

# NJ STATE EMPLOYMENT AND TRAINING COMMISSION

## Commission Meeting

November 17, 2021



# SETC COMMISSION MEETING – WED, NOVEMBER 17, 2021

## **HOUSEKEEPING: ATTENDANCE, QUESTIONS AND MUTING**

**Please introduce yourself in the CHAT feature** – enter your Name and Affiliation – for attendance purposes.

Use the CHAT feature to ask questions of the presenters.

Priority will be given to Commission members' questions. We will try to address all questions during the meeting. Any remaining questions will be forwarded for further consideration after the meeting ends.

**\*Please\*** be considerate and mute your phone and/or computer microphone when others are speaking.



\* This meeting is being recorded for purposes of the minutes. \*

## SETC AGENDA: WEDNESDAY, NOVEMBER 17, 2021

- Welcome – **Dennis M. Bone**, SETC Chairman
- Minutes Approval: June 2, 2021 and September 15, 2021 – **Chairman Bone**
- Chairman’s Report – **Chairman Bone**
- Strengthening Pathways into the Workforce for All Students – **Dr. Brian Bridges**, NJ Secretary of Higher Education  
**Karen Bussey**, OSHE Policy Advisor
- New Jersey Pathways to Career Initiative: *Aligning Education to Build an Innovative Workforce* – **Dr. Aaron R. Fichtner**, President  
**Catherine Starghill, Esq.** Director of Strategy, Outreach and Communication  
*NJ Council of County Colleges*
- Public Comment and Adjournment

# CHAIRMAN'S REPORT: DENNIS M. BONE

# EMPLOYERS ASSOCIATION OF NJ (EANJ)

## EANJ UPDATE:

- John Sarno shared this invitation as a follow-up to his SETC presentations in June and September 2021
- **A no-cost EANJ Briefing will be held on Wed, December 1**
- Topic will be: **OSHA Emergency Standard Requiring a Vaccinated Workforce**
- Feel free to freely distribute this Link and Promo Code: **EANJGUEST**
- <https://www.eanj.org/programs-training/webinars/osha-issues-emergency-vaccine-mandate>

STRENGTHENING PATHWAYS INTO THE WORKFORCE FOR ALL STUDENTS

**Brian Bridges, Ph.D.**

NJ Secretary of Higher Education

**Karen Bussey**

Policy Advisor

Office of the Secretary of Higher Education

# STRENGTHENING PATHWAYS INTO THE WORKFORCE



## SETC Commission Meeting

OFFICE OF THE SECRETARY OF HIGHER EDUCATION

November 17, 2021

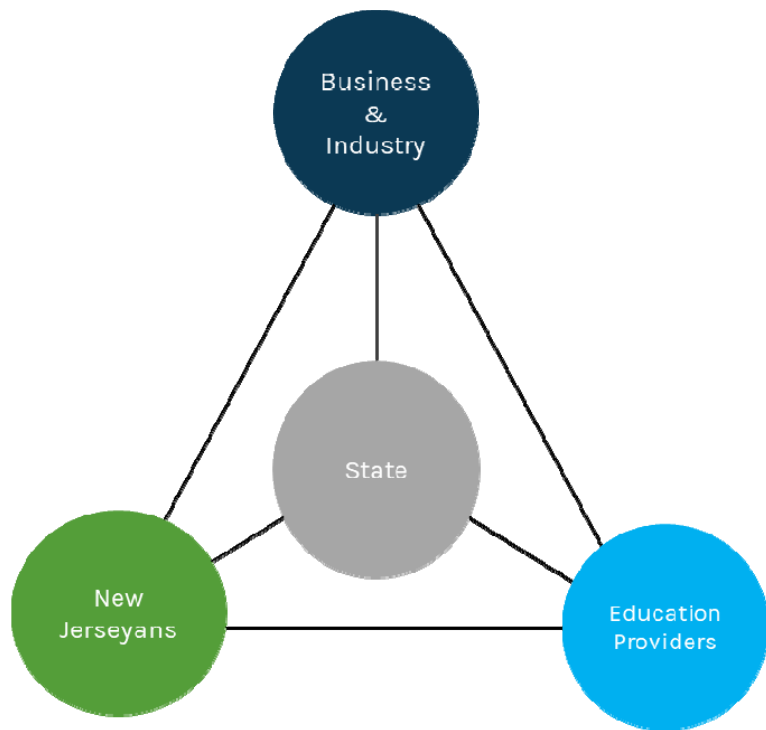
## EDUCATION – WORKFORCE GOALS

Design an integrated education-workforce system where:

- academic programs are informed by labor market information;
- all students have access to work-based career development opportunities;
- and all students are ultimately prepared for seamless transitions into the workforce.



# OSHE'S ROLE IN WORKFORCE ALIGNMENT



- **The State** can facilitate clear education-workforce pipelines by:
  - Working with **businesses** to identify talent needs, create partnerships with IHEs for student experiential learning, and connect students for career placement.
  - Working with **IHEs/Education Providers** to align programs to meet the current and emerging occupational and job-specific skills.
  - Working to provide **New Jerseyans** clear credential pathways, skill development opportunities, and seamless education to career transitions.



# JOBSNJ: DEVELOPING TALENT TO GROW BUSINESS IN THE GARDEN STATE



Expand access to opportunity



Train individuals for in-demand jobs



Match talent to jobs

# EXPANDING ACCESS TO OPPORTUNITY

**\$29.5 million in Governor's Emergency Education Relief (GEER) second round funding used to fund two new grant programs:**

## **Opportunity Meets Innovation Challenge (OMIC)**

Institutions applied for grants ranging from **\$500,000 - \$1.5 million** to implement sustainable best practices centered around the five key areas of the state plan for higher education:

- 1. Creating On-Ramps to College*
- 2. Making College Affordable*
- 3. Fostering Student Success*
- 4. Promoting Safe and Inclusive Learning Environments*
- 5. Cultivating Research, Innovation, and Talent*



# EXPANDING ACCESS TO EXPERIENTIAL LEARNING



Connects students to paid experiential learning opportunities to enable students to step outside the classroom and get hands-on meaningful exposure in the workplace. These opportunities include:

- Internships
- Fellowships
- Cooperative learning

# TRAINING INDIVIDUALS FOR IN-DEMAND CAREERS



## **Atlantic Cape Community College awarded the Offshore Wind Safety Training Grant**

Atlantic Cape is establishing an industry-recognized safety training program and facility to prepare New Jersey workers for these high-paying careers



## **Rowan College South Jersey awarded the Wind Turbine Technician Training**

RCSJ is establishing a stackable credential pathway including:

- Career & Technical Education (CTE) Certificate
- Wind Turbine Technician Academic Certificate
- Associate of Applied Science (AAS) degree in Wind Power and Turbine Technology

# MAPPING PATHWAYS TO HIGH-QUALITY CAREERS

Purpose: To develop clear credential and career pathway maps informed by industry that consider on- and off-ramps at any point for students.

## Pilot Industries



Data Analytics



Manufacturing and Supply  
Chain Logistics



Offshore Wind

# MATCHING TALENT TO JOBS

OSHE's piloting the collection of labor market information with 7 institutions of higher education to align programs with in-demand careers.





# OPPORTUNITY INNOVATION



A STUDENT-CENTERED VISION FOR HIGHER EDUCATION

## Questions?

[nj.gov/highereducation](https://nj.gov/highereducation)

  @NJHigherEd



NEW JERSEY PATHWAYS TO CAREER INITIATIVE:

*ALIGNING EDUCATION TO BUILD AN INNOVATIVE WORKFORCE*

**Aaron R. Fichtner, Ph.D.**

President, NJ Council of County Colleges

**Catherine Frugé Starghill, Esq.**

Director of Strategy, Outreach and Communication

NJ Council of County Colleges



**NJ  
CC** | New Jersey's  
Community Colleges

# NJ Pathways to Career Opportunities

Aligning Education to Build an Innovative Workforce

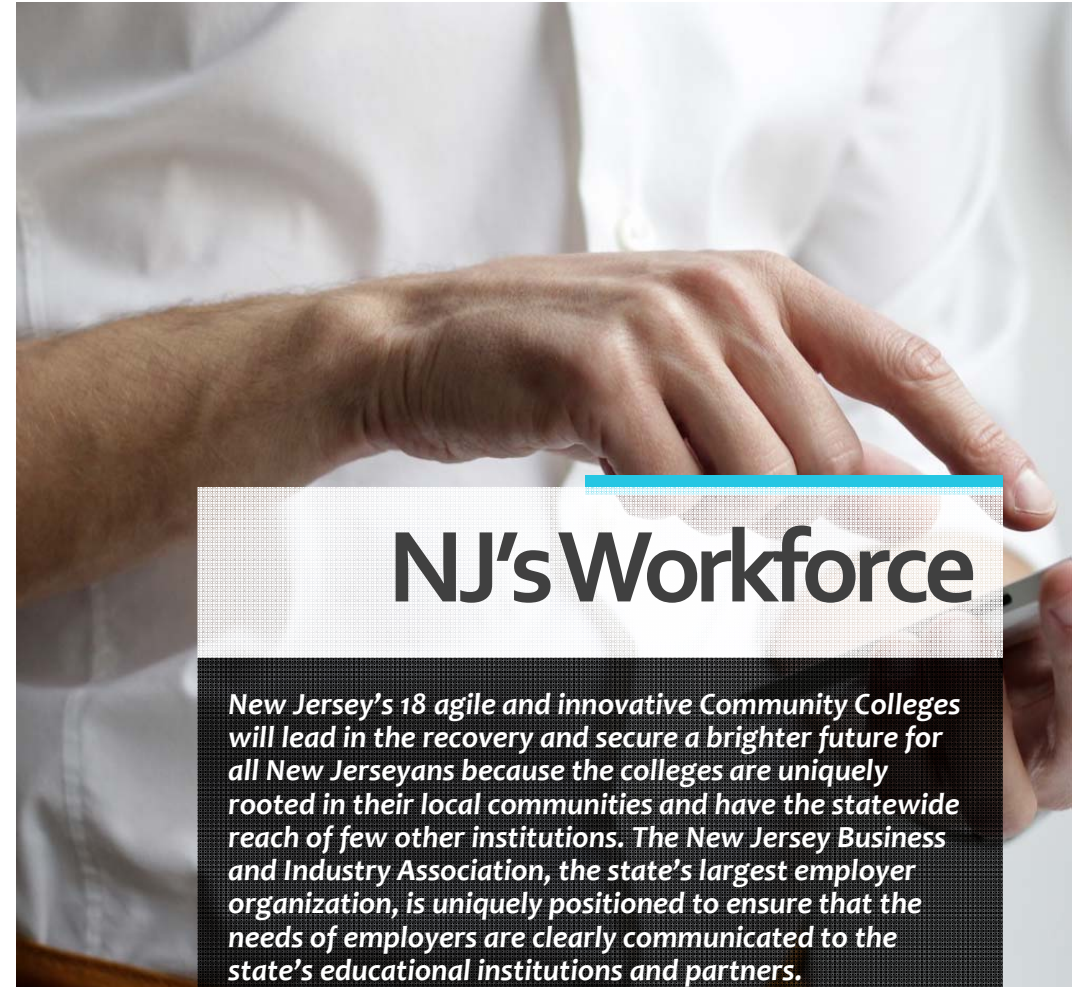
**NJBIA**  
New Jersey Business  
& Industry Association

## The Challenge:

- The Coronavirus pandemic has had a significant impact on all New Jersey residents and the economy of our state. Now, more than ever, there is an urgent need to coordinate the workforce preparation efforts of all those separately engaged in this important work into a comprehensive ecosystem to drive economic mobility for its residents and sustained growth of New Jersey's economy.

## The Solution:

- New Jersey's Community Colleges and the New Jersey Business and Industry Association are leading an unprecedented collaborative effort of businesses, industry associations, chambers of commerce, labor unions, workforce development boards, state government, community-based organizations, adult literacy training providers, vocational technical school districts, private career schools, and four-year colleges and universities to provide students and workers with the career pathways they need to find new careers and jobs, and to ensure that employers have access to a highly skilled workforce to meet critical labor market needs.

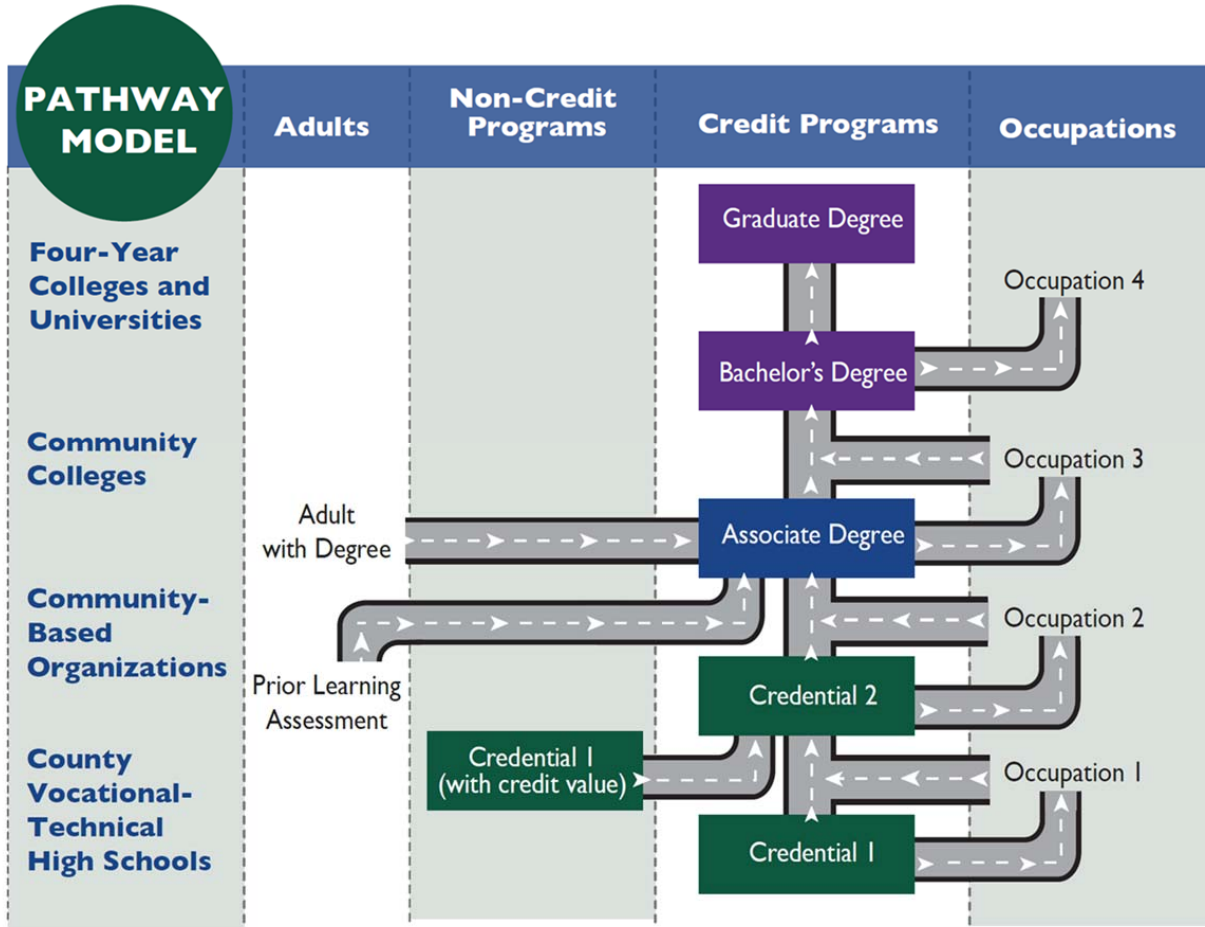


## NJ's Workforce

*New Jersey's 18 agile and innovative Community Colleges will lead in the recovery and secure a brighter future for all New Jerseyans because the colleges are uniquely rooted in their local communities and have the statewide reach of few other institutions. The New Jersey Business and Industry Association, the state's largest employer organization, is uniquely positioned to ensure that the needs of employers are clearly communicated to the state's educational institutions and partners.*

# KEY COMPONENTS OF PATHWAYS

## KEY COMPONENTS OF A CAREER PATHWAY



- High school to post-secondary pathways, including dual enrollment and pathways to post-secondary vocational programs;

- Training programs offered by community-based organizations and pathways to post-secondary education and credentials;

- Contextualized adult basic education / literacy programs connected to pathways;

- Apprenticeship programs (with a focus on degree apprenticeships and work-based learning models);

- Non-credit training programs and pathways to post-secondary credit programs;

- Leverage state and federal financial aid, including the New Jersey Community College Opportunity Grant, for post-secondary credit programs;

- Prior Learning Assessments to accelerate credential and degree attainment for adults; and

## COLLABORATIVES

### Mission Statement:

Build a talent *ecosystem* based on *collaboration* and *information* to expand economic mobility opportunity and drive economic growth.

**4 Industries**

## CENTERS OF WORKFORCE INNOVATION

### Mission Statement:

Build *pathways* with aligned curriculum shared across educational partners to serve the learning lifespan of students and workers.

**10 Centers**



# The Solution

## Collaboratives & Centers of Workforce Innovation

*NJ's Pathways to Career Opportunities* will position the state to recover from this public health and economic crisis by (1) building strong industry-driven education and training pathways that will be the foundation of the state's economy for years to come, (2) building a skilled workforce that can adapt to the changing economy, and (3) providing adults the opportunity to obtain new skills and careers.

# Industries of Focus

**Health Services Collaborative**

**Technology & Transformation Collaborative**

**Infrastructure & Energy Collaborative**

**Manufacturing & Supply Chain Management Collaborative**

Industry Market Data / Intelligence

Industry – Education Partnerships

Patient Care Center of Workforce Innovation

Health Care Technology & Administration Center of Workforce Innovation

Data Science Center of Workforce Innovation

Cybersecurity Center of Workforce Innovation

Programming & Software Development Center of Workforce Innovation

Research & Development Center of Workforce Innovation

Renewable Energy Center of Workforce Innovation

Construction Center of Workforce Innovation

Manufacturing Production & Engineering Center of Workforce Innovation

Supply Chain Logistics Center of Workforce Innovation



# Labor Market Data Supporting the Centers of Workforce Innovation

- Centers of Workforce Innovation occupations/pathways makeup 33% of actual NJ employment from 2018
- Centers of Workforce Innovation occupations/pathways are projected to almost double compared to total NJ occupations by 2028

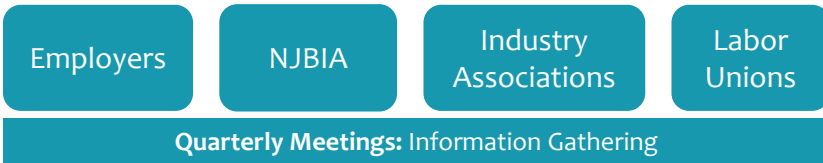
Occupations	Industry Sectors	Employment		
		2018 Actual	2028 Projection	2028 Projected Growth (%)
<b>Total NJ Occupations</b>	<b>All Industries</b>	<b>4,400,060</b>	<b>4,649,570</b>	<b>5%</b>
<b>Total Centers of Workforce Innovation Occupations</b>		<b>1,510,000</b>	<b>1,650,060</b>	<b>8%</b>
<b>Centers of Workforce Innovation Occupations Breakdown</b>	<b>Collaboratives Industry Sectors</b>			
Direct Patient Care	Health Services	325,320	372,540	13%
Healthcare Technology and Administration	Health Services	108,640	123,040	12%
Cybersecurity	Innovation and Technology	22,390	23,130	3%
Data Science	Innovation and Technology	19,080	20,350	6%
Programming and Software Development	Innovation and Technology	241,870	262,720	8%
Research and Development	Innovation and Technology	31,270	33,700	7%
Construction	Infrastructure and Energy	184,710	198,090	7%
Renewable Energy	Infrastructure and Energy	17,470	19,030	8%
Logistics and Supply Chain Management	Manufacturing and Supply Chain Management	406,410	440,220	8%
Manufacturing Production Technology and Engineering	Manufacturing and Supply Chain Management	152,840	157,240	3%

# Collaboratives

## Statewide Inclusive Groups

### Industry Leadership Team

10 – 12 representatives from across the industry and state to provide guidance for the Collaboratives



### Education Ecosystem Partners

Organizations join as members of each Collaborative (designating a lead staff member to participate)



### 2021-2022 Required Deliverables

- Development of Strategic Workforce Plan (developed in Year 1 – updated each year)
- Inventory of Programs / Facilities
- Identification of Labor Market Demand and Industry-Valued Credentials
- Development of Detailed Career Pathway Maps (14 pathways)
  - Vetting of existing preliminary aps
  - Interviews with employers
  - Analysis of labor market data
- Career Information – Dissemination of Career Pathway Maps

Partnership with the DOL Office of Research to share labor market intelligence / data



# Centers of Workforce Innovation

## 2021 – 2022 Required Deliverables

### Administrative Community College Partner

- 1 - 2 Community College Partner(s)
- 4-Yr College & University Partner(s)
- Vocational Technical & Comprehensive High School Partner(s)
- Private Career School Partner(s)
- Adult Literacy Training Provider Partner(s)
- Community Based Training Provider Partner(s)

### Industry Action Teams

Actively engaged for each Center of Workforce Innovation, providing guidance and feedback on new and enhanced curriculum and on other efforts.

- *Employers*
- *Industry Associations*
- *Labor Unions*

- Develop new aligned and improve existing curriculum from High Schools to Community Colleges to 4-Yr Colleges / Universities
- Priority given to industry-valued credentials embedded in credit programs
- Share curriculum and provide professional development for Faculty / Teachers
- Develop transfer agreements (dual enrollment between HS & CC, 1+1 among CCs, and 2+2 and 3+1 between CCs and 4-year institutions)
- Pilot Prior Learning Assessments Solutions
- Limited delivery of training / education pilots (Non-credit programs connected to credit pathways, Dual enrollment programs on a pathway, and Incumbent worker training)
- Year-End Performance Reports

# Timeline

## Collaboratives

### Fall 2021

- Member Briefings

### Winter 2021

- Professional Development

### Winter 2021

- Joint Convening

### Spring 2022

- Joint Convening

## 2021

### September

- Began Briefings for Began Stakeholders
- Began Recruitment of Industry Leaders

### December

- Identification of Centers of Workforce Innovation College partners

### Statewide Convening:

- Start development of the Education Ecosystem Workforce Strategic Plans

### Professional Development:

- Session by National Pathway Thought Leaders

## 2022

### July

- Statewide Convening to showcase deliverables of the Collaboratives and Centers of Workforce Innovation

### September

- Convening to enhance the New Jersey Industry Workforce Strategic Plans

## Centers of Workforce Innovation

### Fall 2021

- Member Briefings

### Winter 2021

- Professional Development

### Winter 2021

- Joint Convening

### Spring 2022

- Joint Convening

# Defining Success

## COLLABORATIVES

- Total number of education ecosystem partners engaged
- Real-time information of current and prospective industry trends to better align high school, community college, and 4-year college/university curriculum to employer needs
- Strategic Workforce Plans developed by all partners in each Collaborative that becomes the blueprint for aligning education with industry needs statewide
- More substantial partnerships between industry and education resulting in sustainable pilots and programs that benefit traditional students, adult learners, and workers
- Career and education information accessible to all partners, students, workers, and influencers

## CENTERS OF WORKFORCE INNOVATION

- 2 or more aligned curriculum from each Center with one embedded industry-valued credential at the high school level that is accepted for credit at community colleges toward a program which has transitions from non-credit to credit courses that are all accepted by four-year colleges or universities toward a bachelor degree
- Professional development of statewide faculty and staff to fully implement the aligned curriculum developed by Center (above)
- Assessment of industry-valued credentials to credit transitions
- Training pilots of non-credit courses that translate to college credit
- Year-end reports that we may submit for national publication



# Key Connection Points

## Services for People with IDD

- Expand partnership with state agencies to expand career pathway programs

## Experiential Learning Platform

- Partnership to expand experiential learning opportunities with students
- NJBIA, Junior Achievement, and NJ Office of Innovation

## Dual Enrollment

- Expansion of partnerships between vo-tech high schools and community colleges for dual enrollment pathways

## Four-Year Transfer Pathways

- Expansion of transfer partnerships between community colleges and four-year colleges and universities connected to pathways

## Non-Credit to Credit Transitions and Prior Learning Assessments

- Expansion of educational and economic opportunities for New Jerseyans by developing statewide frameworks and launch pilots to build transitions between non-credit and credit programs and award credit for prior learning.

## Adult Literacy

- Development of pathways by the Pathway Networks that include contextualized basic skills programs

## Community College Opportunity Grant (CCOG)

- Recruitment of students for CCOG
- Partnerships with employers to expand education for current employees

## Apprenticeships

- Expansion of apprenticeships statewide
- Integration of apprenticeships into degree programs



## Our Ask:

- A. Commit to be formally named partners in this initiative.
- B. Commit to inviting membership to the December 2021 Kick-Off Event (details to follow).

# Thank You

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**NJCC** New Jersey's  
Community Colleges

**NJBIA**  
New Jersey Business  
& Industry Association



**CENTERS OF WORKFORCE INNOVATION**

**INDUSTRIES:**

**HEALTH SERVICES**

**INNOVATION & TECHNOLOGY**

**CENTERS:**

**Patient Care**

- Bergen
- Mercer
- Rowan College of SJ

**Data Science**

- Brookdale
- Morris

**Healthcare Admin & Tech**

- Atlantic Cape
- Brookdale
- Camden
- Essex

**Cybersecurity**

- Ocean
- Raritan Valley

**Programming & Software Development**

- Essex
- Middlesex

**Research & Development**

- Bergen
- Middlesex
- Ocean

**CENTERS OF WORKFORCE INNOVATION**

**INDUSTRIES:**

**INFRASTRUCTURE  
ENERGY**

**MANUFACTURING &  
SUPPLY CHAIN MANAGEMENT**

**CENTERS:**

**Renewable Energy**

- Atlantic Cape
- Bergen
- Rowan College of SJ

**Construction**

- Hudson
- Rowan College of SJ

**Manufacturing Production &  
Engineering**

- Camden
- Morris
- Raritan Valley

**Supply Chain Management**

- Hudson
- Rowan College at Burlington County
- Union

**JOIN US!**

**(Complete the form at the following link):**

[NJ Pathways](#)

[https://forms.office.com/Pages/ResponsePage.aspx?id=DqPpZZ2QQkKHxQwHaF\\_e8-TkfT20d39BtXH7haRJ7q1UMk9XR0owMDAyNThWRVhYUjZNSTU1ODE1Wi4u](https://forms.office.com/Pages/ResponsePage.aspx?id=DqPpZZ2QQkKHxQwHaF_e8-TkfT20d39BtXH7haRJ7q1UMk9XR0owMDAyNThWRVhYUjZNSTU1ODE1Wi4u)



## PUBLIC COMMENT AND FINAL QUESTIONS

Audio lines will be open for public comment.

Please also use the CHAT feature to ask any final questions.





**THANK YOU**

**Next Commission Meeting:**

2022 Calendar to be Shared

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Online (Virtual) Meetings will  
continue for the foreseeable future.