



# New Jersey State Employment and Training Commission

Dennis M. Bone, *Chairman*

Philip D. Murphy, *Governor*

## State Employment and Training Commission

### Meeting Minutes

Wednesday, September 18th, 2024

10am – 12pm

TEAMS Platform

#### I. Welcome

Chairman Dennis Bone called the meeting to order at 10:05 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, shared with the Secretary of State's office, and was posted on the SETC website. Chairman Bone called for a motion to approve the meeting minutes from 9-18-24 and minutes were passed by Bob Wise and Sally Nadler.

#### II. Introductions

Dennis M. Bone, Chairman

Keith C. White, SETC

#### III. Chairmans Report

Chairman Bone commended the SETC group and the great work we are focusing on with performance and policy and we are working on valuable information. The sub-committees are incredibly important to use these sub-committees to look at policies which is very needed. Joan Desmarais, Deputy Executive Director of SETC, mentioned the WIB Certification process is being worked on and technical assistance is being provided as needed to areas. The SETC is working on certification requirements especially in career services and youth. We are going to be sending out our approvals next week. Dr. Yolanda Allen with Workforce Division, NJDOL mentioned a special thanks to the SETC for the work we have done together and that

we are coordinating with our local areas and team together, and it has been a huge task but working together which has been so positive and getting the state plan approved. We have had great collaboration making sure we are complying. We wanted to make sure we have been able to put teeth behind the work we have done. We are pleased we released a state plan, and we are working with the local areas to understand their role to ensure compliance. Keith C. White mentioned it is important that we have collaboration with DCF, Corrections, and OSHE, and we appreciate all the collaboration with our state holders. We are happy we have great collaboration across the board. Lesley Hirsch, Assistant Commissioner with ORI mentioned that there have been three evaluations, and we are looking forward to working with the SETC and Dr. Yolanda Allen in the next year and to take a leading role with the Office of Research Information evaluations.

#### **IV. Office of Research Information, “The Current Economy and Future Projections”**

Dr. Nicol Nicola, Director, NJDOL  
Division of Economic & Demographic Research  
Jason Timian, Chief, Labor Market Information, NJDOL

Dr. Nicol Nicola opened the discussion with a warm welcome and explained the role of the Division of Economic & Demographic Research.

Information is being collected in 2024 and there is collaboration with stakeholders, SETC, and other entities to come up with collecting the data, through the Commissioner of NJDOL, nonprofits, and businesses.

Dr. Nicol Nicola then introduced Jason Timian, Chief of the Division of Economic & Demographic Research.

Dr. Nicol Nicola discussed the Commissioner of NJDOL has been pushing for publishment of all the work and data we are covering. Joanne Caramello has been pushing out the publishments and they range from childcare to celebrate the Spanish Heritage month. The purpose of today is to look at how we are feeling about the current state of the economy. We have about 4.4 million jobs and 4.6 million people. What’s happening with the labor market in New Jersey is that the feds have tightened the policy rate, and it is affecting consumers but if the feds start decreasing the rate where we were above eight percent interest rate last year, compared to where this year we are above six percent, this could better support a soft-landing economy.

The unemployment rate is currently at 4.7% and is an acceptable rate. The reason is because of immigration. 3.3 million immigrants came into the country last year. Also, labor force is higher than neighboring states currently. New Jersey’s labor force participation has increased. We have more people entering into the labor force which is stable and continues to show positive momentum. The average unemployment rate is 6.2%. After covid we had the federal government give us 5 trillion dollars to

businesses, nonprofits, and households which made households have more money than going work, and businesses were trying to meet our demands.

Since then, the money is running out. We must look at the normal economy, which was in 2019, and we cannot look at the not normal economy which was more money than we had ever in history. We look at the current jobs that we have currently and in New Jersey we have balanced jobs and a good economy as far as consumers and businesses with the feds rates.

We can shop the markets and see that the financial industry is doing well and that the soft landing will continue with a normal economy. Althea Ford mentioned the New Jersey job rates as far as 1 to 1, and it is not capturing the individuals' qualifications and the industries qualifications. Dr. Nicol Nicola mentioned, correct, it is not that detailed and that is great point, skills match and gap, and that is aggregated data. BLS reports that by 2031 that employment will grow and that there is a high need for workers in healthcare industry. Occupations need to grow by 2.6 million to meet the demand.

Jason Timian started discussed that from 2019 to 2024 the job postings reflect the top five industries of in demand jobs which are: registered nurses, salespersons, tractor trailer drivers, home health aides, and first line supervisors. Bob Wise asked why is a healthcare workers salary \$40 to \$50 an hour when a home healthcare worker salary is \$15? Jason Timian responded that correct, there may be a need for a policy to bring up the pay for those workers. That it is unfortunate they make so much less. There is a bit more turnover so there is a need for these jobs.

Dr. Nicol Nicola discussed that the United States will always be a magnet for immigrants and the workers are foreign born, and we need to address the policies that effect jobs such as home health aides and the pay they earn. We also have competition such as Canada, and Europe they pay you to get an education and how we respond to new policies and creating new policies. The United States is very stable and one of the indicators is that the constitution cannot be changed easily. We also looked at the most hard looking in demand jobs specializing in hard skills are nursing, project management, marketing, auditing, and finance.

The top five in-demand specializing in soft skills are Microsoft office, SQL, Python programming language, SAP applications, and Amazon web services. Bob Wise brought up the hard skills verse the software skills from the difference that is changing over time. Sally Nadler mentioned that technology isn't mentioned in the first round of jobs but in this set of slides doesn't mention technology. Bob Wise also mentioned this a good point and that over time the influence over time and the skills are changing dynamically over time. Jason Timian agreed and discussed "AI "and that technology is changing constantly and the in-demand jobs postings list are ever changing especially with technology. Teri Duda also mentioned that AI is growing, and that AI should not be used to take over the human side of things and

that we must be cautious, AI should not be used to replace humans and jobs, and soft skills that humans possess because we don't want to lose jobs. Seeing an Uber drive up without a driver AI generated, there needs to be some breaks put on some of these things. Dr. Nicol Nicola mentioned that would be a policy conversation.

In closing, currently in demand job postings do not require high education and it could be the person can have a certification, and they do not need to go through the traditional educational system. Bob Wise asked is the correlation occurring with further restriction of immigration and naturalized citizenship and this listing of nearly 70% an education list as a high school degree, especially in our state. Dr. Nicol Nicola said typically immigrants have high education and the 4.7% could be that immigration reduced that number, but I have not looked at the correlation and I will look at that an analysis and let you know. Jason Timian mentioned we can break down the job posting data by education and then by salary. Jason Timian also discussed how to find us at NJLMI NJDOL website and where to access our data and latest publications. We have information regarding demographics, resident information, labor statistics programs, labor industry information, openings, projections and data sets, links to resources and in- demand occupations lists.

And lastly, publications and reports links are listed, they are very important and are latest series is labor market spotlight and that has been published, on the Hispanic population for example. I encourage everyone to see the data we have available, and we have one on warehousing and other publications.

In these resources we have information regarding projected job growth and industry growth. We also have occupational projections, most employment, those expected to grow the fastest in jobs, education expected to grow compared from a high school diploma to a higher education and additional information is listed. We thank you everyone for your participation today. Keith C. White closed out the presentation with a thank you too all. Everyone has played an important role with us working together and collaborating with the SETC. We look forward to seeing everyone in December and appreciate everyone for your participation.

## **V. Public Comment**

No public comment.

## **VI. Closing Remarks – SETC Chairman, Dennis Bone**

The meeting closed at 11:40.

**Next SETC Meeting – Wednesday, March 19<sup>th</sup>, 2025**

## **PRESENT MEMBERS AND ALTERNATES**

Dennis Bone - Chairman  
Jessica Steiger – OSHE  
David Gehrke – NJDOE  
Julie Diaz – NJDOL  
Assemblyman Wimberly  
Christine Beyer – NJDCF  
Anthony Ferrera  
Hosea Johnson  
John Gagliano  
Kate Butler DCA  
Dr. Danielle Jubanyik - NJDOL  
Tim Sullivan -EDA  
Bob Wise  
Gregg Debaere  
Sally Nadler  
Teri Duda

## **ABSENT MEMBERS**

John Donnadio  
Carolyn Carter Wade  
Angela Allen-McMillan  
Sarah Adelman  
John Franklin

Allen, Dr. Yolanda  
Alpart, Davidene  
Almonor, Baden  
Apple, Emily  
Anochi, Eva  
Arango, Oswaldo  
Barcelos, Cristhian  
Barracato, Meredith  
Belin, Jacki  
Bicica, John  
Blatt, Michael  
Blanco, Francis  
Bollhardt, Victoria  
Brown, Melissa  
Burkhardt, Ron  
Carvajal, Allyson  
Caramelo, JoAnne  
Carter, Jean  
Carabelli, Anthony  
Case, Kim  
Celestin, Sancia  
Clarke, Justin  
Choudhury, Mitra  
Czar, Dianne  
Dawson, Cary  
Destefano, Jason  
Demmellash, Alfa  
Drew, Jim  
Drakeford, Shamira  
Emigholz, Chris  
Enright, Patricia  
Epstein, Stephen  
Everett, Kaitlin  
Feldman, Eliot  
Ford, Althea  
Gaylord, Karen  
Gehrke, David

### **OTHER ATTENDEES**

Giordano, Timothy  
Gietka, Jennifer  
Gonzalez, Daysi  
Grzella, Paul  
Hala, Joanne  
Harris-Kuiper, Stephanie  
Hiller, Nanci  
Hirsch, Lesley  
Hunt, Stacy  
Hutchison, Sheryl  
Jainarine, Diane  
Jeffries, Keisha  
Jordan, Dana  
Johnson, Natasha  
Kamran, Tarashofi  
Kikkert, Becky  
Kuiper, Mark  
Lauridsen, Karen  
Lee, Kendra  
Levandowski, Andrea  
Levitt, Jill  
Ludizaca, Raul  
Knight, Braheim  
Kuhn, Fran  
Levandowski, Andrea  
Liu, Helen  
Mader, Pamela  
Martin, Michelle  
Mazzagatti, Pete  
McPartlan, Dennis  
Menjivar, Briana  
Mirasol, Catherina  
Molinelli, Tammy  
Moody, Melissa  
Morrison, Angelique  
Murphy, Lauren  
Meyer, Cheryl  
Nadler, Sally  
Nicola, Nicol  
Odeneye, Jobi  
Paquette, Kathleen  
Paz, Diane  
Philp, Amanda  
Polack, Carol  
Pierre, Eric

Pouncy, Latonia  
Rodgers, Beth  
Reyes, Maritza  
Sabater, Julio  
Safrin, Michele  
Sarria, Carolina  
Satchell, Brigitte  
Schaeffer, Janine  
Schinmanski, Torsten  
Schuster, Manuela  
Scott, Bruno  
Seith, David  
Sierra, Nuria  
Seavers, Diane  
Singer-Quast, Sarah  
Soto, Luis  
Staub, Stephanie  
Starghill, Catherine  
Staub, Stephanie  
Steiger, Jessica  
Strothers, Sandra  
Swartz, Jeffrey  
Shah, Nimit  
Sullivan, Sabrina  
Tabassum, Zainab  
Taylor, Sherwood  
Taylor, Yolanda  
Timian, Jason  
Vail, Les  
Vaidyanathan S.  
Valdes, Lourdes  
VanKampen, Mark  
Wells, Rob  
Weir, Barbara  
West, Kelly  
Williams, Albert  
Zahirah, Sabir  
**SETC STAFF:**  
White, Keith C.  
Desmarais, Joan  
Lamarca, Carlye  
Robinson, Kyree

