

34:15B-11 to 34:15B-26

LEGISLATIVE HISTORY CHECKLIST

NJSA: 34:15B-11 to 34:15B-26

(Job Training Program -- unemployed underemployed, displaced workers)

LAWS OF: 1983

CHAPTER: 328

Bill No: A2146/A2075/S1901

Sponsor(s): Doyle

Date Introduced: November 15, 1982

Committee: Assembly: Commerce and Industry  
Senate: State Government, Federal & Interstate Relations & Veteran Affairs

Amended during passage: NO  
Assembly committee substitute enacted. Original bills for A2146, A2075 & S1901 and Senate Committee Statement for S1901 attached

Date of Passage: Assembly: March 14, 1983  
Senate: June 27, 1983

Date of Approval: September 1, 1983

Following statements are attached if available:

Sponsor statement: Yes

Committee statement: Assembly Yes  
Senate No

Fiscal Note: No

Veto Message: No

Message on Signing: No

Following were printed:

Reports: No

Hearings: No

See newspaper clipping file "NJ - Employment - 1983" in New Jersey Reference Department.

For background see:

974.90 Barker, Michael  
142 Employment policy in an era of economic change.  
1983f May 3, 1983. Trenton, 1983.

974.90 New Jersey. Legislature. Assembly. Labor Committee.  
L123 Subcommittee on Business Concerns.  
1979a Public hearing re: job training. Held 10-23-79

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328 83  
9-1-83

ASSEMBLY COMMITTEE SUBSTITUTE FOR  
**ASSEMBLY Nos. 2146, 2075 and**  
**SENATE No. 1901**  
with Senate committee amendments

**STATE OF NEW JERSEY**

ADOPTED FEBRUARY 28, 1983

By Assemblymen DOYLE, KELLY and  
Senator DiFRANCESCO

AN ACT concerning job training.

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

1 1. a. The Legislature finds and declares that existing employ-  
2 ability development and job training programs do not adequately  
3 address the employment needs of many unemployed, underem-  
4 ployed, displaced and economically disadvantaged youth and adults.  
5 It is the purpose of this act to provide job training and employment  
6 opportunities for long term unemployed, underemployed, econom-  
7 ically disadvantaged, displaced workers and other segments of the  
8 labor force who are in need of job training or retraining.

9 b. This Legislature further finds and declares that it is in the  
10 interest of the State to encourage the development of a skilled labor  
11 force to attract new industry and to retain industry which is  
12 presently located in this State; that to accomplish this, the State  
13 must enter into a partnership with private industry in order that  
14 the needs of both might best be met through the establishment of a  
15 job training program which is specifically tailored to an industry's  
16 needs and which is funded by both the public and private sectors.

1 2. For the purposes of this act:

2 a. "Approved organization" means any public or private institu-  
3 tion of higher education, public or private secondary or vocational  
4 school, qualified nonprofit economic development organization, em-  
5 ployee organization, trade association, adult education program,  
6 community based organization, business firm, governmental unit,  
7 private industry council, or trade school approved or licensed by the

- 8 Department of Education or the Department of Higher Education.
- 9 b. "Department" means the Department of Labor.
- 10 c. "Commissioner" means the Commissioner of the Department  
11 of Labor.
- 12 d. "Classroom training" means vocational or job related instruc-  
13 tion normally outside of the process of production or the course of  
14 rendering a service. Classroom training may also include basic  
15 educational skills where needed to remedy weaknesses in a partici-  
16 pant's general educational preparation.
- 17 e. "Customized training" means classroom training or on the job  
18 training, or both, which is tailored to the specific needs of the actual  
19 or potential employer.
- 20 f. "Job search" means job seeking instruction, labor market  
21 information, employability development planning and other job  
22 placement activities in a small group setting.
- 23 g. "On the job training" means job related instruction to partici-  
24 pants who have been hired first by the employer. This training  
25 occurs while the participant is engaged in productive work in order  
26 to provide the knowledge or skills essential to full job performance.
- 27 h. "Underemployed" means persons working part-time but active-  
28 ly seeking full-time work or persons working full-time who are earn-  
29 ing wages substantially below the median salary for others in the  
30 labor force with similar qualifications and experience.

1 3. The commissioner shall, in implementing the job training pro-  
2 grams established pursuant to this act, consult with the New Jersey  
3 State Job Training Coordinating Council established pursuant to  
4 Executive order 22, dated December 3, 1982, with respect to the  
5 establishment of criteria for approving applications and candidates  
6 for job training. The council shall meet at least quarterly, and the  
7 members thereof shall be reimbursed for their actual expenses.  
8 Copies of the minutes of each meeting of the council shall be filed  
9 with the commissioner. The commissioner may also consult with the  
10 regional private industry councils established pursuant to the pro-  
11 visions of the Federal Job Training Partnership Act, Pub. L.  
12 97-300 with respect to the establishment of standards and criteria  
13 for job training programs, and he may utilize their services with  
14 respect to the identification of industries which are in need of the  
15 job training services established by this act and for monitoring the  
16 effectiveness of job training programs established pursuant to the  
17 provisions of this act.

1 4. The commissioner, in consultation with the New Jersey State  
2 Job Training Coordinating Council, shall establish criteria for the  
3 establishment of job training programs and for awarding grants

4 for any job training program established pursuant to the provisions  
5 of this act. In establishing criteria for the awarding of the grants,  
6 the commissioner shall, where practicable, give priority to applica-  
7 tions for job training or retraining associated with the entry of  
8 new businesses, or with the retention of existing businesses in this  
9 State, or in connection with existing businesses in the State which  
10 plan to expand their work force.

1 5. The commissioner, in consultation with the New Jersey State  
2 Job Training Coordinating Council shall establish criteria for the  
3 selection of candidates for job training, which shall include  
4 standards for affirmative action. The commissioner may give  
5 priority to:

- 6 a. Workers who are unemployed;
- 7 b. Workers who are underemployed;
- 8 c. Workers who are currently receiving public assistance as a  
9 supplement to their income;
- 10 d. Workers who were recently eliminated from the public assis-  
11 tance rolls because their gross incomes exceed 150% of the grant  
12 standard;
- 13 e. Workers who are eligible for public assistance but are not  
14 receiving it because they have not applied;
- 15 f. Workers who are displaced or who may be displaced because of  
16 plant closings, technological change, or modifications in product  
17 line.

18 The commissioner may utilize the resources of the Division of  
19 Employment Services or other suitable agencies or organizations  
20 to select candidates for the job training programs established pur-  
21 suant to this act. The prospective employer, in its discretion, may  
22 participate in the establishment of standards for the selection of  
23 the candidates for job training.

1 6. The Department of Human Services shall certify to the depart-  
2 ment the eligibility of all applicants seeking services and claiming  
3 eligibility under subsections c., d., and e. of section 5 of this act.  
4 The department is authorized to obtain pertinent information con-  
5 cerning the applicant or employment history from any other State  
6 agency in order to determine eligibility for services. Information  
7 concerning the applicant or the employer shall be used only for  
8 determining eligibility and shall be otherwise considered confiden-  
9 tial unless the information is generally available to the public.

1 7. Any business located or to be located in New Jersey may  
2 apply to the commissioner for the establishment of a job training  
3 program under this act. The application shall identify the specific  
4 jobs for which training is required and the applying business and

5 the commissioner shall jointly establish standards for the proposed  
6 job training program. The commissioner shall review the applica-  
7 tion in accordance with the criteria established pursuant to section  
8 4 of this act. If the application meets this criteria, the commis-  
9 sioner may solicit proposals from approved organizations to con-  
10 duct the training program and award any grants to these organiza-  
11 tions as may be necessary to effectuate the program.

12 The commissioner shall encourage the establishment of pro-  
13 grams which make the optimum economic use of available resources  
14 to effectuate the job training, including, but not limited to:

- 15 a. Apprenticeship training;
- 16 b. On the job training; and
- 17 c. A combination of on the job training and classroom training,  
18 using the facilities of the prospective employer.

1 8. The commissioner shall develop a coordinated delivery system  
2 for training and placement of eligible applicants, including, but not  
3 limited to, the following activities:

- 4 a. Outreach to make persons aware of the availability of em-  
5 ployment and training services and encourage eligible applicants  
6 to use such services;
- 7 b. Counseling, orientation and assessment to assist individuals  
8 in selecting an occupation, making a career change or adjusting to  
9 changes in the workplace;
- 10 c. Job search to assist applicants in obtaining employment;
- 11 d. Classroom training to prepare persons to enter the labor  
12 market or to qualify them for more productive job opportunities  
13 and increased earnings;
- 14 e. On the job training to provide training at the workplace while  
15 the participant is engaged in productive work for the employer.  
16 This training shall be operated on a hire first principle requiring an  
17 employment commitment prior to the start of the program;
- 18 f. Upgrading to provide career advancement opportunities to  
19 employed participants either with the current employer or in  
20 preparation for new employment; upgrading may include any ap-  
21 propriate combination of component activities;
- 22 g. Customized training to help expand the State workforce  
23 through training and retraining activities requested by industry;
- 24 h. On-site training to integrate classroom instruction with on the  
25 job training in a three party agreement among the department, a  
26 local educational institution and a cooperating employer;
- 27 i. Job retention training to improve the work attitudes of entry  
28 level workers in order to increase their potential for continued em-  
29 ployment and advancement;

30 j. Supportive services to enable participation in employment and  
31 training activities to be coordinated with the Department of Human  
32 Services. To the extent possible such services may be provided  
33 from resources available outside of this act. Supportive services  
34 include, but are not limited to child care, transportation, health care,  
35 family counseling, housing assistance and financial management;

36 k. Apprenticeship or comparable high skill training programs  
37 for occupations where such programs do not exist in a given labor  
38 market area; and

39 l. Post-termination services to enable participants to retain em-  
40 ployment including, but not limited to, follow-up counseling and  
41 supportive services which should not normally exceed 90 days.

1 9. Of the funds appropriated annually for activities under this  
2 act, up to 6% may be available to the department for the costs of  
3 administration and program management. Such administrative  
4 costs shall include necessary staff and nonpersonnel services for the  
5 direct management of the program as well as the costs involved in  
6 developing and maintaining program coordination with other  
7 principal departments of State government. At least 94% of the  
8 funds appropriated annually for this act shall be used to finance  
9 the actual training components and activities developed under this  
10 act.

1 10. As least 25% of the total cost of the program shall be paid  
2 by the applying business except that the commissioner, in his dis-  
3 cretion and for good cause, may approve a lesser amount, but not  
4 less than 10%, to be paid by the applying business if there are a  
5 sufficient number of approved applications in which businesses  
6 agree to pay a portion of the cost of the program in an amount  
7 greater than 25% so that the yearly average of matching funds  
8 of all approved applications is 25%. The commissioner shall re-  
9 port annually to the New Jersey State Job Training Coordinating  
10 Council every job training program in which a match of less than  
11 25% is paid by the applying business and the reasons for his  
12 approval thereof. The remainder of the cost of any job training  
13 program shall be paid from State funds appropriated for the  
14 purpose by this or any other act, and, where applicable, federal  
15 money made available by the provisions of the Federal Job Training  
16 Partnership Act, Pub. L. 97-300.

1 11. Every regional private industry council shall monitor the  
2 effectiveness of the job training programs established pursuant to  
3 the provisions of this act, including, but not limited to:

4 a. The percentage of trainees who satisfactorily complete the job  
5 training program; and

6 b. The length of time that trainees who complete the program  
7 are employed by the employer which initiated the establishment  
8 of the job training program.

1 12. With respect to any program or service established or  
2 delivered pursuant to section 8 of this act, the commissioner shall  
3 require disclosure from the providers of the service to be filed  
4 annually, including, but not limited to:

5 a. Disclosure of total administrative costs of each program, in-  
6 cluding the salaries of employees who are directly connected with  
7 the provision of services under any job training program estab-  
8 lished pursuant to the provisions of this act. If any employee of a  
9 provider of services participates in more than one job training  
10 program under this act and receives compensation on a per pro-  
11 gram basis, the aggregate salaries of such employee shall be dis-  
12 closed, expressed as a single salary, computed on a per annum  
13 basis;

14 b. Disclosure of the number of persons receiving assistance under  
15 this act who do not complete a job training program, and the  
16 reasons therefor.

1 13. The department shall monitor the expenditure of funds under  
2 this act and evaluate the effectiveness of the job training programs  
3 established hereunder. The commissioner shall provide for a  
4 system of ongoing program evaluation to improve the effectiveness  
5 of programs funded under this act. These evaluations shall  
6 measure the costs and benefits of program components and  
7 activities in relation to projected savings in income transfer pay-  
8 ments, increases in tax revenues resulting from job placement,  
9 retention, and upgrading, and the value of such programs in attract-  
10 ing new industry and retraining the State's workforce. A prelim-  
11 inary report shall be transmitted by the commissioner to the  
12 Speaker of the General Assembly and the President of the Senate  
13 by the end of the quarter following the initial six months of pro-  
14 gram operation. Subsequent annual reports shall be submitted by  
15 September 30 for each fiscal year's activity including longer range  
16 studies of the results of prior years' programs.

1 14. Program enrollees are not employees of the State. The com-  
2 missioner shall arrange for appropriate insurance coverage for all  
3 program enrollees with the exception of those who are employees of  
4 a participating industry. In those cases, the participating industry  
5 shall be responsible for assuring that each enrollee on its payroll is  
6 covered by worker's compensation during all program activities.

1 15. Any job training program established pursuant to this act  
2 shall supplement and not supplant any vocational training or

3 apprenticeship program established by any employer or employee  
4 organization, nor any program already established by any  
5 approved organization.

1 16. The commissioner shall make such rules and regulations as  
2 he deems necessary to effectuate the purposes of this act.

1 17. There is appropriated from the amount which was reserved  
2 in the Unemployment Compensation Auxiliary Fund by P. L. 1982,  
3 c. 49, Department of Labor, item 54, Manpower and Employment  
4 Services, the sum of \$4,000,000.00 to the Department of Labor for  
5 grants to be made pursuant to this act.

1 18. This act shall take effect immediately.

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ASSEMBLY, No. 2075

**STATE OF NEW JERSEY**

INTRODUCED NOVEMBER 15, 1982

By Assemblymen KELLY, SCHUBER, D. GALLO, WEIDEL, HARDWICK, Assemblywoman MUHLER, Assemblymen VILLANE, KERN, Assemblywoman BROWN, Assemblymen FRANKS, MEYER, HAINES, MILLER, PALAIA, MUZIANI, CHINNICI, BENNETT, SMITH, ALBOHN, GILL, BISHOP, WOLF, ZANGARI, VISOTCKY, HOLLENBECK, DORIA, CHARLES, GORMAN, KOSCO and MARKERT

AN ACT establishing a New Jersey jobs training program to be administered by the Department of Labor in cooperation with the Department of Human Services and other principal departments of State Government and making an appropriation therefor.

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

1 1. This act shall be known and may be cited as the "New Jersey  
2 Jobs Training Act."

1 2. a. The Legislature finds and declares that existing employ-  
2 ability development and job training programs do not adequately  
3 address the employment needs of many unemployed, underem-  
4 ployed, displaced and economically disadvantaged youth and adults.  
5 It is the purpose of this act to provide job training and employment  
6 opportunities for long term unemployed, underemployed, economi-  
7 cally disadvantaged, displaced workers and other appropriate seg-  
8 ments of the labor force which will result in an upgrading of their  
9 employment potential and income, and a corresponding decrease  
10 in dependence on public support. It is further the purpose of this  
11 act to provide for maximum feasible coordination of plans, pro-  
12 grams and activities under this act with both current and future  
13 federal legislation concerning employment and training programs.

14 b. To achieve the goals specified in subsection a, the Legislature  
15 declares it the policy of the State to provide job training programs  
16 which:

17 (1) Integrate classroom instruction with on-the-job training to  
18 develop opportunities for both entry level workers and employees  
19 needing upgrading of skills;

20 (2) Select appropriate skill areas for training so that individuals  
21 are trained for long term career oriented positions expected to be  
22 in the labor market;

23 (3) Allow workers with obsolete or inadequate skill to be up-  
24 graded while retaining current employment;

25 (4) Retrain workers displaced by technological change and plant  
26 closings to reclaim their place in the State's work force;

27 (5) Involve business and industry in the planning, operation and  
28 evaluation of training programs;

29 (6) Encourage and assist local educational agencies, vocational  
30 and technical schools and post-secondary institutions to coordinate  
31 their curricula and course selections with the changing needs of  
32 business and industry; and

33 (7) Develop programs to improve the existing apprenticeship  
34 system in the State.

1 3. As used in this act:

2 a. "Department" means the Department of Labor.

3 b. "Commissioner" means the Commissioner of the Department  
4 of Labor.

5 c. "Classroom training" means vocational or job related instruc-  
6 tion normally outside of the process of production or the course  
7 of rendering a service. Classroom training may also include basic  
8 education skills where needed to remediate weaknesses in a partici-  
9 pant's general educational preparation.

10 d. "On-the-job training" or "OJT" means job related instruction  
11 to participants who have been hired first by the employer. Such  
12 training occurs while the participant is engaged in productive work  
13 in order to provide the knowledge or skills essential to full job  
14 performance.

15 e. "Job search" means job seeking instruction, labor market in-  
16 formation, employability development planning and other job  
17 placement activities in a small group setting.

18 f. "Customized training" means classroom training or OJT, or  
19 both, which is tailored to the specific needs of the actual or poten-  
20 tial employer.

21 g. "Underemployed" means persons working part-time but  
22 actively seeking full-time work or persons working full-time. These  
23 persons must be earning wages substantially below the median  
24 salary for others in the labor force with similar qualifications and  
25 experience.

1 4. The commissioner shall carry out the provisions of this act  
2 and adopt rules, regulations and guidelines as necessary to imple-  
3 ment and administer the program. The commissioner may enter  
4 into financial agreements with State agencies, units of local govern-  
5 ment, local education agencies, vocational technical schools, com-  
6 munity colleges, trade schools, business firms, employee organiza-  
7 tions, trade associations, colleges and universities, community based  
8 organizations, private industry councils or their successor organi-  
9 zations, or other providers of employment and training services in  
10 order to establish and maintain programs and services under this  
11 act.

1 5. In order to be eligible for services under this act, individuals  
2 shall meet at least one of the following criteria:

3 a. Workers who are currently receiving public assistance as a  
4 supplement to their income.

5 b. Workers who were recently eliminated from the public assist-  
6 ance roles because their gross incomes exceed 150% of the grant  
7 standard.

8 c. Workers who are eligible for public assistance but are not  
9 receiving it because they have not applied.

10 d. Workers who are displaced or who may be displaced because  
11 of plant closings, technological change and modifications in product  
12 line.

13 The commissioner is authorized to add other segments of the  
14 labor force to the above eligibility criteria when he determines that  
15 changing labor market conditions justify the inclusion of such  
16 groups.

17 The Department of Human Services or its appropriate designee  
18 shall certify to the department, the eligibility of all applicants  
19 seeking services and claiming eligibility under subsections a, b,  
20 and c above. The department is responsible for determining the  
21 eligibility for applicants seeking services and claiming eligibility  
22 under subsection d. The department is authorized to obtain perti-  
23 nent information concerning the applicant or employment history  
24 from any other State agency in order to determine eligibility for  
25 services. Information concerning the applicant or the employer  
26 shall be used only for determining eligibility and shall be otherwise  
27 considered confidential unless the information is generally avail-  
28 able to the public.

1 6. The commissioner shall develop a coordinated delivery system  
2 for training and placement of eligible applicants including but not  
3 limited to the following activities:

4 a. Outreach to make persons aware of the availability of employ-

5 ment and training services and encourage eligible applicants to  
6 use such services;

7 b. Counseling, orientation and assessment to assist individuals  
8 in selecting an occupation, making a career change or adjusting to  
9 changes in the workplace;

10 c. Job search to assist applicants in obtaining employment;

11 d. Classroom training to prepare persons to enter the labor  
12 market or to qualify them for more productive job opportunities  
13 and increased earnings;

14 e. On-the-job training to provide training at the workplace while  
15 the participant is engaged in productive work for the employer.  
16 OJT shall be operated on a hire first principle requiring an em-  
17 ployment commitment prior to the start of the program;

18 f. Upgrading to provide career advancement opportunities to  
19 employed participants either with the current employer or in  
20 preparation for new employment: upgrading may include any ap-  
21 propriate combination of component activities;

22 g. Customized training to help expand the State workforce  
23 through training and retraining activities requested by industry;

24 h. On-site training to integrate classroom instruction with OJT  
25 in a three party agreement among the department, a local educa-  
26 tional institution and a cooperating employer;

27 i. Job retention training to improve the work attitudes of entry  
28 level workers in order to increase their potential for continued  
29 employment and advancement;

30 j. Supportive services to enable participation in employment and  
31 training activities to be coordinated with the Department of Human  
32 Services. To the extent possible such services may be provided  
33 from resources available outside of this act. Supportive services  
34 include, but are not limited to child care, transportation, health care,  
35 family counseling, housing assistance and financial management;

36 k. Apprenticeship or comparable high skill training programs  
37 for occupations where such programs do not exist in a given labor  
38 market area;

39 l. Post-termination services to enable participants to retain em-  
40 ployment including, but not limited to, follow-up counseling and  
41 supportive services which should not normally exceed 90 days; and

42 m. Experimental programs in "growth industries" involving  
43 private employers, government and education where a "match"  
44 from the private sector would be required. The match could be  
45 cash or in-kind or a combination of both.

1 7. Program enrollees are not employees of the State. The com-  
2 missioner shall arrange for appropriate insurance coverage for all

3 program enrollees with the exception of those who are employees  
4 of a participating firm. In those cases, the firm shall be responsible  
5 for assuring that each enrollee on its payroll is covered by worker's  
6 compensation during all program activities.

1 8. a. Of the funds appropriated annually for activities under this  
2 act, up to 6% may be available to the department for the costs of  
3 administration and program management. Such administrative  
4 costs shall include necessary staff and nonpersonnel services for  
5 the direct management of the program as well as the costs in-  
6 volved in developing and maintaining program coordination with  
7 other principal departments of State government.

8 b. At least 94% of the funds appropriated annually for this act  
9 shall be used to finance the actual training components and activi-  
10 ties developed under this act.

11 (1) The commissioner may retain up to 25% of these funds for  
12 needs that are determined to be Statewide in impact or created by  
13 extraordinary local economic conditions.

14 (2) At least 75% of these funds shall be available for joint plan-  
15 ning between the department and the administrative entity in ser-  
16 vice delivery areas, as defined in the federal Job Training Part-  
17 nership Act of 1982 (Pub. L. 97-300).

18 c. Providers of classroom training shall be entitled to reimburse-  
19 ment of costs attributable to the provision of training. Such costs  
20 consist of goods and services that directly affect program partici-  
21 pants, as well as the costs of managing the training program. The  
22 commissioner may elect to enter into training agreement on a  
23 tuition basis where the course of study is available to qualified  
24 members of the public. The commissioner is authorized to negoti-  
25 ate agreements for class size training at any tuition rate acceptable  
26 to the provider institution not to exceed the generally applicable  
27 tuition and fees.

28 d. Employers entering into OJT agreements shall be entitled to  
29 reimbursement of the extraordinary costs of training including  
30 supervision, lost production time and waste of materials and sup-  
31 plies. Such extraordinary costs, for purposes of this act, shall be  
32 based upon a fixed unit cost of 50% of the participant's wages not  
33 including fringe benefits. The length of time for which OJT pay-  
34 ments may be made for the training of a given individual shall not  
35 exceed the period of time generally required for training for the  
36 particular occupation involved. The commissioner shall publish  
37 standard procedures for determining the length of OJT agreements  
38 with an explanation of the methods used. OJT agreements shall  
39 provide for participant wages at rates considered by the depart-

40 ment to be reasonable in that occupation for the labor market area  
41 involved taking into consideration the skill level of the enrollee.  
42 OJT agreements integrating classroom training activity may pro-  
43 vide for 100% wage reimbursement for time spent in the classroom  
44 component off the worksite as well as cost reimbursement of actual  
45 training expenditures.

46 e. Cost reimbursement for on-site training shall include payment  
47 to the educational facility of all expenses associated with manage-  
48 ment and operation of program activities. Such costs may include  
49 enrollment fees for academic instruction, insurance coverage and  
50 faculty supervision of trainee progress.

51 f. Training and other related activities financed under paragraph  
52 (2) of subsection 8b. shall be planned jointly between the depart-  
53 ment and the administrative entity in the service delivery areas as  
54 defined in the federal Job Training Partnership Act of 1982.

1 9. a. The department shall maintain adequate records indicating  
2 the activities and services provided for each program enrollee in-  
3 cluding documentation of program eligibility, chronology of com-  
4 ponent participation, job development and placement efforts.

5 b. The commissioner shall maintain necessary financial records  
6 to support all program expenditures including administrative costs,  
7 training costs and enrollee costs. Such records shall include com-  
8 plete records of all financial agreements approved by the commis-  
9 sioner for the provision of training, goods or services by other State  
10 agencies as well as outside contractors.

11 c. The commissioner shall provide for an annual audit of all  
12 contracts and agreements financed by this act. Such audits may be  
13 conducted by department personnel or a qualified independent ac-  
14 counting firm except that any contractor operating agreements  
15 valued in excess of \$100,000.00 in any fiscal year shall be audited  
16 by an independent accounting firm. The commissioner shall consult  
17 with the Director of the Division of State Auditing to determine  
18 the most effective auditing plan.

1 10. a. Any disputes or delays in the joint planning process de-  
2 scribed in subsection 8.f. shall be resolved by the commissioner, in  
3 order to ensure the effective and efficient administration of pro-  
4 grams under this act.

5 b. The commissioner shall provide for a system of ongoing pro-  
6 gram evaluation to improve the effectiveness of programs funded  
7 under this act. Such evaluations shall measure the costs and bene-  
8 fits of program components and activities in relation to projected  
9 savings in income transfer payments, increases in tax revenues  
10 resulting from job placement, retention, and upgrading, and the

11 value of such programs in attracting new industry and retraining  
12 the State's workforce. A preliminary report on program start-up  
13 shall be submitted to the respective Labor committees of the Senate  
14 and General Assembly by the end of the quarter following the  
15 initial six months of program operation. Subsequent annual re-  
16 ports shall be submitted by September 30 for each fiscal year's  
17 activity including longer range studies of results of prior year's  
18 programs.

1 11. A sum of \$8,000,000.00 from the Unemployment Insurance  
2 Auxiliary Fund is appropriated for this program.

1 12. This act shall take effect on November 1, 1982, or if enacted  
2 after that date, on the first day of the month following enactment  
3 thereafter.

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#### STATEMENT

This bill would enact the "New Jersey Jobs Training Act" which would declare that existing employability development and job training programs do not adequately address the employment needs of many unemployed, underemployed, displaced and economically disadvantaged youth and adults. It is the purpose of the bill to provide job training and employment opportunities for long term unemployed, underemployed, economically disadvantaged and displaced workers and other appropriate segments of labor force. These activities will result in an upgrading of employment potential and income, and a corresponding decrease in dependence on public support. It is further the purpose of this bill to provide for the maximum feasible coordination of plans, programs, and activities under this bill with both current and future federal employment and training legislation.

A preliminary report on program start-up shall be submitted to the appropriate committees of the Legislature by the end of the quarter following the initial six months of program operation.

Subsequent annual reports shall be submitted by September 30 for each prior fiscal year's activity with respect to impact and cost-effectiveness of the program.

This bill appropriates the \$8,000,000.00 set aside in the Unemployment Insurance Auxiliary Fund in the appropriations act (P. L. 1982, c. 49) for this program.

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**ASSEMBLY, No. 2146**

**STATE OF NEW JERSEY**

INTRODUCED NOVEMBER 15, 1982

By Assemblymen BROWN, VISOTCKY, THOMPSON, PATERO,  
PATERNITI, ZANGARI and Assemblywoman GARVIN

AN ACT to establish a program for job training to be administered by the Job Opportunity Board in the Department of Commerce and Economic Development, and making an appropriation therefor.

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

1 1. This act shall be known and may be cited as "The Job Training  
2 Act of 1982."

1 2. The Legislature hereby finds and declares that it is in the  
2 interest of the State to encourage the development of a skilled labor  
3 force to attract new industry and to retain industry which is  
4 presently located in this State; that to accomplish this, the State  
5 must enter into a partnership with private industry in order that the  
6 needs of both might best be met through the establishment of a job  
7 training program which is specifically tailored to an industry's  
8 needs and which is funded by both the public and private sectors.

1 3. For the purposes of this act:

2 "Approved organization" means a public institution of higher  
3 education, any vocational school licensed or approved by the De-  
4 partment of Education or by the State Department of Higher  
5 Education, or any qualified non-profit economic development  
6 organization.

1 4. A board, to be known as the "Job Opportunity Board," is  
2 established in the Department of Commerce and Economic Develop-  
3 ment. The board shall consist of nine members. Five members shall



4 be appointed by the Governor, three of whom shall represent the  
5 executive branch of government, one of whom shall represent the  
6 private sector, and one of whom shall represent organized labor.  
7 The President of the Senate and Speaker of the General Assembly  
8 shall each appoint two members. Initially, three of the members  
9 appointed by the Governor shall be appointed for a term of one  
10 year, two of the members to be appointed by the Governor shall be  
11 appointed for a term of three years, and two of the members  
12 appointed by the President of the Senate and two of the members  
13 appointed by the Speaker of the General Assembly shall be  
14 appointed for a term of two years. Thereafter, each member shall  
15 serve for a term of three years from the date of his appointment  
16 and until his successor is selected and qualified. Vacancies resulting  
17 from causes other than the expiration of term shall be filled for the  
18 unexpired term only and shall be filled in the same manner as the  
19 original appointments were made. All members of the board shall  
20 serve without compensation but they shall be reimbursed for all  
21 necessary expenses incurred in the performance of their duties.

1 5. The board may employ any administrative or clerical person-  
2 nel which it deems necessary to carry out its duties under the act.  
3 The board shall select from among its members a chairman and  
4 shall also select a secretary who need not be a member of the board.

1 6. The board shall establish criteria for the establishment of job  
2 training programs and for awarding grants for any job training  
3 program established pursuant to the provisions of this act. In  
4 establishing criteria for the awarding of the grants, the board shall  
5 give priority to applications for job training or retraining in  
6 association with the entry of new businesses into New Jersey or in  
7 connection with New Jersey businesses which plan to expand their  
8 work force.

1 7. The board shall establish criteria for the selection of candi-  
2 dates for job training, and shall give priority to those candidates  
3 who have been displaced as a result of the closing, relocation, or  
4 reduction in the work force of any business located in New Jersey,  
5 and to those who are unemployed. The board may, in consultation  
6 with the Commissioner of Labor, utilize the resources of the  
7 Division of Employment Services or other suitable agencies or  
8 organizations to select candidates for the job training program  
9 established pursuant to the provisions of this act.

1 8. Any business, located or to be located in New Jersey, may  
2 apply to any regional private industry council established pursuant  
3 to the provisions of federal law for the establishment of a job train-  
4 ing program. The application shall identify the specific jobs for

5 which training is required and the applying business and the private  
6 industry council shall jointly establish standards for the proposed  
7 job training program. The council shall review the application in  
8 accordance with the criteria established pursuant to section 6 of this  
9 act by the Job Opportunity Board. If the application meets this  
10 criteria, the council shall solicit proposals from approved organiza-  
11 tions to conduct the training program and shall forward the applica-  
12 tion and the proposal to the Job Opportunity Board for its review.

1 9. The Job Opportunity Board may approve an application for  
2 the establishment of a job training program to provide for the  
3 training of prospective employees, provided that:

4 a. The employer shall agree in writing to pay 50% of the cost  
5 required for the job training; and

6 b. The employer shall agree in writing, under terms established  
7 by the board, to employ any prospective employee who is to be  
8 trained and who satisfactorily completes a job training program  
9 established pursuant to the provisions of this act.

1 10. Upon approval of the application and the receipt of the em-  
2 ployer's guarantee as required by subsections a. and b. of section 9  
3 of this act, the board shall authorize a grant equal to 50% of the  
4 cost of the job training program, payable to the private industry  
5 council for disbursement to the approved organization. The Depart-  
6 ment of Commerce and Economic Development shall monitor the  
7 expenditure of funds under this act and evaluate the effectiveness  
8 of the job training programs established hereunder.

1 11. Any job training program established pursuant to this act  
2 shall supplement and not supplant any vocational training or  
3 apprenticeship program established by any employer or employee  
4 organization, nor any program already established by any approved  
5 organization.

1 12. There is appropriated from the amount which was reserved in  
2 the Unemployment Compensation Auxiliary Fund by P. L. 1982,  
3 c. 49, Department of Labor, item 54, Manpower and Employment  
4 Services, the sum of \$8,000,000.00 to the Department of Commerce  
5 and Economic Development for grants to be made pursuant to this  
6 act.

1 13. The act shall take effect immediately.

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#### STATEMENT

This bill provides for the establishment of a job training program which would be funded by the State and by private industry. Applications for job training for prospective employees would be

made through regional private industry councils. A State Job Opportunity Board would make the actual award. Contracts would be awarded through the private industry councils to colleges, vocational schools, and non-profit economic development organizations to conduct the job training.

The bill appropriates \$8,000,000.00 to the Department of Commerce and Economic Development; this money is currently held in the Unemployment Compensation Auxiliary Fund and designated to be used for job training.

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SENATE, No. 1901

STATE OF NEW JERSEY

INTRODUCED NOVEMBER 8, 1982

By Senators DiFRANCESCO, ORECHIO, GAGLIANO, GALLAGHER, FORAN, LIPMAN, BASSANO, HIRKALA, HURLEY, PAOLELLA, BUBBA, GORMLEY and STOCKMAN

Referred to Committee on State Government, Federal and Interstate Relations and Veterans Affairs

AN ACT establishing a New Jersey jobs training program to be administered by the Department of Labor in cooperation with the Department of Human Services and other principal departments of State Government and making an appropriation therefor.

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

1 1. This act shall be known and may be cited as the "New Jersey  
2 Jobs Training Act."

1 2. a. The Legislature finds and declares that existing employ-  
2 ability development and job training programs do not adequately  
3 address the employment needs of many unemployed, underem-  
4 ployed, displaced and economically disadvantaged youth and adults.  
5 It is the purpose of this act to provide job training and employment  
6 opportunities for long term unemployed, underemployed, economi-  
7 cally disadvantaged, displaced workers and other appropriate seg-  
8 ments of the labor force which will result in an upgrading of their  
9 employment potential and income, and a corresponding decrease  
10 in dependence on public support. It is further the purpose of this  
11 act to provide for maximum feasible coordination of plans, pro-  
12 grams and activities under this act with both current and future  
13 federal legislation concerning employment and training programs.

14 b. To achieve the goals specified in subsection a, the Legislature  
15 declares it the policy of the State to provide job training programs  
16 which:

17 (1) Integrate classroom instruction with on-the-job training to  
18 develop opportunities for both entry level workers and employees  
19 needing upgrading of skills;

20 (2) Select appropriate skill areas for training so that individuals  
21 are trained for long term career oriented positions expected to be  
22 in the labor market;

23 (3) Allow workers with obsolete or inadequate skill to be up-  
24 graded while retaining current employment;

25 (4) Retrain workers displaced by technological change and plant  
26 closings to reclaim their place in the State's work force;

27 (5) Involve business and industry in the planning, operation and  
28 evaluation of training programs;

29 (6) Encourage and assist local educational agencies, vocational  
30 and technical schools and post-secondary institutions to coordinate  
31 their curricula and course selections with the changing needs of  
32 business and industry; and

33 (7) Develop programs to improve the existing apprenticeship  
34 system in the State.

1 3. As used in this act:

2 a. "Department" means the Department of Labor.

3 b. "Commissioner" means the Commissioner of the Department  
4 of Labor.

5 c. "Classroom training" means vocational or job related instruc-  
6 tion normally outside of the process of production or the course  
7 of rendering a service. Classroom training may also include basic  
8 education skills where needed to remediate weaknesses in a partici-  
9 pant's general educational preparation.

10 d. "On-the-job training" or "OJT" means job related instruction  
11 to participants who have been hired first by the employer. Such  
12 training occurs while the participant is engaged in productive work  
13 in order to provide the knowledge or skills essential to full job  
14 performance.

15 e. "Job search" means job seeking instruction, labor market in-  
16 formation, employability development planning and other job  
17 placement activities in a small group setting.

18 f. "Customized training" means classroom training or OJT, or  
19 both, which is tailored to the specific needs of the actual or poten-  
20 tial employer.

21 g. "Underemployed" means persons working part-time but  
22 actively seeking full-time work or persons working full-time. These  
23 persons must be earning wages substantially below the median  
24 salary for others in the labor force with similar qualifications and  
25 experience.

1 4. The commissioner shall carry out the provisions of this act  
2 and adopt rules, regulations and guidelines as necessary to imple-  
3 ment and administer the program. The commissioner may enter  
4 into financial agreements with State agencies, units of local govern-  
5 ment, local education agencies, vocational technical schools, com-  
6 munity colleges, trade schools, business firms, employee organiza-  
7 tions, trade associations, colleges and universities, community based  
8 organizations, private industry councils or their successor organi-  
9 zations, or other providers of employment and training services in  
10 order to establish and maintain programs and services under this  
11 act.

1 5. In order to be eligible for services under this act, individuals  
2 shall meet at least one of the following criteria:

3 a. Workers who are currently receiving public assistance as a  
4 supplement to their income.

5 b. Workers who were recently eliminated from the public assist-  
6 ance roles because their gross incomes exceed 150% of the grant  
7 standard.

8 c. Workers who are eligible for public assistance but are not  
9 receiving it because they have not applied.

10 d. Workers who are displaced or who may be displaced because  
11 of plant closings, technological change and modifications in product  
12 line.

13 The commissioner is authorized to add other segments of the  
14 labor force to the above eligibility criteria when he determines that  
15 changing labor market conditions justify the inclusion of such  
16 groups.

17 The Department of Human Services or its appropriate designee  
18 shall certify to the department, the eligibility of all applicants  
19 seeking services and claiming eligibility under subsections a, b,  
20 and c above. The department is responsible for determining the  
21 eligibility for applicants seeking services and claiming eligibility  
22 under subsection d. The department is authorized to obtain perti-  
23 nent information concerning the applicant or employment history  
24 from any other State agency in order to determine eligibility for  
25 services. Information concerning the applicant or the employer  
26 shall be used only for determining eligibility and shall be otherwise  
27 considered confidential unless the information is generally avail-  
28 able to the public.

1 6. The commissioner shall develop a coordinated delivery system  
2 for training and placement of eligible applicants including but not  
3 limited to the following activities:

4 a. Outreach to make persons aware of the availability of employ-

5 ment and training services and encourage eligible applicants to  
6 use such services;

7 b. Counseling, orientation and assessment to assist individuals  
8 in selecting an occupation, making a career change or adjusting to  
9 changes in the workplace;

10 c. Job search to assist applicants in obtaining employment;

11 d. Classroom training to prepare persons to enter the labor  
12 market or to qualify them for more productive job opportunities  
13 and increased earnings;

14 e. On-the-job training to provide training at the workplace while  
15 the participant is engaged in productive work for the employer.  
16 OJT shall be operated on a hire first principle requiring an em-  
17 ployment commitment prior to the start of the program;

18 f. Upgrading to provide career advancement opportunities to  
19 employed participants either with the current employer or in  
20 preparation for new employment; upgrading may include any ap-  
21 propriate combination of component activities;

22 g. Customized training to help expand the State workforce  
23 through training and retraining activities requested by industry;

24 h. On-site training to integrate classroom instruction with OJT  
25 in a three party agreement among the department, a local educa-  
26 tional institution and a cooperating employer;

27 i. Job retention training to improve the work attitudes of entry  
28 level workers in order to increase their potential for continued  
29 employment and advancement;

30 j. Supportive services to enable participation in employment and  
31 training activities to be coordinated with the Department of Human  
32 Services. To the extent possible such services may be provided  
33 from resources available outside of this act. Supportive services  
34 include, but are not limited to child care, transportation, health care,  
35 family counseling, housing assistance and financial management;

36 k. Apprenticeship or comparable high skill training programs  
37 for occupations where such programs do not exist in a given labor  
38 market area;

39 l. Post-termination services to enable participants to retain em-  
40 ployment including, but not limited to, follow-up counseling and  
41 supportive services which should not normally exceed 90 days; and

42 m. Experimental programs in "growth industries" involving  
43 private employers, government and education where a "match"  
44 from the private sector would be required. The match could be  
45 cash or in-kind or a combination of both.

1 7. Program enrollees are not employees of the State. The com-  
2 missioner shall arrange for appropriate insurance coverage for all

3 program enrollees with the exception of those who are employees  
4 of a participating firm. In those cases, the firm shall be responsible  
5 for assuring that each enrollee on its payroll is covered by worker's  
6 compensation during all program activities.

1 8. a. Of the funds appropriated annually for activities under this  
2 act, up to 6% may be available to the department for the costs of  
3 administration and program management. Such administrative  
4 costs shall include necessary staff and nonpersonnel services for  
5 the direct management of the program as well as the costs in-  
6 volved in developing and maintaining program coordination with  
7 other principal departments of State government.

8 b. At least 94% of the funds appropriated annually for this act  
9 shall be used to finance the actual training components and activi-  
10 ties developed under this act.

11 (1) The commissioner may retain up to 25% of these funds for  
12 needs that are determined to be Statewide in impact or created by  
13 extraordinary local economic conditions.

14 (2) At least 75% of these funds shall be available for joint plan-  
15 ning between the department and the administrative entity in ser-  
16 vice delivery areas, as defined in the federal Job Training Part-  
17 nership Act of 1982 (Pub. L. 97-300).

18 c. Providers of classroom training shall be entitled to reimburse-  
19 ment of costs attributable to the provision of training. Such costs  
20 consist of goods and services that directly affect program partici-  
21 pants, as well as the costs of managing the training program. The  
22 commissioner may elect to enter into training agreement on a  
23 tuition basis where the course of study is available to qualified  
24 members of the public. The commissioner is authorized to negoti-  
25 ate agreements for class size training at any tuition rate acceptable  
26 to the provider institution not to exceed the generally applicable  
27 tuition and fees.

28 d. Employers entering into OJT agreements shall be entitled to  
29 reimbursement of the extraordinary costs of training including  
30 supervision, lost production time and waste of materials and sup-  
31 plies. Such extraordinary costs, for purposes of this act, shall be  
32 based upon a fixed unit cost of 50% of the participant's wages not  
33 including fringe benefits. The length of time for which OJT pay-  
34 ments may be made for the training of a given individual shall not  
35 exceed the period of time generally required for training for the  
36 particular occupation involved. The commissioner shall publish  
37 standard procedures for determining the length of OJT agreements  
38 with an explanation of the methods used. OJT agreements shall  
39 provide for participant wages at rates considered by the depart-



40 ment to be reasonable in that occupation for the labor market area  
41 involved taking into consideration the skill level of the enrollee.  
42 OJT agreements integrating classroom training activity may pro-  
43 vide for 100% wage reimbursement for time spent in the classroom  
44 component off the worksite as well as cost reimbursement of actual  
45 training expenditures.

46 e. Cost reimbursement for on-site training shall include payment  
47 to the educational facility of all expenses associated with manage-  
48 ment and operation of program activities. Such costs may include  
49 enrollment fees for academic instruction, insurance coverage and  
50 faculty supervision of trainee progress.

51 f. Training and other related activities financed under paragraph  
52 (2) of subsection 8b. shall be planned jointly between the depart-  
53 ment and the administrative entity in the service delivery areas as  
54 defined in the federal Job Training Partnership Act of 1982.

1 9. a. The department shall maintain adequate records indicating  
2 the activities and services provided for each program enrollee in-  
3 cluding documentation of program eligibility, chronology of com-  
4 ponent participation, job development and placement efforts.

5 b. The commissioner shall maintain necessary financial records  
6 to support all program expenditures including administrative costs,  
7 training costs and enrollee costs. Such records shall include com-  
8 plete records of all financial agreements approved by the commis-  
9 sioner for the provision of training, goods or services by other State  
10 agencies as well as outside contractors.

11 c. The commissioner shall provide for an annual audit of all  
12 contracts and agreements financed by this act. Such audits may be  
13 conducted by department personnel or a qualified independent ac-  
14 counting firm except that any contractor operating agreements  
15 valued in excess of \$100,000.00 in any fiscal year shall be audited  
16 by an independent accounting firm. The commissioner shall consult  
17 with the Director of the Division of State Auditing to determine  
18 the most effective auditing plan.

1 10. a. Any disputes or delays in the joint planning process de-  
2 scribed in subsection 8.f. shall be resolved by the commissioner, in  
3 order to ensure the effective and efficient administration of pro-  
4 grams under this act.

5 b. The commissioner shall provide for a system of ongoing pro-  
6 gram evaluation to improve the effectiveness of programs funded  
7 under this act. Such evaluations shall measure the costs and bene-  
8 fits of program components and activities in relation to projected  
9 savings in income transfer payments, increases in tax revenues  
10 resulting from job placement, retention, and upgrading, and the

11 value of such programs in attracting new industry and retraining  
12 the State's workforce. A preliminary report on program start-up  
13 shall be submitted to the respective Labor committees of the Senate  
14 and General Assembly by the end of the quarter following the  
15 initial six months of program operation. Subsequent annual re-  
16 ports shall be submitted by September 30 for each fiscal year's  
17 activity including longer range studies of results of prior year's  
18 programs.

1 11. A sum of \$8,000,000.00 from the Unemployment Insurance  
2 Auxiliary Fund is appropriated for this program.

1 12. This act shall take effect on November 1, 1982, or if enacted  
2 after that date, on the first day of the month following enactment  
3 thereafter.

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#### STATEMENT

This bill would enact the "New Jersey Jobs Training Act" which would declare that existing employability development and job training programs do not adequately address the employment needs of many unemployed, underemployed, displaced and economically disadvantaged youth and adults. It is the purpose of the bill to provide job training and employment opportunities for long term unemployed, underemployed, economically disadvantaged and displaced workers and other appropriate segments of labor force. These activities will result in an upgrading of employment potential and income, and a corresponding decrease in dependence on public support. It is further the purpose of this bill to provide for the maximum feasible coordination of plans, programs, and activities under this bill with both current and future federal employment and training legislation.

A preliminary report on program start-up shall be submitted to the appropriate committees of the Legislature by the end of the quarter following the initial six months of program operation.

Subsequent annual reports shall be submitted by September 30 for each prior fiscal year's activity with respect to impact and cost-effectiveness of the program.

This bill appropriates the \$8,000,000.00 set aside in the Unemployment Insurance Auxiliary Fund in the appropriations act (P. L. 1982, c. 49) for this program.

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ASSEMBLY COMMERCE AND INDUSTRY COMMITTEE

STATEMENT TO

ASSEMBLY COMMITTEE SUBSTITUTE FOR

**ASSEMBLY Nos. 2146, 2075 and  
SENATE No. 1901**

**STATE OF NEW JERSEY**

DATED: FEBRUARY 28, 1983

This bill, an Assembly Committee Substitute for Assembly Bill No. 2146, Assembly Bill No. 2075, and Senate Bill No. 1901, establishes a job training program. The program, which would utilize State, federal, and private funds, would be administered by the Commissioner of Labor in consultation with the New Jersey State Job Training Coordinating council established pursuant to the provisions of Executive Order 22 of December 3, 1982. In addition to the council, the commissioner would be permitted to consult with and use the services of regional private industry councils established under the federal Job Training Partnership Act.

Under the provisions of the bill, job training programs would be established through the collaboration of the State administrators of the program and private industry. A business would apply to the commissioner for the establishment of a program which would meet its particular needs. The application would identify the specific jobs for which training was required, and the commissioner and the applying business would jointly establish standards for the proposed training. If the proposal satisfactorily met the program standards approved by the commissioner, he would approve the program and, if necessary, solicit proposals from organizations which are approved by the Department of Education or the Department of Higher Education to conduct the program. These organizations could include any public and private secondary schools and colleges or vocational schools, or community based organizations, trade associations, or business firms which are appropriate and qualified to conduct the training programs. The commissioner is to encourage job training programs which are most economical to provide, such as apprenticeship and on-the-job training.

Except in the case of on-the-job training, in which there is a 50% employer match, the applying businesses would be required to pay at least 25% of the cost of the program; the remainder of the funds would be provided either by the State or by a combination of State and federal

funding depending upon the eligibility of the trainees for federal funding. In certain cases, the commissioner could reduce the employer match if he deemed it appropriate, but in any case the employer match could not be less than 10%. If the commissioner chooses to permit employer matches under 25%, he may do so only if other job training programs have employer matches which exceed 25% to compensate for such reductions to the extent that the yearly overall average for the aggregate number of programs established under the act is maintained at 25%. The commissioner would be required to report annually to the Job Training Coordinating Council all employer matches below 25% which he has approved in the preceding year, and the reasons for the reductions. The bill restricts the administrative costs of the program to 6% of the funds annually appropriated.

The commissioner would be charged with the establishment of criteria for candidates for job training. While the bill does not restrict the commissioner with respect to the selection of candidates for job training, he would be permitted to give priority to those workers who are unemployed, those who are currently receiving public assistance, those who were recently eliminated from public assistance rolls because their gross income exceeded 150% of the grant standard, workers who are eligible but who have not applied for public assistance, and workers who have been displaced because of plant closings.

The bill would permit State funding for certain supportive services, including child care and transportation.

The commissioner, in establishing criteria for the awarding of grants, would be required, where practicable to give priority to applications for job training or retraining associated with the entry of new businesses, or with the retention of existing businesses, or in connection with businesses which are planning to expand their work force in the State.

The bill would require disclosure statements to be filed annually by providers of services, such as colleges or trade schools, to ensure that the administrative costs of these programs are not inordinately high. The Department of Labor would be required to monitor the expenditure of funds under the act. The bill appropriates \$4,000,000.00.

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SENATE REVENUE, FINANCE AND APPROPRIATIONS  
COMMITTEE

STATEMENT TO

**SENATE, No. 1901**

with Senate committee amendment

**STATE OF NEW JERSEY**

DATED: JANUARY 31, 1983

Senate Bill No. 1901 Sea establishes a "New Jersey Jobs Training Act," the purpose of which is to provide job training and employment opportunities for long term unemployed, underemployed, economically disadvantaged, displaced workers, and other appropriate segments of the labor force which will result in an upgrading of their employment potential and income, and a corresponding decrease in dependence on public support.

Individuals eligible for services under this act have to meet at least one of the following criteria. They are:

- Individuals currently receiving public assistance,
- Individuals recently eliminated from public assistance roles because their gross incomes exceed 150% of the grant standard,
- Individuals eligible for public assistance but who have not applied,
- Individuals displaced from jobs because of plant closings, technological change, and modifications in product line,
- Other segments of the labor force when the Commissioner of Labor determines labor market conditions justifying their inclusion.

The commissioner is to develop and coordinate a system for training and placement of applicants that would include outreach, counseling, job searches, classroom training, on the job training, job retention training, supportive services such as health care, transportation, and family counseling and apprenticeship programs.

Of the total amount available, 6% of the funds may be used for administration costs and the balance to finance the actual training components and activities developed under the act.

Providers of classroom training shall be entitled to reimbursement of costs attributable to the provision of that training. Employers providing on the job training shall be reimbursed at a fixed unit cost based on 50% of the participant's wages not including fringe benefits.

The bill appropriates \$4,000,000.00 from the Unemployment Insurance Auxiliary Fund and shall take effect on the first day of the month following enactment.