



New Jersey State Employment and Training Commission

Dennis M. Bone, *Chairman*

Phil Murphy, *Governor*

State Employment and Training Commission Meeting Minutes

June 5, 2018

10 am – 12 pm

NJ Law Center, New Brunswick, NJ

I. Welcome & Introductions

Chairman Dennis Bone called the meeting to order at 10:02 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 April 3, 2018 meeting were introduced. Sally Nadler made a motion to approve the minutes. The motion was seconded by Tapas Sen. The minutes were unanimously approved by voice vote. Chairman Bone reviewed the agenda.

II. Chairman's Report

Chairman Bone congratulated Marie Virella, Office of the Secretary on Higher Education, and Kareim Oliphant, State Employment and Training Commission, as they leave public service to pursue new endeavors. The Chairman thanked them for their service to the Commission. SETC Acting Executive Director Gary Altman joined the meeting via conference call.

Chairman Bone announced the upcoming meeting of the local Workforce Development Board (WDB) Chairs, hosted by the SETC, with Department of Labor and Workforce Development (LWD) Commissioner Asaro-Angelo; this will be held on June 18 at the LWD Building in Trenton. Chairman Bone thanked the Commissioner for his time and providing the opportunity for WDB chairs to share their local successes, concerns and questions with the leadership. Chairman Bone also noted that legislation has been re-introduced in the New Jersey Legislature, to update the articles governing the SETC and ensure that the Commission membership is compliant with the Workforce Innovation and Opportunity Act (WIOA). The SETC is working with the Commissioner's staff, the Legislative leadership and the Governor's office to get the legislation approved.

Chairman Bone introduced LWD Commissioner Robert Asaro-Angelo, who indicated that he looked forward to working with the SETC. Commissioner Asaro-Angelo noted that he was aware of the leadership provided by the Commission over many years, and the importance of the SETC's role as an independent partner of LWD and the workforce system.

Commissioner Asaro-Angelo indicated that the National Governor's Association (NGA) and National Association of State Workforce Agency (NASWA) are important associations to New Jersey. The Commissioner will share NGA and NASWA updates going forward. The Commissioner

also indicated his intent for New Jersey to be a national model, and announced a new initiative with the Atlantic City casinos. UNITE HERE Local 54 and the Casino Reinvestment Development Authority have joined together to provide training at the AC Convention Center for many job openings in the casinos. Commissioner Asaro-Angelo shared that the Department of Labor and Workforce Development and the State are committed to our workers and employers, who are fully invested in the revitalization of this area.

III. Gender Parity Council Presentation: Reports-Financial Services & Technology Industries

New Jersey Council on Gender Parity in Labor and Education (GPC) Chair Sally Nadler gave a brief update on the GPC research project conducted by the Rutgers Center for Women and Work (CWW). Chair Nadler noted that the GPC wants to incorporate a gender lens and gender equity issues within the Talent Network structure. The GPC selected two of New Jersey's key industries to be the subjects of high-level gender studies, the Financial Services and Technology sectors. Copies of the draft reports issued by the Center for Women and Work were provided to the Commission members for their review. Elaine Zundl, CWW research director, provided an overview of the research issues and report findings. Commission members discussed the topics explored in the reports, and the research methods used; these included both surveys and interviews.

The Financial Services research survey was distributed through professional organizations. Members discussed the diversity and demographics of the respondent sample. A suggestion was made to redistribute the survey to a larger sample, including workers in entry-level positions. Also, a second survey could be distributed through the Society of National Human Resource Managers. Allison Kopicki, of the NJ Economic Development Authority, offered her assistance with industry contact information. The survey model used was a convenience survey, that is made up of people who are easy to reach. Commissioner Asaro-Angelo indicated his concern that a convenience survey may not be able to draw reasonable conclusions for the general population. The Commissioner also asked what the GPC expected to do with data. A question was asked if the Financial Services sector is volatile due to the economic impact of the 2008 recession.

The Technology Sector research was based on interviews advertised through community college students, industry networking groups, and alumni of certificate programs and training programs. Thirty-four respondents volunteered for an interview. CWW staff were completed interviews with fourteen women. With discussion from members, Chairman Bone indicated the Commission has concerns with the sample size used to develop the report findings.

GPC Chair Sally Nadler asked the Commission to review reports and send their comments and suggestions to SETC liaison Maureen O'Brien-Murphy, within 2 weeks. Once the reports have been finalized, the GPC can present the updated reports to the Commission for review. Following SETC approval, the reports can be released to the public and posted on SETC website. GPC Chair Nadler indicated that sharing these reports would support a higher profile for GPC efforts, as part of the Commission; it would also support employers in the Financial Services and Technology Talent Networks. The GPC anticipates providing a call to action based on these reports, with presentations and "road-shows" around the state, to highlight gender equity issues. The GPC also is interested in working with LWD for gender equity activities in all areas of workforce. Gender Parity Council members noted that the LWD Talent Networks requests for proposals (RFPs) should include a gender lens and ensure participation of women and minority-owned businesses. Also, the GPC will invite Talent Network representatives to be part of its membership.

Chairman Bone stated that the Commission has concerns with the sample size used in the Technology sector report. As an example, Amazon recently gathered an abundance of data on the STEM pipeline, although this may not be public yet. An internet survey to a wide variety of industry organizations and related partners should be used to gather data. Chairman Bone indicated that the Commission cannot approve the draft reports until such updates are completed. The GPC anticipates presenting the final reports to the Commission at the November meeting.

IV. Update on NJ State Plan 2018 Modification

- (a) SETC Deputy Executive Director Sheryl Hutchison reviewed the NJ State Combined Plan 2018 Modification timeline with members. Ms. Hutchison indicated that the technical and portal issues were resolved and stated that the USDOL/USDOE required revisions to the NJ Plan Modification revisions were submitted to the federal agencies on May 22, 2018. A table of the revisions was provided to members; the Governance Committee has reviewed these revisions and approved them for the Commission's consideration. Kevin Brown made a motion to approve the revisions to the NJ Combined State Plan 2018 Modification. The motion was seconded by John Franklin. The NJ Combined State Plan 2018 Modification revisions were unanimously approved by voice vote.
- (b) Ms. Hutchison also presented an update to the SETC Policy Resolution # 2016-10, NJ Additional Performance Measures. The Performance Committee reviewed Policy #2016-10 and the updated co-enrollment language, concerning Title I and Title III customers served under WIOA. Rather than universal co-enrollment, which was a planned initiative from the 2016 plan, New Jersey is now implementing needs-based co-enrollment for these customers. The policy update corresponds to language included in the State Plan Modification, and the Performance Committee recommended this for the Commission's approval. Steve Hornik made a motion to approve the update to SETC Policy Resolution #2016-10; this was seconded by Tapas Sen. The updated SETC Policy Resolution #2016-10 was unanimously approved by voice vote.

V. SETC Dashboard Presentation

Stephanie Holcomb of the Heldrich Center for Workforce Development presented an update on the SETC Dashboard. Ms. Holcomb informed the members and guests that the Dashboard is on the website, www.njsetc.net/performance and encouraged all to go online to test this interactive tool. The PY 16 local area data could not be included, due to USDOL reporting changes. As the reported local data becomes available for new program years, it will be added to the Dashboard. SETC Deputy Executive Director Hutchison explained that the barriers and demographics data, and improvements to data collection, are being explored by the Performance Committee. Members discussed the need for improved technology systems, and the challenges for local areas when capturing customer data. Ongoing Dashboard reports will be provided at future Commission meetings; additional data from other federal and state programs will be added as the project continues. Ms. Hutchison thanked the Heldrich team for their exceptional work to create the SETC Dashboard.

VI. Public Comment and Adjournment

GSETA President Allison Spinelli stated that GSETA is very concerned that the WIOA performance targets for Title I will be a challenge for local areas to achieve. Dr. Padma Arvind announced the Rutgers Life Sciences Industry Summit will be held on June 21, 2018. Anthony Ferrera announced that there are township inspector job openings in Hillsborough Township, and that it has been a challenge to find qualified candidates.

Chairman Bone asked members for future meeting ideas. Suggestions included updates on Talent Network and Talent Development Center activities, their updated roles, and any connections or

opportunities that Commission members can share with public. Chairman Bone announced the next SETC meeting will be held on September 18, 2018. The meeting was adjourned at 11:38 am.

Next SETC Meeting

Tuesday, September 18, 2018 ~ 10 am – 12 pm
New Jersey Law Center, 1 Constitution Plaza, New Brunswick

NJ STATE EMPLOYMENT AND TRAINING COMMISSION MEETING

ATTENDEES ~ June 5, 2018

PRESENT MEMBERS and ALTERNATES

Asaro-Angelo, Robert	Hornik, Stephen
Bone, Dennis	Karsian, Andrea
Borata, Nicolae (for Repollet)	Kopicki, Allison (for Sullivan)
Brown, Kevin	Milone, Catherine
Butler, Kate (for Lt. Governor Oliver)	Nadler, Sally
Duda, Teri	Sen, Tapas
Ferrera, Anthony	Virella, Marie (for Smith-Ellis)
Franklin, John	Wimberly, Benjie

ABSENT MEMBERS

Berry, Dana	Reisser, Clifford
Blake, Allison	Rice, Ronald
Carey, Michael	Wade, Carolyn Carter
Donnadio, John	Wise, Robert
Gacos, Nicholas	Wowkanech, Charles
Johnson, Carole	

OTHER ATTENDEES

Armstrong, Jane	Lane, Davetta
Arvind, Padma	Levandowski, Andrea
Badran, Moshen	Murphy, Lauren
Bogert, Duwan	Ochse, Maureen
Cleaves, Chrystal	Ramsay, David
Coffaro, Joanne	Sanchez-Perez, Jacqueline
Connelly, Rob	Scalia, Donna
Custodio, Abdiel	Seavers, Diane
Dombrowski, Joe	South, David
Fugazzie, John	Spinelli, Allison
Hala, Joanne	Sternbach, Lawrence
Howard, Donald	Wallace, Michael

SETC STAFF

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