



# New Jersey State Employment and Training Commission

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Dennis M. Bone, *Chairman*

Phil Murphy, *Governor*

## State Employment and Training Commission Meeting Minutes

March 21, 2019

10 am – 12 pm

NJ Law Center, New Brunswick, NJ

### I. Welcome & Introductions

Chairman Dennis Bone called the meeting to order at 10:08 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 November 13, 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.

### II. Chairman's Report

Chairman Bone provided a briefing of the 2019 National Governor's Association (NGA) Winter Meeting held February 22–24, 2019 in Washington DC. The focus of the meeting was Apprenticeship and work-based learning; revamping workforce systems through legislation; and building stronger connections with the workforce system and the employer community. Chairman Bone also announced that the new SETC Apprenticeship Committee is being formed; partners are being engaged to build a strong foundation of members who are committed to move the committee's agenda forward. Chairman Bone reviewed today's meeting agenda and noted there were time constraints due to the number of items to be discussed. Anyone wishing to use public comment time at the end of the meeting was asked to alert the Chairman to reserve time for this portion of the agenda.

### III. Updated State Funding Mechanism Policy

Acting SETC Executive Director Gary Altman provided a brief background on the State Funding Mechanism for Local Infrastructure Costs, SETC Policy Resolution #2017-03. To be in compliance with WIOA, the local Workforce Development Boards (WDBs) must establish a local Infrastructure Funding Agreement as part of their Memorandum of Understanding for non-personnel, One-Stop related costs. The State WDB is required to establish a State Funding Mechanism (SFM) to be used only if local areas are unable to finalize a local IFA. This was established in SETC Policy #2017-03, approved in November 2017.

NJ Department of Labor and Workforce Development (LWD) Acting Chief Financial Officer Jerry Calamia explained the IFA process and the preference for local IFAs to be enacted. The US Department of Labor (USDOL) has indicated the need for a small change to the SETC policy. USDOL requires that the policy identify the Governor, not the Governor's representative, as the entity

to make the final determination in compliance with WIOA Rules. Mr. Calamia reviewed the changes made in the updated policy document and indicated that LWD will liaison with the Governor's office should the State Funding Mechanism be used. Steven Hornik made a motion to approve the update to SETC Policy Resolution #2017-03. The motion was seconded by Teri Duda. The updated policy was unanimously approved by voice vote.

#### **IV. NJ STEM Pathways Network**

Alexander Caronna of the New Jersey Research and Development Council of New Jersey provided a presentation on the New Jersey STEM Pathways Network (NJSPN). The NJSPN is a part of the Research and Development Council. It was created in 2014 to ensure NJ remains a top competitor in STEM industries and to strengthen STEM education at an early age for all students. March is "STEM" (Science, Technology, Engineering and Math) Month in New Jersey, with many activities scheduled, including an event at the State House on Monday, March 25. NJSPN has worked to forge policy engagement with legislators. NJSPN has replicated the National STEM Learning Ecosystems model and created four ecosystems to collaborate with educators, business, government and community-based organizations in order to form more career pipelines. New Jersey's four Ecosystems are: Delran STEM Ecosystem Alliance; Liberty STEM Alliance; Newark STEAM Coalition; and South Jersey STEM & Innovation Partnership.

The NJ STEM Advisory Board guides the statewide STEM vision and has a few member seats open. SETC members interested in serving on the Advisory Board should contact Alex Caronna and NJSPN Executive Director Kim Case. Sally Nadler, chairperson of the Council on Gender Parity in Labor and Education (GPC), indicated interest in joining the NJ STEM Advisory Board. It was also requested that STEM equality to be a priority of the Advisory Board. Mr. Caronna stated that equality is a core value of NJ STEM and is being included in the Ecosystems. The NJSPN is pleased to include multiple perspectives regarding how NJSPN may expand activities for under-represented populations. Ms. Nadler offered the full support of the Gender Parity Council to the NJSPN.

Commission members discussed the STEM effort and its K-12 learning impact. There are currently education programs designed to engage parents in STEM and demonstrate the value of a STEM education for their children. Members also discussed the key stakeholders, and the expansion of this group. Mr. Caronna discussed the strategy of engaging K-12 students in order to keep growing the stakeholder population. And NJSPN is engaging students and NJ business leaders in various sectors through NJ STEM Scholars, in an effort to keep talented young people within the state.

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

Gender Parity Council Chair Sally Nadler reviewed the updated draft reports for the Financial Services and Technology Industries. Ms. Nadler noted that Elaine Zundl, Research Director at Center for Women and Work, had broadened the scope of the survey and the interview pool; the updated reports also include relevant US Census data and analysis. The additional information gathered supported the original draft report findings. Ms. Nadler reviewed the policy recommendations and thanked the stakeholders and partners for including this topic at their meetings. The Gender Parity Council has begun to take the reports and findings to various events throughout the State. A motion was made to accept the Financial Services and Technology Reports as final by Teri Duda. The motion was seconded by Tapas Sen. The motion was unanimously approved by voice vote.

#### **VI. NJ Local and Regional WIOA Plans, 2019 Modification**

SETC Deputy Executive Director Sheryl Hutchison provided a PowerPoint presentation outlining the process for local Workforce Development Boards (WDBs) to modify their local and regional WIOA

plans. These plans are required to be updated every two years under WIOA, in alignment with the State Plan Modification completed in 2018. Key elements to align with the State Plan include: expansion of work-based learning opportunities; growth of registered apprenticeship and pre-apprenticeship programs; continued focus on credential attainment and the industry-valued credential list; sector partnerships; and alignment between state and local activities related to the Trade Act program. Special attention was also indicated for: equity in access to services; physical and programmatic accessibility to One-Stop services; One-Stop Career Center certification; One-Stop Operator procurement; and priority of service for all priority populations, including Veterans.

The local areas and the three regional partnerships (North, Central and South) are asked to submit their modified plans to the SETC by June 30, 2019. Ongoing technical assistance will be provided by the SETC and LWD staff. Updated labor market information (LMI) has already been provided for all local areas and the three regions by the LWD Office of Research and Information, to be included in the plan documents and to guide and support plan strategies.

## **VII. Title I – Title II Coordination Workgroup Report**

Gary Altman presented a summary based upon the meetings of a Job Training/Adult Literacy workgroup (including Titles I and II of the Workforce Innovation and Opportunity Act) the State Council for Adult Literacy Education Services (SCALES) and the SETC. The effort was launched in consideration of SETC Policy Resolution #2017-02, which was drafted in response to SCALES concerns regarding concerns with the level of coordination in local areas for individuals who need assistance in both literacy and occupational skills. The workgroup included local and State representatives of both subject areas.

Over a number of months, services and opportunities that are common under the two areas were considered. The work group found differences in local coordination with some areas considerably advanced in their ability to provide more holistic services. The intent of SCALES is to further research and present a paper to the SETC. Tom Hilliard, OSHE, said the workgroup prepared a positive effort with the findings and recommendations and it is very important to follow-up on next steps to improve services to clients. Higher Education is eager to work with the SETC on this review.

## **VIII. SETC Dashboard Update**

Sheryl Hutchison provided an update on the SETC Dashboard development and reviewed the WIOA dashboard displayed online at: <http://njsetc.net/njsetc/performance/index.html>. The goal is to provide SETC members with the scope and performance of workforce programs in New Jersey, to enable data-driven policy development and support exploration of any program trends or issues.

The dashboard provides data submitted to the federal government through quarterly and year-end reports; currently full program year data for 2016 and 2017 is available, and the first quarter of 2018 has been added. The data is not complete for all programs; some performance indicators were newly-added in 2016 and these measures are still in “baseline”, meaning the data is being collected to establish a baseline. Available data for Title I (Workforce), Title II (Adult Education and Literacy), and Title III (Wagner-Peyser Employment Services) are being reported on the dashboard. It is anticipated that the dashboard will continue to be expanded to include WIOA Title IV (Vocational Rehabilitation) and other state programs over time. Ms. Hutchison thanked the LWD Office of Research and Information, Workforce Research & Analytics team for their support of this project; she recognized Ms. Alexandra Kvarantan and Ms. Seetha Vaidyanathan for their expertise and hard work to update and reconfigure the dashboard, as it continues to be expanded.

**IX. Public Comment and Adjournment**

There were no public comments. The meeting was adjourned at 12:02 pm.

**Next SETC Meeting**

Thursday, April 18, 2019 ~ 10 am – 12 pm  
New Jersey Law Center, 1 Constitution Plaza, New Brunswick

**ATTENDEES ~ March 21, 2019:**

**PRESENT MEMBERS and ALTERNATES**

Bone, Dennis	Mickens, Felix (for Brown)
Butler, Kate (for Oliver)	Nadler, Sally
Duda, Teri	Rice, Ronald
Hala, Joanne (for Franklin)	Sen, Tapas
Hilliard, Thomas (for Smith Ellis)	Sommer, Dan (for Sullivan)
Hornik, Stephen	Trombetta, Jessica (for Blake)
Karsian, Andrea	Yuen, Paul (for Asaro-Angelo)
Keenan, Tim (for Johnson)	

**ABSENT MEMBERS**

Carey, Michael	Repollet, Lamont
Donnadio, John	Wade-Carter, Carolyn
Ferrera, Anthony	Wimberly, Benjie
Gacos, Nicholas	Wise, Robert
Milone, Catherine	Wowkanech, Charles
Reisser, Clifford	

**OTHER ATTENDEES**

Armady, Elton	Kvarantan, Alexandra
Armstrong, Jane	Levandowski, Andrea
Blanco, Francis	Miller, John
Bocchieri, Mark	Molinelli, Tammy
Calamia, Jerry	Ochse, Maureen
Caronna, Alex	Okere, Amanze
Diaz, Julie	Safrin, Michele
Drakeford, Shamira	Scalia, Donna
Flanagan, Aubrey	Spinelli, Allison
Grzella, Paul	Sternbach, Lawrence
Howard, Donald	Swartz, Jeffery
Janz, Greg	Taylor, Yolanda
Jubanyik, Danielle	Vaidyanathan, Seetha
Korn, Dennis	Wallace, Michael
Kurdziel, Kevin	

**SETC STAFF:** Gary Altman, Sheryl Hutchison, Maureen O'Brien Murphy