

Feature  
Presentation

**Strategic  
Workforce  
Development**

Lori Margolin, HCCC

Nick Toth, NJDOL

Greg Lalevee, IUOE

# **NJ State Transportation Innovation Council Quarterly Meeting – June 15<sup>th</sup>**

Strategic Workforce Development  
Hudson County Community College  
Presentation

Lori Margolin, Associate Vice President  
Continuing Education and Workforce Development



# Introduction

- Hudson County Community College (HCCC)
  - Hudson County Community College is an award-winning, comprehensive urban college located just minutes from Manhattan with the main campus in Jersey City.
  - The College serves over 17,000 credit and noncredit students annually in one of the most densely populated and ethnically diverse areas of the United States.
  - HCCC's achievements have been nationally recognized by the Association of Community College Trustees (ACCT) with the Northeast Region Equity Award and by Insight into Diversity magazine as recipient of the 2021 Higher Education Excellence in Diversity (HEED) Award, as well as many awards others over the past several years.
  - The mission of Hudson County Community College (HCCC) is to provide its diverse communities with inclusive, high-quality educational programs and services that promote student success and upward social and economic mobility. In support of the mission, the 2021-2024 Strategic Plan is focused on student success and the principles of diversity, equity, and inclusion.
  - Continuing Education and Workforce Development is a comprehensive provider of educational programs including recreational courses, skill-building courses, industry-recognized credential training, and training for local area businesses, both basic skills and customized.
  - Currently have healthcare training, apprenticeship programs, advanced manufacturing training, educational programs for incarcerated and previously incarcerated students, and many others.



# Working Together to Create Workforce Solutions

- Employer
  - Identify hard to fill roles
  - Identify positions and occupations which are projected to remain strong over the next five years
  - Provide job responsibilities and required credentials
- HCCC
  - Build robust training programs, which include experiential learning (e.g., apprenticeship, internship), and create pathways for students
  - Identify a diverse pool of candidates who are a good fit
  - Identify short-term solutions while building the pipeline
  - Partner with the Centers for Workforce Innovation

## Construction Center for Workforce Innovation

- NJ Pathways to Career Opportunities program, a joint initiative of the NJ Community College Consortium for Workforce and Economic Development and the NJ Business and Industry Association. Expanding the pathways in construction, creating new partnerships with K-12 and 4-year colleges and universities, and expanding the dual education program to include additional partners.
- Construction Center is one of 10 Centers launched this year.
- HCCC is the administrative lead for the Construction Center and works with Rowan College of South Jersey.
- HCCC also is the administrative lead on the Supply Chain and Logistics Center along with Union County College, Rowan College at Burlington and Salem County Community College.



## Earn And Learn - Innovative Dual Education Program

- Hudson County Community College (HCCC) is the education partner for International Operating Engineers (IUOE) Local 825 on the Earn and Learn program, a dual education program for apprentices who simultaneously complete an associate degree along with the apprenticeship program.
- HCCC has an agreement with IUOE Local 825 to award apprentices up to 30 credits (of a 60-credit degree) for on-the-job training.
- Developed a new concentration within the Technical Studies degree major tailored to IUOE Local 825. Includes general education and specialized courses in the major.
- Classes are delivered virtually.
- Program began in the spring 2022 semester with 30 students.
- Students take six credits each fall and spring semester and will graduate in five semesters.
- Students incur no debt due to funding from IUOE Local 825 and the NJ Department of Labor and Workforce Development
- The first 18 months of the program is funded by the NJ Department of Labor and Workforce Development NJ PLACE 2.0 grant.



Thank You!



# My Contact Information

[LMargolin@hccc.edu](mailto:LMargolin@hccc.edu)

201-360-4242 (o)

201-600-1359 (c)







New Jersey  
Apprenticeship  
Network

In March of 2018, Governor Murphy announced the development of the first  
***Office of Apprenticeship in New Jersey,***  
as well as the creation of the  
***New Jersey Apprenticeship Network.***



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Network

# OUR MISSION: Building the New Jersey Apprenticeship Network

- The Office of Apprenticeship works closely with USDOL and serves as the one-stop shop for employers, nonprofits, secondary, and post-secondary institutions interested in developing apprenticeship opportunities;
- Supports new and expand on existing pre-apprenticeship and USDOL Registered Apprenticeship programs in NJ;
- Establishes pre-apprenticeship and apprenticeship programs in non-traditional high growth occupations/sectors;
- Better align secondary, post-secondary, adult education and occupational training to meet labor demands unique to New Jersey and develop career pathways that lead to economically sustainable wages;
- Help apprentices earn college credits, access robust career counseling, and **increase diversity and inclusion in apprenticeship programs;**
- Remove economic barriers to training and upskilling through targeted investments.



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# Growing Apprenticeship in Non-Traditional Sectors (GAINS)

The mission of the GAINS program is to increase statewide capacity for registered apprenticeship opportunities by offsetting training and education costs for businesses in high growth industry clusters.

Grant funds can be used for Related Technical Instruction costs and On-the-Job Wage reimbursement costs.

The GAINS program promotes increased diversity and inclusion in apprenticeship programs:

- Dislocated Workers
- Workers Impacted due to COVID-19
- Underrepresented groups
- People with disabilities
- Veterans
- Recipients of state/federal social programs
- Re-entry population



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The **GAINS Program** was designed to establish new or expand existing Registered Apprenticeship Programs in high growth sectors such as:

- Healthcare
- Advanced Manufacturing
- Bio Pharma/Life Sciences
- Information Technology/Cyber Security
- Energy, Utilities and Infrastructure
- Retail, Hospitality and Tourism
- Financial Services/Insurance
- Transportation, Logistics and Distribution
- Renewable Energy
- STEM (Science, Technology, Engineering, and Mathematics)
- Construction & Building Trades
- Public Service



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# PRE-APPRENTICESHIP in CAREER EDUCATION (PACE)

## GOALS

- Create a pipeline of qualified individuals and enable them to transition into sustainable career pathways e.g registered apprenticeship programs.
- Present opportunities to under-represented/disadvantaged populations
- Remove barriers to training and upskilling by supporting funding for supportive services.



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# **Pre-Apprenticeship programs that target high-growth, high-vacancy, or emerging industries are highly encouraged to apply.**

Including but not limited to, the following:

## **Targeted Industry Sectors**

- **Advanced Manufacturing**
- **Bio Pharma/Life Sciences**
- **Energy, Utilities and Infrastructure**
- **Retail, Hospitality and Tourism**
- **Financial Services/Insurance**
- **Transportation, Logistics and Distribution**
- **Information Technology/Cyber Security**
- **Offshore Wind/Renewable Energy**
- **Healthcare**
- **STEM (Science, Technology, Engineering, and Mathematics)**
- **Construction and Building Trades**
- **Industries & Occupations Effected by COVID-19**



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## Pre-apprenticeship

- Approved Training and Curriculum
- Strategies for Long-Term Success
- Access to Appropriate Support Services, One-Stop connection
- Meaningful Hands-on Training that does not displace paid employees.
- Facilitated Entry and/or Articulation

*\*\*\*Applicants must have an established connection to at least one Registered Apprenticeship program or sponsor.*





# **NJ Pathways Leading Apprentices to a College Education (NJPLACE 2.0)**

The mission of the NJPLACE program is to provide funding to organizations that create a degree apprenticeship structure that integrates on-the-job learning with credit-bearing classroom education and the broad knowledge at the heart of the requirements for an associate's, bachelor's, or graduate degree.



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# Public Works Contractor Registration

## Public Works Contractor Registration Act

Mandates all contractors and subcontractors who bid on or engage in the performance of any construction-related public works projects in New Jersey must register with the New Jersey Department of Labor and Workforce Development.

## NJOA Employer Engagement Services

- Assist employers/contractors with matching occupational titles from a list of approved occupations
- Provide an overview of the USDOL registration process
- Refer to the USDOL for determination of “approved occupation” and program registration.



# New Jersey Apprenticeship: By the Numbers

## Current Figures:

- 7663 active apprentices in the state.
- 1083 total registered programs in the state.

## Since Governor Murphy took office (January 16, 2018):

- New Jersey has registered *472 new registered apprenticeship programs* (a 77% statewide increase as of January), totaling 1083 statewide.
- Hired *10144 new apprentices*.
- Issued *5472 new industry recognized certificates* of completion.
- More than doubled the number of women in Registered Apprenticeship programs.
- According to the data from the last quarter for 2017, total apprentices increased by approximately *880* (from 6783) apprentices. This is the highest level in NJ since 2013.
- This growth trend accounts for a *13% increase (net) statewide in active registered apprentices*.



# NJ Office of Apprenticeship

## CONTACT INFORMATION

**Nicholas Toth**, Director

[Nicholas.Toth@dol.nj.gov](mailto:Nicholas.Toth@dol.nj.gov)

Phone: 609-777-2791

**James Manning**, Chief, Contracts and Programs

[James.Manning@dol.nj.gov](mailto:James.Manning@dol.nj.gov)

Phone: 609-633-6438

**Dawn Lynch**, Chief, Employer Engagement

[Dawn.Lynch@dol.nj.gov](mailto:Dawn.Lynch@dol.nj.gov)

Phone: 609-292-4832

**John Bica**, Chief, Policy and Evaluation

[John.Bica@dol.nj.gov](mailto:John.Bica@dol.nj.gov)

Phone: 609-984-3545



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# ***Building The 21<sup>st</sup> Century Work Force***

Greg Lalevee  
Business Manager,  
International Union of Operating Engineers, Local 825





# How Operating Engineers Approach The 21<sup>st</sup> Century Workforce

- *Assess Market Needs*
  - *Transportation Projects*
  - *Current & Future Energy Projects*
  - *Clean Water Projects*
- *Plan & Develop Appropriate Training*
  - *Changes in Equipment & Technology*
- *Establish Technical College*





*Building & Maintaining  
our infrastructure*





















# Thank You

