S T A T E O F N E W Y O R K

8388

2015-2016 Regular Sessions

I N A S S E M B L Y

September 11, 2015

Introduced by M. of A. ROSENTHAL -- read once and referred to the Committee on Labor

AN ACT to amend the labor law, in relation to creating the women and high-wage, high-demand, nontraditional jobs grant program; and making an appropriation therefor

THE PEOPLE OF THE STATE OF NEW YORK, REPRESENTED IN SENATE AND ASSEMBLY, DO ENACT AS FOLLOWS:

Section 1. The labor law is amended by adding a new section 206-d to read as follows:

S 206-D. WOMEN AND HIGH-WAGE, HIGH-DEMAND, NONTRADITIONAL JOBS GRANT PROGRAM. 1. DEFINITIONS. FOR THE PURPOSE OF THIS SECTION, THE FOLLOWING TERMS HAVE THE MEANINGS GIVEN.

(A) "ELIGIBLE ORGANIZATION" INCLUDES, BUT IS NOT LIMITED TO :

(1) COMMUNITY-BASED ORGANIZATIONS EXPERIENCED IN SERVING WOMEN;

(2) EMPLOYERS;

(3) BUSINESS AND TRADE ASSOCIATIONS;

(4) LABOR UNIONS AND EMPLOYEE ORGANIZATIONS;

(5) REGISTERED APPRENTICESHIP PROGRAMS;

(6) SECONDARY AND POSTSECONDARY EDUCATION INSTITUTIONS LOCATED IN NEW YORK; AND

(7) WORKFORCE AND ECONOMIC DEVELOPMENT AGENCIES.

(B) "HIGH-WAGE, HIGH-DEMAND" MEANS OCCUPATIONS THAT REPRESENT AT LEAST 0.1 PERCENT OF TOTAL EMPLOYMENT IN THE BASE YEAR, HAVE AN ANNUAL MEDIAN SALARY WHICH IS HIGHER THAN THE AVERAGE FOR THE CURRENT YEAR, AND ARE PROJECTED TO HAVE MORE TOTAL OPENINGS AS A SHARE OF EMPLOYMENT THAN THE AVERAGE.

(C) "LOW-INCOME" MEANS INCOME LESS THAN TWO HUNDRED PERCENT OF THE FEDERAL POVERTY GUIDELINE ADJUSTED FOR A FAMILY SIZE OF FOUR.

(D) "NONTRADITIONAL OCCUPATIONS" MEANS THOSE OCCUPATIONS IN WHICH WOMEN MAKE UP LESS THAN TWENTY-FIVE PERCENT OF THE WORKFORCE AS DEFINED UNDER UNITED STATES CODE, TITLE 20, SECTION 2302.

EXPLANATION--Matter in ITALICS (underscored) is new; matter in brackets [ ] is old law to be omitted.

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(E) "REGISTERED APPRENTICESHIP PROGRAM" MEANS A PROGRAM REGISTERED UNDER UNITED STATES CODE, TITLE 29, SECTION 50.

2. GRANT PROGRAM. THE COMMISSIONER SHALL ESTABLISH THE WOMEN AND HIGH-WAGE, HIGH-DEMAND, NONTRADITIONAL JOBS GRANT PROGRAM TO INCREASE THE NUMBER OF WOMEN IN HIGH-WAGE, HIGH-DEMAND, NONTRADITIONAL OCCUPATIONS. THE COMMISSIONER SHALL MAKE GRANTS TO ELIGIBLE ORGANIZATIONS FOR PROGRAMS THAT ENCOURAGE AND ASSIST WOMEN TO ENTER HIGH-WAGE, HIGH-DEMAND, NONTRADITIONAL OCCUPATIONS INCLUDING BUT NOT LIMITED TO THOSE IN THE SKILLED TRADES, SCIENCE, TECHNOLOGY, ENGINEERING, AND MATH (STEM) OCCUPATIONS.

3. USE OF FUNDS. (A) GRANT FUNDS AWARDED UNDER THIS SECTION MAY BE USED FOR:

(1) RECRUITMENT, PREPARATION, PLACEMENT, AND RETENTION OF WOMEN, INCLUDING LOW-INCOME WOMEN AND WOMEN OVER FIFTY YEARS OLD, IN REGISTERED APPRENTICESHIPS, POSTSECONDARY EDUCATION PROGRAMS, ON-THE-JOB TRAINING, AND PERMANENT EMPLOYMENT IN HIGH-WAGE, HIGH-DEMAND, NONTRADITIONAL OCCUPATIONS;

(2) SECONDARY OR POSTSECONDARY EDUCATION OR OTHER TRAINING TO PREPARE WOMEN TO SUCCEED IN HIGH-WAGE, HIGH-DEMAND, NONTRADITIONAL OCCUPATIONS. ACTIVITIES UNDER THIS SUBPARAGRAPH MAY BE CONDUCTED BY THE GRANTEE OR IN COLLABORATION WITH ANOTHER INSTITUTION, INCLUDING BUT NOT LIMITED TO A PUBLIC OR PRIVATE SECONDARY OR POSTSECONDARY SCHOOL;

(3) INNOVATIVE, HANDS-ON, BEST PRACTICES THAT STIMULATE INTEREST IN HIGH-WAGE, HIGH-DEMAND, NONTRADITIONAL OCCUPATIONS AMONG GIRLS, INCREASE AWARENESS AMONG GIRLS ABOUT OPPORTUNITIES IN HIGH-WAGE, HIGH-DEMAND, NONTRADITIONAL OCCUPATIONS, OR INCREASE ACCESS TO SECONDARY PROGRAMMING LEADING TO JOBS IN HIGH-WAGE, HIGH-DEMAND, NONTRADITIONAL OCCUPATIONS. BEST PRACTICES INCLUDE BUT ARE NOT LIMITED TO MENTORING, INTERNSHIPS, OR APPRENTICESHIPS FOR GIRLS IN HIGH-WAGE, HIGH-DEMAND, NONTRADITIONAL OCCUPATIONS;

(4) TRAINING AND OTHER STAFF DEVELOPMENT FOR JOB SEEKER COUNSELORS AND SOCIAL SERVICES CASEWORKERS ON OPPORTUNITIES IN HIGH-WAGE, HIGH-DEMAND, NONTRADITIONAL OCCUPATIONS;

(5) INCENTIVES FOR EMPLOYERS AND SPONSORS OF REGISTERED APPRENTICESHIP PROGRAMS TO RETAIN WOMEN IN HIGH-WAGE, HIGH-DEMAND, NONTRADITIONAL OCCUPATIONS FOR MORE THAN ONE YEAR;

(6) TRAINING AND TECHNICAL ASSISTANCE FOR EMPLOYERS TO CREATE A SAFE AND HEALTHY WORKPLACE ENVIRONMENT DESIGNED TO RETAIN AND ADVANCE WOMEN, INCLUDING BEST PRACTICES FOR ADDRESSING SEXUAL HARASSMENT, AND TO OVERCOME GENDER INEQUITY AMONG EMPLOYERS AND REGISTERED APPRENTICESHIP PROGRAMS;

(7) PUBLIC EDUCATION AND OUTREACH ACTIVITIES TO OVERCOME STEREOTYPES ABOUT WOMEN IN HIGH-WAGE, HIGH-DEMAND, NONTRADITIONAL OCCUPATIONS, INCLUDING THE DEVELOPMENT OF EDUCATIONAL AND MARKETING MATERIALS; AND

(8) SUPPORT FOR WOMEN IN HIGH-WAGE, HIGH-DEMAND, NONTRADITIONAL OCCUPATIONS INCLUDING BUT NOT LIMITED TO ASSISTANCE WITH WORKPLACE ISSUES RESOLUTION AND ACCESS TO ADVOCACY ASSISTANCE AND SERVICES.

(B) GRANT APPLICATIONS SHALL INCLUDE DETAILED INFORMATION ABOUT HOW THE APPLICANT PLANS TO:

(1) INCREASE WOMEN'S PARTICIPATION IN HIGH-WAGE, HIGH-DEMAND OCCUPATIONS IN WHICH WOMEN ARE CURRENTLY UNDERREPRESENTED IN THE WORKFORCE;

(2) COMPLY WITH THE REQUIREMENTS OF THIS SUBDIVISION; AND

(3) USE GRANT FUNDS IN CONJUNCTION WITH FUNDING FROM OTHER PUBLIC OR PRIVATE SOURCES.

(C) IN AWARDING GRANTS UNDER THIS SUBDIVISION, THE COMMISSIONER SHALL GIVE PRIORITY TO ELIGIBLE ORGANIZATIONS:

(1) WITH DEMONSTRATED SUCCESS IN RECRUITING AND PREPARING WOMEN, ESPECIALLY LOW-INCOME WOMEN AND WOMEN OVER FIFTY YEARS OLD, FOR HIGH-WAGE, HIGH-DEMAND, NONTRADITIONAL OCCUPATIONS; AND

(2) THAT LEVERAGE ADDITIONAL PUBLIC AND PRIVATE RESOURCES.

(D) AT LEAST FIFTY PERCENT OF TOTAL GRANT FUNDS MUST BE AWARDED TO PROGRAMS PROVIDING SERVICES AND ACTIVITIES TARGETED TO LOW-INCOME WOMEN.

(E) THE COMMISSIONER IN CONJUNCTION WITH THE STATE COMPTROLLER SHALL MONITOR THE USE OF FUNDS UNDER THIS SECTION, COLLECT AND COMPILE INFORMATION ON THE ACTIVITIES OF OTHER STATE AGENCIES AND PUBLIC OR PRIVATE ENTITIES THAT HAVE PURPOSES SIMILAR TO THOSE UNDER THIS SECTION, AND IDENTIFY OTHER PUBLIC AND PRIVATE FUNDING AVAILABLE FOR THESE PURPOSES.

S 2. The sum of five hundred thousand dollars ($500,000), or so much thereof as may be necessary, is hereby appropriated to the department of labor out of any moneys in the state treasury in the general fund to the credit of the women and high-wage, high-demand, nontraditional jobs grant program, not otherwise appropriated, and made immediately available, for the purpose of carrying out the provisions of this act. Such moneys shall be payable on the audit and warrant of the comptroller on vouchers certified or approved by the commissioner of labor in the manner prescribed by law.

S 3. This act shall take effect on the one hundred eightieth day after it shall have become a law. Effective immediately, the addition, amendment and/or repeal of any rule or regulation necessary for the implementation of this act on its effective date is authorized to be made and completed on or before such effective date.