

NJ STATE EMPLOYMENT AND TRAINING COMMISSION

Commission Meeting

April 6, 2022



SETC Commission Meeting

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.



SETC Agenda: Wednesday, April 6, 2022

- Welcome – **Dennis M. Bone**, SETC Chairman
- Minutes Approval: November 17, 2021 – **Chairman Bone**
- Chairman’s Report – **Chairman Bone**
- Great Resignation Follow-Up – **Chairman Bone & Gary Altman**, SETC
- Youth Voice Policy: **Gary Altman & Kyree Robinson**, SETC
- Local Workforce Development Board Certification: **John Gagliano**, Governance Committee
- NJ State plan Modification 2022

Chairman's Report: Dennis M. Bone

The Great Resignation: Follow-Up

***Why More Americans Are Quitting
Their Jobs Than Ever Before
Update***

The Great Resignation/Big Quit: Follow-Up

Dennis M. Bone, Chairman

Gary Altman, SETC

Follow-Up-Update



GREAT RESIGNATION/BIG QUIT

FOLLOW-UP/UPDATE

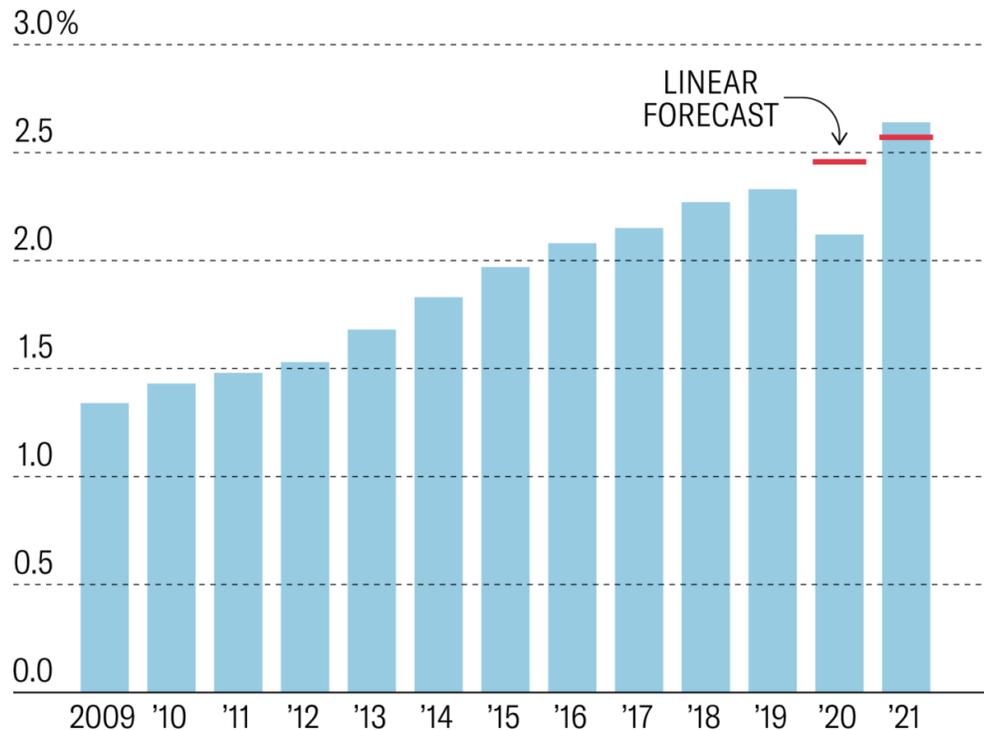
NJ SETC 4/6/2022



Average Monthly Quit Data

Data on total employment from 2009 through 2019 reveals that the Great Resignation is not a pandemic-driven anomaly.

Share of workers voluntarily leaving jobs



Source: Bureau of Labor Statistics, author's calculations



The Great Resignation Didn't Start with the Pandemic

by

[Joseph Fuller](#) & [William Kerr](#)

Harvard Business Review, 3/23/2022

Discusses **FIVE R's**; factors that exacerbated the matter:

- Retirement
- Relocation
- Reconsideration
- Reshuffling
- Reluctance



Explaining the 5

- Retirement – Considerations included more time with family, priorities beyond work, surging stock/property values and concern over susceptibility
- Relocation – Was lower during the period with many changes being local
- Reconsideration – Shifts in perspective due to illness, concern for burn-out, care obligations
- Reshuffling – Higher quit rates in lower-wage industries, movement among jobs within sectors based upon wages, benefits & attractiveness. Some employers have raised wages
- Reluctance – fear of contracting COVID in the workplace



BY MEGAN CASELLA,
03/24/2022
BARRON'S

Other Considerations:

- American fear of virus falling
- Schools returning to in-person instruction
- Surplus savings dwindling/volatility in stock market

Related comments:

- Scott Williams, short-term retiree, *Retirement isn't all it's cracked up to be*
- Mark Zandi, chief economist, Moody's, *Some of the shuffling is over – people made their moves and found better jobs and better pay...*

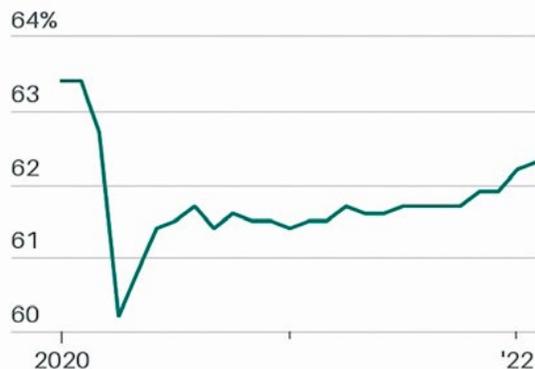
The Great Resignation Is Beginning to Reverse Course

Labor force participation appears to increase

Back to Work (Finally)

After months of stagnancy, the labor force participation rate has been steadily climbing since the fall.

Labor-force participation rate



Note: Percent, seasonally adjusted
Source: U.S. Bureau of Labor Statistics, accessed via the St. Louis Federal Reserve

After months of barely any improvement, the labor force participation rate has been rising since the fall and even more quickly in recent months, climbing 0.4 percentage point in the three months ended in February as 1.87 million people rejoined the labor force. That's triple the 621,000 who returned in the three months prior.

Perhaps the most prominent official indication that the tides may be shifting was the recent release of Labor Department data showing the percentage of workers who quit their jobs in January had slowed to 2.8%, down from 3% in each of the two previous months.

Non-farm quit rates seem to have slowed

Leveling Off

The share of Americans quitting their jobs slowed in January, a signal that labor market churn is starting to abate.

Total nonfarm quits rate



Note: Rate, seasonally adjusted
Source: U.S. Bureau of Labor Statistics, accessed via the St. Louis Federal Reserve

And that trend likely continued into February as well, according to data from Gusto, a payroll processor that works with more than 200,000 companies and releases data on monthly "quits" faster than the government can. Among workers on Gusto's cloud based platform, the share who quit their jobs slowed 0.6 percentage point between January and February to 3.1%, the data show, matching the same rate as February 2020, just before the pandemic hit.



IF YOU'RE AN EMPLOYER IN NEED, YOU MAY WANT TO CONSIDER...

Connecticut Aims to Build Disability Workforce Pipeline

...leaders and advocates in the disability community say capable workers like..., who have a wide range of skills and abilities, are being overlooked by companies that have jobs to fill – even as many business groups raise concerns about a labor shortage

<https://ctmirror.org/2022/03/08/ct-aims-to-build-disability-workforce-pipeline/>

The Great Resignation creates New Job Opportunities for People Convicted of Crimes

80% of the people she sees through her position are ready to work (Leona Watt senior officer for Vermont's Probation and Parole Office).

<https://www.sevendaysvt.com/vermont/the-great-resignation-creates-new-job-opportunities-for-people-convicted-of-crimes/Content?oid=34464171>

Older Workers to the Rescue? Why Boomers may be the answer to the Big Quit

20 percent of gig workers in the U.S. – from freelance consultants to UBER drivers – are over the age of 50, and nearly a third of those are over the age of 65 – boomers may come back to work...

<https://www.newsweek.com/2022/03/04/older-workers-rescue-why-boomers-may-answer-big-quit-1679070.html>

The Great Resignation Means Transformation of U.S. Labor Force

Over the next decade, it is projected that the working-age population, ages 16-64, will grow by just 0.2%-and the vast majority of that growth will come from immigrant workers...

<https://sbj.net/stories/opinion-the-great-resignation-means-transformation-of-us-labor-force,78100>

Gary Altman
Kyree Robinson
NJ SETC
Shared Youth Vision Council

Youth Voice Policy

***Youth voice** refers to the distinct ideas, opinions, attitudes, knowledge and actions of young people as a collective body.*

- Wikipedia

- Proposed by the Shared Youth Vision Council to increase youth input into service design
- Received input from 3 specific organizations on subject (New Jersey Community Development Corporation, USDOL, and Partners4Work – Pittsburg’s job training organization)
- Proposal detail was developed with/approved by Shared Youth Vision Council

Youth Voice Policy

Language of proposal –

The New Jersey State Employment and Training Commission strongly urges the local workforce development areas to develop, effectuate and include a Youth Voice framework that utilizes the direct input of the target population that will be served and that their input be used in the design, development, implementation and delivery of youth services.

John Gagliano

Governance Committee/Monmouth WDB

Recommendations

Local Workforce Development Board Certifications

- Required by WIOA and NJ administrative code
- Delays caused by pandemic and staffing resources/impacts some of remaining reviews – slated for next meeting
- Focus on membership and local Board efforts regarding oversight of local system
- 8 areas discussed
- Questions regarding 3; 2 provided satisfactory responses prior to 3/30
- Need to review guidelines/memberships as root of questions:
(NJSETC policy #2015-01: NJ Local WDB Membership)

Local Workforce Development Board Certifications

- 7 areas for consideration:
 - Atlantic County
 - Burlington County
 - Cumberland/Salem/Cape May Counties
 - Gloucester County
 - Middlesex County
 - Morris/Sussex/Warren Counties
 - Ocean County
- Single vote to be held with subsequent abstentions recorded

2022 Combined State Plan Modification

Workforce Partnership

NJDOL and NJDHS

Changes and Purpose

2022 Combined State Plan Modification

- December '21 USED and USDOL issued guidance for WIOA plan modifications (4-year plan was submitted in 2020)
- Plan guidance shared with respective partners
- Modifications to be noted include:
 - Impact of pandemic on labor markets
 - Lessons learned from pandemic including virtual services
 - Considerations for diversity, equity and inclusivity
- Board needs to approve modifications to the plan
- Presentations to be made by partners who have done the work

2022 Combined State Plan Modification

Jason Timian

NJDOL, Office of Research and Information

Changes and Purpose

Labor Market Information Updates

- ❖ Pandemic effects in 2020 changed the narrative
 - ❖ New charts and language added to reflect
- ❖ Use of annual average data creates misleading assumptions
 - ❖ Second straight decade of little to no growth?
- ❖ Scales busted, records broken
- ❖ LMI remains a valuable resource to track economy
- ❖ IVCL language removed as we reconsider better methods
 - ❖ Currently published listed should be used as guidance

2022 Combined State Plan Modification

Sheryl Hutchison

NJDOL, Office of Research and Information

Changes and Purpose

NJ Combined State Plan for WIOA, Modification 2022 – NJDOL ORI

- **ETPL Quality Assurance Project: Enhanced data collection to establish quality performance measures and scorecards for training providers**
 - Protect Career Seekers
 - Improve Effectiveness and Efficiency
 - Culture of Transparency and Responsibility for Continuous Improvement
 - *New Training Provider Scorecards: Five Domains*
 - *New NJ Training Explorer Website*
- **Evaluations - NJDOL Learning Agenda**
 - WIOA PY 2019 Evaluation of Title I and Title II Integration
 - WIOA PY 2020 Evaluation of Virtual Services (planned)
 - Workforce Data Quality Initiative (WDQI) grants from USDOL
 - Leveraging New Jersey Education to Earnings Data System (NJEEEDS)
- **WIOA Performance Targets – Appendix 1**
 - State Targets for PY 2022 and 2023 – Titles I and III
 - USDOL-ETA Regression Model
 - Local Workforce Area Targets
 - Title II and Title IV Targets

2022 Combined State Plan Modification

Amanda Gerson

NJDHS, Commission for the Blind and Visually Impaired

Changes and Purpose



2022 Combined State Plan Modification

Amanda Gerson

Coordinator of VR and Transition Services

- Updated:
 - Program Information
 - WIPA Providers
 - Staffing and Personnel Development
- Added:
 - Collaborations with TACs (NTACT-C; VR TAC-QM and QE; CIT-TAC)
 - COVID response/adjustments (AT Training, Virtual Services)
 - CSNA
 - Employment Services
 - Deaf-Blind Services/Interpreters
 - Performance Targets

2022 Combined State Plan Modification

Karen Carroll

NJDOL, Division of Vocational Rehabilitation Services

Changes and Purpose

NJDVRS 2022 Combined State Plan Modification



Karen Carroll, Director

Updates since the prior State Plan:

- Moved out of Workforce Development, now part of the Office of Employment Accessibility Services
- Impact of COVID-19 pandemic- move to virtual services, increased need to focus on outreach
- No longer under an *Order of Selection*
- Implementation of state-wide Benefits Counseling Program for DVRS consumers, Out of School youth services

Current Priorities:

- Focus on Career Pathway Mindset
- WIOA Targeted Performance Metrics
- Collaborations with National Technical Assistance Centers (TACS), obtaining training and TA for staff
- CSNA- focus on underserved populations, collaboration with NJ DDD/developmental disabilities

2022 Combined State Plan Modification

Danielle Jubanyik

NJDOL, Adult Education & Literacy Services

Changes and Purpose

- ❖ Majority of plan updates are regarding the spring 2021 competition for AEFLA Title II funding;
- ❖ The Notice of Grant Opportunity is the application for providers of *demonstrated effectiveness* (past performance data) in order to apply for funding;
- ❖ Federal regulations governing AEFLA at 34 CFR part 463 clarify that only an organization that has demonstrated effectiveness in providing adult education and literacy services is eligible to apply for AEFLA funds;
- ❖ Eligible applications were reviewed by a fully trained panel and received review/comments from local WDBs as part of the application process;
- ❖ 18 Lead Agencies selected; 66 partners statewide providing adult basic education, civics, and English Language instruction.

2022 New Jersey State Plan Modifications for WIOA Title II

Danielle Jubanyik, Ed.D.

State Director for Adult Education & Literacy Services

Title II 2022 Modification Update

- ◆ Expansion of spending to include more software & training for Title II providers;
- ◆ Mental Health Awareness/Training;
- ◆ Focus on student recruitment and retention strategies;
- ◆ Focus on instructor credentialing opportunities;
- ◆ Focus on professional development for online instruction.

2022 Combined State Plan Modification

Patricia Robertson

NJDOL, Agricultural Outreach Plan

Changes and Purpose

NJ State Plan Modification 2022 Agricultural Outreach Plan (AOP)

Patricia Robertson, Acting SMA
Migrant & Seasonal Farmworker (MSFW) Program
NJ Department of Labor and Workforce Development (NJDOL)
April 6, 2022



Migrant and Season Farmworker (MSFW) Program Purpose

Purpose: To locate and contact MSFWs *who are not being reached by normal intake activities* conducted by Employment Service (ES) offices.

Method:

- Provide an adequate number of outreach staff to conduct MSFW outreach in their service areas. Outreach workers must speak the language of a significant proportion of the state MSFW population and be from MSFW backgrounds.
- Coordinate outreach efforts with National Farmworker Jobs Programs (NFJP), public and private community service agencies, and MSFW groups.

Assessment of Needs

- Farmworkers are still in need of COVID related services, including vaccination and testing resources. NJDOL will continue to collaborate with its sister agencies and community partners to ensure MSFWs are made aware of available resources, including appropriate referral methods
- Improved referral systems to pandemic related programs and services, including COVID-19 vaccination, testing, and symptoms management.
- Increased awareness regarding CDC and NJ DOH COVID-19 related guidance and safety recommendations, using culturally and linguistically appropriate tools.

Outreach Activity

Outreach staff will now contact **40 MSFWs** per day on average with a goal of reaching a total of **3,600** through the four local offices during the growing season.

The update to this number reflects:

- NJDOL's reduction in outreach staff: Cumberland Outreach worker
- Implementation of COVID safety precautions for the return of in-person outreach (lesser farms visited)
- Alignment of the definition of outreach with USDOL regulations.

Local Office	# of MSFWs to be Contacted	Staff Days Conducting Outreach	# of Days per Week	# of Farms, Campsites or Gathering Places per Day	# of MSFW Contact per Day
Atlantic	3,600 900	90	4	5 2	40 10
Cumberland	3,600 900	90	4	5 2	40 10
Gloucester	3,600 900	90	4	5 2	40 10
Somerset	3,600 900	90	4	5 2	40 10

Outreach Timeline

Outreach visits are made to the agricultural community from **April to November** with the vast majority of the visits between **May 15 and October 1** to locate and contact MSFWs at their working, living and/or gathering areas to inform them of current One-Stop Career Center



Questions??

2022 Combined State Plan Modification

Sherie Jenkins

NJDOL, Senior Community Service Employment Program

Changes and Purpose

Senior Community
Service Employment
Program



Senior Community Service Employment Program (SCSEP)

A community service and work-based job training program for older Americans. Authorized by the Older Americans Act. The program provides training for low-income, unemployed seniors.

Eligibility

- 55 years of age or older
- Have a family income of no more than 125% of the federal poverty level
 - Unemployed
- Willing to participate in training
- Actively seeking employment



Training

The program provides over 40 million community service hours to public and non-profit agencies, allowing them to enhance and provide needed services.



Employment

Training serves as a bridge to increase unsubsidized employment opportunities for participants.



WIOA Mandate



SCSEP Mandated Partner

Links the One-Stop partners in the One-Stop delivery system. The overall effect is to provide universal access for SCSEP participants to career services.

SCSEP resources may only be used to provide services that are authorized and provided under the SCSEP to eligible individuals.

Note: The one allowable SCSEP cost is a SCSEP project's proportionate share of One-Stop costs.

§641.850(d)



Co-enrollment of participants with One-Stops

Individuals who are enrolled in SCSEP should be provided the full array of WIOA training and supportive services.

Individuals who do not meet the eligibility criteria to enroll in SCSEP, should be referred to or enrolled in WIOA or other appropriate partner programs. WIOA sec. 121(b)(1).

These arrangements should be negotiated in the Memorandum of Understanding (MOU), which is an agreement developed and executed between the Local Workforce Development Board.

20 CFR 678.500 through 678.510

Thank You



2022 Combined State Plan Modification

Yolanda Allen

Sarah Singer-Quest

NJDOL, Adult, Dislocated Worker and Youth Services

Changes and Purpose



WIOA State Plan Modifications – Workforce Strategy

APRIL 2022

One Stop Career Center Support

Our goal at the state level is to provide resources and tools to our local WDBs that allows for the ongoing innovation and development of services that can help NJ's One Stop Career Centers meet the dynamic needs of our jobseekers and employers.

NJDOL and SETC are committed to:

- Building out centers of **training and technical assistance** across workforce program areas, e.g.:
 - Development of a new learning management system (LMS)
 - Development of new training partnership with GSETA
- Supporting efforts to continue **modernization of systems and investments in technology**, e.g.:
 - Data system modernization
 - Investment in tools like SkillUp New Jersey

Three key support goals for NJDOL and SETC:

1. Integrating partners and services into One Stops
2. Supporting customized strategies for jobseekers and employers
3. Strengthening local governance

Goal 1: Integrating partners and services in One Stops

Functional Alignment

- Alignment of state staff and local area staff (e.g., ES and Title I) to promote seamless transitions and/or coordinated engagement through co-enrollment

Relationship-Building with Partners

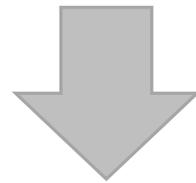
- Engagement of all WIOA and NJ required One Stop partners and the various employment and training opportunities they offer into One Stop Career Center service delivery

Service Agreements

- Development of MOUs/IFAs to help support planning and implementation around these relationships

Goal 2: Supporting customized strategies for jobseekers and employers

Shifts from focus on **utilization of common assessment tools**



To focus on **common structure for service delivery** inclusive of range of services:

- Assessment
- Plan Development
- Individualized Career Services
- Training Services
- Supportive Services
- Follow-up Services

Goal 2: Supporting customized strategies for jobseekers and employers

Business Services (and Work-Based Learning)

Building capacity to match and fill gaps between employer needs and jobseeker skills and interests through state and local business service functions, particularly in developing and operationalizing work-based learning

Virtual Services

Increasing access and engagement through investments in tools that support virtual intake, assessment, and service delivery; thinking about accessibility not only through the lens of physical space but also through virtual service

Career Services

Emphasizing work readiness and career advisement across WIOA services, including in Wagner Peyser and Title I programs specifically

Supportive Services

Leveraging resources across required partners and additional community partners to provide services that reduce barriers to employment beyond specific training-related needs

Goal 3: Strengthening Local Governance

Key Local Workforce Development Board Functions

Procurement

- One Stop Operator Procurement
- One Stop Career Services Procurement
- Youth Services Procurement

Oversight and Monitoring

- AJC/One Stop Certification
- Oversight of contracts:
 - Operator
 - Career Services
 - Youth Services

Additional priorities: Expanding use of data

Data Entry Standards

- Increasing quality of data in existing systems through clear and common expectations around data entry

Data Dashboards

- Working across NJDOL units and SETC to continue to build out data dashboards and tools that support ongoing monitoring

Data System Modernization

- Engaging in workforce modernization project to update data systems that ease data entry and enhance data use

Additional priorities: Continuing to strengthen youth services

One Stop Integration

Developing systems of youth services that connect to our One-stop Career Centers through direct provision of services, procurement of services, and partnership agreement to provide services

Use of Virtual Technologies

Integration of virtual technologies and mediums to enhance and expand delivery of youth services

Expansion of Pathway Opportunities

Expanding the diversity of youth we serve – providing opportunities at all levels of skill and experience – from individuals with low literacy to individuals with high school degrees disconnected from school or work

Upcoming PY21/PY22 Focus

- 1. Local Workforce Development Board governance** – supporting stronger firewalls between governance and operations; supporting key board functions
- 2. One Stop Partnerships** – supporting our system in leveraging the full range of resources and expertise available through partners
- 3. Expansion of services and populations served** – working as a state and local areas to expand, target, and serve additional priority groups
- 4. Expansion of work-based learning opportunities** – supporting local areas in developing systems of work-based learning that draw on local postsecondary, employer, and workforce partners

2022 Combined State Plan Modification

Dennis M. Bone

Chairman

Acceptance of Modifications

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:

Wed, June 1, 2022

10am - 12pm

Online GoTo Meeting

<https://global.gotomeeting.com/join/394439821>