



New Jersey State Employment and Training Commission

Dennis M. Bone, *Chairman*

Phil Murphy, *Governor*

State Employment and Training Commission Meeting Minutes

April 3, 2018

10 am – 12 pm

NJ Law Center, New Brunswick, NJ

I. Welcome & Introductions

Chairman Dennis Bone called the meeting to order at 10:07 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 draft minutes of the January 29 meeting and the March 12 executive session conference call were introduced. Tapas Sen made a motion to approve both the January 29 and March 12, 2018 minutes. The motion was seconded by Stephen Hornik. The two sets of minutes were unanimously approved by voice vote. Chairman Bone reviewed the agenda.

II. Chairman's Report

Chairman Bone welcomed the new members to the meeting. Chairman Bone noted how pleased he was to have in attendance the new members of Governor Murphy's administration, as part of the SETC. This vibrant representation and the new administration's focus on workforce development support New Jersey's intent to continue at the forefront of talent innovation. Chairman Bone also recognized Melanie Willoughby for her years of service to the SETC and her many contributions to workforce development in New Jersey.

The draft New Jersey Combined State Plan for WIOA, 2018 Modification was successfully submitted to USDOL/USDOE. Chairman Bone thanked the partners for their terrific assistance with the State Plan Modification. A special thank you was given to SETC Deputy Executive Director Sheryl Hutchison for the diligent work on the federal online portal, to submit the State Plan Modification in a timely fashion.

III. NJ Combined State Plan, 2018 Modification

SETC Acting Executive Director Gary Altman and Deputy Executive Director Hutchison reviewed the public comments received regarding the State Plan Modification. The public comment summary was included in the members' packets of meeting materials, and is included in Appendix 2 of the State Plan Modification document, available online at njsetc.net.

Chairman Bone stated that the Plan Modification was submitted in this March 2018 timeframe to comply with the USDOL/USDOE request and the requirements of WIOA law, but the Plan is not rigid. New Jersey may update its Plan at any time, to reflect new policies and strategies of the new administration.

NJ Department of Labor and Workforce Development (LWD) Deputy Commissioner Yuen was asked to convey to Commissioner Asaro-Angelo the SETC's shared intent to support New Jersey's workforce and build upon its strong foundation. Chairman Bone indicated that he had a productive meeting with Commissioner Asaro-Angelo and noted the Commissioner's many years of experience in workforce development. Members noted the Talent Networks and Talent Development Centers as key linkages going forward. Acting Secretary of Higher Education Zakiya Smith Ellis discussed possible future Plan revisions; Chairman Bone asked that members bring their comments and any future suggestions for Plan changes to the SETC for discussion. Members also suggested that the SETC and LWD share the Plan Modification with those who are impacted.

IV. High Performing Workforce Board

Mike Bartlett, Senior Policy Analyst in the Economic Opportunity Division of the National Governors Association (NGA) Center for Best Practices, provided a PowerPoint presentation on Building a High-Performing State Workforce Board. Mike Bartlett noted that the NGA brings state WDB chairs together through its national association. This is a strategic development discussion for state WDBs, focusing on why WDBs are needed and how they can fulfill their mission. A recent Programme for the International Assessment of Adult Competencies (PIAAC) Survey of Adult Skills was highlighted, noting the U.S. skills gap, the need for post-secondary credentials, and the challenge of shrinking resources, requiring a better alignment of state workforce and education systems.

The discussion included the value of state WDBs, providing business representative feedback on their experiences and insight directly to the Governor and the Governor's representatives. System building capacity, including strengthening local WDBs to support One-Stop Career Center service delivery, is another state WDB strength. New Jersey's five themes from the State Plan, especially the Career Pathways effort, are aligned with these strategies.

Systems alignment and accountability efforts by state WDBs can bolster both state and local achievement. Rather than a "gotcha," these efforts should focus on leveraging strengths, resources and best practices on the premise that more can be achieved together. A continuous improvement cycle, informed by data, is critical. State examples from Texas and Wisconsin were discussed; Mr. Bartlett indicated that meaningful performance indicators, other than those required by WIOA, can be explored. Diversity goals and equitable access to programs were discussed as other viable measures; Mr. Bartlett noted that Wisconsin and Minnesota had focused on these issues. Mr. Bartlett noted that while trends and promising practices should be used to inform policy decisions, it is difficult to determine causality in data analysis, since so many factors are involved.

Member discussion included the student dropout rate in New Jersey and the need to embed work-based learning in the education pipeline; building on the foundations of New Jersey's key industry sector efforts; and the need for a more detailed focus on the populations that are most in need, including older youth and court-involved youth. Senator Rice emphasized the critical need for equity in workforce and education, and asked that future policy efforts factor in these variables. Members also discussed the declining resources available to state and local areas, and the need to coordinate and align resources; one example of such efforts is the Pell Grant support of post-secondary credentials and degrees. Mr. Bartlett noted that the NGA has created talking points around the federal budget funding of workforce development and education programs.

Chairman Bone discussed the SETC legislation to update commission membership, and recognized Senator Rice's incredible support of state legislation to address the required WIOA membership levels. Chairman Bone thanked Mike Bartlett for providing a fresh look at the work of a state WDB,

and noted that many valuable state partnerships have been formed through the State's work with the National Governors Association.

V. Gender Parity Council Update

SETC Council on Gender Parity in Labor and Education Chairperson Sally Nadler provided an update on recent work of the Council. The Council engaged the Rutgers Center for Women and Work (CWW) to conduct analysis on 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 under-represented. The CWW research and findings need further review. The CWW held follow-up interviews with women in those fields. Chairperson Nadler requested that the GPC present the final report at the June 5, 2018 SETC meeting. It was noted that NJBUILD notice of grant opportunity (NGO) recently released by LWD did not include the language of the GPC resolution on diversity, which was previously submitted to LWD. Ms. Nadler also requested that a representative of the Council be included in the new Governor's Apprenticeship Network.

VI. Public Comment and Adjournment

Don Howard announced the Construction Industry Career Day job fair has been scheduled for May 29 and May 30, 2018. The event will be held at the NJ Convention & Expo Center. Many high schools from across the state will bring their students to learn about trades apprenticeship programs and career pathways. The May 29, 2018 session from 4:00 pm to 8:00 pm is open to the public. Information regarding the Construction Industry Career Day can be found online at cicdnj.org. Acting Executive Director Gary Altman will forward the Career Day information to all SETC members. Deputy Commissioner Yuen will follow up on the statewide list of job fairs that has been maintained by LWD. Members would like to see access to this information for all local areas in the state, including the farther southern reaches of New Jersey.

Chairman Bone announced the next SETC meeting on June 5, 2018. The meeting was adjourned at 12:00 pm.

Next SETC Meeting
Tuesday, June 5, 2018
10 am – 12 pm
New Jersey Law Center
1 Constitution Plaza, New Brunswick

NJ STATE EMPLOYMENT AND TRAINING COMMISSION MEETING

ATTENDEES

April 3, 2018

PRESENT MEMBERS and ALTERNATES

Allen, Patricia (for Lt. Gov. Oliver)	Milone, Catherine
Bone, Dennis	Nadler, Sally
Borata, Nicolae (for Repollet)	Rice, Ronald
Brown, Kevin	Sen, Tapas
Duda, Teri	Wade, Carolyn Carter
Ellis, Zakiya Smith	Wise, Robert
Hornik, Stephen	Yuen, Paul (for Asaro-Angelo)
Karsian, Andrea	

ABSENT MEMBERS

Berry, Dana	Gacos, Nicholas
Blake, Allison	Johnson, Carole
Carey, Michael	Reisser, Clifford
Donnadio, John	Sullivan, Tim
Ferrera, Anthony	Wimberly, Benjie
Franklin, John	Wowkanech, Charles

OTHER ATTENDEES

Armstrong, Jane	Howard, Donald
Badran, Moshen	Levandowski, Andrea
Bogert, Duwan	Murphy, Lauren
Boteas, Chrissy	Ochse, Maureen
Custard, Donna	Ramsay, David
Custodio, Abdiel	Sanchez-Perez, Jacqueline
DeBaere, Gregg	Seavers, Diane
Fugazzie, John	South, David
Gomez, Pako	Spinelli, Allison
Hala, Joanne	Weiss, Howard

SETC STAFF

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