



# New Jersey State Employment and Training Commission

Dennis M. Bone, *Chairman*

Philip D. Murphy, *Governor*

## **State Employment and Training Commission**

### **Draft Meeting Minutes**

February 15, 2023

10 am – 12 pm

Online GoTo Meeting Platform

## **I. Welcome & Introductions**

Chairman Dennis Bone called the meeting to order at 10:04 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. Lacking a quorum, minutes were not considered for a vote.

## **II. Chairman's Report**

Chairman Bone provided information on a few topics. Staffing updates are on-going for vacant positions, the Governance Committee has met recently to discuss several subjects including local/regional plans, local area certifications that are outstanding and scheduling its next round,

Brynn Deprey of the National Telecommunications and Information Administration (NTIA) will be providing information today with regards to broadband and the efforts related efforts in New Jersey under the Infrastructure Act. This is an area where we can leverage technology in this case to attain improved workforce outcomes and results.

The New Jersey Advisory Commission on the Status of Woman working with the New Jersey Division on Women and the Center for Women and Work at Rutgers, are working on a listening tour with the State Employment and Training Commission is on a project currently called Community Conversations/ Listening Tour. CWW is hosting virtual sessions various areas throughout New Jersey regarding the status and needs of women.

We also have a few updates regarding the National Governor's Winter meeting which Gary Altman will be providing updates. The SETC Shared Youth Vision Council will be hosting a webinar February 22, 2023.

### **III. National Governors Association (NGA) Winter Meeting Summary – Gary Altman, SETC**

Mr. Altman discussions from the NGA Winter Symposium for State Workforce Development Leadership. States had requested information regarding federal representatives who sit on applicable committee (House or Senate) which consider workforce programming or funding:

New Jersey Representatives on House Committee on Education and the Workforce; Representatives Norcross and Representative Sherill.

No New Jersey representatives in the Senate on associated committees.

No New Jersey representation on either appropriation.

House level:

Labor Committee chaired by representative Virginia Foxx (formerly served in spot) with representative Bobby Scott as ranking member. The Chair's priorities are Administration oversight, upskilling, and short-term Pell expansion.

At the Senate level, the applicable Committee is chaired by Senator Bernie Sanders with Senator Bill Cassidy as ranking member. A few of the Chair's priorities are Health Care costs, Childcare, Student Debt, and availability of teachers. Also, minimum wage, increased organizing rights and pathways to union jobs through apprenticeship.

Conversations with the Acting Assistant Secretary of Labor, Brent Parton – ETA included topics on USDOL needing a real youth strategy. Workforce Development should be put at the center. There should be a strategic plan across the system, to open doors for stakeholders, and partners, recognize critical moments or needs and look for flexibility to adopt consistency and rebalance staff roles with ETA as a positive partner. There is conversation to create workshops and test ideas where law does not get in the way of positive service. Make public workforce system key, integrate 40 non-WIOA funding streams into system, have a joint declaration with Commerce on job quality, and look at interest in areas of change for a planning document.

Consider addressing workforce shortages in key sectors such as Healthcare. Capacity challenges for clinical placements and experience, the number of instructors needed to be scaled and the need to build real career pathways, only three percent of CNA's become RN's and six percent of LPNs become RNs. We need a more realistic approach to definitions of job quality and handling of practical challenges. Also, there was discussion of supporting mental health for workforce participation and resilience. Including youth programming including life coping skills linked to

stressors and other obstacles. Discussion also included engaging immigrants to expand economic opportunity and strengthen Talent pipelines. As baby boomers are leaving the economy, important jobs, sectors may have major roles for immigrants, immigrants change from area to area. Also, discussion of supporting re-entry for people who have been incarcerated. One third of the American workforce has experienced the criminal justice system. Kentucky and Tennessee see programming as a method to increase labor force participation. J.P Morgan and Chase has created “Second Chance Business Coalition” to bridge major gaps.

#### **IV. Brynn Deprey, National Telecommunications and Information Administration, Broadband Equity, Access & Development (BEAD) and the Digital Equity Act (DEA), US Department of Commerce, Joseph Rivera and Valarry Bullard**

The NTIA supports the Administration’s commitment to equitable and highly skilled jobs in shaping the future of the telecommunications workforce. The jobs created through investments in high-speed internet must be good jobs that offer fair compensation, a safe workplace, equitable access, and opportunities for long-term advancement. These new opportunities will have lasting positive economic, social, and health benefits for years to come. The NTIA prioritizes the principles jointly published by the Department of Commerce and labor as core values in building stronger and more diverse telecommunications workforce.

The process and core mission are:

- to look for qualified applicants from underserved communities,
- provide benefits that promote economic security and mobility,
- ensure all workers have equal opportunity,
- ensure workers are empowered and can join a union and can form unions,
- workers have a safe and healthy work environment,
- the workplace culture is meaningful,
- that employees are engaged and respected by leadership,
- that workers are paid in a livable wage before overtime; and,
- that workers have equitable opportunities and tools to progress to future good jobs within their organization or outside of them.

All eligible entities will be held to federal labor laws that apply to all employers in the United States. A highly skilled workforce will help to ensure job applicants have the skills training they need to be competitive in the telecommunications labor market. The Broadband Equity, Access, and Deployment Program (BEAD) offers requirements and guidance on equitable training and workforce development across four subsections. Those are: workforce readiness, supporting diverse workforce, outreach and engagement, and worker protections. NTIA encourages contracting with small and minority business enterprises, woman’s enterprises, and labor surplus areas. Working with contractors and subcontractors does not excuse eligible entities from complying with workforce requirements of BEAD. The equity in contracting creates job creation and improves equity in the telecommunications workforce.

There is a five-year plan to create and develop a strong scope of workforce standards. Some of the barriers identified are identifying existing workforce goals and measures, identifying barriers to work and training, and defining a full scope of telecommunications of occupations needed to implement BEAD projects. Engaging and collaborating with partners and regularly convening with federal, state, territorial, tribal, and local partners to gather consensus and support. Setting a vision and goal that is clear and attainable for goals for the telecommunications workforce. And lastly, creating a monitoring and evaluation plan to track proposed activities which will track, measure, and monitor for telecommunications workforce in the state using data from the workforce analysis, including demographics, to progress to workforce plan goals.

Entities applying to the proposal should have a strategy to develop specific plans to promote fair labor standards, ensure high quality skilled workforce, and encourage equitable training and workforce development.

## **V. NJDOL: Local Governance Update, Sarah Singer Quast**

Sarah Singer Quast of NJDOL discussed local governance policy training and support to ensure system level structures and capacities are in place. Regional and local planning, and new MOU's and IFA's leverage and operationalize strategies and priorities with partnerships within workforce systems. Some local Governance expectations for fiscal 2022 were to ensure competitive procurement, career services, and youth services, local governance agreements, regional and local plan development, and initiation of new partnerships and agreements (MOU's and IFAs).

Fiscal 2023 activities include the development of new partnerships, local monitoring systems, and ongoing developments of LWDB capacities in accordance with CFR: 20 CFR 679.370 ;What are the functions of the Local Workforce Development Board.

Local Governance policy release and follow up will be May through November 2023, targeted training, and TA through NJDOL-GSETA training partnership January through April of 2023, and NJDOL fiscal year 2022 monitoring will be September 2023 through June 2024. This includes local governance agreements, local policies, LWDB business activities, LWDB business activities, procurement and monitoring, and budgets. Each local workforce development area will also receive targeted technical assistance hours to help develop local strategies and plans.

## **VI. Public Comment and Adjournment, Dennis M. Bone, Chairman**

Chairman Bone thanked the presenters, NTIA, US Department of Commerce and NJDOL and asked if anyone had anything they would like to add. Chairman Bone closed the meeting thanking the members and attendees for joining an in-person session. We look forward to seeing everyone again at our next meeting on May 31, 2023. The meeting was adjourned at 11:59.

### **Next SETC Meeting**

Online TEAMS Meeting Platform and In-person meeting  
Heldrich Center New Brunswick, NJ May 31st, 2023

### **PRESENT MEMBERS AND ALTERNATES**

Dr. Jordan Schiff (for Allen-McMillan)	Bone, Dennis
Nadler, Sally	Johnson, Natasha (for Adelman)
Duda, Teri	Butler, Kate (for Oliver)
Colton, Tara (for Sullivan)	
Franklin, John	
Drakeford, Shamira	

### **ABSENT MEMBERS**

Blake, Allison	Gacos, Nicholas
Donnadio, John	Brown, Kevin
Hornik, Stephen	Wade, Carolyn Carter
Commissioner Robert Asaro-Angelo	Wowkanech, Charles
Reisser, Clifford	Ferrara, Anthony
Wise, Robert	

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

### **OTHER ATTENDEES**

Giordano, Timothy  
Gietka, Jennifer  
Grzella, Paul  
Harris-Kuiper, Stephanie  
Hartman, Sharon  
Hiller, Nanci  
Hirsch, Lesley  
Howard, Donald  
Hunt, Stacy  
Jainarine, Diane  
Johnson, Hosea  
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  
Rivera, Antonio  
Rodgers, Beth  
Reyes, Maritza  
Sabater, Julio  
Safrin, Michele  
Sabir, Zahira  
Sarno, John

Satchell, Brigitte  
Schaeffer, Janine  
Schuster, Manuela  
Seith, David  
Seavers, Diane  
Shamsid-Dean, Veda  
Shump, Patricia  
Siekerka, Michele  
Singer-Quast, Sarah  
Smith, Dawn  
Soto, Luis  
Sternbach, Larry  
Sullender, Kyle  
Sullivan, Sabrina  
Staub, Stephanie  
Strothers, Sandra  
Swartz, Jeffrey  
Tabassum, Zainab  
Taguwa, Denise  
Taylor, Sherwood  
Taylor, Yolanda  
Vail, Les  
VaidyanathanS.  
Weir, Barbara  
West, Kelly  
Williams, Albert  
Zahirah, Sabir  
**SETC STAFF:**  
G. Altman  
C. Lamarca  
K. Robinson

