



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, and 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.



SETC AGENDA: WEDNESDAY, APRIL 7, 2021

- Welcome – **Dennis M. Bone**, SETC Chairman
- NJDOL Updates – **Robert Asaro-Angelo**, NJDOL Commissioner
- Minutes and Chairman's Report – **Dennis M. Bone**, SETC Chairman
- SETC Apprenticeship Committee Report – **John Kennedy**, Chief Operating Officer, NJ Manufacturing Extension Program (NJMEP)
- Employer Perspectives – **John Sarno**, President, Employers Association of New Jersey (EANJ)
- Public Comment and Adjournment

3

NJDOL UPDATES

Robert Asaro-Angelo

Commissioner

NJ Department of Labor and
Workforce Development

[NJ.gov/Labor](https://www.nj.gov/labor)

4

CHAIRMAN'S REPORT: DENNIS M. BONE

SETC UPDATES

Senate HELP Committee Seeks Input from Stakeholders on Workforce Policies

Recommendations should be sent to:

HELPWorkforceComments@help.senate.gov.

SETC APPRENTICESHIP COMMITTEE REPORT

John W. Kennedy, Ph.D.

Chief Operating Officer

NJ Manufacturing Extension Program (NJMEP)

NJMEP.org

7



New Jersey
State Employment and Training Commission

SETC
Apprenticeship
Committee Report

April 7, 2021

SETC Apprenticeship Committee Mission Statement

The Apprenticeship Committee was created to review, (then) coordinate current policies and practices relating to the US-DOL Registered Apprenticeship Model for Education and Training.

The Committee resides within the State Employment & Training Commission (NJ-SETC) and is jointly staffed with the NJ Department of Labor and Workforce Development, Office of Apprenticeship.

9

Overview

There is a need for a consistent Structure & Process.

While the discussion of flexibility continues... for all the components to be supported by the State, the Educational Sector, and Industry – a **reusable structure was the key.**



Manufacturing



Medical & Health Care



IT Services

10



Pre-Apprenticeship / Apprenticeship

Apprenticeship provides an additional option for NJ's workforce in ALL industries by using this Pro-Action model.

Pre-apprenticeship programs create

- Future applicants for full-time, paid registered apprenticeship positions.
- **Students learn skills needed for the occupation** and can bridge into a registered apprenticeship program.

Apprenticeships offer many NJ workers:

- Opportunity to receive a debt-free earn-while-you-learn education.
- Relevant nationally recognized **professional credentials**.
- **Applicable College Credits**
- Fulltime employment and sustainable income
- Opportunity for growth and development in several career and education industry pathways



13

Andrew, successfully completed the PACE Pre-Apprenticeship training in the summer 2020 program and enrolled into Project 160 in September 2020 with NJMEP to continue his credentialing and upgrade his credentials so he's ready for employment. He is currently on module 2 of 4 of the Certified Production Technician Program

“ I would recommend this training program because, not only is it free, easy to learn, fits around your schedule, but it's only four months long. You really have nothing to lose by doing this program. After completion, you are a certified production technician ready for employment. I decided to go this path instead of going to college because college is very expensive and overrated. You don't necessarily have to go to college to have a successful career, you can either pick up a trade or an apprenticeship program.' said Andrew Lizano.

Train the Mentor

Apprenticeship Programs should be accompanied by a “Train the Mentor” Program

- Behavioral and motivational focused content
- **Subject matter experts as core partner** for apprentices in the company – not necessarily the supervisor

The Program supports apprenticeship by providing a trained strategic partner

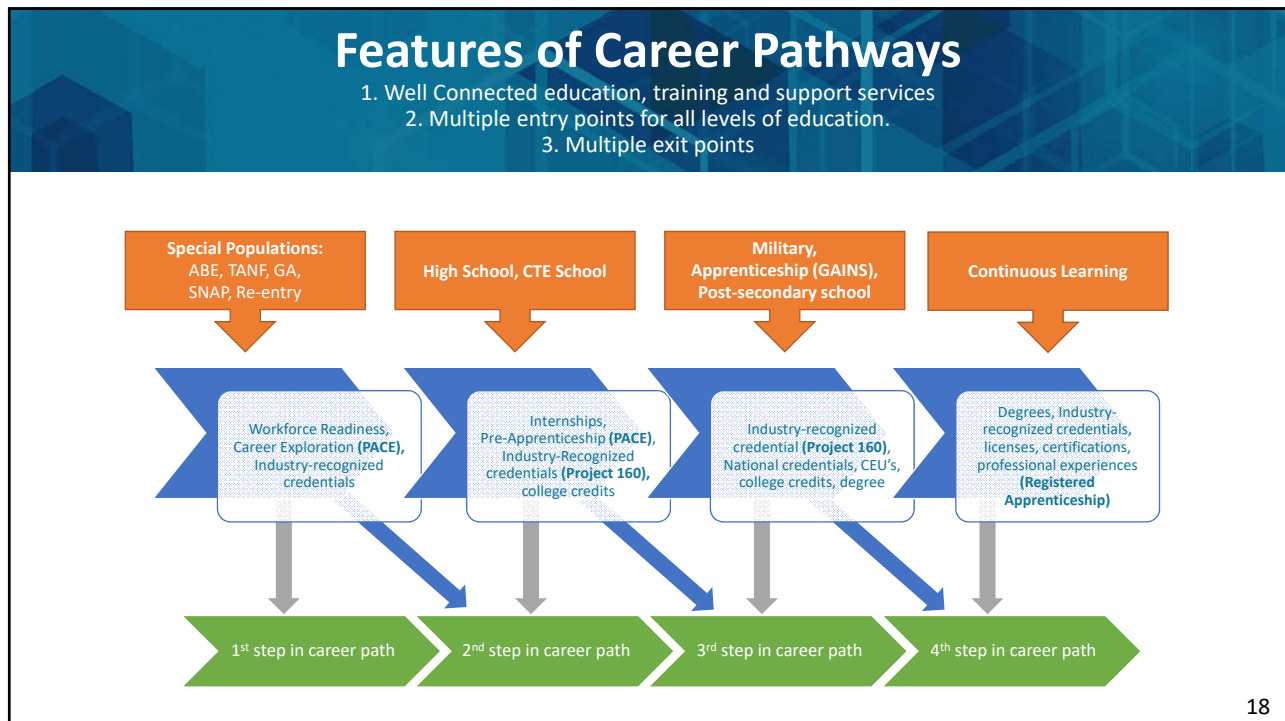
- To **prevent issues** with apprentices
- To **support the on-the-job training** required in the apprenticeship program
- To **secure successful completion** of the apprenticeship program.



To take part in a registered apprenticeship program at Saint-Gobain, Luis needed to work with a mentor. Once new positions in lamination and chamfering opened-up; the apprenticeship program gave him the confidence to approach his mentor about applying for the promotion.

When asked how he's using this experience to further his career, Luis said,

“ This apprenticeship experience has given me more confidence when talking to my supervisor and the engineers. I can talk to them on equal footing. I believe in myself more.





Lessons Learned

19

Lessons Learned

Pre-Apprenticeship programs have served as a positive feeder to Apprenticeship Programs

Quality Mentor = Quality Apprentice

Industry recognized credentials as **foundational learning**

Flexibility with instructional models

Those in the program have positive experience and will graduate



20

Lessons Learned

Importance of Intermediaries

Need for remediation on the fly:

- Math, Reading, Mechanical skills

Ongoing review of credential lists, aligned with industry requirements

Expand / align grant time frames

Statewide consistency with community colleges accepting credentials as college credits

On-the-Job Training:

- Align funding with state minimum wage requirements
- Matching duration for funding to program length

Need more IT relationships



21



Recommended Next Steps

22

Next Steps: Structural



DEVELOP A REPEATABLE AND TESTED APPRENTICESHIP MODEL



TARGET RECRUITMENT SUPPLY / DEMAND



EXPAND AND ALIGN THE DURATION OF GRANT(S)



DEDICATED FUNDING FOR STRUCTURED ON-THE-JOB TRAINING



ALIGNING IN-DEMAND INDUSTRY OCCUPATION LIST WITH INDUSTRY CREDENTIALS IN-DEMAND

Next Steps: Partner Engagement



INVOLVEMENT FROM INDUSTRY



CONNECTIVITY WITH EDUCATION & STATE AGENCIES



EXPAND ENGAGEMENT WITH BUSINESS ORGANIZATIONS AND ASSOCIATIONS



EMPHASIZE THE IMPORTANCE OF APPRENTICE MENTOR TRAINING



IMPORTANCE OF INTERMEDIARIES IN THE APPRENTICESHIP PROCESS

Next Steps: Remediation



SIGNIFICANT NEED FOR
REMEDiation AMONG
CANDIDATES, CLIENTS, &
STUDENTS



CONNECT WITH COMMUNITY
PARTNER WHO OFFER
REMEDiation PROGRAMS



WORK WITH ONE-STOP CAREER
CENTERS TO ACQUIRE
REMEDiation FUNDING

Questions?

EMPLOYER PERSPECTIVES

John Sarno

President

Employers Association of NJ (EANJ)

EANJ.org

27

**Beyond COVID -19
A Once in a Generation Opportunity**



John Sarno

April, 2021

A Skilled Workforce

A Healthy Workforce

Evidence-based Management



New Jersey at a Glance

- 233,907 total business establishments with 3,679,443 total private workforce
 - 88.6% of businesses employ 9 or fewer workers
 - 97.7% of businesses employ 49 or fewer workers
 - 2.9% of businesses employ 50 or more workers
- 75 percent of the state's workforce has some degree of in-person contact with co-workers and/or the public
- 40 percent of the workforce are high-contact workers, such as bartenders and restaurant workers
- 25 percent of the workforce, mainly office workers, can work from home

30

New Jersey Before COVID (NJBC)

- 3.5 percent unemployment – most employers report that they are concerned about employees leaving for other jobs.
- 6 in 10 believed that skilled labor shortages would negatively impact their business
- 41% reported lack of basic skills as an obstacle for hiring

A Closer Look

Job growth had occurred in all of the state's 15 biggest counties but wages were actually lower than the previous year - Bureau of Labor Statistics

N.J. ranked 47th in long-term unemployment

Conclusion: N.J. had both a “skills” gap and a “wage” gap.

Small businesses couldn't find skilled workers because:

1. Skilled workers were in high demand
2. The jobs didn't pay.

An American State of Mind - BC

- One in five Americans are diagnosed annually with a mental health condition
- Nearly 60% of Americans reported experiencing symptoms of a mental health condition in 2018 – anxiety, depression, eating disorders, worry, fear, general manic behavior
- Half reported that symptoms lasted for more than one month
- About 25% received a formal diagnosis
- 38% stated that they would not be open to treatment

Mental Health and the Workplace

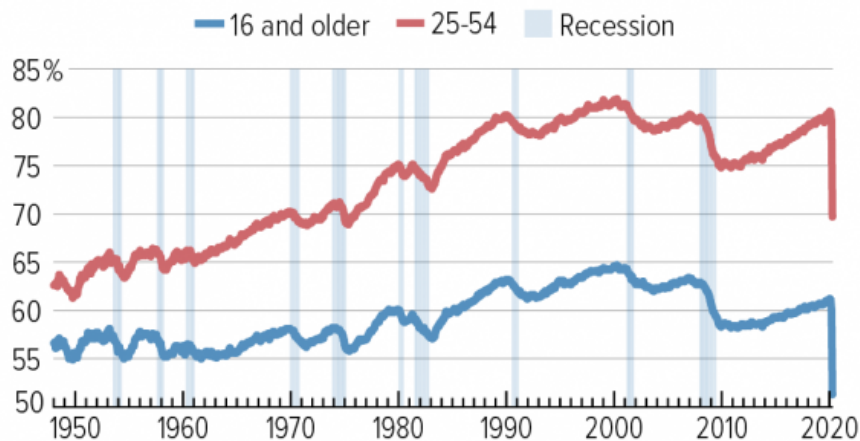
- About 40% stated that work contributed to their symptoms
- 60% said that productivity was affected
- 60% said they never talked to anyone at work
- Of those that discussed issue at work, most felt uncomfortable speaking with HR and senior managers
- Over a third had left previous jobs due to mental health conditions
- Perceptions are mixed – about half willing and unwilling to hire or work with a person with a mental health condition

For Most Employers – Don't Ask, Don't Tell

- Most employees do not believe that management supports mental health
- About a third believe that their manager is unapproachable or ill equipped
- Most common approach is time off from work
- Many employers are more likely to incur the costs of turnover, lost productivity and disability insurance payments than helping employees get support.

Employment Gains in Expansion Wiped Out by COVID-19

Share of population with a job



Note: Great Recession ran from December 2007, until June 2009. Prime working age population = 25 to 54 years old.

BetterHealthNJ.com

A NJ Self-Insured MEWA

36

Source: Bureau of Labor Statistics and National Bureau of Economic Research data

What is the current state of mind?

- Roughly one-quarter of American workers feel that COVID-19 has threatened their job security and opportunities
- More than one-third of Americans (36%) say COVID-19 has had a serious impact on their mental health and most (59%) feel COVID-19 is having a serious impact on their day-to-day lives.
- 49% of employers are offering resiliency programs and 50% are offering stress management programs

COVID -19 Impact on Well Being

Stress is at an all time high -

- Stress from personal coping with changes in life, being ill or knowing someone who is ill from COVID or other conditions with the fear of being exposed.
- Grief and Loss (Life changes and death).
- Stress from helping family members cope with changes in routines (i.e. Children with home schooling or no summer camp, work from home or unemployment).
- Alcohol and Substance use increases.

38

Potential Long–Term Effects

When the stress response is active for a prolonged period it can damage the cardiovascular, immune and nervous systems. People develop patterns of response to stress that are as varied as the individuals.



- Free-floating anxiety and hypervigilance
- Underlying anger and resentment
- Uncertainty about future
- Diminished capacity for the problem solving
- Isolation, depression, hopelessness
- Health problems
- Significant lifestyle changed
- Increase suicide risk

Statistics Tell the Story - Telemedicine

National Statistics – The Latest Numbers!

- Telehealth went from 11 percent of US consumers using telehealth in 2019 to 46 percent of consumers now using telehealth.
- Providers have rapidly scaled offerings and are seeing 50 to 175 times the number of patients via telehealth.



Statistics Tell the Story - Telemedicine

- Top Telehealth diagnosis are behavioral health related (Anxiety, depression, adjustment disorder and childhood behavioral health conditions).
- Visit costs were an estimated \$3 billion up to \$250 billion of current US healthcare spend.

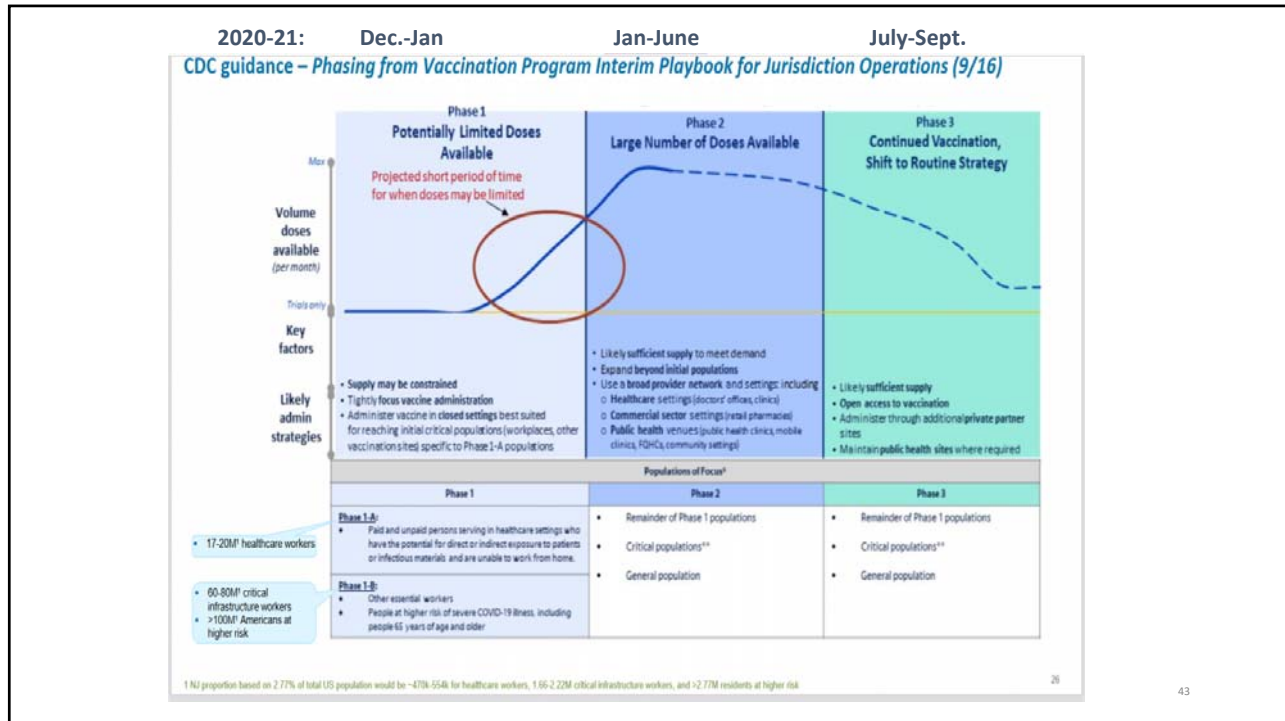
41

Work Place Changes – The New Norm








- Conducting daily health checks. (temps)
- Conducting a hazard assessment of the workplace.
- Requiring employees to wear cloth face coverings in the workplace, if appropriate.
- Implementing policies and practices for social distancing in the workplace.
(Availability of hand sanitizer, wipes, etc.)
- Improving the building ventilation system, if appropriate.



42



Initial Points of Dispensing Sites for COVID-19 Vaccination

-  Mega sites
-  Acute care hospitals
-  CVS / Walgreens / Others for Federally supported long-term care facilities program
-  Chain pharmacies
-  Urgent care centers
-  Federally Qualified Health Centers
-  Local Health Departments

Need to be equipped to do the following, among others:

- **Register**
- **Vaccinate**
- **Bill**
- **Ensure vaccine stewardship and cold chain management**
- **Report**
- **Second dose follow-up**

COVID-19



🏠 Your Health Vaccines Cases & Data Work & School Healthcare Workers Health Depts Science More

🏠 Vaccines

Key Things to Know +

Benefits of Getting Vaccinated

Information for Different Groups +

Find a Vaccine

Your Vaccination +

Different Vaccines +

Vaccine Safety & Monitoring +

Essential Workers COVID-19 Vaccine Toolkit

Information for Employers and Employees

Updated Mar. 22, 2021 Languages ▾ Print

On This Page

How to Promote Vaccination in your Organizations

Printable Stickers

Materials for Communicating with Your Employees

Social Media

Digital and Print Communication Resources

BetterHealthNJ.com
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45

EEOC Guidance – COVID Vaccinations Dec. 16, 2020

- **Employers can require workers to get a COVID-19 vaccine and bar them from the workplace if they refuse, consistent with the Americans with Disabilities Act and Title VII of the Civil Rights Act**
- COVID vaccine is not a medical examination.
- If a vaccine is administered to an employee by an employer for protection against contracting COVID-19, the employer is not seeking information about an individual's impairments or current health status and, therefore, it is not a medical examination.
- Pre-vaccination medical screening questions are likely to elicit information about a disability. Therefore, they are "disability-related" under the ADA.
- **Asking or requiring an employee to show proof of receipt of a COVID-19 vaccination is not a disability-related inquiry.**
- **Accommodations for sincere religious reasons**

Who is likely to refuse vaccine?

- People with medical conditions (requires reasonable accommodations)
- People concerned about side effects
- People with genuine and sincere religious objections (requires reasonable accommodations)
- 20% of working age adults (ages 18-64) say they will not willingly get the vaccine
- One third of Republicans say they will not willingly get the vaccine
- No significant difference based on race or gender

“Reluctance to get the vaccine is driven more by partisanship than any other single demographic factor.” Monmouth University Policy Institute

47

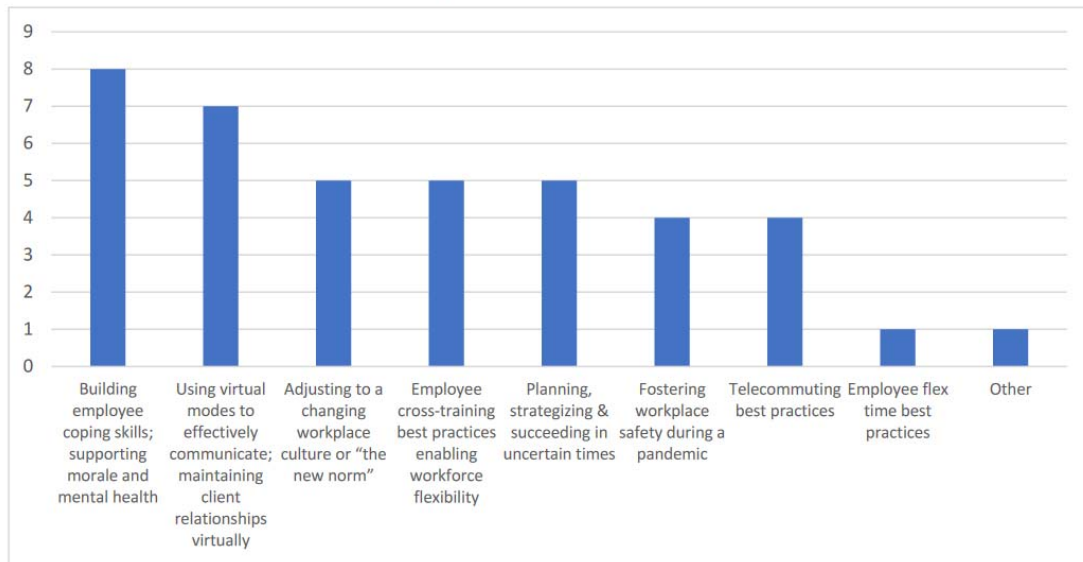
Mandatory Vaccination

“Human-resources leaders and chief executives say they aren’t mandating vaccinations because they want to respect the views of those who lack confidence in the new vaccines, avoid liability if there are adverse reactions and not infringe on religious or personal beliefs.” [Wall Street Journal](#)

About 9 percent of employers say they will require a vaccine, mostly agriculture, food production, construction and healthcare

48

Top Training and Support Needs for Business



BetterHealthNJ.com

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49

Where private-public resources can be directed

- Raise Awareness
- Treat workplace stress and burnout as a bottom line issue – a problem to be solved rather than avoided
- Open up the culture with dialogue and procedures
- Employee Assistance Programs
- Know what is in the healthcare plan and use it as a tool
- Organizational training – supervision and referral
- Training for HR as part of the solution and not the problem

The screenshot shows the homepage of the Employers Association of New Jersey (EANJ). The top navigation bar includes links for Home, About, and Contact, along with a user profile for John Sarno and a Logout button. The EANJ logo is on the left, and the tagline 'Helping good employers be better with education, training, advice and benefits' plans is in the center. A call number (973) 758-6800 is on the right. Below the navigation bar, there is a secondary menu with categories like Healthcare, Retirement Plan, Wellness, Programs & Training, Resources & Tools, Talent Management, Engagement, and Members only. The main content area features a 'Return to Work Resources for Employers' section with social sharing options (Twitter, LinkedIn, Facebook) and a printer-friendly version link. A large word cloud is centered on the page, with 'Work Safety' and 'Risk' being the most prominent words. To the right of the word cloud are four blue buttons: 'Work-Health Connection', 'Work Solutions', 'HR Compliance', and 'Work-Life'. At the bottom left of the content area, there is a red banner that reads 'ATTENTION: TRAVEL ADVISORY'. The page number '51' is visible in the bottom right corner.

Thank You

The EANJ logo consists of a blue outline of the state of New Jersey. Overlaid on the bottom half of the outline is a blue rounded rectangle containing the letters 'EANJ' in white, bold, sans-serif font.

52

PUBLIC COMMENT AND FINAL QUESTIONS

Audio lines will be open for public comment.

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



53



THANK YOU

Next Commission Meeting:

Wednesday, June 2, 2021

10am - 12pm

Online GoTo Meeting

[https://global.gotomeeting.com/join/
394439821](https://global.gotomeeting.com/join/394439821)