



New Jersey State Employment and Training Commission

Vacant, Chairman

Philip D. Murphy, Governor

State Employment and Training Commission

Wednesday, June 18th, 2025

10am – 12pm

TEAMS Platform

I. Welcome & Introductions SETC

Interim Director, Keith C. White & Joan Desmarais Deputy Executive Director

Interim Director SETC, Keith C. White called the meeting to order at 10:07 am and welcomed members and guests. 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. The roll call was taken and the SETC had a quorum. A vote of motion to approve the minutes was not passed but rather put on hold for the upcoming September meeting. Roberto Soberanis with the NJDOL was introduced to give an update of news at the federal level. The brief and federal landscape of what is taking place by the current federal government are showing shifts of what could be impacting New Jersey with funding changes and disruptions. The US Department of Labor released its FY26 report where funding cuts are impacting the New Jersey Department of Labor and Workforce Development, as the current administration has consolidated several funding streams and grants into one calling it make "Make America Skilled Again Grant". The new grant proposal speaks to WIOA, Employment services grants, Youth Build, Apprenticeships programs and impacting other programs involving older workers. This does remain a proposal but has impacted staffing and may have long-term impacts. The budget is looking at a 40 percent reduction at the federal level for staffing reduction. There is concern and the Pell grant awards are going to drop which impacts access to training, ETPL lists and negotiations in congress, agencies and the federal labor workforce is being redefined which impacts New Jersey leaving gaps and funding significant budget cuts and why the outlook remains uncertain, the legal challenges remain in effect, and we remain advocating for New Jersey. We are also watching the New Jersey State budget. There is a lot in motion, but we are prepared to adapt, and I want to thank you all for your service to the SETC. Keith C. White thanked Roberto for attending and providing a federal update.

II. “Real-Time Insights: Analysis of Job Posting Data in New Jersey”

Jason Timian, Chief, Office of Research & Information, NJDOL

Jason Timian discussed the current information posted by the Labor Census Bureau and the Labor of Bureau statistics collects data relating to the analysis of job posting data in New Jersey. ORI focuses on unemployment rates and employment information by industry. Using a tool that we use called Like Cast, we can provide information in real time based on online job information posted by employers. This report, which was just posted a couple of weeks ago, captures and highlights job postings at the state and regional level. The report includes data from January 2024 to December of 2024. It is real time labor market information. Each region is broken out. The tool allows us to see key occupations, skills, and locations of where these jobs are. Newark and Jersey City have the highest job postings for 2024, and Bergen County has the most currently. Nurses, tractor trailer drivers, transportation and healthcare are posted. Morristown and Newark have over 40K jobs each being the top cities. The report was put forth by our newest analyst and the report identified top also physical therapists and as part of the analysis the skills required by employers. Technical skills, Microsoft and programming jobs are listed. Top employers and individual job postings can also be tracked. Onto the central region, tractor trailer drivers and healthcare jobs are also the top industries of jobs. In south Jersey, Camden Cherryhill, Voorhees, registered nurses fall at number one for those job postings. Virtua and Cooper were listed as the top employers. The data is collected from over 2.5 million jobs nationwide. It is also updated historically so we can track trends. A posting doesn't mean necessarily a hire. They do ensure only one post is completed and there is no duplication. This report was completed by demographic research and to paint the economy and what an area looks like at any given time. We have our labor market spotlight and we the ORI did just get nationwide recognition. There is a QR code you can scan to get updates, and you can go to <https://www.nj.gov/labor/labormarketinformation/>. Bob Wise asked about training and indicator with graduation rates and the completion of standards of the employers looking to fill jobs and jobs in demand in general. Jason Timian responded, the data is collected by the NJDOE, and the data is available about completers of instructional programs, and it does tie the occupations to the pipeline of educational completers and what that looks like. The data is available. Sally Nadler asked if the first two quarters of 2025 are similar. Jason responded that the information is tracked quarterly so that it is certain we can track this data overtime and go back to 2016. Bob asked if there are job escalators and the needs of the state and by region. Jason mentioned we do see the need for nurses but how does it work with education degrees. The ORI does look at that information. Paul Grzella, with the Greater Raritan WIB, responded that we are starting to see employers that need people in manufacturing, and they don't need people. The people may be satisfied and may want to stay there. Jason mentioned we have a JOLTS survey which tracks the

market, and this platform tracks the number of job openings and how many people are looking for a specific job. I do encourage everyone to look at the data which we put out monthly. Francis Khun with Atlantic WIB, mentioned Atlantic Care are hesitant to take references from us for referrals. The data itself may have its limitations, and the data is used for guidance and projections. Bob Wise mentioned the budget impact with Medicaid and Medicare, where we may see shortages in hospitals with salaries compared to other states and funding across our state.

III. Rutgers University

Examining Gender Equity: A Snapshot of New Jersey's High-Growth Occupations

Debra Lancaster, CWW Executive Director

Laura Beltran Figueroa, Post-Doctoral Associate

Glenda Gracia Rivera with the Center Woman for Work opened the discussion we have been established in 1993, and we established when the school was only an institute and as a leader that promote policies that lift woman. I started in 2008, and we started doing work with the gender parity council and this is the 25th year of gender parity council. Dr. Laura Beltran Figueroa will be presenting on examining gender equity, a snapshot of high growth occupations. Today I will be discussing labor segregation and gender specifically and how gender is represented across the nation. This project came to be in 2022 through 2032, NJ is expected to add 216 thousand jobs, a 4.8 percent increase, totaling 4.7 million, higher than 2.8 percent higher than the growth for the United States. However, this projected growth is not expected to be evenly distributed across all occupations, with several patterns of concentration emerging in the service sector. We analyzed the overall composition of occupations in New Jersey using data from the American Survey from 2019-2023, which provides for a comprehensive overview of employment and wage patterns across sectors by gender. We draw the gender equity information from the ORI Division within the New Jersey Department of Labor looking at gender equity using a four-part equity matrix. Management and business were the highest percentage for woman with jobs however there are more men in this industry over woman. With regards to findings with the highest median earnings. The highest median was found in computer and mathematical occupations, management, with salaries 75-88 percent higher than statewide median. STEM and business sectors outperform by 50 to 67 percent above the state medium. Occupations in care service and manual labor outperform with earning 49 to 59 below the median. Although the administrative sector is the highest it has deviated by 25 percent, reflecting structural under evaluation of clerical roles. A position that offers high pay to a woman but in low woman positions these offer the lowest pay. We classify this into equity gaps. One of the main characteristics when we look at care economy traps woman are earning less in occupations such as healthcare physicians. Software engineers and dentists have lower pay and bakers, stockers and are in higher demand but are paid less than 33k a year. Managerial fields woman is highly underrepresented, and it is important to consider care economy roles, but they do fall in the lower jobs in male dominated fields. Increasing salary and wage standards are captured in the Woman Economic status and in the Legal Landscape analysis. I want to thank the SETC for allowing me to present today and if

anyone has any questions, please reach out to me my contact information is posted.

IV. NJDOL Business Services - Sector Based Service Delivery Model

Howard Miller, Chief of Business & Sector Strategies, NJDOL

Howard Miller opened with the engagement model of sector strategies. The way we are designed is by core business service model, with business services reps, and then we have our industry model, building the talent pipeline and then finally our apprenticeship outlook model. We have four staff with USDOL currently, so what NJDOL does to advance this model we extend their outreach. Once we get the employers excited, we can codify and bring information to the business community. To make things more tactile we work to provide information. We focus on job fairs and when we work with employers, we diagnose what is happening as to their recruitment strategy or salary that are what employers are paying in the labor industry. The staff is embedded into the One Stops to be the outreach, and we are the boots on the ground, and we work with our stakeholders to help with technical assistance and specifically to sector strategies we mirror what the NJEDA does. They are the lead agent in NJ and have a sector model and we narrow that a bit and where is the highest growth and leads and the data shown from Jason's presentation. Our model specific to NJ, we use the next gen which puts employers at the center of the and we bring in the resources so that we can target the sector and based on state region and common workforce issue bring the partners we bring in from nonprofits to community colleges and we work to work this through the system of what some of the work our team is working. We had the BEAD ACT, Solar for all at the national level, we have been working with the Board of Public Utilities, and we work on weatherization programs and other programs. We are hearing about the disruption Roberto pointed out earlier. It may be a large part of legislation from the federal which trickles down to the NJDO which we work on projects such as Broadband which we will use some of that to incentive some of the programs. This is part of the plan under the SETC and what we have been focusing on, staff capacity and working and having sector strategies academy. We are creating an entrenched program. We are a part of the care economy, and this can lead to pay policy amongst many other initiatives. The goal is system goals under the WIOA, and we are routing back awareness as well to the WIBS. Fran Khun with Atlantic mentioned that there are parts of the team so that we can provide our services such as OJT, transitional and other resources we can provide to help with their needs. Joan Desamrais mentioned she has seen his staff present and they meet the SETC and with the public and they are doing a great job advocating and connecting as the glue through the community. Howard mentioned his team provides rapid respond services, and they do provide services. We do work to have rapid services and training. I want to believe we have made advanced steps to bring things together and I can say we have made a lot of things we should be proud of under the Murphy administration.

V. Public Comment – Open

Julio Sabater joined the open public portion and wanted to discuss the importance of CNA's and that they should be recognized on the ETPL and his concern which he wanted to share with the SETC commission members and attendees. Julio started his discussion that it has been well documented how the care industry is critical. Direct care occupations are also very important. The Certified nurse's aide job is essential to helping with long term care and settings. They are not showing up online currently, but they are growing in demand for CNA. Training should be prioritized for CNAs. The CNA job title should be included in the high in demand occupational list. The advantage is where there are high demands for jobs and job seekers. There are benefits for increased pay under this title as well. Having the restrictions on not recognizing this title as a recognized title with the ETPL is hurting our most vulnerable populations. We must also recognize that the growing age of seniors is increasing, and CNA's play a critical role in taking care of our seniors and assisting in the healthcare settings. CNA's add value to healthcare positions, as this entry level position is the gateway to higher level healthcare positions. Not only in hospitals but in private care jobs, these positions are very needed. Another fact is the minimal education in NJ doesn't require a high school diploma for this position and this position can allow for time to get their language proficiency, full benefits, and title II. It is important these positions are recognized because these individuals could have started as immigrants and can be a gateway to higher positions with more pay and careers. Many examples of individuals have started as a CNA and eventually became doctors and moved up in the healthcare industry. Jason Timian with ORI mentioned to Julio that there are two metrics in his area which back up his point that CNA's bring sizable employment and there will be additional projected growth in New Jersey in the future. Jason explained how these positions can be recognized and the process, to which Julio can work with his WIB, and we can run some local information, and can also submit through the WIB for approval which would then be submitted to ORI. This would help push the CNA's title as being recognized and being considered for a local waiver. Francis Khun, Atlantic WDB echoed what Jason said, which is we are also in the process of setting up a waiver in the south and that we are also addressing this and we are actively pursuing statewide training for the CNAs as well. Julio Sabter thanked the SETC commission for listening to his request and for taking consideration for CNA's to be recognized.

VI. Closing Remarks – Interim Director, Keith C. White SETC

Keith closed out the meeting at asked for a motion to adjourn, Bob Wise motioned, and Anthony Ferrera was the second motion. We thank everyone for attending today and look forward to seeing everyone at our next SETC Commission meeting in December.

Next SETC Meeting

SETC Commission Meeting on Wednesday September 17, 2025

(TEAMS Online Platform)

Present Members and Alternates

John Gagliano
Hosea Johnson
John Sarno
Teri Duda
Bob Wise
Danielle Jubankik
Charyl Yarbrough
Anthony Ferrera
Christine Idland
Julie Diaz
Roberto Soberanis
Sally Nadler
Kim Vierheilig
Clifford Reiser
Joanne Trezza
Adrian Karsian

Absent Members

John Donnadio
Carolyn Carter Wade
Angela Allen-McMillan
Sarah Adelman
John Franklin
Charles Wowkanech
Kate Butler
Gregg Debaere
Tim Sullivan
Kevin Dehmer
Nicky Gacos

Other Attendees

Keith C. White
Joan Desmarais
Kyree Robinson
Carlye Lamarca

Michael Paglia
Marcella Gibson Hyles
Davidene Alpart
Glenda Gracia Rivera
Kelly West
Gilberto Romero
Elizabeth Reed
Jason Timian
Becky Logue-Conroy
Rishan Habte
Gwendolyn Wiggins
Kim Vierheilig
Carol Polack
Howard Miller
Laura Beltran Figueroa
Sierra Nuria
Francis Khun
Andrea Levandowski
Paul McClellan
Chris Benson
Janea Wilson
Beth Rodgers
Anthony Rivera
Melissa Dorlean
Patricia Silva
Paul Grzella
Andre Hardy
Julio Sabater
Poo Lin