

NEW JERSEY STATE EMPLOYMENT AND TRAINING COMMISSION

Council on Gender Parity in Labor and Education

Jon S. Corzine, Governor

John J. Heldrich, SETC Chair
Dianne Mills McKay, Council Chair

Toward Parity: Five Years of the Work of the Council

Gender parity is about ensuring every individual the opportunity for education and training that leads to high-demand, high-skill careers regardless of one's gender. Since its inception, the New Jersey Council on Gender Parity in Labor and Education has worked to recommend programs and policies to break down gender-based barriers and encourage equal participation of students and workers in education, training, and employment.

1993

- The State Employment and Training Commission (SETC) established a Gender Equity Task Force to conduct policy research for a workforce system to meet the challenge of gender equity. By the following year, the Task Force compiled its recommendations to remove barriers to women's participation in the workforce readiness system into a report - *Leveling the Playing Field: Removing Barriers for Women in New Jersey's Employment and Training Programs*.

1997

Balancing the Equation: $a^2 + b^2 = c^2$: A Report on Gender Equity in Education. Recognizing that the workforce readiness system would not enable the full utilization of all potential workers without also addressing issues of equity within the educational process, the Gender Equity Task Force issues this report identifying barriers and making recommendations to integrate gender parity into the New Jersey educational system. This combined with the 1994 report formed the impetus for a joint council linking labor and education.

1999

- Senate Bill S1448, introduced by New Jersey Senator Diane Allen and approved by the Legislature, establishes a permanent *Council on Gender Parity in Labor and Education* within the State Employment and Training Commission (P.L. 1999, c.223). The Council is the only one of its kind in the nation established by legislation and brings together representatives from business, education, and government to address barriers to full and gender-equitable participation in the workforce.

2000

With technology driving New Jersey's increasingly global, knowledge-based economy, the Council focuses on gender-based barriers in technical education and the high-tech and high-demand industries within the State. In a report, *Gender Equity and Technology in the NJ Workplace: Setting the Agenda*, the Council summarizes the deliberations of the education, business, and government experts who were convened in roundtable discussions to identify:

- Strategies to motivate girls to take math, science and technology courses,
- Educational policy to ensure gender equity,
- College programs to attract and retain female science and technology majors,
- Recruitment and retention strategies for women in technology positions,
- Corporate programs to develop technological training, and
- Women entrepreneurs.

2004

September
New Jersey On-line Learning Project for Single Working-Poor Mothers. Building on the success of this program, the Council contributes to the Center for Women and Work conference to launch a national initiative to institutionalize online learning for non-college educated incumbent workers within states' workforce development systems.

2004

- October**
Could This Be Your Life? The Nontraditional Career Resource Center, a practice arm of the Council, debuts this interactive web-based game for students to explore how our life opportunities, and what we choose to do with them, can have a major impact in determining life and career goals.



Dream Builders: Women on the Job. Complementing the Council's study of women in construction and the building trades, the Nontraditional Career Resource Center released this video, documenting occupational requirements and advantages for women in New Jersey in construction and building trades.

2004

2005

Through 2005, the Council continues its work on the most prominent gender parity issues in the State of New Jersey. Current initiatives include gender equity training for teachers, further study on women in the building trades and the health care workforce, and disseminating New Jersey's Council as a model to address gender parity and workforce development issues for other states throughout the nation.

The New Jersey Council on Gender Parity in Labor and Education is a member of and/or has made presentations at:

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| American Sociological Association | National Association for Commissions on Women |
| Association for Gender Equity Leadership in Education | National Governors Association for Best Practices |
| Douglass Science Career Exploration Day | New Jersey AFL-CIO Women's Leadership Conference |
| Garden State Employment and Training Association | New Jersey Education Association |
| Gender Equity Advisory Council | New Jersey School Boards Association |
| Institute for Women's Policy Research | Technology Educators Association of New Jersey |
| National Alliance for Partnerships in Equity | |

Dianne Mills McKay, Chair

Members

- Christine Amalfe, Gibbons, Del Deo, Dolan, Griffinger & Vecchione
Laurel Brennan, New Jersey State AFL-CIO
Velvet Miller, My Parent's Concierge
Eric Reynolds, Borgata Hotel, Casino and Spa

Member-Emeritus

Patricia Palmeri, WISE Women's Center, Essex County College

Agency Representatives

- Fleeta Barnes, New Jersey Commerce, Economic Growth and Tourism Commission
Marie Barry, Department of Education
Angela Bethea, Commission on Higher Education
Alma Joseph, Department of Human Services
Barbara Lee, School of Management and Labor Relations, Rutgers, The State University of New Jersey
DeAnna Minus-Vincent, Department of Community Affairs
Virginia Pasqualini, Department of Labor and Workforce Development
Henry Plotkin, State Employment and Training Commission



May
2001

Bridging the Gap: Gender Equity in Science, Engineering, and Technology. Armed with the information gathered at the October 2000 conference, the Council issues a report synthesizing existing literature on women in the science, engineering, and technology workforce.

A Women's Place: Her Role in the New Economy. At this conference hosted by the Governor's Conference Series on Women's Issues, the Council contributes expertise to discussions about programs and best practices in New Jersey schools and workplaces to attract and retain women in science, engineering, and technology.

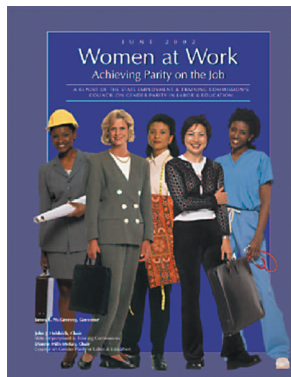
Women and Work: Prospects for Parity in the New Economy. The Council takes a definitive look at the primary causes of under-representation of women in the fields of science, engineering, and technology (SET) in New Jersey and discusses in this report the increasing gap between the SET occupation demands of the State's labor market and skills of its labor force.

November
2001

The **Women's Bureau, US Department of Labor Regional Conference** recognizes the New Jersey Council on Gender Parity in Labor and Education as a national model for other states.

January
2002

Women in the 21st Century Workforce. Aided by a competitive grant from the US Department of Labor, the Council endorses an evaluation of New Jersey's innovative online learning program as an effective skills delivery mechanism for single working-poor mothers.



June
2002

Women at Work: Achieving Parity on the Job. Through this report, the Council, in partnership with the Center for Women and Work, Rutgers, The State University of New Jersey, examines issues surrounding the experiences of women in five growing occupational areas in New Jersey—building trades, financial services, health care, law, and technology. These same issues are explored further in a one-day conference, **The Trust Company: Parity, Profits, and Partnerships.**

September
2002

Choosing a Career: Labor Market Inequalities in the New Jersey Labor Market. Working with the John J. Heldrich Center for Workforce Development and the Center for Women and Work, both part of Rutgers, The State University of New Jersey, the Council shares in this report how aspects such as family, peers, education, and job characteristics factor into occupational decisions, and endeavors to measure these factors in the New Jersey workforce.

2002
December

Working Women: Building for the Trades. The Council kicks off an initiative on women in the building trades by producing a track of six workshops at the SETC Annual One-Stop Conference, "**Building Bridges, Breaking Barriers.**"

March
2003

Sustainable Earnings for New Jersey's Newest Immigrants. To explore the challenges of integrating immigrant workers into the New Jersey labor force, the Council brings together, in this one-day conference, educators, policymakers, service providers and government officials to identify barriers, including gender-based differences in these barriers, and to discuss effective strategies to place immigrant workers in demand jobs, ensure access to training and job opportunities and help connect immigrant workers with New Jersey State resources.

2003
May

Engineering Their Futures: The Educational and Workplace Experiences of Female Engineers. The Council documents in this report that only 19% of science, engineering, and technology careers are held by women and that these women leave these careers twice as frequently as men. Women entering careers in science, engineering, and technology report gender harassment, pay inequities, and feelings of isolation. Long hours required to advance in these occupations is highlighted as an additional barrier. These issues are explored further in a one-day conference in June 2003.

October
2003

The Nontraditional Career Resource Center, funded by the New Jersey Department of Education, becomes the practice arm of the Council, bridging the education and workforce development communities in New Jersey to increase awareness and opportunities for 7th through 12th grade students interested in nontraditional careers.

2003
December

Healthcare Workforce Outlook: Suggestions for Future Research and Policy. In this first of a two-part report series, the Council investigates the health care workforce, studying the shortage of nurses and problems of recruitment and retention and offering recommendations to reduce these troubles.

Findings from the Field: Early Findings of the New Jersey On-line Learning Project for Single Working-Poor Mothers. With input from the Council, the Center for Women and Work issues this report as a strategic guide to states in designing distance learning programs.

2004
September

Finding a Healthy Balance: A Study of Gender Equity in New Jersey's Healthcare Workforce. In this second of a two-part report series, the Council focuses on the experiences of male nurses, highlighting stereotypes and obstacles and offering recommendations to attract more men into the field of nursing.