

ASSEMBLY RESOLUTION No. 96

STATE OF NEW JERSEY 219th LEGISLATURE

INTRODUCED FEBRUARY 13, 2020

Sponsored by:

Assemblyman JOHN ARMATO

District 2 (Atlantic)

Assemblyman WILLIAM W. SPEARMAN

District 5 (Camden and Gloucester)

Assemblyman WAYNE P. DEANGELO

District 14 (Mercer and Middlesex)

Co-Sponsored by:

Assemblyman Mazzeo, Assemblywomen Vainieri Huttle and Speight

SYNOPSIS

Urges Congress to pass the “PATH Act,” expanding pre-apprenticeship programs for underrepresented populations.

CURRENT VERSION OF TEXT

As introduced.



(Sponsorship Updated As Of: 4/9/2020)

1 **AN ASSEMBLY RESOLUTION** urging Congress to pass the “PATH
2 Act,” which expands pre-apprenticeship programs for
3 underrepresented populations.
4

5 **WHEREAS**, On September 13, 2018, New Jersey Congressman
6 Donald Norcross and West Virginia Congressman David
7 McKinley introduced H.R.6820, the “Pre-Apprenticeships To
8 Hardhats Act,” or the “PATH Act;” and
9 **WHEREAS**, The “PATH Act” provides grants to assist in the
10 creation and sustenance of building trade pre-apprenticeship
11 programs that serve many types of underrepresented groups,
12 including racial minorities, women, long-term unemployed
13 individuals, and people from impoverished census tracts; and
14 **WHEREAS**, Pre-apprenticeship programs are dedicated to providing
15 high school students with opportunities to learn about, and
16 develop the skills to succeed in, building trade apprenticeships;
17 and
18 **WHEREAS**, Pre-apprenticeship programs help students meet the
19 requirements to apply for apprenticeships, while also providing
20 students with the tools and skills they will need to succeed in an
21 apprenticeship, including literacy, math, and work-readiness and
22 industry-specific skills; and
23 **WHEREAS**, Pre-apprenticeship programs often collaborate with
24 local employers and labor markets to offer students a direct path
25 to local employment in the building trades; and
26 **WHEREAS**, Certain populations are underrepresented in the building
27 trades, but pre-apprenticeship programs can help increase
28 diversity in the building trades by recruiting from
29 underrepresented populations and developing well-qualified
30 candidates for apprenticeships, making the workforce both larger
31 and more diverse; and
32 **WHEREAS**, Apprenticeships in the building trades are often
33 stigmatized compared to four-year degree programs, but the
34 expansion of pre-apprenticeship programs through the “PATH
35 Act” can help to destigmatize these programs by recruiting more
36 students and educating them about the benefits of
37 apprenticeships; and
38 **WHEREAS**, Research has shown that pre-apprenticeship programs
39 are associated with a number of benefits for employers, including
40 lower hiring costs, reductions in turnover rates for employees in
41 pre-employment training programs, and increases in retention
42 and apprenticeship completion rates; and
43 **WHEREAS**, According to researchers, gender and racial and ethnic
44 diversity in the workplace is associated with greater economic
45 success for employers; and

1 **WHEREAS**, It is in the best interest of the citizens and residents of
2 this State for this House to promote the growth and
3 diversification of building trade pre-apprenticeships by urging
4 Congress to pass the “PATH Act;” now, therefore,

5
6 **BE IT RESOLVED** by the General Assembly of the State of New
7 Jersey:

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9 1. This House respectfully urges Congress to pass the “PATH
10 Act,” which expands pre-apprenticeship programs for
11 underrepresented populations.

12
13 2. Copies of this resolution, as filed with the Secretary of State,
14 shall be transmitted by the Clerk of the General Assembly to the
15 Speaker and Minority Leader of the United States House of
16 Representatives, the Majority and Minority Leaders of the United
17 States Senate, and to each member of Congress elected from this
18 State.

19
20
21 **STATEMENT**

22
23 This resolution urges Congress to pass the “PATH Act,” which
24 expands pre-apprenticeship programs for underrepresented
25 populations.

26 On September 13, 2018, New Jersey Congressman Donald
27 Norcross and West Virginia Congressman David McKinley
28 introduced H.R.6820, the “Pre-Apprenticeships To Hardhats Act,”
29 or the “PATH Act.” Pre-apprenticeship programs help teach
30 students about the benefits of apprenticeships in the building trades
31 and provide students with the skills needed to be accepted into
32 apprenticeships and, later, to succeed in their chosen building trade.

33 Apprenticeships are often stigmatized in comparison to four-year
34 degree programs; however they offer a path to employment and
35 economic security. Growing pre-apprenticeship programs will help
36 destigmatize apprenticeships and will offer more people the
37 opportunity to enter into a useful employment sector.

38 As with many industries in the United States, apprenticeships
39 and the building trades could benefit from a more diverse
40 workforce. Pre-apprenticeship programs and employee diversity
41 are both associated with better outcomes for employers. Pre-
42 apprenticeships, especially those that emphasize the recruitment of
43 underrepresented populations, such as those expanded by the
44 “PATH Act,” offer a way to develop a workforce in both
45 apprenticeships and the building trades that is larger and more
46 diverse than it is now. Developing a more diverse workforce
47 through pre-apprenticeships is in the best interest of the citizens and
48 residents of the State of New Jersey.