

[First Reprint]

**SENATE, No. 3064**

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**STATE OF NEW JERSEY**  
**218th LEGISLATURE**

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INTRODUCED OCTOBER 15, 2018

**Sponsored by:**

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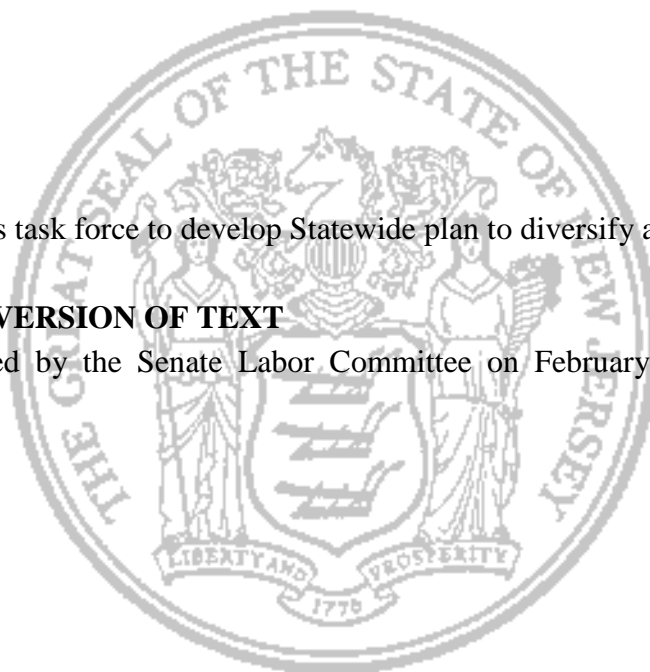
**Senators Greenstein, Pou, Assemblywoman Reynolds-Jackson,  
Assemblyman Benson, Assemblywomen Pinkin, McKnight, Lampitt,  
Assemblyman Karabinchak, Assemblywoman Murphy and Assemblyman  
DeAngelo**

**SYNOPSIS**

Establishes task force to develop Statewide plan to diversify apprenticeships.

**CURRENT VERSION OF TEXT**

As reported by the Senate Labor Committee on February 7, 2019, with amendments.



**(Sponsorship Updated As Of: 12/17/2019)**

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

3

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

6

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 <sup>1</sup>**[recommendation]** recommendations<sup>1</sup> for affirmative action plans  
26 to increase diversity in apprenticeship programs. The plan <sup>1</sup>**[shall**  
27 **especially focus on diversity]** should be developed based on the  
28 demographics of the State and data on historically under-  
29 represented groups, including<sup>1</sup> by gender, race, and disability status,  
30 and be tailored to <sup>1</sup>the State's<sup>1</sup> businesses, employer and employee  
31 organizations, schools and institutions of higher education, training  
32 providers, and residents <sup>1</sup>**[of the State]**<sup>1</sup>.

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

**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:**

<sup>1</sup>Senate SLA committee amendments adopted February 7, 2019.

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

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

20

21 2. This act shall take effect immediately.