

[First Reprint]

**SENATE, No. 525**

**STATE OF NEW JERSEY**  
**220th LEGISLATURE**

PRE-FILED FOR INTRODUCTION IN THE 2022 SESSION

**Sponsored by:**

**Senator M. TERESA RUIZ**

**District 29 (Essex)**

**Senator TROY SINGLETON**

**District 7 (Burlington)**

**Assemblyman BRANDON E. UMBA**

**District 8 (Atlantic, Burlington and Camden)**

**Assemblywoman BETH SAWYER**

**District 3 (Cumberland, Gloucester and Salem)**

**Assemblyman HAROLD "HAL" J. WIRTHS**

**District 24 (Morris, Sussex and Warren)**

**Co-Sponsored by:**

**Senators Greenstein, Pou, Zwicker, Madden, Turner, Assemblywoman McKnight, Assemblyman Sampson, Assemblywomen Jimenez, Quijano and Assemblyman Space**

**SYNOPSIS**

Enhances, and allocates funds for, pre-apprenticeship programs.

**CURRENT VERSION OF TEXT**

As reported by the Senate Labor Committee on March 7, 2022, with amendments.



**(Sponsorship Updated As Of: 6/16/2022)**

1 AN ACT concerning pre-apprenticeship programs and amending  
2 P.L.1992, c.43 and P.L.1993, c.268.

3

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

6

7 1. Section 6 of P.L.1993, c.268 (C.34:15E-6) is amended to  
8 read as follows:

9 6. a. Each consortium which is awarded a grant from the  
10 partnership shall establish a pre-apprenticeship, or school-to-  
11 apprenticeship linkage program, for high school students, which  
12 shall include the development of the curriculum which will best  
13 prepare students to qualify for apprenticeships established under the  
14 grant, thus encouraging high school completion and increasing  
15 graduation rates. Grants may also be provided to a consortium  
16 pursuant to this section to create new pre-apprenticeship, or linkage,  
17 programs for existing apprenticeship programs. The pre-  
18 apprenticeship, or linkage program may include workplace  
19 experience, but not in violation of applicable child labor standards,  
20 and shall not involve any reduction of the classroom time of a  
21 participating student or of academic standards, other than  
22 reductions in classroom time mutually agreed to by all of the  
23 entities participating in the consortium pursuant to subsection a. of  
24 section 5 of P.L.1993, c.268 (C.34:15E-5). The provisions of this  
25 section shall not be construed as prohibiting nontraditional  
26 scheduling of classroom time. If the pre-apprenticeship, or school-  
27 to-apprenticeship linkage, program includes a workplace experience  
28 component:

29 (1) The student shall be regarded as a student learner **[and**  
30 subject to the provisions of section 1 of P.L.1993, c. (C. )  
31 (pending before the Legislature as Assembly Bill, No. 2619)]  
32 entitled to all of the benefits and services provided to student  
33 learners pursuant to P.L.1993, c.268 (C.34:15E-1 et seq.);

34 (2) The workplace experience component of the student learner  
35 shall be regarded as a cooperative vocational **[education and subject**  
36 to the provisions of section 1 of P.L.1993, c. (C. ) (pending  
37 before the Legislature as Assembly Bill, No. 2619)] experience  
38 subject to all applicable standards promulgated by the State  
39 Department of Education and the State Department of Labor and  
40 Workforce Development for cooperative vocational experiences,  
41 including requirements that work is under the direct supervision of  
42 a qualified person, and that the student learner be provided an  
43 individualized training plan outlining the tasks to be performed and  
44 the progression of learning experiences, and the safety instruction  
45 and occupational competencies to be learned; and

**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>Senate SLA committee amendments adopted March 7, 2022.

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

5 To the greatest extent permitted by federal law, a participating  
6 employer shall also consider the overall academic achievement of  
7 students when selecting apprentices under the grant.

8 b. Each pre-apprenticeship, or school-to-apprenticeship,  
9 linkage program shall include counseling, recruitment, training in  
10 life skills, including communication, working in teams, and meeting  
11 employer expectations, training in needed basic math and literacy  
12 skills, including one-to-one tutoring, and supportive services,  
13 including child care for student learners who are parents and  
14 transportation assistance, and other services as are needed to  
15 maximize program participation by women, **[and]** minority-group  
16 members, and individuals with disabilities, who are economically  
17 disadvantaged individuals, have barriers to employment, or both.  
18 The objectives of these services shall include increasing the success  
19 of women in nontraditional employment and encouraging greater  
20 academic achievement among at-risk and other students.

21 c. Employers and other participants in a consortium, when  
22 selecting applicants to participate in their apprenticeship programs,  
23 shall give first priority to applicants who have successfully  
24 completed the pre-apprenticeship programs and have met all other  
25 requirements for entering the apprenticeship programs.

26 d. Each grant awarded to a consortium shall provide that not  
27 less than 25% of the grant funds be used for a pre-apprenticeship, or  
28 school-to-apprenticeship, linkage program established pursuant to  
29 this section.

30 (cf: P.L.1993, c.268, s.6)

31  
32 <sup>1</sup>[2. Section 9 of P.L.1992, c.43 (C.34:15D-9) is amended to  
33 read as follows:

34 9. a. A restricted, nonlapsing, revolving Workforce  
35 Development Partnership Fund, to be managed and invested by the  
36 State Treasurer, is hereby established to: provide employment and  
37 training services to qualified displaced, disadvantaged and  
38 employed workers by means of training grants or customized  
39 training services; provide for the other costs indicated in subsection  
40 a. of section 4 of P.L.1992, c.43 (C.34:15D-4); provide for the New  
41 Jersey Innovation and Research Fellowship Program as provided for  
42 in section 3 of P.L.2015, c.235 (C.34:15D-26); provide for the  
43 Talent Network Program as provided for in section 2 of P.L.2019,  
44 c.125 (C.34:15D-29); and facilitate the provision of education and  
45 training to youth by means of grants provided by the Youth  
46 Transitions to Work Partnership pursuant to the provisions of  
47 P.L.1993, c.268 (C.34:15E-1 et al.). All appropriations to the fund,  
48 all interest accumulated on balances in the fund and all cash

1 received for the fund from any other source shall be used solely for  
2 the purposes specifically delineated by this act.

3 b. During any fiscal year beginning after June 30, 2001, of the  
4 total revenues dedicated to the program during any one fiscal year:

5 (1) 25% shall be deposited in an account of the Workforce  
6 Development Partnership Fund reserved to provide employment and  
7 training services for qualified displaced workers, and through fiscal  
8 year 2023, not less than 10% of the revenues deposited in that  
9 account shall be reserved to provide employment and training  
10 services to qualified displaced workers in the pursuit of industry-  
11 valued credentials under the pilot program established pursuant to  
12 P.L.2019, c.252 (C.34:15D-30 et al.);

13 (2) 6% shall be deposited in an account of the Workforce  
14 Development Partnership Fund reserved to provide employment and  
15 training services for qualified disadvantaged workers, and through  
16 fiscal year 2023, not less than 10% of the revenues deposited in that  
17 account shall be reserved to provide employment and training  
18 services to qualified disadvantaged workers in the pursuit of  
19 industry-valued credentials under the pilot program established  
20 pursuant to P.L.2019, c.252 (C.34:15D-30 et al.);

21 (3) 37% prior to July 1, 2020, and 35% after June 30, 2020 shall  
22 be deposited in an account of the Workforce Development  
23 Partnership Fund reserved for and appropriated to the Office of  
24 Customized Training;

25 (4) 5% prior to July 1, 2020, and 7% after June 30, 2020 shall  
26 be deposited in an account of the Workforce Development  
27 Partnership Fund reserved for the Youth Transitions to Work  
28 Partnership created pursuant to P.L.1993, c.268 (C.34:15E-  
29 1 et seq.);

30 (5) 3% shall be deposited in an account of the Workforce  
31 Development Partnership Fund reserved for occupational safety and  
32 health training;

33 (6) 5% shall be deposited in an account of the Workforce  
34 Development Partnership Fund reserved for and appropriated to the  
35 Talent Network Program established pursuant to section 2 of  
36 P.L.2019, c.125 (C.34:15D-29);

37 (7) 3% shall be deposited in an account of the Workforce  
38 Development Partnership Fund reserved for the New Jersey  
39 Innovation and Research Fellowship Program established pursuant  
40 to section 3 of P.L.2015, c.235 (C.34:15D-26);

41 (8) 10% shall be deposited in an account of the Workforce  
42 Development Partnership Fund reserved for administrative costs as  
43 defined in section 3 of P.L.1992, c.43 (C.34:15D-3);

44 (9) 0.5% shall be deposited in an account of the Workforce  
45 Development Partnership Fund reserved for the State Employment  
46 and Training Commission to design criteria and conduct an annual  
47 evaluation of the program; and

1       (10) 5.5% shall be deposited in an account of the Workforce  
2 Development Partnership Fund to be used, at the discretion of the  
3 commissioner, for any of the purposes indicated in subsection a. of  
4 section 4 of P.L.1992, c.43 (C.34:15D-4).

5       c. Beginning January 1, 1995, through June 30, 2002, the  
6 balance in the fund as of the previous December 31, as determined  
7 in accordance with generally accepted accounting principles, shall  
8 not exceed 1.5 times the amount of contributions deposited for the  
9 calendar year then ended. If the balance exceeds this amount, the  
10 excess shall be deposited into the unemployment compensation  
11 fund within seven business days of the date that the determination is  
12 made.

13       d. Beginning July 1, 2002, and for any subsequent fiscal year,  
14 if the unexpended cash balance in any of the accounts indicated in  
15 subsection b. of this section, except for the account reserved for the  
16 Talent Network Program, less any amount awarded in grants but not  
17 yet disbursed from the account, is determined to exceed 20% of the  
18 amount of contributions collected for deposit in the account  
19 pursuant to this subsection during the fiscal year then ended, the  
20 excess shall be regarded as an unemployment compensation  
21 contribution and deposited into the unemployment compensation  
22 fund within seven business days of the date that the determination is  
23 made. If the unexpended cash balance in the account reserved for  
24 the Talent Network Program, less any amount awarded in grants but  
25 not yet disbursed from the account, is determined to exceed 20% of  
26 the amount of contributions collected for deposit in the account  
27 pursuant to this subsection during the fiscal year then ended, the  
28 excess shall be deposited into the Workforce Development  
29 Partnership Fund account reserved for the Office of Customized  
30 Training.

31       e. Upon the effective date of P.L. , c. (pending before the  
32 Legislature as this bill), in addition to the amount deposited in an  
33 account of the Workforce Development Partnership Fund reserved  
34 for the Youth Transitions to Work Partnership pursuant to  
35 subsection b. of this section, \$1,000,000 shall be allocated to the  
36 Youth Transitions to Work Partnership from the \$34,500,000 which  
37 was appropriated pursuant to the annual appropriations act for State  
38 fiscal year 2020 from the Workforce Development Partnership Fund  
39 for the purpose of funding the NJ Apprenticeship Network, the  
40 Career Accelerator Internship Program, the Workforce  
41 Development Policy and Evaluation Lab, the NJ Career Network,  
42 and such other priority additional workforce initiatives  
43 recommended by the Commissioner of Labor and Workforce  
44 Development.

45 (cf: P.L.2019, c.252, s.3)]<sup>1</sup>

46  
47       <sup>1</sup>2. Section 9 of P.L.1992, c.43 (C.34:15D-9) is amended to read  
48 as follows:

1 9. a. A restricted, nonlapsing, revolving Workforce  
2 Development Partnership Fund, to be managed and invested by the  
3 State Treasurer, is hereby established to: provide employment and  
4 training services to qualified displaced, disadvantaged and  
5 employed workers by means of training grants or customized  
6 training services; provide for the other costs indicated in subsection  
7 a. of section 4 of P.L.1992, c.43 (C.34:15D-4); provide for the New  
8 Jersey Innovation and Research Fellowship Program as provided for  
9 in section 3 of P.L.2015, c.235 (C.34:15D-26); provide for the  
10 Talent Network Program as provided for in section 2 of P.L.2019,  
11 c.125 (C.34:15D-29); and facilitate the provision of education and  
12 training to youth by means of grants provided by the Youth  
13 Transitions to Work Partnership pursuant to the provisions of  
14 P.L.1993, c.268 (C.34:15E-1 et al.). All appropriations to the fund,  
15 all interest accumulated on balances in the fund and all cash  
16 received for the fund from any other source shall be used solely for  
17 the purposes specifically delineated by this act.

18 b. During any fiscal year beginning after June 30, 2001, of the  
19 total revenues dedicated to the program during any one fiscal year:

20 (1) 25% shall be deposited in an account of the Workforce  
21 Development Partnership Fund reserved to provide employment and  
22 training services for qualified displaced workers, and through fiscal  
23 year 2023, not less than 10% of the revenues deposited in that  
24 account shall be reserved to provide employment and training  
25 services to qualified displaced workers in the pursuit of industry-  
26 valued credentials under the pilot program established pursuant to  
27 P.L.2019, c.252 (C.34:15D-30 et al.); and during any fiscal year  
28 beginning after June 30, 2019, 0.5% shall be deposited in an  
29 account of the Workforce Development Partnership Fund reserved  
30 for an appropriated to the Department of Labor and Workforce  
31 Development for the Apprenticeship Start-Up Grant Program  
32 created pursuant to section 3 of P.L.2019, c.417 (C.34:15D-6.1);

33 (2) 6% shall be deposited in an account of the Workforce  
34 Development Partnership Fund reserved to provide employment and  
35 training services for qualified disadvantaged workers, and through  
36 fiscal year 2023, not less than 10% of the revenues deposited in that  
37 account shall be reserved to provide employment and training  
38 services to qualified disadvantaged workers in the pursuit of  
39 industry-valued credentials under the pilot program established  
40 pursuant to P.L.2019, c.252 (C.34:15D-30 et al.);

41 (3) 37% prior to July 1, 2022, and 35% after June 30, 2022 shall  
42 be deposited in an account of the Workforce Development  
43 Partnership Fund reserved for and appropriated to the Office of  
44 Customized Training;

45 (4) 5% prior to July 1, 2022, and 7% after June 30, 2022 shall  
46 be deposited in an account of the Workforce Development  
47 Partnership Fund reserved for the Youth Transitions to Work

- 1 Partnership created pursuant to P.L.1993, c.268 (C.34:15E-1 et  
2 seq.);
- 3 (5) 3% shall be deposited in an account of the Workforce  
4 Development Partnership Fund reserved for occupational safety and  
5 health training;
- 6 (6) 5% shall be deposited in an account of the Workforce  
7 Development Partnership Fund reserved for and appropriated to the  
8 Talent Network Program established pursuant to section 2 of  
9 P.L.2019, c.125 (C.34:15D-29);
- 10 (7) 3% shall be deposited in an account of the Workforce  
11 Development Partnership Fund reserved for the New Jersey  
12 Innovation and Research Fellowship Program established pursuant  
13 to section 3 of P.L.2015, c.235 (C.34:15D-26);
- 14 (8) 10% shall be deposited in an account of the Workforce  
15 Development Partnership Fund reserved for administrative costs as  
16 defined in section 3 of P.L.1992, c.43 (C.34:15D-3);
- 17 (9) 0.5% shall be deposited in an account of the Workforce  
18 Development Partnership Fund reserved for the State Employment  
19 and Training Commission to design criteria and conduct an annual  
20 evaluation of the program; and
- 21 (10) 5% shall be deposited in an account of the Workforce  
22 Development Partnership Fund to be used, at the discretion of the  
23 commissioner, for any of the purposes indicated in subsection a. of  
24 section 4 of P.L.1992, c.43 (C.34:15D-4).
- 25 c. Beginning January 1, 1995, through June 30, 2002, the  
26 balance in the fund as of the previous December 31, as determined  
27 in accordance with generally accepted accounting principles, shall  
28 not exceed 1.5 times the amount of contributions deposited for the  
29 calendar year then ended. If the balance exceeds this amount, the  
30 excess shall be deposited into the unemployment compensation  
31 fund within seven business days of the date that the determination is  
32 made.
- 33 d. Beginning July 1, 2002, and for any subsequent fiscal year,  
34 if the unexpended cash balance in any of the accounts indicated in  
35 subsection b. of this section, except for the account reserved for the  
36 Talent Network Program, less any amount awarded in grants but not  
37 yet disbursed from the account, is determined to exceed 20% of the  
38 amount of contributions collected for deposit in the account  
39 pursuant to this subsection during the fiscal year then ended, the  
40 excess shall be regarded as an unemployment compensation  
41 contribution and deposited into the unemployment compensation  
42 fund within seven business days of the date that the determination is  
43 made. If the unexpended cash balance in the account reserved for  
44 the Talent Network Program, less any amount awarded in grants but  
45 not yet disbursed from the account, is determined to exceed 20% of  
46 the amount of contributions collected for deposit in the account  
47 pursuant to this subsection during the fiscal year then ended, the  
48 excess shall be deposited into the Workforce Development

1 Partnership Fund account reserved for the Office of Customized  
2 Training.

3 e. \$250,000 shall be allocated to the Apprentice Assistance and  
4 Support Services Pilot Program established pursuant to section 1 of  
5 P.L.2019, c.419 (C.34:15D-6.2) from the \$29,690,000 which was  
6 appropriated pursuant to the annual appropriations act for State  
7 fiscal year 2019 from the Workforce Development Partnership Fund  
8 for the purpose of funding Work First New Jersey Work Activities  
9 and Work First New Jersey-Training Related Expenses, and,  
10 \$1,100,000 shall be allocated to the pilot program in each of fiscal  
11 years 2020, 2021, 2022, 2023, and 2024 from the amounts  
12 appropriated pursuant to the annual appropriations act in those  
13 fiscal years from the Workforce Development Partnership Fund for  
14 the purpose of funding Work First New Jersey Work Activities and  
15 Work First New Jersey-Training Related Expenses. Of the funds  
16 allocated to the pilot program pursuant to this subsection, 90% shall  
17 be dedicated to the Child Care Stipend program and 10% to  
18 transportation reimbursement.

19 f. Upon the effective date of P.L. , c. (C. ) (pending the  
20 Legislature as this bill) and notwithstanding the provisions of any  
21 law or regulation to the contrary, in addition to the amount  
22 deposited in an account of the Workforce Development Partnership  
23 Fund reserved for the Youth Transitions to Work Partnership  
24 pursuant to subsection b. of this section, \$1,000,000 shall be  
25 allocated to the Youth Transitions to Work Partnership from the  
26 \$22,500,000 which was appropriated pursuant to the annual  
27 appropriations act for State fiscal year 2022 from the Workforce  
28 Development Partnership Fund for the purpose of funding the NJ  
29 Apprenticeship Network, the Career Accelerator Internship  
30 Program, the Workforce Development Policy and Evaluation Lab,  
31 the NJ Career Network, and such other priority workforce  
32 initiatives recommended by the Commissioner of Labor and  
33 Workforce Development.<sup>1</sup>

34 (cf: P.L.2019, c.419, s.2)

35

36 3. This act shall take effect immediately.