

A man with grey hair and a mustache, wearing a blue shirt and an orange safety vest, is looking down at a tablet. A woman with long dark hair, wearing a white shirt, is also looking at the tablet. They are in a warehouse setting with cardboard boxes in the background. The image has a blue and purple geometric overlay on the left side.

MANUFACTURING & SUPPLY CHAIN MANAGEMENT COLLABORATIVE



NJ PATHWAYS
TO CAREER OPPORTUNITIES
Aligning Education to Build an Innovative Workforce

WELCOME



**Dr. Margaret M.
McMenamin**

President
(Union College)



NJ PATHWAYS
TO CAREER OPPORTUNITIES
Aligning Education to Build an Innovative Workforce

OPENING REMARKS



Dr. Aaron Fichtner

President
(NJCCC)



Kyle Sullenger

Director of
Economic Policy
Research (NJBIA)

HOSTED BY



Glenn Best

Director, Manufacturing and
Supply Chain Management
Sectors Strategy & Workforce
Partnerships (NJCCC)



NJ PATHWAYS
TO CAREER OPPORTUNITIES
Aligning Education to Build an Innovative Workforce



COMMUNITY COLLEGE PARTNERS

- Hudson County Community College
- Rowan College at Burlington County
- Salem Community College
- Union College

AGENDA

- Union College's Non-Credit Supply Chain Pathways
- Union College's Supply Chain Associates Degree Pathway
- Pathways of the Center of Workforce Innovation for Supply Chain Logistics
- Industry Panel Discussion





SUPPLY CHAIN PATHWAYS

Union College



Dr. Lisa Hiscano

Executive Director, Continuing
Education and Workforce Development



Dr. Donovan Smalls

Director, Business Center



Union College



NJ PATHWAYS
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Manufacturing & Supply Chain Management Collaborative Meeting

Participate in the Center of Workforce Innovation for Supply Chain Logistics Report Out and Pathways Overviews



Dr. Margaret M. McMenamin, President

October 19, 2022

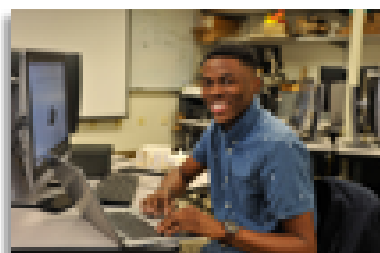
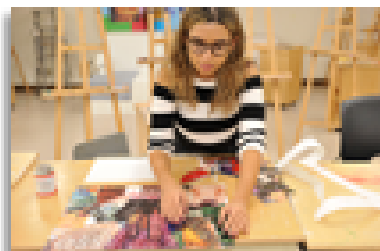
Transforming Our Community . . . One Student at a Time

Mission

Transforming Our Community . . . One Student at a Time

*Our mission is guided by our commitment **to empower students to achieve their goals** by providing **access to high quality and affordable** higher education to the residents of Union County.*

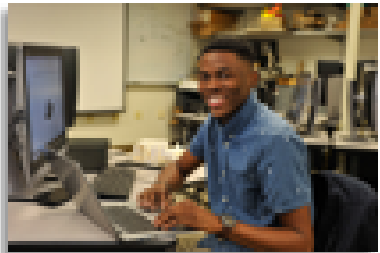
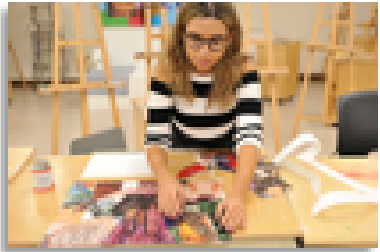




Our Supply Chain Leadership Team

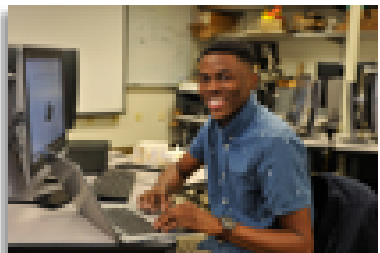
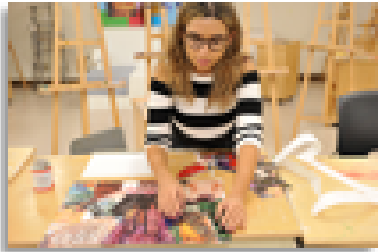
- **Dr. Maris Lown**, Vice President Academic Affairs
- **Dr. Bernard Polnarev**, Vice President Administrative Services
- **Dr. Lisa Hiscano**, Executive Director Continuing Education and Workforce Development
- **Dr. Melinda Norelli**, Dean Social Sciences, Business & History
- **Dr. Donovan Smalls**, Director of Business Center





Union's Supply Chain Management Timeline

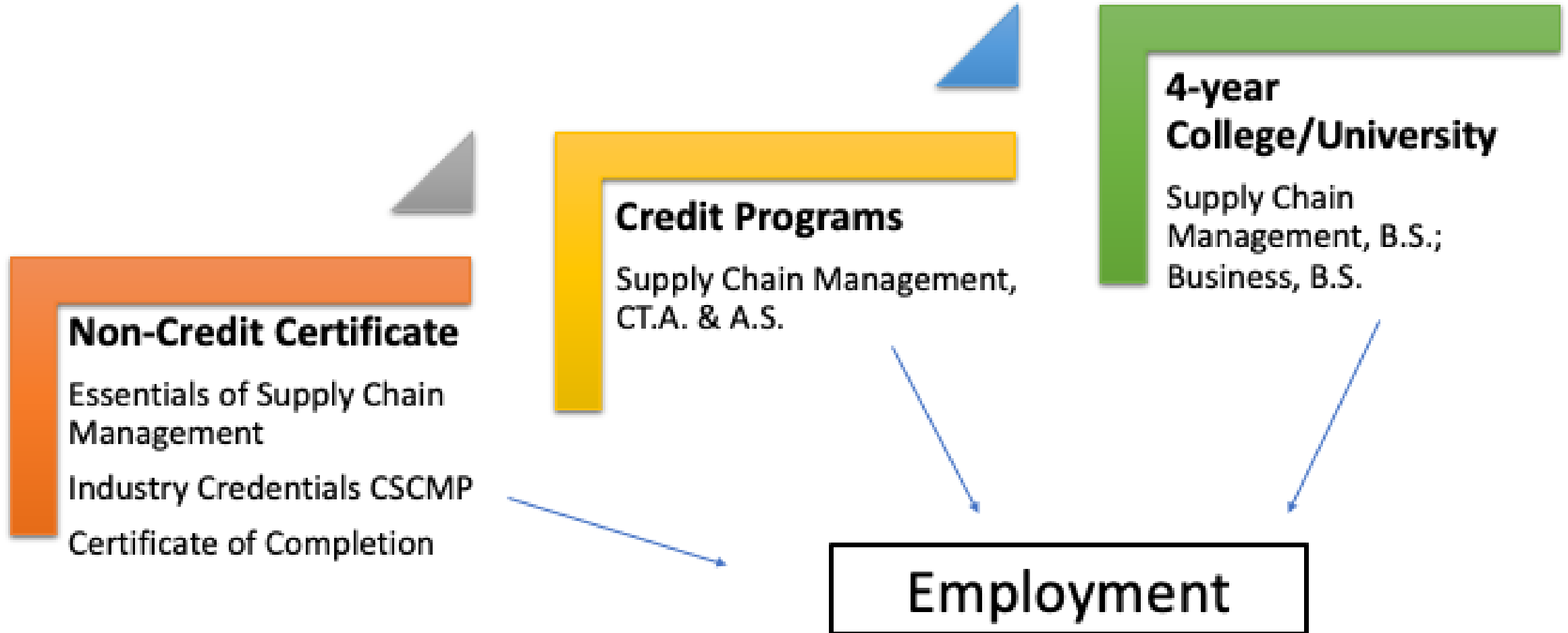
- **2008-09:** NJWIRED (a USDOL Economic Development initiative in 9 counties) to create career pathway models for TLD industry
- **2013-17:** Trade Adjustment Assistance Community College and Career Training Grants Program (TAACCCT), Leveraging, Integrating, Networking and Coordinating Supplies (LINCS) in Supply Chain Management (SCM)
 - National collaboration to develop and implement 8 SCPro Fundamental industry certifications credentialed by the Council of Supply Chain Management Professionals (CSCMP)



Union's Supply Chain Management Timeline

- **2016-18:** NJ Department of Labor and Workforce Development – Talent Development Center to implement training programs in NJ for TLD industry; focus on SCPro Fundamentals statewide
- **2017:** Development of AS degree – Supply Chain Management and Certificate of Achievement
- **2018-current:** Support from Union County Workforce Development Board and American Job Center to provide TLD program to adult and dislocated workers and continue to offer credit degree programs
- **2021-current:** NJCCC Collaboratives & Centers for Workforce Innovation

Current Supply Chain Management Paths at Union College

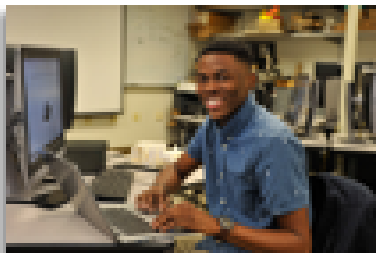
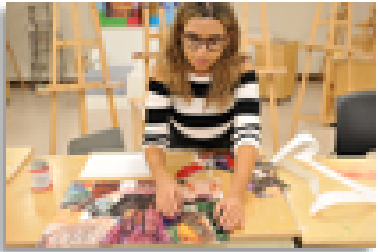


Non-Credit Essentials of Supply Chain Management



- 4 SCPro Fundamentals modules - by the Council of Supply Chain Management Professionals (CSCMP)
 - Supply Chain Management Principles
 - Customer Service Operations
 - Transportation Operations
 - Inventory Management
- Industry Credential attainment (4)
- Job Development





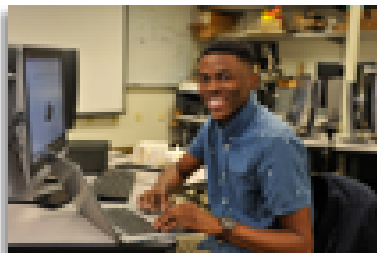
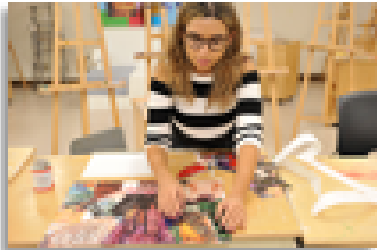
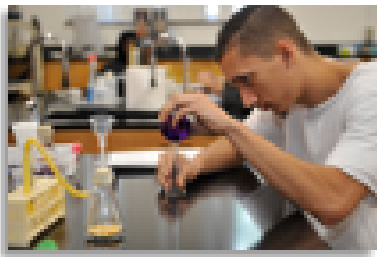
Non-Credit CWI Workplan

- Update syllabi, supplemental materials, and course resources of Essentials of Supply Chain Management
- Develop Integrated Education and Training (IET) program to integrate into Essentials of Supply Chain Management program
 - Opportunity for English language learners
 - Increase English skills under Literacy Title II grant
 - Attain SCM industry credentials
 - Prepare for employment



Connecting Non-credit & Credit

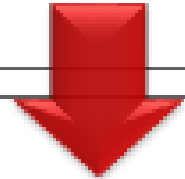
[Union College PLA Process](#) ←link to website



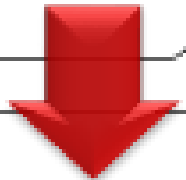
- Union College awards credits for prior learning where there is documented evidence that the student has mastered course learning outcomes
 - Challenge Exams
 - Licensures / Government Certificates
 - Portfolios
 - ACE Recommendations
 - Industry-valued credentials
 - Industry Exams / Certifications
 - Continuing Education and Workforce Development Certificate of Completion

Union's PLA Process is easy as 1-2-3

1. Student meets with an advisor and completes necessary forms



2. Student submits form(s) and supporting documentation

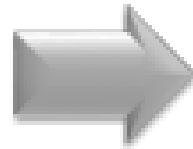


3. Review process done by College, and credits are applied to program

Supply Chain Management **PLA PATHWAYS**

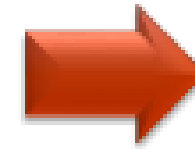
Non-Credit Certificate

- SCPro Fundamentals modules mapped to:
- SCM-101 (Introduction to Supply Chain Management)
- SCM-105 (Inventory Management)



Supply Chain Management, CTA

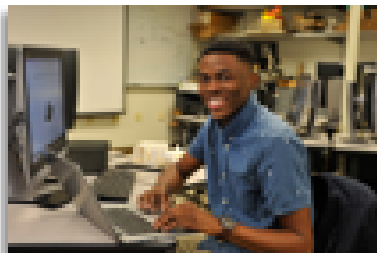
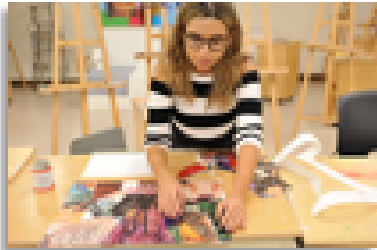
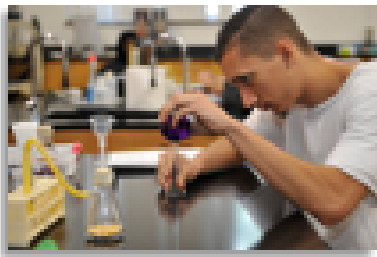
- CTA = 6 SCM Courses / 18 credits
- SCPro applied to SCM-101 & SCM-105 through PLA process
- Students can complete CTA in one semester!



Supply Chain Management, AS

- CTA applied to AS degree
- Or students can go directly from non-credit to credit with 6 credits PLA
- PLA may lessen time required to complete a degree and may help lower tuition costs





Supply Chain Management

Certificate of Achievement

Stackable
credentials

Students learn
fundamental
principles, and key
roles and functions
of supply chain
logistics

Prepares continuing
education students
to work in the
supply chain
management
industry

RECOMMENDED SEQUENCE

FIRST YEAR

COURSE#	COURSE	Cr.
FALL SEMESTER		
SCM 101	Introduction to Supply Chain Management	3
SCM 201	Transportation Operations	3
SCM 205	Purchasing and Supply Chain Management	3
Semester Total:		9
SPRING SEMESTER		
SCM 105	Inventory Management	3
SCM 110	Logistics Technology	3
SCM 210	Operations Management	3
Semester Total:		9
Total Program Credits:		18



Supply Chain Management

Associate in Science



STUDENTS LEARN
SUPPLY CHAIN
MANAGEMENT AND
LOGISTICS WITHIN
EXPERIENTIAL
LEARNING
ENVIRONMENTS



GRADUATES ARE
PREPARED WITH SKILLS
THAT HAVE LABOR
MARKET VALUE



UNION COLLEGE
DEVELOPED PATHWAYS
FROM NON-CREDIT →
CREDIT →
BACCALAUREATE
DEGREE →
WORKFORCE

RECOMMENDED SEQUENCE

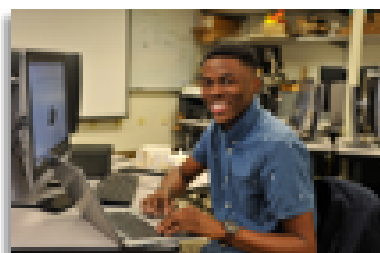
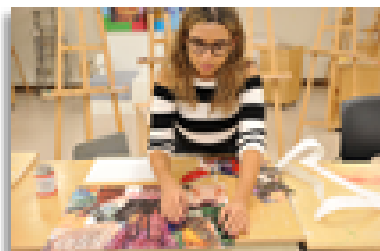
FIRST YEAR

COURSE	COURSE	Cr.
Fall Semester		
ENG 101	English Composition I	3
CST 100	Introduction to Computer Applications	3
BUS 103	Organization and Management	3
SCM 101	Introduction to Supply Chain Management	3
ACC 103	Accounting I	3
Semester Total:		15
Spring Semester		
	Lab Science Gen Ed Requirement	4
SCM 105	Inventory Management	3
SCM 110	Logistics Technology	3
BUS 110	Business and Technology	3
Semester Total:		13

SECOND YEAR

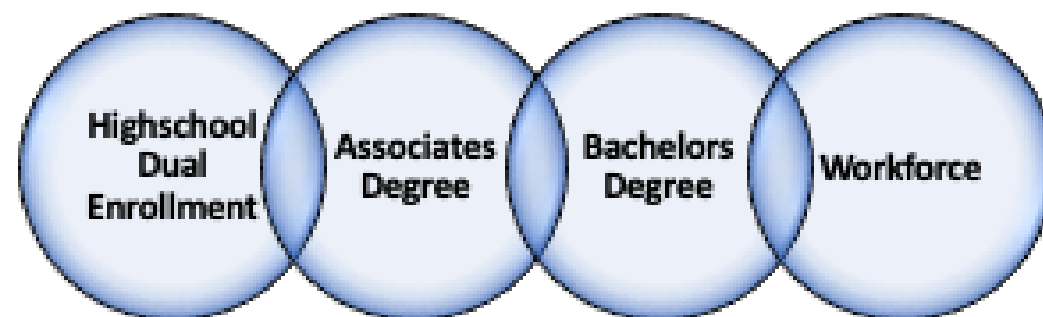
COURSE	COURSE	Cr.
Fall Semester		
ECO 201	Principles of Economics I	3
MAT 143	Elementary Mathematical Analysis I	4
SCM 201	Transportation Operations	3
SCM 205	Purchasing and Supply Chain Management	3
BUS 201	Business Law I	3
Semester Total:		16
Spring Semester		
SCM 210	Operations Management	3
ENG 128	The Dynamics of Communication	3
OR		
ENG 129	Public Speaking	3
	Humanities Gen Ed Requirement	3
ECO 202	Principles of Economics II	3
MAT 245	Business Statistical Analysis	4
Semester Total:		16
Total Program Credits:		60

Credit CWI Workplan



• Experiential Activities:

- Site visits
- Supply Chain symposia
 - Employment opportunities
 - Connections with employers
- Analysis of local businesses
- Utilize Bloomberg Terminal to conduct case studies



• Future Activities:

- Job shadowing and internships with Supply Chain employers
- Develop the Supply Chain Center at the Scotch Plains Campus
 - Dual-Enrollment with Union County Vocational and Technical Schools (UCVTS)
 - Articulation Agreement Kean University



Charlton Barker



- Vauxhall, Union Township
- Funded by NJ Endures grant
- Earned SCPro Fundamentals Certifications in 2021 from CSCMP:
 - Supply Chain Management Principles
 - Customer Service Operations
 - Transportation Operations
 - Inventory Management
- Employment:
 - Walmart, eCommerce Manager



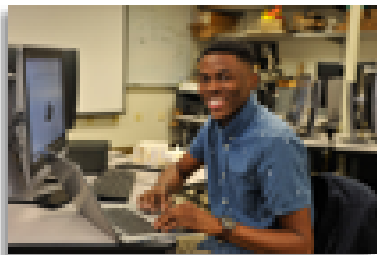
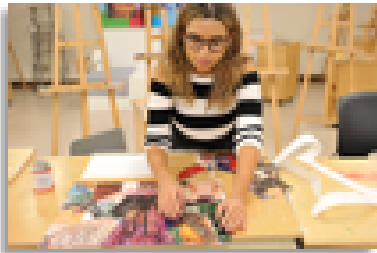
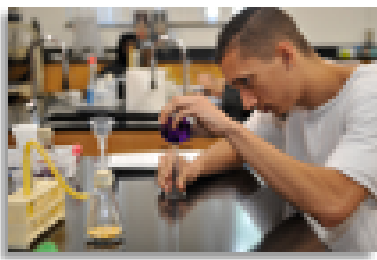
Mr. Barker's story: <https://youtu.be/83amCq3FOS8>

Maria Rawalpindiwala



- Scotch Plains, Union County
- Associates in Science degree in Supply Chain Management in December 2021
- Employment
 - IMS Transport, Client Success Specialist





Thank you!

- Dr. Aaron Fichtner, President, New Jersey Council of County Colleges
- Catherine Starghill, NJCCC Vice President, Strategy & Partnerships
- John Miller, NJCCC Program Manager, Manufacturing and Supply Chain Management, Technology & Innovation Workforce Partnerships
- Glenn Best, NJCCC Director of Manufacturing and Supply Chain Management Sectors Strategy & Workforce Partnerships
- Gwen Ryan, Superintendent, UCVTS
- NJBIA
- Industry partners



CENTER OF WORKFORCE INNOVATION FOR Supply Chain Logistics



Glenn Best

Director, Manufacturing and
Supply Chain Management
Sectors Strategy & Workforce
Partnerships (NJCCC)



NJ PATHWAYS
TO CAREER OPPORTUNITIES
Aligning Education to Build an Innovative Workforce

PATHWAYS:

- **Supply Chain Logistics (Non Credit Program)**
- **Supply Chain Logistics (Credit Program)**



NJ PATHWAYS
TO CAREER OPPORTUNITIES
Aligning Education to Build an Innovative Workforce

PATHWAY:

Supply Chain Logistics (Non Credit Program)

Connection to High School (Dual Enrollment)

Create a model program modeled on the Rowan College at Burlington County College's "Quick Step" Program with two SCPro industry credentials.



NJ PATHWAYS
TO CAREER OPPORTUNITIES
Aligning Education to Build an Innovative Workforce



PATHWAY:

Supply Chain Logistics (Non Credit Program)

Connection to Community College (Non Credit)

Align curriculum with preeminent supply chain education institution (Broward University [FL] Center for Supply Chain Education) and embed SCPro industry credentials stackable into the Supply Chain Management AS.

PATHWAY:

Supply Chain Logistics (Non Credit Program)

Prior Learning Assessment (Other)

Evaluate SCPro industry credentials for credit to stack into the Supply Chain Management AS.



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TO CAREER OPPORTUNITIES
Aligning Education to Build an Innovative Workforce





PATHWAY:

Supply Chain Logistics (Non Credit Program)

Adult Literacy

Develop Supply Chain integrated ESL curriculum linked to WIOA Title II occupational training and connect Adult Basic Education participants to Rowan College at Burlington County College's high school "Quick Step" Program.



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Aligning Education to Build an Innovative Workforce

PATHWAY:

Supply Chain Logistics (Non Credit Program)

Adult Learners / Pilot

Pilot non credit Supply Chain curriculum to incumbent workers in partnership with the Union County Workforce Development Board.



NJ PATHWAYS
TO CAREER OPPORTUNITIES
Aligning Education to Build an Innovative Workforce



A photograph of two workers in a warehouse. A man on the left wears a white hard hat, glasses, and a yellow safety vest over a light blue shirt. He is holding a black tablet. A woman on the right wears a yellow hard hat and a yellow safety vest over a white shirt. They are both looking at the tablet. The background shows warehouse shelving.

PATHWAY:

Supply Chain Logistics (Non Credit Program)

Professional Development

Develop a High School dual enrollment Quick Step Program toolkit to share with education partners statewide to assist with program creation, marketing, implementation and development of Prior Learning Assessment solution.



NJ PATHWAYS
TO CAREER OPPORTUNITIES
Aligning Education to Build an Innovative Workforce

PATHWAY:

Supply Chain Logistics (Credit Program)

Connection to High School (Dual Enrollment)

Develop and pilot program for Jersey City Public Schools and launch a Summer Supply Chain Bootcamp for the Salem Vocational Technical School.



NJ PATHWAYS
TO CAREER OPPORTUNITIES
Aligning Education to Build an Innovative Workforce



PATHWAY:

Supply Chain Logistics (Credit Program)

Connection to Community College (Credit)

Develop Supply Chain Management AS program (under development) with embedded SCPro credentials.



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Aligning Education to Build an Innovative Workforce

PATHWAY:

Supply Chain Logistics (Credit Program)

Connection to Community College (Credit)

Execute Academic Program Review for Supply Chain Management AS to align and increase course offerings.



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PATHWAY:

Supply Chain Logistics (Credit Program)

Experiential Learning

Develop experiential learning program to be embedded in new (under development) and existing Supply Chain Management AS .



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Aligning Education to Build an Innovative Workforce

PATHWAY:

Supply Chain Logistics (Credit Program)

Connection to 4-Year Universities

Develop articulation agreements with Rutgers University for the Supply Chain Management BS.

Develop model 3+1 agreement between Union College and Kean University.



NJ PATHWAYS
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Aligning Education to Build an Innovative Workforce

A photograph of three men in a warehouse setting. They are all wearing hard hats (yellow and orange) and work clothes. The man in the center is pointing at a smartphone held by the man on the right. They are all smiling and looking at the phone. In the background, there are tall metal shelving units filled with cardboard boxes.

PATHWAY:

Supply Chain Logistics (Credit Program)

Adult Learners / Pilot

Pilot Supply Chain Bootcamp for adult learners during Summer 2023 in partnership with the Cumberland Salem Workforce Development Board.

PATHWAY:

Supply Chain Logistics (Credit Program)

Professional Development

Develop a professional tool kit on model Prior Learning Assessment (PLA) solutions that include materials necessary to implement the model PLA solutions.



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GIVE US YOUR FEEDBACK





Questions:

- **How can we better connect industry to education and training pathways to ensure that pathways prepare students/adult learners to be the best Supply Chain Logistics employees to meet the industry workforce need?**
- **If you could share one big idea to align education and workforce development training to build an innovative workforce in New Jersey, what is that one big idea?**



SUPPLY CHAIN Industry Panel



Julie Barsh

Human Resources
Specialist (Conrail)



Lucas Nugent

Human Resources
Generalist (Global
Containers Terminals)



Shirell Gross

VP, Chief Counsel Global
Operations & Supply
Chain (Medtronic)



REGISTER FOR Upcoming Events



**Additional Dates From
October 26 Through
November 16, 2022**

Technology & Innovation Collaborative

October 26, 2022 | 10 AM - 1 PM
Middlesex College
Networking Lunch



THANK YOU

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