

New Jersey State Employment and Training Commission Meeting

November 17, 2009
Janice H. Levin Building- Room 102
Rutgers University Campus
Piscataway, New Jersey

Welcome and Introduction

Chairman Bone called the meeting to order at about 10:15 am and welcomed everyone. Mr. Bone asked for a motion to approve the minutes from the September 17, 2009 meeting. A motion was made and approved. He read the Open Public Meeting Act Statement, noting that the meeting was advertised in the Star Ledger and Trenton Times newspapers.

Chairman Report

The United States Department of Labor (USDOL) has approved, with no significant changes, New Jersey's Strategic Unified State Plan Modification PY 2009, which primarily included policies, priorities and operational plans for the implementation of the American Recovery and Reinvestment Act (ARRA). The Plan covers July 1, 2009 – June 30, 2010 and was submitted to USDOL on June 30, 2009. The plan is available on the State Employment and Training Commission's (SETC) website at www.njsetc.net.

USDOL conducted a comprehensive 3-year compliance review of NJ Department of Labor and Workforce Development and the SETC. In addition to the State-level review, two local areas were also reviewed. The State anticipates a report from USDOL in the next several weeks that outlines their findings and recommendations.

The Governance Committee will convene its first meeting on December 15, 2009 in Jody Levinson's office at Johnson & Johnson. The Committee, which is chaired by Ms. Levinson, is comprised of seven (7) SETC members and three (3) Workforce Investment Board (WIB) Chairs as indicated below:

1. Jody Levinson, Johnson & Johnson
2. JoAnn Trezza, Arrow Industries
3. Sharon Taylor, Prudential, Inc.
4. Gail A. Davis, PSE&G
5. Celeste Carpiano, New Jersey Association of Counties
6. Michael Cantwell, UA Plumber/Pipefitters
7. Stephen Hornik, Monmouth-Ocean AFL-CIO
8. Hosea Johnson, Gloucester County WIB

9. Dan Frankel, Middlesex County WIB
10. James Black, Bergen County WIB

WIB chair quarterly meetings are being held this month. The central meeting was held on November 12, 2009 and the southern on November 13, 2009. The northern meeting will be held on November, 19, 2009. A key area of discussion in these first two meetings was the need to more actively engage business in Workforce Investment Boards. The following are several key action items that resulted from these first two meetings:

- Prepare and submit Op Ed pieces to business publications that focus on the importance of having a business-driven workforce investment system and why business needs to be involved.
- Conduct a webinar for all WIB members and Freeholders (similar to the webinar conducted last January) that will profile WIB Best Practices, particularly around working with business and economic development, and introduce the new Administration's priorities for workforce development. Anticipate conducting the webinar in February, 2010.
- Review and recommend strategies for documenting work readiness of youth who participate in summer employment programs and identify structured approaches to transition youth into permanent employment, education and/or training after summer employment.

The SETC held the second meeting of the State Energy Sector Partnership Council to get additional input on the State Energy Sector Partnership and Training grant. On October 20, 2009, the SETC submitted the grant application to USDOL. The State proposes to leverage these grant funds with other public and private funding to train approximately 3500 individuals for *green jobs* in the energy efficiency and renewable energy sectors.

Unfortunately, the economy is still shedding jobs and the New Jersey pharmaceutical industry is one of the latest to initiate reductions in its workforce. Johnson & Johnson (J&J) and Pfizer-Wyeth have announced layoffs, which will include some of their New Jersey workforce. Additionally, the Sunoco and Valero refineries and the US Postal Distribution Center have also announced layoffs in the State.

The SETC and the New Jersey Department of Labor and Workforce Development (LWD) met with J&J to discuss how the State can work with them to assist workers who will be laid-off. Three action items resulted from the meeting:

1. LWD will conduct informational session on programs and coursework for higher-level professionals. LWD will provide information on their services, and will include presentations by the county and 4-year colleges.

2. The Bio-1 WIRED website is being continually updated to provide J&J and other pharmaceutical workers with current information relevant to their job search.
3. LWD will coordinate with the placement/outplacement firm that J&J has hired to ensure the firm is familiar with federal tax reimbursement/State services.
4. The State, in concert with Bio-1 is considering applying for a National Emergency Grant specific to the Pharmaceutical Industry.

Mr. Bone acknowledged and thanked David Socolow, Commissioner of Labor and Workforce Development for his continual support of the SETC over the past years and asked if he had comments, given there will be a transition to a new Governor and Administration in January 2010. The Commissioner indicated that he appreciated the opportunity to work with the SETC members and that he would work closely with the new Administration's staff to ensure a smooth transition. He indicated that the Department of Labor now has improved tools and information systems and that it is important to understand that the system is working. The Commissioner pointed to the hard work of LWD staff, SETC staff and State and local One-Stop staff in the Career Centers. The Commissioner is looking forward to working with the workforce system in some capacity in the future.

Discussion on Dashboard – Performance Outcomes

At the September 17, 2009 SETC meeting, Stephen Reenstra, Assistant Director of One-Stop Coordination and Support, LWD, provided a brief overview of the performance measure data. There are three key measures for performance: entered employment, retention, and wages.

As a follow up to that presentation, today Mr. Reenstra introduced Ken Ryan, Partner, FutureWork Systems, whose performance management software tool is used by LWD to analyze data and monitor outcomes. Mr. Ryan showed samples of some of the of the data dashboards that are available for both State-level and local analysis. The data is also used for federal reporting.

A highly interactive discussion evolved from this presentation. Key points stressed by Mr. Ryan included:

- This data can be used to determine policies that can track the type of service people receive such as counseling and training.
- The data can be used to benchmark performance.
- Data can be displayed by WIB area, county and even zip code.
- Dashboards can help areas identify Best Practices, provide a quick reference to show the number of people served overall or by a specific program or service in an area or areas.

- The data can also be used to drive program improvement.

Commission members agreed with Chairman Bone that this type of performance data would be a useful tool to them as they deliberate on workforce policy and evaluate the State and local workforce investment system. However, members asked that SETC staff, in collaboration with LWD, propose specific dashboards that may provide the most useful data. Members would like data available on a monthly or quarterly basis.

WIB staff have access to this data, however, whether they all share it with their Board Members was not known.

2008 State of New Jersey, Workforce Investment Act Annual Report

Stephen Reenstra provided a brief explanation of the State of New Jersey, Workforce Investment Annual Report (copies of which were included in the meeting packets) and a summary of selected programs. Once written to just cover Workforce Investment Act (WIA) Title I programs, the report has evolved into a summary of the entire State workforce system.

New Jersey Pathways Leading Apprentices to a College Education (NJ PLACE)

Dr. Susan Schurman, Professor of Labor Studies and Employment Relations, Rutgers University provided a PowerPoint presentation on the NJ PLACE program as a model for preparing workers for the new economy. NJ PLACE provides a strategy to articulate apprenticeship training into college curriculum. The training has been evaluated for its college credit equivalence and the State's community colleges have agreed to grant credit based on this analysis. These technical credits can be applied to a degree, leaving for the most part general education requirements to earn for an Associate's degree. Thus, learners are able to package both knowledge gained outside and inside the classroom into college credentials.

The United States currently leads the world in Bachelor's degrees among all age groups except 25-34 year olds where it is number two. About 33% of the population in all age groups has BA/BS degrees. However, the United States lags behind much of the developed world in sub-baccalaureate credentials.

The postsecondary population has changed (older, working, part-time student) and they have acquired a knowledge base from their life experiences that often has equivalency with what is taught in the academy. Individuals should be able to receive college credits for all postsecondary learning experiences regardless of where they are acquired so long as they have been properly evaluated for their college credit equivalence. Such articulations would allow people to progress – at their own pace - from one level to another without the significant loss of credits

that normally accompany transferring from institution to institution. The Servicemembers Opportunity Colleges (SOC) Consortium is an example of how the postsecondary education system should operate. SOC has a network of 1800 colleges and universities that adopt specific principles to help Service members overcome obstacles to getting a college education through traditional means. These principles include limiting residency requirements, minimizing loss of credits and duplication of course work, awarding credit for nationally recognized testing programs, extra-institutional learning, and military training and experience.

The financial aid system also is not aligned with the needs of this student population, in that government funding is predominately focused at full-time students, rather than part-timers. Additionally, NJ needs to develop policies to ensure easy transitions from the K-12 system to college and from 2-year to 4-year institutions.

The meeting was adjourned at 12:15 p.m.

The next meeting of the State Employment and Training Commission has been rescheduled, and will be held on Thursday January 21, 2010.

STATE EMPLOYMENT & TRAINING COMMISSION MEETING

NOVEMBER 17, 2009

MEMBERS or ALTERNATES

Marie Barry (for Davy)	Stephen Hornik	Julio Sabater
Dana Berry	Rev. Msgr. Bill Linder	Tapas Sen
Dennis Bone	Brian McAndrew	Doris Sims (for Velez)
Elsa Candelario	Matthew McDermott	David Socolow
Michael Cantwell	Joe McNamara	Sharon Taylor
Gail Davis	Felix Mickens (for Lawson)	JoAnn Trezza
Kim Ehrlich (for Franzini)	Robert Munyan	Charles Wowkanech
Nicky Gacos	Harvey Nutter	
Deborah Heinz (for Richman)	Clifford Reisser	
	Jerry Ryan (for Contini)	

ABSENT MEMBERS

Harold Burlingame	Andrea Karsian	Robert Santare
Celeste Carpiano	Jody Levinson	Bruce Stout
Robert Gamgort	Jane Oates	Carolyn Wade
Henry Henderson	Charles Richman	

OTHER ATTENDEES

Jane Guillard	James Moore	Ken Ryan
Ron Hayspel	Jeanine Nagrod	Susan Schurman
Pete Ielmini	Stephen Reenstra	Greg Williams
Joseph Jennings	Michelle Richardson	
Linda Houser	Nils Richardson	

SETC STAFF

Lansing Davis	Deborah O'Kane
Judy Formalarie	Robin Widing