

**Council on Gender Parity in Labor and Education**  
**Meeting Minutes**  
**October 14, 2010**

Labor Education Center, Rutgers University  
New Brunswick, New Jersey  
10:30-12:00

**Attendees:**

Christine Amalfe	Dianne Mills McKay
Marie Barry	Henry Plotkin
Dianne Ciesla	Patricia Roos
David Finegold	Virginia Treacy
Judy Formalarie	Carole Vasile
Glenda Gracia-Rivera	Robin Widing
Hetfield, Lisa	
Sheryl Hutchison	
Andrea Karsian	

Chair Dianne Mills McKay opened the meeting at 10:40 with a welcome to all and introductions of those in attendance.

Minutes from August reviewed and approved.

Mary Gatta and a representative of the AAUW were not able to attend today, so their report will be at our next meeting.

**SETC Updates- Robin Widing**

SETC has been awarded a \$150,000 federal health care planning grant. Bob Wise, a member of this committee, has agreed to Chair the Health Care Workforce Council (HCWC). Their first meeting will be in December. For the grant, a strategic plan will be written by September 20, 2011.

Ms. Widing reported that she got a call from the Governor's Office requesting the SETC to form a taskforce on physician retention. They are concerned that so many physicians are leaving the state. Ms. Widing assured them that we will connect with them. Also, Ms. Widing is working with the Governor's Office regarding computerizing medical records to create electronic medical records. The office inquired about available workforce training for that occupation. The Governor's Office is looking at all workforce issues, which is a new role for them. A discussion was held on the standards regarding electronic records. While there appear to be no national standards, there are best practice standards and certifications. The SETC has contacted NJIT as they got a grant for this training. Everyone believed that it is important to have qualified vendors provide the training.

The SETC will also examine the disconnect of Health Care training and career ladders.

### **TANF Update- Judy Formalarie**

Judy Formalarie presented a report on the background of welfare and its reform from Aid for Families with Dependent Children (AFDC) to Temporary Assistance for Needy Families (TANF). There are current discussions in Washington on the issues relating to TANF regulations and its policy of “work first.” While there was testimony given at the Senate Finance Committee in September, it is believed that no changes will be made until January, 2011.

As this mainly affects women since 90% of the cases are mothers and their children, this Council should be informed and understand the issues. One of the greatest issues was the change from allowing substantial higher education (community college or four year degrees) to count as an allowable activity. The amount of women who were enrolled in higher education went from 649,000 in 1995 to less than 35,000 in 2010.

After a discussion, the Council agreed that it should be influential on this topic. Henry Plotkin suggested we form a subcommittee to address this to make our voice heard and possible policy suggestions. Dr. Plotkin will lead the taskforce. Dianne Mills McKay and Ana Montero, volunteered to work with him. They will reach out to Doris Sims for her to be involved, as she represents the Department of Human Services. Dr. Plotkin will work with Ms. Formalarie to set up meeting dates.

### **Center for Women and Work- Heather McKay**

Rutgers University’s Center for Women and Work was awarded a four year Lumina Foundation for Education grant for \$800,000 to help women get their remaining 3-12 college credits to finish their degree. Two other states, MS and PA, will be involved. She is looking for state partners. USDOL may also add funding. CWW will work with the Heldrich Center to get data. Each State is working on its own needs.

Henry suggested using Tuition Waiver and possibly fund other costs that are needed (such as books and fees). However, Ms. McKay explained that Lumina, in encouraging this program to be sustainable, is not giving funds for training but rather seeks a state match for those costs. The Council will investigate the amount of Tuition Waivers currently used. David Finegold thinks there will be push back from colleges as they are under-funded and at full capacity. Also, some have abused the Tuition Waiver program, which caused them to not look for a job so they can remain eligible.

Some other States have articulation agreement problems. Ms. Widing said she would like to pursue this discussion with Ms. McKay. She will be pursuing talks with USDOL and LWD regarding training funds. This program could also work in coordination with NJPLACE.

## **Robert Wood Johnson Report- Virginia Treacy**

A new report was just released on October 5, 2010 from Robert Wood Johnson. In partnering with The Institute for Medicine, they conducted a two year study. Ms. Treacy stated that the report seemed to validate the issues that this Council had discussed at its summer retreat.

In the US, there are 3 million nurses. In NJ, there are 130,000 nurses with less than 20% in unions. There are “associations” also with more nurses who belong to those groups. This report showed that associations are used for best practices and policies.

In New Jersey, the average age of a nurse is 51 and our state will need 14,000 more nurses in the next few years. However, there is a big need now but hospitals are not hiring. As only 15% of nurses have pensions, many nurses may work longer.

Other key issues include the:

- Need for more nursing faculty
- Need for more diversity
- Need for standards for State certifications
- Clash between nurses and doctors

The SETC will address some of these issues through their newly created Health Care Workforce Council.

Ms. Treacy noted that the report stated that there is also a need for clinical practice especially for those students who only have academic programs. She stated she sees too many new nurses who drop out of the profession because they don't know how to do the clinical work and those that are there are too busy to show them. The costs to orient a new nurse totals \$40,000, which is quite substantial.

Ms. Treacy said her union might prepare a response. On November 30<sup>th</sup> and December 1<sup>st</sup>, they will have a conference to begin the dialog on putting things into practice.

Ms. Widing discussed ways the GPC would be addressing those issues. Dr. Finegold offered an introduction to Bill Halzmer, the Dean of Rutgers University School of Nursing.

## **Non-traditional Career Resource Center- Glenda Gracia-Rivera**

On November 10<sup>th</sup> the NCRC Advisory Committee will be meeting at 1:30 at the Labor Education Center of Rutgers University. Student programs will be starting on February 11 and 12, 2011. TALE programs will start in March for New Brunswick, Camden and Newark. The residential high school program will be held from July 10<sup>th</sup> to the 15<sup>th</sup>. All NCRC programs are free of charge.

A new NCRC brochure was distributed. The Council was advised to go to their website for more information.

Ms. Gracia-Rivera stated that there is still a recruitment issue. The Council suggested that she contact schools' "teacher of the year", Junior Achievement, and local Boys and Girls Clubs for referrals.

### **Updates**

The Science and Technology Summit committee will be convening this afternoon for their first meeting for the 2011 summit. Ms. Mills McKay invited everyone to attend.

Ana Montero reported that after one year of planning, the Department of Labor and Workforce Development (LWD) is awarding two grants for women re-entering the workforce from prison (in Essex and Camden counties). Also, she announced that LWD will award eight grants for implementation of the Youth Transition to Work (YTTW) Program. The grantees will conduct outreach and training to prepare high school juniors and seniors to enter apprenticeship programs in following occupations: CNA, LPN, Pharmacy Tech, Construction Trades, Auto Tech, Food Service, Health Care, and Diesel Mechanic.

The next meeting of the Council will be held on December 2, 2010 at 10:30 at the Labor Education Center of Rutgers University.