



New Jersey State Employment and Training Commission

Dennis M. Bone, *Chairman*

Chris Christie, *Governor*

State Employment and Training Commission Meeting Minutes

February 7, 2017

10 am – 12 pm

Rutgers Labor Education Center, New Brunswick

I. Welcome & Introductions

Chairman Dennis Bone called the meeting to order at 10:09 am and welcomed members and guests to the Rutgers Labor Education Center Auditorium. Chairman Bone announced that, in accordance with the Open Public Meetings Act of 1978, notice of this meeting was submitted to the Trenton Times and Star Ledger and was posted on the SETC website. Chairman Bone reviewed the agenda for the meeting.

Mr. Bone welcomed new Commission member, Assemblyman Benjie E. Wimberly, and noted that the SETC now has its full legislative complement of members. Chairman Bone then introduced SETC Project Specialist Trainee Kyree Robinson and Legal Intern Beonica McClanahan. Roundtable introductions followed the introductions. The draft minutes from the November 15, 2016 meeting were introduced. Sally Nadler made a motion to approve the minutes; the motion was seconded by Andrea Karsian. The minutes were unanimously approved by voice vote. Chairman Bone reviewed the agenda for the meeting and welcomed Heldrich Center for Workforce Development presenters Carl E. Van Horn, Ph.D., and Kathy Krepcio.

II. Chairman's Report

Chairman Bone discussed the impressive collaboration between the NJ Department of Labor and Workforce Development (LWD), the NJ Department of Education (DOE), the Office of the Secretary of Higher Education (OSHE), the NJ Business and Industry Association (NJBIA) and the State Employment and Training Commission (SETC). This collaboration has led to a powerful use of common language and common strategies for education and workforce development, as evidenced by today's consideration of the 65 by 25 initiative.

Chairman Bone noted that the annual meeting of local Workforce Development Board Chairs with the LWD Commissioner was held on December 16, 2016. This was a positive meeting, with important peer networking and sharing of best practices; 16 of 17 local boards were represented.

III. Overview of the New Jersey Education to Earnings Data System (NJEEDS)

Dr. Carl Van Horn and Kathy Krepcio provided an overview of the NJEEDS, which is based at the Rutgers John J. Heldrich Center for Workforce Development and managed by cross-state agency partnerships. The longitudinal data system links information on students and job holders from three agencies: OSHE, DOE and LWD. The partnership is overseen by a 12-member Data Advisory Council and 15-member Data Stewards Work Group. The data collected from the

partner agencies will generate timely and accurate information about student outcomes to improve the state’s education and workforce systems. There are two types of reporting – aggregate level reports and de-identified data. The data sources for these reports are:

P-12 DOE	Higher Education	Labor & Workforce Development
K-12 (NJSMART) Enrollment Data	Student Unit Record (SURE) Enrollment Data	Unemployment Insurance Wage Data
K-12 (NJSMART) Completion Data	Student Unit Record (SURE) Completion Data	WIOA Case Study
Career & Technical Ed (Perkins Act) & Completion Data		DVR Program Case Data
		Consumer Report Card Private Training Provider Data

NJEEDS privacy and security standards are of highest significance in order to protect the confidentiality of students, program participants, and workers. NJEEDS adheres to all federal and state laws with regards to data. In early 2017 it is anticipated that data user agreements will be finalized with a website launch in Spring 2017.

A discussion followed with questions and comments. Members asked about how the Council and Workgroup obtain information about jobs and placement outcomes; this information is currently provided for those who attended higher education institutes. The NJEEDS project is working to get access to federal education information for those attending school in another state. NJEEDS also has data on anyone working in NJ, but will need assistance from LWD to put in place data sharing agreements with PA, NY, and DE to get information for those NJ residents who work out of state. Regarding demographic data, the DOE data set includes gender and race. Also, it was suggested that NJEEDS could capture apprenticeship data through the RAPIDS data system. Dr. Van Horn stated that the legislature could request data from NJEEDS and receive priority. The NJEEDS is a work in progress and will continue to grow in its scope and usefulness. Chairman Bone and SETC members commended this effort to build a critical tool for the benefit of the NJ education and workforce development system.

IV. Workforce Update & Policy Resolution #2017-01

Acting Commissioner Fichtner presented Policy Resolution #2017-01 to the group stating that the Career Pathways Task Force requests an endorsement of the resolution. A mission of the NJ Combined State Plan for WIOA is to increase the number of residents with a post-secondary credential or degree (post-secondary). The Governor’s Higher Education Council Report (2015) recommended a 65% attainment goal to be achieved by the year 2025. The following amendments to Resolution #2017-01 were recommended by members:

- Clarify that it is the State’s “adult” population, under the Purpose and Resolution sections
- Indicate “with a special focus gender and race equity”, under the Purpose and Resolution sections
- Add organized labor and the business community, under the Resolution section

A motion was made by Melanie Willoughby to approve as amended and seconded by John Franklin. The resolution was unanimously approved, as amended, by voice vote.

Chairman Bone indicated that this was an aspirational goal, but also a reachable one. Senator Rice asked that Commission members act as champions to connect this initiative to the people of New Jersey, to support the achievement of this goal.

V. The Future of Work in NJ: Potential Impact of a Gig Economy

LWD Assistant Commissioner Jeffrey Stoller presented information on the Gig Economy. What is the Gig economy? The workforce has option of alternative work arrangements through employers and includes temporary; part-time; on-call; and contracted services. Many fields are now using these type of workers to satisfy their needs. The largest fields are in construction, healthcare, professional administration, transportation and manufacturing are amongst some the biggest users of alternative work arrangements. Members discussed the implications of this new economy on employment and the New Jersey workforce.

John Franklin of the United Way of Northern New Jersey discussed the Asset Limited, Income Constrained, Employed (ALICE) Project; working poor have the greatest risk for abuse where there are less protections for workers. There is a very good likelihood that employers will or are taking advantage of this group. The ALICE Project reports are being used to improve the residents' lives. A Pew Study recently reported that 40% of households are without any retirement income and without savings.

VI Public Comment & Adjournment

Monmouth WDB Director and Garden State Employment and Training Association (GSETA) President Eileen Higgins requested, on the behalf of the GSETA, a revision of the approved NJ Combined State Plan for WIOA plan, regarding One-Stop Operator competitive selection from a 2-year period, which would require an 18-month process, to a 4-year period as allowed by the WIOA law. Also, Ms. Higgins reminded the audience that the 35th GSETA Conference will be held on October 4-5, 2017. The meeting was adjourned at 12:02 pm.

Next SETC Meeting:

Tuesday, April 4, 2017

10 am – 12 pm

New Jersey Law Center, New Brunswick

STATE EMPLOYMENT AND TRAINING COMMISSION MEETING ATTENDEES

February 7, 2017

PRESENT MEMBERS and ALTERNATES

Barry, Marie	Nutter, Harvey
Bone, Dennis	Rice, Ronald
Duda, Teri	Safrin, Michele (for Blake)
Ferrera, Anthony	Virella, Marie (for Hendricks)
Fichtner, Aaron	Wade, Carolyn Carter
Karsian, Andrea	Willoughby, Melanie
Mickens, Felix (for Brown)	Wimberly, Benjie
Nadler, Sally	Wise, Robert
Nivins, Marsha (for Berry)	

ABSENT MEMBERS

Berry, Dana	Orsen, Melissa
Carey, Michael	Reisser, Clifford
Donnadio, John	Richman, Charles
Connolly, Elizabeth	Sabater, Julio
Gacos, Nicholas	Sen, Tapas
Hornik, Stephen	Wowkanech, Charles

OTHER ATTENDEES

Amos, Ben	Howard, Donald
Alarcon, Isabel	Krepcio, Kathy
Armstrong, Jane	Kurziel, Kevin
Aspili, Alan	Levandowski, Andrea
Badran, Mohsen	Mabe, Bill
Baptiste, Jean	Mapp, Cynthia
Brown-Benson, Melissa	Morley, Mary
Carroll, Catherine	Richardson, Nils
Custard, Donna	Scalia, Donna
Custodio, Abdiel	Schmidt, Sarah
Davis, Keith	Seavers, Diane
Franklin, John	Stoller, Jeff
Gatling, Kerri	Spak, Gale
Hala, Joanne	Swartz, Jeffrey
Higgins, Eileen	Van Horn, Carl

SETC STAFF

Altman, Gary
Hutchison, Sheryl
McClanahan, Beonica
O'Brien Murphy, Maureen
Robinson, Kyree
Sliwinski, Janet