



New Jersey State Employment and Training Commission

Dennis M. Bone, *Chairman*

Philip D. Murphy, *Governor*

State Employment and Training Commission Meeting Minutes

Online TEAMS Meeting Platform

<https://global.gotomeeting.com/join/394439821>

November 15th, 2023

10 am – 12 pm

I. Welcome & Introductions

Chairman Dennis Bone called the meeting to order at 10:07 am and welcomed members and guests. Chairman Bone announced that, in accordance with the Open Public Meetings Act of 1978, notice of this meeting was submitted to the Trenton Times and Star Ledger, shared with the Secretary of State's office, and was posted on the SETC website. Introductions were conducted. Chairman Bone noted This week is National Apprenticeship week. We have an incredible group today that are going to talk with us.

II. Introductions of Apprenticeship Committee Chair – Torsten Schimanski, NJMEP

Chairman Bone opened the meeting with an introduction welcoming the presenters.

Mr. Torsten Schimanski opened the discussion introducing himself. He is the Chief Strategy officer with NJMEP, New Jersey manufacturing extension program, I have also been serving as the Chair of the SETC Apprenticeship committee for over a year. The Apprenticeship Committee has been working hard for the past four years to focus on pre-apprenticeship, the number to extend the SETC members, and to broaden the base of all industry sectors. Please feel free to contact us if you are interested in getting involved with the SETC or with the registered apprenticeship programs we have available as this is a high priority for New Jersey. We meet

three to four times a year. We look forward to hearing from you if you have any questions or would like more information on apprenticeships.

IV. Apprenticeship Introduction Chairman Dennis Bone

- **Presentation - Commissioner NJDOL Rob Asaro-Angelo**

Commissioner of NJDOL Rob Asaro-Angelo opened the discussion with celebrating Apprenticeship week. Thank you for having me today, we are happy to talk about the Department of Labor and the work we are doing. Apprenticeship is currently working, this week I spoke at the Princeton Plasma Physics Lab. It is remarkable to have folks involved in Apprenticeship, and especially this week to really showcase Apprenticeship programs. We have set up the apprenticeship network within the NJDOL, which has helped develop and strengthen our efforts and grants have allowed us to help this effort. We have invested 50 million dollars in investing into apprenticeship, pre-apprenticeship and work-based programs. These are all funded through our workforce partnership fund, and we have seen apprenticeships grow by one hundred percent. We have doubled the number of apprenticeships in New Jersey over the past six years. Thank you to our partners and our partners at the USDOL, and the work going on we are thankful for. Bob Wise thanked the Commissioner and the partnership between the community college and the NJDOL. Having dorms and spots at Raritan is a plus and Chairman Bone thanked Commissioner Asaro-Angelo for joining the SETC Commission.

- **Presentation – Jordan Morang, NGA**

Jordan Morang with the National Governors Association discussed advancing apprenticeship opportunities for states and business to create and expand registered apprenticeship programs. We are looking at upscaling and honing on registered apprenticeship and pre-apprenticeship. The credential it provides is quality and New Jersey has been the driver for the registered apprenticeship and the NGA is delighted with the conversations that are happening. We have had webinars with massive companies, office of the Governor and opened the floor up for conversations of an opportunity to share challenges and the key things are ensuring that the technical part is at the state and that employers understand the requirements to get to the registered apprenticeship standards and that employers are fulfilling the needs and the office of apprenticeships through expansion and through nontraditional fields and recognizing the opportunities are available and open. We are focused on the systems across the nation for employers to see value and when an employer comes to the apprenticeship agency that they have the collaboration. In addition, the agreements between community colleges that users can get that class credit and step by step improvement. In the end it is good to have a credential through the apprenticeship program. When employers are looking to expand, ensuring that they understand and can ease into programs will help the employer and the apprenticeship candidates. The opportunities are there for all businesses to get the registered apprenticeship in the door.

<https://www.nga.org/publications/advancing-apprenticeship-opportunities-for-states-and-business-to-create-and-expand-registered-apprenticeship-programs/>

- **Presentation – Joseph Mancini, USDOL**

Joseph Mancini opened the discussion with the importance of utilizing the registered apprenticeship programs. The White House is focused on registered apprenticeship programs. As a product of the apprenticeship program, I understand the positive side of being a registered apprenticeship. New Jersey's focus and dedication the apprenticeship programs has been remarkable to see the growth, and we look forward to continuing to working with New Jersey on this initiative.

- **Presentation – Maria Heidkamp, NJCCC**
- **Presentation – Lori Collins, AIR**

We are very excited to be here during apprenticeship week. As part of the strategy, New Jersey has been a driving force of registered apprenticeships. We are looking at workforce development boards to be able to provide more technical assistance. We are conducting a 101 series, a webinar of apprenticeships and raise the knowledge of what is the system and raising the general basis knowledge and what it means. As of yesterday, we had 51 people registered. If you are interested or have colleagues interested, please let us know. The topics are a series of three topics and will wrap up in January of 2024. Technical assistance a focus and we look forward to hearing from you soon.

- **Presentation – Mark Genua, Solutions Design & Deliver**

JFF is focused on capacity building with community colleges and workforce boards. We are launching a community practice. We cover topics and we go over the local area and what they use in their areas and what funding do they use with their community practices. Findings showed the apprenticeships were in the manufacturing area and a staggering in healthcare. There is an interest in working with the local high schools. National conversations are happening to hear about what is happening in New Jersey. Employer engagement and industry specific. How do we sustain these programs, whether grants or other means, how to really grow your programs and we discussed several topics of how to better support apprenticeship programs.

III. Chairman Report – Dennis Bone

- **Mental Health in the Workplace – John Sarno, EANJ**

Chairman Bone introduced John Sarno with Mental Health in the Workplace. John thanked Gary Altman and Chairman Bone. Having been with Commissioner Asaro-Angelo from the beginning and prior to him being Commissioner of NJDOL and seeing the progress of the apprenticeship program and how far we have come with a national model is remarkable. It has never been a better time to work in New Jersey. It is about the quality of work and forming a committee on mental health. Stress and burnout have now reached a documented evidence, occupational syndrome, loss productivity, costing

employers a lot of money. The amount going to the bottom line is staggering. Physical and mental disabilities are affecting the workforce. The world health organization declared on medical evidence stress and anxiety, that the majority of Americans and loss productivity and loss workdays are close to one third left the job and this is pre-pandemic, and what are employers doing about it? The decision that employers are doing is don't ask, don't tell. With the World Health organization have diagnosed the employees nationally two thirds have feelings of isolation, feeling alone, do not feel like they can talk to supervisors and that the culture at work is open but then the relationship individually they are disengaged from the work. The connection and correlation are clear. What is the culture like? What are employers doing to fix loss of productivity, sick days, workers compensation claims? Many employers are seeing now it is a business issue. Lack of information, lack of information. Employers can take steps. Treat mental health as a bottom-line issue and be part of the solution. What would a committee of this commission look like? The committee could research issues, collaborate with partners around the state, and report back to the commission on an ongoing basis. The proposal to create a committee of five to seven members, create a charter, and submit a proposal, bring in experts, send an email to John Sarno and copy Chairman Bone if interested. John thanked the commission for listening and Chairman Bone thanked John and agrees the mental health is an issue for employers and it is important that this is very important to move ahead.

VII. Public Comment – Open

No questions from the public.

VII. Closing Remarks – SETC Chairman, Dennis Bone

Chairman Bone mentioned his appreciation and how incredibly powerful this work is and thanked everyone for their presentations. We do not have a quorum to vote on from the last meeting minutes. Thank you everyone for attending and we look forward to seeing everyone at the next meeting the new year. The motion to close the meeting was at 11:57.

Next SETC Meeting

SETC Commission Meeting to be determined.

PRESENT MEMBERS AND ALTERNATES

Bone, Dennis
John Gagliano
Gregg DeBaere
Hosea Johnson
John Franklin

Drakeford, Shamira
Sarno, John
Duda, Teri

ABSENT MEMBERS

Donnadio, John
Wade, Carolyn Carter
Commissioner Robert Asaro-Angelo
Ferrara, Anthony
Allen-McMillan, Angela
Adelman, Sarah
Sullivan, Tim)
Franklin, John
Robert Wise
Nadler, Sally

Allen, Dr. Yolanda
Alpart, Davidene
Apple, Emily
Anochi, Eva
Arango, Oswaldo
Barracato, Meredith
Belin, Jacki
Bicica, John
Blanco, Francis
Bogert, Duwan
Bollhardt, Victoria
Brown, Melissa
Burkhardt, Ron
Buteas, Chrissy
Carvajal, Allyson
Caramelo, JoAnne
Carrol, Karen
Carter, Jean
Case, Kim
Celestin, Sancia
Choudhury, Mitra
Custard, Donna
Czar, Dianne
Demmellash, Alfa
Drakeford, Shamira
Emigholz, Chris
Enright, Patricia
Everett, Kaitlin
Feldman, Eliot
Fichtner, Aaron
Gaylord, Karen
Gehrke, David

OTHER ATTENDEES

Giordano, Timothy
Gietka, Jennifer
Grzella, Paul
Harris-Kuiper, Stephanie
Hartman, Sharon
Hiller, Nanci
Hirsch, Lesley
Hunt, Stacy
Jainarine, Diane
Jordan, Dana
Jubanyik, Danielle
Kikkert, Becky
Kuiper, Mark
Kurdziel, Kevin
Levandowski, Andrea
Levitt, Jill
Knight, Braheim
Kuhn, Fran
Kurdziel, Kevin
Liu, Helen
Mader, Pamela
Martin, Michelle
Mazzagatti, Pete
McPartlan, Dennis
Mirasol, Catherina
Moody, Melissa
Morrison, Angelique
Murphy, Lauren
Meyer, Cheryl
Odeneye, Jobi
Philp, Amanda
Polack, Carol
Pierre, Eric
Rodgers, Beth
Reyes, Maritza
Sabater, Julio
Safrin, Michele
Sabir, Zahira

Satchell, Brigitte
Schaeffer, Janine
Schuster, Manuela
Seith, David
Seavers, Diane
Singer-Quast, Sarah
Soto, Luis
Sternbach, Larry
Sullender, Kyle
Staub, Stephanie
Strothers, Sandra
Swartz, Jeffrey
Tabassum, Zainab
Taguwa, Denise
Taylor, Sherwood
Taylor, Yolanda
Vail, Les
Vaidyanathan S.
Weir, Barbara
West, Kelly
Williams, Albert
Zahirah, Sabir
SETC STAFF:
G. Altman
C. Lamarca
K. Robinson

SETC- November 15th, 2023