



# **NJ PATHWAYS**

## **TO CAREER OPPORTUNITIES**

**Aligning Education to Build an Innovative Workforce**

*Thank you for joining us. Please take this time to mute yourself.*



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

# YEAR 2 PROGRESS UPDATE

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Center of Workforce Innovation for  
Construction

# WELCOMING REMARKS

**Catherine Starghill, Esq.**

Vice President

*New Jersey Council of  
County Colleges*

Executive Director

*New Jersey Community College  
Consortium for Workforce &  
Economic Development*



# AGENDA

**Construction Pathway Projects  
Year 2 Update**

**Q&A**

**Upcoming Events**



# Our Education Partners

- **Camden County College**
- **Dickinson High School**
- **Eastern Atlantic States Carpenters Technical College**
- **Heat and Frost Insulators and Allied Workers Local 32**
- **Hudson County Community College**  
**Hudson County Schools of Technology**
- **International Brotherhood of Electrical Workers Local 102**
- **International Brotherhood of Electrical Workers Local 269**
- **International Union of Operating Engineers Local 825**
- **Ironworkers Local #399**
- **LIUNA Sheet Metal Workers Local 25**
- **NJ Administrative District Council of Bricklayers and Allied Craftworkers**
- **Rowan College at Burlington County**
- **Rowan College of South Jersey**
- **Kearny High School**



# Center of Workforce Innovation for Construction

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Burl Yearwood, Lead Institution Representative  
**Hudson County Community College**



# Dual Enrollment Certificate in Construction

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Burl Yearwood, Hudson County Community College

## **EDUCATION PARTNERS:**

**Hudson County  
Community College**

**Rowan College at  
Burlington County**

**Dickinson High  
School**

**Hudson County  
Schools of  
Technology**

**Kearny High School**

## **Dual Enrollment Certificate in Construction**

**The Dual Enrollment Certificate Program is a learning opportunity that allows students to obtain college credits while still in high school. Participating high schools will identify eligible students who meet the criteria for the program, including academic standing and readiness for college-level coursework. To earn a dual enrollment certificate, students will need to complete a specified number of college-level courses with a minimum grade of "C" or better. The certificate will be awarded by the community college upon completion of the required courses.**

**This dual enrollment certificate program in construction will provide an opportunity for high school students to gain practical skills in the construction industry and earn college credits. Should students wish to continue their educational career, this project creates the opportunity to immediately join the workforce or carry their earned credits from the certificate towards their associates degree.**



## **PATHWAY CONNECTIONS:**

Big Idea Different than the Work Done in Year 1

Connection to High School (Non-Credit)

### **Connection to High School (Dual Enrollment)**

Community College (Non Credit)

Community College (Credit)

Apprenticeship Development

PLA for Apprenticeship RTI

PLA

Connection between Community Colleges (1+1)

Experiential Learning

Connection to CBOs

Adult Learners

Adult Literacy

Connection to 4-Yr College/University

Professional Development

Pilot

# Dual Enrollment Certificate in Construction

**Hudson County Community College (HCCC) is developing a model high school agreement with Kearny High School (KHS) that can be replicated with additional high school partners. The agreement is currently in the approval process and is anticipated to be executed in Summer 2024.**

**HCCC is working with KHS to develop a course based on HCCC Introduction to Engineering Sciences & Calculations course (CNM 120).**

## **Ancillary activities:**

**Developing a course that both high school and college faculty collaborate on has provided an opportunity to leverage existing relationships with high schools and to explore other opportunities for collaboration for courses other than Construction.**

## **PATHWAY CONNECTIONS:**

Big Idea Different than the Work Done in Year 1

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# Dual Enrollment Certificate in Construction

## **Challenges:**

- High school outreach has been challenging due to restructuring of local schools.
- Lack of significant overlap between existing high school and Community College courses.
- Some Community College courses are an advanced level and may not be suitable for high school students.
- Specialized faculty may be required.

## **Solutions:**

- Hudson County Community College has enlisted the participation of its Executive Director for Early College to identify key partners within the high school systems.
- Identify creative ways to address the technical challenges related to aligning high school and community college calendars.
- Exploration of alternative programs with greater synergy/relevance.

## **Words of advice:**

- Have an understanding and knowledge of local high school environment and practices e.g. uses of Perkins funding, academic offerings.
- Identify ways to address the technical challenges related to aligning high school and community college calendars.



# Construction Non-Credit to Credit Stackable Credentials

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Dr. Edem Tetteh, Rowan College at Burlington County  
Kaina Hanna, Camden County College

# **EDUCATION PARTNERS:**

**Hudson County  
Community College**

**Rowan College at  
Burlington County**

**Camden County  
College**

## **Construction Non-Credit to Credit Stackable Credentials**

The Hudson County Community College School of STEM currently offers certificates in Construction. The certificates are stackable into the Associate degree for Construction Management. The certificates are offered through the School of STEM and through the Continuing Education and Workforce Development (CEWD) division. The School of STEM and CEWD has an internal articulation agreement that ensures that students receive credit for the CEWD courses if the students enroll in a degree program.

Using the model created by Hudson County Community College, Rowan College at Burlington County (RCBC) is evaluating Camden County College's non-credit construction courses for equivalency towards RCBC's Construction Management courses. Rowan College at Burlington County will develop an articulation agreement with Camden County College to enable students who complete Camden's non-credit construction courses to pursue credit pathways at RCBC.

Additionally, Rowan College at Burlington County will evaluate Hudson County Community College's stackable certificate structure for implementation within their Construction Management program.



## **PATHWAY CONNECTIONS:**

Big Idea Different than the Work Done in Year 1

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Connection to High School (Dual Enrollment)

Community College (Non Credit)

### **Community College (Credit)**

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Pilot

# **Construction Non-Credit to Credit Stackable Credentials**

## **Description of activities:**

Rowan College at Burlington County (RCBC) is creating a pathway for Camden County College students enrolled in non-credit courses: (1) Carpentry, (2) Electrical – Residential, (3) HVAC, (4) Plumbing, and (5) Welding to pursue construction management certificates that are stackable to RCBC's Associate of Science in Construction Management degree.

RCBC is developing an articulation agreement with Camden County College for successful completers to received credits toward RCBC's Associate in Technical Studies and/or Construction Management degree programs.

Articulation agreements will be approved by partner colleges in Summer 2024.

## **Ancillary activities:**

- **Prior Learning Assessment rubrics developed by Hudson County Community College will also be incorporated into the Standardization of Union Apprenticeship PLA project.**
- **A new course syllabus template was created for non-credit career training programs.**

## **PATHWAY CONNECTIONS:**

Big Idea Different than the Work Done in Year 1

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Pilot

# **Construction Non-Credit to Credit Stackable Credentials**

## **Challenges:**

- **Maintaining project momentum; addressing hurdles faced by education partners regarding staffing/delayed initiation of tasks.**
- **Staff turnover on Instructors.**
- **Delay in updating program syllabi at the beginning of the fall semester.**

## **Solutions:**

- **Individual partner check-ins in addition to regular center meetings.**
- **Recruit and appoint replacement.**
- **Intervention of program supervisors to assist with the updating of program information and share course syllabi with RCBC.**

## **Words of advice:**

- **Bring internal stakeholders early into the process.**
- **Start the tasks/activities early and assign pieces of the tasks/activities to multiple people.**
- **Work with instructional staff to maintain updated syllabi for all programs.**
- **Templates provide instructors with a guideline for college branded documents.**
- **Team must formulate contingency plans for unforeseen events e.g. staff turnover.**



# CTE Train the Trainer Pilot

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Brigette Satchell, Rowan College of South Jersey

# **EDUCATION PARTNERS:**

**Hudson County  
Community College**

**Rowan College of  
South Jersey**

## **CTE Train the Trainer Pilot**

**Developed in NJ Pathways Year 1, this program was designed to prepare experienced professionals in construction and the trades opportunities to learn the foundational skills needed to teach non-credit programs within the New Jersey Community College network. Partner colleges will recruit and train professionals in Water/ Wastewater and Construction to participate in the pilot program.**

**The training will be delivered by industry experts already equipped with teaching experience and will cover topics such as emerging technologies, industry trends, and best practices. Training will include curriculum design, assessment, and student evaluation.**



## **PATHWAY CONNECTIONS:**

Big Idea Different than the Work Done in Year 1

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Community College (Non Credit)

Community College (Credit)

Apprenticeship Development

PLA for Apprenticeship RTI

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Connection between Community Colleges (1+1)

Experiential Learning

Connection to CBOs

### **Adult Learners**

Adult Literacy

Connection to 4-Yr College/University

Professional Development

### **Pilot**

# CTE Train the Trainer Pilot

**Through the CTE Train the Trainer Pilot, we anticipate preparing up to 10 professionals to teach construction related and Water and Wastewater Management non-credit courses. The program is scheduled to run April 23 to May 29.**

## **Challenges:**

**Limited availability of Subject Matter Experts (SMEs) to assist with the development and implementation of the project.**

## **Solutions:**

**Designing the project to be delivered in a hybrid format.**

## **Words of advice:**

**Community Colleges should consider implementing a train the trainer program to address the shortage of trainers and incorporate sessions that are specific to your organization.**

## PATHWAY CONNECTIONS:

Big Idea Different than the Work Done in Year 1

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Connection between Community Colleges (1+1)

Experiential Learning

Connection to CBOs

### Adult Learners

Adult Literacy

Connection to 4-Yr College/University

Professional Development

### Pilot



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**NJCC** | New Jersey's  
Community Colleges



**NJBIA**  
New Jersey Building Industry Association

# TRAIN THE TRAINER

## Seeking Construction and Water/Wastewater Professionals



### TRAIN TO TEACH NON-CREDIT PROGRAMS

This program was designed to prepare experienced professionals in construction and the trades to learn the skills needed to teach non-credit programs within the New Jersey Community College network.

### TOPICS

- Emerging Technologies
- Industry Trainings
- Best Practices
- Curriculum Design
- Assessment
- Student Evaluation

### COURSE INFORMATION

**Start Date:** April 23- May 29, 2024  
**Time:** 5:30- 7:30 p.m.  
Hybrid (Online & In-Person)

### For more Information

**Please Contact**  
Dean Brigette Satchell  
bsatchel@rcsj.edu  
856.681.6226



**CAREER & TECHNICAL EDUCATION**  
Rowan College of South Jersey

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Sewell, NJ 08080

**Cumberland Campus**  
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Vineland, NJ 08360

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# Water/Wastewater Utilities Program Development

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Burl Yearwood, Hudson County Community College

# **EDUCATION PARTNERS:**

**Hudson County  
Community College**

## **Water/Wastewater Utilities Program Development**

**Hudson County Community College, in collaboration with Jersey Water Works and utility companies, is addressing the shortage of qualified workers in the construction industry and the water utility operator pathway. Working with industry organizations that provide essential services like water, utilities, and wastewater infrastructure, Hudson County Community College is developing a model training program which includes hands-on, practical experience in the construction industry and water utilities with instructors provided by utility companies.**



## **PATHWAY CONNECTIONS:**

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# **Water/Wastewater Utilities Program Development**

**Hudson County Community College (HCCC), in conjunction with the NJ Water Association and sponsored by Jersey Water Works, piloted a water utilities workforce training program in Fall 2023. Using lessons learned through this pilot, HCCC is creating a model entry level training program for utility workers, as well as operator licensing preparatory courses. These programs will be offered in the summer of 2024.**

## **Challenges:**

- **Identification and involvement of industry partners.**
- **Qualified instructors.**
- **Internship opportunities.**

## **Ancillary outcomes:**

- **Combination of funding streams via Continuing Education and Workforce Development (CEWD) based PACE grant.**
- **Leveraging of Water Workforce Utility Pilot Project.**
- **Development of new course focused on water infrastructure.**

## **Words of advice:**

- **Prioritize Industry engagement ...what do they need and how can we help?**



# Standardization of Union Apprenticeship PLA

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Burl Yearwood, Hudson County Community College

## **EDUCATION PARTNERS:**

**Hudson County Community  
College**

**Rowan College at Burlington  
County**

**NJ Administrative District  
Council of Bricklayers  
and Allied Craftworkers**

**Eastern Atlantic States  
Carpenters Technical College**

**International Brotherhood of  
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**International Brotherhood of  
Electrical Workers Local 269**

**Heat and Frost Insulators and  
Allied Workers Local 32**

**International Union of Operating  
Engineers Local 825**

**LIUNA NJ Construction Craft  
Laborer Apprenticeship Program**

**Sheet Metal Workers Local 25**

# **Standardization of Union Apprenticeship PLA**

**Successful completers of union apprenticeship programs can receive college credit for their knowledge and abilities through the Prior Learning Assessment (PLA) process. This project creates a model PLA process for union apprenticeships across Community Colleges and promotes the value of apprenticeships.**

**Standardization of PLA credits among New Jersey's Community Colleges is a multi-year project. Each College has its own rules and regulations regarding the awarding of PLA credit. Each College also has different courses for which they award PLA credit.**

**The Center of Workforce Innovation for Construction will take a stepwise approach to address the challenge. In the first year, the Hudson County Community College and Rowan College at Burlington County will solve the challenges of PLA assessment including development of rubrics, awarding of credits, transfer of credits among institutions, and communications to unions about our standardized PLA process.**

## **PATHWAY CONNECTIONS:**

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# **Standardization of Union Apprenticeship PLA**

**The path to standardization will be accomplished through a course to course evaluation focused on the Construction Management pathway. Hudson County Community College worked with Rowan College at Burlington County to create rubrics to assess union apprenticeship courses and their transferability toward each institution's Construction Management credit courses.**

**This process can further be utilized to enable faculty to determine which additional majors credits awarded will transfer into. Faculty will create course maps showing transfer of credits in respective majors. Community Colleges will compare colleges course maps and discuss standardization guidelines for evaluating union apprenticeships.**

**Articulation agreements with Labor Union partners will be developed based on course maps and will then begin the approval process as outlined by each partner institution and Labor Union.**

## **PATHWAY CONNECTIONS:**

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Pilot

# **Standardization of Union Apprenticeship PLA**

## **Challenges:**

- **Education partners' differing processes when entering into an MOU e.g. internal legal review.**
- **Technical Studies degrees offered by Community Colleges have differing requirements and credits awarded.**
- **Staff turnover.**

## **Solutions:**

- **Consultation with individual partners as needed.**
- **Focus on Construction Management program and adapting existing course(s).**
- **Recruit and appoint replacement.**

## **Words of advice:**

- **Multi year projects require clear goal setting and identification of key benchmarks and timelines.**
- **Multi year projects may be impacted by team changes/turnover.**
- **Early identification of key barriers e.g. non alignment of programming.**
- **Do not schedule complex and hard problems close to project conclusion. This may necessitate extensive re-engineering later in the project life cycle.**



# **Carpenters Technical College – General Education Partners / Pilot**

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Burl Yearwood, Hudson County Community College

## **EDUCATION PARTNERS:**

**Hudson County  
Community College**

**Rowan College of  
South Jersey**

**Eastern Atlantic  
States Carpenters  
Technical College**

## **Carpenters Technical College - General Education Partners / Pilot**

**The Eastern Atlantic States Carpenters Technical College (EASCTC) is accredited by the Council on Occupational Education (COE). Hudson County Community College (HCCC) and Rowan College of South Jersey (RCSJ) will partner EASCTC to provide general education courses to carpenter apprentice members.**

**Additionally, HCCC will create a History of Labor course which will be piloted remotely with two cohorts of apprentices: (1) 20 apprentices attending the Edison training facility with HCCC and (2) 20 apprentices attending the Hammonton training facility with RCSJ.**

**Additionally, HCCC and RCSJ are working with EASCTC develop MOUs to provide required general education courses. It is anticipated HCCC and RCSJ will also confer degrees for EASCTC until such time they become a degree granting institution.**



## **PATHWAY CONNECTIONS:**

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Connection to 4-Yr College/University

Professional Development

**Pilot**

# **Carpenters Technical College - General Education Partners / Pilot**

**This project has three key components with associated activities:**

## **1. MOU Development and Approval**

## **2. History of Labor Course**

- **Course creation**
- **Internal approval process by HCCC**
- **State approval**
- **Internal approval process by RCSJ**

## **3. Piloting of History of Labor or other General Education course**

**Pilot General Education course to be offered in Spring 2024.**

## **PATHWAY CONNECTIONS:**

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Professional Development

**Pilot**

# **Carpenters Technical College – General Education Partners / Pilot**

## **Challenges:**

- **Course alignment e.g. Technical Studies – each college has different content and credits.**
- **Limited resources for course development.**
- **Partner representation/involvement.**

## **Solutions:**

- **Examine required general education courses. between Community Colleges.**
- **Engage external consultant when needed.**
- **Appoint additional team members, delineate responsibilities clearly**

## **Words of advice:**

- **Education Partners time/effort commitments and team make up must be realistic.**
- **External partners should be involved from inception of the project.**
- **Project task timelines must be monitored to ensure workflow does not delay deliverables.**
- **Lead institution must ensure that regular meetings are attended and outcomes recorded.**
- **Long term/Multi-year projects require identification of ‘hard’ problems.**



# Q&A

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Center of Workforce Innovation for Construction

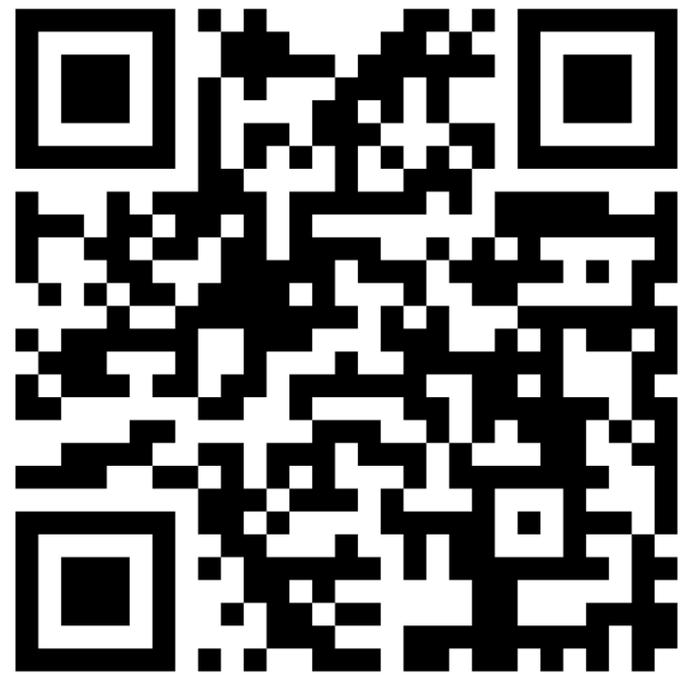


# Closing Remarks

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Catherine Starghill, Esq.

# UPCOMING EVENTS



## STATEWIDE INDUSTRY COLLABORATIVE MEETINGS

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Various Virtual Meeting Dates Spanning From  
Monday, March 25, to Thursday, March 28



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