

Information in Action with New Jersey Career Connections



Cornerstone beliefs

1. The labor market is increasingly complex and fast-moving.
2. At many points in their lives, all New Jerseyans will need to make decisions about their careers.
3. All New Jerseyans need to develop the skills necessary to manage their careers.



Cornerstone beliefs

4. Individuals look to a wide variety of organizations and institutions when they need assistance with a career decision or job search.
5. By working together and harnessing our collective expertise, we can improve the quality of career navigation assistance.



A three part response

The New Jersey Career Connections Initiative

Service
Model

Network
of Partners

Website



The Model



Promote effective behaviors



1. Accept change.
2. Take care of yourself.
3. Connect with people.
4. Make a plan.
5. Be your own spokesperson.
6. Embrace technology.



Accept change

- The labor market is, and always has been, evolving. So too are the ways in which employers approach staffing and hiring.
- BLS data suggest that individuals typically have 11.5 jobs over the course of their career.

Take care of yourself

- The effects of unemployment have been found to mirror those of clinical depression. During periods of unemployment, people are more likely to disconnect from their networks.
- Time spent understanding your finances and managing the stress of unemployment is time well spent.

Connect with people

- While estimates may vary, the reality that many jobs are filled prior to being advertised is important to act on.
- Focus on activities that expand your network. Consider volunteering.

Make a plan

- Your time is valuable. Make the best use of it by forming a plan to reach your goals.
- Focus your efforts on actions that lead toward those goals.

Be your own spokesperson

- No one is more invested in your success than you. Always be prepared to discuss your skills and experiences in a positive way.
- Know what a company is looking for, and help the employer see how you meet their needs.

Embrace technology

- Technology has changed how employers find and hire talent as well as how they run their businesses.
- Be prepared to handle online applications and pre-hire assessments.
- Use social media to build your network and project a “hireable” persona.

Path to Employment

A common model for career guidance and job search assistance.



The Network



Current network experience



How do we get there?

- Use the new website to establish a shared vocabulary and set of tools.
- Identify all the points of intersection in the customer experience and build them into the service model.
- Improve the referral process across the network.



Professional development



COACHES

Professionals who provide in-depth personalized assistance to jobseekers using The Path to Employment as a guide:

- workforce development staff
- partner agency job developers and counselors
- grant recipient job developers and counselors



NAVIGATORS

Professionals who provide a high-level overview of The Path to Employment experience to:

- support staff at partner agencies or grantees
- teachers with an interest in work readiness
- computer lab or resource room employees

Network goal



Employer Engagement



Background

New Jersey's economy grew by 83,600 private sector jobs in 2015 alone, and the state has added more than 250,000 private sector jobs over the past six years. During this period of growth and recovery, New Jersey has built a talent development system that is ensuring more people have the skills, abilities, and connections to pursue economic opportunities, and ensuring that the state has the skilled workforce needed to support and sustain economic growth.

This talent development system includes:

1. New partnerships with employers across the state's seven key industries
2. Strong collaborations between workforce programs, education, and higher education
3. The use of technology to better connect jobseekers and employers
4. Better labor market intelligence to inform workforce investments
5. Innovative partnerships between the state and local governments, community- and faith-based organizations, and educational institutions



Industry Analysis

New Jersey has a richly diverse population, proximity to major metropolitan areas, and a history of invention and innovation from electronics and pharmaceuticals to biotechnology research. New Jersey's commitment to investment, collaboration, and talent development supports growth in **key industry clusters** that drive economic expansion. In the Garden State, these key clusters have found an ideal location. Within a day's drive of 40% of the U.S. population; a talented, productive, and highly educated workforce with a high density of residents who possess advanced degrees; and 52 colleges and universities.

1. Life Sciences
2. Transportation, Logistics and Distribution (TLD)
3. Financial Services
4. Advanced Manufacturing
5. Health Care
6. Technology
7. Leisure, Hospitality, and Retail (LHR)
8. Construction and Utilities/Energy*

New Jersey's Financial Services Industry Cluster



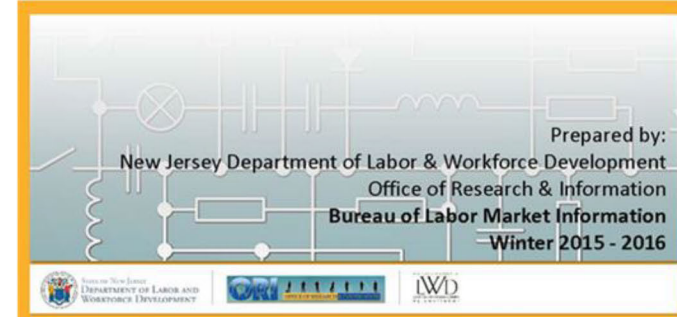
New Jersey's Transportation, Logistics & Distribution Industry Cluster



New Jersey's Health Care Industry Cluster



New Jersey's Advanced Manufacturing Industry Cluster



Industry Analysis

Industry reports are generally divided into 8 sections:

1. Overview and Highlights of the report
2. Industrial Composition – primary components and sub-industries classified within them
3. Economic Impact – contribution to New Jersey gross domestic product and employment
4. Industry Analysis
 - Employment trends
 - Distribution of sub-industries
 - Annual wages
 - Industry concentrations within the state
 - Percentage of employment by county
5. Occupational analysis
 - Employment by occupational group
 - Top occupations
 - Educational requirements
6. Subsector Analysis – characteristics of the components within the industry
7. Demographic Profile – industry composition by gender, race, and age
8. Outlook – conclusions and projections

Talent Networks

Expanding High-Quality, Employer-Driven Partnerships

Across departments, New Jersey is focusing investments and programs on building employer-driven, high-quality partnerships that follow a common definition and framework. These partnerships are critical to building new career pathways for jobseekers and students, and help increase the number of individuals with an industry-valued postsecondary degree or credential.

To further support these efforts, the state's seven industry-focused **Talent Networks** will facilitate the development of new, high-quality, employer-driven partnerships across the state; investments in new **Targeted Industry Partnerships** and **Talent Development Centers** will build a foundation for all of the state's workforce development investments.



Talent Development Centers

Building on New Jersey's commitment to align the state's workforce with the needs of employers, The New Jersey Department of Labor and Workforce Development has launched three new Talent Development Centers to promote partnerships between key industries and the state's colleges and universities. The centers will serve as "centers for excellence" for providing workforce training and skill development focused on specific, key industries in New Jersey: Advanced Manufacturing at Camden County College; Healthcare at Rutgers University; and Transportation, Logistics and Distribution at Union County College. The Talent Development Centers will:

- receive \$900,000 of state funds to provide workforce development training programs in their respective industries
- serve as anchors for expanded high-quality, employer-driven partnerships
- further build the capacity of the state's higher education institutions to provide education and training aligned with the needs of the state's key industries
- provide industry-focused training for both dislocated workers and currently employed/incumbent workers



Labor Market Information and Office of Research & Information Website Demo



Demand Occupation & Industry-Valued Credential List



New Jersey Career Connections Website Demo



Discussion

