



NJ PATHWAYS

TO CAREER OPPORTUNITIES

Aligning Education to Build an Innovative Workforce

Welcome.

We ask that you please take this time to mute yourself, thank you.

In the chat, please provide your name, title and organization.

March

Manufacturing & Supply Chain Management Collaborative Meeting

Theme: Industry Recognized Credentials and Stackable Pathways

NJ Pathways to Career Opportunities

New Jersey's Community Colleges and the New Jersey Business and Industry Association have joined together to launch an unprecedented education and training pathways initiative.



CATHERINE FRUGÉ
STARGHILL, ESQ.

Senior Director, Strategy and Partnerships



MICHELE SIEKERKA, ESQ.

President & CEO, New Jersey Business
and Industry Administration

PARTNERSHIP

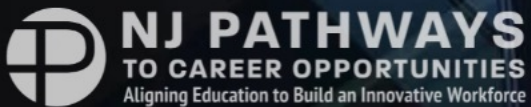


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TO CAREER OPPORTUNITIES**
Aligning Education to Build an Innovative Workforce

Please use the hashtag:

#NJPathways

To share your participation in the
NJ Pathways to Career Opportunities
Industry Collaborative Meetings



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Aligning Education to Build an Innovative Workforce



New Jersey's
Community Colleges



New Jersey Business
& Industry Association

TODAY'S AGENDA:

- **Importance of Industry-Valued Credentials When Designing Pathways**
 - Michelle Van Noy, Ph.D - Director and Associate Research Professor, Education and Employment Research Center (Rutgers University School of Management and Labor Relations)
 - John Dyer - AVP, Workforce Development (American Association of Community Colleges)
- **Importance of Industry-Valued Credentials According to Industry**
 - Gail Friedberg Rottenstrich - Co-founder/CEO (ZAGO Manufacturing Company)
- **Innovative Pathways Partnership**
 - **High School Quick Step Program**
 - Michelle J. Martin - Sr. Research Analyst (Rowan College at Burlington County)
 - Saul E. Hernandez - Vicinage Chief Probation Officer (Burlington Vicinage)
- **Insights on Current Industry Trends from the Industry Leadership Team**
 - Glenn Best - Director, Manufacturing & Supply Chain Management Strategy and Workforce Partnerships (New Jersey Community College Consortium for Workforce & Economic Development)
- **Comprehensive Cross-Education Sectors Pathways Model**
 - Catherine Frugé Starghill, Esq. - Sr. Director, Strategy and Partnerships, (New Jersey Community College Consortium for Workforce & Economic Development)
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THE IMPORTANCE OF INDUSTRY-VALUED CREDENTIALS WHEN DESIGNING PATHWAYS



MICHELLE VAN NOY

Director, Education and Employment Research Center at the School of Management and Labor Relations at Rutgers, the State University of New Jersey



JOHN DYER

Associate Vice President, Workforce Development, American Association of Community Colleges (AACC)

PANEL



SPEAKER

Gail Friedberg Rottenstrich

Co-founder, CEO of ZAGO Manufacturing Co.

The Importance of Industry-
Valued Credentials for
Manufacturing & Supply
Chain Management

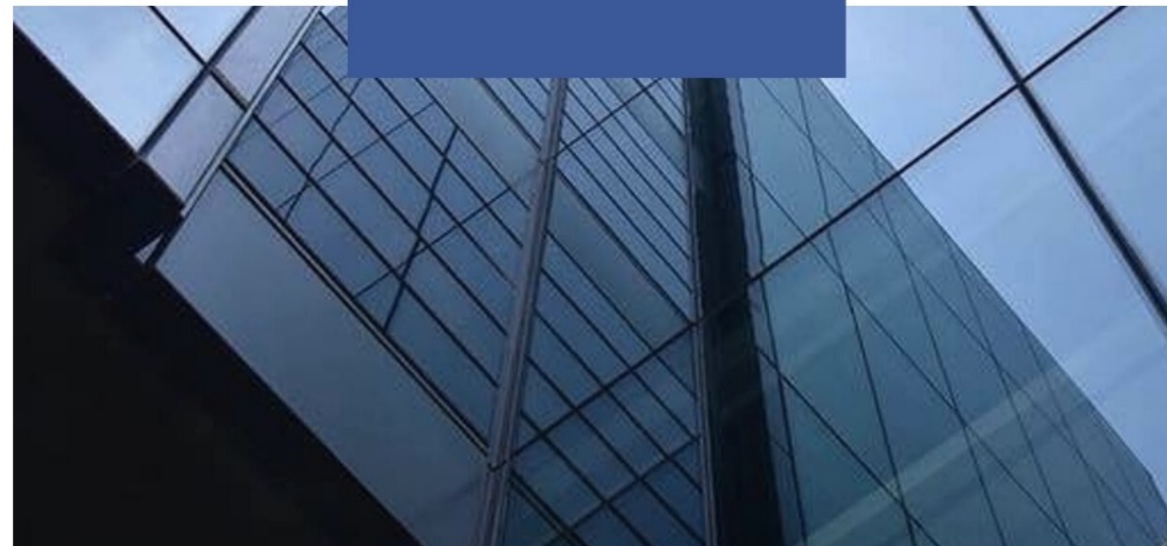


Innovative Pathways Partnership of Collaborative Partners

High School Quick
Step Program



PRESENTATION



A Winning Combination:

Creatively Addressing The Employee Gap in Supply Chain Management

Michelle J. Martin
Sr. Research Analyst
Workforce Development Institute, RCBC

Saul E. Hernandez
Vicinage Chief Probation Officer
Burlington Vicinage

rcbc.edu/workforce



Where are the employees?

- Lack of employees can be pinned on a number of sources (i.e. Great Resignation, Pandemic, etc.)
- As noted by CNBC in September of last year, lack of employees in the supply chain field can have a massive impact on local economies
- “More than 70 container ships at ports in Los Angeles and Long Beach are unable to unload goods because of a shortage of workers.”
- “A survey of local chamber of commerce leaders by the U.S. Chamber reveals that 90% of these leaders say that labor shortages are limiting economic growth in local areas.”

Source: <https://www.cnbc.com/2021/09/28/companies-need-more-workers-to-help-resolve-supply-chain-problems.html>

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Where are the students?

Enrollment in colleges across the country has taken a hit throughout the pandemic as well.

“The preliminary fall data show the decline this fall to be 5.6%. That's not quite as steep as last year: In the fall of 2020, community college enrollment fell by roughly 10% nationally — a loss of over 544,200 students when compared with the fall of 2019.” <https://www.npr.org/2021/10/26/1048955023/college-enrollment-down-pandemic-economy>

“Overall, enrollment in undergraduate and graduate programs has been [trending downward since around 2012](#), but the pandemic turbocharged the declines at the undergrad level. When fewer students go to college, fewer students graduate, get job training and move on to higher-paying jobs, meaning all this could have huge ramifications [for the U.S. economy](#).”

<https://www.wbur.org/npr/1072529477/more-than-1-million-fewer-students-are-in-college-the-lowest-enrollment-numbers>



Non-traditional Solution:

PROGRAM

High School Quick Step (HSQS):

Original concept:

- Early dismissal high school seniors
- On-campus college experience
- Short-term training in industry-recognized certifications
- Well-paying and/or available employment

Including: Supply Chain Management

PARTNER



- Juvenile Probation
- Enhanced Outcome Based Supervision (EOBS)
- Judiciary Opportunities for Building Success (JOBS) program

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ANTICIPATED OUTCOMES

"It's not the only path, and it's certainly not a guarantee, but it's the best path we have right now. And so, if more students are thrown off that path, their families and communities suffer, and our economy suffers because businesses have fewer skilled workers to hire from."

Life's most persistent and urgent question is, "What are you doing for others?"

Dr. Martin Luther King, Jr.

Source:

<https://www.npr.org/2021/10/26/1048955023/college-enrollment-down-pandemic-economy>

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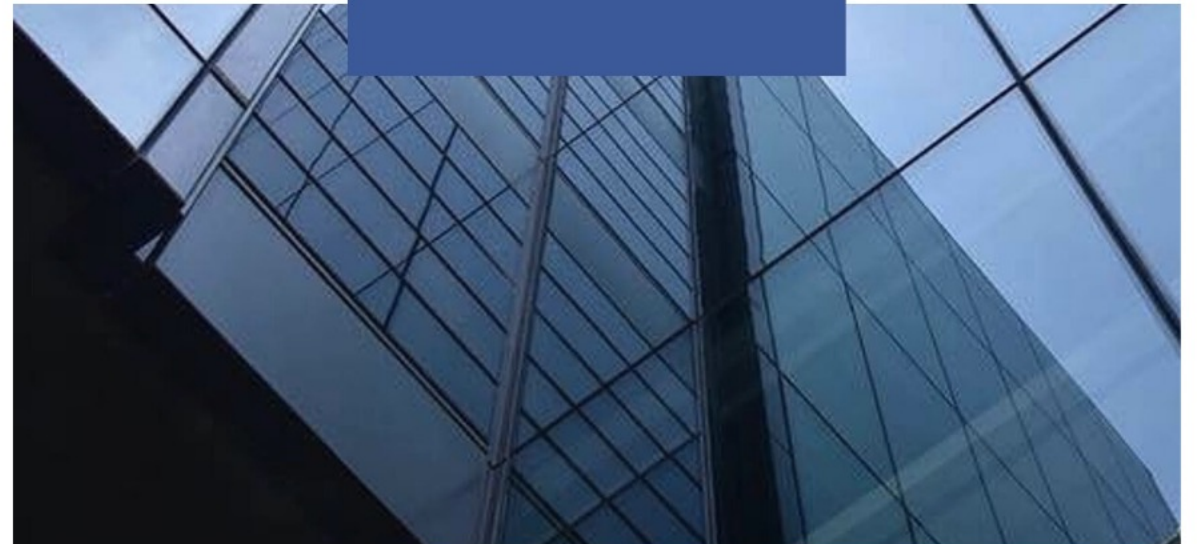
Insights on Current Industry Trends from the Industry Leadership Team

GLENN BEST

Director of Manufacturing and Supply Chain Management



PRESENTATION





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Community Colleges

NJBIA
New Jersey Business
Innovation Alliance

Industry Leadership Team Quarterly Meetings

March 15 – 18, 2022

Health Services

AmeriHealth
Bergen New Bridge
Community Options
Cooper University
Hackensack Meridian
Healthcare Assoc
Summit Health
Horizon BCBS
Preferred Behavioral
Visiting Nurse Assoc

Infrastructure & Energy

American Water
Atlantic City Energy
IBEW 102
Naik Consulting
NJ Infrastructure Bank
NJ Resource
Operating Engineers
Orsted
T&M Assoc
United Airlines
Verizon

Technology & Innovation

Amazon
AT&T
BluLabs
Cisco
Cognizant
MarketSmith
Microsoft
Nitto
One-Huddle
Soligeniz

Manufacturing & Supply Chain

Accurate Box Co.
Amazon
FedEx
NJMEP
Sanofi
Unex Manufacturing
Union Ware



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NJBIA

MANUFACTURING & SUPPLY CHAIN IN NEW JERSEY



TRENDS

- E-commerce is **shifting consumer expectations** regarding services and speed of delivery.
- **New and emerging subsectors** make up increasing shares of the industry's output (i.e. computer and electronic product manufacturing; medical device manufacturing).
- Globalization and specialized markets are generating increasingly **complex supply chains**.

OPPORTUNITIES

- ☀ Technological advancements are **increasing productivity** and creating new **flexibility** to meet demand.
- ☀ New Jersey's **strategic location** continues to ensure strong demand and access to multiple major markets.
- ☀ **Strategic partnerships** can be formed to enhance and expand training opportunities.

CHALLENGES

- ⊗ Outdated **misconception** of manufacturing/supply chain occupations as dirty or physically demanding; lack of awareness regarding career and earnings potential.
- ⊗ **Aging regional infrastructure** presents long-term risks and potential interruptions if not remediated
- ⊗ Uncertainty/**inconsistency** in global relations, national tariff policies, etc.

SKILLS/CREDENTIALS

- ± Increasing importance of **essential skills** (flexibility, problem solving, critical thinking, adaptability, etc.).
- ± **Mathematics, computer proficiency, analytics**, increasingly required.
- ± Ongoing training in **diversity, equity, and inclusion** to address a diversifying workforce and state population.

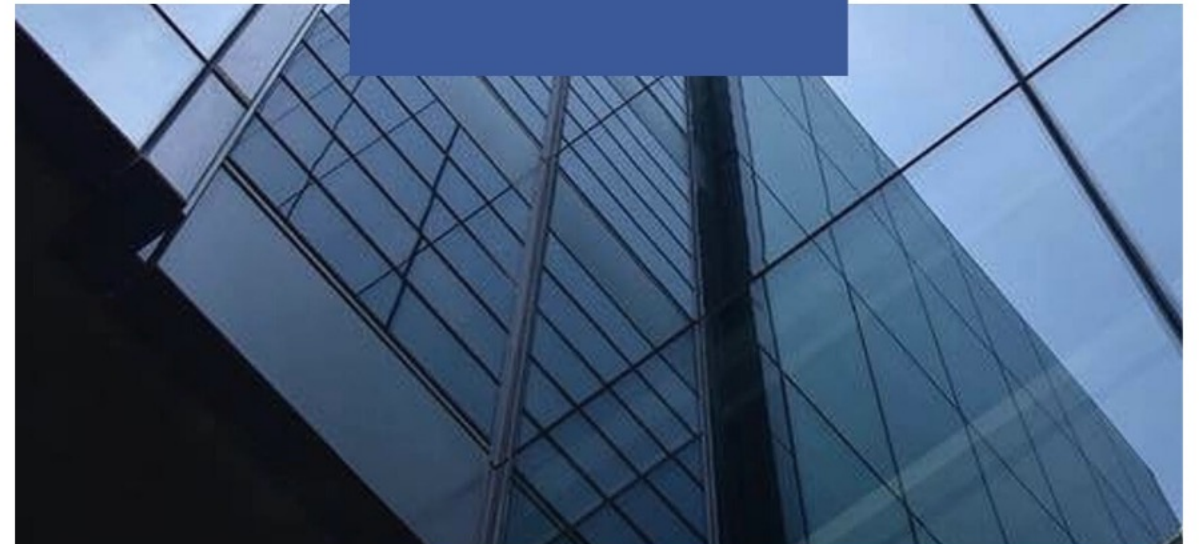
What Does a Comprehensive Cross-Education Sector Pathway Look Like

CATHERINE FRUGÉ
STARGHILL, ESQ.

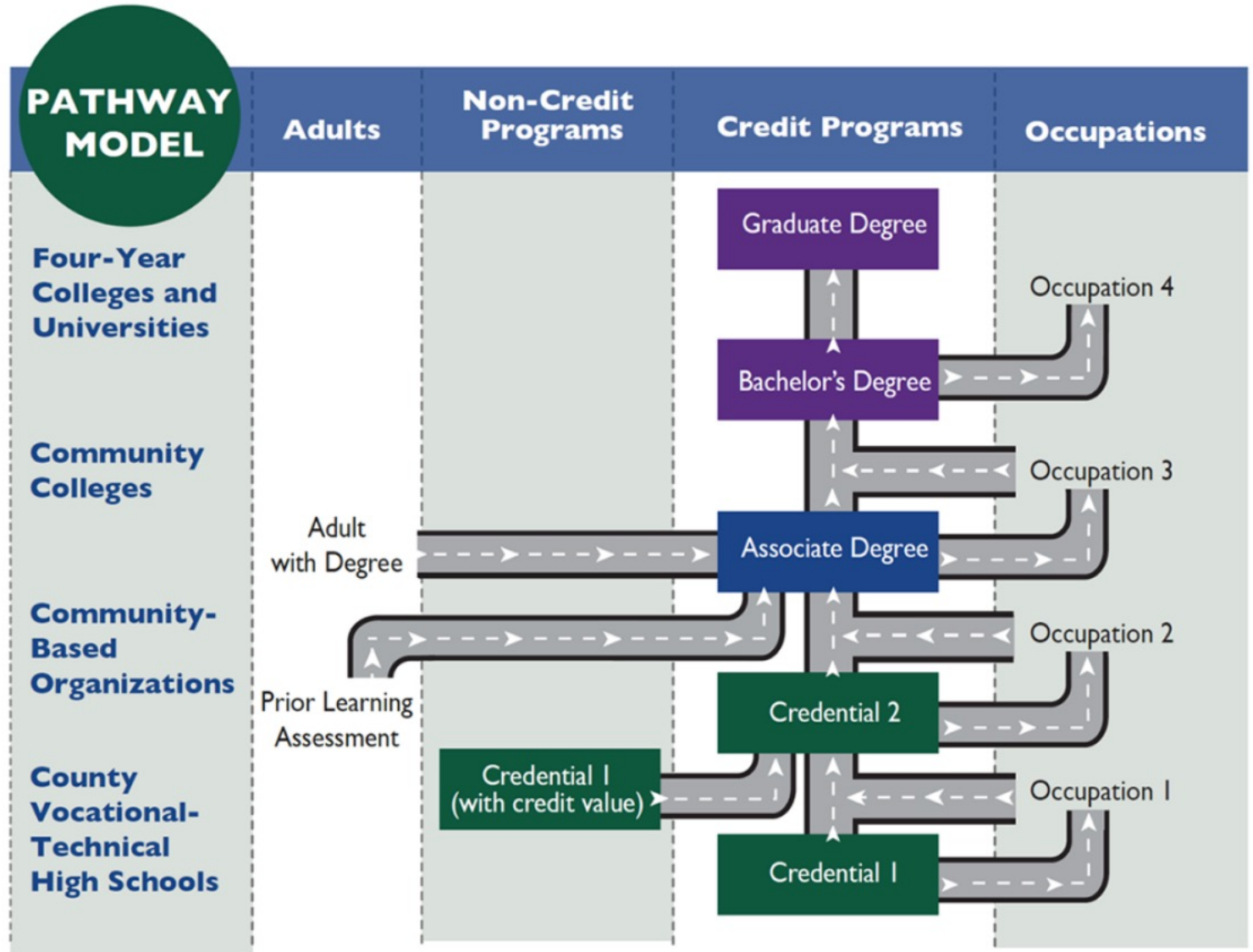
Senior Director, Strategy and Partnerships



PRESENTATION



Key Components of a Career Pathway



COMPREHENSIVE CROSS EDUCATION SECTOR PATHWAY MODEL

(One Associate Degree Model)



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COMPREHENSIVE CROSS EDUCATION SECTOR PATHWAY MODEL

(Multiple Associate Degree Model)



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Closing Remarks

Thank you for Partnering with NJ's Community Colleges and NJBIA to Align Education to Build an Innovative Workforce.



GLENN BEST

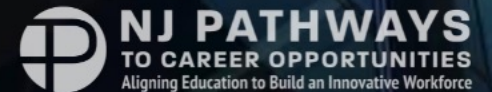
Director of Manufacturing and Supply Chain Management



CATHERINE FRUGÉ STARGHILL, ESQ.

Senior Director, Strategy and Partnerships

NJ PATHWAYS



Contact NJ Pathways

Get Involved

Name*



Organization*

Email*

**GET
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Never miss an update when you follow us on our social media platforms



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**STAY INVOLVED:
UPCOMING INDUSTRY
COLLABORATIVE
MEETING DATES IN
APRIL 2022**

**MANUFACTURING & SUPPLY CHAIN
MANAGEMENT COLLABORATIVE**

Wednesday, April 6, 2022
10:00 AM to 11:00 AM



**TECHNOLOGY & INNOVATION
COLLABORATIVE**

Wednesday, April 13, 2022
10:00 AM to 11:00 AM



**HEALTH SERVICES
COLLABORATIVE**

Wednesday, April 20, 2022
10:00 AM to 11:00 AM



**INFRASTRUCTURE & ENERGY
COLLABORATIVE**

Wednesday, April 27, 2022
10:00 AM to 11:00 AM





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