



Meeting Minutes

Department of Labor & Workforce Development
2nd Floor Conference Room
Wednesday, December 5, 2018

Attendance:

Hal Beder-Acting Chair, **Barry Semple**-Co-Chair, **Gary Altman**-Acting Executive Director-SETC, **Brigette Satchell**-Rowan College at Gloucester County, **Nancy Fisher**-Jewish Vocational Services, **Kate Butler**-Department of Community Affairs, **Mimi Lee**-NJ State Library, **Julio Sabater**-Workforce Advantage, **Joanne Hala**-United Way, **Larry Breeden**-Department of Education, **Danielle Jubanyik**-LWD Supervisor of Adult Education & Literacy Services, **JoAnn Brooks**-SETC

Welcome/Introductions:

Acting Chair Hal Beder opened the meeting at 10:00 am. He thanked members for their attendance and a roundtable of introductions took place.

Approval of Minutes

Acting Chair Beder asked for a motion to approve the minutes from the September 5, 2018 meeting, which were provided in the meeting packets. A motion to approve the minutes was provided by Co-Chair Barry Semple, seconded by Larry Breeden, and unanimously approved by voice vote.

Acting Executive Director Gary Altman provided members with some updates since the last meeting. The Gender Parity Council (GPC) had a discussion at a recent SETC meeting regarding reviews done on pay equity in finance and technology, which are two of the listed sectors considered to be vital to the economy by the USDOL, and will soon be going public. The reviews found some disparity in pay equity within both, more so in the field of technology. A lack of training opportunities and limited number of teachers, in addition to traditional barriers may exist in the field. Once the report has been accepted by the SETC, GPC will present the report at three locations (North, Central, South). The GPC plans to target presentation locations to where young girls may gain information regarding career fields and learn the importance of equity in wages.



Mr. Altman also shared that the Shared Youth Vision Council has created a new Mission and Vision statement and will be updated on the website.

Acting Chair Beder addressed the decline in attendance which was discussed and he asked those present to reach out to anyone they know who is interested in adult literacy and may want to join the Council.

Mr. Altman told the group that at the last Workforce Board Directors meeting, New Jersey Higher Education Student Assistance Authority (HESAA), the state bank for financial aid, did a presentation on the Community College Opportunity Grant (CCOG), a free tuition pilot program with 13 county colleges selected through a competitive process during the summer of 2018. Colleges that were not selected are Essex, Raritan Valley, Brookdale, Sussex, Burlington and Morris. The grant awards will pay the costs of tuition and approved educational fees that are not already covered by other grant funds applied to the student's account and is limited to students whose income is less than \$45,000.

Also noted was that books may not be covered and that WIOA eligible funds may be used to cover those costs. For more information on the Community College Opportunity Grants go to www.HESAA.org.

Workgroup Discussion-continued

Acting Executive Director Altman focused on four points being addressed by the Title I/II Discussions.

Acting Executive Director Altman gave an update on the 4 points of the workgroup discussions.

I. Local System Consideration:

Discussed was the need for better sharing of best practices, resource coordination, for local workforce development boards to create a cohesive literacy system.

2. Data and Information:

The workgroup discussed concerns that although there is a dedication of managed data-entry/information systems, there is not enough sharing of the information. There is need for better sharing of client information across the workforce system.



3. Alignment of Programming, Assessment, Testing, Software and Related Tools:

The workgroup discussed the need to ensure that the primary focus of client literacy services be its training and not reporting. There should be improved alignment of software/tools used by the workforce system to better serve each individuals' specific needs.

4. Working Together:

The local Workforce Development Boards are structured differently throughout the state. The workgroup discussed the importance of clarifying the roles of the partners when managing their local effort. Dr. Danielle Jubanyik told members that there is new focus to upskill professional development and to offer more career development utilizing funds that were previously used by Career Connections, and with the involvement by GSETA, be better prepared in assessing and servicing client's individual needs such as mental illness, opioid addiction and family disconnection.

Barry Semple shared a study by NJ All, a survey of the waiting lists of 37 programs. The study indicated that waiting lists vary by availability of program by partners, is affected by full time programming vs part time programming and availability of transportation which may also pose a barrier to service.

Evaluation

Mr. Beder opened discussion with the suggestion to call this focus/report a review or White Paper rather than an evaluation. He noted that the SCALES Council is required by law to submit reports and hasn't provided a document since 2012. Another suggestion was to make the report more like a white paper rather than an evaluation. The purpose of the report is to update the status of adult literacy in New Jersey, issue recommendations that are feasible, meaning that they could be brought about without the need for a great increase in resources. The report should also show:

- How adult literacy impacts earning power.
- Who are/are not being served.
- Coordination of services.
- Relationship between Title II and Workforce Learning Links

Noting that a credible report will be costly, Mr. Beder stated that a written request would be needed to obtain funding for the report. Finding the right person to execute this request will be discussed further at the next meeting.



Title II Update

Dr. Danielle Jubanyik presented an update on Title II.

She explained that New Jersey was one of the six states chosen to be monitored by OCTAE. The focus was on the competition to award grants and allocation of funds. When she receives the report from the feds she will share it with the Council. Also discussed was the effort for State matching of Workforce Learning Links with Title II. The group went over the pro/cons of the TABE test vs the CASA. She told members that related LWD leadership will be responsible for assigning one mandated state test.

Next Steps

Mr. Altman stated that he would like to present the document to SETC to see the impact of policy recommendations.

Mr. Beder asked for a motion to approve this action, and all were in favor.

Closing

Mr. Beder asked for a motion to adjourn the meeting. The motion was provided by Co-Chair Semple and seconded by Nancy Fischer.

The meeting adjourned at 11:55.

The next SCALES meeting is TBA