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## FISCAL IMPACT REPORT

**SPONSOR** Trujillo **ORIGINAL DATE** 1/28/21  
**LAST UPDATED** \_\_\_\_\_ **HB** 72  
**SHORT TITLE** Family Friendly Workforce Training **SB** \_\_\_\_\_  
**ANALYST** Bachechi

### APPROPRIATION (dollars in thousands)

| Appropriation |         | Recurring<br>or Nonrecurring | Fund<br>Affected |
|---------------|---------|------------------------------|------------------|
| FY21          | FY22    |                              |                  |
|               | \$500.0 | Recurring                    | General Fund     |

(Parenthesis ( ) Indicate Expenditure Decreases)

Relates to House Bill 20 Healthy Workplace Act  
 Relates to House Bill 37 Paid Sick Leave  
 Relates to House Bill 38 Paid Family and Medical Leave Act  
 Relates to House Bill 134 Family-Friendly Workplace Incentive

### SOURCES OF INFORMATION

LFC Files

Responses Received From  
 Workforce Solutions Department (WSD)

### SUMMARY

#### Synopsis of Bill

House Bill 72 appropriates \$500 thousand from the state general fund to the Workforce Solutions Department (WSD) to support education and training for family-friendly workplace policies, such as flexible scheduling, health and wellness programs, paid leave and economic supports.

Any unexpended or unencumbered balance remaining at the end of a FY22 will not revert to the general fund.

### FISCAL IMPLICATIONS

The appropriation contained in this bill would provide funding for additional trainers and resources to expand trainings to include family-friendly workplace policies.

**SIGNIFICANT ISSUES**

Currently, WSD provides trainings to businesses across the state. Historically, trainings have been developed to meet the needs of employers. Examples of past topics include developing onboarding practices and policies, developing community-wide customer service strategies, and strategies for recruiting personnel. WSD has the capacity and to develop and deliver impactful trainings and would use the funding to expand training offerings, including the required staffing.

**CONFLICT, DUPLICATION, COMPANIONSHIP, RELATIONSHIP**

There are a number of bills pending before the legislature dealing with healthy workplaces, paid sick, family and medical leave, as well as a fund for family friendly workplace incentives. Should any of these bills be enacted, the proposed training for family-friendly workplace policies would be timely and likely in demand.

**ALTERNATIVES**

It is possible that these trainings could be funded through federal funding available through Title I of the Workforce Innovation and Opportunity Act (WIOA). Title I WIOA funding is administered by the state's four workforce development boards. Utilizing the state's workforce board could include a 50 percent match requirement from employers which could be fulfilled by employers covering the cost of their staff's time.

**WHAT WILL BE THE CONSEQUENCES OF NOT ENACTING THIS BILL**

The focus area of family friendly workplace policies could go overlooked as a priority for business trainings.

CLB/al