

APPRENTICESHIP & INDUSTRY DEVELOPMENT

October 24 2023

Present

Randee Davidson, Chair
Nick Bidinger, Local Union 322
Allen Magid, RCSJ
Karen Rodriguez, NJLWD
Jennifer Shaw-Knab, DVRS
Thewantha Torain, Business
Stan Hershey, DWD
Shannon O'Brien, WDB Staff
Bridget DiGiambattista, WDB Staff

Tom Bianco, GC Economic Development
Nicole Field, USDOL/Apprenticeship Office
Judeline Marcellus, NJLWD
Maria Schaffner, Business
Amanda Terpstra, Business
Stephen Hart, DWD
Eileen Gallo, WDB Staff
Allison Spinelli, WDB Staff

Visitor

Pavithra Lakshminarayan, NJLWD/Industry Partnerships

Randee opened the meeting at 10:00 am.

Randee asked the committee if they had any comments about the Mission & Vision. Eileen suggested we include 'apprenticeship' in the mission & vision statement. Nicole stated she would forward verbiage to use.

RCSJ Apprenticeship Updates

Randee reported the following is an unregistered apprenticeship with UFCW360 on retail cannabis. This is a grant that RCSJ had with Rowan University; six students are enrolled with Local 360.

Currently, RCSJ is apprenticing Certified Nursing Assistants with Shady Lane, where the apprentices still need to complete their exam, and Patient Care Technicians at Salem Hospital with 8 incumbent workers in that program.

Health Works-1 apprenticeship at Brookdale.

Advance Manufacturing- An employer partner for Advanced Manufacturing, Danone Food Company, has enrolled three apprentices (incumbent workers) to become IMM registered apprentices. These individuals are currently taking classes with RCSJ and receiving their on-the-job training at Danone.

Pre-apprenticeship grant programs presently offered are Wind Turbine Tech, Cannabis Dispensary Trainees, CNA Operators, Programmable Logic Controller (PLC), AUTOCAD, and Industrial Maintenance Technician.

Randee reported that RCSJ has two approved USDOL Registered Apprenticeships programs: 1) Healthcare: Peer Recovery Specialist and 2) Advanced Manufacturing: Industrial Maintenance Mechanic (IMM). They hope to add Community Health Workers under the Community Health Worker/Peer Recovery Specialist grant with Rowan University.

Under the NJ Community College/NJ Pathways a career ladder and workshops in Mental & Behavioral Health was developed. This information will be presented to high schools and adult literacy programs to inform individuals of careers in social work and mental health. Through the grant individuals can become certified in Mental Health First Aid and as a mental health tech I with a psychiatric care credential. Mental health Tech II will be reviewed for FY24. A brochure for employers regarding apprenticeship has been created and will be available for distribution by the end of the year.

Pavithra Lakshminarayan (Project Manager from NJDOL) reported they have connected manufacturing companies to RCSJ's Cumberland Campus for the Advanced Manufacturing Grant. About eight employees are taking advantage of the program and taking classes. They have joined the Egg Harbor

school district, which already has a grant to take courses from RCSJ, and are being bused to the campus this semester to take three courses, giving them six credits. She'd like to know how to connect to the apprenticeship program with RCSJ – Gloucester Campus, particularly with employers. She also stated EHT will bus students in the spring to the Gloucester campus for a patient care tech course but would like to know how to connect to the apprenticeship program. Randee stated the most significant barrier is getting the employer to understand the benefit of apprenticeship.

Nicole Field spoke of their role as Apprentice and Training representatives from USDOL. She said some things about the employers that may be very important that we can implement here. She said the USDOL/Office of Apprenticeship created the Apprenticeship Academy with employer orientations. The Academy has many short videos available, which is a great tool. After one year, the employer should be earning \$1.47, if not more, on return on investment per apprentice, and it is also a tax write-off. Nicole stated National Apprenticeship Week is the 2nd week of November. Nicole offered to give a presentation to employers who are interested in learning about apprenticeships. Randee said that RCSJ is looking at doing something for the National Apprenticeship and will coordinate with the Workforce Development Board for employer engagement. There is a huge need in healthcare, and she is seeing an uptick through South Jersey, and many businesses are contacting her. Another need is in manufacturing. Eileen suggested publishing wages for the different apprentice opportunities. She stated the WDB can also help pay for the instruction and salary. Nicole stated she has a lot of questions from employers about this. She said there is a lot of funding available from WIOA. Jennifer asked for information about apprenticeships for education, which Nicole explained. Maria wondered if there is an apprenticeship for retail; Nicole will schedule a meeting with Maria.

Nicole will forward Randee the Apprenticeship Academy orientation website. She also spoke about the National Job Board, where a business with a registered apprenticeship program can add an open position targeting a specific area (i.e., New Jersey).

Randee stated a meeting would be scheduled to discuss funding structure for employers.

A motion for adjournment was made.

Respectfully submitted,

Bridget A. DiGiambattista, WDB Staff