



# New Jersey State Employment and Training Commission

---

Dennis M. Bone, *Chairman*

Phil Murphy, *Governor*

## State Employment and Training Commission

### Meeting Minutes

November 13, 2018

10 am – 12 pm

NJ Law Center, New Brunswick, NJ

#### I. Welcome & Introductions

Chairman Dennis Bone called the meeting to order at 10:11 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. Chairman Bone reviewed the agenda. Roundtable introductions were made.

The draft minutes of the September 18, 2018 meeting were introduced. Robert Wise made a motion to approve the minutes. The motion was seconded by Carolyn Wade. The minutes were unanimously approved by voice vote.

#### II. Chairman's Report

Chairman Bone introduced John Kennedy, President/Chair NJMEP, as the Chair of the newly formed SETC Apprenticeship Committee. Mr. Kennedy indicated that he had left apprenticeship 25 years ago, and it was good to be back with the program. Chairman Bone recognized Senator Rice for his assistance with SETC legislation. The Chair and Acting Executive Director Gary Altman had a productive meeting with the Senator.

#### III. National Apprenticeship Week

Commissioner Asaro-Angelo signed a joint Memorandum of Understanding (MOU) with the US Department of Labor to create a partnership with state and federal agencies in order to share information and help businesses interested in establishing/expanding apprenticeship programs. The MOU was signed by LWD Commissioner Asaro-Angelo, LWD Assistant Director Nick Toth, LWD Office of Apprenticeship, Jill Houser, USDOL Region I Director, and USDOL state representative Bernard Trembl. Commissioner Asaro-Angelo announced a \$4.5M solicitation to grow apprenticeships in high-demand industries through a Notice of Grant Opportunity (NGO). Also, a New Jersey BUILD (NJ BUILD) NGO will be issued. The Commissioner said the MOU memorializes the partnership with USDOL regarding apprenticeships and provides access to data. Commissioner Asaro-Angelo also announced that NJDOE will develop apprenticeships for high schools. Mr. Trembl (USDOL) agreed that it is a great partnership for the Apprenticeship program with LWD and the SETC.

#### **IV. LWD Updates**

- (a) **Apprenticeship Programming:** Hugh Bailey, LWD Assistant Commissioner of Workforce Development (WFD), noted the value of apprenticeships. Assistant Director Nick Toth will also focus on pre-apprenticeship. WFD has an emerging relationship with the School Development Authority, particularly in Camden County and Middlesex County. There is \$100M in construction scheduled to take place, creating jobs for residents who will require pre-apprentice programs.

NJ Transit is staffing up its operations. Currently there are 5,000 applications for locomotive engineers. NJ Transit is screening the applications with the One-Stop Career Centers. Hudson and Essex have immediate needs for engineers and bus drivers.

Assistant Commissioner Bailey announced the LWD Office of Youth programs and introduced Assistant Director Yolanda Allen. A new summer youth employment program will go statewide in 2019. Also indicated was the need to clarify positive program outcomes to include apprenticeships, post-secondary education and military.

The Assistant Commissioner pointed out that there is a need for more professional development for front line staff. WFD staff will work with the Garden State Employment and Training Association (GSETA) Institute on developing standards. The newly created Office of Industry Partnerships, led by Kerri Gatling, will also work with other employer customers to identify training needs.

A comment was made to Commissioner Asaro-Angelo and Assistant Commissioner Bailey to please include women and minorities in the construction and other programs, (i.e. NJ Transit). The Gender Parity Council has offered their expertise in outreach and recruitment. On behalf the NJ Legislative Black Caucus, Senator Rice offered its support. Kevin Brown, Executive Director of the Juvenile Justice Commission, indicated that justice-involved youth also deserve opportunities. Assistant Commissioner Bailey indicated there will be opportunities for all. Chairman Bone indicated that the Commission is available to help to the cause.

- (b) SETC Policy #2018-04: Youth Attending School

Policy defining “youth attending school” or “not attending” definition as described in WIOA; this includes Community Colleges. Members noted that incarcerated individuals need to be addressed in the policy definition; also, continuing education needs to be clarified. The policy will be amended to include these items. A motion was made to approve Policy #2018-04 with amendments by Senator Rice. The motion was seconded by Carolyn Wade. The amended policy was approved by voice vote.

- (c) SETC Policy #2018-05: NJ WIOA Adult and Dislocated Worker Funds Transfer Requests

The policy provides the process for local WDB to request a transfer of funds between WIOA Title I Adult and Dislocated Worker programs. A motion was made to approve Policy #2018-05 by Senator Rice. The motion was seconded by Sally Nadler. The policy was approved by voice vote.

#### **V. Shared Youth Vision Council**

Catherine Milone, Chair Shared Youth Vision Council, discussed the process to create the new youth vision and mission statement, which are outlined in SETC Policy #2018-03. Youth Vision Council members and stakeholders, including State employees, leadership and youth program staff of local

workforce development organizations and community/faith based representatives, developed the Vision and Mission statements. Acting Executive Director Gary Altman thanked Christy Tighe for her efforts in developing the statements. A motion was made by Sally Nadler to approve SETC Policy #2018-03. The motion was seconded by Stephen Hornik. The mission and vision policy was approved by voice vote and subsequent member e-mail vote. A suggestion was made to share best practices of the Shared Youth Vision Council.

It was recommended that a member of the NJ Institute for Social Justice (NJISJ) should be on both the Apprenticeship Committee and the SETC, and other councils and committees. Brian Eagle, NJISJ, was suggested as a potential member.

## **VI. Gender Parity Council Update: Draft Reports – Financial Services and Technology Industries**

Gender Parity Council Chair Sally Nadler and Center for Women and Work Research Director Elaine Zundl reviewed draft updated reports for the Financial Services and Technology Industries. Ms. Zundl broadened the scope of the survey and interview pool. Also included in the updated version is Census data and analysis. Chair Nadler reviewed the policy recommendations and thanked the Financial Services Talent Network for including this topic of discussion at their meetings.

Chair Nadler asked Senator Rice for assistance in linking with women legislators working on pay equity and he indicated he would provide names. It was suggested that publishing of worst practices might be a good practice. It encourages businesses to be aware of these pitfalls. Publishing best practices is also good so that businesses know what works and provides transparency.

A question regarding was asked regarding when formal education in technology in schools starts. Some students start in high school but each school varies. The Department of Education (DOE) and LWD should have a conversation on youth, apprenticeship and technology. It was suggested the WFD and DOE meet to discuss and update the Commission. New Jersey and the United States are not producing enough engineers (regardless of gender). More exposure to these opportunities is needed.

## **VII. Public Comment and Adjournment**

The Office of the Secretary on Higher Education is preparing a State Plan for the New Jersey Education system. The OSHE will hold three regional forums to present the Plan. Andrea Levandowski of the NJ State Library indicated that a key issue is getting girls interested in online/coding. Julio Sabater commented that there is a literacy crisis in New Jersey; any effort with these programs must consider strong literacy. The State Board of Education report on colleges for non-college bound learners has some good information on topics discussed at today's meeting. The meeting was adjourned at 11:50 am.

### **Next SETC Meeting**

Tuesday, February 12, 2019 ~ 10 am – 12 pm  
New Jersey Law Center, 1 Constitution Plaza, New Brunswick

NJ STATE EMPLOYMENT AND TRAINING COMMISSION MEETING  
**ATTENDEES**

**November 13, 2018**

**PRESENT MEMBERS and ALTERNATES**

Allen, Patricia (for Oliver)	Milone, Catherine
Asaro-Angelo, Robert	Nadler, Sally
Bone, Dennis	Rice, Ronald
Brown, Kevin	Safrin, Michele (for Blake)
Costello, John (for Sullivan)	Sen, Tapas
Hilliard, Thomas (for Smith Ellis)	Wade, Carolyn Carter
Hornik, Stephen	Wise, Robert

**ABSENT MEMBERS**

Carey, Michael	Johnson, Carole
Donnadio, John	Karsian, Andrea (provided e-votes)
Duda, Teri (provided e-votes)	Reisser, Clifford
Ferrera, Anthony	Repollet, Lamont
Franklin, John	Wimberly, Benjie
Gacos, Nicholas	Wowkanech, Charles

**OTHER ATTENDEES**

Allen, Yolanda	Miller, John
Bailey, Hugh	Molinelli, Tammy
Bey, Amina	Myers, Curtis
Bicica, John	Ochse, Maureen
Custard, Donna	Okere, Amanze
Gerson, Amanda	Patterson, Ruth
Guzman, Shirley	Rajput, Riaz
Howard, Donald	Sabater, Julio
Jarvis, Shana	Scalia, Donna
Janz, Greg	Seavers, Diane
Keenan, Tim	Soberanis, Roberto
Kennedy, John	Stern, Ira
Kurdziel, Kevin	Sternbach, Lawrence
Lancaster, Debra	Swartz, Jeffery
Lane, Davetta	Treml, Bernard
Levandowski, Andrea	Zundl, Elaine
Lowery, Rhonda	

**SETC STAFF**

Altman, Gary	Santarsiero, Courtney
Hutchison, Sheryl	Sliwinski, Janet