



New Jersey State Employment and Training Commission

Dennis M. Bone, *Chairman*

Phil Murphy, *Governor*

State Employment and Training Commission

Meeting Minutes

September 18, 2018

10 am – 12 pm

NJ Law Center, New Brunswick, NJ

I. Welcome & Introductions

Chairman Dennis Bone called the meeting to order at 10:09 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. Chairman Bone reviewed the agenda.

The draft minutes of the June 5, 2018 meeting were introduced. Amendments will be made to the minutes to reflect that the presentation of the final GPC reports will be made at the November 13 SETC meeting, and that the Atlantic City casinos training initiative includes UNITE HERE Local 54 and the Casino Reinvestment Development Authority. Anthony Ferrara made a motion to approve the minutes, as amended. The motion was seconded by Tapas Sen. The minutes were unanimously approved, with amendments, by voice vote.

II. Chairman's Report

SETC Acting Executive Director Gary Altman provided a summary of the USDOL visit to New Jersey for a Consolidated Compliance Review (CCR) of state and local activities. USDOL staff visited the Department of Labor and Workforce Development (LWD) Trenton office and three local workforce development areas: Union, Newark and Camden. Four issues raised during the visit require further response or action by the State; 1) a specific definition regarding Youth attending/not attending school; 2) intra-fund transfers for WIOA Title I Adult and Dislocated Worker programs; 3) ensuring data entry and accuracy; 4) annual state evaluations of WIOA Title I.

The Youth Council will meet and provide a recommendation on the Youth attending school policy. The Governance Committee will work with LWD to develop a funds transfer policy for use by local boards. LWD and the Performance Committee will continue to work with local areas and GSETA, to improve data accuracy; this issue has already been raised through SETC Dashboard discussions. Also, the SETC Performance Committee members have already discussed evaluations efforts for past years, and are now considering what types of workforce system evaluations would be most useful. The Dashboard may help highlight areas for future evaluation.

Chairman Bone provided highlights from the National Governors Association (NGA) Conference held in July in Missoula, Montana. Chairman Bone indicated that apprenticeships programs were a

key topic at the Conference. LWD Commissioner Robert Asaro-Angelo, who also attended, reported that the NGA, National Association of State Workforce Agencies (NASWA) and the National Association of Government Labor Officials (NAGLO) held this combined meeting in Missoula to support apprenticeships and provided materials for states to guide those efforts. As an example, the Montana college system has created apprenticeship incubators which grew out of the U.S. Department of Labor's Trade Adjustment Assistance Community College and Career Training (TAACCCT) grant. Also, Montana is a state leader on worker misclassification and contractor registration; Commissioner Asaro-Angelo indicated that New Jersey gained great insight and received helpful ideas and materials at the conference.

Chairman Bone presented a certificate of appreciation to Dana Berry, Starting Points for Children, for her many years of service and dedication to the SETC. Ms. Berry has retired from her work in New Jersey and will be moving out-of-state. The members congratulated her and wished her well in retirement.

III. SETC Apprenticeship Committee

Gary Altman announced the formation of the SETC Apprenticeship Committee. The committee will provide insight and policy guidance for apprenticeship programs with LWD. The committee will include business, public and organized labor members. This is an exciting time to expand and reconnect industries with apprenticeships; the committee will work with partners and build a strong foundation for workers to earn fair wages in New Jersey. The NJ Pathways Leading Apprentices to a College Education (NJPLACE) program will also be reinvigorated. A core group of members will be formed with additional members and subject matter experts to be called upon as needed. Sally Nadler indicated the strong support of the Gender Parity Council for this effort, and indicated that the apprenticeship initiatives can and should be related to the work of the other SETC committees and councils. A suggestion was made to prepare flyers to recruit members. Commissioner Robert Asaro-Angelo made a motion to approve the committee formation; it was seconded by Steve Hornik. The Commission approved the creation of the SETC Apprenticeship Committee by unanimous voice vote.

IV. WDB Certification 2018

SETC Deputy Executive Director Sheryl Hutchison presented the draft SETC Policy Resolution #2018-02 and outlined the background and timeline for the 2018 Local WDB certification. The SETC staff will provide technical assistance to local areas during the next few months; the draft outline of documentation and the proposed timeline have already been discussed with local WDB Directors at meetings held in June and August, hosted by the SETC. The documentation for certification will be due to the SETC by December 1, 2018. Local WDBs are also required to provide a final application form, signed by the Chief Local Elected Official, WDB Chair and WDB Director. Beginning in January 2019, the SETC will review and vote on the local WDB certification requests. The goal is to have all local WDBs certifications completed by April 2019.

Members discussed the timeframe for the 2018 effort, as compared to 2014 and 2016 processes. It was noted that local WDBs are still required to have standing literacy committees as part of their structure. Sally Nadler made a motion to approve Policy Resolution #2018-02. The motion was seconded by Tapas Sen and Dana Berry. SETC Policy Resolution #2018-02 was unanimously approved by voice vote.

V. Building the Pipeline Presentation: Assessing New Jersey's Talent Supply and Demand

Donna Custard, President of the NJ Chamber of Commerce Foundation, joined with Kathy Krepcio, Executive Director of the Heldrich Center for Workforce Development, Maria Heidkamp, Senior

Researcher and Director at the Heldrich Center, and Stephanie Holcomb, Heldrich Center Research Associate, to present this report. The study was commissioned by the Chamber of Commerce Foundation to address the concerns of New Jersey employers; specifically, that employers could not find enough workers with occupational skills to fill available positions.

The Heldrich Center team conducted a supply and demand data analysis for employers and research on other states projections and solutions. The study found that gaps between employer demand and some middle skills or employability skills exist, but these are localized. New Jersey has enacted a number of government policy strategies to address these issues, but the State should also recognize and build on local solutions. Outmigration and the exporting of talent, as well the need to include disadvantaged youth in solutions, were discussed as key issues facing our state. New Jersey needs to build a comprehensive system to address middle-skills needs. The New Jersey business community, and business associations, should take a stronger leadership role, in partnership with state government, to develop stronger workforce initiatives throughout the state. The Talent Networks effort was foundational, but was led by the education community; it was difficult to determine the return on investment (ROI) of the Talent Networks and Talent Development Centers, to the business community. Members discussed the importance of hosting industry partner meetings at times convenient for small or mid-size employers; the long-term returns of workforce investments made by the State; and the need to engage a wider audience of business leaders, perhaps through better marketing.

NJCCF President Custard announced that five (5) regional Business Roundtable Discussions will be held, beginning October 31, to bring businesses to the table with a voice of needs. The sessions will be held from 8:30 am – 11:30; details are provided at www.njchamberfoundation.org/study. NJCC President Tom Bracken will moderate the sessions, and LWD Assistant Commissioner Hugh Bailey will take part to support alignment with state programs.

Members discussed encouraging local business leaders in these efforts, and to include the many talented business members who serve on local boards. The work of the NJ Department of Education, and particularly the Career and Technical Education programs, to support skills development in youth was noted. Chairman Bone also noted that Junior Achievement does terrific work in this area. Zakiya Smith-Ellis, Secretary of Higher Education, indicated the importance of career exploration for youth, and that employer engagement is critical. She noted that New Jersey's community colleges now provide free education for youth and adults; they are not just a path to four-year schools, but also a source of continuing education and skills upgrades for older workers. Secretary Ellis will share the State Plan for Higher Education with the SETC, and feedback will be welcomed. Donna Custard thanked the Heldrich Center for their work, and Chairman Bone recognized all the presenters for their work on this important topic.

VI. Public Comment and Adjournment

GSETA President Allison Spinelli stated that GSETA has drafted a position letter that the WIOA performance targets for Title I will be a challenge for local areas to achieve; this letter will be shared with the SETC. Ms. Spinelli also announced that the 36th annual GSETA Conference will be held October 3-4 in Atlantic City; an invitation will be provided to SETC members. Chairman Bone announced the date of the next SETC meeting. The meeting was adjourned at 11:57 am.

Next SETC Meeting

Tuesday, November 13, 2018 ~ 10 am – 12 pm
New Jersey Law Center, 1 Constitution Plaza, New Brunswick

NJ STATE EMPLOYMENT AND TRAINING COMMISSION MEETING

ATTENDEES

September 13, 2018

PRESENT MEMBERS and ALTERNATES

Asaro-Angelo, Robert	Franklin, John
Berry, Dana	Hornik, Stephen
Bone, Dennis	Keenan, Tim (for Johnson)
Costello, John (for Sullivan)	Milone, Catherine
Drakeford, Shamira (for Duda)	Nadler, Sally
Ellis, Zakiya Smith	Sen, Tapas
Eno, Linda (for Reppolet)	Wade, Carolyn Carter
Ferrera, Anthony	Wise, Robert

ABSENT MEMBERS

Blake, Allison	Oliver, Lt. Governor Sheila
Brown, Kevin	Reisser, Clifford
Carey, Michael	Rice, Ronald
Donnadio, John	Wimberly, Benjie
Gacos, Nicholas	Wowkanech, Charles
Karsian, Andrea	

OTHER ATTENDEES

Armstrong, Jane	Maddocks, John
Arvind, Padma	Molinelli, Tammy
Badran, Moshen	Ochse, Maureen
Custard, Donna	Okere, Amanze
Custodio, Abdiel	Ramsay, David
Flanagan, Aubrey	Rodriguez, Juan
Galemba, Jamie	Sabater, Julio
Gallo, Eileen	Seavers, Diane
Gonzalez, Diana	Seith, David
Heidkamp, Maria	Simone, Sean
Holcomb, Stephanie	Soberanis, Roberto
Homer, Wade	Spak, Gail
Howard, Donald	Spinelli, Allison
Kocsis, Violet	Stern, Ira
Krepcio, Kathy	Sternbach, Lawrence
Kurziel, Kevin	Swartz, Jeffery
Lane, Davetta	Thomas, Joel
Levandowski, Andrea	Volpe, Linda
Lowery, Rhonda	Wallace, Michael

SETC STAFF

Altman, Gary	O'Brien Murphy, Maureen
Hutchison, Sheryl	Sliwinski, Janet