

**New Jersey State Employment and Training Commission
Council on Gender Parity in Labor and Education**

Meeting Minutes

February 4, 2010

Labor Education Center, Rutgers University

New Brunswick, New Jersey

10:30-12:00

Attendees

Terri Boyer, Laurel Brennan, Marilyn Coleman, Suzanne Eng, David Finegold, Judy Formalarie, Mary Gatta, Glenda Gracia-Rivera, Grace Hamilton, Dianne Hartshorn, Linda Houser, Andrea Karsian, Janice Kovach, Dianne Mills McKay, Ana Montero, Jeanine Nagrod, Leonard Preston, Sue Schurman, Sondra Sen, and Virginia Treacy

Welcome and Introductions

Chair Dianne Mills McKay opened the meeting with a welcome to all, and recognition of four Council members who have agreed to serve additional three-year terms: Christine Amalfe, Laurel Brennan, Andrea Karsian, and Sondra Sen. She also welcomed Marilyn Coleman, who is replacing Angela Bethea as the Council representative from the Commission on Higher Education.

The Council was asked to review the draft minutes from the December 3rd meeting. The December minutes were approved and will be posted online.

SETC and Transition Update

Judith Formalarie announced that the State Employment and Training Commission was awarded a \$6 million federal grant titled the State Energy Sector Partnership (SESP) grant. Council members were given, in their packets, a vision statement, abstract, and list of proposed projects for the SESP grant. Ms. Formalarie also announced that Hal Wirth has been named as the Acting Commissioner of the Department of Labor and Workforce Development.

Based on ideas generated by the Council at the December meeting, a Gender Parity Council transition document was written for the new Governor and included in the transition packet developed by the SETC. All reports from Governor Christie's transition teams are posted online for review.

2010 Census

Leonard Preston from the New Jersey State Data Center of the New Jersey Department of Labor and Workforce Development spoke to the Council about the upcoming Census data collection efforts. The majority of the population will receive written questionnaires in March of 2010, with non-respondents interviewed in person in April/May. Mr. Preston emphasized the importance of the data collection effort, with a variety of federal funding source amounts determined all or in part on census counts. Census data also determine the number of representatives each state can send to Congress, and New Jersey is one of the states that is “on the bubble” in terms of representation.

Mr. Preston noted that efforts to spread awareness of the 2010 Census are moving along three tracks: media outreach, Census in the Schools program, and local partnerships. The form adopted this year is brief: “10 questions in 10 minutes.” In-depth data collection will continue to be done with a nationally representative sample of households using the American Communities Survey.

Mr. Preston oriented the Council to the Census Bureau website (census.gov), as well as to the site for the New Jersey State Data Center. The site, www.nj.gov/2010census contains pertinent information including maps of hard-to-count areas (i.e., those with low response rates in the 2000 data collection effort).

In response to questions from Council members, Mr. Preston noted that the Census Bureau is working both alone and with One-Stop Career Centers to hire individuals qualified to collect Census data (www.2010censusjobs.gov). Those who may be interested in supporting Census data collection efforts, including faith-based organizations and local Chambers of Commerce, should contact their local census offices in either New York (for areas north of Mercer/Monmouth counties) or Philadelphia (for areas south of Mercer and Monmouth counties). Contact information is available at www.nj.gov/2010census.

New Jersey PLACE

Professor Sue Schurman and Jeanine Nagrod introduced the Council to New Jersey PLACE (Pathways Leading Apprentices to a College Education), which is sponsored by the SETC. Dr. Schurman noted that the immediate and long-run returns from a college education continue to be high, but particularly so for jobs that are already high-return, including health care, engineering, and computer science. While the United States has a large system of post-secondary education, it is also a disconnected one. Adults cannot move easily from a technical certificate to a higher education degree.

NJ PLACE currently works primarily with unions in the building trades. Individuals work as paid apprentices and simultaneously earn college credits toward an Associate Degree in Applied Science (AAS). Thus far, the apprenticeship model has been confined largely to use in male-dominated occupations, but could readily be extended to other

fields including child care, culinary, health care, and mental health. Professor Schurman described the two-year Community College of the Air Force as a model for successful retention and graduation. It has the highest associate-level graduation rate of U.S. community colleges, both as a proportion of all graduates and as an absolute number. However, even the Community College of the Air Force faces challenges related to the transfer of credits earned into four-year college and university credit.

The NJ PLACE apprenticeship model faces two primary challenges. The first is that employers must be committed to participation: to providing pay and supervision to apprentices while they simultaneously earn college credit for their work. The second is that curricula, including that used by vocational schools and programs, must be delivered at college level.

Update on the Nontraditional Career Resource Center and *Legal Talent at the Crossroads*

Dr. Terri Boyer, Glenda Gracia-Rivera, and Suzanne Eng from the Center for Women and Work updated the Council on recent activities of the Nontraditional Career Resource Center (NCRC). The NCRC held its first 2010 Academy of Leadership and Equity (TALE) weekend program on January 29th – 30th in New Brunswick. The Academy provides early exposure to nontraditional careers for seventh and eighth grade students, and offers students a direct pathway into the popular summer NCRC Career Summer Institute high school program. Upcoming dates include February 19-20 (Camden), and March 26-27 (Newark). Ms. Gracia-Rivera noted that, while the program struggled for full enrollment when it began last year, it had so many applicants this year that some had to be turned away.

The *Legal Talent at the Crossroads* report regarding women in the profession of law continues to receive local, state, and national attention. Dr. Boyer announced that the Center for Women and Work will be hosting a cocktail evening with the New Jersey Women Lawyers Association on April 21st from 5:30 to 7:30 p.m. at Rutgers School of Law.

Other Announcements and Updates

Laurel Brennan distributed information on the 7th Annual Women in Leadership Development (WILD) conference, sponsored by the AFL-CIO, on March 19th – 20th, 2010. This exciting event will include a presentation by National AFL-CIO Secretary-Treasurer Elizabeth Shuler.

Janice Kovach announced that registration is now open for the 2010 Governor's Conference for Women on May 4th, 2010, at the Atlantic City Convention Center.

Linda Houser noted that she and Judith Formalarie have been working on the planning committee for the One Step Beyond Conference, sponsored by the New Jersey Department of Education. Glenda Gracia-Rivera will represent NCRC at this event. Council members should contact Linda Houser if they would like to have a spot reserved for attendance.

Dianne Mills McKay reminded the Council that the fourth annual Science and Technology Summit will be held on May 21st, 2010, at the Conference Center at Mercer in West Windsor. The subcommittee has met twice, and summit planning is continuing through LinkedIn.

Next Meeting

The next meeting of the Council is scheduled for Thursday, April 8th, from 10:30 to 12:00 at the Labor Education Center, Room 115.