



Meeting Minutes of Shared Youth Vision Council
New Jersey Department of Labor and Workforce Development
1 John Fitch Way. Trenton, NJ 08625
Thursday, November 30, 2017
10:00 a.m. to 12:00 p.m.

Welcome and Introductions

The Shared Youth Vision Council (SYVC) meeting was called to order at 10:00 am. Acting Executive Director Gary Altman explained that Catherine Milone, Council Chair had another meeting obligation and could not attend. He welcomed attendees and introduced the two guest speakers from Talent Networks (TN): Sereena Singh from Rutgers University presenting on HealthCare, and Stacy Forman from Stockton University presenting on Retail/Hospitality/Tourism.

Talent Network Presentations

• **Health Care**

Sareena Singh began by stating that health care is very important in New Jersey and that there are many career pathways that have entry points for youth. The Health Care Talent Network (HCTN), led by Rutgers, The State University of New Jersey connects with businesses, educational institutions, workforce organizations, training groups, and community-and faith-based organizations to gather ground-level intelligence on the industry to make informed decisions on high-quality public workforce investments and expand the number of New Jersey residents with industry-valued credentials or degrees.

The HCTN works with the Targeted Industry Partnerships (TIPS) made up of employers, educators, WDB board members, community and faith based organizations to address the current and future health care needs of employers. Ms. Singh told the group that from 1990 through 2016, the health care sector has added 213,200 new jobs and is the only industry that has added jobs in the state every year during that period. It is projected that there will be an annual increase of 1.7% through 2024. Ms. Singh presented a list of places where you can find jobs in health care. She pointed out that urgent care centers are becoming increasingly widespread because they are easy to open and operate since they don't require a physician and need only a nurse practitioner. In 2015, 73% of all employment in health care in New Jersey was found in these top five industries:

- General Medical and Surgical Hospitals
- Nursing Care Facilities
- Dentists Offices
- Physicians Offices
- Home Health Care Services

What's called Other Health care employs the remaining 27% in positions such as Support, HR, IT finance, coding etc. The top twenty occupations found in health care fall under the categories of Health Care Practitioner, Health Care Support and Office, and Administrative, making up more than two-thirds of all employment in the industry.

Ms. Singh explained that the HCTN is trying to reach out to the youth population to make them aware of the many types of entry positions available in health care; it's not just doctors and nurses. She began a discussion on Health Care Career Pathways for entry-points for high school graduates and shared a list of Industry Valued Credentials. Ms. Singh pointed out an example from the Direct Support Profession (DSP). She stated that they are working at low salaries at jobs such as serving the disabled at group homes and residential facilities and don't see where they can advance beyond that. Furthermore, in these high demand occupations, the employers are desperate and will hire anyone interested but they don't have the resources to properly train them. This is the challenge that health care is facing with many entry level jobs. It was explained to the group that the HCTN is now working to create a 200 hour standardized curriculum for those youth interested in becoming a DSP. She presented a model for Emergency Medical Technician (EMT) to Paramedic Apprenticeship Pathway that students can get started with while still in high school by taking courses to become an EMT. The HCTN is working with the Jersey City Medical Center which is providing training for fifteen students beginning in January 2018. She stated that a great perk with this program is that there is an Apprenticeship built in for students to become Paramedics. She noted that students who become Paramedics often go on to becoming nurses.

Ms. Singh discussed Certified Nursing Assistant (CNA) as a pathway to Licensed Practical Nurse (LPN). With a ninety-hour training program, a high school graduate can become a CNA and from there continue training to become an LPN.

Ms. Singh presented information on Pre-Apprenticeship and Apprenticeship. Pre-Apprenticeship can be done during high school and offers these values:

- Provides career exploration
- Gain job readiness skills
- Gain industry based learning
- Job shadowing

Students may then register into apprenticeships which are a combination of on-the-job training and classroom learning that offers a national certificate. Apprenticeships have proven to increase employee retention and lower the cost of recruitment. The Health Care Talent Network collaborates with local community groups such as YouthCorp and Job Corps to offer presentations and information sessions at summits. WDB Boards sit on Youth Committees and sharing updates and upcoming events with high schools to provide webinars for guidance counselors, parents and vocational technical schools to connect them with the Talent Network.

Ms. Singh explained that the TN believes the key to success are:

- Basic skills and literacy training: HCTN receives allocated funds to work with high schools, training providers and community based organizations to help students finish high school or receive their GED.
- Learning through work: HCTN is working with Thomas Edison University to help those who have worked in health care to use their experience towards receiving college credits and avoid the cost of pre-requisite courses.

- Engaging employers: HCTN believes in helping to build career ladders within their businesses.

Each TN is required to hold an annual industry summit to connect students with educators and employers in their industry. The Health Care HCTN held their summit in August 2017 with RWJ University Hospital and Middlesex County Office of Health Services to provide students information about the many occupations within their organizations. Ms. Singh also presented a list of some employers that are willing to hire and train in health care and a brief comparison on Bridging the Divide showing what employers are seeing vs. hidden youth issues. She ended her presentation by emphasizing the need for business, labor, community and government to work together for today's youth entering a workplace that is unlike any other in history.

- **Retail/Hospitality/Tourism**

Stacy Forman of Stockton University began a presentation on the Southern Retail/Hospitality/Tourism (RHT) Talent Network. Her group is responsible for nine counties starting from Middlesex County all the way to Cape May County. Fairleigh-Dickinson was recently awarded the Northern RHT Talent Development Center. Many of the programs are in the pilot phase, and not implemented yet, as they are waiting for the funding. Ms. Forman indicated that the RHT cluster is the third largest industry in New Jersey, and that it is essential to New Jersey's economic stability because four out of five of its residents are employed in this industry.

Success in this industry is critical to NJ as it covers such a large geographical area, but it is also experiencing disruptive revolutionary changes in advanced technology, the rise of start-up companies and the increased demand by consumers for unique experiences. Ms. Forman added that 8 of NJ's top largest employers fall within this industry sector. RHT is a gateway to entry employment for young adults that can easily transfer into NJ's other nine key industries. She provided lists of Top Businesses in High Quality, Employer-Driven Partnerships in regions that she and her partner Sandy Bleckman share. Ms. Forman presented Industry Intelligence: Valued Skills, Competencies & Credentials:

- Workplace skills – Reliability & Communication (soft skills)
- Professional Skills – Customer Service & Sales (entry into key industries)
- Sector Skills – Experience, Certifications and Credentials (needed for career advancement)

Ms. Forman shared an industry profile report showing that as the large baby boomer population prepares to retire, there becomes a large gap in the millennial RHT population between the unskilled and the highly skilled management. She also provided a list of current hiring opportunities in southern New Jersey noting that there are very few entry level positions in the hospitality and retail sectors because most of them require certification.

There is a large demand of entry-level and mid-management positions in the Gaming/Tourism Careers. Also new in RHT is a project being developed within the Targeted Industry Partnerships and Cumberland County College for out-of-school youth. This is a gateway program into a new tourism career pathway for Beverage Tourism where there is an increasing need for a trained workforce. Other career pathways being developed upon within this age group (18+) are Loss Prevention, Housekeeping Certification and Culinary Apprenticeships.

Ms. Forman discussed a partnership program with Starbucks to serve dislocated workers, at risk youth and displaced homemakers. Another pathway into hospitality is Pipeline Partners, an employer-youth collaborative to take workplace learning into job placement & retention. Some more programs being developed in RHT in this TN is:

- Youth Program Best Practices program - to engage, educate, connect and develop the youth population in the area.
- Employer Engaged Career Pathway Development
- Grocery Sector - as a career, not just a job

Ms. Forman answered some questions and shared her contact information with attendees for their future inquiries.

Mr. Altman and members thanked Ms. Singh and Ms. Forman for their great presentations.

He then asked for a motion to approve the June 15, 2017 minutes and the September 26, 2017 minutes, which were provided in the meeting packets, and a unanimous voice vote was approved by the members.

Moving Forward:

- a. Policy Questions, and
- b. Move Towards Planning

Acting Executive Director Altman told members that some draft policy questions have been formed based on discussions at past meetings, and asked for some feedback on these policy issues to be shared with the Workforce Development Board directors to provide planning guidelines to help with the next youth planning document. He read each of the draft policy questions, the group discussed them one by one, and some changes and additions were made to the policy questions. The modifications of the draft policy questions will be available at the June 26, 2018 meeting.

Mr. Altman thanked members for their very helpful input and the meeting adjourned at 12:05 pm.

Next Meeting

Thursday, February 15, 2018

10:00 am to 12:00 noon

NJ Department of Labor and Workforce Development Building,

13th Floor Auditorium

1 John Fitch Way, Trenton, NJ