



Meeting Minutes

Open Meeting

Date: October 18, 2018
Location: Minebrook Golf Club

IN ATTENDANCE:

Members

Tammy Case (Fulton Bank of New Jersey), Ann Marie Flake via phone (Saint Clare's Health System), David Hollowell (D&D Associates, **WDB Chair**), Dianna Morrison (NORWESCAP), Antony Smith (NJ Division of Vocational Rehabilitation Services), Susan Zukoski (Abilities of Northwest Jersey, Inc.).

Guests

Amy Andrews (Atlantic Health System - representing Nikki Sumpter), Robert Asaro-Angelo (NJ Department of Labor and Workforce Development), Eve Azar (Warren County Community College), Robert Baczyk (UPS Information Technology), Teresa Bayewitz (Mercer), Barbara Cordasco (Employers Association of New Jersey), Sarina DosSantos (MSW Employment and Training Services), Eva Fernandez (NJ Department of Labor and Workforce Development), Elizabeth Gloeggler (Literacy NJ), Stephen Goldman (Sussex County Schools), Pat Green (Project Self-Sufficiency), Sean Hendricks (NJ Department of Labor and Workforce Development), Robert Hopkins (Northeast Regional Council of Carpenters), Irena Kaler (County College of Morris), Jessica Kennedy (Mercer), Julie Knapp (Sussex County Library), Annamaria Lalevee (Construction & Utilities Talent Network), Shannon Lengares (County College of Morris), Nancy Propsner (Warren County Library, Career Connections), Jasmine Rangoola (Life Sciences Talent Network), Terry Schweon (Morris County School of Technology), Anand Sumaithangi (Phillipsburg One-Stop Career Center), Gil Sutherland (MSW Employment & Training Services), Kathy Vincelette (The Women's Center at CCM), Robert Wanhouse (Morris County Economic Development Corporation).

Staff

Jane Armstrong (WDB Director), Donna Buchanan (MSW One-Stop Operator), Marin Garland-Regenthal (ETS Office Manager), Manuela Schuster (WDB Coordinator of Planning), Sallie Sullivan (Secretary to the WDB Director).

ABSENT:

Members

Anthony Abrantes, William Austin, Marie Betlow, Mark Bocchieri, Paul Boudreau, David Fiore, Ann Marie Flake, Carol Hults, Carl Jablonski, George Krevet, Rosalie Lamonte, Gus Modla, Scott Moffitt, Frank Petrucci, Steve Sitek, Nikki Sumpter (represented by Alternate Amy Andrews).

Prior to the October 18, 2018 Open Meeting, the following documents were posted on the WDB website (www.mswwdb.org) for review: Open Meeting minutes (7/19/2018); Disability Committee minutes (8/1/2018); One-Stop Career Center Committee minutes (8/7/2018); Literacy Committee minutes (8/15/2018); Youth Investment Council minutes (8/20/2018); and the WDB Director and One-Stop Operator Report.

The Oversight Committee electronically reviews budget, performance and monitoring reports monthly. Documents shared with the Oversight Committee were available at the Open Meeting.

WDB Business Meeting

Meeting Opening Remarks

At 9:15 a.m., WDB Chair David Hollowell called the meeting to order and read the Public Meeting Notice. He then welcomed everyone and asked that they introduce themselves.

Board Business

WDB Director Jane Armstrong reported on the following:

One-Stop Certification:

WIOA Section 121 requires certification of local One-Stop Career Centers and links the certification to the ability to receive infrastructure funding for the One-Stop. This certification is based on the One-Stop System satisfying performance and quality service criterion. The local board must submit a One-Stop Certification package for consideration by the State Employment and Training Commission (SETC). This package includes the completion of an evaluation of the One-Stop System using the Quality Benchmarking Tool developed by the SETC to assess the effectiveness of essential elements of programming/services. The Lehigh Valley Pennsylvania Workforce Development Board Executive Director, Nancy Dischinat, has agreed to perform this evaluation. All items identified in the One-Stop Certification process are due to the SETC through the period July 1, 2017 to June 30, 2019.

Workforce Development Board Certification:

WIOA Section 107 and New Jersey's administrative code N.J.A.C. 12:42-4 require that the Governor certify local boards every two years. This certification is based on meeting membership criteria and the extent to which the local board has successfully provided oversight of the workforce activities to meet the corresponding performance and fiscal accountability measures. A required component of the recertification process is an evaluation report as evidence of meeting the oversight requirements at the local level. All New Jersey Local Workforce Development Boards previously certified under WIA in 2016 are now required to apply for recertification by January 2019.

Program Year 2017 WIOA Performance:

The New Jersey Department of Labor and Workforce Development is still responding to the transition from the Workforce Investment Act (WIA) to the Workforce Innovation and Opportunity Act (WIOA) 2014 legislative requirements. The transition process is directly affecting the accuracy and completeness of the PY16 and PY17 performance analysis. The US Department of Labor continues to revise the reporting mechanisms, which compromises data integrity; therefore, states will not be subject to performance sanctions. Complete WIOA data for performance indicators will be available at the end of Program Year 2019.

21st Century Career Information Event at CCM:

The Morris-Sussex-Warren Workforce Development Board is collaborating with the Morris County Economic Development Corporation, North Jersey Partners and County College of Morris to host a career event, *Choose Your Path: Career Pathway Event for High School and Community College Students*, on October 18, 2018 from 5:30 to 8:00 PM. It will assist the workforce bound high school student or community college student in choosing a career path that is rewarding and financially secure. Speakers will include professionals from Atlantic Health, UPS, Verizon and Carpenters Local 254 who will share their personal stories and provide information on how to connect to occupations in some of New Jersey's high demand industries. This initiative has come about due to the need to assist students in navigating career choices based on the current economy.

Morris@Work at UPS:

Morris@Work is a talent resource initiative of the Morris County Economic Development Corporation and the Morris-Sussex-Warren Workforce Development Board. Its mission is to provide talent acquisition resources for companies looking for best practices. In September, Robert Baczyk, Senior HR Business Partner at UPS Information Technology hosted the quarterly meeting at the UPS Innovation Center in Parsippany. He presented the UPS approach to hiring, the role people analytics plays in the onboarding process and how the organization has used talent acquisition to find the right job candidates.

Workforce/WIOA Funding (PY 2018 WDB Budget - Review):

The Board is required to review and approve the local area budget for Program Year 2018. An email was sent to Board members with an attached budget for review prior to the Open Meeting. Voting will commence at 8:30 AM on Friday, October 19, 2018 and continue until 4:30 PM on Friday, October 26, 2018. Board members with questions or concerns can contact Jane Armstrong by phone (973-829-8661) or email (jarmstrong@co.morris.nj.us).

One-Stop Operator Donna Buchanan reported that **Gil Sutherland**, WorkFirst New Jersey Supervisor with Employment and Training Services, was the recipient of the 2018 Garden State Employment and Training Association's *Sharon Dutra Front Line Service Worker Award*, which recognizes individuals who have demonstrated a passion for helping those less fortunate and promoting social justice and equality in the workplace.

WDB Director Jane Armstrong introduced guest speakers **Teresa Bayewitz** and **Jessica Kennedy** of **Mercer**, the world's largest human resources consultant firm, who shared their latest talent management research.

Meeting Topics

Presentation

"Thriving in the Age of Disruption"

Teresa Bayewitz and Jessica Kennedy, Principals of Mercer, distributed published handouts regarding changes in the nature of work, the future of jobs, the future of talent, and what Mercer has learned about "thriving in the workplace in an age of disruption."

Some highlights were:

- Future of Jobs: Difficult for organizations to plan for future due to uncertainty about what jobs will look like.
- Future of Talent: Increased longevity; having children later in life; the rise of the free agent.
- Changes in Work Environment: Families changing; more parental leave.
- Rise in Migration and Racial and Ethnic Diversity: Computer science majors are needed but are not being home-grown; are in midst of a global migration.
- Digital Identify: Artificial Intelligence (AI) changing nature of jobs and ways people interact. Needed for marketing and sales, but social media areas have to be navigated.
- Human Resources: Technology making HR less transactional; HR becoming more critical part of business team.
- Employees: Due to pension not being what it once was, rise in healthcare costs, and less strength from unions in terms of negotiating pay, the question has become, "What does career success mean in today's world?"

- Research on Thriving: Mercer’s global research looks at career and development opportunities, learning opportunities, fair assessments, flatter structures, equity in pay and rewards, enablers for efficiency, positive working environment, analytics driven actions, employee involvement, and connected/purposeful leaders.
- Mercer’s Point of View:
 - Thriving Organization:
Success redefined, resilient and agile, positive societal impact
 - Thriving Workforce:
Diverse and adaptive, inclusive and growth focused, committed to wellbeing
 - Thriving Individual:
Growing and contributing, empowered and connected, healthy and energized
- Four Steps to Success:
 - Craft a future-focused people strategy
 - Curate a compelling value proposition
 - Create a thriving work environment
 - Cultivate a lab mindset

Special Guest

WDB Chair David Hollowell introduced the New Jersey Department of Labor and Workforce Development **Commissioner Robert Asaro-Angelo**. Before the Commissioner was nominated by Governor Phil Murphy in January 2018, he served as Eastern Regional Representative for the US Department of Labor under the Obama Administration from 2010 to 2017, managing the department’s regional activities and coordinating federal initiatives on the regional, state and local levels. Additionally, he served on many intergovernmental work groups, including the White House Hurricane Sandy Task Force, the White House Task Force on Puerto Rico, Regional US Interagency Councils on Homelessness, and FEMA’s Recovery Support Function Leadership Group. Prior to his government service, Commissioner Asaro-Angelo work for the Laborers International Union, the American Federation of State, County and Municipal Employees and the Service Employees International Union Local 1115 organizing and educating public employees, construction workers and nursing home employees about government and politics.

Commissioner Asaro-Angelo spoke about imparting Governor Phil Murphy’s vision for workforce and New Jersey’s innovation economy, and said economic development and workforce development are the same thing.

The Commissioner talked about apprenticeship, which is about earning while you learn. Apprenticeship in New Jersey is registered by the U.S. Department of Labor (USDOL). He said their goal is to create a network using the Talent Network framework as a model, writing apprenticeship programs, finding out what credentials they need, learning what they can do as a state to help them, and meeting with USDOL about these applications. He spoke about having a structure of salary, time scale, related instructions, and making an investment. He told the group that a grant announcement was coming soon. *(On October 30, 2018, the Commissioner’s office announced a \$4.5 million Grant Opportunity to support and expand Registered Apprenticeship opportunities across New Jersey.)*

Donna Buchanan asked if the Commissioner envisioned apprenticeships replacing On-the-Job Trainings. He responded that he thinks they could be integrated.

Robert Hopkins brought up the aging workforce and mentioned that the average age of their working members is 47. He also told the group that they make a huge investment in apprenticeship training, and have just spent \$35 million on a new training facility. In his Local, they currently have over 650 apprenticeships out of a 4,000-person membership. Robert said the 5-year apprenticeship training

costs approximately \$35,000 per member, which is paid for by their contractors and employees. He said they cannot afford to invest that kind of capital in an apprentice who will not make a commitment to the organization and an employer. On the other hand, they are pleased to see the apprentices who have the heart and desire to give the job everything they have. He told the group that one young woman who has been with them since she was 19 has been working two jobs and has just bought a house at the age of 23. Robert said she worked hard and was dedicated from day one, which is what they are looking for.

Donna Buchanan remarked that she was thankful there are forums like the WDB Open Meeting where they can get the word out on One-Stop services. She asked the Commissioner if the New Jersey Department of Labor and Workforce Development (NJ LWD) plans to develop marketing collateral for sharing with communities about One-Stop Services. He replied that the Governor has hired a Chief Innovation Officer, Beth Noveck, whose job is to modernize government services and make them more accessible to everybody - residents, businesses, workers. She has been working with NJ LWD and they currently have a framework to make their website more accessible.

Chair Hollowell thanked Commissioner Asaro-Angelo for being a great partner, advocate and collaborator.

Labor Market Discussion

Jane Armstrong reported that current labor market data will be posted on the WDB website, mswwdb.org, on the "Resources" page. She mentioned that Assistant Commissioner Leslie Hirsh has been helpful, and said Edwin Vallejo of LWD has been a great resource.

Robert Wanthouse of the Morris County Economic Development Corporation shared current statistics for the tri-county area:

- Morris County - Top Three Jobs:
Elementary and Secondary Schools; General Medical and Surgical Hospitals; Corporate, Subsidiary and Regional Managing Offices.
- Sussex County - Top Three Jobs:
Elementary and Secondary Schools; Supermarkets and Other Grocery (except Convenience) Stores; Local Government, excluding Education and Hospitals.
- Warren County - Top Three Jobs:
Elementary and Secondary Schools; Local Government, excluding Education and Hospitals; Corporate, Subsidiary and Regional Managing Offices.

Other Business

OLD BUSINESS

Chair Hollowell opened the floor for old business. There was no old business.

NEW BUSINESS

Chair Hollowell opened the floor for new business. There was no new business.

Chair David Hollowell thanked all for coming, and again thanked Commissioner Robert Asaro-Angelo for sharing his time and expertise with the Board. He asked for a motion to adjourn. Donna Buchanan made the motion, which was seconded by Anand Sumaithangi. The motion passed unanimously. The meeting was adjourned at 10:50 a.m.