

**SB 12-FN-A - AS AMENDED BY THE HOUSE**

8May2019... 1634h

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 struck through.~~]

Matter which is either (a) all new or (b) repealed and reenacted appears in regular type.

8May2019... 1634h 19-0636

04/01

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

New Hampshire College Graduate Retention Incentive Partnership (NH GRIP)

12-O:46 Definitions. In this subdivision:

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

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

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

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

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

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

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

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

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

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

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

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

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

LBAO  
19-0636  
Redraft 1/3/19

**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
<b>Appropriation</b>	\$1	\$1	\$0	\$0
<b>Revenue</b>	\$0	\$0	\$0	\$0
<b>Expenditures</b>	Indeterminable Increase	Indeterminable Increase	Indeterminable Increase	Indeterminable Increase
<b>Funding Source:</b>	[ X ] General	[ ] Education	[ ] Highway	[ ] 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