



**Meeting Minutes
June 14, 2017
Council on Gender Parity in Labor and Education
The Professional Center at DCF
New Brunswick, NJ**

The Chair welcomed members and guests to the meeting. The Chair indicated there wasn't a quorum and the minutes from the April meeting would be held until the October meeting.

The Chair reviewed the agenda which consisted of a review of the response received to the RFQ document that was released in May and presentations by the Advanced Manufacturing, Healthcare and Transportation, Logistics and Distribution Talent Networks.

Proposal Review

The Chair indicated that the NJ State Employment and Training Commission (SETC) received one response for each of the RFQ documents released, and further reported that both were from the Center for Women and Work (CWW) at Rutgers University. These documents were shared with the Council on Gender Parity in Labor and Education (GPC) a week prior to the meeting so that they would have time to review the proposals and be able to discuss them at the meeting. However, additional copies of the documents were included in the meeting folders as well.

Andrea Karsian indicated a motion to approve the proposals since there was no competition. A discussion ensued about the lack of competition and possibly identifying reasons why no other higher education entities responded to the RFQ. It was surmised that the two-week response period could be one reason for the lack of competition. It was suggested that if the GPC plans to release a competitive opportunity in the next funding year, that it be done early enough to allow for an increased opportunity of respondents.

The Chair seconded the motion to approve the proposals submitted by the CWW. The members did engage in a quick review of the two proposals. It was recommended that CWW be required to conduct independent research and NOT rely on the Talent Networks or the Targeted Industry Partnership (TIP) employers. The Talent Networks have contracts with the Department of Labor and Workforce Development (LWD) which outline their priorities and deliverables and we do not want this GPC initiative taking time from their existing purpose. In addition, the GPC asked that the CWW to expand their sources of research and data beyond the Census and LWD Office of Research and Information. Dr. Mary Morley from the Office of the Secretary of Higher Education did avail herself to the CWW as a reference for data and identifying other potential sources. Dr. Morley also indicated that the Research Methodology section of both responses



should be modified from “graduation rates” to “completion rates” to more accurately reflect the National Center for Education Statistics data.

It was also recommended that the GPC meet with the CWW upon the award of the contract in July and then again in September to ensure alignment and focus are on point.

The final discussion was a request of the GPC to have LWD include a gender lens in further awards of the Talent Network contracts. It was noted that the request to include the gender lens could be a result of this study and be included as a final recommendation as part of the report presented to the SETC once complete.

This concluded the RFQ Proposal Review.

The Chair indicated that the Talent Network Presentations would begin at 11:00. Gary Altman and Andrea Karsian both excused themselves from the meeting indicating other commitments.

Talent Network Presentations

The Chair thanked the Network Directors and their staff for attending the meeting. She indicated that the three (3) presentations today would conclude the effort to have all seven (7) Talent Networks present to the GPC members. The Chair asked that each presenter limit their overview to 10 minutes to allow for questions.

Advanced Manufacturing

Ray Vaccari provided an overview of the Advanced Manufacturing industry in NJ with the number of firms, and average age. He indicated that the industry will be experiencing a limited pool of future workers and a middle skills gap. He indicated the average age of a worker in the industry today is 60 years of age.

Mr. Vaccari further reported that the industry is working with both the community colleges and the career and technical education institutions to create programs of study, degrees and credentials that are in demand and meet the needs of employers. The industry also has a heavy emphasis on registered apprenticeship programs in a variety of occupations. The Talent Network also supports a NJ MechaFORCE initiative that focuses on working with advanced manufacturing companies to create or expand registered apprenticeship programs.

Healthcare

Padma Arvind and Arati Chaudhury provided an overview of the Healthcare Talent Network. Ms. Arvind spoke of the diversity of options, vast array of occupations, career paths and earning potential within the healthcare industry. She spoke about entry level



credentials and registered apprenticeship opportunities that are both stackable and transferable within the industry and allow for career growth that lead to life sustaining wages.

Ms. Arvind and Ms. Chaudhury informed the group of upcoming events. The first was an Apprenticeship 101 workshop on June 20th and the second was a National Accelerator healthcare Apprenticeship Conference on July 24th. They encouraged attendance at the events or that the information be shared with individuals that might benefit.

Transportation, Distribution and Logistics

John Taggart and Carmen Pichardo provided an overview of the TDL industry in New Jersey which incorporated the number of workers. The co-directors reviewed the times of work and diversity of the occupations that encompass the TDL umbrella. They stress the increased need for technology skills within many of the occupations and spoke at length about the Global Supply Chain and Logistics curriculums that have been developed within higher education institutions to meet the increased need for workers. The Director also spoke about the need to better utilize registered apprenticeship as a model of education and training within the industry.

The GPC members were engaged during the Talent Network presentations and did ask questions to clarify their understanding of existing and planned efforts. The most significant discussion focused on a lack of awareness of students, parents and potential workers about these programs, investments and overall efforts. The group was very much interested in improving the communication of information to assist with preparing individuals for occupations/work within these growth industries.

A representative of the NJ Library spoke and indicated that she would appreciate having copies of tangible documents created to support the Talent Networks so they could be provided to clients at the libraries. The Talent Network Directors all agreed to provide her documents that have been created to support their efforts.

The Chair thanked the presenters and the members for their involvement in the meeting. She indicated that the next scheduled meeting was in October 18th but the members should anticipate a meeting or two during the summer to support the RFQ contractor once awarded.



Attendance

Appointed Members- Attending

1. Andrea Karsian
2. Sally Nadler
3. Aida Visakay

Appointed Members- Not Attending

1. Amina Bey
2. Yvonne Mays
3. Sarah Pallone
4. Susan Schultz
5. Maryann Sicurella

Ex-Officio Members- Attending

1. Dr. Mary Morley (OSHE)
2. Maureen Ochse (DCF)

Ex-Officio Members- Not Attending

1. Robyn Kay (DOE)

Guests

1. Padma Arvind (Healthcare)
2. Arati Chaudhury (Healthcare Talent Network)
3. Andrea Levandowski (NJ State Library)
4. Chiara Nodari (DOW Intern)
5. Carmen Pichardo (Transportation, Distribution and Logistics)
6. John Taggart (Transportation, Distribution and Logistics)
6. Ray Vaccari (Advanced Manufacturing)

Staff Attendees

1. Gary Altman
2. Maureen O'Brien Murphy
3. Kyree Robinson