



# New Jersey State Employment and Training Commission

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Dennis M. Bone, *Chairman*

Chris Christie, *Governor*

## State Employment and Training Commission (SETC) Meeting Minutes

October 9, 2015

10 am – 12 noon

PSEG Training Center, Edison

### I. Welcome & Introductions

Chairman Dennis Bone called the meeting to order at 10:09 am and welcomed the group to the PSEG Training Center. Mr. Bone initiated roundtable introductions and welcomed new member, Anthony Ferrera. He announced that in accordance with the Open Public Meetings Act, notice of this meeting was submitted to the Trenton Times and Star Ledger and was posted on the SETC website.

The minutes from the June 16, 2015 meeting were introduced. Betsy Garlatti made a motion to approve the minutes; the motion was seconded by Sally Nadler. The minutes were unanimously approved by a voice vote.

### II. Chairman's Report

Chairman Bone stressed the importance of the *NJ Blueprint for Talent Development*, indicating the document will serve as the foundational guide for the new State Strategic Plan. Mr. Bone outlined the volume of work that remained to create the State Plan, which is due to the US Department of Labor (USDOL) on March 3, 2016. He explained that staff have been working with the New Jersey Department of Labor and Workforce Development (LWD) to develop and release a solicitation for quotes, to hire a consultant to assist with the plan development. That document is currently posted on the NJ Treasury and SETC websites. A Commission member inquired as to when the narrative would be received, staff indicated the document would be due to SETC by November or December.

Chairman Bone indicated the search is ongoing to replace the former Executive Director, Michele Boronkas and two other SETC staff members, Lanse Davis and Christina Herzog. He indicated the SETC was in "lean mode" but progressing forward. The Chairman reported that many resumes were received; he and LWD Deputy Commissioner Aaron Fichtner were establishing a search committee. The Chairman indicated that Sheryl Hutchison is serving as the Acting Executive Director until a permanent Executive Director is named.

### III. Pathways, Partnerships and Credentials

Dr. Aaron Fichtner, LWD Deputy Commissioner, began the presentation by indicating his appreciation of the work done to create the Blueprint, and indicated a copy was included in today's materials for members' review and feedback. Dr. Fichtner explained how New Jersey has integrated its efforts to prepare for the new Workforce Innovation and Opportunity Act (WIOA) with the grant awarded by the National Governor's Association (NGA) to create a NJ Policy Academy; the partner agencies have been working collaboratively to support a common mission.

Dr. Fichtner then provided a PowerPoint presentation that highlighted:

- Key Blueprint Elements:
  - 1) Developing High Quality, Employer Valued Partnerships
  - 2) Incorporating the Career Pathways Model into Education and Training Programs
  - 3) Increasing the Number of Adults with a Post-Secondary, Industry-Valued Degree or Credentials
- Definition of High-Quality, Employer Valued Partnerships
- Definition of Career Pathways
- Benefits of Industry-Valued, Post-Secondary Degrees and Credentials: standardized, portable and stackable
- Implementation Actions for LWD, including:
  - 1) Focus on the Talent Networks and developing HQP;
  - 2) Establishing Talent Development Centers for TDL, Healthcare and Advanced Manufacturing;
  - 3) Building capacity of partners and develop HQP; incorporate career pathways and HQP into all training programs; and
  - 4) Developing an industry-valued credential list

Dr. Fichtner noted that the Notice of Grant Opportunities (NGO) for both the selection of Talent Networks and Talent Development Centers have been released to the public and can be found on the LWD website. He also indicated that all workforce programs would be required to incorporate both the Career Pathways Definition and the High-Quality Partnership Criteria. Dr. Fichtner also reported that LWD Assistant Commissioner Jeff Stoller will lead the effort of developing an Industry-Valued Credential List, through a Credential Review Board. The Credential Review Board will report back to the SETC as part of the plan, to determine the priority of investments for the credential list. The effort will include the gathering of employer intelligence through the Talent Networks, and a draft list of credentials will be provided for public comment.

Betsy Garlatti, Chief of Staff, Office of Secretary of Higher Education (OSHE), provided an update on OSHE initiatives which include creating a Statewide Longitudinal Data System (SLDS). The goal of the SLDS is to analyze aggregate data of students from kindergarten through post-secondary and into careers, to identify profiles that lead to success. Ms. Garlatti explained how the effort required Education, Labor, and Motor Vehicle agencies to combine data to be analyzed. Meanwhile, Ms. Garlatti noted that high quality partnerships are already underway between institutions of higher education and industry partners. She emphasized the need to highlight these partnerships and expand the workplace experiences open to post-secondary graduates. She further explained how the NJ Prior Learning Assessment Network (NJPLAN), a consortium of New Jersey colleges and universities working in partnership with Thomas Edison State College, is conducting Prior Learning Assessments to give credit to workplace learning and learning obtained through other institutions, in an effort to increase the number of individuals in obtaining a degree.

Marie Barry, Director, Office of Career and Technical Education within the Department of Education (DOE) presented an update on a number of initiatives underway at DOE. Ms. Barry provided an update on the 2015 school year implementation of the Career Ready Practices (CRP), which were approved in October 2014. She explained how these practices will be implemented throughout the K-12 system and cover multiple content areas. This effort has been received very positively by teachers, counselors and educators at all grade levels. Ms. Barry further informed the Commission on the efforts underway to support educators with this endeavor, by creating toolkits and repositories of

activities, in partnership with business and industry and labor market data, which can be integrated into subjects, classrooms and lessons.

The second DOE initiative was the competitive award of \$3 million in County Vocational Partnership grants last year and Ms. Barry discussed plans to expand the initiative this year. The physical space capacity of the vocational schools are at maximum levels; these funds will enable the vocational schools to develop new programs, or replicate successful existing programs, at locations outside of their traditional facilities.

Director Barry also discussed the Career Readiness Initiative, which resulted from the Council of Chief State School Officers (CCSSO), a group representing the Education Commissioners of all 50 states, focusing on the definition of career readiness. New Jersey is pursuing this initiative as a Tier-2 state. Ms. Barry noted that this two-year initiative will be an outgrowth of the NGA NJ Policy Academy efforts to align initiatives across agencies and go beyond the end of the NGA grant in June 2016. Ms. Barry reviewed the outline of the Career Readiness Initiative, noting the CCSSO Task Force, Expected State Outcomes and Recommendations, that was included in the member packets. She concluded by stating that DOE Commissioner Hespe was onboard and very excited about the project.

Chairman Bone and Commission members commented on the great strides that had been made, and the importance of alignment within programs and services across government. Dana Berry noted the good work of the Talent Networks and how early childhood programs and workers support the ability for people to go to work. Ms. Berry indicated she would like to see an increased focus on support systems, like early childhood programs, within the Talent Network efforts.

#### **IV. Energy Sector Career Pathway Model**

Sally Nadler, Manager of Workforce Development for PSEG, provided an in-depth overview of an Energy Sector Career Pathways that were created through the Center for Energy Workforce Development. The strategy is anchored around four pillars: Career Awareness; Workforce Development/Education; Workforce Planning; and Member Value and Support. Ms. Nadler reviewed the career pathway model and provided graphics depicting skills grouped by tiers identifying correlating credentials, certificates, or degrees. A full copy of the PowerPoint presentation was provided to each member in their packet.

The second phase of Ms. Nadler's presentation focused on a new initiative to recruit Women in Sustainable Employment (WISE). This program just completed its first pilot at Rowan College at Burlington County. The initiative focuses on educating women about careers in the utility and construction industries. While final outcomes remain pending, more than 27 women successfully completed the 40-hour program. Additional phases are expected in the future. Commission members discussed contextual learning and career exploration for youth.

Ms. Nadler made two additional announcements to the Commission:

- Careers in Utilities Week in NJ will be celebrated October 12 – 16.
- The NJ Utilities Association Career & Job Fair will be held at Mercer County Community College on October 19.

#### **V. Policy Presentations: State Plan Adoption**

The SETC was presented with three policy resolutions requiring a vote for inclusion in the upcoming WIOA statewide plan. Two of the resolutions focused on governance issues and the third on youth.

Governance: JoAnn Trezza, Governance Committee chair, presented two policy resolutions to the Commission members for review and approval. SETC Policy #2015-01 sets the requirements for Local Workforce Development Board Member Appointments and Process, and replaces SETC #2010-01, last amended on September 17, 2013. The proposed policy was provided to members with changes identified in blue text for their review. Ms. Trezza reviewed the full document, highlighting the changes and further explained that Workforce Development Boards (WDBs) have until July 2016 to become fully compliant with the new requirements, once approved by the SETC. The changes to the existing policy will bring New Jersey WDBs into compliance with WIOA requirements for local board membership. Chairman Bone called for a vote to approve the policy resolution; Anthony Ferrara made the motion, it was seconded by Dana Berry and the policy was unanimously approved.

Ms. Trezza introduced the second resolution, SETC Policy #2015-02, which sets the process and timeline for New Jersey Local Area Initial Designations. Ms. Trezza reviewed the resolution in its entirety. Julio Sabater made a motion to approve the resolution, it was seconded by Harvey Nutter and the policy was unanimously approved.

Youth: The final resolution, SETC Policy #2015-03, provides New Jersey Out-of-School Youth Definition and Youth Work Experiences Definition. Kirk Lew, SETC Policy Analyst and Shared Youth Vision Council Liaison and Allison Spinelli, Director of the Cumberland-Salem Workforce Development Board and Shared Youth Vision Council Member, presented the policy resolution to the Commission. Mr. Lew explained that WIOA mandates that state and local entities must direct 75% of their funds to serving out-of-school youth, ages 16-24, as priority populations, and 20% of those youth funds must be utilized to secure work experiences for participants. Ms. Spinelli explained how the process was vetted through the Shared Youth Vision Council. A motion to approve the resolution was provided by Steve Hornik, seconded by Dana Berry and unanimously approved, with the requirement that the unpaid internships definition would be reviewed by LWD wage and hour experts for compliance with state and federal law.

## **VI. Public Comment and Adjournment**

Anthony Ferrera, Hillsboro Township Administrator, and former LWD Director, shared his current and prior experiences with many state-supported programs, services and initiatives. He stressed the increased need and value of providing One-Stop staff with training that would allow for consistency across locations, as well as increased marketing of One-Stop services to the public. Mr. Ferrera also addressed the important role of the Talent Networks, indicating the networks should be more outcome-driven and report their associated placements and program results. Finally, he made a call for SETC members to support the Blueprint and provide partner testimonials, to support the workforce efforts.

Nils Richardson, of ACCSES-NJ indicated that his agency supports 40 community rehabilitation providers, which are training providers. These entities provide employability skills and work directly with employers to meet their staffing needs. This important work dovetails with the credentials focus that is outlined in the Blueprint and provides valuable job experience to those with barriers to employment, including youth.

Chairman Bone announced that the 2016 meeting dates were provided in members' packets. Regional meetings with WDB chairs have been scheduled for October 13 and 14, to discuss regional designations. The meeting was adjourned at 12:08 pm.

### **Next SETC Meeting:**

Tuesday, November 10, 2015, 10 am – 12 pm, NJ Law Center, New Brunswick

**STATE EMPLOYMENT AND TRAINING COMMISSION MEETING ATTENDEES  
OCTOBER 9, 2015**

<b><u>PRESENT MEMBERS and ALTERNATES</u></b>	
Apgar, Dawn (for Connolly) Barry, Marie (for Hesper) Berry, Dana Bone, Dennis Ferrera, Anthony Fichtner, Aaron (for Wirths) Garlatti, Betsy (for Hendricks) Garcia, Manuel (for Richman) Hornik, Steve	Howard, Donald (for McNamara) Karsian, Andrea Mickens, Felix (for Brown) Nadler, Sally Nutter, Harvey Sabater, Julio Sen, Tapas Seville, Tyler (for Willoughby) Trezza, JoAnn
<b><u>ABSENT MEMBERS</u></b>	
Blake, Allison Carey, Michael Donnadio, John Duda, Teri Gacos, Nicholas Levinson, Jody	Orson, Melissa Reisser, Clifford Wade, Carolyn Wise, Robert Wowkanech, Charles
<b><u>OTHER ATTENDEES</u></b>	
Ademu-John, Kendall Frye, Daniel Klein, Michael Higgins, Eileen Kurdziel, Kevin Janz, Greg Lane, Davetta McKiernan, R. R. Mombo, Mien Nivens, Marsha Oliphant, Kareim	Price, Darrell Richardson, Nils Savage, Judy Scott, Everton Seavers, Diane Spak, Gale Spinelli, Allison Stoller, Jeffrey Trembl, Bernard Vail, Cheryl Weil, Robert
<b><u>SETC STAFF</u></b>	
Hutchison, Sheryl Lew, Kirk O'Brien-Murphy, Maureen	