

ASSEMBLY, No. 4656

STATE OF NEW JERSEY 218th LEGISLATURE

INTRODUCED OCTOBER 22, 2018

Sponsored by:

Assemblyman JOHN ARMATO

District 2 (Atlantic)

Assemblyman HERB CONAWAY, JR.

District 7 (Burlington)

Assemblywoman LISA SWAIN

District 38 (Bergen and Passaic)

Co-Sponsored by:

Assemblywoman Reynolds-Jackson and Assemblyman Benson

SYNOPSIS

Establishes task force to develop State-wide plan to diversify apprenticeships.

CURRENT VERSION OF TEXT

As introduced.



(Sponsorship Updated As Of: 2/15/2019)

1 AN ACT establishing the Task Force to Develop a Statewide Plan to
2 Diversify Apprenticeships.

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4 **BE IT ENACTED** by the Senate and General Assembly of the State
5 of New Jersey:

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7 1. a. There is established, in the State Employment and
8 Training Commission, a Task Force to Develop a State-wide Plan to
9 Diversify Apprenticeships. The task force shall include
10 representatives of the Department of Labor and Workforce
11 Development, the Department of Education, the Commission on
12 Higher Education, and the Chief Diversity Officer in the
13 Department of the Treasury, who shall serve ex officio, and six
14 members appointed by the Governor with the advice and consent of
15 the Senate as follows: two members representing businesses or
16 organizations of businesses which participate in apprenticeship
17 programs; two members representing labor organizations which
18 participate in apprenticeship programs; and two members
19 representing community-based or other advocacy organizations
20 which address issues of discrimination. The appointments shall
21 expire upon the submission of a report to the Governor and
22 Legislature pursuant to subsection d. of this section.

23 b. The purpose of the task force is to develop a State-wide plan
24 to diversify apprenticeships which provides industry-specific
25 recommendation for affirmative action plans to increase diversity in
26 apprenticeship programs. The plan shall especially focus on
27 diversity by gender, race, and disability status and be tailored to
28 businesses, employer and employee organizations, schools and
29 institutions of higher education, training providers, and residents of
30 the State.

31 c. In developing the plan, the task force shall review current
32 State efforts to expand the use of, and increase diversity in,
33 apprenticeship programs, including existing initiatives to prepare
34 minority group members and women for registered apprenticeship
35 programs and related post-secondary education, such as grants to
36 consortia provided pursuant to the "Youth Transitions to Work
37 Partnership Act," P.L.1993, c.268 (C.34:15E-1 et seq.), and
38 initiatives, such as those of the NJ PLACE program established
39 pursuant to P.L.2009, c.200 (C.34:15D-24 et al.), to facilitate the
40 coordination and articulation of registered apprenticeship programs
41 with degree programs in institutions of higher education, including
42 initiatives to articulate academic programs in a manner which may
43 assist in providing transitions from trade occupations to
44 professional occupations utilized in the construction industry. The
45 task force shall also review, and consider ways to enhance or

EXPLANATION – Matter enclosed in bold-faced brackets **[thus]** in the above bill is not enacted and is intended to be omitted in the law.

Matter underlined thus is new matter.

1 expand, existing State and local affirmative action efforts with
2 respect to apprenticeship, including the requirements of P.L.2002,
3 c.44 (C.52:38-1 et seq.) to include plans in all public works project
4 labor agreements to improve the shares of employment and
5 apprenticeship positions for minority group members and women,
6 and including the use of funds from the 0.5% assessment made on
7 public work construction contracts, pursuant to section 1 of
8 P.L.2009, c.313 (C.52:38-7), for on-the-job or off-the-job outreach
9 and training programs for minority group members and women in
10 construction trade occupations or related occupations including
11 engineering and management occupations.

12 d. The task force shall issue a report of the plan to the
13 Governor and Legislature not later than one year after the members
14 of the commission are appointed, and make the report available to
15 the public by means including the posting of the report on the web
16 sites of the State agencies represented on the task force.

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18 2. This act shall take effect immediately.

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STATEMENT

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23 This bill establishes, in the State Employment and Training
24 Commission, a Task Force to Develop a Statewide Plan to Diversify
25 Apprenticeships, which will include representatives of the
26 Department of Labor and Workforce Development, the Department
27 of Education, the Commission on Higher Education, the Chief
28 Diversity Officer in the Department of the Treasury, and six
29 members appointed by the Governor as follows: two members
30 representing businesses or organizations of businesses which
31 participate in apprenticeship programs; two members representing
32 labor organizations which participate in apprenticeship programs;
33 and two members representing community-based and other
34 organizations which address issues of discrimination.

35 The purpose of the task force is to develop a State-wide plan to
36 diversify apprenticeships which provides industry-specific
37 recommendation for affirmative action plans to increase diversity in
38 apprenticeship programs, with a particular focus on diversity by
39 gender, race, and disability status. The bill directs the task force to
40 review, and consider ways to expand or enhance existing State and
41 local affirmative action efforts. The bill requires that a report of the
42 plan be issued within one year of the appointments and be tailored
43 to businesses, employer and employee organizations, schools and
44 institutions of higher education, training providers and residents of
45 the State