

ASSEMBLY, No. 1917

STATE OF NEW JERSEY 209th LEGISLATURE

INTRODUCED MARCH 2, 2000

Sponsored by:

Assemblyman SAMUEL D. THOMPSON

District 13 (Middlesex and Monmouth)

Assemblyman PAUL DIGAETANO

District 36 (Bergen, Essex and Passaic)

Co-Sponsored by:

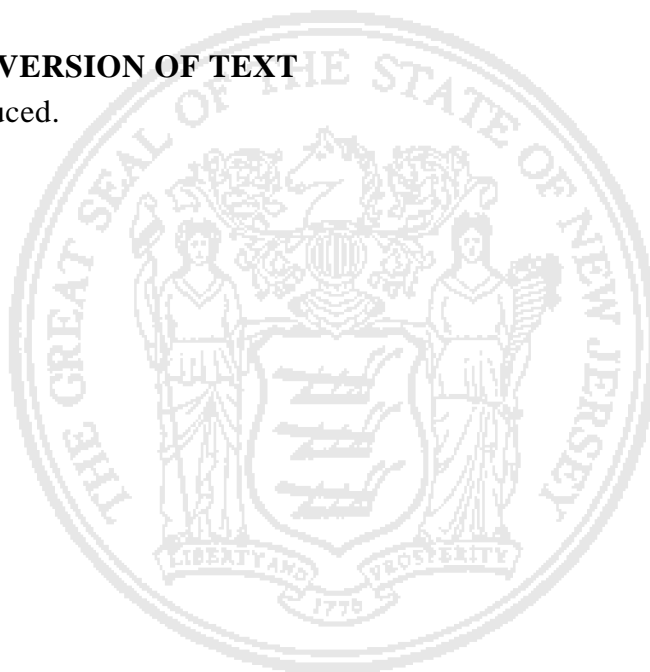
Assemblymen Gibson, Rooney, Arnone, Azzolina, Blee, DeCroce, LeFevre, T.Smith, Zecker, Felice, Bateman, Assemblywoman Crecco, Assemblymen Pennacchio, Cottrell, Assemblywoman Heck, Assemblyman Malone, Senators Allen, Kyrillos, Furnari, Girgenti, Robertson and Turner

SYNOPSIS

Creates Youth Employment and After School Incentive Pilot Program; appropriates \$25,000.

CURRENT VERSION OF TEXT

As introduced.



(Sponsorship Updated As Of: 1/8/2002)

1 AN ACT creating the Youth Employment and After School Incentive
2 Pilot Program, supplementing Title 34 of the Revised Statutes, and
3 making an appropriation.

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 a Youth
9 Employment and After School Incentive Pilot Program which shall be
10 administered by the Commissioner of Labor, pursuant to the
11 provisions of this act. The program shall provide for employment
12 opportunities for disadvantaged youth with private and nonprofit
13 employers. The purpose of the program shall be to enable
14 disadvantaged youth to acquire job knowledge and skills and an
15 understanding of the linkage between the skills, behaviors, and
16 attitudes necessary to function as an adult in the workplace.

17 As used in this act, "disadvantaged youth" means public and
18 nonpublic school students as well as youth who are not students who
19 reside in municipalities where both the rates of unemployment and
20 violent crime significantly exceed the Statewide rates of unemployment
21 and violent crime by percentages which shall be designated by the
22 commissioner. The term shall include youth in these municipalities
23 who are participating in a program of aftercare following their release
24 from juvenile detention or community facilities.

25 b. There is established in, but not of, the Department of Labor the
26 Disadvantaged Youth Employment Opportunities Council. The
27 council shall consist of 15 members: the Commissioner of Labor, the
28 Commissioner of Education, the Chief Executive Officer of the New
29 Jersey Commerce and Economic Growth Commission, the Secretary
30 of State and the Executive Director of the Juvenile Justice
31 Commission, or their designees, who shall serve ex officio and as
32 nonvoting members; and 10 public members appointed by the
33 Governor, the President of the Senate and the Speaker of the General
34 Assembly. The Governor shall appoint two religious leaders and two
35 representatives of education organizations. The President of the
36 Senate and the Speaker of the Assembly shall each appoint a leader of
37 the business community, a labor leader, and a person representing
38 organizations that have expertise serving the needs of disadvantaged
39 youth. The public members shall serve for terms of three years, may
40 be reappointed and may serve until a successor has been appointed.
41 Of the public members first appointed, five shall be appointed for
42 terms of three years, and five shall be appointed for terms of two
43 years. A vacancy in the membership, occurring other than by
44 expiration of a term, shall be filled in the same manner as the original
45 appointment, but for the unexpired term only. The members shall
46 serve without compensation, but the council may, within the limits of

1 funds appropriated or otherwise made available to it, reimburse
2 members for actual expenses necessarily incurred in the discharge of
3 their official duties.

4 The council shall organize as soon as its members are appointed and
5 shall select a chairman and vice-chairman from among its members and
6 may select a secretary, who need not be a member of the council. The
7 council shall meet monthly, and at such other times as may be
8 necessary.

9 The council may employ, prescribe the duties and fix and pay the
10 compensation of such persons it may deem necessary to carry out the
11 duties of the council within the limits of available appropriations.

12 It shall be the duty of the council to:

13 (1) Develop a master plan to increase employment opportunities
14 for disadvantaged youth;

15 (2) Enlist the commitment of the State's business leadership to
16 provide employment opportunities for disadvantaged youth;

17 (3) Enlist the support of the State's key unions which operate
18 apprenticeship and similar programs;

19 (4) Develop proposals for innovative efforts to assist economically
20 disadvantaged youth to enroll in and successfully complete
21 employment programs;

22 (5) Involve all sectors of the community, including high level
23 representatives of business, youth-serving agencies, foundations, local
24 school systems, the communications media, and the religious
25 community in an effort to promote and coordinate employment
26 opportunities for disadvantaged youth; and

27 (6) In conjunction with the Department of Labor and the
28 Commerce and Economic Growth Commission, seek to identify and
29 maximize any available federal funding for the purpose of enhancing
30 employment opportunities provided under this act.

31 The council shall be entitled to call to its assistance and avail itself
32 of the services of such employees of any State, county or municipal
33 department, board, bureau, commission, or agency as it may require
34 and as may be available to it for these purposes.

35 The Commissioner of Labor, in consultation with the council, may
36 promulgate rules and regulations necessary to effectuate the purposes
37 of this act.

38

39 2. a. In cooperation with the Disadvantaged Youth Employment
40 Opportunities Council established in section 1 of this act, the
41 Commissioner of Labor shall develop and administer the employment
42 program established under this act. The commissioner shall, to the
43 greatest extent feasible, attempt to achieve a balance of enrolled
44 disadvantaged youth from the northern, central, and southern parts of
45 the State.

46 b. The Commissioner of Labor, in consultation with the

1 Department of Education, the Juvenile Justice Commission, and the
2 council shall develop procedures relating to the program referral
3 process; establish the selection criteria for participants which shall
4 include the identification of local disadvantaged youths assessed by
5 local law enforcement and juvenile corrections authorities as being at
6 risk of gang membership or involvement or reinvolvement in the
7 criminal justice system and students who are not meeting minimal
8 district standards of behavior and academic achievement; provide a
9 listing of employers who have agreed to participate in the program;
10 and establish the process which will be utilized for matching
11 disadvantaged youth to employment opportunities that will enhance
12 the self-esteem and assimilation of life skills necessary for productive
13 functioning in the school setting and society.

14

15 3. a. The State's limitations on hours of employment for child
16 labor shall govern the maximum hours of employment for youths
17 employed through the program. For participation in the employment
18 program, the youth shall receive from the employer compensation of
19 not less than the minimum wage rate pursuant to section 5 of
20 P.L.1966, c.133 (C.34:11-56a4).

21 b. The Commissioner of Labor, in conjunction with the council,
22 shall endeavor to work with the Secretary of State, the Commissioner
23 of Education, major statewide education organizations, and nonprofit
24 organizations providing specialized services to youth to publicize the
25 opportunities available under the program and promote the voluntary
26 participation therein of school districts and students.

27

28 4. a. The Commissioner of Labor shall implement a plan to collect
29 data on the effectiveness of the program in meeting the needs and
30 conditions of disadvantaged youths which place them at risk of
31 academic or social failure or both. The plan shall include a system to
32 track participants to determine if they successfully completed the
33 school year and whether such students and other youth participants
34 succeed in making productive contributions to their communities.

35 b. Within two years following the effective date of this act, the
36 Commissioners of Labor and Education, in concert with the council
37 established in section 1 of this act, shall submit to the Governor and
38 the Legislature an evaluation of the Youth Employment and After
39 School Incentive Pilot Program and recommendations to the
40 Legislature that will enable them to better coordinate and improve the
41 effectiveness of their efforts.

42

43 5. Employers participating in the employment program established
44 under this act shall be eligible for the tax credit allotments authorized
45 under the provisions of P.L. , c. (C.) (now pending before the
46 Legislature as Assembly Bill No.).

1 6. There is appropriated \$25,000 from the General Fund to the
2 Department of Labor for the costs of implementing the provisions of
3 this act.

4
5 7. This act shall take effect on the first day of the sixth month after
6 enactment.

7
8
9

STATEMENT

10

11 This bill creates a 15-member council to forge a partnership of the
12 Juvenile Justice Commission, the Commerce and Economic Growth
13 Commission, and the Departments of Labor, Education, and State
14 with business, labor, non-profit, religious and education leaders in the
15 State. The council's mission will be to establish a Youth Employment
16 and After School Incentive Pilot Program to establish employment
17 opportunities for disadvantaged students and other youths who are no
18 longer attending school. The council would be expected to develop
19 a master plan for increasing employment opportunities, enlisting the
20 commitment of the State's business leadership to provide employment
21 opportunities and gaining the support of the State's key unions which
22 operate apprenticeship programs. All sectors of the community would
23 become involved, including non-profits, local government, youth-
24 serving agencies, foundations, the media and religious leaders.

25 As a result, it is expected that opportunities for career exploration,
26 employment experiences, and transition to the "world of work" will be
27 broadened for these youth.

28 The bill defines "disadvantaged youth" as those from public and
29 private schools and youth who are not students, all of whom reside in
30 municipalities with unemployment and violent crime rates significantly
31 above the State's annual average as determined by the commissioner.
32 The term would also apply to youth in these municipalities who are
33 participating in aftercare programs following their release from
34 juvenile detention or community facilities.

35 Depending on their school status, this program will enable
36 disadvantaged youth to obtain a variety of after-school, weekend,
37 summer or full-time employment positions. Through this participation,
38 they will learn new skills, gain useful insights into the world of work
39 and provide a valuable service to their communities.

40 Selected full-time students and youths not attending school would
41 be assigned to positions limited only by the State's child labor laws.
42 Compensation would be based on the State's minimum wage rate, but
43 employer's could increase a youth's pay to a higher rate.

44 The bill appropriates \$25,000 to the Department of Labor to
45 implement its provisions in conjunction with the newly established
46 council. It implements a recommendation of the Assembly Task Force

1 on Adolescent Violence.

2 Research indicates that certain factors put young people at risk of
3 becoming delinquent and other factors protect or buffer them from the
4 consequences of exposure to risk. One of the risk factors associated
5 with delinquency is community. One of the protective factors is
6 bonding, which includes attachment to and integration in the work
7 force. One of the interventions related to these factors which
8 researchers believe can address entrenched problem behavior patterns
9 is providing hands-on vocational training and skill development. This
10 bill attempts to provide that intervention.

11 By promoting youth employment after school and on weekends for
12 disadvantaged youth living in areas with higher than average
13 unemployment and crime rates, these youth would be less exposed to
14 negative influences such as gang memberships, drug use and other
15 such negative behavior.

ASSEMBLY EDUCATION COMMITTEE

STATEMENT TO

ASSEMBLY, No. 1917

STATE OF NEW JERSEY

DATED: MAY 7, 2001

The Assembly Education Committee reports favorably Assembly Bill No. 1917.

This bill establishes a 15-member Disadvantaged Youth Employment Opportunities Council to forge a partnership of the Juvenile Justice Commission, the Commerce and Economic Growth Commission, and the Departments of Labor, Education, and State with business, labor, non-profit, religious and education leaders in the State. The council's mission will be to establish a Youth Employment and After School Incentive Pilot Program to establish employment opportunities for disadvantaged students and other youths who are no longer attending school. Under the bill, the council would be expected to: develop a master plan for increasing employment opportunities; enlist the commitment of the State's business leadership to provide employment opportunities; gain the support of the State's key unions which operate apprenticeship programs; develop proposals for innovative efforts to assist youth to enroll in and successfully complete employment programs; involve all sectors of the community; and seek to identify and maximize any available federal funding that can be used for enhancing employment opportunities for disadvantaged youth.

Under the bill, the Commissioner of Labor is required, in cooperation with the Disadvantaged Youth Employment Opportunities Council, to: develop and administer the employment program established under this bill; develop, in consultation with the Commissioner of Education, the Juvenile Justice Commission and the council, procedures for the program referral process; establish the criteria for selecting participants; provide a listing of employers who have agreed to participate in the program; and establish the process for matching disadvantaged youth with employment opportunities.

The bill defines "disadvantaged youth" as those from public and private schools and youth who are not students, all of whom reside in municipalities with unemployment and violent crime rates significantly above the State's annual average as determined by the commissioner. The term would also apply to youth in these municipalities who are participating in aftercare programs following their release from juvenile detention or community facilities.

Depending on their school status, this program will enable disadvantaged youth to obtain a variety of after-school, weekend,

summer or full-time employment positions. Through this participation, they will learn new skills, gain useful insights into the world of work and provide a valuable service to their communities.

Selected full-time students and youths not attending school would be assigned to positions limited only by the State's child labor laws. Compensation would be based on the State's minimum wage rate, but an employer could increase a youth's pay to a higher rate.

The bill appropriates \$25,000 to the Department of Labor to implement its provisions in conjunction with the newly established council. It implements a recommendation of the Assembly Task Force on Adolescent Violence.

SENATE LAW AND PUBLIC SAFETY COMMITTEE

STATEMENT TO

ASSEMBLY, No. 1917

STATE OF NEW JERSEY

DATED: SEPTEMBER 6, 2001

The Senate Law and Public Safety Committee reports favorably Assembly Bill No. 1917.

This bill establishes a 15-member Disadvantaged Youth Employment Opportunities Council to forge a partnership of the Juvenile Justice Commission, the Commerce and Economic Growth Commission, and the Departments of Labor, Education, and State with business, labor, non-profit, religious and education leaders in the State. The council's mission will be to establish a Youth Employment and After School Incentive Pilot Program to establish employment opportunities for disadvantaged students and other youths who are no longer attending school. Under the provisions of the bill, the council would be expected to: develop a master plan for increasing employment opportunities; enlist the commitment of the State's business leadership to provide employment opportunities; gain the support of the State's key unions which operate apprenticeship programs; develop proposals for innovative efforts to assist youth to enroll in and successfully complete employment programs; involve all sectors of the community; and seek to identify and maximize any available federal funding that can be used for enhancing employment opportunities for disadvantaged youth.

The bill requires the Commissioner of Labor, in cooperation with the Disadvantaged Youth Employment Opportunities Council, to: develop and administer the employment program established under this bill; develop, in consultation with the Commissioner of Education, the Juvenile Justice Commission and the council, procedures for the program referral process; establish the criteria for selecting participants; provide a listing of employers who have agreed to participate in the program; and establish the process for matching disadvantaged youth with employment opportunities.

The bill defines "disadvantaged youth" as those from public and private schools and youth who are not students, all of whom reside in municipalities with unemployment and violent crime rates significantly above the State's annual average as determined by the Commissioner of Labor. The term would also apply to youth in these municipalities who are participating in aftercare programs following their release from juvenile detention or community facilities.

Depending on their school status, this program will enable disadvantaged youth to obtain a variety of after-school, weekend, summer or full-time employment positions. Through this participation, they will learn new skills, gain useful insights into the world of work and provide a valuable service to their communities.

Selected full-time students and youths not attending school would be assigned to positions limited only by the State's child labor laws. Compensation would be based on the State's minimum wage rate, but an employer could increase a youth's pay to a higher rate.

The bill appropriates \$25,000 to the Department of Labor to implement its provisions in conjunction with the newly established council and provides tax credit allotments authorized under the provisions of A1918 to employers participating in this employment program. It implements a recommendation of the Assembly Task Force on Adolescent Violence.

This bill is identical to Senate Bill No. 1442, which also was reported by the committee on this date.

SENATE, No. 1442

STATE OF NEW JERSEY 209th LEGISLATURE

INTRODUCED JUNE 15, 2000

Sponsored by:

Senator DIANE ALLEN
District 7 (Burlington and Camden)
Senator JACK SINAGRA
District 18 (Middlesex)

Co-Sponsored by:

Senators Kyrillos, Furnari, Girgenti, Robertson and Turner

SYNOPSIS

Creates Youth Employment and After School Incentive Pilot Program; appropriates \$25,000.

CURRENT VERSION OF TEXT

As introduced.



(Sponsorship Updated As Of: 1/8/2002)

1 AN ACT creating the Youth Employment and After School Incentive
2 Pilot Program, supplementing Title 34 of the Revised Statutes, and
3 making an appropriation.

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 a Youth
9 Employment and After School Incentive Pilot Program which shall be
10 administered by the Commissioner of Labor, pursuant to the
11 provisions of this act. The program shall provide for employment
12 opportunities for disadvantaged youth with private and nonprofit
13 employers. The purpose of the program shall be to enable
14 disadvantaged youth to acquire job knowledge and skills and an
15 understanding of the linkage between the skills, behaviors, and
16 attitudes necessary to function as an adult in the workplace.

17 As used in this act, "disadvantaged youth" means public and
18 nonpublic school students as well as youth who are not students who
19 reside in municipalities where both the rates of unemployment and
20 violent crime significantly exceed the Statewide rates of unemployment
21 and violent crime by percentages which shall be designated by the
22 commissioner. The term shall include youth in these municipalities
23 who are participating in a program of aftercare following their release
24 from juvenile detention or community facilities.

25 b. There is established in, but not of, the Department of Labor the
26 Disadvantaged Youth Employment Opportunities Council. The
27 council shall consist of 15 members: the Commissioner of Labor, the
28 Commissioner of Education, the Chief Executive Officer of the New
29 Jersey Commerce and Economic Growth Commission, the Secretary
30 of State and the Executive Director of the Juvenile Justice
31 Commission, or their designees, who shall serve ex officio and as
32 nonvoting members; and 10 public members appointed by the
33 Governor, the President of the Senate and the Speaker of the General
34 Assembly. The Governor shall appoint two religious leaders and two
35 representatives of education organizations. The President of the
36 Senate and the Speaker of the Assembly shall each appoint a leader of
37 the business community, a labor leader, and a person representing
38 organizations that have expertise serving the needs of disadvantaged
39 youth. The public members shall serve for terms of three years, may
40 be reappointed and may serve until a successor has been appointed.
41 Of the public members first appointed, five shall be appointed for
42 terms of three years, and five shall be appointed for terms of two
43 years. A vacancy in the membership, occurring other than by
44 expiration of a term, shall be filled in the same manner as the original
45 appointment, but for the unexpired term only. The members shall
46 serve without compensation, but the council may, within the limits of

1 funds appropriated or otherwise made available to it, reimburse
2 members for actual expenses necessarily incurred in the discharge of
3 their official duties.

4 The council shall organize as soon as its members are appointed and
5 shall select a chairman and vice-chairman from among its members and
6 may select a secretary, who need not be a member of the council. The
7 council shall meet monthly, and at such other times as may be
8 necessary.

9 The council may employ, prescribe the duties and fix and pay the
10 compensation of such persons it may deem necessary to carry out the
11 duties of the council within the limits of available appropriations.

12 It shall be the duty of the council to:

13 (1) Develop a master plan to increase employment opportunities for
14 disadvantaged youth;

15 (2) Enlist the commitment of the State's business leadership to
16 provide employment opportunities for disadvantaged youth;

17 (3) Enlist the support of the State's key unions which operate
18 apprenticeship and similar programs;

19 (4) Develop proposals for innovative efforts to assist economically
20 disadvantaged youth to enroll in and successfully complete
21 employment programs;

22 (5) Involve all sectors of the community, including high level
23 representatives of business, youth-serving agencies, foundations, local
24 school systems, the communications media, and the religious
25 community in an effort to promote and coordinate employment
26 opportunities for disadvantaged youth; and

27 (6) In conjunction with the Department of Labor and the
28 Commerce and Economic Growth Commission, seek to identify and
29 maximize any available federal funding for the purpose of enhancing
30 employment opportunities provided under this act.

31 The council shall be entitled to call to its assistance and avail itself
32 of the services of such employees of any State, county or municipal
33 department, board, bureau, commission, or agency as it may require
34 and as may be available to it for these purposes.

35 The Commissioner of Labor, in consultation with the council, may
36 promulgate rules and regulations necessary to effectuate the purposes
37 of this act.

38

39 2. a. In cooperation with the Disadvantaged Youth Employment
40 Opportunities Council established in section 1 of this act, the
41 Commissioner of Labor shall develop and administer the employment
42 program established under this act. The commissioner shall, to the
43 greatest extent feasible, attempt to achieve a balance of enrolled
44 disadvantaged youth from the northern, central, and southern parts of
45 the State.

46 b. The Commissioner of Labor, in consultation with the

1 Department of Education, the Juvenile Justice Commission, and the
2 council shall develop procedures relating to the program referral
3 process; establish the selection criteria for participants which shall
4 include the identification of local disadvantaged youths assessed by
5 local law enforcement and juvenile corrections authorities as being at
6 risk of gang membership or involvement or reinvolvement in the
7 criminal justice system and students who are not meeting minimal
8 district standards of behavior and academic achievement; provide a
9 listing of employers who have agreed to participate in the program;
10 and establish the process which will be utilized for matching
11 disadvantaged youth to employment opportunities that will enhance
12 the self-esteem and assimilation of life skills necessary for productive
13 functioning in the school setting and society.

14

15 3. a. The State's limitations on hours of employment for child
16 labor shall govern the maximum hours of employment for youths
17 employed through the program. For participation in the employment
18 program, the youth shall receive from the employer compensation of
19 not less than the minimum wage rate pursuant to section 5 of
20 P.L.1966, c.133 (C.34:11-56a4).

21 b. The Commissioner of Labor, in conjunction with the council,
22 shall endeavor to work with the Secretary of State, the Commissioner
23 of Education, major statewide education organizations, and nonprofit
24 organizations providing specialized services to youth to publicize the
25 opportunities available under the program and promote the voluntary
26 participation therein of school districts and students.

27

28 4. a. The Commissioner of Labor shall implement a plan to
29 collect data on the effectiveness of the program in meeting the needs
30 and conditions of disadvantaged youths which place them at risk of
31 academic or social failure or both. The plan shall include a system to
32 track participants to determine if they successfully completed the
33 school year and whether such students and other youth participants
34 succeed in making productive contributions to their communities.

35 b. Within two years following the effective date of this act, the
36 Commissioners of Labor and Education, in concert with the council
37 established in section 1 of this act, shall submit to the Governor and
38 the Legislature an evaluation of the Youth Employment and After
39 School Incentive Pilot Program and recommendations to the
40 Legislature that will enable them to better coordinate and improve the
41 effectiveness of their efforts.

42

43 5. Employers participating in the employment program established
44 under this act shall be eligible for the tax credit allotments authorized
45 under the provisions of P.L. , c. (C.) (now pending before the
46 Legislature as Assembly Bill No.).

1 6. There is appropriated \$25,000 from the General Fund to the
2 Department of Labor for the costs of implementing the provisions of
3 this act.

4

5 7. This act shall take effect on the first day of the sixth month after
6 enactment.

7

8

9

STATEMENT

10

11 This bill creates a 15-member council to forge a partnership of the
12 Juvenile Justice Commission, the Commerce and Economic Growth
13 Commission, and the Departments of Labor, Education, and State
14 with business, labor, non-profit, religious and education leaders in the
15 State. The council's mission will be to establish a Youth Employment
16 and After School Incentive Pilot Program to establish employment
17 opportunities for disadvantaged students and other youths who are no
18 longer attending school. The council would be expected to develop
19 a master plan for increasing employment opportunities, enlisting the
20 commitment of the State's business leadership to provide employment
21 opportunities and gaining the support of the State's key unions which
22 operate apprenticeship programs. All sectors of the community would
23 become involved, including non-profits, local government, youth-
24 serving agencies, foundations, the media and religious leaders.

25 As a result, it is expected that opportunities for career exploration,
26 employment experiences, and transition to the "world of work" will be
27 broadened for these youth.

28 The bill defines "disadvantaged youth" as those from public and
29 private schools and youth who are not students, all of whom reside in
30 municipalities with unemployment and violent crime rates significantly
31 above the State's annual average as determined by the commissioner.
32 The term would also apply to youth in these municipalities who are
33 participating in aftercare programs following their release from
34 juvenile detention or community facilities.

35 Depending on their school status, this program will enable
36 disadvantaged youth to obtain a variety of after-school, weekend,
37 summer or full-time employment positions. Through this participation,
38 they will learn new skills, gain useful insights into the world of work
39 and provide a valuable service to their communities.

40 Selected full-time students and youths not attending school would
41 be assigned to positions limited only by the State's child labor laws.
42 Compensation would be based on the State's minimum wage rate, but
43 employer's could increase a youth's pay to a higher rate.

44 The bill appropriates \$25,000 to the Department of Labor to
45 implement its provisions in conjunction with the newly established
46 council. It implements a recommendation of the Assembly Task Force

1 on Adolescent Violence.

2 Research indicates that certain factors put young people at risk of
3 becoming delinquent and other factors protect or buffer them from the
4 consequences of exposure to risk. One of the risk factors associated
5 with delinquency is community. One of the protective factors is
6 bonding, which includes attachment to and integration in the work
7 force. One of the interventions related to these factors which
8 researchers believe can address entrenched problem behavior patterns
9 is providing hands-on vocational training and skill development. This
10 bill attempts to provide that intervention.

11 By promoting youth employment after school and on weekends for
12 disadvantaged youth living in areas with higher than average
13 unemployment and crime rates, these youth would be less exposed to
14 negative influences such as gang memberships, drug use and other
15 such negative behavior.

SENATE LAW AND PUBLIC SAFETY COMMITTEE

STATEMENT TO

SENATE, No. 1442

STATE OF NEW JERSEY

DATED: SEPTEMBER 6, 2001

The Senate Law and Public Safety Committee reports favorably Senate Bill No. 1442.

This bill establishes a 15-member Disadvantaged Youth Employment Opportunities Council to forge a partnership of the Juvenile Justice Commission, the Commerce and Economic Growth Commission, and the Departments of Labor, Education, and State with business, labor, non-profit, religious and education leaders in the State. The council's mission will be to establish a Youth Employment and After School Incentive Pilot Program to establish employment opportunities for disadvantaged students and other youths who are no longer attending school. Under the provisions of the bill, the council would be expected to: develop a master plan for increasing employment opportunities; enlist the commitment of the State's business leadership to provide employment opportunities; gain the support of the State's key unions which operate apprenticeship programs; develop proposals for innovative efforts to assist youth to enroll in and successfully complete employment programs; involve all sectors of the community; and seek to identify and maximize any available federal funding that can be used for enhancing employment opportunities for disadvantaged youth.

The bill requires the Commissioner of Labor, in cooperation with the Disadvantaged Youth Employment Opportunities Council, to: develop and administer the employment program established under this bill; develop, in consultation with the Commissioner of Education, the Juvenile Justice Commission and the council, procedures for the program referral process; establish the criteria for selecting participants; provide a listing of employers who have agreed to participate in the program; and establish the process for matching disadvantaged youth with employment opportunities.

The bill defines "disadvantaged youth" as those from public and private schools and youth who are not students, all of whom reside in municipalities with unemployment and violent crime rates significantly above the State's annual average as determined by the Commissioner of Labor. The term would also apply to youth in these municipalities who are participating in aftercare programs following their release from juvenile detention or community facilities.

Depending on their school status, this program will enable disadvantaged youth to obtain a variety of after-school, weekend, summer or full-time employment positions. Through this participation, they will learn new skills, gain useful insights into the world of work and provide a valuable service to their communities.

Selected full-time students and youths not attending school would be assigned to positions limited only by the State's child labor laws. Compensation would be based on the State's minimum wage rate, but an employer could increase a youth's pay to a higher rate.

The bill appropriates \$25,000 to the Department of Labor to implement its provisions in conjunction with the newly established council and provides tax credit allotments authorized under the provisions of S1421 to employers participating in this employment program. It implements a recommendation of the Assembly Task Force on Adolescent Violence.

This bill is identical to Assembly Bill No. 1917, which also was reported by the committee on this date.

P.L. 2001, CHAPTER 446, *approved January 11, 2002*
Assembly, Bill No. 1917

1 **AN ACT** creating the Youth Employment and After School Incentive
2 Pilot Program, supplementing Title 34 of the Revised Statutes¹ [,
3 and making an appropriation]¹ .
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 a Youth
9 Employment and After School Incentive Pilot Program which shall be
10 administered by the Commissioner of Labor, pursuant to the
11 provisions of this act. The program shall provide for employment
12 opportunities for disadvantaged youth with private and nonprofit
13 employers. The purpose of the program shall be to enable
14 disadvantaged youth to acquire job knowledge and skills and an
15 understanding of the linkage between the skills, behaviors, and
16 attitudes necessary to function as an adult in the workplace.

17 As used in this act, "disadvantaged youth" means public and
18 nonpublic school students as well as youth who are not students who
19 reside in municipalities where both the rates of unemployment and
20 violent crime significantly exceed the Statewide rates of unemployment
21 and violent crime by percentages which shall be designated by the
22 commissioner. The term shall include youth in these municipalities
23 who are participating in a program of aftercare following their release
24 from juvenile detention or community facilities.

25 b. There is established in, but not of, the Department of Labor the
26 Disadvantaged Youth Employment Opportunities Council. The
27 council shall consist of 15 members: the Commissioner of Labor, the
28 Commissioner of Education, the Chief Executive Officer of the New
29 Jersey Commerce and Economic Growth Commission, the Secretary
30 of State and the Executive Director of the Juvenile Justice
31 Commission, or their designees, who shall serve ex officio and as
32 nonvoting members; and 10 public members appointed by the
33 Governor, the President of the Senate and the Speaker of the General
34 Assembly. The Governor shall appoint two religious leaders and two
35 representatives of education organizations. The President of the
36 Senate and the Speaker of the Assembly shall each appoint a leader of
37 the business community, a labor leader, and a person representing

EXPLANATION - Matter enclosed in bold-faced brackets [thus] in the above bill is not enacted and intended to be omitted in the law.

Matter underlined thus is new matter.

Matter enclosed in superscript numerals has been adopted as follows:

¹ Governor's line-item veto changes of January 11, 2002.

1 organizations that have expertise serving the needs of disadvantaged
2 youth. The public members shall serve for terms of three years, may
3 be reappointed and may serve until a successor has been appointed.
4 Of the public members first appointed, five shall be appointed for
5 terms of three years, and five shall be appointed for terms of two
6 years. A vacancy in the membership, occurring other than by
7 expiration of a term, shall be filled in the same manner as the original
8 appointment, but for the unexpired term only. The members shall
9 serve without compensation, but the council may, within the limits of
10 funds appropriated or otherwise made available to it, reimburse
11 members for actual expenses necessarily incurred in the discharge of
12 their official duties.

13 The council shall organize as soon as its members are appointed and
14 shall select a chairman and vice-chairman from among its members and
15 may select a secretary, who need not be a member of the council. The
16 council shall meet monthly, and at such other times as may be
17 necessary.

18 The council may employ, prescribe the duties and fix and pay the
19 compensation of such persons it may deem necessary to carry out the
20 duties of the council within the limits of available appropriations.

21 It shall be the duty of the council to:

22 (1) Develop a master plan to increase employment opportunities
23 for disadvantaged youth;

24 (2) Enlist the commitment of the State's business leadership to
25 provide employment opportunities for disadvantaged youth;

26 (3) Enlist the support of the State's key unions which operate
27 apprenticeship and similar programs;

28 (4) Develop proposals for innovative efforts to assist economically
29 disadvantaged youth to enroll in and successfully complete
30 employment programs;

31 (5) Involve all sectors of the community, including high level
32 representatives of business, youth-serving agencies, foundations, local
33 school systems, the communications media, and the religious
34 community in an effort to promote and coordinate employment
35 opportunities for disadvantaged youth; and

36 (6) In conjunction with the Department of Labor and the
37 Commerce and Economic Growth Commission, seek to identify and
38 maximize any available federal funding for the purpose of enhancing
39 employment opportunities provided under this act.

40 The council shall be entitled to call to its assistance and avail itself
41 of the services of such employees of any State, county or municipal
42 department, board, bureau, commission, or agency as it may require
43 and as may be available to it for these purposes.

44 The Commissioner of Labor, in consultation with the council, may
45 promulgate rules and regulations necessary to effectuate the purposes
46 of this act.

1 2. a. In cooperation with the Disadvantaged Youth Employment
2 Opportunities Council established in section 1 of this act, the
3 Commissioner of Labor shall develop and administer the employment
4 program established under this act. The commissioner shall, to the
5 greatest extent feasible, attempt to achieve a balance of enrolled
6 disadvantaged youth from the northern, central, and southern parts of
7 the State.

8 b. The Commissioner of Labor, in consultation with the
9 Department of Education, the Juvenile Justice Commission, and the
10 council shall develop procedures relating to the program referral
11 process; establish the selection criteria for participants which shall
12 include the identification of local disadvantaged youths assessed by
13 local law enforcement and juvenile corrections authorities as being at
14 risk of gang membership or involvement or reinvolvement in the
15 criminal justice system and students who are not meeting minimal
16 district standards of behavior and academic achievement; provide a
17 listing of employers who have agreed to participate in the program;
18 and establish the process which will be utilized for matching
19 disadvantaged youth to employment opportunities that will enhance
20 the self-esteem and assimilation of life skills necessary for productive
21 functioning in the school setting and society.

22
23 3. a. The State's limitations on hours of employment for child
24 labor shall govern the maximum hours of employment for youths
25 employed through the program. For participation in the employment
26 program, the youth shall receive from the employer compensation of
27 not less than the minimum wage rate pursuant to section 5 of
28 P.L.1966, c.133 (C.34:11-56a4).

29 b. The Commissioner of Labor, in conjunction with the council,
30 shall endeavor to work with the Secretary of State, the Commissioner
31 of Education, major statewide education organizations, and nonprofit
32 organizations providing specialized services to youth to publicize the
33 opportunities available under the program and promote the voluntary
34 participation therein of school districts and students.

35
36 4. a. The Commissioner of Labor shall implement a plan to collect
37 data on the effectiveness of the program in meeting the needs and
38 conditions of disadvantaged youths which place them at risk of
39 academic or social failure or both. The plan shall include a system to
40 track participants to determine if they successfully completed the
41 school year and whether such students and other youth participants
42 succeed in making productive contributions to their communities.

43 b. Within two years following the effective date of this act, the
44 Commissioners of Labor and Education, in concert with the council
45 established in section 1 of this act, shall submit to the Governor and
46 the Legislature an evaluation of the Youth Employment and After

1 School Incentive Pilot Program and recommendations to the
2 Legislature that will enable them to better coordinate and improve the
3 effectiveness of their efforts.

4
5 5. Employers participating in the employment program established
6 under this act shall be eligible for the tax credit allotments authorized
7 under the provisions of P.L. , c. (C.) (now pending before the
8 Legislature as Assembly Bill No.).

9
10 ¹ [6. There is appropriated \$25,000 from the General Fund to the
11 Department of Labor for the costs of implementing the provisions of
12 this act.]¹

13
14 7. This act shall take effect on the first day of the sixth month after
15 enactment.

16 17 18 STATEMENT

19
20 This bill creates a 15-member council to forge a partnership of the
21 Juvenile Justice Commission, the Commerce and Economic Growth
22 Commission, and the Departments of Labor, Education, and State
23 with business, labor, non-profit, religious and education leaders in the
24 State. The council's mission will be to establish a Youth Employment
25 and After School Incentive Pilot Program to establish employment
26 opportunities for disadvantaged students and other youths who are no
27 longer attending school. The council would be expected to develop
28 a master plan for increasing employment opportunities, enlisting the
29 commitment of the State's business leadership to provide employment
30 opportunities and gaining the support of the State's key unions which
31 operate apprenticeship programs. All sectors of the community would
32 become involved, including non-profits, local government, youth-
33 serving agencies, foundations, the media and religious leaders.

34 As a result, it is expected that opportunities for career exploration,
35 employment experiences, and transition to the "world of work" will be
36 broadened for these youth.

37 The bill defines "disadvantaged youth" as those from public and
38 private schools and youth who are not students, all of whom reside in
39 municipalities with unemployment and violent crime rates significantly
40 above the State's annual average as determined by the commissioner.
41 The term would also apply to youth in these municipalities who are
42 participating in aftercare programs following their release from
43 juvenile detention or community facilities.

44 Depending on their school status, this program will enable
45 disadvantaged youth to obtain a variety of after-school, weekend,
46 summer or full-time employment positions. Through this participation,

1 they will learn new skills, gain useful insights into the world of work
2 and provide a valuable service to their communities.

3 Selected full-time students and youths not attending school would
4 be assigned to positions limited only by the State's child labor laws.
5 Compensation would be based on the State's minimum wage rate, but
6 employer's could increase a youth's pay to a higher rate.

7 The bill appropriates \$25,000 to the Department of Labor to
8 implement its provisions in conjunction with the newly established
9 council. It implements a recommendation of the Assembly Task Force
10 on Adolescent Violence.

11 Research indicates that certain factors put young people at risk of
12 becoming delinquent and other factors protect or buffer them from the
13 consequences of exposure to risk. One of the risk factors associated
14 with delinquency is community. One of the protective factors is
15 bonding, which includes attachment to and integration in the work
16 force. One of the interventions related to these factors which
17 researchers believe can address entrenched problem behavior patterns
18 is providing hands-on vocational training and skill development. This
19 bill attempts to provide that intervention.

20 By promoting youth employment after school and on weekends for
21 disadvantaged youth living in areas with higher than average
22 unemployment and crime rates, these youth would be less exposed to
23 negative influences such as gang memberships, drug use and other
24 such negative behavior.

25

26

27

28

29 Creates Youth Employment and After School Incentive Pilot Program;
30 appropriates \$25,000.

CHAPTER 446

AN ACT creating the Youth Employment and After School Incentive Pilot Program, supplementing Title 34 of the Revised Statutes .

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

C.34:15F-12 Youth Employment and After School Incentive Pilot Program.

1. a. There is established in the Department of Labor a Youth Employment and After School Incentive Pilot Program which shall be administered by the Commissioner of Labor, pursuant to the provisions of this act. The program shall provide for employment opportunities for disadvantaged youth with private and nonprofit employers. The purpose of the program shall be to enable disadvantaged youth to acquire job knowledge and skills and an understanding of the linkage between the skills, behaviors, and attitudes necessary to function as an adult in the workplace.

As used in this act, "disadvantaged youth" means public and nonpublic school students as well as youth who are not students who reside in municipalities where both the rates of unemployment and violent crime significantly exceed the Statewide rates of unemployment and violent crime by percentages which shall be designated by the commissioner. The term shall include youth in these municipalities who are participating in a program of aftercare following their release from juvenile detention or community facilities.

b. There is established in, but not of, the Department of Labor the Disadvantaged Youth Employment Opportunities Council. The council shall consist of 15 members: the Commissioner of Labor, the Commissioner of Education, the Chief Executive Officer of the New Jersey Commerce and Economic Growth Commission, the Secretary of State and the Executive Director of the Juvenile Justice Commission, or their designees, who shall serve *ex officio* and as nonvoting members; and 10 public members appointed by the Governor, the President of the Senate and the Speaker of the General Assembly. The Governor shall appoint two religious leaders and two representatives of education organizations. The President of the Senate and the Speaker of the Assembly shall each appoint a leader of the business community, a labor leader, and a person representing organizations that have expertise serving the needs of disadvantaged youth. The public members shall serve for terms of three years, may be reappointed and may serve until a successor has been appointed. Of the public members first appointed, five shall be appointed for terms of three years, and five shall be appointed for terms of two years. A vacancy in the membership, occurring other than by expiration of a term, shall be filled in the same manner as the original appointment, but for the unexpired term only. The members shall serve without compensation, but the council may, within the limits of funds appropriated or otherwise made available to it, reimburse members for actual expenses necessarily incurred in the discharge of their official duties.

The council shall organize as soon as its members are appointed and shall select a chairman and vice-chairman from among its members and may select a secretary, who need not be a member of the council. The council shall meet monthly, and at such other times as may be necessary.

The council may employ, prescribe the duties and fix and pay the compensation of such persons it may deem necessary to carry out the duties of the council within the limits of available appropriations.

It shall be the duty of the council to:

- (1) Develop a master plan to increase employment opportunities for disadvantaged youth;
- (2) Enlist the commitment of the State's business leadership to provide employment opportunities for disadvantaged youth;
- (3) Enlist the support of the State's key unions which operate apprenticeship and similar programs;
- (4) Develop proposals for innovative efforts to assist economically disadvantaged youth to enroll in and successfully complete employment programs;
- (5) Involve all sectors of the community, including high level representatives of business, youth-serving agencies, foundations, local school systems, the communications media, and the religious community in an effort to promote and coordinate employment opportunities for disadvantaged youth; and
- (6) In conjunction with the Department of Labor and the Commerce and Economic Growth

Commission, seek to identify and maximize any available federal funding for the purpose of enhancing employment opportunities provided under this act.

The council shall be entitled to call to its assistance and avail itself of the services of such employees of any State, county or municipal department, board, bureau, commission, or agency as it may require and as may be available to it for these purposes.

The Commissioner of Labor, in consultation with the council, may promulgate rules and regulations necessary to effectuate the purposes of this act.

C.34:15F-13 Development, administration of program.

2. a. In cooperation with the Disadvantaged Youth Employment Opportunities Council established in section 1 of this act, the Commissioner of Labor shall develop and administer the employment program established under this act. The commissioner shall, to the greatest extent feasible, attempt to achieve a balance of enrolled disadvantaged youth from the northern, central, and southern parts of the State.

b. The Commissioner of Labor, in consultation with the Department of Education, the Juvenile Justice Commission, and the council shall develop procedures relating to the program referral process; establish the selection criteria for participants which shall include the identification of local disadvantaged youths assessed by local law enforcement and juvenile corrections authorities as being at risk of gang membership or involvement or reinvolvement in the criminal justice system and students who are not meeting minimal district standards of behavior and academic achievement; provide a listing of employers who have agreed to participate in the program; and establish the process which will be utilized for matching disadvantaged youth to employment opportunities that will enhance the self-esteem and assimilation of life skills necessary for productive functioning in the school setting and society.

C.34:15F-14 Maximum hours of employment for youths.

3. a. The State's limitations on hours of employment for child labor shall govern the maximum hours of employment for youths employed through the program. For participation in the employment program, the youth shall receive from the employer compensation of not less than the minimum wage rate pursuant to section 5 of P.L.1966, c.133 (C.34:11-56a4).

b. The Commissioner of Labor, in conjunction with the council, shall endeavor to work with the Secretary of State, the Commissioner of Education, major Statewide education organizations, and nonprofit organizations providing specialized services to youth to publicize the opportunities available under the program and promote the voluntary participation therein of school districts and students.

C.34:15F-15 Plan to collect data on effectiveness of program.

4. a. The Commissioner of Labor shall implement a plan to collect data on the effectiveness of the program in meeting the needs and conditions of disadvantaged youths which place them at risk of academic or social failure or both. The plan shall include a system to track participants to determine if they successfully completed the school year and whether such students and other youth participants succeed in making productive contributions to their communities.

b. Within two years following the effective date of this act, the Commissioners of Labor and Education, in concert with the council established in section 1 of this act, shall submit to the Governor and the Legislature an evaluation of the Youth Employment and After School Incentive Pilot Program and recommendations to the Legislature that will enable them to better coordinate and improve the effectiveness of their efforts.

C.34:15F-16 Eligibility for tax credit allotments.

5. Employers participating in the employment program established under this act shall be eligible for the tax credit allotments authorized under the provisions of P.L. , c. (C.) (now pending before the Legislature as Assembly Bill No.1918 of 2000).

7. This act shall take effect on the first day of the sixth month after enactment.

Approved January 11, 2002.