



***Joint Newark & Essex County
Public Policy Sub-Committee***
Essex County College- Training Inc.
Thursday, May 16, 2019 at 9:00 am
Meeting Minutes

Attendees:

NWDB Board Members: Mitra Choudhury, Joseph Epps, Jr., Barbara George Johnson, Jerrah Crowder (proxy for Rhonda Lewis)

Committee Members/ Staff: Kelli Bell-Taylor, Jasmyne Beckford, Apryl Caldwell, Jerrah Crowder, Keith Kirkland, S. Aisha Steplight Johnson

Meeting Called to Order: Chairperson Barbara George Johnson

Barbara called the meeting to order. A roundtable roll call was conducted to introduce all meeting attendees. The minutes for the last meeting were approved with amendments to its meeting attendees.

Committee Business- The 1st Source Agreement

The focus of the meeting was to have an overall discussion of the 1st Source Agreement, which is a Newark ordinance that will be put in place to implement, monitor and regulate businesses, giving Newark residents hiring priority for any new Newark businesses and/or projects. This work in progress is not currently available for public consumption and will be managed by the city's Dept. of Economic Housing and Development. Although the policy's original foundation is from a construction field, it is a huge push across all industries by Amina Bey, Executive Director of the Newark Workforce Development Board (NWDB). Angelique Morrison, of L&M Development and NWDB Member is on the team who is tasked with restructuring the policy. One of the major goals of the 1st Source Agreement in Newark is to make sure that it is broad and comprehensive enough to cross various industries as its regulations are being refined and implemented.

The policy has been used for quite some time in a few major U.S. cities where laboring hours have been examined. In Washington D.C., their ordinance aims for proficiency in implementation and regulation by a specific metrics consisting of 60% apprentice labor, 50% skilled labor, 70% common labor and 20% journeywork. Their online tracking system and analytical component have been deemed critical in working out some of the kinks of the original policy.

Barbara suggested that the City of Newark should follow suit and stressed that the city's IT Department should be instrumental in developing a portal where data about businesses, vendors, developers, contractors, sub-contractors and clients can be input and extracted to track and ensure that Newarkers get their fair share of

employment. A universal tracking component should be built into the ordinance and is critical and essential in leveraging opportunities to ensure that Newark can provide a qualified workforce to future Newark businesses.

Specific Committee Concerns/ Asks

- How do we hold businesses accountable to meeting the 40% requirement? Perhaps if they can only meet 20%, they can train the other 20% through apprenticeships or on the job training. If they are small businesses and operate in the capacity of sub-contractor, how do we help them to grow their business so that they are able to provide more employment opportunities?
- There should be basic minimal training criteria by industry sector with input in developing policy specific to hiring and employment pathways.
- The disparity between what the unions require for training vs. what training vendors require must be examined and addressed.
- The lack of licensing has been a barrier to job seekers in the past. A state policy wrapped around the NJ Motor Vehicle Commission should be developed to help shape policy around licensing costs, restitution and court fees so that employment seekers can be viable.
- How to ensure that the Mayor's Newark Forward Workforce Plan is being implemented in the school system? And how do we ensure that disparities don't exist in the application and admissions process and the curriculum for vocational schools across the state.

Next Steps

- To invite David Muhammad to the next meeting to speak to some of the past and current challenges as it pertains to the 1st Source Agreement.
- To examine how to obtain industry specific data that can be presented to the U.S. Department of Education. How can this data be used to look into the policy implications about career readiness and internships from K-12 through higher education? This will help shape what pilots and programs can create career pathways.

Announcements

Jerrah advised that the Newark Asset Building Coalition is hosting a financial inclusion summit on May 22nd to help improve the financial capability in Newark.

Adjournment

There was no further business with the committee. Barbara thanked everyone for their participation and called a motion for adjournment. Motion was moved by Mitra and seconded by Apryl. The meeting was adjourned.