

**JOINT BURLINGTON COUNTY WORKFORCE DEVELOPMENT BOARD**

**& ECONOMIC ADVISORY PANEL MEETING**

**MEETING**

**Tuesday, April 5, 2016**

- **Call to Order – Tony Mahon**

Tony Mahon called the Joint Workforce Development Board and Economic Advisory Panel meeting to order at 8:30 a.m. Today's meeting was held at Rowan College at Burlington County, Mt. Laurel campus. Mr. Mahon thanked everyone for coming.

Introductions were made around the table.

- **Reading of the Sunshine Law – Felice Tietz**
- **Guest Speaker – Tobey Oxholm, Rowan University**

Tobey Oxholm from Rowan University spoke about the Strategic Partnership between Rowan University and Rowan College at Burlington County. He said that the superb talent at RCBC is transformative and first rate. He also said the passion to do the best for the students is inspiring. Folks feel the mission of educating students. He then went on to give some background information on President Houshman and noted that education and an entrepreneurial spirit was vital to President Houshman's success. Rowan University is one of the top 100 State Universities in the Country and Rowan University is a "University on steroids" due to their growth. He indicated that Rowan University and RCBC are transforming the lives of people. There is no limits – do it – be creative – build together – there is no cookbook.

Toby indicated that with cutbacks and hard choices being made, inspiration and vision are needed. Many colleges are closing, but Rowan is increasing the tenure track of their faculty and the number of students graduating with bachelor's degrees. One of the goals is to transform the quality of life by educating people who are trained for a career and meeting the needs of the workforce.

Value Proposition of higher education is important. The academic product is preparing for jobs relative to the income invested in education. Employers want imagination and creativity, knowledge of the field and potential employees to hit the ground running. We want to meet the needs of business when the students graduate without having to re-tool them.

Rowan University has now surpassed Drexel University in the Engineering arena and is currently working closely with Lockheed Martin. Senior engineers are teaching courses and designing curriculum that is taught in the labs and the classrooms. In 2017, students will be able to take their last two years of mechanical engineering from Rowan at the RCBC Mt. Laurel campus. Rowan University values the ability to speak with and hear from business of what they need – this accomplished through the RCBC relationship.

Content of courses are aligning. We are all starting to walk the same speed and talk the same talk. Rowan University and RCBC are separate corporations and separate Boards with the same functions.

There are several creative options for students:

1. Transfer to Rowan
2. Assume they are coming to Rowan
  - a. Guaranteed admissions
  - b. Path – HS, RCBC, Rowan (Advising from Rowan University)
3. 2 + 2 – third and fourth year are taught in Mt. Laurel
4. 3 + 1 – still in approval - Rowan teaches the 4<sup>th</sup> year. (Rowan must have 25% of the credits)

In certain areas: RCBC will teach 300 level courses as an RCBC class. Content will be designed by Rowan and Faculty will be approved by Rowan. This hybrid will result in less cost, more accessibility and higher demand in this County.

Delivery:

1. Law and Justice (100% on line)
2. Psychology (on line)
3. Engineering Management – transitioning construction management folks into non-labor positions.

There are two new degree completion programs:

1. Bachelors of General Studies
2. Certificate of Undergraduate Studies

Higher education is changing. Feedback is needed from the Community and Business Leaders for content for academic education. How do we make sure that business can help build the programs that are available? Start with a mission to focus on students and viable career pathways.

Tony Mahon indicated that one of the jobs of the Board is to talk about cradle to grave and promote pathways for students. The mission is to focus on finding work for students.

- **Workforce Development Institute Update – Anna Payanzo Cotton**

Anna said it is inspiring and exciting to see how much the WDI is growing beyond the initial conceptualization. Industry Panels will bring updates to the Board on what they are doing.

1. Transportation Logistics Distribution
2. Advanced Manufacturing center is in response to business needs and we are working with BCIT to have a training center operational by September.
3. Health Sciences Partnerships – statewide training
4. Retail Trade

Anna also indicated that the Career Coach Software is up and running. This is a great career exploration tool that is now live.

John Miller provided an update on the March 11<sup>th</sup> Job Fair. Ninety Seven employees and 1,000 + job seekers came to the Fair. Several people from the General Assistance program received jobs at the job fair, which means they are no longer on the rolls of public assistance and are contributing members of society. The Job Fair was laid out by Industry Sectors therefore individuals could go to the area that they were interested in without having to wade through employers that were not relevant to their background or career path. Employers came that were actually hiring. The goal of the Fair is employment, not advertisement. October 21<sup>st</sup> is the tentative date for the Fall job fair.

A lot of work went into preparing job seekers to be the best candidate. Workshops that were held prior to the job fair:

1. Resume review
2. Interviewing techniques
3. Clothing resale
4. Effective communication
5. Mock Interviews – held twice a month

It was noted that at least five employers stopped by the office to say how good the fair was.

Kelly indicated that Career Coach will be available to High School Guidance Counselors, BCIT, and Libraries and other entities in municipalities throughout Burlington County.

Tony Mahon noted that marketing the Board with businesses and possible clients is important. Saturation is critical: branding, awareness and getting out there.

John Miller indicated that the Veterans' Outreach will be held on the Joint Base on Aril 7<sup>th</sup> and April 8<sup>th</sup>. These are two separate events. One is for Veterans and one if for Employers. The Assistant Secretary of the US Department of Labor for Veterans will attend the event as well as tour our American Job Center.

Heros2Hire Event will be held on April 26<sup>th</sup> from 8:00 am to 2:00 pm at the RCBC Enterprise Center. This is a symposium and workshop that will explain the benefits of hiring a Veteran: discipline, team work, funding grants. This is a hiring Career Fair forum. Current service members that transition into the Private Sector may not have degrees. RCBC has a presence on the Joint Base with leaders who understand these needs and there are pathways in place.

Anna gave a recap of the WISE program. Results include, at least 2 women were hired in the first round of WISE, with many more in the assessment phase of the hiring process at partner businesses. The second round of WISE just wrapped up and fourteen people completed. Lessons learned include overcoming the six months outdoor experience that is generally needed by employers in the energy feild. BCIT is working on pre-apprenticeships for outdoor experience. There is an upcoming NAPE conference on April 12<sup>th</sup> that will feature folks from the RCBC Workforce Development Institute presenting on the WISE program.

Industry Update covered... TLD - need more voices. Supply Chain Management certificate.

- **General Discussion:**

Career Coach is available on the internet live. Jeff Keller from the Federal Bureau of Prisons said that there will be approximately 7,000 people released and that education is key. This is a resource that inmate case managers can use to steer inmates towards a career. Career Coach can be accessed publicly through the Workforce Development Website as well as the BCIT site.

Ferne Allen of the Division of Vocational Rehabilitation (DVRS) gave an overview of their programs and some of the current projects that they are working on serving individuals with disabilities. They are currently working with High Schools to help students with disabilities prior to graduating. Project Search, which started in Ohio, is now occurring in New Jersey. Project Search is a platform where hospitals create internships for students with intellectual disabilities in their final year of high school. The Burlington County office DVRS is hoping to partner with a large hospital in Burlington County as well as partnering with the YALE School in Cherry Hill.

- **EAP Update**

Advanced Manufacturing will have a facility at BCIT in Medford in the Fall.

NJ lags in the Country for new housing. There is a government incentive for people to work in Camden and people are moving to Camden.

Thomas Howell from Taylor Wiseman and Taylor indicated that there is a real need for Land Surveying Bachelor Degree graduates. Only NJIT offers a four year degree. Also, a continuing education requirement for engineering and surveying is needed.

Frank Odri from Fulton Bank indicated that there is a need in the Compliance and Regulatory field. Fifteen people were hired in the last 18 months. A certificate of undergraduate study would be needed.

- **Committee Assignments**

Kelly received the State Plan which is 375 pages and is reviewing this document. The By-Laws call for mandatory committees. Committees will be formed after the State document has been reviewed.

Meeting was adjourned at 9:40 am.

- **Next Meetings:**

**Workforce Development Board Meeting:** July 12, 2016 at 8:30 at RCBC E-Center, Board Room 131

**Economic Advisory Panel Meeting:** June 21, 2016 at 8:30 am at RCBC Culinary Bldg., Room 234, Mt. Holly.