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Industry Partnerships bring together business leaders from specific industries and regions to collaborate with public partners in addressing workforce, economic, and educational challenges.

- Building strong public-private partnerships across New Jersey's key industry sectors
- Collaborating to identify and support industry priorities
- Developing talent pipelines to connect businesses with skilled workers
- Ensuring businesses lead the agenda, with public partners in a listen-only role

- Build consortia to address shared workforce challenges
- Integrate industry input into the development of customized training and career pathway programs
- Apply work-based learning strategies that serve both traditional and non-traditional talent pools
- Leverage federal funding opportunities to strengthen New Jersey's workforce development system

Currently participating in apprenticeship and pre-apprenticeship career pathway programs



## COLLABORATION HIGHLIGHTS

### NJ Board of Public Utilities (NJBPU)

In partnership with NJBPU, NJDOL Industry Partnerships team is working on workforce development initiatives totaling \$9.5 million in funding. These programs are expected to serve over 3,200 individuals across New Jersey.

The NJBPU adopted the Industry Partnerships (IP) Model to tailor the BILT model for New Jersey’s energy efficiency and building decarbonization needs, emphasizing employer-driven approaches. This model facilitates public-private partnerships to address workforce challenges. The NJDOL IP team’s expertise is vital in scaling the model and keeping energy efficiency training aligned with industry requirements.

### NJ Economic Development Authority (NJEDA)

Working closely with NJEDA, NJDOL Industry Partnerships have contributed to employer outreach initiatives by presenting on workforce development programs and collaborating on several statewide workforce development reports. In addition, Industry Partnership managers serve on the review panel for the Green Workforce Grant Challenge.

### CHOOSE NJ

NJDOL Industry Partnerships regularly showcase New Jersey’s workforce development programs and initiatives during Choose NJ employer engagements, helping to highlight the state’s commitment to talent development for businesses considering expansion or relocation.

### NJ Department of Education (NJDOE)

The NJDOL Industry Partnerships team is collaborating with the NJDOE Work Based Learning Coordinator to enhance communication and synergy between their teams. This partnership supports the compulsory work-based learning component of Career and Technical Education (CTE) programs, helping schools connect with employers. Additionally, the IP team has been invited to participate on panels at NJDOE training programs for educators.



## KEY SUCCESSES

Key accomplishments highlighted below illustrate efforts in career pathways and work-based learning:

- Established the first sub-arc welding apprenticeship for offshore wind, supporting renewable energy growth.
- Created an industrial maintenance mechanics program with CMC Steel, addressing manufacturing workforce needs.
- Developing a chemical lab technician apprenticeship with HiT Nano in the battery storage industry.
- Launched the Nurse Residency & Preceptor program with New Jersey Collaborating Center for Nursing (NJCCN) to mitigate staffing shortages and turnover in Long Term Care facilities.
- Implemented a Teacher Externship Program with Bristol Myers Squibb to enhance educators’ industry experience.
- Assisted in developing and expanding pre-apprenticeships programs in the Irvington and Egg Harbor School districts focusing on the manufacturing, healthcare, energy and technology sectors.
- Facilitated the creation of AI career pathway programs in central New Jersey schools, funded by NJDOE.
- Launched a pre-apprenticeship to train 60 participants in an Auto Technician Training program over the course of 18 months, with NJ Coalition of Automotive Retailers (NJ CAR) supporting the Transportation, Distribution and Logistics Industry.



## EMPLOYER ENGAGEMENTS

Below are examples showcasing the Industry Partnership Team’s successful employer collaborations:

- Connecting three manufacturing companies in the Southern Region – Coim USA Inc., LAMATEK Inc, and South Jersey Glass & Door – to address and resolve supply chain challenges.
- Launching SkillUp workshops in collaboration with business services team and local one stop career centers to connect employers with job seekers, leading to 25 new hires across multiple sectors.
- Organizing career exploration events that brought together employers from diverse industries and engaged over 2,500 K–12 students statewide.
- Hosting sector-specific workforce forums that engaged over 300 partners to identify and address emerging workforce needs.



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