

**SENATE, No. 3068**

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

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INTRODUCED OCTOBER 15, 2018

**Sponsored by:**

**Senator M. TERESA RUIZ**

**District 29 (Essex)**

**Senator TROY SINGLETON**

**District 7 (Burlington)**

**Co-Sponsored by:**

**Senators Greenstein, Addiego and Turner**

**SYNOPSIS**

Requires Commissioner of Labor and Workforce Development to establish apprenticeship mentoring program for women, minorities, and persons with disabilities.

**CURRENT VERSION OF TEXT**

As introduced.



**(Sponsorship Updated As Of: 2/22/2019)**

1 AN ACT concerning under-represented participants in  
2 apprenticeships and supplementing P.L.1992, c.43 (C.34:15D-1  
3 et seq.).

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

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8 1. The Legislature finds and declares that women, minorities,  
9 and persons with disabilities are under-represented in the skilled  
10 trades and apprenticeship programs, despite the fact that these  
11 groups represent a large and growing portion of the workforce. As  
12 apprenticeship programs often lead to high paying jobs in growing  
13 industries, women, minorities, and persons with disabilities should  
14 be provided better access and support in benefitting from them.

15 Although apprenticeships can benefit these groups, sometimes  
16 women, minorities, and persons with disabilities begin the  
17 programs, but leave before completion. One reason for this may be  
18 that the groups are under-represented. When they encounter  
19 harassment and discrimination or other difficulties, they may not  
20 have a trusted support network on which they can depend.

21 For example, while all participants in federally-registered  
22 apprenticeship programs are required to receive a mentor, it is  
23 unlikely that the mentor would come from the same under-  
24 represented group as the participant. Participants who are not from  
25 under-represented groups would not face this dilemma.

26 It is therefore an appropriate public purpose to begin, in the  
27 Department of Labor and Workforce Development, a peer-to-peer  
28 mentoring program for women, minorities, and persons with  
29 disabilities.

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31 2. a. The Commissioner of Labor and Workforce  
32 Development, in consultation with the Commissioner of Education  
33 and the Chief Diversity Officer of New Jersey, shall establish a  
34 peer-to-peer Statewide apprenticeship mentoring program for  
35 women, minorities, and persons with disabilities. The purpose of  
36 the mentoring program is to provide mentoring and support services  
37 to women, minorities, and persons with disabilities throughout the  
38 State, as well as to establish a network of peers involved in  
39 apprenticeship groups among those groups.

40 b. The Commissioner of Labor and Workforce Development  
41 shall analyze which groups of people are under-represented in  
42 industries throughout the State, and then form employee resource  
43 groups for apprentices involved in those industries.

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45 3. This act shall take effect on the 30th day next following  
46 enactment.

STATEMENT

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This bill requires the Commissioner of Labor and Workforce Development, in consultation with the Commissioner of Education and the Chief Diversity Officer of New Jersey, to establish a peer-to-peer Statewide apprenticeship mentoring program for women, minorities, and persons with disabilities. The purpose of the mentoring program is to provide mentoring and support services to women, minorities, and persons with disabilities throughout the State, as well as to establish a network of peers involved in apprenticeship groups among those groups.

The bill also requires the Commissioner of Labor and Workforce Development to analyze which groups of people are under-represented in industries throughout the State, and then form employee resource groups for apprentices involved in those industries.