



New Jersey State Employment and Training Commission

Dennis M. Bone, *Chairman*

Chris Christie, *Governor*

State Employment and Training Commission Meeting Minutes

September 12, 2017

10 am – 12 pm

NJ Law Center, New Brunswick, NJ

I. Welcome & Introductions

Chairman Dennis Bone called the meeting to order at 10:05 am and welcomed members and guests to the meeting. 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 and roundtable introductions were conducted.

The draft minutes of the June 6, 2017 meeting were introduced. Tapas Sen made a motion to approve the minutes; the motion was seconded by Melanie Willoughby. Kevin Brown requested a correction to the discussion of the Financial Services Talent Network, changing employee to “employ” on page 2. The amended minutes were unanimously approved by voice vote.

II. Chairman’s Report

Chairman Bone reviewed the package of materials provided for the meeting. In addition to the materials supporting the agenda, the folders include the finalized State Plan Summary, a four-page color document highlighting the five strategic themes of the State Plan. The Chairman also provided brief SETC committee updates: the Council on Gender Parity in Labor and Education is analyzing two of the State’s key industry sectors, Finance and Technology; the State Council on Adult Learning and Education Services (SCALES) is studying similarities between WIOA Title I and Title II services for greater coordination; and the Shared Youth Vision Council has established five workgroups on youth-related subjects. The Performance Committee is working on the SETC Dashboard which is part of today’s agenda.

III. SETC Dashboard

a. Performance & Accountability Overview

SETC Acting Executive Director Gary Altman and Deputy Executive Director Sheryl Hutchison provided a PowerPoint presentation highlighting past workforce laws, from JTPA and CETA to WIA and now WIOA. The presentation included a discussion of the history of workforce development’s use of evaluative data and major shifts in areas such as youth programming, which may impact future WIOA performance measures.

b. LWD Roles – ORI Performance Focus

David Ramsay, Director of LWD Workforce Research and Analytics, continued the PowerPoint presentation. He discussed the six WIOA primary indicators of performance, the USDOL reporting requirements and the reporting cycle. Other items presented focused on goal setting

and continuous program improvement, the measuring of skills gains and how USDOL is working to best measure the effectiveness of employer services. He noted that the current employer services measures are a pilot effort in all states.

Members discussed the value of using performance data to inform Commission decisions. Anthony Ferrara noted importance of data in programming, as it moves discussion towards fact instead of opinion. Mr. Franklin stressed the critical need to have a purposeful use for the data, citing marketing as an example.

c. LWD Roles – Workforce Performance Focus

LWD Assistant Commissioner Patricia Moran provided an overview of the Workforce division's role in performance measures. LWD has established a "Coordination and Support" Team to provide technical assistance and training to One-Stop partner agencies. The team members act as subject matter experts for WIOA and WorkFirst New Jersey (WFNJ) program managers, and can provide access to additional information and support from other offices within LWD as needed.

LWD has also established and modified performance benchmarks and eligibility requirements for state-administered grants. Grantees are required to work with local One-Stops to identify training-eligible candidates. The performance benchmarks support and reflect many of the WIOA six primary performance indicators. Finally, LWD continues to strengthen its partnership with local areas, enhancing communication and support efforts and giving local partners the opportunity to link with and leverage state programs.

d. Dashboard Presentation

Stephanie Holcomb and David Seith, Heldrich Center staff, presented the new SETC dashboard which uses Microsoft Power BI software in an online platform. The current dashboard performance data features Workforce Investment Act (WIA) measures for Program Years 2014 and 2015; these are the most current completed years of data. The use of WIOA performance measures began in Program Year 2016, as of July 1, 2016. This data is just beginning to be compiled and dashboards for these programs will be forthcoming. The presentation focused on statewide results over the two-year period and also displayed the system's capacity for narrowing the view to local workforce development area outcomes.

Commission members discussed several performance elements; median income as required by WIOA law, as compared to the attainment of a living wage; the data used to report earnings and employment; the implications of WIOA changes and how related proxies may be developed; and, the potential inclusion of Work First New Jersey (welfare-to-work) programming as part of the dashboards.

LWD Commissioner Fichtner explained the use of Unemployment Insurance (UI) records for the purposes of gathering employment data; the State has access to nationwide UI data that includes most states; there are legal limits imposed the use and sharing of that data. In response to questions regarding the tying of workforce development dollars to performance, Commissioner Fichtner indicated that it has not been done to this time, but it may be worth linking to the concept of continuous improvement. Commission members cited this effort as a positive move forward and a reflection of the progress made over time. Sheryl Hutchison noted some future possibilities for dashboard work; Commissioner Fichtner thanked all involved in the effort.

IV. 65 by 25 / Many Paths, One Future Initiative

Commissioner Fichtner presented information on this initiative, as Secretary of Higher Education Rochelle Hendricks was unable to attend the meeting. Currently 50% of working New Jerseyans have some post-high school credential. The Office of the Secretary of Higher Education (OSHE) received a grant from the Lumina Foundation to assist New Jersey in creating pathways to increase the number of acknowledged qualified people in the workforce. Commissioner Fichtner shared marketing materials related to the 65 by 25/Many Paths, One Future initiative; these included Eight Cornerstones for Success to ensure that New Jersey maintains its educated workforce and stays competitive in the global marketplace. A major component of this effort is outreach to employers and related organizations; they are asked to support the State in reaching this goal, through commitments to apprenticeships, internships and other work-based opportunities that will help increase the number of qualified workers in New Jersey. Marie Virella of OSHE thanked the SETC for its support of the 65 by 25 policy and explained that New Jersey is one of 40 states participating in the effort. Ms. Virella discussed the nationwide recognition of the value of credentials in the global workforce, and the need to address lower credential rates among certain populations,

Melanie Willoughby stated that the New Jersey Business and Industry Association (NJBIA) can be counted on to act as an ambassador for the effort and offered to share information with NJBIA's 20,000 member organizations. Commissioner Fichtner indicated that a website will be available where businesses can sign-up in support of this initiative. Ms. Willoughby suggested that a database be established with the information. Michelle Safrin of the Department of Children and Families (DCF) requested information regarding the effort be shared with DCF's programming areas, as they have begun their Academic and Career Exploration to Success (ACES) effort which targets foster youth. They would like to link this effort with WIOA out-of-school youth services, which could support the 65 by 25/Many Paths initiative. Ms. Willoughby referenced coordination of efforts with the Department of Education and suggested the inclusion of the New Jersey School Boards Association and Future Ready Schools programming. Marie Barry of the Department of Education indicated that they were already focusing on middle grades and that they were coordinating with the New Jersey State Chamber of Commerce in aligning with employer needs.

Chairman Bone stressed the importance of the subject and that it cannot be "business as usual" if New Jersey was to continue to have a highly-skilled, globally-competitive workforce. He stressed the need for all around the table to pitch in, to explore new innovations and create opportunities that all partners can support.

V. Federal and State Budget

Commissioner Fichtner stressed the uncertain nature of ongoing funding as there were vast differences in the various federal budget proposals. LWD annually receives about \$300M in workforce development funding; approximately 60% of these funds come from the federal government. While cuts have been called for in multiple areas, there is also an increased focus on apprenticeships at the federal level. The House budget proposal has called for zero-funding the Wagner-Peyser program (Employment Services), however the Senate has requested just a slight reduction for that program. This creates uncertainty for budget planning, especially when coupled with a three-month continuing resolution for the federal budget.

The Commissioner referenced a document prepared by the National Governors Association in consultation with its State Workforce Liaisons and State Workforce Board Chair committees. The document stresses the importance of maintaining workforce development programming and the importance of the federal and state relationship. Marie Barry indicated that federal Perkins funds for

vocational education are experiencing a similar situation. She emphasized the need for all partners to be aware of potential budget challenges.

Members discussed the idea of lobbying and educating other stakeholders on the importance of the budget efforts. Chairman Bone suggested the development of a joint statement as an advocacy piece that would provide a specific plan for moving ahead. Ms. Barry suggested it be localized to discuss the individual impacts of the concern in different areas. Chairman Bone noted that the Federal Reserve Board has recognized the critical importance of workforce development.

In response to members' questions, Commissioner Fichtner indicated that New Jersey's federal workforce program funds could potentially be reduced by \$25M. He noted there is a need to educate Congress on the critical importance of workforce programs. Don Howard recommended providing tours of local training facilities for local officials, to see workforce development in action and to showcase the local impact of these programs. Chairman Bone thanked all members for their support.

VI. Public Comments & Adjournment

No public comments were made. The meeting adjourned at 11:51 am.

Next SETC Meeting
Tuesday, November 14, 2017
10 am – 12 pm
New Jersey Law Center
1 Constitution Plaza, New Brunswick

NJ STATE EMPLOYMENT AND TRAINING COMMISSION
MEETING ATTENDEES
September 12, 2017

PRESENT MEMBERS and ALTERNATES

Bone, Dennis	Milone, Catherine
Barry, Marie (for Harrington)	Safrin, Michele (for Blake)
Berry, Dana	Sen, Tapas
Brown, Kevin	Virella, Marie (for Hendricks)
Butler, Kate (for Richman)	Willoughby, Melanie
Ferrera, Anthony	Wimberley, Benjie
Fichtner, Aaron	
Franklin, John	
Hornik, Stephen	
Karsian, Andrea	

ABSENT MEMBERS

Carey, Michael	Reisser, Clifford
Duda, Teri	Rice, Ronald
Donnadio, John	Wade-Carter, Carolyn
Gacos, Nicholas	Wise, Robert
Nadler, Sally	Wowkanech, Charles
Orsen, Melissa	

OTHER ATTENDEES

Armstrong, Jane	Kurdziel, Kevin	Scalia, Diane
Badran, Mohsen	Levandowski, Andrea	Schmidt, Sarah
Barry, Dara	Lowery, Rhonda	Spak, Gayle
Bicica, John	Maddocks, John	Seavers, Diane
Brown-Benson, Melissa	Makoh, Greg	Seith, David
Christiansen, Karen	Mickens, Felix	Stoller, Jeff
Custodio, Abdiel	Moore, Todd	Swartz, Jeffrey
Fugazzie, John	Moran, Patricia	Taylor, Yolanda
Hannen, Kerrie	O'Callaghan, Mary	Wallace, Michael
Hari, Meglina	Ochse, Maureen	Williams, Greg
Holcomb, Stephanie	Oliphant, Kareim	
Howard, Donald	Rajput, Riaz	
Janz, Greg	Ramsay, David	

SETC STAFF

Gary Altman
Sheryl Hutchison
Maureen O'Brien Murphy