



New Jersey State Employment and Training Commission

Dennis M. Bone, *Chairman*

Phil Murphy, *Governor*

State Employment and Training Commission Meeting Minutes

January 29, 2018

10 am – 12 pm

NJ Law Center, New Brunswick, NJ

I. Welcome & Introductions

Chairman Dennis Bone called the meeting to order at 10:04 am and welcomed members and guests. 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. Roundtable introductions were conducted. The September 12, 2017 and November 14, 2017 meetings Draft minutes were introduced. Tapas Sen made a motion to approve the September 12 minutes; the motion was seconded by Kevin Brown. Melanie Willoughby made a motion to approve the November 14 minutes; the motion was seconded by Carolyn Wade. The minutes were unanimously approved by voice vote. Chairman Bone reviewed the agenda, and noted the workforce power that the Commission will continue to move forward.

II. Chairman's Report

Chairman Bone welcomed the new members to the meeting and also introduced Paul Yuen, Deputy Commissioner of the NJ Department of Labor and Workforce Development. Mr. Yuen represented LWD Acting Commissioner, Robert Asaro-Angelo who was called to another event at the last minute. Mr. Bone noted that the Deputy Commissioner has many years of experience at the LWD (27 years) in many program areas. The Deputy Commissioner provided a brief background on his service at the LWD. Acting Commissioner Asaro-Angelo is interested in introducing some of the USDOL initiatives in the Department of Labor and Workforce Development, particularly apprenticeships and to close the gaps between Department of Education, Office of the Secretary on Higher Education and Labor and Workforce Development. Acting Commissioner Asaro-Angelo sent greetings to the Commission and is looking forward to working with the Commission to better serve the people of New Jersey.

III. Gender Parity Council (GPC) Update

Council on Gender Parity in Labor and Education Chair Sally Nadler provided an update on the analysis that the Rutgers Center for Women and Work (CWW) conducted in the various levels of career sectors in both the finance and technology industries; in the finance industry, women may be clustered in the entry-level jobs. In the technology field, women are underrepresented. The GPC is researching the education pathways. The CWW research should be completed by the end of February 2018. Chair Nadler has requested to present the final report at the April 3, 2018 SETC meeting. Ms. Nadler invited partners to share best practices/ideas with her that she will present to the GPC at the

next meeting on March 21, 2018. Anyone interested should contact the Chair.

There are currently two vacancies on the GPC, the Chair stated that nominees are needed in the Labor and Industry fields.

A question was asked regarding the number of women attending college. Data shows that the number of women attending college is up, but it appears to be in fields such as business management rather than finance.

IV. SETC Annual Report

State Employment and Training Commission Acting Executive Director Gary Altman provided a power point presentation on the draft 2017 SETC Annual Report. The Report will be a representation of data from LWD and Education, rather than a focus on the SETC itself. The NJLWD established a talent focus which is associated with the 9 industry sectors. The healthcare industry is experiencing an increased aging trend which shows the need for increased training and education in the younger workforce. The healthcare field is also impacted by mergers and acquisitions, i.e. RWJ/Barnabas; MD Anderson/Cooper; Hackensack University/Meridian; Atlantic Health/Hunterdon. It was noted that it is a working agreement, not a merger that Hunterdon has with Atlantic Health and other organizations. The Advanced Manufacturing sector also show an increase in workers age with a relatively small number of employees. The Transportation, Logistics and Distribution sector accounts for 61.5% of TLD jobs in the Northern sector and 11.7% in Southern region. The Financial Sector accounts for 11,700 businesses employing 182,000 workers. Pharma and Life Sciences create 3,750 jobs annually. The Leisure, Hospitality and Retail sector has significant growth in the following counties – Camden, Monmouth and Gloucester. Construction and Utilities, new to in-demand industries, is rebounding with a trend for new training and workers.

A discussion ensued with questions/comments:

- Should a Task Force be formed to identify career pathways?
- Apprenticeships are an important proponent to these industries. The Trades apprenticeship model is self-funded.
- High School and Vo-Tech begins the credentialing for students.
- County Colleges provide training with businesses supporting funding.
- Is there a true demand in each of the sectors and can a link be added to the Report?
- Can more detail be provided on demand without numbers, just percentages?
- Add gender/minorities and equity. Data will be provided from GPC from LWD/LMI.
- Can we report where the jobs are located?
- Must get inner-city OJT and pathway at a much younger age.
- Acting Executive Director Altman stated that the Report will be updated and will develop as desktop tool/policy tool to move forward for the coming years.
- Chairman Bone asked that questions and/or comments be emailed to Gary Altman and/or Sheryl Hutchison.

V. Compliance and Monitoring Update

Director Gerald Calamia provided an update on the 3 previous USDOL Consolidated Compliance Reviews. There are a few outstanding issues remaining for Newark, Essex County. The 2015 CCR which was responded to on January 19, 2018. The State Level Findings showed a lack of equipment inventory controls. Hudson County has \$1,742.60 in questioned costs from the Career Development Center. The MOU between Hudson County LWIB and the One-Stop Partners is still being drafted.

Union County has not provided documentation required by USDOL for improper cost allocation method and excess cash on hand. Union County has not provided final policies and procedures on Accrual Reporting. There are also improper policies and procedures for support services, Individual Training Accounts and referral process to partner.

VI. SETC Dashboard PY 16 - 17 (WIOA)

The Heldrich Center for Workforce Development presented the PY 16 results and the first quarter of PY 17 Draft Dashboard at the Commission meeting. It was noted that several new WIOA measures are in “baseline” status; future targets will be set based on the outcomes reported in PY 2016 and PY 2017. The PY 2018 targets are expected to be negotiated as part of the WIOA Combined State Plan modification in 2018. Since the current reporting includes only those customers who exited/completed services from July 1, 2016 onward, it is a building process to gather a complete set of reliable data. David Seith, Heldrich Center, will add the exhaustee data. Chairman Bone asked how the results compared to those in other states. It was noted that the program data is not yet complete. Members discussed the setting of performance targets; it was noted that consistency in data entry is critical to ensure accuracy in performance reporting and the establishment of appropriate targets.

VII. Public Comment

VIII. Public Comment and Adjournment

No public comments were received. Chairman Bone announced that the next meeting will be held on Tuesday, April 3, 2018. The meeting was adjourned at 11:57 am.

Next SETC Meeting
Tuesday, April 3, 2018
10 am – 12 pm
New Jersey Law Center
1 Constitution Plaza, New Brunswick

NJ STATE EMPLOYMENT AND TRAINING COMMISSION MEETING

ATTENDEES

January 29, 2018

PRESENT MEMBERS and ALTERNATES

Bone, Dennis	Nadler, Sally
Brown, Kevin	Safrin, Michele (for Blake)
Kate Butler (for Lt. Gov. Oliver)	Sen, Tapas
Duda, Teri	Virella, Marie (for Hendricks)
Ferrera, Anthony	Wade, Carolyn Carter
Franklin, John	Willoughby, Melanie
Hornik, Stephen	Wise, Robert
Karsian, Andrea	Yuen, Paul (for Asaro-Angelo)

ABSENT MEMBERS

Berry, Dana	Reisser, Clifford
Carey, Michael	Repollet, Lamont
Donnadio, John	Rice, Ronald
EDA Representative	Wimberly, Benjie
Gacos, Nicholas (e-mail vote)	Wowkanech, Charles
Johnson, Carole	
Milone, Catherine	

OTHER ATTENDEES

Armstrong, Jane	Grimmie, Bob	Okere, Amanze
Badran, Moshen	Hala, Joanne	Ramsay, David
Beckford, Jane	Hannen, Kerrie	Scalia, Donna
Benson, Melissa Brown	Holcomb, Stephanie	Sternbach, Larry
Bicica, John	Howard, Donald	Swartz, Jeffrey
Borota, Nicolae	Janz, Greg	Tremle, Bernard
Calamia, Gerald	Kurdziel, Kevin	Wallace, Michael
Custard, Donna	LaPorte, Edward	Weiss, Howard
Custodio, Abdiel	LaVigne, Gabriel	
Friedman, Joshua	Levandowski, Andrea	
Fuanagan, Aubrey	Maddocks, John	
Fugazzie, John	Ochse, Maureen	

SETC STAFF

Gary Altman
Sheryl Hutchison
Maureen O'Brien Murphy
Kareim Oliphant
Kyree Robinson
Janet Sliwinski