery-to-work.

12 (a) Eligibility.--A local workforce development board shall
13 be eligible to apply for funding. The department shall establish
14 priority workforce areas based on substance use and unemployment
15 statistics.

16 (b) Guidelines.--The department, in consultation with
17 participating agencies, shall develop guidelines that specify
18 the requirements for participation in Recovery-to-work.

19 (c) Occupational focus.--Local pilot programs must be
20 focused on providing individuals in recovery with job training
21 and work experience that will prepare individuals in recovery
22 for continued success for job opportunities that exist in their
23 local workforce development areas.

24 Section 303. Application and approval process.

25 (a) Application.--An eligible local workforce development
26 board under section 302(a) may submit an application to the
27 department requesting approval for participation in Recovery-to-
28 work.

29 (b) Application requirements.--A completed application must
30 describe the proposed local pilot program in the form and manner

1 prescribed by the department. An application must include all of
2 the following:

3 (1) A list of program partners, including participation
4 by a support services provider and a declaration of interest
5 by at least two business partners. The program partners may
6 include educational institutions, nonprofit business-support
7 entities, job seeker support entities, registered
8 apprenticeship programs and economic development agencies.

9 (2) A description of how the proposed local pilot
10 program will meet the guidelines under section 302(b).

11 (3) A projection of costs associated with the proposed
12 local pilot program, including an enumeration of
13 opportunities to leverage other funding and programming
14 resources.

15 (4) Information on occupations that will be the focus of
16 the proposed local pilot program, including data on local
17 demand.

18 (5) Information on industry-recognized credentials or
19 certifications awarded to program participants upon
20 completion.

21 (6) Documentation of interest by a business partner that
22 plans to receive the incentive under section 701.

23 (7) A start date for the proposed local pilot program.

24 (8) A list of clear objectives and measurable goals that
25 the proposed local pilot program will seek to achieve.

26 (9) Documentation of an agreement among the program
27 partners describing the role of each program partner within
28 the proposed local pilot program and the expectations that
29 each program partner agrees to fulfill.

30 (c) Approval process.--

1 (1) The department, in consultation with participating
2 agencies and the board as needed, shall approve up to seven
3 local pilot programs for participation in Recovery-to-work in
4 the first year after the effective date of this paragraph.

5 (2) Priority must be given to a proposed local pilot
6 program demonstrating one or more of the following
7 characteristics:

8 (i) Substantial program integration across
9 educational levels, including use of multiple components
10 identified in the department guidelines under section
11 302(b).

12 (ii) An ability to leverage other funding and
13 programming resources.

14 (iii) A commitment from one or more business
15 partners to provide preferred interviews to individuals
16 in recovery completing the local pilot program.

17 (iv) Capability to provide exposure to high-priority
18 or in-demand occupations as identified by the department.

19 (d) Contractual relationship.--Within 30 days of the
20 completion of the approval process, the department shall enter
21 into a contract with each local workforce development board
22 approved for participation in Recovery-to-work. The contract
23 shall require the signatories to provide the services described
24 in the approved application from money appropriated or
25 distributed for this purpose or from money identified by the
26 participating agencies in accordance with section 301(d)(6).

27 (e) Termination and replacement.--The department, in
28 consultation with participating agencies and the board as
29 needed, may terminate a local pilot program for failure to
30 comply with program requirements. Consistent with the process in

1 subsection (c), a replacement local pilot program may be
2 approved.

3 Section 304. Program operation.

4 (a) Cooperative management.--In collaboration with the
5 participating agencies and the board, the department shall:

6 (1) Manage the operation of Recovery-to-work.

7 (2) Establish an application process.

8 (3) Enumerate outcome-based metrics by which local pilot
9 programs will be evaluated under Chapter 9.

10 (4) Institute guidelines and procedures as necessary to
11 implement Recovery-to-work. The guidelines must enumerate
12 allowed and disallowed expenses and provide that
13 administrative expenses over 5% shall be disallowed.

14 (b) Informational resources.--In collaboration with the
15 participating agencies and the board, the department shall
16 provide informational resources to help program partners conduct
17 successful local pilot programs.

18 (c) Distribution.--The department, in consultation with
19 participating agencies and the board, as needed, shall determine
20 the distribution of available money from money appropriated for
21 the purposes of this act.

22 CHAPTER 7

23 INCENTIVES

24 Section 701. Business partner incentives.

25 (a) Eligibility.--Subject to the availability of funding
26 under subsection (c), if, at the end of a training period, a
27 business partner hires an individual in recovery for a job
28 opening, the business partner is eligible to receive an
29 incentive payment in the amount of \$1,250 if all of the
30 following occur:

1 (1) The individual in recovery remains employed an
2 average of 35 hours per week for 26 consecutive weeks.

3 (2) The individual in recovery earns wages that meet or
4 exceed the negotiated performance measure for the local
5 workforce development board for median earnings the second
6 quarter after exiting the Adult program authorized under the
7 Workforce Innovation and Opportunity Act (Public Law 113-128,
8 128 Stat. 1425).

9 (b) Application.--A business partner may apply for an
10 incentive payment under subsection (a). The application form
11 shall be prescribed and furnished by the department and bear the
12 notarized signature of the applicant.

13 (c) Funding.--

14 (1) Incentive payments under subsection (a) shall be
15 paid from money appropriated for payment.

16 (2) Fifteen percent of the total amount of money
17 authorized for a fiscal year shall be reserved for business
18 partners with fewer than 100 employees. If the reserved
19 amount is not committed by April 30 of each year, the
20 reserved amount shall be available to business partners that
21 have at least 100 employees.

22 (d) Penalty.--A business partner that falsifies an
23 application for an incentive payment shall be required to refund
24 the department the total amount of the incentive payment
25 awarded.

26 CHAPTER 9

27 PERFORMANCE EVALUATION AND REPORTING

28 Section 901. Performance evaluation system.

29 The department shall develop and implement an evaluation and
30 performance improvement system which does the following:

1 (1) Collects critical information on an annual basis or
2 more frequently as determined by the department, including:

3 (i) Skill training being received by individuals in
4 recovery.

5 (ii) Challenges foreseen by business partners.

6 (iii) Local pilot program best practices.

7 (iv) Retention rate of individuals in recovery
8 employed as a result of a local pilot program.

9 (2) Defines the benefits of Recovery-to-work and its
10 effects on business partners and individuals in recovery.

11 Section 902. Annual report.

12 Within 60 days of the end of a fiscal year in which a local
13 pilot program is in operation, the department, participating
14 agencies and the board shall jointly submit a report regarding
15 the implementation of Recovery-to-work and the local pilot
16 programs over the previous fiscal year to the following:

17 (1) The Governor.

18 (2) The Auditor General.

19 (3) The chairperson and minority chairperson of the
20 Appropriations Committee of the Senate.

21 (4) The chairperson and minority chairperson of the
22 Appropriations Committee of the House of Representatives.

23 (5) The chairperson and minority chairperson of the
24 Education Committee of the Senate.

25 (6) The chairperson and minority chairperson of the
26 Education Committee of the House of Representatives.

27 (7) The chairperson and minority chairperson of the
28 Labor and Industry Committee of the Senate.

29 (8) The chairperson and minority chairperson of the
30 Labor and Industry Committee of the House of Representatives.

1 Section 903. Final report.

2 Within six months of the expiration of local recovery-to-work
3 pilot programs, the department, participating agencies and the
4 board shall jointly submit a report regarding the implementation
5 of Recovery-to-work and the local pilot programs to the
6 following:

7 (1) The Governor.

8 (2) The Auditor General.

9 (3) The chairperson and minority chairperson of the
10 Appropriations Committee of the Senate.

11 (4) The chairperson and minority chairperson of the
12 Appropriations Committee of the House of Representatives.

13 (5) The chairperson and minority chairperson of the
14 Education Committee of the Senate.

15 (6) The chairperson and minority chairperson of the
16 Education Committee of the House of Representatives.

17 (7) The chairperson and minority chairperson of the
18 Labor and Industry Committee of the Senate.

19 (8) The chairperson and minority chairperson of the
20 Labor and Industry Committee of the House of Representatives.

21 Section 904. Report contents.

22 (a) General rule.--In addition to information or analysis
23 required by the department, in consultation with participating
24 agencies and the board, as needed, the interim and final reports
25 must include information about each local pilot program,
26 including whether:

27 (1) The local pilot program achieved the clear
28 objectives and measurable goals proposed under section 303(b)
29 (8).

30 (2) An analysis of each local pilot program according to

1 the outcome-based metrics enumerated by the department under
2 section 304(a) (3).

3 (3) The number of participating individuals in recovery.

4 (4) The amount expended.

5 (b) Best practices.--The reports must identify best
6 practices observed from among the most successful local pilot
7 programs.

8 CHAPTER 21

9 MISCELLANEOUS PROVISIONS

10 Section 2101. Effective date.

11 This act shall take effect immediately.