

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

**Meeting Minutes**

**June 24, 2010**

Labor Education Center, Rutgers University

New Brunswick, New Jersey

10:30-12:00

**Attendees**

Judith Formalarie, Kyrie Graziosi, Grace Hamilton, Dianne Hartshorn, Linda Houser, Janice Kovach, Dianne Mills McKay, Sondra Sen, Virginia Treacy, and Anna Zailik

**Welcome and Introductions**

Chair Dianne Mills McKay opened the meeting with a welcome to all, and an introduction of the purpose of this special meeting of the Gender Parity Council: namely, to discuss potential areas of focus for the summer retreat and the coming year. She introduced two guests to the meeting, both Douglass College students interning at state agencies: Anna Zailik and Kyrie Graziosi.

The Council was asked to review the draft minutes from the May 6<sup>th</sup> meeting. The May minutes were approved and will be posted online at [www.njsetc.net](http://www.njsetc.net).

**Focusing a Gender Lens on New Jersey Employment: Update and Slides**

Linda Houser updated the Council on recent findings from her research documenting the role of gender in national and New Jersey state employment trends. She distributed handouts of a PowerPoint presentation delivered earlier in June to the WIB Directors and One-Stop Operators. The presentation included both information presented to the Council at its May meeting, as well as new findings from the New Jersey Performs database which tracks WIA service outcomes by workforce region.

Dr. Houser reported that exited women have higher job placement rates and rates of job retention than exited men in every service category (staff-assisted, core, intensive, and training). Placement rates for those who received training are 59.5 percent for women and 57.2 percent for men. However, average Adult and Dislocated Worker (DW) 6-month earnings are substantially higher for men than for women.

There is some evidence as well that lower earnings levels for women are related to their job placements, with women tending to be placed in healthcare support, office/administrative support, and healthcare practitioner/technical; and men tending to be placed in transportation and material moving and computer/mathematical science.

## **Health Care and the Nurses' Shortage**

Anna Zailik and Linda Houser distributed a fact sheet on the nursing shortage both nationally and in New Jersey. Council member Virginia Treacy, Executive Director of JNESO, a professional health care union, provided the Council with a detailed view "from the field." She confirmed details of the fact sheet, including the existence of a Registered Nurse shortage both nationally and in New Jersey, and a shortage of qualified nurse faculty serious enough to lead to rejections of qualified applicants to schools of nursing.

At the same time, however, she shared that New Jersey nurses are struggling to find jobs. Hospitals are closing and laying off staff, and concerns about quality of care and strain related to crowding and staff shortages are high. After some discussion, Council members agreed that the nurse faculty shortage and the need for examining and establishing career ladders for home health aides and nursing assistants are important areas of focus moving forward. Judy Formalarie announced that the SETC is applying for a federal grant to fund a year of planning for strategic examination and implementation of health care careers.

Council members agreed to engage in a full discussion of these issues at the summer retreat session.

## **Women in the Pharmaceutical Industry**

Last spring, the Council discussed the possibility of examining gender issues in the pharmaceutical industry, using a similar approach to that used in conducting the *Legal Talent at the Crossroads* study. Council members agreed to move forward with this idea in the coming year. Council Chair Dianne Mills McKay indicated that, as a next step, she and the SETC would seek meetings with individuals representing New Jersey pharmaceutical companies to gauge their interest in partnering in such an endeavor.

## **Retreat Planning**

The next meeting of the Council will be its extended summer retreat on Wednesday, August 18<sup>th</sup>, from 10 a.m. to 2 p.m.