

[First Reprint]

ASSEMBLY, No. 5016

STATE OF NEW JERSEY

219th LEGISLATURE

INTRODUCED NOVEMBER 19, 2020

Sponsored by:

Assemblyman ANTHONY S. VERRELLI

District 15 (Hunterdon and Mercer)

Assemblywoman ANGELA V. MCKNIGHT

District 31 (Hudson)

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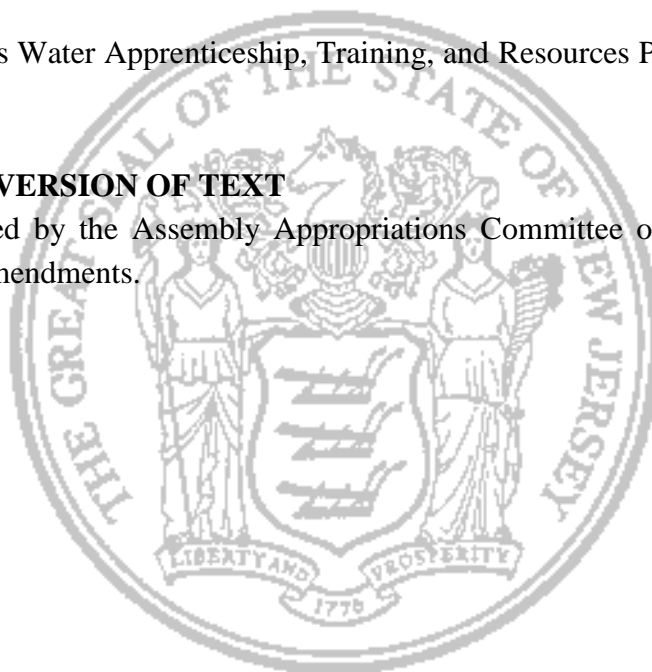
Assemblyman Benson, Assemblywomen Murphy, Reynolds-Jackson, Chaparro, Quijano, Assemblymen Karabinchak, Space, Wirths, Conaway, Tully, Assemblywoman Swain, Assemblymen Houghtaling, Wimberly and Assemblywoman Lopez

SYNOPSIS

Establishes Water Apprenticeship, Training, and Resources Pilot Program in DOLWD.

CURRENT VERSION OF TEXT

As reported by the Assembly Appropriations Committee on February 24, 2021, with amendments.



(Sponsorship Updated As Of: 12/6/2021)

1 AN ACT establishing a Water Apprenticeship, Training, and
 2 Resources (“WATER”) Pilot Program and supplementing
 3 P.L.1992, c.43 (C.34:15D-1 et seq.).
 4

5 **BE IT ENACTED** *by the Senate and General Assembly of the State*
 6 *of New Jersey:*
 7

8 1. a. There is established in the Department of Labor and
 9 Workforce Development a five year Water Apprenticeship, Training,
 10 and Employment Resources (“WATER”) Pilot Program, which shall
 11 provide grants to support funding for adult apprenticeship programs in
 12 water infrastructure, water utilities, and other water-related sectors,
 13 ¹including, but not limited to, those employing wastewater workers,¹
 14 focusing on underserved and underrepresented communities. A grant
 15 may extend beyond one year in duration. To be eligible for the grant,
 16 the apprenticeship program shall be accredited and approved by the
 17 United States Department of Labor, or shall be in the process of
 18 obtaining that accreditation. The program shall be administered by the
 19 Office of ¹**【Customized Training】 Apprenticeship¹** in the department.

20 b. To apply for the grant, an organization shall submit an
 21 application to the Office of ¹**【Customized Training】 Apprenticeship¹**,
 22 which shall include documentation that the apprenticeship which the
 23 organization is sponsoring is or will be accredited and approved by the
 24 United States Department of Labor. Any organizational sponsor of an
 25 apprenticeship program is eligible to receive the grant, including:

- 26 (1) businesses;
- 27 (2) labor organizations;
- 28 (3) colleges;
- 29 (4) workforce training providers; and
- 30 (5) non-profit organizations¹;
- 31 (6) public utilities;
- 32 (7) local government entities and authorities; and
- 33 (8) trade organizations¹.

34 c. No later than July 1, 2021, the department shall begin
 35 accepting grant applications to be awarded no later than January 1,
 36 2022 from funds allocated to the program. The department shall rank
 37 eligible applicants for grants based upon:

- 38 (1) each applicant’s potential to:
 - 39 (a) reach a broad audience through its recruitment and outreach
 - 40 efforts;
 - 41 (b) significantly increase enrollment and completion of the
 - 42 apprenticeship program, including enrollment by underserved and
 - 43 underrepresented communities; and
 - 44 (c) fill existing needs for skilled workers in the market; and

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.

Matter enclosed in superscript numerals has been adopted as follows:

¹Assembly AAP committee amendments adopted February 24, 2021.

1 (2) the applicant's partnership with an industry for which
2 apprenticeship programs targeted at training and providing skilled
3 workers who have the ability to perform jobs in that industry have
4 demonstrated positive outcomes.

5 d. An eligible applicant is required to demonstrate that it intends
6 and is prepared to contribute its own financial resources to the
7 apprenticeship program and has secured an industry partner or a
8 monetary or in-kind contribution, including conditional job placement
9 guarantees, from an industry partner. Moreover, each eligible applicant
10 shall provide documentation of:

11 (1) the apprenticeship program's curriculum, location, and skills to
12 be taught;

13 (2) the recruitment efforts for the apprenticeship program, and
14 projected enrollment with and without receipt of grant funds;

15 (3) a description of how the grant funds will be utilized;

16 (4) information on specific industry needs or gaps in the workforce
17 that will be addressed by the apprenticeship program;

18 (5) costs to operate the apprenticeship program; and

19 (6) any other information the department requires.

20 An eligible applicant shall partner with schools, utilities, water
21 purveyors, and other water employers to effectively market these
22 opportunities; strengthen local hiring preferences in support of more
23 minority and women business enterprises, and hold an annual water
24 summit where prospective workers, employers, and community
25 partners can connect.

26 e. An eligible applicant who is selected by the department for
27 receipt of a grant for the purpose of funding an apprenticeship program
28 in accordance with P.L. , c. (C.) (pending before the
29 Legislature as this bill), shall, on an annual basis for so long as the
30 grant is provided, make an annual report to the commissioner detailing
31 the enrollment in the program, the number of participants completing
32 the program, the number of participants obtaining employment as a
33 result of the program, and any other information as the commissioner
34 may require.

35 f. Beginning January 1, 2022, and each year thereafter for the
36 duration of the pilot grant program, the Commissioner of Labor and
37 Workforce Development shall submit to the Governor, and to the
38 Legislature, pursuant to section 2 of P.L.1991, c.164 (C.52:14-19.1), a
39 report that evaluates the results of the program and its effectiveness in
40 preparing individuals to meet existing and burgeoning workforce
41 needs and addressing gaps in skills in the workforce. The report shall
42 include a recommendation regarding whether to renew the WATER
43 Pilot Program, and if renewal is recommended, if the program should
44 be expanded or otherwise enhanced. The report shall include:

45 (1) The number of grants awarded in the prior year, including the
46 amount, recipient, and duration of each grant;

47 (2) The number of individuals who enrolled in and completed an
48 apprenticeship program offered by each grant recipient;

1 (3) The number of individuals who obtained employment in a
2 position that uses the skills for which they were trained by a grant
3 recipient, or in a position for which the completion of the
4 apprenticeship program was a condition of employment; and

5 (4) All relevant information provided by grant recipients as to
6 measurable outcomes of participants.

7 g. Funds from grants provided in accordance with
8 P.L. , c. (C.) (pending before the Legislature as this bill) shall
9 not be used:

10 (1) for any activities which replace, supplant, compete with, or
11 duplicate in any way existing approved apprenticeship programs;

12 (2) to induce, encourage, or assist any displacement of currently-
13 employed workers by trainees, including partial displacement by
14 means such as reduced hours of currently employed workers; any
15 replacement of laid-off workers by trainees; or any relocation of
16 operations resulting in a loss of employment at a previous workplace;
17 or

18 (3) to impair existing contracts for services or collective
19 bargaining agreements, except that activities which would be
20 inconsistent with the terms of a collective bargaining agreement may
21 be undertaken with the written concurrence of the collective
22 bargaining unit and the employer or employers who are parties to the
23 agreement.

24 h. As used in P.L. , c. (C.) (pending before the
25 Legislature as this bill):

26 “Eligible applicant” means a business, labor organization, college,
27 workforce training provider, non-profit organization, or any other
28 entity that offers or plans to offer an apprenticeship program that is
29 accredited and approved by the United States Department of Labor and
30 that has partnered with an industry to offer or fund the apprenticeship
31 program.

32 “Department” means the Department of Labor and Workforce
33 Development.

34
35 2. There is established in the Department of the Treasury a
36 special non-lapsing fund to be known as the WATER Fund. The
37 fund shall consist of: all monies appropriated by the Legislature for
38 inclusion in the fund, investment earnings of the fund, and moneys
39 contributed to the fund by private sources, to be used for the
40 purposes of P.L. , c. (C.) (pending before the Legislature as
41 this bill). The moneys in the fund shall be invested and reinvested
42 by the ¹Director of the Division of Investment in the ¹Department
43 of the Treasury. The ¹Department Department of Labor and
44 Workforce Development¹ shall solicit grants from interested public
45 or private sources for the fund.

46
47 3. This act shall take effect immediately.