



Meeting Minutes

June 15, 2016

Rutgers University – Labor Education Center

50 Labor Way - New Brunswick, New Jersey

Room 115 - 10 am to 12 noon

Maureen O'Brien Murphy, Senior Policy Analyst for the State Employment and Training Commission (SETC) welcomed participants to the meeting. She further indicated that the Council had before it a full agenda and proceeded to review the agenda.

GPC Chair Vote

The meeting was opened with the first agenda item, voting for the Council on Gender Parity in Labor and Education (GPC) Chair. Ms. Sally Nadler and Mr. Joel Thomas, presenting later on the agenda, left the room to allow the agenda item to move forward.

Ms. O'Brien Murphy reiterated to the group the nominations made at the March 16th meeting and that additional opportunities were given to members to make further recommendations through a subsequent e-mail sent by Maureen O'Brien Murphy. She indicated two nominations were made by the members, but one individual withdrew herself from consideration as Chair, but clearly indicated her willingness to assist as a "back-up" for the Chair when needed. Ms. O'Brien Murphy requested a motion to nominate Sally Nadler as the Chair of the Council on Gender Parity in Labor and Education. The motion was made by Sarah Pallone and seconded by Amina Bey, the balance of the voting members were all in favor. Ms. O'Brien Murphy further indicated that members Dianne Hartshorn and Maryann Sicurella had expressed their support of Ms. Nadler as Chair through an e-mail.

There are ten voting members of the GPC, eight voted to support Sally Nadler as Chair, Ms. Nadler did not vote and the final member was not in attendance and did not cast an e-mail vote. It was confirmed that Sally Nadler is now the Chair of the GPC, appointed by the membership, for a period of one year (June 15, 2016 – June 15, 2017).

Talent Network Presentation

Joel Thomas, Assistant Director of Strategic Initiatives -Division of Workforce Operations and Business Services – Department of Labor and Workforce Development (LWD) provided an overview of the seven Talent Networks, their role, core activities and deliverables. Mr. Thomas also provided an overview of the Talent Development Centers and their task within the Targeted Industry Partnerships and focus on training dislocated workers. He reiterated throughout his presentation that the efforts are all employer driven and focus on expanding high-quality employer-driven partnerships. The actual presentation, copies provided by Mr. Thomas, is attached.

The members of the GPC made the following comments or inquiries after the presentation:

- Ms. Pallone inquired as to the level of involvement or engagement of employers and high schools;
- Ms. Karsian indicated that she gathered information from her industry in the past about their knowledge of LWD programs – and it was clearly determined that employers don't know about these programs (indicating specifically about the Automobile Association that represents 3,000+ employers);
- Ms. Nadler expressed the need for a Talent Network focusing on the Energy and Construction industries;
- Ms. Bey requested technical assistance regarding information on funding and pathways around industries identified as in-demand within her workforce investment area (Newark);
- Ms. Pallone inquired as to how the three (3) Talent Development Centers were selected, and why only three industries (Health Care, TLD and Advanced Manufacturing) were represented. Indicating the high number of women who work within the Retail, Hospitality and Tourism industry, many below a living wage, why wasn't this industry selected? ;
- Ms. Karsian commented along with Ms. Pallone that the language around these grants and within the competitive documents should specifically have a gender lens; and
- Ms. Visakay expressed an obvious lack of communication and marketing about programs and services, indicating that more of an emphasis, including investment, needs to be placed on marketing.

The Chair indicated that she would be attending the monthly meeting with the seven leads of the Talent Networks to follow-up on many of the issues raised. Ms. Nadler indicated wanting to introduce the GPC to the Talent Network leads and then request that GPC members be included as members of the partnerships.

Ms. O'Brien Murphy indicated that contracts have already been awarded by the LWD, and further stated that the members should focus their efforts on engaging the Talent Networks, with the GPC mission guiding their efforts, and work towards having gender related language included in future competitive bid language.

There was also a dialogue about Jobs4Jersey (J4J) and it not being effective. It was reported that J4J was being replaced with a new platform – Career Connections. Again, members indicated not knowing about the change, a lack of marketing around the effort, questioning access of those in need, etc. Ms. O'Brien Murphy and Ms. Sliwinski explained that the initiative has not yet been formally implemented, training of internal and external partners was being contracted and provided by a third party, access was widespread including libraries, that a preview of the Career Connections platform was provided to SETC members following the March 29, 2016 meeting.

A secondary discussion on access to data with a gender lens ensued. Ms. O'Brien Murphy indicated that past efforts to report this data was part of the GPC MOU with the Center for Women and Work. She indicated she would follow-up with David Ramsay, Director of Workforce Research and Analytics about the ability of LWD to access data with a gender lens, and report her findings back to the members.

Ms. O'Brien Murphy thanked Joel Thomas for his presentation and indicated she would be in contact with him to follow-up on certain items discussed. Mr. Thomas thanked the group and left the meeting.

Ms. O'Brien Murphy asked the members if we could return the focus on the agenda, and approve the minutes from the last three GPC meetings, indicating they needed to be approved and posted to the SETC website. A motion to approve the minutes from the October 29, 2015, December 16, 2015 and March 16, 2016 meetings was made by Ms. Karsian and seconded by Ms. Pallone and approved by the balance of the members.

The next discussion began when Ms. Karsian asked about the budget and allocation to GPC. The questions focused on did we have an allocation in the new budget, what was done with the money, etc. Ms. O'Brien Murphy explained that the Governor and Legislature had until June 30th to approve the budget and that the GPC had historically been a line item in existing budgets for \$72,000. She further outlined the process that once the state budget is approved, if the GPC remains a line item, a budget would need to be prepared by the membership, in partnership with the SETC and DOW and submitted to LWD. The Chief Financial Officer of LWD would then submit the request to the Office of Management and Budget (OMB) for approval and release of the funds. At this point the money becomes available for use. It was further reported that the last GPC budget of \$72,000 was allocated to the Center for Women and Work (CWW) through an MOU and that the MOU expired on February 29, 2016 and the final invoice was received and processed in May, 2016.

The Chair requested the membership to review the Work Plan included in their packets, indicating that approval of the Work Plan was necessary to begin to develop a budget for the upcoming fiscal year, and work of the GPC. Ms. Pallone made a motion to approve the Work Plan and the motion was seconded by Ms. Karsian. A barrage of questions were asked by Ms. Pallone and Ms. Karsian with regard to membership being at full capacity, transparency of appointments, selection of appointments, public having ability to apply for appointments, etc. Ms. O'Brien Murphy indicated twelve appointed members are in the legislation and the council has ten appointed members at this time. She further explained that two SETC appointments remained vacant and would not be filled until the Work Plan was finalized and approved. She further explained this was done purposely to ensure the membership aligned with the identified priorities of the GPC. The Chair, Sally Nadler confirmed the reasoning for the vacancies and indicated assured the members that conscious through was being placed on the final two SETC appointments to ensure alignment with the priorities. Ms. O'Brien Murphy also explained that the appointments were evenly shared between the SETC and DOW. She was not able to elaborate on the exact details of the appointments, indicating she was not directly involved, the appointments were handled at the Executive Director level. Ms. Karsian asked if the GPC meetings are compliant with Open Public Meetings Act. Ms. O'Brien-Murphy responded that notice of the meeting was submitted and therefore compliant.

Additionally, Ms. Pallone posed questions with regard to the governance of GPC, specifically indicating their ability to report directly to the legislature and not be required to go through the State Employment and Training Commission. Ms. O'Brien Murphy referred the members to the GPC Standard Operating Procedures that were developed and approved by the Council in 2014. The indication by Ms. Pallone was that she was not aware of this change. Ms. O'Brien Murphy referred to the October 29, 2015 minutes, just approved by the group, and referenced that the GPC SOPs were shared and reviewed with membership at that meeting.

The Chair asked to focus on the agenda and called for a vote to approve the Work Plan, acknowledging it could be modified in the future. Already having received a motion and second, the balance of the membership approved the Work Plan included in the packets.

Robyn Kay, representative for Marie Barry at the Department of Education (DOE), took a moment to introduce herself to the group and provided a brief background on her education and experience. She currently serves as the Director of Career Readiness at the DOE.

Sally Nadler, returned the conversation to the agenda indicated the final item was to align the Talent Networks (TN) to the GPC membership. The following represents the initial assignments:

<u>Talent Network</u>	<u>GPC Member</u>
• Advanced Manufacturing	Sue Schultz
• Life Sciences	Maryann Sicurella
• Healthcare	Aida Visakay
• Financial Services	Andrea Karsian
• Transportation, Logistics & Distribution	North – Sarah Pallone South – Yvonne Mays
• Retail, Hospitality and Tourism	Amina Bey

The Chair indicated again that she would be requesting to participate in the next LWD monthly TN meeting to introduce the GPC to the TN leads and then members would be notified of their TN lead, contact, meetings, etc.

Members asked how they would be put in touch with the Talent Networks. Ms. Sliwinski restated that the Chair would be meeting with the TN leads at their monthly meeting, introducing the GPC and then the members would be introduced to their assigned TN lead through an e-mail communication. This should occur in late August 2016.

The meeting concluded at 12 noon with a final discussion round trying to identify a central meeting location or the next meeting on August 24, 2016. The Rutgers location was free while we were under contract with the Center for Women and Work, but since the contract has expired, there would be a fee for renting the location. Ms. O'Brien Murphy indicated that the LWD Trenton location was available but certain members indicated a trip to Trenton would involve more time and they would prefer to keep the meetings centrally located. Sue Schultz, appointment from the Northeast Regional Council of Carpenters (NRCC), offered to check the availability of their Edison headquarters for the October 26 and December 28, 2016 meetings.

Attendance

Appointed Members - Attending

1. Amina Bey
2. Andrea Karsian
3. Yvonne Mays
4. Sally Nadler
5. Sarah Pallone
6. Sue Schultz
7. Aida Visakay

Appointed Members – Not Attending

1. Dianne Hartshorn
2. Maryann Sicurella
3. Vicki Simek

Ex-Officio Members - Attending

1. Marie Barry – represented by Robyn Kay

Ex-Officio Members – Not Attending

1. Dawn Apgar – Department of Human Services
2. Elizabeth Garlatti – Office of the Secretary of Higher Education
3. Jackie Sanchez-Perez – Department of Children and Families – Division on Women

Staff Attendees

1. Maureen O'Brien Murphy
2. Janet Sliwinski