

Committee Report

REGULAR CALENDAR

April 24, 2019

HOUSE OF REPRESENTATIVES

REPORT OF COMMITTEE

The Majority of the Committee on Labor, Industrial and Rehabilitative Services to which was referred SB 12-FN-A,

AN ACT establishing the New Hampshire college graduate retention incentive partnership program and making an appropriation therefor. Having considered the same, report the same with the following amendment, and the recommendation that the bill OUGHT TO PASS WITH AMENDMENT.

Rep. Manny Espitia

FOR THE MAJORITY OF THE COMMITTEE

**MAJORITY
COMMITTEE REPORT**

Committee:	Labor, Industrial and Rehabilitative Services
Bill Number:	SB 12-FN-A
Title:	establishing the New Hampshire college graduate retention incentive partnership program and making an appropriation therefor.
Date:	April 24, 2019
Consent Calendar:	REGULAR
Recommendation:	OUGHT TO PASS WITH AMENDMENT 2019-1634h

STATEMENT OF INTENT

The majority of the committee believes that we need to help address our workforce shortage. Currently 60 percent of New Hampshire high school students leave the state due to the lack of incentives to stay. New Hampshire high school students who stay in NH for college are 70 percent likely to stay in NH. This bill would create an incentive for young people to stay. The process is a simple opt-in agreement, with employers who agree to provide NH graduates with at least \$1,000 dollars to them or their loan lender for the first four years of employment. The Department of Business and Economic Affairs would post it on their Live Free website. This was supported by the Department of Business and Economic Affairs, the NH Business and Industry Association and Stay, Work, Play New Hampshire. This is free advertising for businesses and an important incentive for young people to stay in New Hampshire.

Vote 12-8.

Rep. Manny Espitia
FOR THE MAJORITY

Original: House Clerk
Cc: Committee Bill File

REGULAR CALENDAR

Labor, Industrial and Rehabilitative Services

SB 12-FN-A, establishing the New Hampshire college graduate retention incentive partnership program and making an appropriation therefor. **MAJORITY: OUGHT TO PASS WITH AMENDMENT. MINORITY: INEXPEDIENT TO LEGISLATE.**

Rep. Manny Espitia for the **Majority** of Labor, Industrial and Rehabilitative Services. The majority of the committee believes that we need to help address our workforce shortage. Currently 60 percent of New Hampshire high school students leave the state due to the lack of incentives to stay. New Hampshire high school students who stay in NH for college are 70 percent likely to stay in NH. This bill would create an incentive for young people to stay. The process is a simple opt-in agreement, with employers who agree to provide NH graduates with at least \$1,000 dollars to them or their loan lender for the first four years of employment. The Department of Business and Economic Affairs would post it on their Live Free website. This was supported by the Department of Business and Economic Affairs, the NH Business and Industry Association and Stay, Work, Play New Hampshire. This is free advertising for businesses and an important incentive for young people to stay in New Hampshire. **Vote 12-8.**

Original: House Clerk
Cc: Committee Bill File

COMMITTEE REPORT

COMMITTEE: Labor, Industrial, and Rehabilitative Service,

BILL NUMBER: SB/2

TITLE: Establishing the NH College graduate retention incentive partnership program and making an appropriation therefor.

DATE: 4/24/19 CONSENT CALENDAR: YES [] NO [X]

[] OUGHT TO PASS

[X] OUGHT TO PASS W/ AMENDMENT

[] INEXPEDIENT TO LEGISLATE

[] INTERIM STUDY (Available only 2nd year of biennium)

Amendment No. 2019-1634h

STATEMENT OF INTENT:

New Hampshire majority of the committee believes the opinion of the majority is that this that we need to help address our work force shortage. 60% of New Hampshire High School students leave the state due to the lack of incentives to stay. 70% of New NH High School students who stay in NH for college, are 70% likely to stay in NH. Other states provide this bill would create an incentive for young people to stay. The process is a simple OAT-IN agreement with employers who agree to provide NH graduates with at least \$1000 dollars to them or their loan lender for the first 4 years of employment. The BEA would post it on their Live Free website. This was supported by the BEA, BIA, Stay, work, play, and

COMMITTEE VOTE: 12-3

(Back)

RESPECTFULLY SUBMITTED,

- Copy to Committee Bill File
• Use Another Report for Minority Report

Rep. [Signature] For the Committee Manny Espinoza

This is free ~~advertis~~ advertising for businesses and
an ~~important~~ important incentive for young people to
stay in NH.

Rep. Sullivan, Sull. 1
April 24, 2019
2019-1634h
04/10

Amendment to SB 12-FN-A

1 Amend RSA 12-O:46, VI as inserted by section 1 of the bill by replacing it with the following:

2

3 VI. "Participating employer" means any person, firm, corporation, partnership, association,
4 the state or political subdivision of the state, or any other entity which enters into a participating
5 employer agreement to provide an incentive to a graduate.

6

7 Amend RSA 12-O:48 as inserted by section 1 of the bill by replacing it with the following:

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9 12-O:48 Requirements and Procedure. Each participating employer shall compile a list of
10 positions which qualify for an incentive under NH GRIP. The participating employer shall publish
11 the list of qualifying positions on the employer's public Internet site and on any Internet
12 employment search site used by the participating employer. A graduate who obtains employment in
13 a qualifying position with a participating employer and who executes an agreement, shall receive an
14 incentive of not less than \$1,000 each year for the first 4 years of the graduate's employment with
15 the participating employer. The agreement shall be signed by an authorized agent of the
16 participating employer. The participating employer shall retain a copy of each signed agreement in
17 its files.

REGULAR CALENDAR

April 24, 2019

HOUSE OF REPRESENTATIVES

REPORT OF COMMITTEE

The Minority of the Committee on Labor, Industrial and Rehabilitative Services to which was referred SB 12-FN-A,

AN ACT establishing the New Hampshire college graduate retention incentive partnership program and making an appropriation therefor. Having considered the same, and being unable to agree with the Majority, report with the following resolution: RESOLVED, that it is INEXPEDIENT TO LEGISLATE.

Rep. Andrew Renzullo

FOR THE MINORITY OF THE COMMITTEE

**MINORITY
COMMITTEE REPORT**

Committee:	Labor, Industrial and Rehabilitative Services
Bill Number:	SB 12-FN-A
Title:	establishing the New Hampshire college graduate retention incentive partnership program and making an appropriation therefor.
Date:	April 24, 2019
Consent Calendar:	REGULAR
Recommendation:	INEXPEDIENT TO LEGISLATE

STATEMENT OF INTENT

While we support the underlying program, we oppose the process. This bill is unnecessary as it decrees in statute an action best handled at the administrative level. Actions at the administrative level can be rapid, flexible, and effective - not so if enshrined in statute. Also, there are several unclear segments of the bill including empowering, in statute, a specific business lobbying group as the sole business entity to make agreements binding all businesses who wish to be party to this program.

Rep. Andrew Renzullo
FOR THE MINORITY

Original: House Clerk
Cc: Committee Bill File

REGULAR CALENDAR

Labor, Industrial and Rehabilitative Services

SB 12-FN-A, establishing the New Hampshire college graduate retention incentive partnership program and making an appropriation therefor. **INEXPEDIENT TO LEGISLATE.**

Rep. Andrew Renzullo for the **Minority** of Labor, Industrial and Rehabilitative Services. While we support the underlying program, we oppose the process. This bill is unnecessary as it decrees in statute an action best handled at the administrative level. Actions at the administrative level can be rapid, flexible, and effective - not so if enshrined in statute. Also, there are several unclear segments of the bill including empowering, in statute, a specific business lobbying group as the sole business entity to make agreements binding all businesses who wish to be party to this program.

Original: House Clerk
Cc: Committee Bill File

MINORITY REPORT

COMMITTEE: LABOR

BILL NUMBER: SB-12

TITLE: Establishing the new Hampshire College
graduate retention & incentive program

DATE: _____ CONSENT CALENDAR: YES NO

- OUGHT TO PASS
- OUGHT TO PASS W/ AMENDMENT
- INEXPEDIENT TO LEGISLATE
- INTERIM STUDY (Available only 2nd year of biennium)

Amendment No.

STATEMENT OF INTENT: *while we support the underlying program we oppose the process.*

This bill is unnecessary as it decrees in statute an action best handled at the administrative level. ~~Not the actions dictated emanating from this bill~~ Actions at the administrative level can be rapid, flexible and effective, ~~Not~~ so if enshrined in statute. Also, there ^{ARE} several unclear segments of the bill including empowering, in statute, a specific business lobbying group ~~as~~ ^{sole} as the business entity to make ^{binding} agreements ~~for~~ ^{wish} all businesses who ~~wish~~ ^{wish} to be party to this ~~type agreement~~ program.

COMMITTEE VOTE: 12 - 8

RESPECTFULLY SUBMITTED,

• Copy to Committee Bill File

Rep. Andrew Remyallo
For the Minority

Voting Sheets

HOUSE COMMITTEE ON LABOR, INDUSTRIAL AND REHABILITATIVE SERVICES

EXECUTIVE SESSION on SB 12-FN-A

BILL TITLE: establishing the New Hampshire college graduate retention incentive partnership program and making an appropriation therefor.

DATE: April 24, 2019

LOB ROOM: 307

MOTIONS: OUGHT TO PASS WITH AMENDMENT

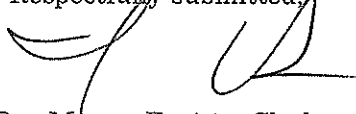
Moved by Rep. Espitia Seconded by Rep. Soucy AM Vote: 12-8
Amendment # 2019-1634h

Moved by Rep. Espitia Seconded by Rep. DiSilvestro Vote: 12-8

CONSENT CALENDAR: NO

Statement of Intent: Refer to Committee Report

Respectfully submitted,

A handwritten signature in black ink, appearing to be "Manny Espitia", written in a cursive style.

Rep Manny Espitia, Clerk

HOUSE COMMITTEE ON LABOR, INDUSTRIAL AND REHABILITATIVE SERVICES

EXECUTIVE SESSION on SB 12-FN-A

BILL TITLE: establishing the New Hampshire college graduate retention incentive partnership program and making an appropriation therefor.

DATE: 4/24/19

LOB ROOM: 307

MOTION: (Please check one box)

OTP ITL Retain (1st year) Adoption of Amendment # 2019 16342 (if offered) Interim Study (2nd year)

Moved by Rep. Espitia Secoded by Rep. Joney Vote: 12-8

MOTION: (Please check one box)

OTP OTP/A ITL Retain (1st year) Adoption of Amendment # (if offered) Interim Study (2nd year)

Moved by Rep. Espitia Secoded by Rep. Di Silvestro Vote: 12-8

MOTION: (Please check one box)

OTP OTP/A ITL Retain (1st year) Adoption of Amendment # (if offered) Interim Study (2nd year)

Moved by Rep. Secoded by Rep. Vote:

MOTION: (Please check one box)

OTP OTP/A ITL Retain (1st year) Adoption of Amendment # (if offered) Interim Study (2nd year)

Moved by Rep. Secoded by Rep. Vote:

CONSENT CALENDAR: YES NO

Minority Report? Yes No If yes, author, Rep: Ranzullo Motion 12-8

Respectfully submitted: [Signature] Rep Manny Espitia, Clerk

OFFICE OF THE HOUSE CLERK



1/14/2019 3:23:04 PM
Roll Call Committee Registers
Report

2019 SESSION

Labor, Industrial and Rehabilitative Services

Bill #: SB 12 Motion: Adopt Amend. AM #: 2019-16346 Exec Session Date: 4/24/19

<u>Members</u>	<u>YEAS</u>	<u>Nays</u>	<u>NV</u>
Sullivan, Brian M. Chairman	12		
Soucy, Timothy A. Vice Chairman	1		
Baroody, Benjamin C.	2		
Cahill, Michael D.	3		
DiSilvestro, Linda A.	4		
Schmidt, Janice E.	5		
Toomey, Dan	6		
Bordy, William E.	7		
Bouchard, Donald J.	8		
Espitia, Manny Clerk	9		
Hall, Brett R. <i>Cleaver</i>	10		
Kanzler, Harrison <i>Nutting-Wong</i>	11		
Flanagan, Jack B.		1	
Seaworth, Brian		2	
Avellani, Lino M.		3	
O'Day, John E.		4	
Renzullo, Andrew		5	
Callum, John M.		6	
Mackie, Jonathan D.		7	
Nunez, Hershel		8	
TOTAL VOTE:	12	8	



2019 SESSION

Labor, Industrial and Rehabilitative Services

Bill #: SB12 Motion: OTPA AM #: 1634h Exec Session Date: 4/24/19

<u>Members</u>	<u>YEAS</u>	<u>Nays</u>	<u>NV</u>
Sullivan, Brian M. Chairman	12		
Soucy, Timothy A. Vice Chairman	1		
Barody, Benjamin C.	2		
Cahill, Michael D.	3		
DiSilvestro, Linda A.	4		
Schmidt, Janice E.	5		
Toomey, Dan	6		
Bordy, William E.	7		
Bouchard, Donald J.	8		
Espitia, Manny Clerk	9		
Hall, Brett R. <i>Rep Cleaver</i>	10		
Kanzler, Harrison <i>Rep Nutting-Wong</i>	11		
Flanagan, Jack B.		1	
Seaworth, Brian		2	
Avellani, Lino M.		3	
O'Day, John E.		4	
Renzullo, Andrew		5	
Callum, John M.		6	
Mackie, Jonathan D.		7	
Nunez, Hershel		8	
TOTAL VOTE:	12	8	

Rep. Sullivan, Sull. 1
April 24, 2019
2019-1634h
04/10

Amendment to SB 12-FN-A

1 Amend RSA 12-O:46, VI as inserted by section 1 of the bill by replacing it with the following:

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10 positions which qualify for an incentive under NH GRIP. The participating employer shall publish
11 the list of qualifying positions on the employer's public Internet site and on any Internet
12 employment search site used by the participating employer. A graduate who obtains employment in
13 a qualifying position with a participating employer and who executes an agreement, shall receive an
14 incentive of not less than \$1,000 each year for the first 4 years of the graduate's employment with
15 the participating employer. The agreement shall be signed by an authorized agent of the
16 participating employer. The participating employer shall retain a copy of each signed agreement in
17 its files.

Hearing Minutes

HOUSE COMMITTEE ON LABOR, INDUSTRIAL AND REHABILITATIVE SERVICES

PUBLIC HEARING ON SB 12-FN-A

BILL TITLE: establishing the New Hampshire college graduate retention incentive partnership program and making an appropriation therefor.

DATE: April 17, 2019

LOB ROOM: 307 **Time Public Hearing Called to Order:** 2:22 p.m.

Time Adjourned: 2:48 p.m.

Committee Members: Reps. Sullivan, Soucy, Espitia, Baroody, Cahill, DiSilvestro, J. Schmidt, Toomey, Bordy, Bouchard, Kanzler, Flanagan, Seaworth, O'Day, Renzullo, Callum and Nunez

Bill Sponsors:

Sen. Kahn

Sen. Hennessey

Sen. Watters

Sen. Rosenwald

Sen. Cavanaugh

Sen. Feltes

Sen. Morgan

Sen. Dietsch

Sen. Levesque

Rep. Luneau

Sen. Fuller Clark

Sen. Soucy

Sen. Chandley

Sen. Sherman

TESTIMONY

* Use asterisk if written testimony and/or amendments are submitted.

***1. Prime Sponsor – Sen. Jay Kahn, Senate District #10 – Recommends OTP –**

***presented amendment.** If a New Hampshire student attends a New Hampshire school they have a 70% of them stay in the state. If they are from out of state, only 15% of them stay. Among our HS graduate, only 40% of our college graduates stay in the state. This is why about 41 states offer an incentive offer. Most of states do it through a state income tax break. Universities and Colleges are the highest in the country. Its not surprising that when looking at college debt, we are always in the top 5. What I've learned from employers is that an in-state 2 and 4 year from NH, are the highest people in demand. This bill would put us on that map. This would not be using tax payer to do it. This is an on switch.

**What I would like to offer is an amendment* that would be good. This bill has an FN on it, but it had implementation costs. In reviewing the bill. The number one concern that people have is workforce and this will help solve it.

Question -Rep. Flanagan –This says no more than 1,000, could they be more?

Ans- Most places do give more than 1,000 and the employer sets the floor.

Question – Rep. Renzullo- Does the employer get a reduction on this?

Ans- There is a bill in Congress that would help businesses. **Q-** I meant the BPT? **Ans-** No

Question -Chairman Sullivan- Businesses are already giving them this benefit, but would encourage more businesses to do it? **Ans-** Yes

- 2. Joe Murray – Fidelity Investments – Support –** More than 5000 employees come to work for Fidelity in Merrimack. This is one of the largest companies in the state and we believe that workforce development is one of the biggest priorities. We know that student loan debt is one of the biggest issues in the state. The US is facing a big student loan crisis in the country. We have about 1.3 trillion dollars in owed loans. The burden is financial and deeply emotional. Student Loans causes stress. Any student can get up to 2,000 a year and up to 10,000. Almost 20% of people in our company use this benefit. The savings have been large. We have saved them about 5,500 per person. We have a pre-tax loan contribution. The college financing question is a tough one to answer.

Question – Rep. Avellani – How does this bill help your company?

Ans- There would be recognition that this program exists. The college and university council would also be a vessel to communicate this. There is an incentive for them to graduate and stay in NH. The cost to onboard and retaining is nothing to sneeze at.

Question – Rep. Seaworth- Given your own experience with this benefit, have you quantified this benefit? **Ans-** We have surveyed our employees, and those who do this program will stay at fidelity.

3. **Will Arvelo – DBEA – Support** – We are onboard to help provide support with this program. This is not a huge thing for us to do. It's not going to cost very much. We very much have a crisis. We have to retain workers. 60% of students leave us. We are working to recruit new employees to the state. This really is a tool for the state.
4. **Will Stewart – Stay Work Play NH – Support** – We are the second oldest state and we have the lowest unemployment rate, along with the highest student loan debt. I would add to that it would not just say this effect young people, but it affects all of us.
5. **Deborah Scire – NHCUC – Support** - We often hear about how important it is to keep NH students in NH. We work with many folks to make sure that they plan to keep them here. We want to address our workforce shortage.
6. **Dave Juvet – BIA – Support** We are happy to support this bill and happy to answer questions

Question – Chairman Sullivan- Do you think businesses would compete for the best benefit? **Ans-** I think they would.

Question -Rep. Renzullo – Why don't you and Mr. Murray get together and have at it? **Ans-** The fact is that we could try to do our part, but we don't have the tools that DBEA has. We have 400 member companies but there are 40,000 companies.

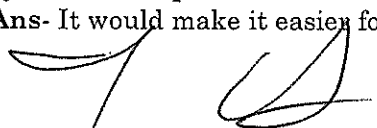
Question -Rep. Flanagan – Could this be abused? You have an employee that wants to get 5000 but don't tell anyone? **Ans** - That can happen already to do that

Q - Is it taxable? **Ans** - It would be treated as a business expense

Question -Rep. Nunez – The person graduates and leaves after two years. Would they have to pay it back? **Ans-** No

Question -Rep. Avellani – Would small companies be at a disadvantage?

Ans- It would make it easier for than them.



Respectfully submitted by,
Rep. Manny Espitia Committee Clerk

HOUSE COMMITTEE ON LABOR, INDUSTRIAL AND REHABILITATIVE SERVICES

PUBLIC HEARING ON SB 12-FN-A

BILL TITLE: establishing the New Hampshire college graduate retention incentive partnership program and making an appropriation therefor.

DATE: 4/17/19

ROOM: 307

Time Public Hearing Called to Order: 2:22

Time Adjourned: 2:48

(please circle if present)

Committee Members: Reps. Sullivan, Soucy, Espitia, Baroody, Cahill, DiSilvestro, J. Schmidt, Toomey, Bordy, Bouchard, Hall, Kanzler, Flanagan, Seaworth, Avellani, O'Day, Renzullo, Callum, Mackie and Nunez

Bill Sponsors:

Sen. Kahn
Sen. Hennessey
Sen. Watters
Sen. Rosenwald
Sen. Cavanaugh

Sen. Feltes
Sen. Morgan
Sen. Dietsch
Sen. Levesque
Rep. Luneau

Sen. Fuller Clark
Sen. Soucy
Sen. Chandley
Sen. Sherman

TESTIMONY

* Use asterisk if written testimony and/or amendments are submitted.

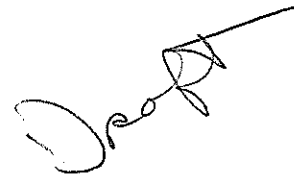
Multiple horizontal lines for entering testimony.

Hearing Minutes

HOUSE COMMITTEE ON LABOR, INDUSTRIAL, AND REHABILITATIVE SERVICES

PUBLIC HEARING ON SB 12

DATE: 4-17-2019



TESTIMONY

* Use asterisk if written testimony and/or amendments are submitted.

SD #10 ** Amendment submitted*

X ✓ **1. Prime Sponsor – Sen. Jay Kahn – Recommends OTP** – If a New Hampshire student attends a New Hampshire school they have a 70% of them stay in the state. If they are from out of state, only 15% of them stay. Among our HS graduate, only 40% of our college graduates stay in the state. This is why about 41 states offer an incentive offer. Most of states do it through an state income tax break. Universities and Colleges are the highest in the country. Its not surprising that when looking at college debt, we are always in the top 5. What I've learned from employers is that an in-state 2 and 4 year from NH, are the highest people in demand. This bill would put us on that map. This would not be using tax payer to do it. This is an on switch. What I would like to offer is an amendment that would be good. This bill has an FN on it, but it had implementation costs. In reviewing the bill. The number one concern that people have is workforce and this will help solve it.

Q- Flanagan –This says no more than 1,000, could they be more?

Ans- Most places do give more than 1,000 and the employer sets the floor.

Q-Renzullo- Does the employer get a reduction on this?

Ans- There is a bill in Congress that would help businesses

Q- I meant the BPT?

Ans- No

Q-Chair- Businesses are already giving them this benefit, but would encourage more businesses to do it?

Ans- Yes

✓ **2. Joe Murray – Fidelity Investments – Support** – More than 5000 employees come to work for Fidelity in Merrimack. This is one of the largest companies in the state and we believe that workforce development is one of the biggest priorities. We know that student loan debt is one of the biggest issues in the state. The US is facing a big student loan crisis in the country. We have about 1.3 trillion dollars in owed loans. The burden is financial and deeply emotional. Student Loans causes stress. Any student can get up to 2,000 a year and up to 10,000. Almost 20% of people in our company use this benefit. The savings have been large. We have saved them about 5,500 per person. We have a pre-tax loan contribution. The college financing question is a tough one to answer.

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Ans- We have surveyed our employees, and those who do this program will stay at fidelity.

HOUSE COMMITTEE ON LABOR, INDUSTRIAL, AND REHABILITATIVE SERVICES

- ✓3. **Will Arvelo – DBEA – Support** – We are onboard to help provide support with this program. This is not a huge thing for us to do. It's not going to cost very much. We very much have a crisis. We have to retain workers. 60% of students leave us. We are working to recruit new employees to the state. This really is a tool for the state.
- ✓4. **Will Stewart – Stay Work Play NH – Support** – We are the second oldest state and we have the lowest unemployment rate, along with the highest student loan debt. I would add to that it would not just say this effect young people, but it affects all of us.
- ✓5. **Deborah Scire – NHCUC – Support** - We often hear about how important it is to keep NH students in NH. We work with many folks to make sure that they plan to keep them here. We want to address our workforce shortage.
- ✓6. **Dave Juvet – BIA – Support** We are happy to support this bill and happy to answer questions

Q-Chair- Do you think businesses would compete for the best benefit?

Ans- I think they would.

Q-Renzullo – Why don't you and Mr. Murray get together and have at it?

Ans- The fact is that we could try to do our part, but we don't have the tools that DBEA has. We have 400 member companies but there are 40,000 companies.

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Ans- No

Q-Avellani – Would small companies be at a disadvantage?

Ans- It would make it easier for than them.

N-17-10

ZB 15
LABOR

for Dennis Good & D.M.R.

Fiscal Note

**SB 12-FN-A- FISCAL NOTE
 AS INTRODUCED**

AN ACT establishing the New Hampshire college graduate retention incentive partnership program and making an appropriation therefor.

FISCAL IMPACT: State County Local None

STATE:	Estimated Increase / (Decrease)			
	FY 2020	FY 2021	FY 2022	FY 2023
Appropriation	\$1	\$1	\$0	\$0
Revenue	\$0	\$0	\$0	\$0
Expenditures	Indeterminable Increase	Indeterminable Increase	Indeterminable Increase	Indeterminable Increase
Funding Source:	<input checked="" type="checkbox"/> General	<input type="checkbox"/> Education	<input type="checkbox"/> Highway	<input type="checkbox"/> Other

METHODOLOGY:

This bill establishes the New Hampshire College Graduate Retention Incentive Partnership (NH GRIP) to be administered by the Department of Business and Economic Affairs (DBEA). The purpose of NH GRIP is to recruit and retain graduates from eligible institutions of higher education and provide incentives of not less than \$1,000 each year for the first four years of the graduate's employment with a participating employer. The graduate may elect to receive the money directly or have it remitted to the entity servicing the graduate's student loans. The DBEA indicates it will create a list of eligible employers and an agreement document template to be signed by the employer and graduate. Participating employers will be required to pay students once an agreement is signed, so the DBEA assumes it will need to create a reporting mechanism to verify that the employer is complying with the agreement and to verify the number of students and interest in the program. DBEA states that it will work with other entities to promote the program as specified.

There is a \$1 appropriation to the DBEA for the FY 2020 and FY 2021 budgets. The DBEA states the program can be absorbed within the current staff workflow and budget and any additional program needs for future years will be included in the agency biennial budget request pursuant to RSA 9:4.

AGENCIES CONTACTED:

Department of Business and Economic Affairs

SB 12-FN-A - AS INTRODUCED

2019 SESSION

19-0636
04/01

SENATE BILL ***12-FN-A***

AN ACT establishing the New Hampshire college graduate retention incentive partnership program and making an appropriation therefor.

SPONSORS: Sen. Kahn, Dist 10; Sen. Feltes, Dist 15; Sen. Fuller Clark, Dist 21; Sen. Hennessey, Dist 5; Sen. Morgan, Dist 23; Sen. Soucy, Dist 18; Sen. Watters, Dist 4; Sen. Dietsch, Dist 9; Sen. Chandley, Dist 11; Sen. Rosenwald, Dist 13; Sen. Levesque, Dist 12; Sen. Sherman, Dist 24; Sen. Cavanaugh, Dist 16; Rep. Luneau, Merr. 10

COMMITTEE: Education and Workforce Development

ANALYSIS

This bill establishes the New Hampshire college graduate retention incentive partnership (NH GRIP) which provides financial incentives to college graduates who are hired by participating employers and makes an appropriation to the department of business and economic affairs for that purpose.

Explanation: Matter added to current law appears in *bold italics*.
 Matter removed from current law appears ~~[in brackets and struckthrough.]~~
 Matter which is either (a) all new or (b) repealed and reenacted appears in regular type.

STATE OF NEW HAMPSHIRE

In the Year of Our Lord Two Thousand Nineteen

AN ACT establishing the New Hampshire college graduate retention incentive partnership program and making an appropriation therefor.

Be it Enacted by the Senate and House of Representatives in General Court convened:

1 1 New Subdivision; New Hampshire College Graduate Retention Incentive Partnership (NH
2 GRIP). Amend RSA 12-O by inserting after section 45 the following new subdivision:

3 New Hampshire College Graduate Retention Incentive Partnership (NH GRIP)

4 12-O:46 Definitions. In this subdivision:

5 I. "Commissioner" means the commissioner of the department of business and economic
6 affairs.

7 II. "Department" means the department of business and economic affairs.

8 III. "Eligible institution of higher education" means any public or private institution of
9 higher education authorized to grant 2-year or 4-year degrees in this state by the higher education
10 commission pursuant to RSA 21-N:8-a.

11 IV. "Graduate" means a student who graduates from an eligible institution of higher
12 education in May 2019 or thereafter.

13 V. "Incentive" means a monetary award given each year for not more than 4 years by a
14 participating employer to a graduate which the graduate may elect to be paid to the graduate or to
15 an entity servicing the graduate's student loans.

16 VI. "Participating employer" means any person, firm, corporation, partnership, association,
17 the state, any political subdivision of the state, or any other entity which is engaged in a business or
18 in providing services and which employs employees in connection with such business or services
19 who enters into a participating employer agreement to provide an incentive to a graduate.

20 VII. "Participating employer agreement" or "agreement" means an agreement prepared
21 jointly by the department of business and economic affairs in consultation with the New Hampshire
22 College and University Council and the Business and Industry Association of New Hampshire.

23 12-O:47 New Hampshire College Graduate Retention Incentive Partnership Established. There
24 is established the New Hampshire college graduate retention incentive partnership (NH GRIP)
25 which shall be administered by the department. The purpose of NH GRIP is to recruit and retain
26 graduates from eligible institutions of higher education and provide incentives to those graduates to
27 work in New Hampshire.

28 12-O:48 Requirements and Procedure. A graduate, who obtains employment with a
29 participating employer who executes an agreement, shall receive an incentive of not less than
30 \$1,000 each year for the first 4 years of the graduate's employment with the participating employer.

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1 The agreement shall be signed by an authorized agent of the participating employer. The
2 participating employer shall retain a copy of each signed agreement in its files.

3 12-O:49 Advertising. The department shall, in cooperation with the Business and Industry
4 Association of New Hampshire, the New Hampshire College and University Council, the
5 New Hampshire Higher Educations Assistance Fund, the New Hampshire Coalition for Business
6 and Education, and Stay, Work, Play NH, advertise to New Hampshire employers and New
7 Hampshire college students the details of NH GRIP, through print and electronic media. The
8 department shall maintain a list of employers who have a valid participating employer agreement
9 and shall make the list available on the department's public Internet site as well as in writing.

10 12-O:50 Funding. For the biennium beginning July 1, 2021, and each biennium thereafter, the
11 commissioner shall include any requests for appropriations related to NH GRIP in the biennial
12 agency budget requests pursuant to RSA 9:4.

13 2 Appropriation. The sum of \$1 for the fiscal year ending June 30, 2020 and the sum of \$1 for
14 the fiscal year ending June 30, 2021, are hereby appropriated to the department of business and
15 economic affairs for the purpose of advertising and disseminating information to New Hampshire
16 college students and graduates regarding the New Hampshire college graduate retention and
17 incentive partnership (NH GRIP) established in RSA 12-O:47. The governor is authorized to draw a
18 warrant for said sums out of any money in the treasury not otherwise appropriated.

19 3 Effective Date. This act shall take effect July 1, 2019.