

34:15E-1 to 34:15E-8

**LEGISLATIVE HISTORY CHECKLIST**  
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("Youth Transitions to Work  
Partnership Act")

**NJSA:** 34:15E-1 to 34:15E-8

**LAWS OF:** 1993 **CHAPTER:** 268

**BILL NO:** A2616

**SPONSOR(S)** Roma and R. Brown

**DATE INTRODUCED:** May 20, 1993

**COMMITTEE:** **ASSEMBLY:** Appropriations; Labor  
**SENATE:** Budget

**AMENDED DURING PASSAGE:** Yes Amendments during passage  
Third reprint enacted denoted by superscript numbers

**DATE OF PASSAGE:** **ASSEMBLY:** June 21, 1993  
**SENATE:** June 28, 1993

**DATE OF APPROVAL:** September 3, 1993

**FOLLOWING STATEMENTS ARE ATTACHED IF AVAILABLE:**

**SPONSOR STATEMENT:** Yes

**COMMITTEE STATEMENT:** **ASSEMBLY:** Yes 6-14-93 & 6-2-93  
**SENATE:** Yes

**FISCAL NOTE:** No

**VETO MESSAGE:** No

**MESSAGE ON SIGNING:** Yes

**FOLLOWING WERE PRINTED:**

**REPORTS:** No

**HEARINGS:** No

See newspaper clippings -- attached:

"Florio signs \$4M youth apprentice program bill," 9-4-93, Trenton Times.

"Florio signs job bill for high schoolers," 9-4-93, Trentonian.

KBG:pp

[THIRD REPRINT]  
ASSEMBLY, No. 2616

STATE OF NEW JERSEY

INTRODUCED MAY 20, 1993

By Assemblymen ROMA and R. BROWN

1 AN ACT creating the Youth Transitions to Work Partnership,  
2 making an appropriation <sup>3</sup>[and amending and] <sup>3</sup> supplementing  
3 Title 34 of the <sup>3</sup>[revised statutes] Revised Statutes and  
4 amending P.L.1992, c.43<sup>3</sup>.

5

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

8 1. (New section) This act shall be known and may be cited as  
9 the "Youth Transitions to Work Partnership Act."

10 2. (New section) The Legislature finds and declares that:

11 a. To succeed in the face of intensely competitive conditions,  
12 the economy of New Jersey requires the creation of a growing  
13 pool of highly trained, technologically sophisticated young workers,  
14 which can be achieved, in part, by providing greater opportunities  
15 and incentives for youths who in the past have not sought college  
16 education or even completed high school;

17 b. The potential value of work-based, hands-on learning to  
18 create that growing pool has been demonstrated by the high  
19 quality of the training and education provided by existing  
20 registered apprenticeship programs;

21 c. The benefits of apprenticeship training in creating a  
22 highly-skilled workforce, however, are limited to less than 3% of  
23 the workforce of the United States or this State, compared to  
24 more than two thirds of German workers;

25 d. In this State, as well as in this nation, most participants do  
26 not enter apprenticeship programs until six or more years after  
27 their graduation from high school;

28 e. Education and training for careers in skilled trades are  
29 unattractive to many high school students and their parents,  
30 because workers in those trades are rarely provided with the  
31 opportunities for life-long occupationally relevant learning and  
32 ongoing advancement that are commonplace in professional  
33 occupations;

34 f. The experience of German and Japanese schools and  
35 employers clearly demonstrates that all youth need a strong  
36 educational foundation in order to have the flexibility to succeed  
37 in the face of rapid economic change and that work-based  
38 learning is a necessary supplement to, but not a substitute for,  
39 high academic standards;

40 g. It is therefore an appropriate public purpose to establish a  
41 Youth Transitions to Work Partnership to establish new

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

Matter underlined thus is new matter.

Matter enclosed in superscript numerals has been adopted as follows:

<sup>1</sup> Assembly ALA committee amendments adopted June 3, 1993.

<sup>2</sup> Assembly AAP committee amendments adopted June 14, 1993.

<sup>3</sup> Assembly floor amendments adopted June 17, 1993.

1 apprenticeship programs for high-wage, high-skill, labor demand  
2 occupations and link those new programs and existing  
3 apprenticeship programs with secondary schools and institutions  
4 of higher education to provide effective transitions for high  
5 school graduates into those programs, while sustaining or  
6 enhancing educational standards, and to create opportunities for  
7 life-long occupationally relevant learning and ongoing career  
8 advancement for front-line workers, thereby motivating youth to  
9 greater success in secondary and post-secondary education.

10 3. (New section) As used in this act:

11 1"Apprenticeship Policy Committee" or "committee" means  
12 the New Jersey Apprenticeship Policy Committee which:

13 a. Was established by a written agreement of: the Bureau of  
14 Apprenticeship and Training in the U.S. Department of Labor; the  
15 State Department of Labor; and the State Department of  
16 Education; and

17 b. Consists of: the Assistant Commissioner, State Department  
18 of Education, Division of Adult and Occupational Education; the  
19 Director of Region II of the Bureau of Apprenticeship and  
20 Training <sup>2</sup>in the<sup>2</sup> U.S. Department of Labor; an assistant  
21 commissioner of the State Department of Labor; and a  
22 representative of the New Jersey State AFL-CIO.<sup>1</sup>

23 "Apprenticeship program" means a registered apprenticeship  
24 program providing to each trainee combined classroom and  
25 on-the-job training under the direct and close supervision of a  
26 highly skilled worker in an occupation recognized as an  
27 apprenticeable trade, and registered by the Bureau of  
28 Apprenticeship and Training of the U.S. Department of Labor and  
29 meeting the standards established by the bureau, or registered by  
30 a State apprenticeship agency recognized by the bureau.

31 "Labor demand occupation" means an occupation for which  
32 there is or is likely to be an excess of demand over supply for  
33 adequately trained workers, including, but not limited to, an  
34 occupation designated as a labor demand occupation by the New  
35 Jersey Occupational Information Coordinating Committee  
36 pursuant to section 12 of P.L.1992, c.43 (C.34:1A-78).

37 "Youth Transitions to Work Partnership" or "Partnership"  
38 means the Youth Transitions to Work Partnership established  
39 pursuant to section 4 of this act.

40 "Youth Transitions to Work Partnership <sup>1</sup>[Board]" Advisory  
41 Council"<sup>1</sup> or <sup>1</sup>["board]" "council"<sup>1</sup> means the Youth Transitions  
42 to Work Partnership <sup>1</sup>[Board] Advisory Council<sup>1</sup> established  
43 pursuant to section 8 of this act.

44 4. (New section) a. The Youth Transitions to Work  
45 Partnership is hereby established in, but not of, the Department  
46 of Labor. Notwithstanding any appropriations that are made to  
47 the Youth Transitions to Work Partnership from the revenues  
48 collected pursuant to section 2 of PL.1993, c.44 (C.34:15D-13),  
49 the Youth Transitions to Work Partnership is separate from the  
50 Workforce Development Partnership Program and not subject to  
51 the requirements of P.L.1992, c.43 (C.34:15D-1 et seq.).

52 b. The purpose of the Youth Transitions to Work Partnership is  
53 to facilitate effective transitions by youths to high-skill,  
54 high-wage employment in labor demand occupations with

1 long-term career potential and opportunities for occupationally  
2 relevant life-long learning, and thereby motivate youth to  
3 greater success in secondary and post-secondary education. To  
4 implement that purpose, the partnership shall provide consortia  
5 of businesses, business organizations, labor organizations and  
6 educational institutions with:

7 (1) Grants pursuant to section 5 of this act for the  
8 establishment of new apprenticeship programs in occupations or  
9 industries which do not currently have apprenticeship programs in  
10 this State; and

11 (2) Grants pursuant to sections 6 and 7 of this act to establish  
12 new programs to link education and higher education to either  
13 existing apprenticeship programs or new apprenticeship programs  
14 established pursuant to section 5 of this act.

15 c. All training, education or other services provided pursuant  
16 to this act shall be for careers in occupations which are labor  
17 demand occupations and have an average level of pay in the State  
18 which exceeds the average level of pay for all workers in the  
19 State.

20 d. Funds available in connection with the partnership shall not  
21 be used for activities which:

22 (1) Induce, encourage or assist: any displacement of currently  
23 employed workers by trainees, including partial displacement by  
24 means such as reduced hours of currently employed workers; any  
25 replacement of laid off workers by trainees; or any relocation of  
26 operations resulting in a loss of employment at a previous  
27 workplace;

28 (2) Replace, supplant, compete with or duplicate in any way  
29 existing approved apprenticeship programs; or

30 (3) Impair existing contracts for services or collective  
31 bargaining agreements, except that activities which would be  
32 inconsistent with the terms of a collective bargaining agreement  
33 may be undertaken with the written concurrence of the collective  
34 bargaining unit and employer who are parties to the agreement.

35 e. Any business <sup>1</sup>[employing apprentices] which has an  
36 individual working for it<sup>1</sup> under <sup>1</sup>[an apprenticeship] a<sup>1</sup> program  
37 established under a grant provided by the partnership shall be  
38 responsible for providing workers' compensation coverage for the  
39 <sup>1</sup>[apprentices] individual<sup>1</sup>.

40 5. (New section) a. To be eligible for a grant from the  
41 partnership, a consortium shall include:

42 (1) Each employer that employs apprentices in connection with  
43 the grant <sup>1</sup>or participates in developing or providing linkage  
44 services pursuant to section 6 of this act<sup>1</sup>;

45 (2) Each educational institution that provides classroom  
46 training or education to the apprentices or participates in  
47 developing or providing linkage services pursuant to sections 6 or  
48 7 of this act; and

49 (3) Any labor organization which represents workers employed  
50 by a participating employer.

51 b. The consortium may also include:

52 (1) Any business or trade organization representing the  
53 employer; and

54 (2) Any labor organization which represents workers in the

- 1 occupation for which the apprentices will be trained.
- 2 c. Each consortium applying for a grant from the partnership  
3 shall submit an application to the <sup>1</sup>[board] committee<sup>1</sup> in a form  
4 and manner prescribed <sup>1</sup>[in regulations adopted]<sup>1</sup> by the <sup>1</sup>[board]  
5 committee<sup>1</sup>. Each application from a consortium shall describe  
6 how each participant in the consortium will carry out its  
7 responsibilities in establishing a permanent apprenticeship  
8 program, including the role of each employer, educational  
9 institution and, where applicable, labor organization, in  
10 developing curriculum and occupation skill standards, the role of  
11 each employer in providing skilled workers as job coaches and  
12 mentors for apprentices and the role of each participant in  
13 establishing and operating related linkage programs pursuant to  
14 sections 6 or 7 of this act. The application shall include a  
15 comprehensive long-term human resource development plan from  
16 each participating employer and a commitment from <sup>1</sup>[the  
17 employer] participating employers<sup>1</sup> to continue participation in  
18 the apprenticeship program on a long-term basis significantly  
19 beyond the term of the grant.
- 20 d. Each <sup>1</sup>[ex officio]<sup>1</sup> member of the <sup>1</sup>[board] committee and  
21 each member of the council<sup>1</sup> may direct <sup>1</sup>or request<sup>1</sup> the  
22 department <sup>1</sup>or agency<sup>1</sup> that member represents on the <sup>1</sup>[board]  
23 committee or council<sup>1</sup> to provide whatever technical assistance  
24 the member deems appropriate in the preparation of an  
25 application by a consortium.
- 26 e. Each business, business organization, labor organization and  
27 educational institution included in a consortium applying for a  
28 grant shall be permitted to participate in planning for the use of  
29 grant moneys. No grant moneys shall be provided to a business  
30 employing workers represented by a labor organization without  
31 the written consent of both the business and the collective  
32 bargaining unit and, where no labor organization represents the  
33 employees, no grant shall be provided without the written consent  
34 of both the business and a labor organization, if any exists, which  
35 represents workers in the occupation for which the apprentices  
36 will be trained.
- 37 f. Grants <sup>3</sup>awarded pursuant to this section or sections 6 or 7  
38 of this act<sup>3</sup> shall be awarded by the <sup>1</sup>[board] committee, in  
39 consultation with the council,<sup>1</sup> based on <sup>1</sup>[its] the committee's<sup>1</sup>  
40 determination of which applying consortia are most likely to  
41 successfully create permanent new apprenticeship programs<sup>3</sup> in  
42 occupations or industries which do not currently have  
43 apprenticeship programs in this State<sup>3</sup> or <sup>3</sup>are most likely to  
44 successfully create<sup>3</sup> linkage programs for new or existing  
45 apprenticeship programs in compliance with the requirements of  
46 this act. <sup>3</sup>When considering applications for grants made  
47 pursuant to this section or sections 6 or 7 of this act, the  
48 committee shall give priority to any applicant which made a valid  
49 application to the Department of Education for a Youth  
50 Apprenticeship grant prior to June 15, 1993. The committee, the  
51 Department of Labor and the Department of Education shall  
52 provide assistance to the applicant in making whatever  
53 modifications are necessary to bring the application into  
54 compliance with the provisions of this act. If the occupation for

1 which training was to be provided under the Youth Apprenticeship  
2 grant application is not an occupation which currently has an  
3 apprenticeship program in this State, the committee, the  
4 Department of Labor and the Department of Education shall  
5 assist the applicant in modifying the application so that it  
6 provides for the creation of a new apprenticeship program.<sup>3</sup>

7 g. Except that a grant to establish linkage programs pursuant  
8 to sections 6 and 7 of this act for an existing apprenticeship  
9 program which shall provide funding only for the linkage  
10 programs, each grant to a consortium shall include <sup>1</sup>[all of the  
11 following]<sup>1</sup> subgrants <sup>1</sup>to each of the following consortium  
12 participants that seeks a subgrant<sup>1</sup>:

13 (1) A subgrant to each <sup>1</sup>participating<sup>1</sup> employer <sup>1</sup>[employing  
14 apprentices in connection with the grant]<sup>1</sup> to pay costs to the  
15 employer during the term of the grant related to the  
16 establishment or operation of the apprenticeship program and any  
17 associated linkage program established pursuant to sections 6 and  
18 7 of this act, except for the wages of apprentices <sup>1</sup>or student  
19 learners<sup>1</sup>, which shall be paid entirely by the employer. The  
20 costs paid by the subgrant may include, but are not limited to:  
21 employer costs of developing curriculum and occupation skill  
22 standards; employer costs of providing skilled workers as job  
23 coaches and mentors or other employer-sponsored services for  
24 apprentices <sup>1</sup>or student learners<sup>1</sup>, including tuition for classes at  
25 the option of the employer when not available from other  
26 sources; and <sup>1</sup>other<sup>1</sup> employer costs in establishing and operating  
27 related linkage programs pursuant to sections 6 or 7 of this act,  
28 including any employer involvement in counseling and  
29 recruitment efforts. These subgrants shall be administered by  
30 the <sup>1</sup>[Commissioner of Labor] committee<sup>1</sup> and shall be financed  
31 by moneys appropriated to the partnership pursuant to this act.  
32 A subgrant may also be provided pursuant to this paragraph to a  
33 participating labor organization which incurs costs related to the  
34 grant;

35 (2) A subgrant to each <sup>1</sup>participating<sup>1</sup> educational institution  
36 providing classroom training and education for apprentices under  
37 the grant to pay costs to the institution during the term of the  
38 grant related to the establishment or operation of the  
39 apprenticeship program, <sup>1</sup>[including all incurred] which may  
40 include, but are not limited to, staff and staff development  
41 costs,<sup>1</sup> costs of developing curriculum and occupational skill  
42 standards <sup>1</sup>, costs of child care for apprentices who are parents,  
43 and costs related to increased responsibilities for apprenticeship  
44 coordinators when not available from other sources<sup>1</sup>. These  
45 subgrants shall be financed by moneys appropriated to the  
46 partnership pursuant to this act and shall be administered by the  
47 <sup>1</sup>[Commissioner of Education, who] committee in consultation  
48 with the Chancellor of Higher Education, and the committee<sup>1</sup> is  
49 authorized to require such matching funds from the institution as  
50 the <sup>1</sup>[commissioner] committee<sup>1</sup> deems appropriate;

51 (3) A subgrant to each educational institution which  
52 participates in developing or operating any linkage program  
53 established pursuant to section 6 of this act to pay costs to the  
54 institution during the term of the grant related to the linkage

1 program <sup>1</sup>which may include, but are not limited to, staff and  
 2 staff development costs, costs of developing curriculum and  
 3 occupational skill standards, costs of child care for student  
 4 learners or apprentices who are parents, and costs related to  
 5 increased responsibilities for apprenticeship coordinators when  
 6 not available from other sources<sup>1</sup>. These subgrants shall be  
 7 financed by moneys appropriated to the partnership pursuant to  
 8 this act and shall be administered by the <sup>1</sup>[Commissioner of  
 9 Education, who] committee, which<sup>1</sup> is authorized to require such  
 10 matching funds from the institution as the <sup>1</sup>[commissioner]  
 11 committee<sup>1</sup> deems appropriate; and

12 (4) A subgrant to each <sup>1</sup>[institution of higher education]  
 13 educational institution<sup>1</sup> which participates in developing or  
 14 operating any linkage program established pursuant to section 7  
 15 of this act to pay costs to the institution during the term of the  
 16 grant related to the linkage program. These subgrants shall be  
 17 financed by moneys appropriated to the partnership pursuant to  
 18 this act and shall be administered by the <sup>1</sup>[Commissioner of  
 19 Education and] committee in consultation with<sup>1</sup> the Chancellor of  
 20 Higher Education, <sup>1</sup>[who are] and the committee is<sup>1</sup> authorized to  
 21 require such matching funds from the institution as <sup>1</sup>[they deem]  
 22 the committee deems<sup>1</sup> appropriate.

23 6. (New section) a. Each consortium which is awarded a grant  
 24 from the partnership shall establish a school-to-apprenticeship  
 25 linkage program for high school students, which shall include the  
 26 development of the curriculum which will best prepare students  
 27 to qualify for apprenticeships established under the grant, thus  
 28 encouraging high school completion and increasing graduation  
 29 rates. Grants may also be provided to a consortium pursuant to  
 30 this section to create new linkage programs for existing  
 31 apprenticeship programs. The linkage program may include  
 32 workplace experience, but not in violation of applicable child  
 33 labor standards, and shall not involve any reduction of the  
 34 classroom time of a participating student or of academic  
 35 standards. <sup>3</sup>The provisions of this section shall not be construed  
 36 as prohibiting nontraditional scheduling of classroom time.<sup>3</sup> If  
 37 the school-to-apprenticeship linkage program includes a  
 38 workplace experience component:

39 (1) The student shall be regarded as a student learner and  
 40 subject to the provisions of section <sup>1</sup>[5] 1<sup>1</sup> of P.L.1993, c. \_\_\_  
 41 (C. \_\_\_) (pending before the Legislature as Assembly Bill, No.  
 42 2619);

43 (2) The workplace experience component shall be regarded as  
 44 <sup>1</sup>[a]<sup>1</sup> cooperative vocational education <sup>1</sup>[program]<sup>1</sup> and subject to  
 45 the provisions of section <sup>1</sup>[5] 1<sup>1</sup> of P.L.1993, c. \_\_ (C. \_\_\_)(pending  
 46 before the Legislature as Assembly Bill, No. 2619); and

47 (3) Employers participating in the consortium who hire student  
 48 learners shall do so based on recommendations of the students'  
 49 educational institutions which give consideration to the overall  
 50 academic achievement of the students.

51 To the greatest extent permitted by federal law, a  
 52 participating employer shall also consider the overall academic  
 53 achievement of students when selecting apprentices under the  
 54 grant.

1       b. Each school-to-apprenticeship linkage program shall include  
2 1[a]1 counseling 1[and] ,1 recruitment 1[component] , child care  
3 for student learners who are parents and other services as are  
4 needed<sup>1</sup> to maximize program participation by women and  
5 minority-group members who are economically disadvantaged  
6 individuals, have barriers to employment, or both. The objectives  
7 of 1[this component] these services<sup>1</sup> shall include increasing the  
8 success of women in nontraditional employment and encouraging  
9 greater academic achievement among at-risk and other students.

10       7. (New section) Each consortium which is awarded a grant  
11 from the partnership shall establish a program which provides the  
12 option of linkages from apprenticeship to subsequent  
13 post-secondary education. Grants may also be provided to  
14 consortiums pursuant to this section to create new linkage  
15 programs for existing apprenticeship programs. Each  
16 participating educational institution in a consortium which is  
17 awarded a grant shall develop or modify the classroom curriculum  
18 for apprentices to make the classroom training applicable toward  
19 associate and baccalaureate degrees. In addition, participating  
20 educational institutions shall develop, to the extent feasible,  
21 articulation in post-secondary programs which provides  
22 participating apprentices with options to progress from  
23 apprenticeable trades to professional occupations. The purpose  
24 of the program is to enhance the prestige of education for skilled  
25 technical work by providing front-line workers with opportunities  
26 for life-long vocationally-relevant learning and advancement.

27       8. (New section) a. There is established in, but not of, the  
28 Department of Labor, the Youth Transitions to Work Partnership  
29 1[Board] Advisory Council<sup>1</sup> , which shall consist of 1[11] 2[13<sup>1</sup>]  
30 14<sup>2</sup> members as follows: the Commissioners of Labor and  
31 Education and the Chancellor of Higher Education, each of whom  
32 shall serve ex officio; 1the New Jersey State Director for the  
33 Bureau of Apprenticeship and Training, U.S. Department of  
34 Labor;<sup>1</sup> and 1[eight] 2[nine<sup>1</sup>] 10<sup>2</sup> members, appointed by the  
35 Governor with the advice and consent of the Senate, including:  
36 1[four] three<sup>1</sup> representatives of private business in the State 1,  
37 two of which shall be representatives of small business and one of  
38 which shall be a representative of advanced technology business;  
39 an individual with experience in the delivery of education with a  
40 workbased learning component at an institution of higher  
41 education; an individual with experience in the delivery of  
42 vocational education at the secondary education level; an  
43 individual with experience in the delivery of academic education  
44 at the secondary education level; a representative of the New  
45 Jersey Educational Association;<sup>1</sup> 2a representative of the New  
46 Jersey School Boards Association;<sup>2</sup> and 1[four] two<sup>1</sup>  
47 representatives of labor organizations in the State. The 1[eight]  
48 2[nine<sup>1</sup>] 10<sup>2</sup> members appointed pursuant to this section shall be  
49 appointed for terms of five years, except that of the 1[eight]  
50 2[nine<sup>1</sup>] 10<sup>2</sup> members first appointed, 2[three] four<sup>2</sup> shall be  
51 appointed for five years, three shall be appointed for three years,  
52 and 1[two] three<sup>1</sup> shall be appointed for two years. Of the  
53 members appointed pursuant to this section, not more than  
54 1[four] five<sup>1</sup> shall be of the same political party, and each shall



1 hold office for the term of appointment and until his successor is  
2 appointed and qualified. Any member may be removed from  
3 office by the Governor, for cause, after a hearing and may be  
4 suspended by the Governor pending the completion of the  
5 hearing. A member appointed to fill a vacancy occurring prior to  
6 the expiration of the term shall have a term of appointment for  
7 the unexpired portion of the term only. All vacancies shall be  
8 filled in the same manner as the original appointment. Members  
9 of the <sup>1</sup>[board] council<sup>1</sup> shall serve without compensation, but  
10 shall be reimbursed for necessary expenses incurred in the  
11 performance of their duties as members.

12 b. The <sup>1</sup>[board] council<sup>1</sup> shall first organize itself upon the  
13 appointment of its members, and shall subsequently organize  
14 itself annually. In organizing itself, the <sup>1</sup>[board] council<sup>1</sup> shall  
15 elect a chairperson and vice-chairperson from among its  
16 members. Each member shall be entitled to one vote on all  
17 matters which may come before the <sup>1</sup>[board] council<sup>1</sup>. No  
18 determination, decision or action of the <sup>1</sup>[board] council<sup>1</sup> shall be  
19 made or taken unless a majority of the members votes in favor of  
20 the action.

21 c. The purposes of the <sup>1</sup>[board] council<sup>1</sup> are to review  
22 applications for grants from the partnership <sup>1</sup>[to determine] and  
23 consult with the committee in the committee's determination  
24 of<sup>1</sup> which grants to award and <sup>1</sup>[to coordinate] in the  
25 committee's coordination of<sup>1</sup> the activities in connection with  
26 the partnership of the <sup>1</sup>[three departments represented by its ex  
27 officio members] Departments of Labor, Education and Higher  
28 Education<sup>1</sup>. The <sup>1</sup>[board] committee and the council<sup>1</sup> shall be  
29 entitled to call to <sup>1</sup>[its] their<sup>1</sup> assistance and avail <sup>1</sup>[itself]  
30 themselves<sup>1</sup> of services of employees of those departments as  
31 <sup>1</sup>[it] the committee<sup>1</sup> deems necessary in order to perform <sup>1</sup>[its]  
32 the<sup>1</sup> duties <sup>1</sup>[of the committee and the council]<sup>1</sup>, within the limits  
33 of funds appropriated or otherwise made available to <sup>1</sup>[it] the  
34 committee and the council<sup>1</sup> for <sup>1</sup>[its] their<sup>1</sup> purposes. <sup>1</sup>The  
35 committee shall determine the allocation between the committee  
36 and council of the moneys provided to the committee and council  
37 pursuant to <sup>3</sup>[paragraph (4) of]<sup>3</sup> subsection b. of section 11 of this  
38 act.

39 [d. The board shall adopt rules and regulations to effectuate  
40 the purposes of this act pursuant to the provisions of the  
41 "Administrative Procedures Act," P.L.1968, c.410 (C.52:14B-1 et  
42 seq.).]<sup>1</sup>

43 9. (New section) The State Employment and Training  
44 Commission shall conduct an annual, comprehensive evaluation of  
45 the activities of the partnership and make an annual report to the  
46 Governor, the Legislature and the <sup>1</sup>[board] committee and the  
47 council<sup>1</sup> regarding the effectiveness of the partnership in  
48 implementing the purposes of this act during the previous State  
49 fiscal year. The report made by the commission pursuant to this  
50 section for the fiscal year ending June 30, 1996 shall be provided  
51 to the Governor, the Legislature and the <sup>1</sup>[board] committee and  
52 the council<sup>1</sup> not later than December 31, 1996 and shall include  
53 an assessment of the appropriateness of continuing or expanding  
54 the partnership and, if the commission determines that the

1 partnership should be continued or expanded, draft legislation to  
 2 do so, which shall include any modifications in this act or other  
 3 law deemed appropriate by the commission, including possible  
 4 modifications of P.L.1992, c.44 (C.34:15D-12 et seq.) to increase  
 5 funding of the partnership and the possible provision of ongoing  
 6 funding by the partnership of apprenticeship programs, linkage  
 7 programs or both.

8 10. Section 9 of P.L.1992, c.43 (C.34:15D-9) is amended to  
 9 read as follows:

10 9. A restricted, nonlapsing, revolving Workforce Development  
 11 Partnership Fund, to be managed and invested by the State  
 12 Treasurer, is hereby established to: provide employment and  
 13 training services to qualified displaced, disadvantaged and  
 14 employed workers by means of training grants or customized  
 15 training services; [and] provide for the other costs indicated in  
 16 subsection a. of section 4 of this act; and facilitate the provision  
 17 of education and training to youth by means of grants provided by  
 18 the Youth Transitions to Work Partnership pursuant to the  
 19 provisions of P.L.1993, c. (C. ) (pending before the  
 20 Legislature as this bill). All appropriations to the fund, all  
 21 interest accumulated on balances in the fund and all cash  
 22 received for the fund from any other source shall be used solely  
 23 for the purposes specifically delineated by this act.

24 Beginning January 1, 1995, and for all subsequent calendar  
 25 years, the balance in the fund as of the previous December 31, as  
 26 determined in accordance with generally accepted accounting  
 27 principles, shall not exceed 1.5 times the amount of contributions  
 28 deposited for the calendar year then ended. If the balance  
 29 exceeds this amount, the excess shall be deposited into the  
 30 unemployment compensation fund within seven business days of  
 31 the date that the determination is made.

32 (cf: P.L.1992, c.43, s.9)

33 11. a. There is appropriated <sup>1</sup>[\$5,500,000] \$4,000,000<sup>1</sup> to the  
 34 Youth Transitions to Work Partnership as follows:

35 (1) \$2,500,000 from the revenues collected pursuant to section  
 36 2 of P.L.1993, c.44 (C.34:15D-13);

37 (2) <sup>1</sup>[\$1,500,000] \$500,000<sup>1</sup> from the funds allotted to New  
 38 Jersey pursuant to subparagraphs (A), (B) and (C) of subsection  
 39 (a)(2) of 29 U.S.C. §1533 for school-to-work transition services,  
 40 literacy and lifelong learning services and programs to train,  
 41 place and retain women in nontraditional employment;

42 (3) <sup>1</sup>[\$900,000] \$400,000<sup>1</sup> from the funds allotted to New  
 43 Jersey pursuant to Title II of the Carl D. Perkins Vocational and  
 44 Applied Technology <sup>2</sup>Education<sup>2</sup> Act (20 U.S.C. §2331 et seq.);

45 (4) \$300,000 from the funds allotted to New Jersey pursuant to  
 46 Part E of Title III of the Carl D. Perkins Vocational and Applied  
 47 Technology <sup>2</sup>Education<sup>2</sup> Act (20 U.S.C. §2394 et seq.); and

48 (5) \$300,000 from funds allotted to New Jersey pursuant to  
 49 subsection (a)(2)(D) of 29 U.S.C. §1533 to facilitate coordination  
 50 of education and training services.

51 b. Of the amount appropriated to the program pursuant to  
 52 subsection a. of this section <sup>3</sup>[:

53 (1) Not less than<sup>3</sup> <sup>1</sup>[\$1,500,000] <sup>2</sup>[\$1,000,000]<sup>1</sup> <sup>3</sup>[25%<sup>2</sup> shall be  
 54 used for subgrants provided to employers pursuant to paragraph

1 (1) of subsection g. of section 5 of this act;

2 (2) Not less than<sup>3</sup> <sup>1</sup>[\$1,500,000] <sup>2</sup>[\$1,000,000<sup>1</sup>] <sup>3</sup>[25%<sup>2</sup> shall be

3 used for subgrants provided to educational institutions pursuant

4 to paragraphs (2) and (3) of subsection g. of section 5 of this act;]<sup>3</sup>

5 <sup>1</sup>[(2)] <sup>3</sup>[(3)<sup>1</sup> Not less than]<sup>3</sup> <sup>1</sup>[\$300,000] <sup>2</sup>[\$200,000<sup>1</sup>] <sup>3</sup>[5%<sup>2</sup>

6 shall be used for subgrants provided to <sup>1</sup>educational<sup>1</sup>

7 institutions]<sup>3</sup> <sup>1</sup>[of higher education]<sup>1</sup> <sup>3</sup>[pursuant to paragraph (4)

8 of subsection g. of section 5 of this act; and]<sup>3</sup>

9 <sup>1</sup>[(3)] <sup>3</sup>[(4)<sup>1</sup>]<sup>3</sup> <sup>2</sup>[\$300,000] <sup>3</sup>[Not] , not<sup>3</sup> more than 7.5%<sup>2</sup> shall

10 be used for expenses incurred by the <sup>1</sup>[Youth Transitions to Work

11 Partnership Board] committee and the council in carrying out

12 their responsibilities<sup>1</sup> pursuant to <sup>1</sup>sections 5 and 8 of<sup>1</sup> this act.

13 c. The Governor<sup>1</sup> , the State Board of Education, the Board of

14 Higher Education, the Commissioners of Labor and Education<sup>1</sup>

15 and the <sup>1</sup>[ex officio members of the board] Chancellor of Higher

16 Education,<sup>1</sup> shall, in a timely manner, make whatever

17 amendments, modifications or other adjustments to any plans,

18 agreements or other documents submitted to the <sup>2</sup>relevant

19 agencies of the<sup>2</sup> federal government are necessary <sup>2</sup>to obtain

20 approval for use of federal funds<sup>2</sup> to implement the provisions of

21 this act. <sup>2</sup>Any appropriation of funds pursuant to paragraphs (3)

22 or (4) of subsection a. of this section shall be subject to

23 certification by the relevant federal agency that the agency has

24 determined that the use of federal funds for the partnership is

25 permitted by federal law, if that determination is necessary to

26 prevent the loss of those funds to the State. In any case in which

27 funds appropriated pursuant to paragraphs (2), (3), (4) or (5) of

28 subsection a. of this section are included in a grant provided by

29 the partnership, provisions shall be made to ensure that the

30 consortium receiving the grant shall comply with all relevant

31 requirements of federal law, including, but not limited to,

32 requirements regarding the selection and the qualifications of

33 trainees. In any case in which funds appropriated pursuant to

34 paragraphs (2) or (5) of subsection a. of this section, the

35 Department of Education shall enter into such agreements with

36 administrative entities in service delivery areas as are required

37 by federal law in connection with the use of those funds.<sup>2</sup>

38 Nothing in this section shall be construed as prohibiting the use of

39 other available funds to implement the purpose of this act,

40 including the use of those funds as matching funds for any

41 appropriation made pursuant to this section. <sup>1</sup>To the extent

42 possible, the committee shall obtain from consortium participants

43 non-federal matching funds as may be needed in connection with

44 the appropriations made pursuant to paragraphs (2) and (3) of

45 subsection a. of this section and may also obtain matching funds

46 from consortium participants in connection with appropriations

47 made pursuant to paragraphs (1) and (4) of subsection a. of this

48 section.<sup>1</sup>

49 <sup>3</sup>12. Section 4 of P.L.1992, c.43 (C.34:15D-4) is amended to

50 read as follows:

51 4. a. The Workforce Development Partnership Program is

52 hereby established in the Department of Labor and shall be

53 administered by the Commissioner of Labor. The purpose of the

54 program is to provide qualified displaced, disadvantaged and

1 employed workers with the employment and training services  
2 most likely to provide the greatest opportunity for long-range  
3 career advancement with high levels of productivity and earning  
4 power. To implement that purpose, the program shall provide  
5 those services by means of training grants or customized training  
6 services, to the extent that funding for the services is not  
7 available from federal or other sources. The commissioner is  
8 authorized to expend moneys from the Workforce Development  
9 Partnership Fund to provide the training grants or customized  
10 training services and provide for each of the following:

11 (1) The cost of counseling required pursuant to section 7 of  
12 [this act] of P.L.1992, c.43 (C.34:15D-7), to the extent that  
13 adequate funding for counseling is not available from federal or  
14 other sources;

15 (2) Reasonable administrative costs not to exceed 10% of the  
16 revenues collected pursuant to section 2 of P.L.1992, c.44  
17 (C.34:15D-13) during any one fiscal year, except for additional  
18 start-up administrative costs approved by the Director of the  
19 Office of Management and Budget during the first year of the  
20 program's operation;

21 (3) Reasonable costs, not exceeding 0.5% of the revenues  
22 collected pursuant to section 2 of P.L. of P.L.1992, c.44  
23 (C.34:15D-13) during any one fiscal year, as required by the State  
24 Employment and Training Commission to design criteria and  
25 conduct an annual evaluation of the program; and

26 (4) The cost of reimbursement to individuals for excess  
27 contributions pursuant to section 6 of P.L.1992, c.44  
28 (C.34:15D-17).

29 b. Not more than 10% of the moneys received by any service  
30 provider pursuant to this act shall be expended on anything other  
31 than direct costs to the provider of providing the employment and  
32 training services, which direct costs shall not include any  
33 administrative or overhead expense of the provider.

34 c. Training and employment services shall be provided to a  
35 worker who receives counseling pursuant to section 7 of [this act]  
36 of P.L.1992, c.43 (C.34:15D-7) only if the counselor who  
37 evaluates the worker pursuant to that section determines that the  
38 worker can reasonably be expected to successfully complete the  
39 training and education identified in the Employability  
40 Development Plan developed pursuant to that section for the  
41 worker.

42 d. All vocational training provided under this act:

43 (1) Shall be training which is likely to substantially enhance  
44 the individual's marketable skills and earning power; and

45 (2) Shall be training for a labor demand occupation, except  
46 for:

47 (a) Customized training provided to the present employees of a  
48 business which the commissioner deems to be in need of the  
49 training to prevent job loss caused by obsolete skills,  
50 technological change or national or global competition; or

51 (b) Customized training provided to employees at a facility  
52 which is being relocated from another state into New Jersey.

53 e. Not less than [30%] 27% of the total revenues dedicated to  
54 the program during any one fiscal year shall be reserved to

1 provide employment and training services for qualified displaced  
2 workers. Eight percent of the total revenues dedicated to the  
3 program during any one fiscal year shall be reserved to provide  
4 employment and training services for qualified disadvantaged  
5 workers. Not less than 3% of the total revenues dedicated to the  
6 program during any one fiscal year shall be reserved for  
7 occupational safety and health training.

8 f. Funds available under the program shall not be used for  
9 activities which induce, encourage or assist: any displacement of  
10 currently employed workers by trainees, including partial  
11 displacement by means such as reduced hours of currently  
12 employed workers; any replacement of laid off workers by  
13 trainees; or any relocation of operations resulting in a loss of  
14 employment at a previous workplace located in the State.

15 g. On the job training shall not be funded by the program for  
16 any employment found by the commissioner to be of a level of  
17 skill and complexity too low to merit training. The duration of on  
18 the job training funded by the program for any worker shall not  
19 exceed the duration indicated by the Specific Vocational  
20 Preparation Code developed by the United States Department of  
21 Labor for the occupation for which the training is provided and  
22 shall in no case exceed 26 weeks. The department shall set the  
23 duration of on the job training for a worker for less than the  
24 indicated maximum, when training for the maximum duration is  
25 not warranted because of the level of the individual's previous  
26 training, education or work experience. On the job training shall  
27 not be funded by the program unless it is accompanied,  
28 concurrently or otherwise, by whatever amount of  
29 classroom-based vocational training, remedial education or both,  
30 is deemed appropriate for the worker by the commissioner.

31 h. Employment and training services funded by the program  
32 shall not replace, supplant, compete with or duplicate in any way  
33 approved apprenticeship programs.

34 i. No activities funded by the program shall impair existing  
35 contracts for services or collective bargaining agreements,  
36 except that activities which would be inconsistent with the terms  
37 of a collective bargaining agreement may be undertaken with the  
38 written concurrence of the collective bargaining unit and  
39 employer who are parties to the agreement.<sup>3</sup>

40 (cf: P.L.1992, c.43, s.4)

41 <sup>3</sup>[12.] 13.<sup>3</sup> This act shall take effect immediately and shall  
42 expire on December 31, 1997.

43  
44  
45  
46  
47 Creates the Youth Transitions to Work Partnership; appropriates  
48 \$4 million.

1 unemployment compensation fund within seven business days of  
2 the date that the determination is made.

3 (cf: P.L.1992, c.43, s.9)

4 11. a. There is appropriated \$5,500,000 to the Youth  
5 Transitions to Work Partnership as follows:

6 (1) \$2,500,000 from the revenues collected pursuant to section  
7 2 of P.L.1993, c.44 (C.34:15D-13);

8 (2) \$1,500,000 from the funds allotted to New Jersey pursuant  
9 to subparagraphs (A), (B) and (C) of subsection (a)(2) of 29 U.S.C.  
10 §1533 for school-to-work transition services, literacy and  
11 lifelong learning services and programs to train, place and retain  
12 women in nontraditional employment;

13 (3) \$900,000 from the funds allotted to New Jersey pursuant to  
14 Title II of the Carl D. Perkins Vocational and Applied Technology  
15 Act (20 U.S.C. §2331 et seq.);

16 (4) \$300,000 from the funds allotted to New Jersey pursuant to  
17 Part E of Title III of the Carl D. Perkins Vocational and Applied  
18 Technology Act (20 U.S.C. §2394 et seq.); and

19 (5) \$300,000 from funds allotted to New Jersey pursuant to  
20 subsection (a)(2)(D) of 29 U.S.C. §1533 to facilitate coordination  
21 of education and training services.

22 b. Of the amount appropriated to the program pursuant to  
23 subsection a. of this section:

24 (1) Not less than \$1,500,000 shall be used for subgrants  
25 provided to employers pursuant to paragraph (1) of subsection g.  
26 of section 5 of this act;

27 (2) Not less than \$1,500,000 shall be used for subgrants  
28 provided to educational institutions pursuant to paragraphs (2)  
29 and (3) of subsection g. of section 5 of this act;

30 (2) Not less than \$300,000 shall be used for subgrants provided  
31 to institutions of higher education pursuant to paragraph (4) of  
32 subsection g. of section 5 of this act; and

33 (3) \$300,000 shall be used for expenses incurred by the Youth  
34 Transitions to Work Partnership Board pursuant to this act.

35 c. The Governor and the ex officio members of the board shall,  
36 in a timely manner, make whatever amendments, modifications  
37 or other adjustments to any plans, agreements or other  
38 documents submitted to the federal government are necessary to  
39 implement the provisions of this act. Nothing in this section shall  
40 be construed as prohibiting the use of other available funds to  
41 implement the purpose of this act, including the use of those  
42 funds as matching funds for any appropriation made pursuant to  
43 this section.

44 12. This act shall take effect immediately and shall expire on  
45 December 31, 1997.

46  
47  
48 STATEMENT

49  
50 This bill establishes a Youth Transitions to Work Partnership to  
51 establish new apprenticeship programs for high-wage, high-skill,  
52 labor demand occupations and link those new programs and  
53 existing apprenticeship programs with secondary schools and  
54 institutions of higher education both to provide, while sustaining

1 or enhancing educational standards, effective transitions for high  
2 school graduates into those programs and to create opportunities  
3 for life-long occupationally relevant learning and ongoing  
4 advancement for skilled front-line workers.

5 The partnership is charged with providing grants to consortia of  
6 businesses or business organizations, labor organizations and  
7 educational institutions for the establishment of new  
8 apprenticeship programs in occupations or industries which  
9 currently lack apprenticeship programs and grants for linkage  
10 programs between new or existing apprenticeship programs and  
11 educational institutions.

12 To be eligible for a partnership grant, a consortium is required  
13 to include each employer employing apprentices in connection  
14 with the grant, each educational institution providing training or  
15 education to the apprentices or providing linkage services, and  
16 any labor organization which represents workers employed by any  
17 participating employer. The consortium may also include a  
18 business organization representing the employers and labor  
19 organizations representing workers in the occupation for which  
20 the apprentices will be trained.

21 The bill requires that affected parties be permitted to  
22 participate in planning for the use of grant moneys and that their  
23 mutual consent be obtained before a grant is awarded.

24 The grants are to be awarded by a Youth Transitions to Work  
25 Partnership Board comprised of the Commissioners of Labor and  
26 Education, the Chancellor of Higher Education, four members  
27 representing business and four members representing organized  
28 labor. The board would award the grants based on its  
29 determination as to which applicants are most likely to  
30 successfully create permanent new apprenticeship programs or  
31 linkage programs for new and existing apprenticeship programs in  
32 high-skill, high-wage labor demand occupations.

33 Grants to establish new apprenticeships would pay, during the  
34 term of the grant, employer costs, other than apprentice wages,  
35 related to the program and any associated linkage program, and  
36 the costs to participating educational institutions related to the  
37 apprenticeship and linkage programs, including the costs of  
38 developing curriculum and occupational skill standards.

39 Grants to support school-to-apprenticeship linkage programs  
40 for high school students would include the development of  
41 curriculum to best prepare students to qualify for apprenticeship  
42 programs, which would encourage high school completion. The  
43 linkage programs may include workplace experience, but without  
44 any reduction of student classroom time or academic standards.  
45 Participating employers who hire student learners are required to  
46 do so based on recommendations from the students' schools  
47 which give consideration to student academic records, which  
48 would also be considered in selecting apprentices. Counseling and  
49 recruitment would be included to maximize participation by  
50 economically disadvantaged women and minority-group members.

51 Grants would be provided to aid educational institutions to  
52 develop or modify the classroom curriculum for apprentices so  
53 that classroom training is applicable toward associate and  
54 baccalaureate degrees. Participating educational institutions

1 would be required to develop, to the extent feasible, articulation  
2 in post-secondary programs which provides participating  
3 apprentices with options to progress from apprenticeable trades  
4 to professional occupations.

5 The bill prohibits the use of partnership funds to duplicate  
6 existing apprenticeship programs, impair existing contracts or  
7 collective bargaining agreements, displace laid off or currently  
8 employed workers by trainees, or assist any relocation of  
9 operations resulting in a loss of employment at a previous  
10 workplace.

11 The bill appropriates \$5,500,000 to the Youth Transitions to  
12 Work Partnership, including \$2,500,000 from the Workforce  
13 Development Partnership Fund, \$1,800,000 from funds available  
14 under the 8% educational coordination set-aside provision of the  
15 federal Job Training Partnership Act (29 U.S.C. §1533), \$900,000  
16 available under Title II of the Carl D. Perkins Vocational and  
17 Applied Technology Act (20 U.S.C. §2331 et seq.), and \$300,000  
18 from funds available for Tech-Prep Education under Part E of  
19 Title III of the Perkins Act (20 U.S.C. §2394 et seq.).

20 This bill is part of a package of legislation designed to provide  
21 the kind of world-class education and training that will help to  
22 facilitate effective transitions by all youth in our State to  
23 high-skill, high-wage employment with career potential. That  
24 package is based on an understanding that New Jersey's future  
25 workforce will need a strong educational foundation to have the  
26 flexibility to succeed in the increasingly globalized labor market  
27 of the future.

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32 Creates the Youth Transitions to Work Partnership; appropriates  
33 \$5.5 million.



ASSEMBLY APPROPRIATIONS COMMITTEE

STATEMENT TO

[FIRST REPRINT]

ASSEMBLY, No. 2616

with Assembly committee amendments

STATE OF NEW JERSEY

DATED: JUNE 14, 1993

The Assembly Appropriations Committee reports favorably Assembly Bill No. 2616 (1R) with committee amendments.

Assembly Bill No. 2616 (1R) as amended creates a Youth Transitions to Work Partnership to establish new apprenticeship programs for high-wage, high-skill, labor demand occupations and link those new programs and existing apprenticeship programs with secondary schools and institutions of higher education, both to provide effective transitions for high school graduates into those programs and to create opportunities for occupationally relevant learning and advancement for skilled workers.

The partnership is charged with providing grants to consortia of businesses or business organizations, labor organizations and educational institutions for the establishment of new apprenticeship programs in occupations or industries which currently lack apprenticeship programs and grants for linkage programs between new or existing apprenticeship programs and educational institutions. The bill requires that affected parties be permitted to participate in planning for the use of grant moneys and that mutual consent be obtained before a grant is awarded.

The bill provides that the grants are to be awarded and administered by the New Jersey Apprenticeship Policy Committee, created by an agreement between the federal Bureau of Apprenticeship and Training and the New Jersey Departments of Education and Labor.

Grants to establish new apprenticeships would pay, during the term of the grant, employer costs, other than apprentice wages, related to the program and any associated linkage program, and the costs to participating educational institutions related to the programs.

Grants to support school-to-apprenticeship linkage programs for high school students would include the development of curriculum to best prepare students to qualify for apprenticeship programs, which would encourage high school completion. The linkage programs may include workplace experience, but without any reduction of student classroom time or academic standards.

Grants would be provided to aid educational institutions to develop or modify the classroom curriculum so that training is applicable toward associate and baccalaureate degrees.

The bill prohibits the use of partnership funds to duplicate existing apprenticeship programs, impair existing contracts or collective bargaining agreements, displace laid off or currently employed workers by trainees, or assist any relocation of operations resulting in a loss of employment at a previous workplace.

FISCAL IMPACT:

The bill appropriates \$4,000,000 to the Youth Transitions to Work Partnership; which includes \$2,500,000 from the Workforce Development Partnership Fund; \$800,000 from funds available under the 8% educational coordination set-aside provision of the federal Job Training Partnership Act (29 U.S.C. §1533), \$400,000 available under Title II of the Carl D. Perkins Vocational and Applied Technology Act (20 U.S.C. §2331 et seq.); and \$300,000 from funds available for Tech-Prep Education under Part E of Title III of the Perkins Act (20 U.S.C. §2394 et seq.).

COMMITTEE AMENDMENTS:

The amendments do the following:

1. Require, with respect to any partnership grant which includes federal funds, that provisions be made that the consortium receiving the grant comply with relevant requirements of federal law, including the selection and qualifications of trainees;
2. Require, with respect to any JTPA funds appropriated for the partnership, that the State Department of Education enter into agreements required by federal law;
3. Stipulate that any appropriation of Perkins Act funds subject to federal certification, that the use of federal funds is not prohibited by federal law;
4. Specify the allocation of partnership funds between various types of subgrants and committee and council expenses in percentages, instead of dollar amounts, whereby if a determination is made that any part of the bill's appropriation of federal funds is prohibited that will not affect the proportional allocation of funds; and
5. Add a representative of the New Jersey School Boards Association to the Youth Transitions to Work Partnership Advisory Committee.

ASSEMBLY LABOR COMMITTEE

STATEMENT TO

**ASSEMBLY, No. 2616**

with committee amendments

**STATE OF NEW JERSEY**

DATED: JUNE 2, 1993

The Assembly Labor Committee reports favorably Assembly Bill No. 2616 with committee amendments.

As amended, this bill establishes a Youth Transitions to Work Partnership to establish new apprenticeship programs for high-wage, high-skill, labor demand occupations and link those new programs and existing apprenticeship programs with secondary schools and institutions of higher education both to provide, while sustaining or enhancing educational standards, effective transitions for high school graduates into those programs and to create opportunities for life-long occupationally relevant learning and ongoing advancement for skilled front-line workers.

The partnership is charged with providing grants to consortia of businesses or business organizations, labor organizations and educational institutions for the establishment of new apprenticeship programs in occupations or industries which currently lack apprenticeship programs and grants for linkage programs between new or existing apprenticeship programs and educational institutions.

To be eligible for a partnership grant, a consortium is required to include each employer employing apprentices in connection with the grant, each educational institution providing training or education to the apprentices or providing linkage services, and any labor organization which represents workers employed by any participating employer. The consortium may also include business organizations representing the employers and labor organizations representing workers in the occupation for which the apprentices will be trained.

The bill requires that affected parties be permitted to participate in planning for the use of grant moneys and that their mutual consent be obtained before a grant is awarded.

As amended, the bill provides that the grants are to be awarded and administered by the New Jersey Apprenticeship Policy Committee, which was created by an agreement between the federal Bureau of Apprenticeship and training and the New Jersey Departments of Education and Labor. In carrying out its responsibilities, which also includes coordinating activities of the participating State departments, the committee is required to consult with the Youth Transitions to Work Partnership Advisory Committee. The committee, created by the bill, is comprised of 13 members representing the business, education and labor communities and relevant State agencies.

Grants to establish new apprenticeships would pay, during the term of the grant, employer costs, other than apprentice wages, related to the program and any associated linkage program, and the

costs to participating educational institutions related to the apprenticeship and linkage programs, including the costs of developing curriculum and occupational skill standards.

Grants to support school-to-apprenticeship linkage programs for high school students would include the development of curriculum to best prepare students to qualify for apprenticeship programs, which would encourage high school completion. The linkage programs may include workplace experience, but without any reduction of student classroom time or academic standards. Participating employers who hire student learners are required to do so based on recommendations from the students' school which give consideration to student academic records, which would also be considered in selecting apprentices. Child care, counseling and recruitment would be included to maximize participation by economically disadvantaged women and minority-group members.

Grants would be provided to aid educational institutions to develop or modify the classroom curriculum for apprentices so that classroom training is applicable toward associate and baccalaureate degrees. Participating educational institutions would be required to develop, to the extent feasible, articulation in post-secondary programs which provides participating apprentices with options to progress from apprenticeable trades to professional occupations.

The bill prohibits the use of partnership funds to duplicate existing apprenticeship programs, impair existing contracts or collective bargaining agreements, displace laid off or currently employed workers by trainees, or assist any relocation of operations resulting in a loss of employment at a previous workplace.

The bill appropriates \$4,000,000 to the Youth Transitions to Work Partnership, including \$2,500,000 from the Workforce Development Partnership Fund, \$800,000 from funds available under the 8% educational coordination set-aside provision of the federal Job Training Partnership Act (29 U.S.C. §1533), \$400,000 available under Title II of the Carl D. Perkins Vocational and Applied Technology Act (20 U.S.C. §2331 et seq.), and \$300,000 from funds available for Tech-Prep Education under Part E of Title III of the Perkins Act (20 U.S.C. §2394 et seq.).

The committee amendments:

1. Transfer responsibility for awarding and administering the grants from the Youth Transitions to Work Partnership Board and participating State departments to the New Jersey Apprenticeship Policy Committee.
2. Establish the Youth Transitions to Work Partnership Advisory Council to consult with the committee in its duties.
3. Reduce the amount appropriations by the bill under JTPA from \$1.8 million to \$800,000 and the amount appropriated under Title II of the Perkins Act from \$900,000 to \$400,000.
4. Add child care services for the children of trainees and increased outreach activities by apprenticeship coordinators to the services which may be funded under a partnership grant.

This bill is part of a package of legislation designed to provide the kind of world-class education and training that will facilitate effective transitions by youth in our State to high-skill, high-wage employment with career potential. That package is based on an understanding that New Jersey's future workforce will need a

SENATE BUDGET AND APPROPRIATIONS COMMITTEE

STATEMENT TO

[THIRD REPRINT]

ASSEMBLY, No. 2616

STATE OF NEW JERSEY

DATED: JUNE 24, 1993

The Senate Budget and Appropriations Committee reports favorably Assembly Bill No. 2616 (3R).

Assembly Bill No. 2616 (3R) creates a Youth Transitions to Work Partnership to establish new apprenticeship programs for high-wage, high-skill, labor demand occupations and link those new programs and existing apprenticeship programs with secondary schools and institutions of higher education, both to provide effective transitions for high school graduates into those programs and to create opportunities for occupationally relevant learning and advancement for skilled workers.

The partnership is charged with providing grants to consortia of businesses or business organizations, labor organizations and educational institutions for the establishment of new apprenticeship programs in occupations or industries which currently lack apprenticeship programs and grants for linkage programs between new or existing apprenticeship programs and educational institutions. The bill requires that affected parties be permitted to participate in planning for the use of grant moneys and that mutual consent be obtained before a grant is awarded. When applications for grants from the Youth Transitions to Work Partnership Program are considered, priority is to be given to applications from applicants who had previously made valid applications for Youth Apprenticeship grants from the Department of Education. The Departments of Labor and Education and the Apprenticeship Policy Committee are directed to assist those applicants in modifying their applications as needed to bring them into compliance with the provisions of the bill. The grants are to be awarded and administered by the New Jersey Apprenticeship Policy Committee, created by an agreement between the federal Bureau of Apprenticeship and Training and the New Jersey Departments of Education and Labor.

Grants to establish new apprenticeships would pay, during the term of the grant, employer costs, other than apprentice wages, related to the program and any associated linkage program, and the costs to participating educational institutions related to the programs.

Grants to support school-to-apprenticeship linkage programs for high school students would include the development of curriculum to best prepare students to qualify for apprenticeship programs, which would encourage high school completion. The linkage programs may include workplace experience, but without any reduction of student classroom time or academic standards.

Grants would be provided to aid educational institutions to develop or modify the classroom curriculum so that training is applicable toward associate and baccalaureate degrees.

The bill prohibits the use of partnership funds to duplicate existing apprenticeship programs, impair existing contracts or collective bargaining agreements, displace laid off or currently employed workers by trainees, or assist any relocation of operations resulting in a loss of employment at a previous workplace.

As reported, this bill is identical to Senate Bill No. 1903 as amended by this committee on June 24, 1993.

#### FISCAL IMPACT

The bill appropriates \$4,000,000 to the Youth Transitions to Work Partnership. This appropriation includes \$2,500,000 from the Workforce Development Partnership Fund; \$800,000 from funds available under the 8% educational coordination set-aside provision of the federal Job Training Partnership Act (29 U.S.C. §1533); \$400,000 available under Title II of the Carl D. Perkins Vocational and Applied Technology Act (20 U.S.C. §2331 et seq.); and \$300,000 from funds available for Tech-Prep Education under Part E of Title III of the Perkins Act (20 U.S.C. §2394 et seq.).

strong educational foundation to have the flexibility to succeed in an increasingly globalized labor market.

Among the supported are New Jersey Business and Industry Association, the New Jersey School Board Association, the New Jersey State PTA, New Jersey Education Association and the New Jersey AFL-CIO.

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## OFFICE OF THE GOVERNOR NEWS RELEASE

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### **GOVERNOR SIGNS BILL CREATING APPRENTICESHIP PROGRAM TO BUILD SKILLS FOR YOUTH**

**CHERRY HILL --** Building new bridges between school and work, Governor Jim Florio today signed legislation creating the Youth Transitions to Work Partnership program which will provide New Jersey's young people with the opportunities and skills to obtain high-wage jobs.

"Mastering the skills to get a good job and passing those skills on to the next generation is a proud tradition in labor. It's a tradition we need to maintain and we will," said Governor Florio, who signed the legislation during the annual Peter J. McGuire Labor Day breakfast. "We're dusting off an old idea -- apprenticeships -- to create new opportunities and new jobs. These apprenticeships will build new bridges between school and work. They'll provide New Jersey's young people with the education and skills they need to acquire secure, well-paid jobs with career potential."

"We know that worker training works. It increases wages and productivity. That's why New Jersey is a leading state in the nation in the amount of money we invest in retraining," said the Governor, who noted that New Jersey invests more per capita in worker retraining than 48 other states.

The new program works hand-in-hand with the state's Youth Apprenticeship Program, proposed by Governor Florio in his 1993 State of the State Address, which will begin this fall.

The Youth Transitions to Work Partnership program links labor, business and education to provide new ways of training and education the workforce of the future. Under the program, these partners would form consortiums to create or expand registered apprenticeship programs for in-school youth.

The program is aimed at reaching out to students during the last two years of high school and teaching them skilled trades through participation in a registered apprenticeship. Registered apprenticeships are set up by the federal government and sponsored by trade unions. Once the apprenticeship is completed, the participant would receive certification in a particular skill which prepares them for the job market.

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