



## ***Joint Newark & Essex County Business and Economic Development Committee***

Essex County College- Training Inc.

Thursday, July 26, 2018 at 9:00 am

### **Meeting Minutes**

#### **Attendees:**

Mike Andreas, Jasmyne Beckford, Mitch Cahn, Apryl Caldwell, Ida Chimbay, Barbara George-Johnson, Raul Gonzalez, Jonathan Kobza, Michael A. Marchetti, Angelique Morrison, Frank Preta, Janine Schaeffer, Rebecca Shulman, Dr. Stephanie Steplight Johnson, Rob Stramara and Willie Tolbert.

#### **Meeting Called to Order: Chairperson Mitch Cahn**

Mitch called the meeting to order. A roundtable roll call was conducted to introduce all meeting attendees. The May 31, 2018 minutes was approved by Willie Tolbert and seconded by Mitra Choudhury, however, Mr. Cahn requested that the report presented at the March 14<sup>th</sup> Board Meeting be included, no further amendments.

#### **Accessing North Jersey's Talent Center Programs- NJMEP, COO, Rob Stramara**

Mr. Stramara advised New Jersey Manufacturing Extension Program (NJMEP) is a federal national network organization whose mission is to help manufacturers navigate their business so it may be more profitable and continually grow. NJMEP offers business consulting, training services and a variety of specialized programs. Mr. Stramara advised this year they've collaborated with Talent Networks that are workforce development focused and that they (NJMEP) are the holders to New Jersey Advanced Manufacturing and Transportation, Logistics & Distribution Talent Networks.

Mr. Stramara stated NJMEP was able to tap into the Talent Development Centers' funding designed for incumbent workers. Incumbent workers are employees of specific companies.

Camden County College has partnered with Advanced Manufacturing Talent Network. Training is not only catered to Camden County residents but all New Jersey residents.

Mr. Stramara provided an overview of NJMEP in 2017 and stated that they've had over 38 manufacturers participate in different training programs. 414 participants were trained in a span of 204 days. NJMEP focuses on incumbent worker training as that is their main connection/focus

with businesses and companies. The annual fiscal year funding available is \$450,000.00. Other fundings available are designed for dislocated workers, disadvantaged workers and basic skills training. The Talent Development Centers all have the same funding structure. There are 8 Talent Development Centers all in different industry clusters such as: Advanced Manufacturing, Construction/Utilities, Financial Services, Food Industry, Health Care, Life Sciences, Retail, Hospitality and Tourism, Transportation, Logistics & Distribution.

Mr. Stramara stated that NJMEP receives the funds from the Talent Development Centers and supplements it to the manufactures. Funds become available to manufactures through NJMEP not the Talent Development Centers. Such funds are available to other institution besides Camden County College, however, they must be approved by New Jersey Department of Labor (NJDOL).

NJDOL notifies all grant opportunities available. Talent Development Centers are all attached to an academic organization such as universities or county colleges. An organization who is an approved eligible training provider by NJDOL can apply for funds. Rutgers, NJIT, Farleigh Dickinson and Rutgers are a few of the academic institutions that have partnered with Talent Networks.

Funds become available July 1<sup>st</sup>, however Camden County College got a three-month extension.

NJMEP utilize the Customize Training Grant, however, the application process is cumbersome, restrictive and requires a panel review process. Mr. Stramara advised there are three forms that must be completed in order to apply for the funds which are: training request form, company information form and training needs assessment form. The requirements for training programs are that there must be 10 trainees per class and trainees' wages must match the implementation cost. NJDOL requires that all trainings associated with the Talent Development Centers must be tied to a career pathway.

Frank Preta is the Program Manager of the Advanced Manufacturing Talent Network, a program funded by the NJ Labor and Workforce and hosted by NJMEP. Mr. Preta advised that the task of the Talent Networks is reaching out to employers and understanding the needs of the workforce skills gap in the industry. Their task is to discuss all market intelligence gathered at industry partnership meetings and address it to the Department of Labor to potentially create pilot programs that would help build curriculums and funds to approved academic intuitions. Mr. Preta and Mike Marchetti are currently working on establishing three pilot programs.

Advanced Manufacturing Talent Network, Program Manager, Mike Marchetti advised the current pilot program that they are currently organizing deals with getting principals and guidance counselors to visit different manufacturers so they may understand that manufacturing may be a career options for some students. Mr. Marchetti provided all attendees with a flyer of the jobs available and advised the number one issue that employers are facing is the lack of soft skills from employees and/or potential hires.

**Health Care Apprenticeship Program for Certified Nursing Assistant- ECC Training, Inc.,  
Director Mitra Choudhury**

Mr. Cahn advised the NJ Health Care Employers District 1199J Training & Development Fund's Executive Director, Dr. Stephanie Harris Kuiper was unable to present on the topic, however, Director of ECC Training Inc., Mitra Choudhury will present. Ms. Choudhury advised that the apprenticeship program is designed for high school graduates. The program takes place at the NJ Health Care Employers District 1199J Training & Development Fund during the summer. The program focuses on remedial courses such as english and math, once successfully completed, students begin their certified nursing pre-training course at ECC Training Inc. Once students have successfully completed the course at ECC they return to Dr. Harris Kuiper who then places them in the apprenticeship sites such as St. Barnabas, Mountainside Hospital, Hoboken University Jersey City Medical Center, Inglemoor Nursing Home, Daughters of Israel Home and Daughters of Miriam Center, The Gallen Institute, Green Hill or any of the Alaris Nursing Homes. Students go to the apprenticeship sites and get hired as Certified Nurse Assistant. Students must complete a mandatory 2000 hours so they may receive their CNA certificate and are classified as ECC students so they may begin a career pathway.

**NWDB's Employer Resource Directory-NWDB, Special Projects Coordinator, Jasmyne Beckford**

Ms. Beckford gave a live presentation of the website and advised it's a one-stop shop geared to employers, training providers and local community businesses. The blog contains information in regards to training programs, placement services, tax incentives and more. Each category is divided by locality to make it easily accessible to users.

Mitch requested that ongoing employee support be added as a separate category to the blog. Mitch advised the next step is to promote the link to stakeholder organizations and businesses through the Talent Networks, NCEDC, NJMEP and Essex County Board.

Mitch thanked everyone for their participation and adjourned the meeting.

**The next meeting is scheduled on October 4, 2018**

