



New Jersey State Employment and Training Commission

Dennis M. Bone, *Chairman*

Philip D. Murphy, *Governor*

State Employment and Training Commission

Meeting Minutes

April 6, 2022

10 am – 12 pm

Online GoTo Meeting Platform

I. Welcome & Introductions

Chairman Dennis Bone called the meeting to order at 10:02 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 and was posted on the SETC website. Roundtable introductions were conducted. Teri Duda made a motion to approve the February 2, 2022 minutes; the motion was seconded by Tapas Sen. The minutes were unanimously approved by voice vote.

II. Chairman's Report

Chairman Bone welcomed members to the meeting and provided a brief update regarding member appointments. We are working to refresh the SETC Commission and have presented a group of individuals to the Governor's office. We are in the process of waiting for approvals for new Commission members.

Two additional updates were provided by Chairman Bone. First, with regards to WIOA funding, there is legislation which is moving through Congress, it is in the House Committee on Education and Labor, and this includes full funding for WIOA. This would allow us to be able to be involved in additional areas. The second update, Chairman Bone was asked to serve on the Executive Committee of the National Governors Association State Workforce Chairs Board.

III. Follow-Up: The Great Resignation/Big Quit

Acting Executive Director Altman provided a follow-up on our prior meeting's discussion of the Great Resignation. Cited were recent articles in the Harvard Business Review and Barron's which provided data regarding the slowing of the phenomena. Both articles included federal Bureau of Labor Statistics information related to resignation forecasting, labor market participation and quit rates. All lent credence to a slowing of the movement. Also included in the presentation was information related to the targeting/hiring of groups historically under-represented in the workforce as a consideration for employment. SETC member Bob Wise asked a question regarding toxic workplaces and their role in employee movement. Mr. Wise cited a Sloan Management study which indicated that poor workplace culture was a much higher determinant of people changing jobs than wages.

IV. Youth Voice Policy

With Shared Youth Vision Council Chairwoman Catherine Milone unavailable due to a prior work commitment, Acting Executive Director Gary Altman opened the discussion regarding Youth Voice. Youth Voice refers to *the distinct ideas, opinions, attitudes, knowledge and actions of young people as a collective body*. The Shared Youth Vision Council has proposed to increase youth input into service design and delivery. To develop the policy proposal, the Council participated in three (3) presentations. New Jersey Community Development Corporation, USDOL, and Partners4Work (Pittsburgh-area job training organization) provided significant information and considerations on the subject.

Kyree Robinson of the SETC, discussed the Shared Youth Vision Council. The Council includes representatives of numerous State and local organizations all involved in serving young people. This prompted the discussion on Youth Voice as there was a question regarding adults being the designers/providers of programs developed for young people. The proposal detail was developed with and approved by the Shared Youth Vision Council. The specific language of proposal is as following;

The New Jersey State Employment and Training Commission strongly urges the local workforce development areas to develop, effectuate and include a Youth Voice framework that utilizes the direct input of the target population that will be served and that their input be used in the design, development, implemented and delivery of youth services”.

NJ's workforce boards represent different areas, populations, needs, obstacles, and

barriers that youth may have to employment. This is not one size fits all, as a result we are encouraging all areas around the state to incorporate youth voice. Given the differences, the policy asks for a local framework as it is understood that they may differ. After the policy is implemented SETC staff will make itself available for technical assistance and be available for questions. We will like to take the information and implement the findings to better serve our youth population. The desire is a resulting effort that allows greater youth input not service and a continuous loop which allows their input to ensure that services remain current and responsive. Chairman Dennis Bone called for a motion to approve the Youth Voice proposal. Teri Duda made a motion to approve, seconded by Bob Wise, the proposal was put forth and approved by acclamation.

V. Local Workforce Board Certifications, Governance Committee Updates

John Gagliano of the Governance Committee and a member of the Monmouth County WDB, discussed the recommendations for Local Workforce Development Board Certifications.

Federal law requires a Board certification., NJ has 17 local workforce development boards. Both WIOA section 107 and the New Jersey Administrative code, requires that the Governor, every 2 years certify a local board for each local area within the State of New Jersey. That certification is based on meeting membership criteria and to the extent the local board has ensured the local workforce activities carried out have met the performance and accountability steps as set forth in WIOA. We have had progress but they have been impacted by staffing issues and the pandemic.

Eight (8) local workforce development boards were discussed in our most recent meeting. There were questions regarding the process shared with three (3) areas; 2 provided satisfactory responses prior to 3/30. Moving forward we need to review guidelines/memberships to determine if they may be root of some questions; (NJSETC policy #2015-01: NJ Local WDB Membership).

There was a vote to approve 7 areas of consideration, which are:

1. Atlantic County, 2. Burlington County, 3. Cumberland/Salem/Cape May Counties, 4. Gloucester County, 5. Middlesex County, 6. Morris/Sussex/Warren Counties, and 7. Ocean County. Motion to approve made by Bob Wise, seconded by Tapas Sen, the approval was passed by acclamation.

VI. 2022 Combined State Plan Modification, Workforce Partnerships, NJDOL & NJDHS – Changes and Purpose

Acting Executive Director Altman provided a follow-up December of 2021, USED and USDOL issued guidance for WIOA plan modifications.

A four-year plan was submitted in 2020. Plan guidance was shared with respective partners. Modifications to be noted include; Impact of pandemic on labor markets, lessons learned from pandemic including virtual services, and considerations for diversity, equity and inclusion. The board needs to approve modifications to the plan and presentations to be made by partners who have done the work.

Jason Timian with NJDOL, Office of Research and Information touched on the pandemic effects in 2020. The pandemic has changed the narrative, and therefore new charts and language have been added to reflect the changes. Some of the annual average data has created misleading assumptions. Although the data needs to catch up to current data, LMI remains a valuable resource to track the economy. Also, IVCL language has been removed as we consider better methods.

Sheryl Hutchison with NJDOL, Office of Research and Information discussed the ETPL Quality Assurance Project on enhanced data collection to establish quality performance measures and scorecards for training providers. The project touches on how to protect career seekers, improving effectiveness and efficiency, the transparency and responsibility for continuous improvement with culture, there are five domains on the New Training Provider Scorecards, and lastly, the NJ Training Explorer website is new. Currently, there is a WIOA PY 2019 and 2020 evaluation of virtual services planned. Workforce Data Quality Initiative (WDQI) grants from NJDOL and leveraging New Jersey Education to earnings Data System (NJSEEDS) are being evaluated. We are also currently working on WIOA performance targets in Appendix 1. There are State targets for PY 2022 and 2023, Titles 1 and 11. Several other targets include; USDOL – ETA Regression model, local Workforce area targets, and Title 11 and Title IV targets.

Patricia Robertson with NJDOL, Agricultural Outreach Plan discussed how to locate and contact MSFW's who are not being reached by normal intake activities conducted by Employment Service (ES) offices. The MSFW provides outreach staff to conduct outreach in their service areas. Outreach workers must speak the language of a significant proportion of the state MSFW population and be from MSFW backgrounds. Coordinating outreach efforts with National Farmworker jobs programs (NFJP), public and private community service agencies, and MSFW groups. Currently, farmworkers need Covid-19 related services, including vaccination and testing resources.

NJDOL will continue to collaborate with sister agencies and community partners

to ensure MSFW's are made aware of available resources including appropriate referral methods. Improving vaccination, testing, and symptoms management is at the forefront. Also, increased awareness regarding CDC and NJDOH Covid-19 related guidance and safety recommendations and culturally and linguistically appropriate tools. Outreach visits are made from April to November with the vast majority from May 15th to October 1st. A total of 3,600 will be contacted throughout New Jersey.

Amanda Gerson with NJDHS, Commission for the Blind and Visually Impaired updated the committee and members on currently there are collaborations with TAC's, (NTACT-C; VR TAC-QM and QE; CIT-TAC). Additional technical assistance is being provided to these entities. Staffing and personal development has been updated. Employment services, deaf-blind services/interpreters are also be offered virtually. Individuals are starting to be phased in to the centers come May. More frequent instruction virtually to meet service needs during the pandemic. Enhanced relationships since Covid-19, including Amazon, and businesses that were strapped for workers. We also were able to provide I-pads when we needed to help have better communication during the pandemic. We are working to improve our employment services and that are dedicated to improving professional development with the deaf and blind community. Currently, we are working with the College of New Jersey as the Yes program, which is focused on helping Youth find positions as a pilot program, this will enhance our deaf blind services for deaf and blind with businesses. We are also looking to hire more staffing for support services to be able to enhance individuals with socio-economical needs and services. We are also expanding pre-employment transitional services. The programs are comprehensive and we are looking to expand the needs to reach students. Performance targets are focused on pre-ed topics and also helping students who have lesser needs as we look to expand in this area.

Karen Carroll with NJDOL, Division of Vocational Rehabilitation Services discussed updates within the program. Currently, DVRS has moved out of Workforce Development and are now apart of the Office of Research Accessibility services. The impact of the pandemic had made the program area move to virtual services, and there was an increased need to focus on outreach. Implementation of state-wide benefits counseling programs for DVRS consumers, and out of school youth services. The need for more focus on Career Pathway Mindset with individuals who have disabilities with employment opportunities. There is currently a collaboration with National Technical Assistance centers in obtaining training and technical assistance for staff. We are also collaborating with underserved populations and collaborating with NJ DDD/Developmental disabilities.

Dr. Danielle Jubanyik with NJDOL, Adult Education & Literacy Services discussed Title II funding. The (NGO) Notice of Grant Opportunity was applied for funding which aligns with Federal regulations governing AEFLA at 34 CFR part 463 clarify that only an organization that

has demonstrated effectiveness in providing adult education and literacy services is eligible to apply for AEFLA funds. Eligible applications were reviewed by fully trained panel and received review comments from local WDB's as part of the application process, and 18 lead agencies were selected; 66 partners statewide providing adult basic education, civics, and English language instruction. There is an expansion of spending to include more software and training for Title 11 providers. Mental Health Awareness and training is a topic for more focus. There is also a focus on student recruitment, retention strategies, instructor credentialing opportunities, and professional development for online instruction.

Sherie Jenkins with NJDOL, Senior Community Service Employment Program discussed eligibility, training, and employment updates. Currently, there is a WIOA mandate. Co-enrollments of participants with One Stops of individuals who are enrolled in SCSEP should be provided the full array of WIOA training and supportive services. Individuals who do not meet eligibility criteria to enroll in SCSEP, should be referred to or enrolled in WIOA or other appropriate partner programs. These arrangements should be negotiated in the Memorandum of Understanding (MOU) which the agreement was developed and executed with the Local Workforce Development Board.

Dr. Yolanda Allen and Sarah Singer-Quest with NJDOL, Adult, Dislocated Worker and Youth Services discussed the WIOA State Plan Modifications Workforce Strategy. Our commitment to building out centers of training and technical assistance across the workforce program areas include; development of LMS, and the development of new training partnerships with GSETA. There are supporting efforts to continue modernization of systems and investments in technology. Data system modernization and investments in tools like Skill Up New Jersey. Three key support goals for NJDOL and SETC are; Integrating partners and services into One Stops, supporting customized strategies for job seekers and employers, and cross strengthening local governance. Functional alignment, relationship building with partners, and service agreements, developing MOU's and IFA's to help support planning and implementation around these relationships are key. Utilization of common assessment tools for service delivery are assessment, plan development, individualized career services, training services, supportive services, and follow-up services. Building capacity to match and fill gaps between the employer and the job seeker is key. Emphasizing work readiness and career advisement across WIOA services including in Wagner Peyser and Title 1 programs specifically. Also, leveraging resources across required partners and additional community partners to provide services that reduce barriers to employment beyond specific training related needs. Key local Workforce Development Board functions are with Procurement and also oversight and monitoring. Also, additional priorities are expanding the use of old data. These include; data entry standards, data dashboards, and data system modernization. Additional priorities are; One Stop Integration, use of virtual technologies, and expansion of Pathway opportunities. The upcoming PY21/PY22 focus are on the Local Workforce Development Board Governance, One Stop Partnerships, Expansion of

services and populations, and the expansion of work-based learning opportunities.

VII. Acceptance of Modifications

Chairman, Dennis Bone called for public comment and final questions.

Bob Wise asked how has Covid-19 impacted the hearing impaired. There are counselors that have received and continues to receive support Karen Carroll with DVRS responded, that we continue to provide services and that this population has not been impacted since staff worked through the pandemic virtually to service these individuals.

Chairman, Dennis Bone then called for a vote to accept the modifications. Teri Duda made a motion to approve, Bob Wise made a second motion to approve, and there was a motion to approve the modification unanimously approved by voice vote.

VIII. Wrap-Up

Kevin Kurdziel discussed a MOU was signed with the NJCCC to enhance the relationships between the local areas and the also the community colleges. The focus will be to partner with the NJCCC on their pathways effort which Dr. Aaron Fichtner previously presented to the SETC. They are looking forward to working on a stronger pipeline to work with businesses.

GSETA will be focusing on strategic initiatives to move a stronger New Jersey to create a stronger talent network. The GSETA Institute is working with NJDOL on work-based learning opportunities. GSETA will be developing a strategic plan for branding services and look to include members of the Commission. The GSETA also is looking for part-time director to help GSETA work with helping build our legislative advocacy which is similar to around the country and will move workforce development forward. This will allow the GSETA to build a stronger presence nationally and around the State of New Jersey.

IX. Public Comment and Adjournment, Dennis M. Bone, Chairman

No public comments were received. Chairman Bone announced that the next meeting will be held on Wednesday, April 6, 2022. The meeting was adjourned at 11:59am.

Next SETC Meeting

June 1, 2022

10 am – 12 pm

Online GoTo Meeting Platform

PRESENT MEMBERS and ALTERNATES

Bone, Dennis	Cappello, Marianne (for Allen-McMillan)
Rob Soberanis (for Asaro-Angelo, Rob)	Sen, Tapas
Butler, Kate (for Oliver)	Wise, Robert
Michele Safrin (for Blake, Allison)	Lee, Edwin (for Brown)
Michelle Vickers (for Wade, Carolyn)	Colton, Tara (for Sullivan)
Carter	Teri Duda
Johnson, Natasha (for Adelman)	
Franklin, John	

ABSENT MEMBERS

Brown, Kevin	Reisser, Clifford
Carey, Michael	Rice, Ronald
Donnadio, John	Wilson, McKenzie A.
Hornik, Stephen	Wimberly, Benjie
Brian Bridges Gacos, Nicholas	Wowkanech, Charles
Ferrera, Anthony	Catherine Milone

Other Attendees

Alpart, Davidene	Everett, Kaitlin	Mirasol, Catherina	Sternbach, Larry
Apple, Emily	Feldman, Eliot	Moody, Melissa	Sullender, Kyle
Anochi, Eva	Fichtner, Aaron	Morrison, Angelique	Sullivan, Sabrina
Arango, Oswaldo	Gagliano, John	Murphy, Lauren	Staub, Stephanie
Armstrong, Jane	Gatling, Kerri	Meyer, Cheryl	Starghill, Catherine
Barracato, Meredith	Gaylord, Karen	Ochse, Maureen	Strothers, Sandra
Belin, Jacki	Gehrke, David	Odeneye, Jobi	Swartz, Jeffrey
Bicica, John	Giordano, Timothy	Philp, Amanda	Tabassum, Zainab
Blanco, Francis	Grzella, Paul	Polack, Carol	West, Kelly
Bogert, Duwan	Harris-Kuiper, Stephanie	Pierre, Eric	Williams, Albert
Bollhardt, Victoria	Hartman, Sharon	Rodgers, Beth	Yuen, Paul
Brown, Melissa	Hala, Joanne	Reyes, Maritza	Zahirah, Sabir
Burkhardt, Ron	Hiller, Nanci	Sabater, Julio	SETC STAFF:
Bussey, Karen	Hirsch, Lesley	Safrin, Michele	G. Altman
Buteas, Chrissy	Howard, Donald	Sabir, Zahira	C. Lamarca
Butler, Kate	Hunt, Stacy	Sarno, John	K. Robinson
Carvajal, Allyson	Johnson, Hosea	Satchell, Brigitte	C. Santarsiero
Caramelo, JoAnne	Jubanyik, Danielle	Scalia, Donna	
Carrol, Karen	Kuiper, Mark	Schaeffer, Janine	
Carter, Jean	Kurdziel, Kevin	Schuster, Manuela	
Case, Kim	Levandowski, Andrea	Seith, David	
Celestin, Sancia	Levitt, Jill	Seavers, Diane	
Choudhury, Mitra	Knight, Braheim	Shamsid-Dean, Veda	
Custard, Donna	Kuhn, Fran	Sheridan, Timothy	
Czar, Dianne	Kurdziel, Kevin	Shump, Patricia	
DeBaere, Gregg	Kvarantan, Alexandra	Siekerka, Michele	
Demmellash, Alfa	Liu, Helen	Smith, Dawn	
Drakeford, Shamira	Mader, Pamela	Taguwa, Denise	
Emigholz, Chris	Martin, Michelle	Taylor, Sherwood	
Enright, Patricia	Mazzagatti, Pete	Taylor, Yolanda	
	McPartlan, Dennis	Thomas, Katrice	
		Vail, Les	
		Vaidyanathan, S.	