

Out of courtesy for the presenters and your colleagues, please turn off your cellphone.

Schedule of Workshops



Wednesday, 8:30 AM - 9:45 AM

Workshops – Session 1

An Innovative Opportunity to Engage WIOA Youth with Today's Job Corp

Lynn Intrepid

Anita Cardella

Management & Training Corporation

Forget what you thought you knew about Job Corps. TODAY, we will share innovative strategies to partner with Job Corps to provide comprehensive services that lead to improved client outcomes and contribute to employer satisfaction. Job Corps TODAY has developed innovative partnerships with community colleges, national and local employers, One-Stops, and apprenticeships. We will share the value of these partnerships for both Job Corps and the WIOA partners. Job Corps TODAY aligns our pathway programming to state and local WIOA goals. We will share examples how Job Corps and the workforce development system have found mutual success through partnerships in the cities/states where our centers are located. Job Corps TODAY is an excellent resource and often underutilized for underserved/disconnected youth and youth ageing out of foster care. We provide an opportunity to co-enroll youth with local high schools, as well as Vo-Tech programs, while providing wrap-around services and supports to ensure success. Learn more about the innovative evidence-based practices implemented at Job Corps TODAY! Ex. - Positive Behavior Interventions and Supports (PBIS), Emotional Intelligence (EI), and Social Emotional Learning. You will hear from local New Jersey Job Corps Students, Employers and others who found the common value in collaborating with Job Corps TODAY.

Berkshire

Lifelong Learning for All @ Your Local Library

Andrea Levandowski

New Jersey State Library

Libraries provide a wealth of information for all, but are you making optimal use of the resources available to you? This session will discuss the resources and technology that libraries make available statewide for personal growth and professional development. These free, online tools include language-learning software, specialized business directories, and career development databases, available to anyone with a New Jersey library card. We will also cover ways that libraries are supporting jobseekers in their communities with innovative services and explore opportunities for collaboration between workforce development organizations and libraries.

Imperial

For Anything to Change Someone Has to Start ACTING Differently!

Faith Saunders

MHANJ-Career Connection

Many people literally fear the six letter word – CHANGE. Why? Because for anything to change, someone has to start ACTING differently; which inevitably, takes one outside of one's comfort zone. During this workshop, attendees will learn about how the brain works as regards to making change based on intriguing information put forth by bestselling authors, Chip and Dan Heath, in their book - *SWITCH: How to Change Things When Change Is Hard*. This presentation will also share practical strategies to influence and sustain transformative change based upon research and expert consensus.

Longwood

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Schedule of Workshops



Wednesday, 8:30 AM - 9:45 AM

Workshops – Session 1

Collaborative Business Services

Ken Messina

Mass BizWorks/Rapid Response

This presentation is designed to provide information on the tools, techniques and best practices of bringing together partners who work with business customers, both locally and nationally, to increase awareness of the many economic and workforce development initiatives across the country. Under the scope of the Workforce Innovation and Opportunity Act (WIOA), a new emphasis has been placed upon business engagement and business services. This presentation presents an opportunity to learn about innovative programs and methodologies from across the country meant to help businesses thrive, address the skills gap employers face and increase employment opportunities for job seekers.

Monticello-Fairmont

Social Security Work Incentives 101 Work and Benefits Can Coexist

Gregory Makely

The Family Resource Network

Can you work while on Supplemental Security Income (SSI) and Social Security Disability (SSDI)? Workshop participants will be given an overview of SSI and SSDI Work Incentives, NJ Workability Medicaid, Continuing Disability Reviews, Ticket Usage, Employment Networks, Timely Progress Reviews and ABLE Accounts. Knowing how to use these tools will allow beneficiaries to control the loss of benefits for as long as they are needed while starting, continuing or augmenting work efforts.

Central

Sector Based One Stops: Using an Industry Focused Approach to Improve Workforce Outcomes

Bradley Williams

Sharma Poonam

Rescare Workforce Services

Addressing the needs of the unique workforce industries that exist in any particular community often requires a targeted approach. In Chicago and Louisville, specialized industry sector models have been established with increasing success to help health care companies in those cities overcome their workforce challenges. This workshop features experts from our one stop sector centers that implemented sector-based models that are now developing reputations for not just identifying qualified candidates to meet employer's immediate needs but also in ensuring that a healthy pipeline of trained candidates is available to meet the future needs of the ever-changing industry. They share what they learned about establishing highly-functional, sector based one-stop centers and offer a list of recommendations for other communities that are considering doing the same or that would benefit from including sector strategies within a traditional One-Stop.

Lincoln

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Schedule of Workshops



Wednesday, 8:30 AM - 9:45 AM

Workshops – Session 1

Exceptional Service: Enhancing the Customer Experience

John Aramini

Aramini Management

Workforce Development Board members and One Stop management staff contend that the WIOA Performance Measure emphasizing “*effectiveness servicing employers*” may require a reinvention for American Job Centers. They state that building a business and customer-centric culture combined with developing their staff’s service and customer relations skills are essential in helping achieve the new performance measures. This presentation lays out a framework for instituting customer quality assurance practices to increase engagement with business representatives, employers, community partners, and customers. Competence in business development, employer engagement and customer service are essential to maximize relationship outcomes when interacting with your stakeholders. *Participants will learn concepts and exercises readily applicable back on the job for use with their staff to generate discussion and to introduce potential improvement actions.*

Marlboro A

10 Skills of an Effective Facilitator

Lynette Sheard

MHANJ Career Connections Employment Resource Institute

Facilitating groups is not easy, you’re not only responsible for securing productive participation from all the individuals in the room, but also for guiding those individuals with different personalities, abilities, interest, and work styles to a common outcome. Don’t panic. There are tools and techniques that you can learn that will help you in your journey to becoming an effective facilitator. Warning: Practical application of these tools and techniques may make you the go-to meetings/group leader.

Tivoli

Wednesday, 11:00 AM - 12:15 PM

Workshops – Session 2

From the Courtroom to the Boardroom: Navigating Reentry into the Workplace

Jeffrey Abramowitz

JEVS Human Services

This workshop will take a journey through the criminal justice system from the eyes of someone with lived experience and will delve into the issues and challenges facing men and women returning from prison as they strive to find a career pathway. The workshop will address the barriers that exist for returning citizens to find gainful employment and how workforce development and supporting agencies can assist in helping to navigate the often frustrating employment market. A frank and open discussion of resources, best practices and available tools will be reviewed. Despite a record of 6.7 million open jobs in the US, more than 27% of formerly incarcerated people are unemployed. This is topic of national and local interest and sharing an inside view of these challenges is the first small step in finding a solution.

Berkshire

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Schedule of Workshops



Wednesday, 11:00 AM - 12:15 PM

Workshops – Session 2

Diversion vs Conviction: An Alternative for Serving Justice Involved Youth

Nigel Bowe

JEVS Human Services

How does a program that reduces recidivism and decreases county and state incarceration costs also transform individual lives and chances for successful employment? Join us for a case study of JEVS Human Services' The Choice is Yours (TCY) project, an alternative sentencing program for first-time, non-violent felony drug offenders. JEVS operates TCY in collaboration with the Philadelphia District Attorney's Office, Municipal Court, and Defender Association, providing the best of what works to prevent individuals from becoming re-involved in criminal activity: educational and employment services; case management; mentoring; assistance with housing, child support, public benefits, and other key services; and participation in restorative justice activities. Participants who successfully complete the program can have their records expunged. TCY's one-year post-graduation recidivism is less than 12%—significantly lower than the average 40% re-arrest rate for individuals with similar charges—and TCY has saved taxpayers over \$800,000 in incarceration costs since launch.

Imperial

STEM Service Learning & Pre-Apprenticeship: Earn Learn and Serve

Alia Sutton-Bey

Markus Mitchell

JEVS Human Services

Learn how cross-system collaboration between government agencies, schools, nonprofits, and employers can help out-of-school youth connect to career pathways—including Registered Apprenticeships—in STEM fields. JEVS Human Services will discuss best practices in pre-apprenticeship-to-apprenticeship alignment and partnership development using JEVS TechServ Scholars AmeriCorps Program (TechServ) as an example. JEVS partners with government, schools, and employers in Philadelphia, PA and Camden, NJ to operate TechServ, an innovative, community-based service and education program that prepares young adults for STEM careers while also increasing low-income children's access to STEM learning opportunities and exposure to STEM career paths. TechServ targets opportunity youth to serve as agents of transformation in helping to reduce the STEM and digital literacy divide in disadvantaged neighborhoods. TechServ also addresses the gap in low-income youth's ability to compete for tech sector jobs by increasing access to STEM learning for younger students and industry training for young adults.

Longwood

Design Thinking 101

Michele Martin

The Bamboo Project

Design thinking is a powerful step-by-step process for creating meaningful solutions to the challenges you face in serving customers. In this session, we'll explore the 5 phases of the design process and how you can use them to improve services. You'll leave with practical tips and tools for implementing the design approach in your own organization.

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Schedule of Workshops

Wednesday, 11:00 AM - 12:15 PM

Workshops – Session 2

Monticello-Fairmont

Eliminating Barriers through Supportive Services for WFNJ Recipients

Taraun Tice

Andrea Breitwiese

Division of Family Development

Eliminating Barriers through Supportive Services for WFNJ Recipients will be conducted by DFD staff to discuss how programs such as SAIF, SSI Project, SAI, BHI, FVO and TIP will assist recipients in eliminating barriers and preparing individuals for self-sufficiency. This session is designed to provide attendees with an understanding of how these supportive services work and how each of them relates to a recipient's work activity requirement.

- To understand each program and its broader purposes
- To understand how these support services programs are serving distinct populations
- To understand how program requirement, relate to an individual's required work activity **Central**

Employable vs. Unemployable: What to Do?

Kathy Lockbaum, Salem County Board of Social Services

Cheryl Golden Cumberland County Board of Social Services

This session provides information on how CWA staff determine employable/unemployable clients. The session will also discuss processes and options available to One Stop staff when encountering those who have presented barriers making them unemployable. The limitations on the process of initial unemployable vs. employable determinations. Options for working with those referred who present as unemployable The importance of establishing a process for communicating and addressing the unemployable population.

Lincoln

WIOA & Performance Indicators...All You Need to Know in PY18 & PY19

Ken Ryan

FutureWork Systems

The new 17 plus WIOA Performance Indicators are being phased in and will be fully operational in 2020. This session will explore this transition, what counts when and how best to manage and evaluate programs and practices during this transition. NJ Performs, NJ's performance reporting website, will be featured to document what type of training and youth programs are working in NJ.

Marlboro A

Making a Difference Together in Collaboration with SNAP and TANF Partners

Beth Brinley

Maher and Maher

This interactive session will highlight effective strategies for service delivery working with SNAP and TANF partners. Participants will delve into the service delivery approaches, the partnership efforts needed for making them work and potential metrics and evaluation strategies.

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Schedule of Workshops

Wednesday, 2:30 PM - 3:45 PM

Workshops – Session 3

Tivoli

Uniform Guidance and WIOA Procurement

Debra Strama, Supervisor of Office of Grants Management

Berkshire

Ethnography of Work Integrating Work in the Academic Curriculum

Mary Gatta, City University of New York

Danielle Insalaco-Egan, Associate Dean of Academic Planning and Enrollment

Montclair State University

Too often many students at our high schools, community colleges and colleges do not have the opportunities to explore careers and worlds of work a part of the curriculum. At Guttman Community College, CUNY's first new community college in 40 years, all students take an innovative yearlong course--Ethnographies of Work—as part of Guttman's First Year Experience. In this class students learn ethnographic methods and apply them to workplaces throughout New York City. Guttman faculty and staff partner with employers in diverse industries that represent a variety of occupations to provide students with opportunities to enter workplaces as ethnographic researchers and learn about the worlds of work. In addition, students participate a group advising session each week to learn the “skills” associated with careers. Through the course students learn about the labor market as both an academic and experiential undertaking —providing opportunities to: identify new work and career options; critically examine work and workplaces; create opportunities for internships and jobs; create and expand their professional networks; and build confidence as both a researcher and professional. This workshop will share best practices in developing innovative career preparedness for high school, college and workforce organizations, along with the perspectives of students, faculty, advisors and employers.

Imperial

Three Blunders that Many Professionals Make that Stunt their Professional Growth

Faith Saunders, MHANJ-Career Connection Employment Resource Institute

Many professionals work endlessly to assist their clients to grow personally and professionally but forget about their own needs. If not addressed, can have serious implications in the long run. During this interactive presentation, attendees will learn about three (3) blunders that many professionals make that stunt their professional growth and the possible long term implications that may result if they are not addressed. In addition, attendees will learn practical strategies they can integrate in their everyday life to address these blunders.

Longwood

From Case Manager to Coach

Michele Martin

The Bamboo Project

Moving from case management to coaching requires big shifts in thinking and practice. In this session we'll discuss the GROW coaching model and strategies for helping your customers to take more effective action in pursuit of their plans. From first meetings to transitions out of services, you'll learn more effective ways to support your customers.

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Schedule of Workshops



Wednesday, 2:30 PM - 3:45 PM

Workshops – Session 3

Monticello-Fairmont

SNAP Employment and Training and the One-Stop: The Foundation to Building a Better Future

Alecia Eubanks

Marilyn Figueroa

Division of Family Development

Engaging SNAP recipients in a work program has gained national attention as being a focus and a priority in an effort to improve self-sufficiency and lessen the need for government assistance. One Stop staff play a pivotal role in assessing E&T participants and placing them in quality work activities. At times, it can prove difficult to understand regulations and requirements. Special populations such as Able-Bodied Adults Without Dependents (ABAWDs) can also present an added layer to providing services. In addition, establishing and maintaining partnerships with cooperating entities may be a challenge. This session is designed to provide attendees with an understanding of SNAP E&T policies and provide best practices in a joint state agency service delivery model.

Central

New Jersey's Need-Based Financial Aid for Non-Traditional Students: Current State and Recommendations for Change

Renee Edwards, David Socolow, Renee Wolf-Koubiadis, Yana van der Meulen Rodgers

Rutgers University, Education and Employment Research Center

NJ Higher Education Student Assistance Authority

The Anti-Poverty Network

Center for Women and Work, Rutgers University

Low-income adults wishing to continue their education for better career opportunities face many challenges including financing their education, balancing work and care responsibilities, and opportunity costs such as transportation and childcare. David Socolow, head of the New Jersey Higher Education Student Assistance Authority, will discuss recent changes to need-based financial aid within the state, and future plans, including free tuition for some students attending county colleges. Renee Koubiadis from the Antipoverty network will discuss the positive impacts of education and skills training on low-income working adults' access to job opportunities and financial security. Representatives from Rutgers' Education and Employment Research Center and the Center for Women and Work will examine barriers and challenges facing this population relative to paying for education as well as balancing work, care responsibilities, and school. This session will also illuminate changes that should be made within the state to sustain and create future opportunities.

Lincoln

Fiscal and Program Operations and Monitoring

Ashley Vandlive, Training & Development Manager

Michael Williams, Fiscal Compliance Officer

MassBizworks

Fiscal and Program Operations and Monitoring – An in depth walk through of Fiscal and Program Team Operations and Monitoring Activities; Review of tools and processes for technical assistance provided to Local Areas

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Schedule of Workshops



Wednesday, 4:00 PM - 5:15PM

Workshops – Session 4

Tivoli

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Fiscal and Program Operations and Monitoring – An in depth walk through of Fiscal and Program Team Operations and Monitoring Activities; Review of tools and processes for technical assistance provided to Local Areas

Berkshire

From Loss to Labor: Transitioning Displaced Homemakers to Employment

Diane Scarangella, Laura Troy

Displaced Homemakers Center @ the Bergen One-Stop

Donna Todd, Bergen County One-Stop

Sharon Holtzman, The Women's Center, Home to Work Program, Atlantic County

Learn how you can leverage the resources of New Jersey's 16 Displaced Homemakers Centers to maximize your employment outcomes and more effectively serve this and other hard-to-serve WIOA mandated special populations. The Bergen County Displaced Homemakers Center @ the Bergen One Stop and the Women's Center, Home to Work program in Atlantic County present replicable partnership models that illustrate how you can integrate and leverage resources to overcome funding restrictions and time limitations associated with your funding guidelines. Displaced Homemaker staff can provide you with a valuable source of staffing that can supplement and complement your existing service profile in support of our mutual goal of successful placement and retention.

Imperial

Developing Effective Construction Education and Industry Career Pathways

John Havlik, Susan Muggeo

National Center for Construction Education and Research

Pearson Learning The construction industry is facing a nationwide workforce shortage of 1.5 million craft professionals by 2019. Contrary to common perception, the construction and maintenance industries are experiencing record demand nationally. In addition to local craft labor demand information for New Jersey, attendees will receive NCCER resources to help facilitate relationships between education and industry at the state, regional and local levels. Join this interactive session featuring best practices on how to create effective industry and education career pathways that lead to rewarding careers and family sustaining incomes.

Longwood

Beyond the One-Stop Tips for Providing Virtual Services

Michele Martin

The Bamboo Project

One-Stops can expand their reach to a variety of customers by utilizing virtual services. In this session we'll discuss how the New Start Career Network, a program serving long-term unemployed NJ residents over age 45, is using email, video conferencing, social media and other technologies to provide a range of services to their members through-

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Schedule of Workshops



Wednesday, 4:00 PM - 5:15PM

Workshops – Session 4

out the state. **Monticello-Fairmont**

An Untapped Workforce Offender Reentry

Jeff Keller

Federal Bureau of Prisons

Research alludes to offenders releasing from prison in one of three phases of reentry they are; survival, stabilization, or self-sufficient. In each case, unique unto itself, offenders require either a program, a service, information or a combination of the three. Federal Bureau of Prisons historically has taken an active role in the success of the offender's release through institution programming, connecting offenders to community based services, and providing accurate information in order for the offender to make the decisions which would enhance their chances to strive for a successful life after prison.

Central

Help Your Clients Position Themselves as a Complete Brand By Learning the Components of a Job Portfolio

Jan Goodman

Greater Raritan One-Stop Training Services

The job market continues to change as does the manner in which our clients look for work to position themselves for interview success. Clients new to this job market are not aware of the new strategies for resumes and interviews. This comprehensive workshop will teach various techniques to help your customers present themselves as a complete brand by covering the elements of an accomplishment based resume and backing it up with a professional portfolio.

Lincoln

The Latest from Washington on National Workforce Policy and Programs

Robert Knight

Rescare Workforce Services

The workforce development priorities of the new Administration so far focus on growing apprenticeships along with proposals for funding cuts in core WIOA programs. But Congress thus far has refused to go along, increasing funding a bit and approaching WIOA reauthorization with caution. TANF is due for some changes but will they come this year or in the next Congress? And what does the new team at the U.S. Department of Labor have in mind regarding WIOA regulations? Is talk of an infrastructure program dead and what level of funding will Congress approve for FY2019? WIOA oversight has begun in the House; what issues will interest committee members. Finally, what might the November elections mean for workforce issues in 2019? Join us for all the news that's fit to print and then some.

Tivoli

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Schedule of Workshops



Thursday, 8:45 AM - 10:00 AM

Workshops - Session 5

Uniform Guidance and WIOA Procurement

*Debra Strama, Supervisor of Office of Grants Management
Berkshire*

“And Then I Painted the Garage”

*Larry Finklestein
Transition Management Associates*

Larry Finkelstein will provide insights from his new book, “And Then I Painted the Garage”.

After over 30 years as both a career counselor and psychotherapist he will discuss the common factors that exist in every population, from upper level managers, through hourly workers to adults with special needs, who are seeking employment and the techniques (cognitive-behavioral therapy, assertiveness training, reframing, Stephen Covey’s “7 Habits of Highly Effective People”, that he uses to keep people motivated until they land a job. He will share the 7 Habits paradigm as a model for job search, dealing with anxiety and specific techniques to maintaining client focus.

Imperial

Influencing Program Engagement through Interviewing Principles

*Caroline Hudak, Vaught Wilson
Eckerd Connects*

As recruitment and engagement of eligible out of school youth becomes more complex, strategies to engage this population must be examined to gain improved outcomes. The workshop will provide an overview of one best practices around youth engagement, Motivational Interviewing (MI). MI is an evidence-based practice to measure participants’ motivation and the “why” behind their struggles. The principles of MI are embedded in a philosophical style of coaching that uses specific techniques to engage and retain participants by moving them through the change process. Prochaska and Diclemente theorized the change model followed six predictable stages: Pre-Contemplation (not wanting a job), Contemplation (thinking about getting a job), Determination (deciding to get a job), Action (making steps towards getting a job), Maintenance (maintaining the job) and Relapse (falling back into old behaviors that caused job loss). When utilizing MI to assess a participant’s readiness to change, case managers can individualize discussions, interventions and activities to assist them in uncovering options and determining barriers that prevent their economic independence. The training session will utilize role play, group feedback and self-analysis of how personal values motivate behavior.

Monticello-Fairmont

The Workforce Boards: Leadership and a Dozen Other Tasks

*Robert Knight
Rescare Workforce Services*

In passing WIOA, Congress sought to revitalize workforce development boards through changes in both board membership and roles. Above all, Congress expects the boards to lead, plan for and oversee a local or regional “workforce system” not just the programs authorized under Title I of WIOA. The legislation delineates 13 specific functions for

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Schedule of Workshops



Thursday, 8:45 AM - 10:00 AM

Workshops - Session 5

workforce boards and DOL regulations add a few duties as well. But the two most important functions of the board we will discuss are never mentioned in the legislation or regulations. Join a discussion of the world of the WIOA boards.

Lincoln

Exceptional Service: Enhancing the Customer Experience

John Aramini

Aramini Management

Workforce Development Board members and One Stop management staff contend that the WIOA Performance Measure emphasizing “*effectiveness servicing employers*” may require a reinvention for American Job Centers. They state that building a business and customer-centric culture combined with developing their staff’s service and customer relations skills are essential in helping achieve the new performance measures. This presentation lays out a framework for instituting customer quality assurance practices to increase engagement with business representatives, employers, community partners, and customers. Competence in business development, employer engagement and customer service are essential to maximize relationship outcomes when interacting with your stakeholders. *Participants will learn concepts and exercises readily applicable back on the job for use with their staff to generate discussion and to introduce potential improvement actions.*

Marlboro A

Making a Difference Together in Collaboration with SNAP and TANF Partners

Beth Brinley

Maher and Maher

This interactive session will highlight effective strategies for service delivery working with SNAP and TANF partners. Participants will delve into the service delivery approaches, the partnership efforts needed for making them work and potential metrics and evaluation strategies.

Tivoli

Thursday, 10:30 AM - 11:45 AM

Workshops – Session 6

Lynette Sheard

MHANJ Career Connections Employment Resource Institute

WRAP for Employment

Wellness Recovery Action Plan (WRAP) is an evidenced based self-management tool designed to teach people how to develop action plans to help them deal with symptom management. It can be a useful tool in seeking and retaining successful employment by encouraging personal responsibility, self-esteem, hope for recovery, as well as identifying support systems and coping mechanisms.

Berkshire

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Schedule of Workshops



Thursday, 10:30 AM - 11:45 AM

Workshops – Session 6

Global Solutions for Local Workforce Development

Natalie Branosky

Independent Consultant for State Workforce Agencies/Local Workforce Boards

Grab your passport, and stuff your backpack! This is a “trip around the world” for a look at international good practice from YOUR counterparts, attempting to address the same workforce challenges you face every day. A thought-provoking session for workforce professionals curious about how their work is affected by global influences. The presentation is delivered in two halves: Part 1: Global Trends Affecting the Labor Market. Part 1 presents global trends affecting “the new world of work.” What does it mean when the world’s major economies report positive economic growth? What can be said about the skills of the world’s talent base? How is the digital economy affecting jobs in other countries? What do employers require from a global workforce, and are employment programs designed to deliver? Part 2: Workforce Innovations from Around the World. In Part 2, you’ll hear about how your counterparts in different countries are finding innovative solutions to the same workforce challenges faced by New Jersey and its counties. Good practice from Australia, Canada, Germany, India, China, Europe, South Africa and more.

Imperial

From Strategy to Implementation: Expanding Apprenticeship and Building Career Pathways at the State and Regional Level

Christina Herzog

Maher and Maher

Moving from Strategy to Implementation – From current investments at the national level to expand apprenticeship to local and regional recognition of the critical importance of work-based learning and career pathways for job seekers and incumbent workers, our workforce system has moved beyond strategizing and are now implementing key tenets of WIOA. This session will explore promising practices for state and regional apprenticeship expansion and alignment with career pathways.

Longwood

Robert Knight

Rescare Workforce Services

The Latest from Washington on National Workforce Policy and Programs

The workforce development priorities of the new Administration so far focus on growing apprenticeships along with proposals for funding cuts in core WIOA programs. But Congress thus far has refused to go along, increasing funding a bit and approaching WIOA reauthorization with caution. TANF is due for some changes but will they come this year or in the next Congress? And what does the new team at the U.S. Department of Labor have in mind regarding WIOA regulations? Is talk of an infrastructure program dead and what level of funding will Congress approve for FY2019? WIOA oversight has begun in the House; what issues will interest committee members. Finally, what might the November elections mean for workforce issues in 2019? Join us for all the news that’s fit

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Schedule of Workshops



Thursday, 10:30 AM - 11:45 AM

Workshops – Session 6

to print and then some.

Monticello-Fairmont

Defeating Unconscious Bias 5 Strategies

Jan Goodman

Greater Raritan One-Stop Training Services

This workshop is designed to address the hidden biases that can affect hiring and team building while challenging one's ability to create an inclusive workplace for both clients and One-Stop staff. A video accompanies this training offering 5 actionable/ memorable strategies to enhance workplace productivity and innovation. The authenticity and diversity of the scenarios utilized keeps participants' attention, and the solutions suggested support change without blame.

Culturally diverse groups and disabled populations will be examined while exploring the media's impact on bias. Participants will leave this workshop applying learned strategies to everyday situations to help them cultivate common ground with customers through collaborative efforts versus focusing on the differences.

Central

How to Use Labor Market Intelligence to Improve Your Outcomes

Lesley Hirsch

Assistant Commissioner of Research and Information (NJDLWD)

Labor market intelligence includes the typical measures we think of like employment, projections, and wages. But it encompasses so much more and should be used by WDBs, One-Stops, and other workforce providers to work smarter, not harder. Learn the variety of products and services available to you and how they can be used to improve outcomes and avoid the pitfalls you may otherwise experience in program development and delivery.

Marlboro A

Achieving Authentic Happiness

Raza Gilani

America Works of New Jersey

Achieving "Authentic Happiness" by knowing your natural, inner "Character Strengths". Positive Psychology sows there is goodness in every human and encourages to highlight what is right with people versus fixing what is wrong with them. Gallup's Clifton Strength Finder identifies 34 character strengths in every individual of which we tend to execute top 5 most frequently every day. Gallup study states that chances of another individual having the same set of top 5 is 1 in 33 million. If we know our top 5 character strengths and execute them at work and in social life Gallup studies show that our productivity at work can increase by 6X and Social Well Being by 3X. America Works utilizes this curriculum to improve self esteem of our WFNJ and OSY clients and as an internal staff development tool. Clients recognize internal transformation within them which improves their self esteem and work readiness where as employers are appreciative of hiring "Engaged Employees" who will utilize their "Character Strengths" to improve their "Customer Experience" and "Brand Loyalty". It's a WIN-WIN for all.

Tivoli

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Schedule of Workshops



Thursday, 12:00 PM - 1:15 PM

Workshops – Session 7

Bernard Trembl, David Gehrke

USDOL Office of Apprenticeship, New Jersey Department of Education

Apprenticeship.gov Encouraging Partnerships and Collaboration between the Workforce Investment System, Education and Registered Apprenticeship

During this presentation, attendees will learn how Partnerships and Collaboration between the Workforce Investment System, Education and USDOL, Office of Apprenticeship can work to expand the number of apprentices in the State of New Jersey.

Learn how Apprenticeships Are a Customizable, Flexible, and Proven Business-Driven Model for Developing Workers in addition to construction and trade occupations, Apprenticeships work for a broad range of industries.

Learn how Youth Registered Apprenticeship Framework for High School Students which outlines the components of a high-quality RA program for high school students. Provides recommendations on key elements of RA programs for high school students and to encourage greater use of RA and pre-apprenticeship programs for in-school youth at least 16 years old, enrolled in secondary schools.

Berkshire

Retail, Hospitality and Tourism: Industry-Led Innovations in Workforce Development

Stacy Forman, Sandra Bleckman

NJDLWD Retail, Hospitality and Tourism Talent Network

“It is said in this economy that power sits with the problem-solvers. The Retail, Hospitality and Tourism Talent Networks of North and South Jersey are developing industry-specific workforce solutions for business growth. As the Talent Network representing one of the strongest industries of the New Jersey economy, our workforce efforts designed with the private sector, higher education, Workforce Boards, high schools, Economic Development Agencies, and training providers are solving challenges for New Jersey businesses and residents.

This is a lively session to introduce the work of the RHT Talent Network within the context of the State’s overall strategy. We then highlight the innovative partnership projects that have emerged from valuable business-led advice in local areas. Projects to be covered are:

- Supermarket Culinary Pathway
- Opportunity Youth Hospitality Collaborative
- Guest Room Attendant Apprenticeship
- Gateway to Culinary/Food Service Career Success

Our panel represents the very best in partnership efforts. One panelist per project will discuss the importance of surveying employers, how the local project partnership was developed, priorities for designing the training curriculum, and methods for getting value-based “buy-in” from Workforce Boards.

Imperial

Out of courtesy for the presenters and your colleagues, please turn off your cellphone.

Schedule of Workshops



Thursday, 12:00 PM - 1:15 PM

Workshops – Session 7

Using Behavioral Science Interventions to Increase Program Participation and Outcomes

Stephanie Holcomb

John J Heldrich Center for Workforce Development, Rutgers University

Behavioral economists have made a convincing case that sometimes small changes, such as more precisely targeted and informative messaging, can make a big difference. These programmatic changes range from automatic enrollment, simplification of processes, or changes in messaging, and are meant to affect individual behavior in an effort to guide individuals to successful outcomes. Research suggests the introduction of thoughtful, targeted communication to participants at risk of disengaging with programs may increase engagement and engagement and eventual outcomes. Following initial design and implementation, these interventions tend to be cost effective and require minimal administrative effort.

Workshop participants will learn about the various types of behavioral interventions, the theories behind them, and details of how they are implemented in fields related to employment and training. Session will include time for hands-on practice around your real-world issues, and group discussion will focus on how to increase participation through increased and targeted communication.

Longwood

How to Use Labor Market Intelligence to Improve Your Outcomes

Lesley Hirsch

Assistant Commissioner of Research and Information (NJDLWD)

Labor market intelligence includes the typical measures we think of like employment, projections, and wages. But it encompasses so much more and should be used by WDBs, One-Stops, and other workforce providers to work smarter, not harder. Learn the variety of products and services available to you and how they can be used to improve outcomes and avoid the pitfalls you may otherwise experience in program development and delivery.

Marlboro A