

GSETA

Garden State Employment
and Training Association

A dark blue silhouette of a city skyline, spanning the width of the page and serving as a background for the central text.

40TH ANNUAL CONFERENCE CATALOG

Empower, Innovate, Lead

OCTOBER 18-19, 2023



HARD ROCK HOTEL
1000 BOARDWALK
ATLANTIC CITY, NJ

GSETA

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40TH ANNUAL CONFERENCE AGENDA

OCTOBER 18, 2023

CHECK IN & BREAKFAST 7-9AM

OPENING REMARKS: 9-10:30AM

MIKE FAZIO, CO-PRESIDENT

WORKFORCE 180 & METRIX LEARNING

MICHAEL CHAIT, PRESIDENT

GREATER ATLANTIC CITY CHAMBER OF COMMERCE

ALICIA OATMAN SINGING THE NATIONAL ANTHEM

WORKSHOP SESSION 1: 10:30AM-12PM

LUNCH 12PM-1PM

WORKSHOP SESSION 2: 1-2:30PM

BREAK 2:30-3PM

WORKSHOP SESSION 3: 3-4:30PM

NETWORKING EVENT & DINNER:
5-8PM



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DAY 1 WORKSHOP SELECTIONS

OCTOBER 18, 2023

WORKSHOP SESSION 1: 10:30AM-12PM

-The Missing X Factor in Job Placement -WIOA Performance: Using Statistical Adjustments Models for Negotiated WIOA Targets and Post-Program Year Assessments -Lead NJ into the Future of Offshore Wind Workforce Development -3 Habits of Consciously Intentional Leaders -Impact on Social Enterprise on Workforce - Walk the Walk, Get You and Your Team Certified -Washington Update -Trauma Coping & Resilience -Identifying Careers that Work -Live, Work & Lead: It Takes 4 to Tango

WORKSHOP SESSION 2: 1-2:30PM

-Soft Skills Matter -Using Data to Tell Your Story: WIOA Works! - Career in the NJ Motion Picture & Television Industry - How to Lead Through a Crisis -Innovative Approach to Training At-Risk Youth - Speaking the Language of Business: The Four Universal Needs of Every Employer - Workforce Development Around the World - Changing Lives Takes a Toll -One is Too Small a Number to Achieve Greatness -The Art of Ideas: Cultivating Divergent Thinking for Creative Solutions -Careers in the NJ Motion Picture & Television Industry

WORKSHOP SESSION 3: 3-4:30PM

-Emotional Intelligence: Learning Your New Superpower -Digital Innovation in Public Service: AI & More -Telling the Story to Win the Talent Game -Maximizing Employee Engagement -Frontline Formula: The New Frontier of the Future of Work -Building Skills-Based Training and Stackable Credentials into Workforce Programs -Hard to Serve Populations -Building Trust in Work Environments - Intelligent Automations -SNAP, vW-FNJ, & You: Navigating the Changing Landscape Successfully!

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40TH ANNUAL CONFERENCE AGENDA

OCTOBER 19, 2023

Sunrise Beach Yoga: 6-7am

BREAKFAST 7-8:30am

OPENING REMARKS: 8:30-9AM

JAKE HIRSCH-ALLEN, LINKEDIN

MASTER SESSION: 9-10:30AM

BREAK 10:30-11AM

WORKSHOP SESSION 4: 11-12:30PM

LUNCH, AWARDS, & CLOSING REMARKS
12:30-2PM

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DAY 2 WORKSHOP SELECTIONS

OCTOBER 19, 2023

MASTER SESSION: 9-10:30AM

*-Leading Diversity, Equity & Inclusion
Efforts in Workforce Development*

WORKSHOP SESSION 4: 11am-12:30pm

-Motivational Interviewing -The Workforce System in 2027: Trends and Possibilities -A Unique Collaboration Towards Building an Equitable, Diverse, Green Energy, Roofing Workforce for New Jersey -Stepping Into Leadership: Are you Ready? -DVRS & DAWN: Creating a Partnership to Prepare Youth for Career Success - Reskilling vs. Upskilling - Using TABE data for Instruction and Workforce Readiness -Journal to Wellness -Self-Improvement: The Mirror is for More than Looks - Obtain, Maintain, Goal

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CONFERENCE TRACKS

HELLO EVERYONE,
AFTER THE LAST TWO VIRTUAL
CONFERENCES, THE MAIN
FEEDBACK FROM THE
ATTENDEES WAS THE NEED FOR
DESIGNATED TRACKS FOR THE
WORKSHOPS. WELL, WE FINALLY
LISTENED! BELOW ARE THE
DESIGNATED TRACKS WE
DESIGNED THE CONFERENCE
AROUND. ENJOY!!

**FRONT LINE WORKER,
WIOA/GOVERNMENT, INDUSTRY,
LEADERSHIP, YOUTH SERVICES,
NJ WDB, AND WELLNESS**



Angela Hooper Menifield

One Is Too Small a Number to Achieve Greatness: Discover Your Leadership Legacy

While self-leadership is the highest level of leadership, being able to multiply leadership attributes within your organization is the best legacy a leader can leave upon an organization. Most leaders desire to add to their leadership team, but this presentation will focus on leadership multiplication which is where true growth and organizational results are magnified.

Self-Improvement: The Mirror is for More than Looks

This presentation guides participants with the tools to utilize how they see themselves currently as a vehicle to create an individualized growth plan. Participants will be provided a three step action plan and evaluate how they can get their ACT together moving forward.

New Jersey Youth Corp, New Jersey City University: Asad Faison, MS & Jahshae Stewart Obtain, Maintain, & Guide

Providing New Jersey's leaders and front-line heroes of today with essential tools that will ultimately allow our community to Obtain, Maintain, and Guide. We redefined the standard approach to lead our Workforce into healthy employment, and secondary, and post-secondary endeavors, while equipping staff with positive methods to empower and promote innovative conversations and employ beneficial techniques to cultivate continuous opportunities for the Workforce Development community.



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Mental Health Association of New Jersey: Carolyn Bazan

Trauma, Coping & Resilience

Experiences of trauma and the symptoms associated with traumatic events can significantly affect an individual's quality of life. Understanding the effects of trauma and how to manage the reactions to these experiences can be helpful in recovery. In this workshop, participants will learn common signs and symptoms of trauma as well as learn key tools to mitigate stress. In addition, participants will have the opportunity to build their own personal toolkit of support.

Coach on Call: Caryl Lucas

Soft Skills Matter

With technology and social media changing the way we communicate and work, soft skills are essential with employable and in demand skills. In this presentation, participants will learn how soft skills make today's employees relevant and are so important in the workplace and vocational trade industries. The goal of this training is to guide conference attendees in helping young people unable to access skills needed for today's job market, connect with and learn more about their soft skills, which are crucial for their success.

Dan Irvin Training: Dan Irvin

Intentional Leadership

Being intentional means setting a success framework that packs a serious punch in terms of keeping you and your team motivated and structured. The problem is, most of us fall short in that mission. In this presentation, Dan speaks to leaders looking to sharpen their talents and be more intentional. Relatable insights include how to keep distractions from taking center stage, how to recognize when the same way of doing things doesn't cut it anymore, and how to establish the SMARTEST goals.

Nexx Jenn Technologies: Danielle Jennings

The Art of Ideas: Cultivating Divergent Thinking for Creative Solutions

During this engaging workshop, participants will embark on a journey of exploration and discovery, diving into the art of cultivating and divergent thinking to unlock their creative genius. Through a series of interactive exercises, discussions, and hands-on activities, participants will learn practical strategies and techniques for generating & developing unique ideas.

Intelligent Automation: Revolutionizing Productivity in the Workplace

During the workshop, participants will explore intelligent automation's key concepts and benefits, including robotic process automation (RPA) and AI. They will discover how these technologies can be leveraged to automate repetitive tasks, improve accuracy, and free up employees' time to focus on higher-value activities. Moreover, the workshop will delve into real-life case studies and success stories from organizations that have implemented intelligent automation solutions, showcasing the tangible impact on productivity, cost savings, and customer satisfaction. Participants will gain valuable insights into the challenges and best practices involved in implementing intelligent automation initiatives.



Discover a New Future: Faith Saunders **Building Trust in a Evolving Work Environment**

This workshop aims to help leaders feel empowered by providing them with guiding principles and practical strategies that can help to build trust in their respective workspaces. This workshop will stimulate innovative conversations because it includes breakout sessions where participants can share and learn from each other. As one of the largest employers in the state, the New Jersey Department of Labor must adapt to lead by example. This includes continuing to effectively build its most valuable ‘asset’ - TRUST.

Journey of Wellness

The terms wellness and self-care are used very commonly nowadays. But...
What do they mean?

What do they look like in action?

During this interactive session, these questions will be answered and attendees will learn how to use the Journal to Wellness 4-Step process to record and track their wellness journey. Coloring paper, various inked pens, pencils, will be provided to tickle your creative juices!

LinkedIn: Jake Hirsch-Allen

Workforce Development Around the World: Perspectives **on Human and Technology Systems Changes from** **LinkedIn Workforce Development Lead**

Our goal is to empower your workforce development systems with the same technology used by the largest and most innovative employers in America. You all know of us from LinkedIn.com and as a social network. But recruiters and HR teams leverage an ecosystem of labor market information, job seeker, employer attraction and matching technologies. Several states are rolling out statewide integrations of our online learning into their workforce development systems and others are using LinkedIn to attract, enroll and place new clients.



Wind Institute, NJ Economic Development Authority: Jen Becker Lead NJ into the Future for Offshore Wind Workforce Development

The presentation will cover an introduction to New Jersey's approach to growing the offshore wind industry, including an explanation of a project's development timeline, the importance of ports and supply chain investments, and the need for workforce development with detailed information on the types of jobs that will be created through offshore wind at each stage of development—planning, manufacturing, construction, and operations—and where New Jersey is expected to experience gaps in the required labor force. An overview of the Wind Institute and the variety of programs that are underway including training programs that focus on safety, technician training, welding, construction, manufacturing, and others.

Hero Project: Jim Wexler

Telling the Story to Win the Talent Game

Today's job seekers want more from work. 88% of millennials believe being part of the right company culture is very important. Candidates no longer have high salary as the primary consideration. They are looking for a great culture fit. To attract and retain employees, organizations must say "who we are" and do so in a language and medium that employees value and understand. When organizations help employees understand what makes their work meaningful, it reinforces an emotional connection that leads to engagement and fulfillment and results in increased retention and productivity. Graphic storytelling engages candidates by making the brand story into Hollywood quality entertainment. The graphic storytelling process helps an organization articulate meaningful stories with relatable characters in extraordinary worlds, making the employer brand the hero of its own story.

Let Me Learn: Joel T. Johnston

The Missing "X" Factor in Job Placement: Matching a Candidate's Learning Processes to the Right Job

See how an innovative, revolutionary aspect of the job placement/hiring process—incorporating a candidate's Learning Processes—makes a difference in job placement, hiring, and retention. You may have the interest and skills, but if your Learning Processes don't fit the work of the job, you will leave unsatisfied. Participants will discover their own Learning Processes, develop a Personal Learning Profile to utilize in interviews and resume building, learn how to "decode" a job description and see how well it matches their Learning Processes. With this, they will understand where mismatches occur between the nature of the job and their Learning Processes.

FutureWorks Systems: Ken Ryan &

Justin Ryan

Using Data to Tell Your Story - WIOA Works!

We collect a great deal of data on the participants we serve. Now what do we do with it? It's not uncommon for Workforce Development professionals to struggle with knowing how to engage with data, how to find its value, or take action and deliver upon what the data tells us. New Jersey is one of 12 states that use the FutureWorks BI application to track all WIOA activities and outcomes. This session will demonstrate "best practices" on how this data and dashboards from NJ Performs can be used to improve performance, inform outreach of targeted groups and drive policies, programs and training investments. Providing training services is a key component in achieving the goals of WIOA. In this session we will also review the data needs of some local Workforce Development Board Directors, explore training activities that answer questions such as how outcomes differ by the type of training received, how our target populations performing in specific occupations and industries, and how our training efforts are meeting the targeted sectors.

EDSI: Kim Glenn

Leading Diversity, Equity, and Inclusion Efforts in Workforce Development

Diversity, equity, and inclusion in workforce development needs to be thoughtful and intentional. This workshop provides an overview of important DEI considerations in workforce development, best practices in creating inclusive and equitable programming, and DEI considerations for staff.

Focused specifically on New Jersey workforce development programming, attendees will engage in innovative conversations that empower themselves and others to lead efforts in increasing accessibility, equity, and inclusivity in their programs.

Bergen County: Tammy Molinelli & Lynda Wolf

Live, Work & Lead: "It Takes 4 to Tango"

To help One-Stop partners live and work better together (and stop driving each other crazy), through a team-building activity entitled "It Takes 4 To Tango!" Tammy & Lynda will guide you through an interactive and fun exploration of behavioral styles that will make you think, laugh, even dance while recognizing your true self and that of others. There are four main personalities represented by four different animals: chameleon, lamb, lion, & owl. Each personality includes traits, styles, or characteristics which separate us. We live and work with people who exhibit these personalities. You will learn how to be more flexible about personality differences and understand what leads to problems such as communication breakdown, negotiation let-down, and delegation fall-down, by learning the secrets to connecting and partnering with other personality styles.

NJDOL Workforce Development & Industry Partnerships: Mary Myers

Emotional Intelligence: Learning Your New Superpower

Emotional Intelligence (EQ) is one thing that most people do not realize we all have. Studies show that if someone has a high IQ, but a low EQ vs. someone with a low IQ and a high EQ, most people today will select the individual with the higher EQ. In this training, Mary will discuss the topics including what is emotional intelligence, what are the five levels of emotional intelligence, how do emotions and feeling define situations, as well as understanding the difference between empathy and sympathy.

Power Notes LLC: MaryAnn Lawrence

Changing Lives Takes a Toll

Whether you are new to the workforce system or you are "vintage", this seminar will help you put perspective to the piles of work you have to do back at the office. Motivated team members are more successful than those that are bored, tired, and cranky. Come laugh, maybe cry a little and share how to stay engaged and excited in challenging times. If you have a better idea of who YOU are, you can help others achieve more! Bring your thoughts on what motivates you and the people around you.

Reskilling vs. Upskilling

Employers are facing a new normal post-Covid that shows a stark view of shortcomings in skills and knowledge particularly in regards to telecommunication and in adjusting to a digital transformation in the workplace. Reskilling and upskilling present significant changes in building employee capacity. Both are important training approaches to help meet the skill gap employees are experiencing with their employees. To upskill involves learning new skill sets for a worker's existing job and to reskill involves learning new skill sets to transfer to another job.

Power Notes LLC: MaryAnn Lawrence (cont.)

Walk the Talk... Get You and Your Team Certified

The workforce system is all about assisting jobseekers in getting credentials. Lead the concept by getting your own Certified Workforce Development Professional (CWDP) credential. The CWDP status provides you the opportunity to put CWDP after your name. The reciprocity training is based on five competencies and were developed by the National Association of Workforce Development Professionals in coordination with USDOL. If you have your GCDF (Global Career Development Facilitator) certification, the CWDP will be a perfect complement. GCDF provides the "big" picture and CWDP drills down specifically to the skills and knowledge related to the workforce system.

Hard To Serve Populations

The Workforce Innovation and Opportunity Act as well as Temporary Assistance for Needy Families focus a great deal on Hard-to-Serve individuals. These are individuals who have varying barriers that are keeping the individual from education, training, and a career path that leads to a livable needed to achieve their dream. This session will review common barriers and explore their impact on success. Attendees will get tips and techniques to address different barriers. You change lives for a living...this session will help you make real change!

The W.I.N.G.S Project: Michael McBride

Stepping into Leadership: Are You Ready?

Being named the "Leader, Manager, Supervisor" can be the pinnacle of a lot of hard-work, knowledge, skill and determination. Attendees will visit and revisit strategies used worldwide to increase their readiness & effectiveness as they step into the world of leadership. But one needs to be able to navigate the changes that come with being elevated to a leadership position. Stepping into leadership will give leaders the strategies and tools needed to sail this new uncharted water that many find themselves in by increasing their IQ, EQ & AQ levels in order to be the best leader that they can be.

How to Lead Through a Crisis

Attendees will be introduced to proven and up to date methods that can and should be implemented by leaders when crises arise both professionally and personally. When leading through a crisis, most leaders are forced to think and behave in ways that feel unfamiliar. Whether its' team, department, technological, financial or natural causes, crisis demands that leaders take an emergency response plan and adapt it as new evidence as factors present themselves.

Data Recognition Corp: Michael Johnson

Using TABE Data for Instruction and Workforce Readiness with O*Net

TABE is the most widely used assessment within WIOA Title 1 and 2 programs in New Jersey. TABE measures the skills required to succeed in today's global workforce and in-demand careers. This session will explore the new TABE Workforce Portal that connects TABE Reading and Math scores to over 800 of the Bright Outlook careers on the US Department of Labor's Occupational Network (O*NET). By connecting the Reading and Math skills of candidates to targeted careers candidates' administrators will empower candidates to focus on skill development to succeed in growing careers within the state. We will review the new TABE Interactive Workforce Portal that allows administrators to provide candidates measurable data and innovative career planning tools to build readiness for the most in demand careers within the O*NET database. This session will connect the tools that Title 2 programs have available to aid Title 1 programs with providing the most effect and targeted process to measure and grow basic educational skills. We will also discuss new alignments to Grade Ranges for TABE 11/12 scores that can assist with CTE placement and success.



Ideal Institute of Technology: Ren Parikh

Impact of Social Enterprise on Workforce Training

At-risk youth are defined as young people who are not in employment, education or training, and face difficulties in connecting to the labor market. Let me begin by saying, “We do what we teach.” Establishing social enterprises with the purpose of benefiting students takes thoughtful planning. Work-based learning programs benefit students in numerous ways. It helps them to develop the skills and knowledge they need for their chosen career, and they have the chance to learn from experts in the field. Work-based learning helps students transition from the classroom to the job and are more likely to be hired than their untrained counterparts. Employers likewise benefit from hiring work-based learners. Trained employees save time and money and are more likely to stay on the job. I will present an evidence-based study that supports the theory that meaningful work based learning can be done through social enterprises. I will also discuss how employers can merge On-the-Job-Training (OJT) and other funding sources with work-based learning. As the demand for skilled workers grows, work-based learning is vital to the successful outcome of at- risk youth.

Innovative Approach to Training At-Risk Youth at Ideal

Reaching at risk youth and meeting their educational and employment needs has been a seven-year learning journey at Ideal Institute of Technology. Since 2016, Ideal has been on a pathway to develop a model that resonates with students and at the same time offer confidence-building character and builds skills. Our work began with 14 youth who needed a high school diploma, and in 2022 and 2023, grew to 138 and 139 students, respectively. Why do former high school students seek to complete their education at Ideal? We believe that our program approach to educating and training students for employment is innovative and progressive. Students graduate from Ideal with a skill set that makes them employment ready.



Adaptive Human Capital: Rick Maher

Speaking the Language of Business: The Four Universal Needs of Every Employer

Build better partnerships. Sell your services more effectively. Speaking the language of business is the key to building more effective partnerships and sector solutions. As you seek to better engage with your business customer, it is critical to understand their motivations and “speak their language.” This session is designed to help by introducing you to the “Four Universal Needs of Business.” You’ll learn that there are multiple buying influences inside every business and that human resources is only one of multiple doors you should be knocking on. You’ll learn the “Buying Loop” (the four different buying influences in your employer customer’s organization) and how to position yourself and your solutions for each type of buyer on the loop. Whether you’re a board member seeking new sector relationships, a case manager working to fill open job orders, or a business services representative selling staffing solutions, this session is built for you. The workforce development system has a lot to offer if it is positioned properly, and this session will help you find new approaches and new selling strategies to improve outcomes and build stronger, more sustainable partnerships.

Digital Innovation in Public Service: AI & More - Imaging

What's Next for Workforce

As we exit the pandemic and address the needs of a dynamically changing labor market, the nation’s publicly funded workforce development system is being called on to prepare a workforce for the digital age. Artificial Intelligence (“AI”), Big Data, Cloud-based technology and a full range of virtual service delivery options create an opportunity, but also risks to be managed. How does a digitally transformed workforce development system help us scale to meet the need, and what will be required of leaders and front-line staff to adapt successfully to the future? This session will demystify modern tech and share emerging best and promising practices for digitally enhanced government services from around the nation and the world. Participants will engage in an interactive discussion to re-imagine a digitally transformed Workforce system in the imaginary “State of Utopia,” enabling them to be able to better envision what is possible with digital service delivery. Digital transformation will be explored to better understand how it can help the system scale and augment – but not replace – skilled professional staff.



Equus Workforce Solutions: Robert Knight

Washington Update: Congress, the Administration and the Future of Workforce Development

The debt ceiling compromise—the Fiscal Responsibility Act of 2023—settled WIOA funding for the next two years. But did it really do that? The House Education and the Workforce Committee is serious about passing a WIOA Reauthorization bill. But what might be in it and will the Senate go along? The Biden White House and federal agencies led by DOL/ETA are pressing the workforce system to take a leadership role in preparing the unemployed and underemployed for the good jobs that will flow from the huge spending approved to address infrastructure, environmental and other needs. What is happening on the ground where you work? Meanwhile, the “Yes WIOA Can” theme is promoting the notion that WIOA is far more flexible in terms of WDB roles, program options, services through the career center system and to name a few areas, than we realize. Do you see more room for innovation and leadership at the state and local levels? All of this and a presidential election has already begun. Join us for a discussion of how workforce development is faring in Washington and what we might expect over the next year.

The Workforce System in 2027: Trends and Possibilities

Funding for workforce development is flat but stable through 2026, I suspect, and large changes to the current system seem unlikely for now. However, the world of work and the politics that drive the workforce system seem headed for big changes. So, what might that mean for the current system and for us? Issues beyond direct control of the workforce system will drive change, most notably a changing environment and the rise of AI. On the social and political fronts, programs to address poverty will return with a focus on neighborhoods, intergenerational reach, and new investment strategies. Meanwhile, equity will center on employers and incumbent workers but with assistance and sometimes a push from the workforce system. Change is in store for how you work, where you work, and with whom you work. What will your job look like in 2027?



1Huddle, Inc: Sam Caucci

The Frontline Formula: The New Frontier of the Future of Work

When it comes to helping every worker, at every level, feel engaged, seen, and prepared to be their absolute best — are you an obstacle to growth, or a catalyst for it? This plan outlines a position that we at 1Huddle fight for everyday; for every worker. In light of a global pandemic, a skills gap that threatens business growth and the future of work that is no longer in the future; it is time that we give all workers what they need most — a raise. Raising up all workers is not just about a paycheck or a job; it is about giving everybody that is willing to work hard a fair shot. Below are the key tenants of our plan that will RAISE every worker. Along the way, identify your future of work score -- featuring the 5 principles designed to gauge your organization's preparedness for what's coming: 1. **Remove** barriers to access for every worker regardless of pay or position. 2. **Adopt** a continuous people development model based on the science of learning. 3. **Invest** in technology that meets workers where they are. 4. **Support** community partnerships and educational institutions and 5. **Elevate** managers into coaches

Metrix Learning: Sandy Mead, Kevin Kurdziel, Paul Grzella, Cynthia Torres

Building Skills-Based Training and Stackable Credentials into Workforce Programs

Let's talk about job-readiness skills! Learn how these workforce boards implemented both blending learning programs that focus on diversity and accessibility to grow stackable digital skills and credentials. We will discuss outreach strategies, tools and resources, and online training platforms used to expand service delivery.

NJ Department of Labor: Sheryl Hutchinson & Seetha Vaidyanathan

WIOA Performance: Using Statistical Adjustment Models for Negotiated WIOA Targets and Post-Program Year Assessments

This presentation will empower local workforce board and program staff with greater understanding of how WIOA Title I performance targets are developed and negotiated at the state and local levels. New Jersey is innovating its WIOA performance efforts to incorporate a new local statistical adjustment model. The statistical adjustment model will provide two major functions in performance negotiations and assessment. First, it is one of the factors used when reaching agreement on the negotiated levels of performance. It is used to account for the expected economic conditions and the expected characteristics of participants to be served in the local areas. Second, it will be applied at the close of a program year to the negotiated levels of performance to adjust for actual economic conditions experienced and actual characteristics of participants. Economic conditions include differences in unemployment rates and job losses or gains in particular industries. Characteristics of participants include, but are not limited to, indicators of poor work history, lack of work experience, lack of educational or occupational skills attainment, dislocation from high-wage and high-benefit employment, low levels of literacy or English proficiency, disability status, homelessness, ex-offender status, and welfare dependency. The statistical adjustment model also takes into account other factors that, through empirical support, are determined to have an effect on predicting state outcomes.



NJ Motion Picture and Television Commission: Steven Gorelick & David Schoner

Careers in the New Jersey Motion Picture and Television Industry

Film and television production is a burgeoning industry in NJ. Revenue from production exceeded \$700 million last year, and productions receiving incentives created over 14,600 jobs. NJ has become one of the country's most active states for filmmaking in the last several years, and employment opportunities abound. This workshop will offer a perspective on the exciting growth of the NJ Film and Television industry and the types of jobs that are being created. Emphasis will be placed on job training, how to obtain entry level positions and paths to career growth. Representatives of the New Jersey Motion Picture and Television commission will describe the various positions that comprise a typical film crew, and discuss the union and guilds that represent industry professionals.

Multiple Natures: Steven Rudolph & Jan Goodman

Identifying Careers that Work: A One-Stop Center's Success with Multiple Natures

Looking for a more nuanced, personalized method to usher your clients towards their perfect career fit? Join Steven Rudolph, the creator of Multiple Natures, and Jan Goodman, a counselor at Greater Raritan's One-Stop Center, as they take you on a journey into the heart of transformative career counseling. They'll share their experience of how the MN approach has significantly changed the career counseling landscape at the One-Stop Center over the past four years. This isn't about categorizing a client into a personality type and choosing a related career. It's about discovering their individuality, and finding work activities that align with their unique set of talents. Find out how you can utilize this pioneering approach to ensure every client who walks into your center can navigate towards a fulfilling, tailor-made career path.

Susan Russo HR, LLC: Susan Russo

Maximizing Employee Engagement

Highly Engaged employees innovate new products, display high levels of creativity, satisfy their customers, make fewer errors and cause fewer accidents. Disengaged employees cost businesses over \$400 billion per year in lost productivity, disappointed customers, preventable accidents and errors. When employees are disengaged, innovation is stifled, creativity is diminished and negative emotions quickly spread like a contagion. Studies continue to show that only 31% of workers are engaged on the job, regardless of their level in an organization. Disengagement can often be resolved by low-cost, high impact efforts from managers and leaders. By empowering others to challenge the status quo of mediocrity, we can swing the pendulum from disengagement to maximum level of engagement.

Division of Vocational Rehabilitation Services & DAWN: Toni Scott

Creating a Partnership to Prepare Youth for Career Success

Starting early to prepare students for success in adult life is key! Students with disabilities aged 14 through 21 (and possibly older) can now access needed services from the Division of Vocational Rehabilitation Services to help them prepare for success in Competitive Integrated Employment. This session will explain what these services are, how to obtain them for students, and the agencies and local school's role in making this happen. DAWN Center for Independent Living will review the Student Transition Empowerment Program- Unlimited Possibilities (STEP-UP) services. DVRS Local Office Staff will discuss student success and ways to duplicate services throughout the State.

Edison Job Corps.: Tony Staynings

A Unique Collaboration Towards Building a Equitable, Diverse, Green Energy Roofing Workforce to New Jersey

GAF Roofing Academy and Solar Landscape's Solar Training and Education Program for Underserved Populations (STEP-UP) are working together in a strategic partnership for workforce development across New Jersey. GAF and Solar Landscape have partnered with Edison Job Corps to bring roofing and solar installation training to Edison Job Corps students and to interested residents of underserved communities across the state. Our presentation will focus on how these national organizations are collaborating locally to train New Jersey residents in commercial and solar installation and commercial and residential solar roofing. The presentation can be in the form of a panel discussion with GAF, Solar Landscape, Job Corps, and our partners Trinity Solar and LYFT, or an actual live demonstration of the training itself. Attendees of this workshop will understand how essential the solar and roofing industries are to the state's workforce development efforts and how a collaboration of two national companies, training organizations, and community-based organizations are bringing meaningful change to New Jersey's workforce landscape in a unique relations with one of the nations largest residential career technical training program Job Corps. This presentation will demonstrate how to empower others within Workforce Development to become ambitious and creative, utilizing the synergy when partners work together. Combining shared resource with a passion to succeed, attendees will clearly see that passion with all parties in this unique partnership.

Tirza Motivates: Tirza Barnes and Mike Fazio

Motivational Interviewing: Inspiring Change, One Conversation at a Time

Encountering resistance is inevitable when a customer is in the process of making a change. However, when skilled practitioners have the tools and strategies to navigate the customer's feelings effectively, they can empower the client to make changes while honoring and respecting their autonomy. During this 60-90 minute workshop session, practitioners will learn the evidence-based approach called Motivational Interviewing and develop skills for facilitating confident coaching conversations, pointing the customer in the right direction so they see for themselves their strengths, opportunities, and achievements.

New Jersey Department of Human Services Division of Family Development: Alecia Eubanks & Melissa Moody

SNAP, WFNJ and You—Navigating the Changing Landscape Successfully!

The last few years have brought about a great amount of change for the Supplemental Nutrition Assistance Program (SNAP) and WorkFirst New Jersey Temporary Assistance for Needy Families (WFNJ/TANF) and General Assistance (WFNJ/GA) programs; and it continues to come. The Fiscal Responsibility Act of 2023 ushered in significant changes to work requirements for SNAP and TANF with some adjustments effective as early as October 2023. In addition, the General Assistance (GA) 28-Day Protocol was also recently suspended. It is a challenge for workers in the One Stop and Boards of Social Services to keep up with policy changes and quickly shift processes. Join us as we discuss the changes affecting GA applicants and the Able-Bodied Adults Without Dependents (ABAWDs) participating in SNAP, as well as the new requirement for reporting TANF outcome metrics. We will also explore how well we are 'growing' in response to the change around us and how we can successfully navigate the changing landscape.



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