

New Jersey State Employment and Training Commission

Meeting – March 4, 2010
Janice Levin Building, Room 102
Rutgers University
Piscataway, New Jersey

Minutes

Welcome and Introduction

Chairman Dennis Bone called the meeting to order at 10:05 and read the Open Public Meetings Act statement. This meeting was advertised in the *Trenton Times* and the *Star Ledger* newspapers. Chairman Bone introduced three local Workforce Investment Board (WIB) Chairs who were in attendance today following their 8:00 AM SETC Governance Committee meeting. The new Deputy Commission of Labor and Workforce Development, Richard Constable, was also introduced. A motion was made and seconded to accept the minutes from the January 21st meeting and they were approved unanimously.

SETC Update

Robin Widing, Acting Executive Director of the SETC, provided an update on the US DOL Citations. A document was given to all Board Members regarding the proposed solutions to the citations, but noted that the Governance Committee will be working on these. Ms. Widing gave a brief update on each of the citations:

1) Sanction Policy- While the SETC does have a sanction policy, it needs procedures that align with other state issues and common measures and outline the roles and responsibilities. The dashboards, created with the help of the Commission Members, will help with this citation. Governance Committee Members, including the WIB Chairs, noted that they are very helpful and they are pleased with what has been done to date. Ms. Widing stated that the Sanction Policy will go into effect based on data starting July 1, 2010. However, she noted that prior to that time, local WIBs need to exit people as there are over 1,000 customers who are 2 years old and over. The SETC would like an amnesty period to accomplish this. Accurate numbers are important as they relate to negotiated performance measures. An amnesty period would allow local areas to start over with a clean slate. This has been requested to the US DOL, but as of yet, there has been no response. To ensure that numbers are as accurate as possible, LWD provides on-site monitoring and data testing and validation. A motion was made and seconded to approve the start date for data collection on July 1, 2010 pending approval from the USDOL and everyone agreed.

2) LWIB Certification- This certification is related to local WIB boards becoming fully compliant with membership as well as meeting all performance standards. Ms. Widing explained the steps needed for this task and will complete an analysis of other states in relation to New Jersey. This data collection would also begin July 1, 2010.

3) Mandatory 15% Fund Use for Evaluations - Ideas and recommendations for evaluations will be brought back to the Commission Members for their input. The SETC has not done evaluations in several years; however, the law is unclear as to the mandatory nature and frequency of evaluations. The SETC will work with LWD Labor Planning and Analysis for evaluation topic suggestions. Ms. Widing did meet with the US Office of Inspector General on this topic and that helped move the project forward by outlining the details they want to examine and stressing the need for publication of the results. They also stated that they want Federal funds used for these evaluations.

James Moore, Assistant Commission of LWD, provided a presentation to address LWIB evaluations. He noted that LWD can use UI WAGE data, AOSOS, and LMI records to capture the data. He will examine four elements:

- An understanding of the people who come to the One Stop Career Center (OSCC)
- The relationship between OSCC staff and local employers
- The human element of OSCC staff (is there a need for staff training)
- The opportunity indicators within the WIB area for trained individuals

While all his data will have a phased roll out, he hopes to have preliminary results for the next SETC meeting. He indicated that he will have LWIBs involved in the creation of models so that it is useful to them. Chairman Bone reiterated that this data should help give the best chance to customers of the OSCC.

Ms. Widing led a short discussion on the SETC Dashboards by noting that all Commission Members were sent a unique User ID and Password to enable them to use the dashboards. A sample of what the different dashboards look like was reviewed with the members. Ms. Widing and Chairman Bone asked that the members use the information judiciously as it is very complex and could be misleading.

Open Discussion on Local Workforce Investment Boards

Based on the results of a survey sent to every Local Workforce Investment Board (LWIB), Ms. Widing presented a PowerPoint that showed a current profile. She began by showing the federal regulations of a Workforce Investment Area and how New Jersey relates to that model. She explained how LWIBs should be established and flow as written in New Jersey's WIB Handbook, but noted that the model is not followed in the state, even though mandated by law. Each member got a copy of the survey questions and Ms. Widing discussed seven areas:

- Staffing levels of WIBs
- WIB role in developing the LWIB budget
- Fiscal Agent role in developing the LWIB budget
- LWIB role in developing the overall Workforce System budget
- Fiscal Agent role in developing the overall Workforce System budget
- One Stop Operator structure
- Compliance/Performance

Chairman Bone noted that the SETC has a mandate to monitor the Workforce Investment Act (WIA) and the LWIBs. He asked the Members for suggestions of action. Comments that followed include:

- Have Local Elected Official (LEO), WIB Chair, WIB Director, One Stop Operator trained on the rules and responsibilities
- Have someone strong at the top (the Governor) convene a meeting
- SETC should set standards
- The Governor and general public is tired of noncompliance
- There is a need to correct where the money goes and what influence it has (it can become a structural impediment)
- A light needs to be shined on accountability and more forward responsibly with transparency
- Need to influence the local Freeholders possibly by the use of a Memorandum of Understanding with the local Fiscal Agent with statements regarding the roles and responsibilities of the WIB Chairs and Boards
- The SETC should create state mandates for standards that have the support of the Governor
- Patronage needs to be eliminated
- The power is in the funding and how LWD gives out the funds should be reviewed as to who receives it and who signs off for it

WIB Chairs were asked for their input. Jim Black, Chair of Bergen County WIB, stated that he likes the recent direction taken by the SETC, especially the regional chair meetings. He believes the WIBs need direction and support. Hosea Johnson, Chair of Gloucester County WIB, stated that it is important to give WIB Boards power. He likes that WIB Boards need to have a 51% business membership, but it is difficult to keep businesses on the board if they do not have any power or authority.

There was a motion and second to direct the SETC staff to work with the WIB Chairs, Directors, Commission Members and Governance Committee to set standards on the role of managing the WIB and Workforce System budget, revising fiscal and accountability issues, and the correcting the roles of the WIB Director, Board, and Chair. The motion was approved by all.

DiscoverAbility Grant 2010

Bill Ditto of the Department of Human Services gave a presentation on New Jersey's Medicaid Infrastructure Grant (MIG) called DiscoverAbility. He explained that the state Medicaid agency was the only agency that could apply for the grant, as the goal is to help people with disabilities find employment. The SETC Disability Issues Committee acts as the DiscoverAbility leadership council. Mr. Ditto explained the history of the grant as well as current projects. For 2010, New Jersey was awarded \$1.75 million for grant activities.

Dana Egreczky, of the New Jersey State Chamber of Commerce, is being funded by DiscoverAbility in several areas:

- Creating a certification for Disability Owned businesses to use with companies that are seeking to diversify their supplier chain
- Focusing on employers who do good things for people with disabilities such as hiring, mentorships, or financial support of programs
- Creating an Internet radio show on Voice America which will air every Wednesday at noon for a year
- Continue to educate schools, providers, and employers on the realities of the world of work and the need for skills

Chairman Bone adjourned the meeting at 12:04 PM.

The next schedule SETC Commission Meeting is Tuesday, May 11th, 2010.

STATE EMPLOYMENT & TRAINING COMMISSION MEETING

MARCH 4, 2010

MEMBERS or ALTERNATES

Marie Barry (for Schundler)	Maxine Gilchrist (for Grifa)	Felix Mickens (for Lawson)
Richard Constable (for Wirth)	Alice Hunnicutt	Robert Munyan
Dana Berry	Andrea Karsian	Harvey Nutter
Dennis Bone	Jody Levinson	Clifford Reisser
Gail Davis	Rev. Msgr. Bill Linder	Jerry Ryan (for Contini)
Kim Ehrlich (for Franzini)	Joe McNamara	Robert Santare
Nicky Gacos	Matthew McDermott	Tapas Sen
		JoAnn Trezza

ABSENT MEMBERS

Harold Burlingame	Stephen Hornik	Carolyn Wade
Michael Cantwell	Brian McAndrew	Greg Williams
Celeste Carpiano	Julio Sabater	Charles Wowkanech
Robert Gamgort	Bruce Stout	
Henry Henderson	Jennifer Velez	

OTHER ATTENDEES

Gary Altman	Joe Gazzara	Lynda Smith
Savannah Barnett	Joseph Jennings	Donna Scalia
Jim Black	Hosea Johnson	
William Ditto	Alice Hunnicutt	
Dana Egreczky	James Moore	
Daniel Frankel	Barry Semple	

SETC STAFF

Lansing Davis	Deborah O'Kane
Judy Formalarie	Robin Widing
Linda Houser	

