



# New Jersey State Employment and Training Commission

Dennis M. Bone, *Chairman*

Philip D. Murphy, *Governor*

## State Employment and Training Commission Meeting Minutes

February 26, 2020

10 am – 12 pm

Rutgers Labor Education Center, New Brunswick, NJ

### I. Welcome & Introductions

Chairman Dennis Bone called the meeting to order at 10:07 am and welcomed members and guests. He 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, [njsetc.net](http://njsetc.net). Roundtable introductions were conducted. The draft minutes of the November 19, 2019 meeting were presented. 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 Update

Chairman Bone reviewed the meeting agenda. 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.

Mr. Bone reported that the Governor's Future of Work Task Force efforts are ongoing to address the changes that impact New Jersey's economy. He asked Acting Executive Director Gary Altman to share an explanation of the purpose and goals of the task force. Mr. Altman reported that the task force operates under the NJ Office of Innovation to solicit thoughts/opinions through a public engagement process using a short survey tool to receive input from people around the state to understand their fears and concerns about technology in the workplace. SETC is working with the NJ Office of Innovation to make this outreach expansive and has emailed a few hundred survey packages to non-profit and government agencies to provide options for them to reach their clients, students and constituents who are part of or preparing to enter the workforce.

Mr. Altman recently attended the National Governors Association Winter Workforce Meeting in Washington. He reported that WIOA re-authorization was discussed as it is at the end of its original five-year period. Some topics were discussed for pulling together ideas for the re-authorization:

- Branding – to explain the concept of Workforce Development Boards. The Federal Government is using America's Career System. The presidents' National Council for the American Worker has an Ad Council which will soon be using a series of commercials, ads, social media and websites coming out regarding Workforce Development.
- Data – The USDOL recognizes that agencies and local WDB's are using data from many different sources and from many different forms of technology. There is a need to better source all data.
- Partnerships – what constitutes a partnership? Look at how agencies interact to determine how

to strengthen them and coordinate new partnerships.

- Equity –focus on people who are on the low end of the economic scale by addressing segregated data in diverse communities.
- WIOA Reauthorization – Work-based learning in apprenticeships are expanding New Jersey. The USDOL would like to have WIOA more involved in apprenticeships. Comments will kick off in May 2020 regarding the re-authorization of WIOA.

Chairman Bone reported that the NJDOL work group that was formed last year is still working together with the Heldrich Center, to explore ways to have funding make the most impact between WIOA Titles I and II. He also addressed Governor Murphy's *Jobs NJ* plan, which is a coordination among several agencies to re-establish New Jersey's leadership in the innovation economy with two reinforcing objectives:

1. To ensure all career-seeking New Jerseyans have the education and training necessary to access high-quality employment.
2. To ensure businesses and employers that are offering high-quality employment in New Jersey can quickly and efficiently fill their talent needs.

NJDOL Deputy Commissioner Paul Yuen provided an overview of this strategic plan which is a collaborative effort that includes EDA, OSHE, DOE and Labor for identifying the skill sets needed for developing the long term human capital needs of the State.

Tom Hilliard, Office of the Secretary of Higher Education, also shared some objectives of the project. The purpose of this collaborative effort is to set new models for building talent in NJ for all populations, including low-income adults, those re-entering the workforce after incarceration, and those with disabilities. The goal is to improve these individuals' opportunities for receiving the education and training that will lead to in-demand jobs and match them with the right employers. OSHE will create a set of performance metrics, to support the accomplishment of initiatives by 2025.

Chairman Bone reviewed the items on today's agenda. He noted that there are three action items for Commission consideration. Most important is the NJ Combined State Plan for WIOA, which must be submitted before the end of March 2020.

### **III. Local WDB Certification**

SETC Deputy Executive Director Sheryl Hutchison asked members to review the Local WDB Certification Recommendations included in their meeting packets, as submitted by the SETC Governance Committee. Ms. Hutchison provided an overview of the certification process; it is a two-year cycle; this 2018-2020 cycle is finishing up with just a few local areas remaining to be certified. Ms. Hutchison shared the good practices found in this cycle. She noted that across the board, there had been fuller responses and a more consistent quality of content, showing an overall strengthening of processes and reporting. Also noted was good adherence to budget transparency and stronger compliance with local board membership requirements.

Some challenges were noted, including the development of specific WDB budgets; committee structure and required committees; youth program contracts; and One-Stop Operator role definitions and procurement processes. The presentation concluded with a discussion of next steps. Remaining local workforce development areas will be reviewed by the Governance Committee and SETC as they complete their applications. The next cycle of WDB Certifications (2020-2022) will begin later this summer.

Ms. Hutchison announced that Burlington County WDB has completed the certification requirements and is being recommended for full certification at this meeting. Chairman Bone asked members to abstain from voting on the certification if they have any potential conflicts due to their affiliation with the Burlington County WDB.

A motion was made to approve the certification by Carolyn Carter Wade, seconded by Catherine Milone and approved unanimously by voice vote. The Local WDB Certification was presented to Ms. Kelly West, Burlington County WDB Director, by Chairman Dennis Bone.

#### **IV. Vision 2028: Framework for the Future**

Chairman Bone introduced Jacob Farbman and Zakir Mirza from the New Jersey Council of Community Colleges and thanked them for presenting Vision 2028 on behalf of Aaron Fichtner who was unable to attend. Mr. Farbman and Mr. Mirza provided a PowerPoint presentation, Vision 2028: Framework for the Future for New Jersey's Community Colleges.

The New Jersey Council of Community Colleges (NJCCC) is a non-profit organization to strengthen and support the 18 community colleges in New Jersey. With an enrollment of 325,000 students, the community colleges are the largest providers of secondary education in the State. NJCCC is moving forward in positioning its member schools as a more community-based entity in order to provide opportunities for people to have a strong career pathway in an ever-changing economy. Assistance is needed from groups like the SETC to improve partnerships and support credential attainment, to support businesses and the economy in NJ.

Imperatives for New Jersey's Future:

1. Increase the number of individuals who have earned post-secondary credentials and degrees.
2. Prepare residents for change.
3. Ensure access to life-long learning.
4. Focus on equity: NJ has the third highest gap in the county.
5. Build Broad Partnerships: Confronting these challenges together helps to fulfill the missions of the community colleges as well as the partnerships.

Priorities of the Vision 2028 initiative include: increasing access to post-secondary education for more New Jerseyans; supporting student success through strengthened career advisement and student supports; ensuring access to valuable and relevant learning; and serving as community engines and incubators of innovation.

On the theme of building broad partnerships, Mr. Mirza expressed the need to build partnerships to fulfill each of the four initiatives being launched by the NJCCC. An initial list of partners was featured. Mr. Mirza indicated that new partners join every week. He invited/welcomed members and attendees to join as partners in this effort. Potential partners include state and local government agencies, business and industry associations, high schools, colleges & universities, libraries, social service organizations, labor unions and community and faith-based organizations. Mr. Mirza noted that workforce development boards are key to Vision 2028.

**Initiative 1:** Expanding pathways that lead to credentials and careers; this will be an industry-focused collaborative to:

- Engage employers and offer points of contact;
- Identify key credential pathways;

- Map existing programs and pathways that colleges offer, to ensure these are built collaboratively; and
- Communicate pathways to students and employers.

Mr. Mirza noted that 15 of the 18 public community colleges have signed up to offer Advanced Manufacturing sector pathways; 14 colleges will offer Health Care pathways; and 14 colleges will offer Technology sector pathways. NJCCC will host a national conference with the American Technical Educational Association on March 17-18, 2020 at Camden Community College joined by 60 individuals from across the US to share diverse and innovative ideas relating to technology and workforce. Mr. Mirza offered to share the details with SETC.

**Initiative 2:** Strengthening the delivery of innovative learning of essential skills and abilities. This initiative was launched starting with a meeting with diverse partners at Middlesex County College on January 29, 2020; this featured three panels to discuss the role of colleges. A brief report will be released and be shared with SETC.

**Initiative 3:** Connecting adults to opportunity – increase the number of adults who hold a post-secondary credential by the year 2025. Mr. Farbman noted that a large number of adults in NJ could attain much better jobs with a post-secondary credential. Fourteen community colleges are doing their own local outreach to educate the population about pathways that lead to credentials.

**Initiative 4:** Connecting students to social service supports. Students often drop out of programs due to life issues. Common barriers include issues related to food, housing, transportation, child care, health care, mental health and substance abuse, disabilities, and technology. NJ Department of Human Services (NJ DHS) Commissioner Johnson has initiated a comprehensive survey to expand focus on this issue and to increase awareness, access and utilization of social service supports for current and potential students. NJ DHS is also expanding social service program such as SNAP access to Perkins V-related applicants and is finding ways to partner with organizations to stock food pantries at community colleges.

Mr. Farbman concluded by indicating that they look forward to working with SETC and its agencies in partnering that will mutually benefit both of their efforts in serving the State of New Jersey. Members and guests discussed topics of the presentation and shared ideas and suggestions. Chairman Bone expressed a strong recommendation to further this discussion as a next step.

## V. NJ Combined State Plan for WIOA: Overview

SETC Acting Executive Director Gary Altman addressed the NJ Combined State Plan for WIOA, 2020. WIOA mandates the creation of a four-year plan, with a required update (called a modification) every two years. The prior State Plan was issued in 2016 and modified in 2018. The SETC and NJDOL worked together with the Heldrich Center to create a new Plan that meets the vision and mission of WIOA.

Maria Heidkamp, Director of Program Development and Technical Assistance at the Heldrich Center for Workforce Development, thanked the SETC and NJDOL for the opportunity to contribute to the development of the Plan. Ms. Heidkamp noted that New Jersey is fortunate in its ability to meet the vision and goals outlined in Governor Murphy's vision for a *Stronger and Fairer* New Jersey. This vision has two mutually supporting goals:

1. Ensure that all career seeking New Jerseyans have access to the training and education needed to secure high quality employment.

2. Businesses and employers offering high quality jobs can quickly and efficiently fill their talent needs.

Ms. Heidkamp outlined three strategies used for developing the WIOA State Plan:

- Expanding access to opportunities in labor challenges by increasing education attainment to minority populations with an emphasis on making them available in every region.
- Training individuals for in-demand jobs.
- Matching talent to jobs using up-to-date labor market information.

It is important to work with employers to help create solutions to labor challenges. Ms. Heidkamp stated that the planning process was made easier by this administration's continuous efforts, together with NJDOL, to support this priority. Ms. Heidkamp turned the discussion over to Sallie Glickman, SJM Consulting. Ms. Glickman thanked Gary Altman, Sheryl Hutchison, Assistant Commissioner Bailey and his team, and Assistant Commissioner Lesley Hirsch and her team, for providing the building blocks for the innovative development of an operationally sound plan. Ms. Glickman acknowledged the great work of the NJ Department of Human Services and the NJ Commission for the Blind and Visually Impaired. She noted that the Vocational Rehabilitation sections account for approximately one-third of the plan.

Ms. Glickman provided a brief overview of eight stakeholder sessions held for plan development. Much intelligence was gathered from these discussions and the dialogue helped to provide clarification of expectations. Assistant Commissioner Hugh Bailey stated that the State Plan is a critical document that has direct impact on the way New Jersey develops and designs its workforce system. Feedback on the State Plan from Commission members and workforce providers was invited and encouraged, and will be used as a guiding principal for the next four years.

#### **Next Steps:**

SETC Deputy Executive Director Sheryl Hutchison presented Policy Resolution SETC #2020-01 for approval of the State Plan to move forward. The Plan will be released for a public comment period; the draft Plan will be posted on the SETC website and comments will be collected by the SETC staff. Emails will be sent to all stakeholders and partners to solicit comments. Concurrently, the SETC and NJDOL will secure the Governor's approval of the draft State Plan. Recommended changes and edits will be made and a summary of public comments will be included in Plan appendices. After submission to the US Department of Labor (USDOL) and the US Department of Education (USED) in March, a team of federal reviewers will provide formal feedback to New Jersey. Based on that feedback, the Plan will be updated and re-submitted for final approval by USDOL and USED.

Chairman Bone asked for a motion to approve the policy resolution. A motion was made by Bob Wise to approve SETC Policy Resolution #2020-01; Tapas Sen seconded the motion; it was approved unanimously by voice vote. Chairman Bone thanked all those who came together for this effort.

## **VI. Public Comment and Adjournment**

There were no public comments offered. The meeting was adjourned at 11:50 am.

**Next SETC Meeting:** Tuesday, April 7, 2020 (postponed)  
Thursday, June 25, 2020 – 10am-11:30am (online)

## **ATTENDEES: February 26, 2020**

### **PRESENT MEMBERS and ALTERNATES**

Bone, Dennis	Nadler, Sally
Butler, Kate (for Oliver)	Safrin, Michele (for Blake)
DeSmedt, Kevin (for Sullivan)	Sen, Tapas
Duda, Teri	Wade, Carolyn Carter
Eno, Linda (for Repollet)	Wilson, McKenzie
Hilliard, Tom (for Smith Ellis)	Wise, Robert
Milone, Catherine	Yuen, Paul (for Asaro-Angelo)
Moody, Melissa (for Johnson)	

### **ABSENT MEMBERS**

Brown, Kevin	Reisser, Clifford
Carey, Michael	Rice, Ronald
Donnadio, John	Wimberly, Benjie
Ferrera, Anthony	Wowkanech, Charles
Franklin, John	
Gacos, Nicholas	
Hornik, Stephen	

### **OTHER ATTENDEES**

Bailey, Hugh	Kurziel, Kevin
Blanco, Francis	Leahey, Pat
Caramelo, JoAnne	Mass, Ryan
Drakeford, Shamira	Mingo, Orlando
Farbman, Jake	Mirza, Zakir
Glickman, Sally	Ochse, Maureen
Heidekamp, Maria	Scalia, Donna
Howard, Donald	Swartz, Jeffrey
Kennedy, John	West, Kelly
Korn, Dennis	
Kriper, Mark	

### **SETC STAFF:**

Gary Altman  
JoAnn Brooks  
Sheryl Hutchison  
Maureen O'Brien-Murphy