

SENATE, No. 973

STATE OF NEW JERSEY
218th LEGISLATURE

INTRODUCED JANUARY 16, 2018

Sponsored by:
Senator TROY SINGLETON
District 7 (Burlington)

SYNOPSIS

Establishes Talent Network Program in DOLWD.

CURRENT VERSION OF TEXT

As introduced.



1 AN ACT establishing the Talent Network Program in the
2 Department of Labor and Workforce Development and
3 supplementing and amending P.L.1992, c.43 (C.34:15D-1 et
4 seq.).

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

8
9 1. (New section) The Legislature finds and declares that:

10 a. To maintain a competitive edge in the 21st century, New
11 Jersey must develop a highly productive workforce that has the
12 knowledge, skills, and abilities needed by employers in the State's
13 key industries;

14 b. Workforce development and education programs that are
15 directly aligned with the needs of employers will ensure that more
16 New Jersey residents have pathways to economic opportunity and
17 successful careers, and that employers receive the talent required to
18 drive the growth of their businesses;

19 c. To cultivate such employer-driven partnerships, the
20 Department of Labor and Workforce Development has supported
21 the development of talent networks since 2011;

22 d. The department currently funds seven talent networks of
23 employers, educational institutions, and workforce development
24 organizations in industries including advanced manufacturing;
25 financial services; health care; life sciences; technology;
26 transportation, logistics, and distribution; and retail, hospitality, and
27 tourism; and

28 e. The establishment of a Talent Network Program will create a
29 permanent plan within the department to strengthen and enhance
30 these and future partnerships in meeting the workforce needs of the
31 State.

32
33 2. (New section) a. There is established in the Department of
34 Labor and Workforce Development the Talent Network Program.
35 The purpose of this program is to develop centralized sources of
36 intelligence about the workforce needs of the State's key industries
37 by building employer-driven partnerships between employers,
38 educational institutions, and other organizations concerned with
39 workforce development.

40 b. To fulfill the goal of the Talent Network Program, the
41 department shall annually award a minimum of \$2.0 million in grant
42 funds to nonprofit organizations, industry associations and post-
43 secondary educational institutions, who demonstrate knowledge and
44 expertise in one of the State's key industries. The department may
45 continue grant agreements with talent networks which were awarded

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 prior to the enactment of P.L. , c. (C.) (pending before the
2 Legislature as this bill).

3 c. Each nonprofit organization, industry association and post-
4 secondary educational institution awarded grant funds through the
5 Talent Network Program pursuant to subsection b. of this section
6 shall:

7 (1) engage and convene employers located throughout the State
8 to identify common skill gaps and workforce needs within the
9 targeted industry;

10 (2) engage and convene key education and workforce providers
11 located throughout the State to identify the capacity of local
12 partners to meet industry workforce needs;

13 (3) form partnerships that are employer-driven and that include
14 at least three key education and workforce providers;

15 (4) create a strategy for building and sustaining such
16 partnerships through commitments from employers, workforce
17 organizations, educational institutions, training providers,
18 community and faith-based organizations, and other key
19 stakeholders;

20 (5) facilitate the development of a workforce plan to respond to
21 identified workforce needs and opportunities;

22 (6) host an annual industry summit to gather intelligence and
23 inform key workforce stakeholders of essential employer needs;

24 (7) contribute to the department's development of an industry-
25 valued credential and degree list and career awareness materials;

26 (8) maintain a website and a presence on social media to
27 disseminate industry intelligence and labor market information to
28 job seekers, students, employers, and education and workforce
29 stakeholders;

30 (9) report annually to the department and the Legislature the
31 status of the industry's workforce needs; and

32 (10) perform any other duties as required by the Commissioner of
33 Labor and Workforce Development.

34 d. Notwithstanding any law to the contrary, the Talent Network
35 Program shall be funded through federal job training funds, as defined
36 in section 4 of P.L.1989, c.293 (C.34:15C-1). The department is
37 authorized to use any additional funds necessary to fulfill the
38 provisions of this section, as determined by the commissioner, from
39 the Workforce Development Partnership Fund moneys reserved for the
40 Talent Network Program pursuant to section 9 of P.L.1992, c.43
41 (C.34:15D-9).

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43 3. Section 9 of P.L.1992, c.43 (C.34:15D-9) is amended to read
44 as follows:

45 9. a. A restricted, nonlapsing, revolving Workforce
46 Development Partnership Fund, to be managed and invested by the
47 State Treasurer, is hereby established to: provide employment and
48 training services to qualified displaced, disadvantaged and

1 employed workers by means of training grants or customized
2 training services; provide for the other costs indicated in subsection
3 a. of section 4 of P.L.1992, c.43 (C.34:15D-4); provide for the New
4 Jersey Innovation and Research Fellowship Program as provided for
5 in section 3 of P.L.2015, c.235 (C.34:15D-26); provide for the
6 Talent Network Program as provided for in section 2 of P.L. _____,
7 c. (C. _____) (pending before the Legislature as this bill); and
8 facilitate the provision of education and training to youth by means
9 of grants provided by the Youth Transitions to Work Partnership
10 pursuant to the provisions of P.L.1993, c.268 (C.34:15E-1 et al.).
11 All appropriations to the fund, all interest accumulated on balances
12 in the fund and all cash received for the fund from any other source
13 shall be used solely for the purposes specifically delineated by this
14 act.

15 b. During any fiscal year beginning after June 30, 2001, of the
16 total revenues dedicated to the program during any one fiscal year:
17 25% shall be deposited in an account of the Workforce
18 Development Partnership Fund reserved to provide employment and
19 training services for qualified displaced workers; 6% shall be
20 deposited in an account of the Workforce Development Partnership
21 Fund reserved to provide employment and training services for
22 qualified disadvantaged workers; **[42%]** 37% shall be deposited in
23 an account of the Workforce Development Partnership Fund
24 reserved for and appropriated to the Office of Customized Training;
25 5% shall be deposited in an account of the Workforce Development
26 Partnership Fund reserved for and appropriated to the Talent
27 Network Program established pursuant to section 2 of P.L. _____,
28 c. (C. _____) (pending before the Legislature as this bill); 3% shall
29 be deposited in an account of the Workforce Development
30 Partnership Fund reserved for occupational safety and health
31 training; 5% shall be deposited in an account of the Workforce
32 Development Partnership Fund reserved for the Youth Transitions
33 to Work Partnership created pursuant to P.L.1993, c.268 (C.34:15E-
34 1 et seq.); 3% shall be deposited in an account of the Workforce
35 Development Partnership Fund reserved for the New Jersey
36 Innovation and Research Fellowship Program established pursuant
37 to section 3 of P.L.2015, c.235 (C.34:15D-26); 10% shall be
38 deposited in an account of the Workforce Development Partnership
39 Fund reserved for administrative costs as defined in section 3 of
40 P.L.1992, c.43 (C.34:15D-3); 0.5% shall be deposited in an account
41 of the Workforce Development Partnership Fund reserved for the
42 State Employment and Training Commission to design criteria and
43 conduct an annual evaluation of the program; and 5.5% shall be
44 deposited in an account of the Workforce Development Partnership
45 Fund to be used, at the discretion of the commissioner, for any of
46 the purposes indicated in subsection a. of section 4 of P.L.1992,
47 c.43 (C.34:15D-4).

1 c. Beginning January 1, 1995, through June 30, 2002, the
2 balance in the fund as of the previous December 31, as determined
3 in accordance with generally accepted accounting principles, shall
4 not exceed 1.5 times the amount of contributions deposited for the
5 calendar year then ended. If the balance exceeds this amount, the
6 excess shall be deposited into the unemployment compensation
7 fund within seven business days of the date that the determination is
8 made.

9 d. Beginning July 1, 2002, and for any subsequent fiscal year,
10 if the unexpended cash balance in any of the accounts indicated in
11 subsection b. of this section, except for the account reserved for the
12 Talent Network Program, less any amount awarded in grants but not
13 yet disbursed from the account, is determined to exceed 20% of the
14 amount of contributions collected for deposit in the account
15 pursuant to this subsection during the fiscal year then ended, the
16 excess shall be regarded as an unemployment compensation
17 contribution and deposited into the unemployment compensation
18 fund within seven business days of the date that the determination is
19 made. If the unexpended cash balance in the account reserved for
20 the Talent Network Program, less any amount awarded in grants but
21 not yet disbursed from the account, is determined to exceed 20% of
22 the amount of contributions collected for deposit in the account
23 pursuant to this subsection during the fiscal year then ended, the
24 excess shall be deposited into the Workforce Development
25 Partnership Fund account reserved for the Office of Customized
26 Training.

27 (cf: P.L.2015, c.235, s.2)

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29 4. This act shall take effect immediately.

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STATEMENT

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34 This bill establishes the Talent Network Program in the
35 Department of Labor and Workforce Development. The purpose of
36 this program is to develop centralized sources of intelligence about
37 the workforce needs of the State's key industries by building
38 employer-driven partnerships. To fulfill the purpose of the Talent
39 Network Program, the department must annually award a minimum
40 of \$2.0 million in grant funds from federal and State sources to
41 consortia of nonprofit organizations, industry associations and post-
42 secondary educational institutions, who demonstrate knowledge and
43 expertise in one of the State's key industries.

44 Under the bill, each consortium awarded grant funds through the
45 Talent Network Program is required to: engage and convene
46 employers to identify common skill gaps and workforce needs;
47 engage and convene key education and workforce providers to
48 identify the capacity of local partners to meet industry workforce

1 needs; form partnerships that are employer-driven; create a strategy
2 for building and sustaining such partnerships; facilitate the
3 development of a workforce plan to respond to identified workforce
4 needs and opportunities; host an annual industry summit;
5 contribute to the department's development of an industry-valued
6 credential and degree list and career awareness materials; maintain
7 a website and a presence on social media to disseminate industry
8 intelligence and labor market information; report annually to the
9 department and the Legislature the status of the industry's
10 workforce needs; and perform any other duties as required by the
11 Commissioner of Labor and Workforce Development.

12 This bill codifies the department's system of talent networks,
13 partnerships of employers, workforce development organizations,
14 educational institutions, training providers, community and faith-
15 based organizations, and other key stakeholders designed to align
16 workforce development and education programs with the needs of
17 employers. The department has funded a variety of talent networks
18 since 2011 through the dissemination of federal and State workforce
19 training funds, with \$1.6 million in federal funding and \$400,000 in
20 State funding supporting the program in FY 17. The department
21 currently funds seven talent networks: advanced manufacturing;
22 financial services; health care; life sciences; technology;
23 transportation, logistics, and distribution; and retail, hospitality, and
24 tourism. Under the bill, the department is permitted to continue any
25 grant agreements awarded prior to the enactment of this legislation.