

# **New Jersey State Employment and Training Commission**

Meeting - January 21, 2010  
Janice Levin Building, Room 102  
Rutgers University Campus  
Piscataway, New Jersey

## **Minutes**

### **Welcome and Introduction**

Chairman Dennis Bone called the meeting to order at 10:10 AM and read the Open Public Meetings Act Statement. The meeting was advertised in the *Trenton Times* and the *Star Ledger* newspapers. A motion to accept the minutes from the November 17, 2009, meeting was approved. He informed the Members that this meeting contained some requested follow-up to the November meeting, regarding the dashboard and metrics presentation by Ken Ryan.

### **Chairman's Report**

Chairman Bone stated that on January 19, 2010 a new Governor was sworn in; however a Commissioner of Labor and Workforce Development has not yet been named. He advised Members that he had served as the Co-Chair of the Governor's Economic Growth Transition Team. The Team prepared a comprehensive Transition Report that focused on the Governor's goals for New Jersey to become a "pro-growth" state. The Report highlighted critical issues impeding growth, including regulatory and taxation and provided a series of recommendations to consolidate a number of economic development functions as well as develop and strengthen incentive programs. Mr. Bone indicated that the recommended changes could help New Jersey turn the corner; however, the tax burden will not change overnight.

Mr. Bone reported that this month's unemployment rate is 10.1% in New Jersey, which is greater than the national unemployment rate, for the first time. He indicated significant concern that the State's resources are scarce and, at the same time, with high unemployment, our workforce system is under considerable stress. This requires our One-Stop Centers do carry out their mission the best the can under these circumstances.

Chairman Bone announced that the United States Department of Labor, Employment and Training Administration (DOLETA), through a competitive process, awarded New Jersey a \$6 million dollar grant to support the emerging energy sector. He thanked the State Energy Sector Partnership Council (SESP), James H. Moore, Jr., Deputy Commissioner of the Department of Labor and Workforce Development and Robin Widing, Acting

Executive Director of the State Employment and Training Commission for their work involved in this grant.

Ms. Widing then provided a brief overview of the grant. The project will focus on energy efficiency and renewable energy industries, and will provide training and job placement assistance in these areas. Ms. Widing indicated the SESP Grant leveraged \$9.3 million dollars; anticipates training between 3000 and 3500 individuals. She referred the Commission members to the training project overview in their packets.

Mr. Bone then discussed the DOLETA recent compliance review of the NJ Department of Labor and Workforce Development and the State Employment and Training Commission. There were 31 citations regarding the effectiveness of the workforce system, four (4) were relevant to the SETC. Prior to the discussion of the Citations, Mr. Bone restated his concern and the need to increase the accountability of the workforce system. The SETC has formed a Governance Committee which will work to improve these areas. The SETC citations follow:

- Citation #7 Finding: Lack of a sanction policy for local areas that fail to meet agreed upon performance levels. Ms. Widing stated that the SETC approved a sanction policy in May 2009, but procedures on implementing the policy still needed to be prepared.
- Citation #17 Finding: Local Workforce Investment Board (WIB) Certification. Local WIBs should be certified every two years on the basis of consistency with statutory membership and performance measures. Mr. Bone indicated local WIBs strengths and weaknesses vary across the State. Jody Levinson, Chair of the newly formed Governance Committee, said it was important to get a clear picture of what knowledge the WIBs have and how information is being communicated regarding WIB certifications. She feels this would be a good opportunity to provide education and learning as part of the process, which can be accomplished through the use of the dashboards created by Ken Ryan. Mr. Bone agreed with Ms. Levinson and further indicated the need to train and educate the Freeholders on WIB Certification. Celeste Carpiano, Executive Director of the New Jersey Association of Counties offered to schedule a workshop at their annual convention to educate the Freeholders on the process.
- Citation # 18 Finding: Mandatory 15% Fund Use for Evaluations. Under the Workforce Investment Act, states must conduct evaluations of the state and local workforce system. Ms. Widing indicated the need for funding to conduct the evaluation.
- Citation # 19 Finding: Eligible Training Provider List (ETPL). Regulations have not been promulgated. Ms. Widing indicated that the SETC has been involved in ongoing meetings with LWD to develop rules and regulations governing performance and accountability for the ETPL. The role of the SETC will be to

establish standards for performance and implementation of the rules and regulations.

### **Discussion on Dashboard– Performance Outcomes**

Ken Ryan, Partner, FutureWork Systems had presented information at the November 17, 2009 Commission meeting on performance outcomes and the state’s performance management system that utilizes the Performance Matters Plus application. As a result of the recommendations made by Commission members in the November meeting, Mr. Ryan presented a series of Dashboards that were designed for the SETC and are presently in draft form. Mr. Ryan described the functionality of each of the five (5) dashboards: Workforce Performance; Workforce Benchmarking; Wagner Peysner Performance; WIA Performance; and, WIA Flow. He also discussed how these dashboards could be used by Commission members in reviewing and analyzing both State and local WIB performance. Passwords will be made available to all SETC members through LWD, and members will be notified monthly when the dashboards are updated.

He noted that the workforce performance results shown were “not good,” but that it was due in large part to the economy. Mr. Bone indicated the dashboards contained a “waterfall of data” that would greatly assist the Commission in its obligation to oversee the workforce system.

A request was made to add descriptions of the various populations identified to the Workforce Performance Dashboard. Concerns were also raised as to how SETC can use this tool to help local WIBs improve, rather than just lead to use of the sanction policy. Chairman Bone clearly indicated the role of the SETC is to support and help WIB areas, not to decertify, and that by monitoring these reports, areas needing help could be readily identified. Commission members commented that they would like to see more information added on sectors.

Chairman Bone called for a motion to approve the dashboards as presented, taking into account additional recommendations made by Commission members. Mr. Bone also indicated that all SETC members will have access to this data going forward, and that the agenda for future meetings will include a discussion on the dashboards, highlighting program areas and WIB areas needing improvement. Motion was made, seconded and approved.

Ms. Widing asked the SETC Members what additional information they may need to help understand and clarify the implications behind some of the data. Deputy Commissioner James Moore responded by offering to have LWD provide additional data to support the dashboards or provide detail to dashboards, which will include the following by WIB area - initial UI claims, continued UI claims, UI demographics, and “Location Distressed,” i.e., job openings data compared to individual training account awards.

Mr. Bone and the Members were in agreement that this information will be helpful and reemphasized that this will be a standing agenda item for all future SETC meetings, in an effort to help assess the workforce system.

## **Legislative Update**

Greg Williams, Senior Research Associate, New Jersey Office of Legislative Services, provided an update on recent legislative actions that relate to the work of the SETC. He indicated that 150 new laws had been passed in recent months including 14 specifically related to the NJ Department of Labor. More specifically he highlighted three bills of direct interest to Commission members:

- S-3093/A-4327 created the NJPLACE program through statute within the SETC in recognition that it is essential to facilitate cooperation among a variety of state agencies, employers, labor organizations and education. It also requires that Associates in Applied Science degrees transfer to four-year higher education institutions by the year 2011. The bill was unanimously passed. More detailed information was in the SETC packet.
- S2730/A4082 requires that ½ of 1% of construction projects are dedicated to training women and minorities in professional occupations as well as occupations within the building and construction trades. The program is entitled NJBuild. More detailed information was in the SETC packet.
- S3113/A432S requires that thirteen (13%) percent of basic skills training dollars must go to the NJ County College Consortium. The County Colleges are already providing this training at this level. The Bill now sets this forth as a requirement.

Chairman Bone asked for future reports on how NJPLACE will expand registered apprenticeship programs into other occupational areas.

## **SETC Update**

Ms. Widing provided a quick overview of the SETC's Councils and Committees. They are the State Council for Adult Literacy Education Services (SCALES), Apprenticeship Pathways Committee, Disabilities Issues Committee, State Energy Sector Partnership Council (SESP), Council on Gender Parity in Labor and Education, Governance Committee, Planning Committee, and the Public Sector Committee. She noted that in the Commission packet is a document that was provided to the Governor's Transition Team profiling each of the Committees including their mission, key action items and membership.

In addition, Ms. Widing noted that a \$48.3 billion "Jobs for Main Street" Bill passed the House of Representatives that redirects TARP (Troubled Asset Relief Program) funding

to support job stimulation, infrastructure improvements, public service jobs in education and law enforcement, and workforce programs for summer youth, job training for high growth fields, AmeriCorps and Park and Forestry Workers. The Senate expects to pass this Bill as well unless it is delayed because of Health Care legislation.

Mr. Bone adjourned the meeting at 12:00 Noon.

The next meeting of the Commission will be Thursday, March 4, 2010.

STATE EMPLOYMENT & TRAINING COMMISSION MEETING

JANUARY 21, 2010

**MEMBERS or ALTERNATES**

|                             |                            |                        |
|-----------------------------|----------------------------|------------------------|
| Marie Barry (for Schundler) | Andrea Karsian             | Clifford Reisser       |
| Dana Berry                  | Jody Levinson              | Julio Sabater          |
| Dennis Bone                 | Rev. Msgr. Bill Linder     | Tapas Sen              |
| Celeste Carpiano            | Brian McAndrew             | Doris Sims (for Velez) |
| Gail Davis                  | Matthew McDermott          | JoAnn Trezza           |
| Nicky Gacos                 | Felix Mickens (for Lawson) | Greg Williams          |
| Robert Gamgort              | James Moore (for Krause)   | Charles Wowkanech      |

**ABSENT MEMBERS**

|                   |                 |                          |
|-------------------|-----------------|--------------------------|
| Harold Burlingame | Stephen Hornik  | Jerry Ryan (for Contini) |
| Michael Cantwell  | Joe McNamara    | Robert Santare           |
| Caren Franzini    | Robert Munyan   | Bruce Stout              |
| Henry Henderson   | Harvey Nutter   | Carolyn Wade             |
| Higher Education  | Charles Richman |                          |

**OTHER ATTENDEES**

|                 |                 |          |
|-----------------|-----------------|----------|
| Edward Correa   | Joseph Jennings | Ken Ryan |
| Robin Ford      | Rob Melcher     |          |
| Jane Guillard   | Nils Richardson |          |
| Alice Hunnicutt | Justin Ryan     |          |

**SETC STAFF**

Lansing Davis  
Linda Houser  
Judy Formalarie  
Maureen O'Brien-Murphy  
Deborah O'Kane  
Robin Widing

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