

**New Jersey State Employment and Training Commission  
Council on Gender Parity in Labor and Education Meeting Minutes  
September 8, 2011**

Rutgers University, New Brunswick  
Labor Education Center ~ Room 115

**Attendees:**

Suzanne Eng	Linda Houser
Aaron Fichtner	La Shauna Jackson
Judy Formalarie	Andrea Karsian
Neale Godfrey	Dianne Mills McKay
Glenda Gracia-Rivera	Henry Plotkin
Dianne Hartshorn	Diane Schonyers
Michele Horst	Tiffany Smith

Chair Dianne Mills McKay opened the meeting at 10:40 with a welcome to all and introductions which included a new member, Neale Godfrey. A full biography was included in the packet of information.

Minutes from the April and August 2011 meetings were approved by all.

**Michele Horst- State Employment and Training Commission**

Michele gave an overview of the SETC and their mission. The SETC will be working in six sectors of industries. The SETC makes sure that New Jersey builds the capacity of its workforce and that we speak for our employers and their needs. She stated that the jobseeker is considered anyone from K-12, post-secondary, and all adults and not only unemployed individuals. Also, an SETC goal is to strengthen the local workforce system through local Workforce Investment Boards (WIBs), strengthen workforce performance, and strengthen collaborations and relationships with all partners.

**Aaron Fichtner, Ph.D.- Department of Labor and Workforce Development  
Labor Planning and Analysis**

Dr. Fichtner shared labor market data on women in New Jersey's workforce from the American Community survey of 2009. He noted that most women still work in education and health careers at 34.8%, with a distant second of professional and business services at 11.4% and a 10.9% in retail trade as third. At the bottom of the scale, only a little over 1% of women work in the construction trades. He noted that healthcare is the strongest industry coming through the recession while construction and management, which are mostly male dominated, are not recovering well.

However, Dr. Fichtner stated that he also wanted to discover what information this Council can use in working with us so that he can provide it. Traditional Labor Market Information

(LMI) is “gender blind” and the information collected is guided from the USDOL as states generally work off federal mandates.

Dr. Fichtner did note that the Commission on Higher Education collects graduate information and through the Eligible Training Provider List (ETPL), he can begin to collect employer outcomes and status for two years after graduation. He said they are also beginning to collect high school graduation information. He urged this Council to help influence this collection and set the agenda of what data gets collected and analyzed and asked for the Council’s direction and guidance. The issue was raised that we could use this data for a link between college majors and employer outcomes which would then influence educational funding.

### **Glenda Gracia Rivera- Rutgers University**

Ms. Gracia Rivera was pleased to announce that the Center for Women and Work, which had the grant for the Nontraditional Resource Career Center (NCRC) has now been awarded the new four year grant called the Career Equity Resource Center (CERC). The NGO is currently under review from the Department of Education.

Some changes of the program include:

- Four year grant (no longer three years) beginning on October 1, 2011
- It will have a statewide and regional focus
- Only Career and Technical Education (CTE) programs and schools will be eligible
- Includes gender, race/ethnicity, socio-economic status (not only gender issues)
- The TALE and CSI programs are eliminated
- There is a greater emphasis on outcomes and evaluations
- There will be two additional staff: a Program Administration (full-time) and an Evaluation Specialist (part-time).

For regional efforts, the proposal is as follows:

- 1<sup>st</sup> year- Central- region- STEM
- 2<sup>nd</sup> year- Southern region-HealthCare
- 3<sup>rd</sup> year- Northern region- Technical and Advanced Manufacturing

The program can work with up to four schools per region. They will have a regional advisory council at each school and district but it can build on what the school already has established. The CERC may still have a statewide advisory council, but it is not mandatory in the grant.

The CERC will collaborate with Raritan Valley Community College and appropriate Talent Networks, and CTEP. They will also work with the New Jersey Chamber of Commerce and their Learn/Do/Earn program to create new materials in tool kit to reflect non-traditional under-represented students and CTE for use in their programs.

The Council made a suggestion to add in the education of teachers about the labor market. Ms. Gracia-Rivera stated that they are considering this.

US DOE has contracted with Troro College in New York to be the equity resource center in this region and they will provide assistance to Ms. Gracia-Rivera.

**Linda Houser, Ph.D. - Consultant to the SETC Council on Gender Parity in Labor and Education**

Dr. Houser provided a PowerPoint presentation to the Council on the report she wrote regarding the findings of the 2011 Science and Technology Workforce Summit. She stated that she was very glad to see that the Council worked off the themes of 2010 to strengthen linkages. She believes the May 20<sup>th</sup> conference was a huge success and brought a variety of successful and influential women together to discuss the theme *Building Bridges: Forging Alliances*. In her presentation, Dr. Houser broke down the findings into categories such as elementary and secondary education, higher education, profession/career, and across the pipeline. All Council members received a copy of the report.

**Judy Formalarie- State Employment and Training Commission**

As a follow up to Dr. Houser's report, Ms. Formalarie stated that the Science and Technology Workforce Subcommittee would be reforming soon and asked for additional volunteers for that group. Ms. Godfrey volunteered to join.

Also as a follow up to the Science and Technology Workforce Summit, Ms. Formalarie reported on a US Department of Commerce report on women in STEM entitled *Women in STEM: A Gender Gap to Innovation*. Members received a copy of the executive summary in their packets. The full report can be found at [www.esa.doc.gov/reports](http://www.esa.doc.gov/reports). Many of the same issues and insights our Summit addresses were raised.

Ms. Formalarie also informed the Council of the Annual Report that had been written to highlight activities from July 1, 2010 to June 30, 2011. This report, along with a copy of the 2011 Science and Technology Workforce Summit report, will be mailed to each state legislator, the Lt. Governor, and the Governor. Each member received a copy of the report in their packet.

Ms. Formalarie briefly reported on P.L.2011, Chapter 115, which was approved on August 18, 2011 as a new law that repealed obsolete statutes concerning the status of women. A listing of the sponsors and co-sponsors was attached.

A discussion was held regarding the Council meeting time. As the meeting often seems rushed, the Council agreed that in the future all meetings will begin at 10:00, rather than at 10:30. Meetings will still conclude at 12:00 Noon.

## Announcements

- Neale Godfrey invited all members to the official launch of the New Jersey Chapter of the US National Committee for UN Women. UN Women is the United Nation's organization dedicated to gender equality and empowerment of all women. It was established to accelerate progress on meeting needs worldwide such as violence against women, human rights, and economic empowerment. The meeting will be held on September 15<sup>th</sup> at 6PM at Ms. Godfrey's home in Chester, NJ. For more information, go to [www.unwomen.org](http://www.unwomen.org).
- On Friday, October 24, 2011, there will be a Morris County Women's Summit, *Redefining Cinderella*. This event comes as a result of Council efforts. Dianne Hartshorn invited all to attend.
- The meeting concluded at 12:15. The Council will hold its next meeting on November 3, 2011 starting at the new time of 10:00 at the Labor Education Center of Rutgers University in New Brunswick.