



# Traveling the Consolidation Highway

New Jersey State Employment  
and Training Commission  
2005 One-Stop Conference

---

*December 13-14, 2005  
Trump Plaza  
Atlantic City, New Jersey*

**New Jersey State Employment and Training Commission**  
**2005 One-Stop Conference**

***Traveling the Consolidation Highway***

December 13 – 14, 2005  
Trump Plaza  
Atlantic City, New Jersey

**TABLE OF CONTENTS**

Members	2
Partners	3
Welcome	4
Agenda	
December 13, 2005	5
December 14, 2005	22
Conference Exhibits	31
Acknowledgement	33

# New Jersey State Employment and Training Commission

Chairman

**John J. Heldrich**

## Members

**Virginia S. Bauer**, CEO and Secretary, New Jersey Commerce, Economic Growth and Tourism Commission

**Ernest C. Bell**, Vice President, Human Resources and Corporate Planning, Wakefern Food Corporation

**Dana W. Berry**, Executive Director, Starting Points for Children, Inc.

**Howard L. Beyer**, Executive Director, Juvenile Justice Commission

**Harold Burlingame**, Senior Vice President, AT&T

**Michael Cantwell**, Hamilton Square, New Jersey

**Michael Carey**, Warren, New Jersey

**Celeste Carpiano**, Executive Director, New Jersey Association of Counties

**Peter Contini**, President, Salem Community College

**Gail A. Davis**, Urban Development Manager, PSE&G

**Honorable James M. Davy**, Commissioner, Department of Human Services

**Honorable Lucille E. Davy**, Acting Commissioner, Department of Education

**Nicholas Gacos**, President, Colorado Café Associates

**John Gallagher**, CEO, The Gallagher Group

**Henry F. Henderson**, CEO, HF Henderson Industries

**Stephen C. Hornik, Sr.**, President Emeritus, Monmouth-Ocean AFL-CIO

**Andrea B. Karsian**, Fort Lee, New Jersey

**Joseph E. Krimko**, Ocean Grove, New Jersey

**Frank H. Lehr**, CEO, Frank H. Lehr Associates

**Jody Levinson**, Vice President, Health Care Systems, Johnson & Johnson

**Rev. Msgr. William Linder**, CEO, New Community Corporation

**Honorable Robert Martin**, Senator, District 26

**Brian McAndrew**, Superintendent, Monmouth County Vocational School

**Joseph McNamara**, Director, New Jersey Laborers' – Employers' Cooperation and Education Trust

**Velvet G. Miller**, President and CEO, My Parent's Concierge

**Robert A. Munyan**, Manasquan, New Jersey

**Harvey Nutter**, CEO, Greater Paterson Opportunities Industrialization Centers

**Arthur J. O'Neal**, Flemington, New Jersey

**Jeanne Oswald**, Executive Director, Commission on Higher Education

**Clifford R. Reisser**, Training Director, International Brotherhood of Electrical Workers, Local 269

**Honorable Charles A. Richman**, Acting Commissioner, Department of Community Affairs

**Julio Sabater**, President, Universal Communication Enterprise

**Honorable A. J. Sabath**, Commissioner, Department of Labor and Workforce Development

**Honorable Linda Stender**, Assemblywoman, District 22

**JoAnn Trezza**, Vice President, Human Resources, Arrow Group Industries, Inc.

**Carolyn Carter Wade**, President, Communication Workers of America, Local 1040

**Herbert A. Whitehouse**, Managing Attorney, Whitehouse Law Firm

**Charles Wowkanech**, President, New Jersey State AFL-CIO

**New Jersey State Employment and Training Commission**  
**2005 One-Stop Conference**

**Richard J. Codey, Acting Governor**

**John J. Heldrich, Chairman**

**PARTNERS**

New Jersey Commerce and Economic Growth Commission  
**Virginia S. Bauer, CEO and Secretary**

New Jersey Commission on Higher Education  
**Jeanne M. Oswald, Executive Director**

New Jersey Department of Community Affairs  
**Charles A. Richman, Acting Commissioner**

New Jersey Department of Education  
**Lucille E. Davy, Acting Commissioner**

New Jersey Department of Human Services  
**James M. Davy, Commissioner**

New Jersey Department of Labor and Workforce Development  
**A. J. Sabath, Commissioner**

New Jersey Juvenile Justice Commission  
**Howard L. Beyer, Executive Director**

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

## **2005 One-Stop Conference**

### **Welcome**

This Seventh Annual State Employment and Training Commission One-Stop Conference focuses on our march down “The Consolidation Highway.” The past several years have witnessed profound changes in the way we deliver workforce services to students, workers and those seeking employment, as well as to the employer community. In some ways, this Conference is really a conversation among the major stakeholders in the workforce development community as we attempt to adapt to rapid change. These changes are not simply an artifact of the consolidation, but of the deep changes in the nation’s and world’s labor market.

The workforce development system we are creating must be mindful of the important changes to the economy that surrounds it. The competitive challenge presented by globalization, most notably the rise to economic prominence of India and China, necessitates a continued broadening of our understanding of the role of the workforce development system. So too must these challenges broaden our understanding of the partnerships we must forge with the economic development community, the academic and private research institutions, and the key growth sectors or clusters of the New Jersey economy as we move forward. New Jersey’s economic future hinges on how well these various institutions can learn to work together for a common purpose – the economic development of our State and the expansion of economic opportunities for our citizens.

Speakers, Moderators, Panelists and Exhibitors will share their knowledge and experiences to improve the quality of the workforce investment system. A broad range of subjects will be covered, including barriers to employment, serving the business community, higher education, online learning, and the vision of New Jersey’s future.

Our attendance here is a testament to how important the workforce development issue is for our State. The diversity of this audience, including many representatives from businesses, unions, Workforce Investment Boards, One-Stop Career Centers, the education community, local government and State Agencies, marks the importance of workforce development for the future of our State.

Thank you for your attendance.

Henry Plotkin  
Executive Director

# New Jersey State Employment and Training Commission

## 2005 One-Stop Conference

### CONFERENCE AGENDA

Tuesday, December 13, 2005

<b>TIME</b>	<b>ACTIVITY</b>	<b>LOCATION</b>
7:30 AM – 9:00 AM	<b>REGISTRATION</b>	Atrium, 6 <sup>th</sup> Floor
7:30 AM – 9:00 AM	<b>CONTINENTAL BREAKFAST</b>	Atrium, 6 <sup>th</sup> Floor
7:30 AM – 5:30 PM	<b>EXHIBITS</b>	Atrium, 6 <sup>th</sup> Floor
9:00 AM – 10:30 AM	<b>PLENARY SESSION</b>	Imperial A and B

#### **WELCOME AND INTRODUCTIONS**

**Henry Plotkin**, Executive Director  
State Employment and Training Commission

**Sue Schilling**, Freeholder  
Freeholder Representative to the Atlantic/Cape May  
Workforce Investment Board (WIB)  
Atlantic County Board of Chosen Freeholders

**A.J. Sabath**, Commissioner  
NJ Department of Labor and Workforce Development

#### **TRAVELING THE CONSOLIDATION HIGHWAY: THE UNFINISHED AGENDA**

**Monsignor William Linder**, Member  
State Employment and Training Commission  
Founder, New Community Corporation

**Tapas Sen**, Member  
State Employment and Training Commission

**Charles Wowkanech**, Member  
State Employment and Training Commission  
President, New Jersey State AFL-CIO

10:30 AM – 10:45 AM	<b>BREAK</b>	Atrium, 6 <sup>th</sup> Floor
10:45 AM – Noon	<b>CONCURRENT SESSIONS</b>	
10:45 AM – Noon	December 13, 2005	Chelsea A

**A Prosperous Economy: The Critical Role of Higher Education in Developing New Jersey’s Workforce**

The fate of New Jersey’s economy depends on the skills and knowledge of its workforce. Yet, our State workforce is struggling to catch up, let alone keep pace, with the dramatic changes in employer demand stimulated by today’s dynamic, technology-driven, global economy. Panelists discuss the vision, strategic plans and recent measures taken by higher education in New Jersey to help students – traditional and nontraditional – acquire the skills demanded by the businesses of the 21<sup>st</sup> Century.

**Moderator:** **Michael P. Riccards**, Executive Director  
Hall Institute of Public Policy – NJ

**Panelists:** **Joel Bloom**, Vice President for Academic and Student Services and Dean, Albert Dorman Honors College  
**Peter Contini**, President  
Salem Community College  
**Aaron Fichtner**, Director of Research and Evaluation  
John J. Heldrich Center for Workforce Development  
Rutgers, The State University of New Jersey  
**Jeanne Oswald**, Executive Director  
NJ Commission on Higher Education

[Deploying Community Colleges to Strengthen State Economic Development Programs: A National Study](#)

10:45 AM – Noon	December 13, 2005	Chelsea B
-----------------	-------------------	-----------

**Addressing Barriers to Employment: Developing and Utilizing Community-Based Resources to Support Client Success**

This workshop will explore implementing a resource development strategy for meeting client needs and overcoming obstacles to employment. By forging relationships with key partners, organizations will add new “tools to their toolbox” when working with clients facing challenges to employment success. Strategies for identifying and accessing community resources on behalf of clients will be

presented as well as sharing real-life agency experience in overcoming obstacles and improving client outcomes and satisfaction.

**Moderator:** **Ben Lopez**, Director  
Hudson County Department of Family Services

**Panelists:** **Gena Haranis**, Senior Vice President  
JANUS Solutions  
**Gloria Smith**, Executive Director  
Genesis School of Business  
**Jaime Woodard**, Director, Project Connect Program  
Women Rising

10:45 AM – Noon

December 13, 2005

Chelsea C

### **Technologically-Based Workforce Training Programs**

This workshop will focus on ways to use technology to democratize access to education and training for all workers. Specifically, we will focus on ways to use and institutionalize internet-based technologies within a state's workforce development system. To do so, we will showcase examples from successful New Jersey and Delaware programs and share findings from the new book *Not Just Getting By: The New Era of Flexible Workforce Development*, by Mary Gatta, in collaboration with Kevin McCabe, on ways to organize state workforce systems, so that they attend to the needs of low-wage workers.

**Moderator:** **Mary Gatta**, Director, Workforce Policy and Research  
Center for Women and Work  
Rutgers, The State University of New Jersey

**Panelists:** **JoAnn Hammill**, Assistant Commissioner  
NJ Department of Labor and Workforce Development  
**Kevin McCabe**, Senior Advisor  
Sloan Center on Innovative Training and Workforce Development  
**Harold Stafford**, Senior Advisor  
Sloan Center on Innovative Training and Workforce Development

10:45 AM – Noon

December 13, 2005

Highlander A/B

### **New Jersey's Training Provider Consumer Report Card**

This panel will present an overview and update of New Jersey's Eligible Training Provider List and Consumer Report Card system. The discussion will cover

where we are and where we are going in the future. Also included will be information about how to become an approved training provider and how to enter records into the student record reporting system.

**Moderator:** **Art O’Neal**, Member  
State Employment and Training Commission

**Panelist:** **Laurence Seidel**, Director  
Center for Occupational Employment Information (COEI)

[New Jersey’s Eligible Training Provider List and Consumer Report Card System PowerPoint Presentation](#)

10:45 AM – Noon

December 13, 2005

Imperial C

**Parity and Professional Development: Educator Tools and Resources for Nontraditional Careers**

The Council on Gender Parity in Labor and Education and the Nontraditional Career Resource Center have collaborated to create a series of professional development offerings for educators available to all schools and organizations. This workshop will introduce the series by sampling some of the resources and activities encompassed within them. These include tools for recruiting and retaining students in nontraditional fields of training, examples of equitable classroom interactions, and a preview of the interactive career game, “Could This Be Your Life?” – an award-winning exploration of career and life options using demand-job data for New Jersey. Participants will walk away with a collection of resources they can bring back to their schools and organizations.

**Moderator:** **Marie Barry**, Program Specialist  
Office of Career, Technical, and Innovative Programs  
NJ Department of Education

**Panelists:** **Terri Boyer**, Director, Education and Career  
Development Research  
Center for Women and Work  
Rutgers, The State University of New Jersey  
**Dianne Mills McKay**, Chair  
NJ Council on Gender Parity in Labor and Education

10:45 AM – Noon

December 13, 2005

Imperial D

**Serving the Business Community by Linking Workforce and Economic Development**

This workshop will demonstrate the ability to forge successful team synergy between representatives from Workforce and Economic Development to address the concerns of business at the local level, and its impact on the area and State economy. It will offer examples of collaborative team approaches to assess business needs, to retain existing employers, and to attract new business to an area economy.

**Moderator:** **Andrea Karsian**, Member  
State Employment and Training Commission

**Panelists:** **Peter Lowe**, President  
Truarc Company, LLC  
**Noel McGuire**, Account Executive  
Office of the Business Advocate  
NJ Commerce, Economic Growth and Tourism Commission  
**Michael Mangin**, Regional Account Executive  
Office of Business Development  
NJ Commerce, Economic Growth and Tourism Commission  
**Ken Nerbak**, Business Resource Center Representative  
Division of Business Services  
Morris-Sussex-Warren County BRC  
NJ Department of Labor and Workforce Development

10:45 AM – Noon

December 13, 2005

Westminster A/B

### **Registered Apprenticeship...A Solution!**

As business continues to struggle in meeting the challenge of “doing more with less,” workforce development is of paramount importance. Join us as we focus on the apprenticeship model as a solution to workforce development. Examples will be exchanged of how the apprenticeship model may be utilized to upgrade skills of new hires and incumbent staff or offer credits toward a college education. The “President’s High Growth Job Training Initiative” will be discussed in conjunction with the strides which have been made in New Jersey, through collaboration, in implementing the initiative. Development of registered apprenticeship programs in the health care profession through partnerships, and featured during a recent broadcast of New Jersey Works, will be highlighted.

**Moderator:** **Michael Cantwell**, Member  
State Employment and Training Commission  
Retired Business Manager, Plumbers & Pipefitters Union, Local 9

**Panelists:** **Joyce Bryant**, MDT, President

Quality Dental School of Technology, Inc.  
**Maureen King**, Director  
NJ Pathways Leading to a College Education (NJ PLACE)  
**Jack Patten**, Director  
Morris-Sussex-Warren Workforce Investment Board (WIB)  
**Debra Paul**, Apprenticeship and Training Representative  
US Department of Labor, Apprenticeship Training, Employer and  
Labor Services (ATELS)  
**Donna Scalia**, Apprenticeship and Training Program Specialist  
US Department of Labor, Apprenticeship Training, Employer and  
Labor Services (ATELS)

10:45 AM – Noon

December 13, 2005

Westminster C

### **Putting It All Together: Transitions that Work**

The panel presentation will demonstrate the establishment of an effective partnership using the Youth Transition to Work Grant program. The panel will consist of representatives from the culinary arts industry (to include Local 54 and the Taj Mahal), a community agency from Camden County (RESPOND), and the Juvenile Justice Commission. Each member of the panel will discuss their role in the process, to include the program overview, the grant process, and community outreach. Both current and former students will discuss challenges they faced, as well as positive changes that have resulted due to their participation in this program.

**Moderator:** **Jane Guillard**, Planning Associate  
New Jersey Juvenile Justice Commission

**Panelists:** **Jack Amberg**, Director of Education  
New Jersey Juvenile Justice Commission  
**Judith Evers**  
RESPOND  
**Jeff Green**, Teacher  
New Jersey Juvenile Justice Commission  
**Shawn Harris**, Teacher  
New Jersey Juvenile Justice Commission  
**Floyd Williams**  
Local 54

12:00 Noon – 1:00 PM

**LUNCH**

Imperial A and B

1:00 PM – 2:15 PM

## CONCURRENT SESSIONS

1:00 PM – 2:15 PM

December 13, 2005

Chelsea A

### **Technology, Innovation and New Jersey's Economic Future**

Innovation and technology are the keys to prosperity in the 21<sup>st</sup> Century. The rate at which businesses commercialize new spins on old ideas is determining the winners and the losers across the nation and throughout the world. This panel will discuss the assertive measures New Jersey must take in order to promote a thriving State economy and ensure its businesses and citizens a place among the winners.

**Moderator:** **Tapas Sen**, Member  
State Employment and Training Commission

**Panelists:** **Donald Sebastian**, Vice President  
Office of Research and Development  
NJ Institute of Technology  
**Thomas D. Carver**, Executive Director  
Casino Reinvestment Development Authority (CRDA)  
**Henry W. Kurz**, Account Executive  
NJ Commerce, Economic Growth and Tourism Commission

1:00 PM – 2:15 PM

December 13, 2005

Chelsea B

### **Three Steps to a Winning Grant Proposal**

Back by popular demand from last year! People often make grant proposal writing much more complicated than it needs to be. During his career, Bill Reynolds has written proposals that have resulted in well over \$100 million in program funding for institutions and agencies. During this session, he will share his proven techniques for success.

**Moderator:** **Judy Formalarie**, Administrative Analyst  
State Employment and Training Commission

**Panelist:** **Bill Reynolds**, Interim Dean  
Rutgers School of Business in Camden

1:00 PM – 2:15 PM

December 13, 2005

Chelsea C

**Building Bridges, Breaking Barriers: Increasing the Participation of Women and Other Underrepresented Groups in the Building Trades**

Presenters will provide an overview of the Council on Gender Parity in Labor and Education's research on women in the building trades. The Council has worked on this issue over several years, and produced an award-winning video (Dream Builders: Women on the Job), and research and recommendations on best practices for increasing the numbers of women and minorities working in the trades. Other panelists will discuss the successful programs they have created to increase the participation of underrepresented groups in the trades.

**Moderator:** **Dianne Mills McKay**, Chair,  
NJ Council on Gender Parity in Labor and Education

**Panelists:** **Terri Boyer**, Director, Education and Career Development  
Research  
Center for Women and Work  
Rutgers, The State University of New Jersey  
**Laurel Brennan**, Secretary Treasurer  
New Jersey State AFL-CIO  
**Mary Gatta**, Director, Workforce Policy and Research  
Center for Women and Work  
Rutgers, The State University of New Jersey  
**Kevin P. McCabe**, Director of Special Programs  
New Jersey Regional Council of Carpenters  
**Patricia Palmeri**, Director  
WISE Women's Center, Essex County College

1:00 PM – 2:15 PM

December 13, 2005

Highlander A/B

**Cost Allocation and Resource Sharing**

This workshop will discuss the issues One-Stop Operators face in managing multiple funding sources and the allocation of costs that can be attributed to several or all available funding sources.

**Moderator:** **George M. Krause**, Chief Financial Officer  
NJ Department of Labor and Workforce Development

**Panelists:** **Gary Altman**, Director, One-Stop Coordination and Support

NJ Department of Labor and Workforce Development  
**James King**, Director, Internal Audit  
NJ Department of Labor and Workforce Development

[Cost Allocation and Resource Sharing PowerPoint Presentation](#)

1:00 PM – 2:15 PM

December 13, 2005

Imperial D

**Sales and Service Skills Centers**

This panel will provide information about sales and customer service skill centers linked to One-Stops and driven by industry skill standards and certification.

**Moderator:** **Brian Peters**, Director Business Services  
NJ Department of Labor and Workforce Development

**Panelists:** **Monica Kilgore**, Director  
Retail Skills Center at Jersey Gardens  
**Mary Moorhouse**, Director of Workforce Development  
National Retail Federation (NRF) Foundation  
**Karen Morelli**, Director of the Institute for Service Excellence  
Atlantic Cape Community College  
**Monte Roberts**, Director  
Jersey City Customer Service Center

1:00 PM – 2:15 PM

December 13, 2005

Westminster A/B

**Returning Iraq Veterans**

The New Jersey Department of Labor and Workforce Development and the Department of Military and Veterans Affairs will present what is being done and what we hope to do for Veterans returning from the Iraq conflict.

**Moderator:** **Joseph Krimko**, Member  
State Employment and Training Commission

**Panelists:** **Baden Almonor**, State Veterans Coordinator  
NJ Department of Labor and Workforce Development  
**William Deveraux**, Director  
Department of Military and Veterans Affairs  
**Alan Grohs**, Director

US Department of Labor Veterans Employment and Training  
Services (VETS)

1:00 PM – 2:15 PM

December 13, 2005

Westminster C

**Commission for the Blind and Visually Impaired (CBVI) Employer Outreach Initiatives**

An exploration of initiatives utilized at the NJ Commission for the Blind and Visually Impaired to outreach to the business community in order to increase employment opportunities for individuals who are blind, deaf-blind, and visually impaired. Topics will also include updates on the National VR-Business network and efforts in the region (NY-NJ) to create working partnerships between public agencies providing vocational rehabilitation services to individuals with disabilities.

**Moderator:** **Thomas Jennings**, Director  
Division of Vocational Rehabilitation Services (DVRS)  
NJ Department of Labor and Workforce Development

**Panelists:** **David DeNotaris**, Manager of Statewide Services  
NJ Commission for the Blind and Visually Impaired  
**Cecilia Tomney**, Employer Services Specialist  
NJ Commission for the Blind and Visually Impaired  
**John Walsh**, Supervisor Program Development Specialist  
NJ Commission for the Blind and Visually Impaired

2:15 PM – 2:30 PM

**BREAK**

2:30 PM – 3:45 PM

**CONCURRENT SESSIONS**

2:30 PM – 3:45 PM

December 13, 2005

Chelsea A

**Leveraging Funds and Forming Collaboratives to Yield Effective,  
Consolidated and Integrated Youth Services**

This panel will focus on specific protocols across programs used in the formation of a countywide strategic plan and vision that resulted in collaboration among agencies and the formation of a Consolidated and Integrated Youth Service System. The success of this initiative is attributed to a clear set of guiding principles including: developing a holistic approach to meet the needs of all youth in the county; establishing a Youth Resource Center as a single point of contact with leveraged funds, shared personnel and integrated programs/services; and, engaging countywide partners in open and continuous dialog to build a continuum of services, focus on assets, address gaps in service, and coordinate resources, programs and outreach strategies for out-of-school and at-risk youth.

**Moderator:** **Salvatore Mastroeni**, Director  
Bergen County One-Stop Career Center

**Panelists:** **Lucien Duquette**, Director  
Bergen County Division of Family Guidance  
Juvenile Justice Commission and Juvenile Detention Center  
**Maureen Kerne**, Director  
Bergen County Special Service Schools/Bergen County Technical Schools  
**Dean Pastras**, Executive Director  
Bergen's Promise  
**Janice Pointer**, Project Coordinator  
Safe Schools/Healthy Students—Grant

2:30 PM – 3:45 PM

December 13, 2005

Chelsea B

### **Moving Forward With Integrated Performance Measures**

The Integrated Performance Information project and the State of Florida's integrated data system will be discussed in relation to One-Stops and Department of Education programs. Performance of the entire workforce system will be the focus of the panel. It will not deal specifically with performance of programs as required by individual funding sources or the US Department of Labor's Common Measures, but will emphasize a broad approach to measure the results of the entire system.

**Moderator:** **Frank Lehr**, Member  
State Employment and Training Commission  
CEO, Frank Lehr Associates

**Panelists:** **Gary Altman**, Director, One-Stop Coordination and Support  
NJ Department of Labor and Workforce Development  
**Neil Ridley**, Managing Director

John J. Heldrich Center for Workforce Development  
Rutgers, The State University of New Jersey  
**Ken Ryan**, President  
Futureworks  
**Randy Trivette**, Acting Manager  
NJ Department of Education

2:30 PM – 3:45 PM

December 13, 2005

Chelsea C

### **Toward Parity: Five Years of the Council on Gender Parity in Labor and Education**

In the five years since the New Jersey Council on Gender Parity in Labor and Education first began to meet, it has worked to recommend programs and policies to break down gender-based barriers and encourage equal participation of students and workers in education, training, and employment. Panelists in this session will discuss the work of the Council over these years, highlighting its research, reports, and the projects and programs for which it has served as catalyst along the way.

**Moderator:** **Diane Allen**, New Jersey State Senator, District 7 (invited)

**Panelists:** **Christine Amalfe**, Director  
Gibbons, Del Deo, Dolan, Griffinger & Vecchione  
**Dana Berry**, Member  
State Employment and Training Commission  
Executive Director, Starting Points for Children, Inc.  
**Terri Boyer**, Director, Education and Career Development  
Research and Programs  
Center for Women and Work  
Rutgers, The State University of New Jersey  
**Dr. Mary Gatta**, Director, Workforce Policy and Research  
Center for Women and Work  
Rutgers, The State University of New Jersey  
**Karen Holmes**, DVM  
Windhover Veterinary Center  
**Dianne Mills McKay**, Chair  
Council on Gender Parity in Labor and Education

2:30 PM – 3:45 PM

December 13, 2005

Highlander A/B

### **Roadblock on the Way to Work: Driver's License Suspension and Steps to Address It**

It has long been recognized that driver's license suspension is a large barrier to employment, especially for low-income individuals. Lately, there have been promising movements to address this issue by reforming State policy, developing programs with the courts and the Motor Vehicle Commission (MVC), and identifying new sources of funding to assist individuals. This panel will provide background and current information on the status and substance of new efforts, including the legislatively-established Motor Vehicle Fairness and Affordability Taskforce and the pilot License Reinstatement Program that has been undertaken by Essex County Courts.

**Moderator:** **Judy Formalarie**, Administrative Analyst  
State Employment and Training Commission

**Panelists:** **Lee Jackson**, Manager Surcharge Unit  
Driver Management and Regulatory Affairs Division  
NJ Motor Vehicle Commission  
**Salvatore Mastroeni**, Director  
Bergen County One-Stop Career Center  
**Shawn Sheekey**, Deputy Chief Administrator  
NJ Motor Vehicle Commission  
**Ken Zimmerman**, Executive Director  
NJ Institute for Social Justice

2:30 PM – 3:45 PM

December 13, 2005

Imperial C

### **Getting Ready for the Work Readiness Credential: New Jersey's Progress**

The Work Readiness Credential (WRC), an innovative national product produced in cooperation with several states, Equipped for the Future, and the US Chamber of Commerce, has just completed its final field test in New Jersey. In June 2006, it will be available for wide use across the State's workforce development system. The WRC is the first standards-based, business defined assessment of work readiness. This workshop will discuss the progress made to date in the formation of the credential, as well as its implication to the workforce, employers, and educators. Come learn how you can integrate it into your WIB, One-Stop, Community College, or Education and Training Program.

**Moderator:** **Nicky Gacos**, Member  
State Employment and Training Commission  
Owner, Colorado Café

**Panelists:** **Lansing Davis**, Senior Policy Analyst  
State Employment and Training Commission  
**Sondra Stein**, Project Manager, Work Readiness Credential,

[New Jersey's Work Readiness Credential PowerPoint Presentation](#)

2:30 PM – 3:45 PM

December 13, 2005

Imperial D

**The Reality of Re-Entry**

An overview of the national offender employment issues and expectations will be presented by the moderator with the emphasis on the current population and initiatives in New Jersey. Panel members will report on innovative initiatives from both the public and private sectors in coordination with the New Jersey State Parole Board.

**Moderator:** **Lenny Ward**, Lt./District Supervisor  
Community Programs Unit  
New Jersey State Parole Board (NJSPB)

**Panelists:** **Joseph Gazzara**, Program Supervisor for Special Populations  
NJ Department of Labor and Workforce Development  
**Bud Scully**, Chief of Community Partnerships and External Affairs  
New Jersey State Parole Board (NJSPB)

2:30 PM – 3:45 PM

December 13, 2005

Westminster A/B

**What's So Special About Hunterdon Medical Center? Leadership and Workforce Lessons Through Complexity Science**

The executives at Hunterdon Medical Center have a secret: they retain good staff, especially nurses, and have one of the lowest turnover rates in New Jersey; they are nationally recognized for quality care indicators; and they develop and embrace cutting edge strategies. Many facets of *The Hunterdon Story* are based upon the emerging field of complexity science and the successful application of its principles to the health care system. This workshop will provide a lively, interactive exposure to the complexity science and disclose the “secrets” and results achieved with practical leadership using these principles.

**Moderator:** **Velvet G. Miller**, Senior Vice President  
Plexus Institute

**Panelists:** **Stephanie Dougherty**, Director of Patient Safety/Risk Management  
Hunterdon Medical Center  
**Henri Lipmanowicz**, Board Chair  
Plexus Institute  
Former President, Merck International and Japan Division

2:30 PM – 3:45 PM

December 13, 2005

Westminster C

**TANF Initiative for Parents (TIP) – Pillars of Prevention**

A goal of TIP, a child abuse and neglect prevention, is to foster family stability through employment and healthy parent child interactions. The workshop will provide a status report on statewide implementation, present notes for coordination and emphasize the key components of prevention of child abuse and neglect.

**Moderator:** **Annette Riordan**, Transitional Services  
Division of Family Development  
NJ Department of Human Services

**Panelists:** **Susan Ruckman**  
Mercer County Department of Human Services  
**Bari-Lynne Schwartz**  
Bergen County Department of Human Services  
**Doris Vidal**  
Camden Center for Family Services  
**Anita Corriveau**  
Camden Center for Family Services  
**Janet Rosenzweig**  
Prevent Child Abuse NJ  
**Frank Filipek**  
Camden One-Stop Career Center

3:45 PM – 4:00 PM

**BREAK**

4:00 PM – 5:15 PM

**CONCURRENT SESSIONS**

4:00 PM – 5:15 PM

December 13, 2005

Chelsea A

**Is It Working? Evaluating the Consolidation.**

The first requirement of the consolidation was “do no harm.” In this workshop, information will be shared regarding the first look at the consolidation for both staff and customers that was done in one Northern and one Southern County. Also, a description of the next phase of this evaluation will be offered. The next phase will survey 3,000 welfare customers statewide in 2006.

**Moderator:** **Bill Reynolds**, Interim Dean  
Rutgers School of Business in Camden

**Panelists:** **Tom Billet**, Executive Director  
Camden County Workforce Investment Board (WIB)  
**Gena Haranis**, Senior Vice President  
JANUS Solutions  
**John Weathers**, Coordinator Monitoring Project  
EDTEC

4:00 PM – 5:15 PM

December 13, 2005

Chelsea B

### **Vocational Assessment Tools and Methods for Successful Employment**

Assessment tools can be used to assist all individuals to be successful in employment. These tools work well for those difficult to serve, those on public assistance, those with disabilities, and those dislocated workers who lack career direction. This workshop will highlight how assessment tools can best help your customers, and what assessment and evaluation tools are available.

**Moderator:** **Nils Richardson**, Executive Director  
ACCSES New Jersey

**Panelists:** **Joe Doney**, Consultant  
**Hayley Gefell**, Assistant Vice President New Jersey Programs  
Goodwill of Northern New Jersey  
**Yaakov Taitz**  
Jewish Vocational Services

4:00 PM – 5:15 PM

December 13, 2005

Chelsea C

### **Council on Gender Parity in Labor and Education Board Meeting**

4:00 PM – 5:15 PM

December 13, 2005

Westminster A/B

### **The Counting Game: TANF Participation Rates**

Panelists will provide information regarding how TANF participation rates are calculated, what activities count, and don't count. Panelists will also lead a discussion on best practices for meeting the federal requirements.

**Moderator:** **Deborah Sue Rago**, Assistant Director  
Career Development Programs  
NJ Department of Labor and Workforce Development

**Panelists:** **Lyn Krisa**, Coordinator of Operations  
Morris-Sussex-Warren Workforce Investment Board (WIB)  
**Rudy Myers**, Assistant Director  
Division of Family Development  
NJ Department of Labor and Workforce Development

4:00 PM – 5:15 PM

December 13, 2005

Westminster C

### **Connecting Literacy Volunteers to One-Stop Career Center Workplace Learning Links**

Desiring to provide more literacy training options to customers of Camden County's comprehensive One-Stop Career Center, a partnership was forged between Literacy Volunteers/Camden County and the Camden County Resource Center. This workshop will describe the policies, processes, and curriculum elements for low literacy customers testing below the 5<sup>th</sup> grade level and the literacy classroom and/or tutoring services they are offered on-site. Presenters will also discuss how this partnership is leveraging its resources across programs and the positive impact it has had on customers, as they can now progress through a more coordinated system of literacy services.

**Moderator:** **Robin Widing**, President  
The Widing Group, Inc.

**Panelists:** **Jennifer Mauro**, One-Stop Administrator  
Gloucester County One-Stop Career Center  
**Jackie Mintz**, Director

Literacy Volunteers/Camden County  
**Frank Shaw**, Senior Manager  
Camden County Resource Center

[Connecting Literacy Volunteers to One-Stop Career Center Workplace Learning Links PowerPoint Presentation](#)

5:30 PM – 7:30 PM                      **RECEPTION**    Imperial A and B

**Wednesday, December 14, 2005**

<b>TIME</b>	<b>ACTIVITY</b>	<b>LOCATION</b>
8:00 AM – 9:00 AM	<b>REGISTRATION</b>	Atrium, 6 <sup>th</sup> Floor
8:00 AM – 9:00 AM	<b>CONTINENTAL BREAKFAST</b>	Atrium, 6 <sup>th</sup> Floor
8:00 AM – 5:00 PM	<b>EXHIBITS</b>	Atrium, 6 <sup>th</sup> Floor
9:00 AM – 10:00 AM	<b>PLENARY SESSION</b>	Imperial A and B

**INTRODUCTION**

**Irwin Kirsch**, Senior Research Director  
and Director of the Center for Global Assessment  
Educational Testing Service

**ACHIEVING ECONOMIC SUCCESS:  
THE ROLE OF ADULT EDUCATION**

**John Comings**, Senior Research Associate in Education  
National Center for the Study of Adult Learning  
and Literacy  
Harvard Graduate School of Education  
[Click here for Presentation](#)

**Stephen Rose**, Senior Economist  
ORC Macro  
[Wage Premium Chart](#)

[Earnings Attainment Chart](#)



Former Commissioner of the NJ Department of Labor and Assistant Secretary of the US Department of Labor

**Panelists:** **Alyce Brophy**, President and CEO  
Community Visiting Nurses Association  
**Stephen J. Bruner**, Executive Director  
Atlantic/Cape May Workforce Investment Board  
**Mary Jean Burke**, Director, Nurse Workforce Solution Project  
Atlantic/Cape May Workforce Investment Board  
**Charles Hill**, Director  
Mercer County Office of Economic Development  
**Richard Lovering**, Senior Vice President for Operations  
Robert Wood Johnson University Hospital Hamilton

10:15 AM – 11:30 AM

December 14, 2005

Chelsea C

### **Serving the Long Term Welfare Client**

This panel will present an overview of Supportive Assistance to Individuals and Families (SAIF) clients' barriers to employment, and describe how to address their needs and provide an expanded definition of "chronically unemployed."

**Moderator:** **Audrea F. Dunham**, Coordinator  
Transitional Services and Special Initiatives  
Division of Family Development  
NJ Department of Human Services

**Panelists:** **Vincent Ajuk**, SAIF Coordinator  
Catholic Charities, Diocese of Camden  
**Barbara DeGraaf**, Assistant Director  
Division of Family Development  
NJ Department of Human Services  
**Tim Keenan**, Field Representative  
Division of Family Development  
NJ Department of Human Services  
**Rafailita Ortiz**, SAIF Coordinator  
Division of Family Development  
NJ Department of Human Services

10:15 AM – 11:30 AM

December 14, 2005

Highlander A/B

### **The Aging Workforce**

This workshop will provide information about the shifting demographics of the workforce and about what it will mean to workers, business and the workforce investment system.

**Moderator:** **Deborah Sue Rago**, Assistant Director  
Career Development Programs  
NJ Department of Labor and Workforce Development

**Panelists:** **Dave Crane**, Director, Labor Market and Demographic Research  
NJ Department of Labor and Workforce Development  
**Jo Rinehart**, SCSEP Regional Director  
Experience Works

10:15 AM – 11:30 AM

December 14, 2005

Imperial C

### **Integrating, Planning and Coordinating Literacy Services through the Workforce Investment System**

The workshop will focus on a consolidation planning process which New Jersey implemented to integrate adult education programs into its State-based locally delivered One-Stop service delivery system. Innovations in the delivery of literacy services will be discussed along with the State and local Workforce Investment Boards (WIBs) roles in system planning and operations.

**Moderator:** **Patricia Cooper**, President  
First Source Solutions

**Panelists:** **Irene Daniels**, Executive Director  
Newark Literacy Campaign  
**Lansing Davis**, Senior Policy Analyst  
State Employment and Training Commission  
**Gloria Kucher**, Principal  
Vineland Adult Education Center  
**Titilayo Odion**, Acting One Stop Manager  
Special Assistant to the Director  
Newark Workforce Investment Board (WIB)  
**Dante Rieti**, Executive Director  
Cumberland/Salem Workforce Investment Board (WIB)

10:15 AM – 11:30 AM

December 14, 2005

Imperial D

### **ACHIEVING ECONOMIC SUCCESS: THE ROLE OF ADULT EDUCATION**

In this workshop, the speakers will elaborate on key points they made at the Plenary Session. The audience will be given the opportunity to ask questions.

**Speakers:** **John Comings**, Senior Research Associate in Education  
National Center for the Study of Adult Learning and Literacy  
Harvard Graduate School of Education

**Stephen Rose**, Senior Economist  
ORC Macro

10:15 AM – 11:30 AM

December 14, 2005

Westminster A/B

### **NJ Transfer: Discovering the College Credits You've Earned**

NJ Transfer is a web-based data information system in partnership with State workforce organizations, high schools, and two- and four-year colleges, offering a comprehensive career and college-planning tool for students, parents, employers, and school and workforce counselors. This resource contains a wealth of information designed to provide a seamless transfer of courses between New Jersey's community colleges and four-year institutions, so that credits earned will never be lost again.

**Moderator:** **Judy Formalarie**, Administrative Analyst  
State Employment and Training Commission

**Panelists:** **Nancy Hazelgrove**, Manager of Educational Relations and  
Public Information  
NJ Statewide Transfer Initiative

10:15 AM – 11:30 AM

December 14, 2005

Westminster C

### **Using Skill Standards and Certifications for Vocational–Technical Program Improvement**

The selection and use of the appropriate skill standards and industry certification(s) for a public or private vocational program can have a very positive impact on the program curricula and in preparing students for program completion or further study, and employment. Standards and certifications will be defined and explained, examples will be shown and discussed, resources for obtaining the appropriate standards and certifications will be explored, and the implications for vocational–technical program improvement and approval will be shown.

**Moderator:** **Richard Van Gulik**, Superintendent  
Hunterdon County Polytech Career Academy

**Panelists:** **Kathleen Alexander**, Education Program Development Specialist  
NJ Department of Education  
**Roger McCloughan**, Education Program Development Specialist  
NJ Department of Education

11:30 AM – 11:45 AM                      **BREAK**    Atrium, 6<sup>th</sup> Floor

11:45 AM – 1:00 PM                      **CONCURRENT SESSIONS**

11:45 AM – 1:00 PM                      December 14, 2005    Chelsea A

**NJ's Workplace Literacy Program: Its History, Legislation and Progress**

This workshop will provide an overview of the legislative process that established the State-funded Workplace Literacy Program, which provided for literacy classrooms in every One-Stop Career Center (OSCC) in the State. The discussion will also include the philosophical program design, review the evolution of Workplace Literacy Links (WLL) at the OSCC and overall context of the provision of literacy. Additionally, personnel from a OSCC will address program impact, integration of WLL with other literacy programs and implementation data for this program.

**Moderator:** **Robin Widing**, President  
The Widing Group

**Panelists:** **JoAnn Hammill**, Assistant Commissioner Workforce Development  
NJ Department of Labor and Workforce Development  
**Claudia Merkel-Keller**, Assistant Director  
Workforce Readiness and Literacy Unit  
NJ Department of Labor and Workforce Development  
**Judith Ruilova**, Coordinator Workforce Learning Link  
Burlington County One-Stop Career Center  
**Tamara Thomas**, Deputy Assistant Commissioner  
One-Stop Programs and Services  
NJ Department of Labor and Workforce Development

11:45 AM – 1:00 PM                      December 14, 2005    Chelsea B

**So, How Good Are Your Computer Skills?**

Assessing computer skills has always been a difficult task. The Technology Challenge, an online computer proficiency assessment developed by the New

Jersey Chamber of Commerce, is a unique and inexpensive tool. It has over 300 performance-based, problem-solving questions that test user competency in word processing, spreadsheet, database, Internet, presentation and publishing packages. The questions are grouped by difficulty level and take the user from beginner all the way to expert. Come see a live demonstration!

**Moderator:** **Andrew DiNardo**, Executive Director  
Gloucester County Workforce Investment Board (WIB)

**Panelists:** **Dana Egreczky**, Vice President of Workforce Development  
NJ Chamber of Commerce  
**John Sinzer**, Challenge Central Administrator  
NJ Chamber of Commerce

11:45 AM – 1:00 PM

December 14, 2005

Chelsea C

### **A New Approach to Measuring Adult Literacy Attainment: Standards-Based Assessments**

Educational Testing Service (ETS) and several Charter states are collaborating on the development of standards-based assessments in the areas of reading and math. The tests are designed for adult learners and linked to current research and theory. These web-delivered assessments will include open-ended tasks that measure and report learners' progress across a broad range of knowledge and skills. Learn about the advantages of these assessments for adult education programs and how your state can become a Charter member.

**Presenter:** **Irwin Kirsch**, Senior Research Director  
and Director of the Center for Global Assessment  
Educational Testing Service

11:45 AM – 1:00 PM

December 14, 2005

Highlander A/B

### **A Strength-Based Model for Organizational Assessment in a Performance-Based Environment**

This workshop will present a model for organizational assessment which builds upon an organization's strengths to achieve better outcomes in an environment which requires meeting high standards of excellence and performance. Concrete tools and tactics for conducting organizational assessments and the results they can inspire will be presented. The workshop is ideally targeted for education and training vendors, WIB Directors, and One-Stop Managers who are looking to improve performance outcomes.

**Moderator:** **Anibal Ramos**, Deputy Department Director  
Essex County Department of Employment, Training  
and Economic Development

**Panelists:** **Gena Haranis**, Sr. Vice President  
JANUS Solutions  
**Ronnie Kauder**, Independent Consultant

11:45 AM – 1:00 PM

December 14, 2005

Imperial C

### **Career Planning: Developing a Comprehensive System of Career Assessment**

Program performance depends on having job seeker customers who have the skills and commitment to implement their career plans. In this workshop participants will learn how to develop a comprehensive system of assessment that helps staff determine a customer's "ability to benefit" and his or her readiness for employment. Participants will learn about the three levels of assessment, the most important areas of assessment, and how to use assessment information to help customers select the most appropriate programs and services for them.

**Moderator:** **Dana Berry**, Member  
State Employment and Training Commission  
Executive Director, Starting Points for Children, Inc.

**Panelist:** **Michelle Roy**, Senior Associate  
The Widing Group

[Career Planning: Developing a Comprehensive System of Career Assessment PowerPoint Presentation](#)

11:45 AM – 1:00 PM

December 14, 2005

Imperial D

### **How Instructional Format Affects Learners' Engagement in Instruction**

Presentation of the results of research conducted at the National Labsite for Adult Literacy Education that analyzes how individualized instruction shapes the way learners' engage in learning.

**Panelist:** **Hal Beder** Professor  
Graduate School of Education  
Rutgers, The State University of New Jersey

11:45 AM – 1:00 PM

December 14, 2005

Westminster A/B

### **NJNextStop and You – Perfect Together**

This workshop will take a look at the newest State website, [www.njnextstop.org](http://www.njnextstop.org), created for use by teens, parents and school counselors. Launched in January 2005, the website was intended to broadcast the results of the *Ready for the Job* demand skills research project. Since then, the web site has continued to evolve; adding new links and features. Come take a tour and discover innovative ways you can use this tool for yourself, your family and your customers.

**Moderator:** **Judy Formalarie**, Administrative Analyst  
State Employment and Training Commission

**Panelist:** **Mary E. Burks**, Coordinator, Workforce Relations  
Trenton Central High School  
**Bonny E. Fraser**, Project Manger  
John J. Heldrich Center for Workforce Development  
Rutgers, The State University of New Jersey  
**Jim Lukach**, Executive Director  
New Jersey School Counselor Association

11:45 AM – 1:00 PM

December 14, 2005

Westminster C

### **Developing Partnerships in Education: Preparing Students for Postsecondary Education and Work**

Educators and employers frequently discuss the importance of teaching students the knowledge and occupational skills necessary to prepare them to enter the workforce as competent and reliable employees. A panel of community college and high school administrators will discuss important elements of developing new Tech-Prep credit-based transition programs that: provide high school students with opportunities to explore career options; earn college credit while in high school; and prepare them for future jobs in three broad industry areas: Health Science, Arts, Audio-Visual, and Communications; and Information Technology.

**Moderator:** **Connie Walde**, Tech-Prep Program Coordinator  
New Jersey Department of Education

**Panelists:** **Antonella Di Minni**, Tech Prep Program Coordinator  
 Brookdale Community College  
**Elizabeth Griffin**, Tech-Prep Program Coordinator  
 Gloucester County Community College  
**Wagner Marseille**, Tech-Prep Program Coordinator  
 North Brunswick Township High School

1:00 PM – 2:30 PM

**LUNCH**

Imperial A and B

**FEATURED SPEAKER**

**Richard La Pointe**, Deputy Assistant Secretary  
 US Department of Education

**New Jersey State Employment and Training Commission**  
**2005 One-Stop Conference**

December 13 – 14, 2005

ATRIUM, 6<sup>th</sup> Floor

**EXHIBITS**

Tuesday 7:30 AM – 5:30 PM

Wednesday 8:00 AM – 5:00 PM

**Name of Agency**

**Exhibit Focus**

Atlantic/Cape May  
 Workforce Investment Board

Nurse Workforce Solution Project

Camden County College

High School - College Partnerships

Cittone Institute

Career Education and Training

Edison Job Corps Academy

Residential Employment Training Programs

	For Disadvantaged Young Adults
EmployOn	Identification of More Job Opportunities
Equipped for the Future Center for Literacy University of Tennessee	Adult Literacy Standards
Essex County One-Stop Career Center	One-Stop Services
Garden State Employment and Training Association (GSETA)	24 years of Excellence in Coordinating and Implementing Workforce Development Policies at the Local Level
Harcourt Achieve/ Steck Vaughn	Workforce Readiness and Adult Education Instructional Materials
Juvenile Justice Commission	Education and Training Services for At-Risk Youth
JVS Learning Solutions	Preparation for Career Certification in Retail and Healthcare
Labor Planning and Analysis, NJ Department of Labor and Workforce Development	Labor Market Information
Lincoln Technical Institute	Career Education and Training
New Jersey Youth Corps	Services to Out-of-School Youth
NJN Public Television	Workforce Development and Education
NJ Council on Gender Parity in Labor and Education	Research and Policy: Recommendations for Gender Equity in the Workforce
NJ Transfer	Web-Based Career and College Planning Tool
Smith and Solomon Driver Training	Largest Trainer of Commercial Drivers in the Northeast
U.S. Department of Labor Apprenticeship Training, Employer and Labor Services	Registered Apprenticeships - A Workforce Development Solution

(ATELS)

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

## **2005 One-Stop Conference**

### **ACKNOWLEDGEMENT**

The State Employment and Training Commission takes a great deal of pride and personal satisfaction in acknowledging our Guest Speakers, Moderators, and Panelists who have all been selected from some of the best and brightest colleagues in New Jersey and the Nation.

We also would like to acknowledge the Department of Labor and Workforce Development's Print Shop, Building Maintenance, and the Office of Marketing for all their assistance and support.

We are pleased to note that the supplier of our Conference tote bags, travel mugs and pens is ACCSES New Jersey/CNA Services.

We further recognize and sincerely thank our Partner Agencies and all those involved for convening such outstanding workshop sessions and exhibits at this year's Conference.