

NEW JERSEY'S COMMUNITY COLLEGES

Providing Opportunities for Our Citizens
Creating a Stronger Workforce
Building a Better New Jersey

A Public Policy Agenda for 2018-2022

September 2017

Developed by:



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EXECUTIVE SUMMARY

Community colleges are one of New Jersey's greatest success stories. With a community college located within 20 minutes of every resident, New Jersey's community colleges enroll nearly 400,000 students each year in over 2,000 transfer, career, and technical education programs, making them by far the largest provider of higher education in our state. This brief paper presents some, but not all, of the key priority issues that New Jersey's community colleges believe are important to the future economic prosperity of our state and its citizens. Most importantly, New Jersey's 19 community colleges stand ready as a statewide team to deliver to the next Governor a wide range of education, training, and business attraction and retention programs that will help the next Administration advance its agenda. We are eager to work together on the following priority issues.

I. Community Colleges are the Largest Sector of Higher Education, but the Most Severely Underfunded.

Recommendation #1A – To restore funding “parity” to community colleges (for funding lost over the past eight years in comparison to New Jersey’s other higher education sectors), the state should increase its base funding to community colleges by \$18 million a year starting in FY2019.

Recommendation #1B – To maintain funding “parity” for community colleges going forward, the state should pay the fringe benefits costs for community college employees in the same way it now pays these costs for New Jersey’s state colleges and universities. To this end, the state should increase its funding to community colleges by \$180 million, which we recommend be phased in over eight years.

II. Community Colleges are an Affordable Pathway to a Bachelor’s Degree.

Recommendation #2 – The New Jersey Office of the Secretary of Higher Education should establish a communications campaign to encourage students to enroll at their local community colleges as a great way to get started on a bachelor’s degree without taking on a lot of student debt.

Recommendation #3 – The New Jersey Department of Education should review its policies and regulations to make sure that it fully recognizes community colleges as a viable pathway to a bachelor’s degree. For example, the state’s annual School Performance Report should fully recognize high school graduates attending community colleges in ways that are equal to the recognition given to high school graduates who attend four-year colleges and universities.

Recommendation #4 – New Jersey should fully explore a College Promise program similar to those in other states that provide free community college tuition to all eligible high school graduates. Relatedly, New Jersey should consider expanding the current NJ STARS program, at least to its original level of support.

Recommendation #5 – New Jersey should reform the Tuition Aid Grant (TAG) program by targeting student financial aid to students attending lower-cost public colleges and universities. This is one of the most important policy actions New Jersey can take in the short-term to keep college tuition more affordable for more students.

III. Community Colleges are an Affordable Pathway to High-Paying Technical Jobs that do not Require a Bachelor’s Degree.

Recommendation #6 – The New Jersey Department of Education should establish a communications campaign to promote the many career pathways available to students through community college career-technical education programs.

Recommendation #7 – Building on the recent statewide agreement it signed with New Jersey’s 19 community colleges, the New Jersey Department of Labor and Workforce Development should look for ways to further expand and strengthen this statewide partnership that is opening new pathways to economic opportunities for students throughout the state.

Recommendation #8 – The New Jersey Department of Labor and Workforce Development should partner with business leaders and community colleges to establish apprenticeship programs that lead to postsecondary credentials and immediate employment in New Jersey’s key industry sectors.

IV. Community Colleges Provide High-Quality Customized Training Programs for Businesses Throughout the State.

Recommendation #9 – Current state laws that allocate funding to the New Jersey Community College Consortium for Workforce and Economic Development to deliver basic skills training to businesses throughout the state should be amended to provide at least \$3 million annually for these important statewide training programs.

Recommendation #10 – Community college leaders should be key players on the state’s business attraction and retention team. Knowing that community colleges (and their statewide Workforce Consortium) operate in all 21 counties can assure business leaders that they will have a partner to help train their workforce whether they are locating, relocating, or expanding anywhere in New Jersey.

Recommendation #11 – In order to continue assisting long-term unemployed New Jerseyans get back into the workforce, the state should provide at least \$500,000 annually for the very successful Ready to Work New Jersey program.

V. Community Colleges Partner with High Schools by Getting More Students Ready for College and Allowing Those Who are Ready for College to Enroll in College Courses While Still in High School.

Recommendation #12 – In order to take the very successful “College Readiness Now” and “College Credit Now” programs offered by New Jersey’s community colleges to scale throughout the state, state funding to these programs should be increased by \$1 million per year for the next four years.

Summary

New Jersey’s community colleges have delivered high-quality, low-cost transfer, career, and technical education programs for over 50 years, and in doing so have become the largest provider of higher education in the state. If adequately funded, New Jersey’s 19 community colleges can serve as an affordable pathway to a bachelor’s degree, provide more highly-skilled technical workers for the state’s economy, deliver customized training for companies located in or moving to New Jersey, and play a key role in ensuring our high school graduates are prepared for college-level work. We are eager to work with the next Governor to provide these opportunities for our citizens, create a stronger workforce, and build a better New Jersey.

NEW JERSEY'S COMMUNITY COLLEGES

A Public Policy Agenda for 2018-2022

Community colleges are one of America's greatest success stories. Created just 50 years ago, community colleges have quickly grown to become by far the largest provider of higher education in the country, with over 1,100 community colleges enrolling over 12 million students each year.

The same is true here in New Jersey. With a community college located within 20 minutes of every resident in the state, New Jersey's community colleges enroll nearly 400,000 students each year in over 2,000 transfer, career, and technical education programs.

Many have called community colleges the "Ellis Island" of American higher education. That imagery is both powerful – and true.

This brief paper presents some, but not all, of the key priority issues that New Jersey's community colleges believe are important to the future economic prosperity of our state and its citizens.

Most importantly, New Jersey's 19 community colleges stand ready as a statewide team to deliver to the next Governor a wide range of education, training, and business attraction and retention programs that will help the next Administration advance its agenda.

Community colleges are nimble. They can and do respond quickly to meet the needs of their local communities. But New Jersey's 19 community colleges have also been very successful at working together, through the New Jersey Council of County Colleges, to deliver statewide programs in statewide ways.

It is because of this statewide workforce and economic development capacity that the New Jersey community college system can be a uniquely powerful partner for the next Governor.

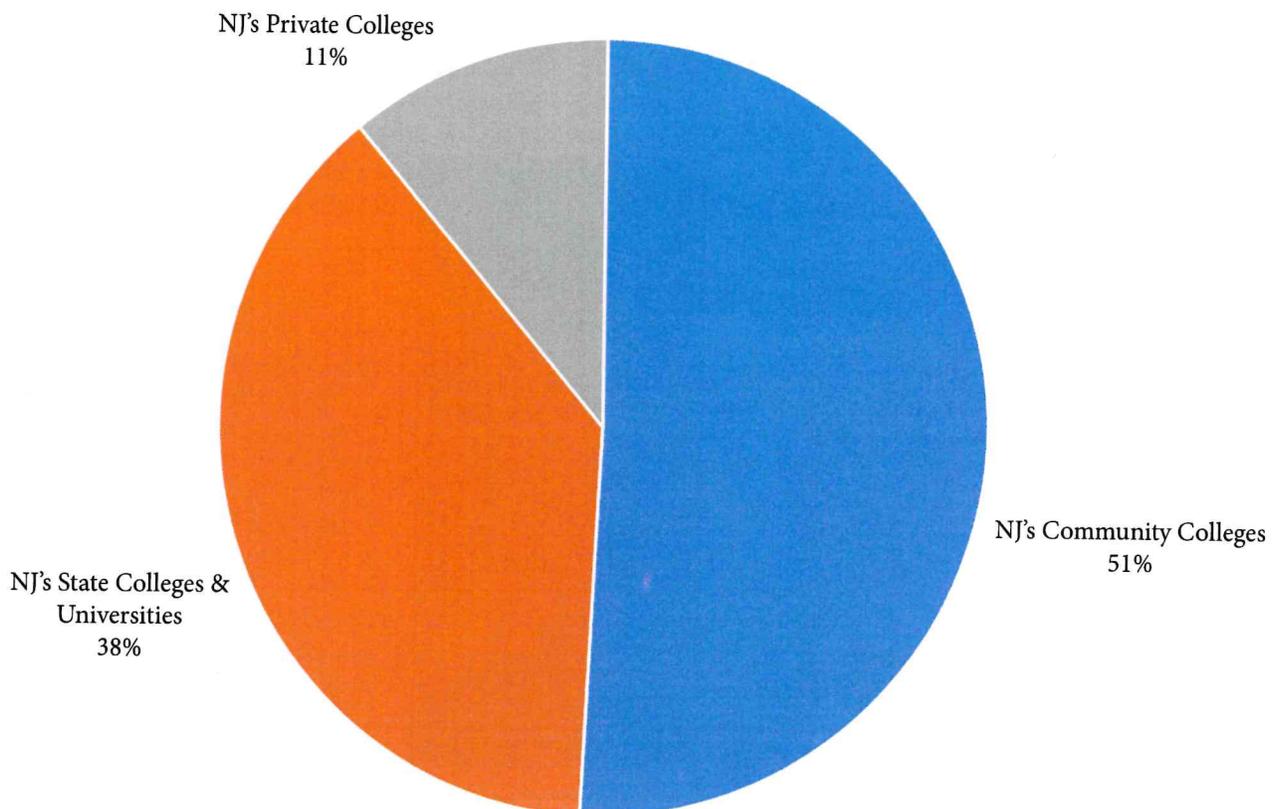
We are eager to work together on the following priority issues.

I. Community Colleges are the Largest Sector of Higher Education, but the Most Severely Underfunded.

New Jersey's community colleges are proudly the largest provider of higher education in our state (see Figure 1).

Unfortunately, New Jersey's community colleges are also the most under-resourced sector of higher education, even though they enroll nearly half of the state's undergraduates of color, and similarly enroll more low-income Federal Pell Grant recipients. And yet, community colleges receive

FIGURE 1: NEW JERSEY'S COMMUNITY COLLEGES ARE THE LARGEST SECTOR OF HIGHER EDUCATION
Total Unduplicated Undergraduate Headcount FY2016



far less state funding per student than other colleges and universities throughout the state, as illustrated in Figure 2. In fact, even New Jersey's private colleges receive more state funding per student than community colleges.

Recently, the New Jersey Office of the Secretary of Higher Education and the New Jersey Presidents' Council (made up of all of New Jersey's community college presidents and the four-year college and university presidents) jointly asked the National Center for Higher Education Management Systems (NCHEMS) to do a comprehensive study of higher education funding in New Jersey. NCHEMS is one of the most respected higher education research organizations in the country. Studies of this kind, where New Jersey higher education is compared to other states, have not been done in over two decades. The NCHEMS reports found:

“The most under-resourced sector of public higher education in New Jersey is the County/Community Colleges. The combination of state appropriations, local taxes, and tuition revenue is insufficient to fund these institutions at levels commensurate with their peers in other states. Of these sources, the biggest difference in funding between New Jersey and the comparison states is in the level of support from the state. The community colleges have not sought to make up the

funding differential by an overdependence on tuition increases.” (*The Financing of Higher Education in New Jersey*, page 24).

“The community colleges are the one sector of public higher education in New Jersey that is underfunded on a comparative basis (by \$1,000 to \$1,500 per full-time equivalent student). This underfunding is a consequence of the very low investment in these institutions being made by the state. It is recommended that funding priority in New Jersey be given to ensuring funding adequacy for the community/county colleges.” (*Recommendations Regarding the Financing of Higher Education in New Jersey*, page 6).

Community college leaders fully understand and appreciate the very difficult fiscal challenges we face in New Jersey. But we have an obligation to inform state policymakers (and especially the next Administration) that the way our state builds its higher education budget is deeply flawed in a way that especially disadvantages community colleges and our students.

To make matters even worse, New Jersey's community colleges have actually lost ground over the past eight years in relation to the other higher education sectors that re-

FIGURE 2: NEW JERSEY'S COMMUNITY COLLEGES ARE THE MOST UNDERFUNDED SECTOR OF HIGHER EDUCATION
State Funding per FTE Student at NJ's Colleges and Universities

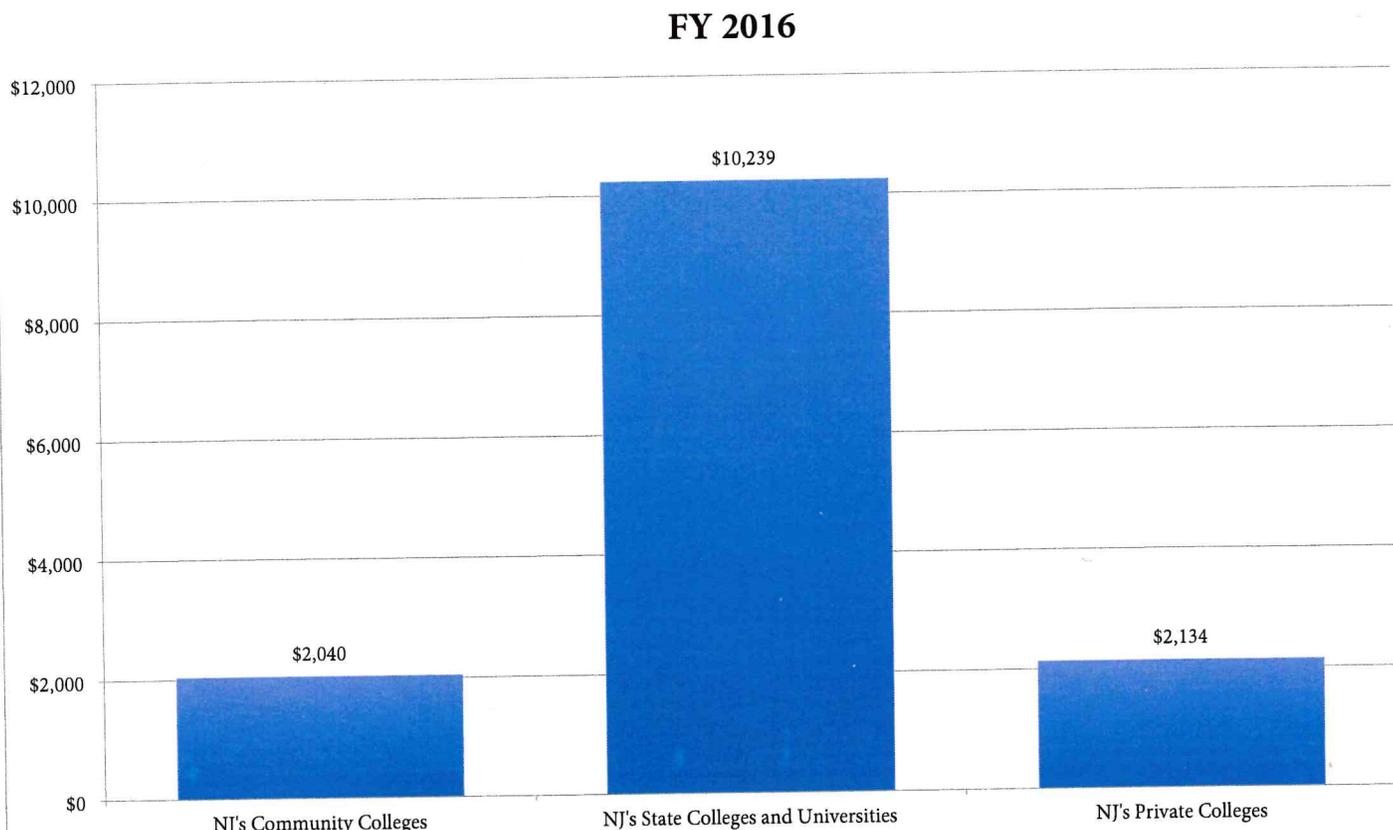


Table 1: State Funding to Higher Education (FY2010 Compared to FY2017)

Total State Operating Aid, Fringe Benefits and Student Financial Aid	FY2010 State Budget	FY2017 State Budget	FY2010 to FY2017	
	Total \$	Total \$	\$ Change	% Change
NJ's Community Colleges	\$251,917,366	\$234,343,584	-\$17,573,782	-7%
NJ's State Colleges and Universities	\$1,667,572,315	\$1,632,540,000	-\$35,032,315	-2%
NJ's Private Colleges	\$103,932,034	\$135,451,000	\$31,518,966	30%

ceive funding from the state (see Table 1). The primary reasons for this are: (1) the state largely pays the health insurance and other employee fringe benefit costs for the state colleges and universities, while community colleges largely pay for these fringe benefit costs themselves; and (2) major state funding increases in the Tuition Aid Grant (TAG) student financial program over the past several years have especially benefited New Jersey's private colleges.

Restoring parity to community colleges (so that they regain the ground lost over the past eight years in comparison to New Jersey's other higher education sectors) will require an \$18 million increase in base state funding to community colleges.

Going forward, it is imperative that the state changes its approach to building a higher education budget so that community colleges do not again lose ground in relation to the other higher education sectors in the annual state budget building process. To that end, we recommend that, starting in FY2019, the state should pay the fringe benefit costs for community college employees in the same way that it now pays these costs for New Jersey's state colleges and universities.

Community colleges should not be the only part of New Jersey's public higher education system that is saddled with these rapidly escalating employee fringe benefit costs.

The total annual employee fringe benefits costs for New Jersey's 19 community colleges are about \$180 million. We recommend that the State's funding of these costs be phased in over eight years.

Increased community college funding is also critical as the state works to strengthen the economy. In order to have a talented workforce prepared to meet the demands of the state's economy, New Jersey needs to increase the percentage of its working adult population with a higher education degree or certificate to 65 percent by the year 2025. This represents an increase of over 600,000 college graduates above the current projections. With improved funding from the state, community colleges and their low-cost successful career programs can play a major role in providing New Jerseyans the skills they need for immediate employment in today's job market. Relatedly, community colleges are an especially attractive option for the 325,000 New Jerseyans who started college but did not complete a degree or certificate.

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II. Community Colleges are an Affordable Pathway to a Bachelor’s Degree.

Forty-five percent of all students who graduate from a New Jersey four-year college or university have previously attended a community college on their pathway to a bachelor’s degree.

Students who complete their first two years at the community college before transferring save \$21,000 in tuition – the most in the country.

And just as important, a recent national study reports that New Jersey community college students do very well when they transfer – fifth best among the 50 states in completing their bachelor’s degree.

For all of these reasons and others, it makes a lot of sense for states, as a matter of public policy, to promote community colleges as a great place for students to start their college studies.

New Jersey has taken some recent important steps to do just that. For example, our New Jersey Student Tuition Assistance Rewards Scholarship (NJ STARS) program, one of the first scholarship programs of its kind in the country, rewards students who graduate in the top 15 percent of their high school class with a full tuition scholarship to attend their local community colleges.

New Jersey has also passed important legislation – known as the “Lampitt Law,” in recognition of the Assemblywoman who sponsored it – to guarantee full junior status to community college graduates who transfer to a New Jersey state college or university.

So, progress has been made in promoting community colleges as an affordable pathway to a bachelor's degree. But additional state policy actions should be considered.

For example, New Jersey should explore a College Promise program, much like what has been adopted in several states and a growing number of communities throughout the country. These programs provide a free community college education to responsible high school graduates. We recommend, as in other states that have College Promise programs, that students contribute in some way toward their education. For example, eligible students should have to complete community service projects each year to maintain their eligibility. To ensure they are making progress toward a postsecondary credential, students who accept NJ College Promise should also be required to have a mentor for their two years at community college.

Another approach would be to move partially in the direction of a College Promise program by expanding the current NJ STARS program. For example, NJ STARS was originally available to students who graduated in the top 20 percent of their graduating high school class. A reasonable step would be to return the program to that level of support.

Extending access to community college education via a College Promise program or an expanded NJ STARS would immediately increase the number of high school graduates who attend college. Other states with College Promise programs have seen college attendance increase dramatically.

Simply put, in New Jersey, middle class families don't make enough money to afford college tuition bills, but often make too much money to qualify for federal- or state-sponsored need-based financial aid. Increasing access to community colleges will dramatically improve New Jersey's chances of increasing the percentage of its working adult population with a higher education degree or certificate to 65 percent by the year 2025.

Another idea still – one with the greatest potential to make college tuition more affordable for students and their families – is to reform the Tuition Aid Grant (TAG) program, New Jersey's largest student financial aid program. It provides grants to about 68,000 full-time students each year at a cost of over \$420 million annually to the state budget.

TAG is a need-based program, but it differs from those in most other states in that students can receive much higher awards if they enroll at private colleges. This encourages students to attend higher-cost private colleges while disadvantaging students attending public colleges.

Additionally, large numbers of students from middle-class families who are eligible for substantial TAG awards as high as \$6,500 if they attend private colleges are not eligible for any award at all if they attend their local community colleges. This doesn't serve students well – and

it doesn't serve the state well either.

We believe that going forward TAG dollars should be targeted to expand eligibility to middle-class families to attend community colleges, where tuitions are far lower and thus the state can help more students with fewer dollars.

Recommendation #2 – The New Jersey Office of the Secretary of Higher Education should establish a communications campaign to encourage students to enroll at their local community colleges as a great way to get started on a bachelor's degree without taking on a lot of student debt.

Recommendation #3 – The New Jersey Department of Education should review its policies and regulations to make sure that it fully recognizes community colleges as a viable pathway to a bachelor's degree. For example, the state's annual School Performance Report should fully recognize high school graduates attending community colleges in ways that are equal to the recognition given to high school graduates who attend four-year colleges and universities.

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III. Community Colleges are an Affordable Pathway to High-Paying Technical Jobs that do not Require a Bachelor's Degree.

While we can all agree that there is an increasing need for bachelor's degrees in today's global economy, it is at the same time true that there are many good-paying jobs (and careers) that require some postsecondary education, but not necessarily a four-year degree. In fact, according to a study just published by the Georgetown University Center on Education and the Workforce, about half of the good jobs in New Jersey (those paying an average of \$55,000 per year) are for workers without bachelor's degrees – the second highest percentage in the country. Community colleges make these opportunities available through career-technical programs leading to associate degrees, certificates (short- and long-term), and/or industry-recognized credentials.

Other countries, like Germany, have long ago figured out that not every high school graduate needs a bachelor's degree. Somehow in this country, we still too often promote a one-size-fits-all model of a four-year college degree for everyone.

As a result, America's postsecondary education system has historically been exceptionally strong in producing professionals, scientists, and managers but weaker at preparing technicians who work at the point of production and service. There's no question that we need engineers, for example, to design a new product; but we also need trained technicians to build it, test it, sell it, and repair it when it breaks.

Georgetown University's Center on Education and the Workforce reports that nationally there are 30 million good paying jobs that do not require a bachelor's degree. Many of these are what some have called "middle-skill" occupations, which can often pay as much as – sometimes even more than – what the average bachelor's degree graduate earns. Here are some examples cited by the US Bureau of Labor Statistics:

Radiation Therapists	\$77,530
Dental Hygienists	\$70,210
Nuclear Medicine Technologists	\$70,180
Registered Nurse	\$65,470
Web Developer	\$62,500
Engineering Technicians	\$59,440
Computer Network Specialists	\$59,090
Respiratory Therapists	\$55,870
Occupational Therapy Assistants	\$53,240
Physical Therapy Assistants	\$52,160

As the co-authors of a recent report, *Pathways to Prosperity*, put it: "We need to acknowledge that people can be skilled workers and great human beings without four-year degrees."

Perhaps most importantly from a state policy perspective, many of the technical jobs we have talked about in this section are especially important to New Jersey's key industry sectors: advanced manufacturing, health care, technology, and others. Furthermore, many employers in these industry sectors report that they struggle to find entry-level employees with the technical skills needed in today's economy.

This "skills gap" between the positions that employers are looking to fill and the lack of technical skills in available workers is a significant barrier to economic growth in New Jersey that must be addressed.

One very effective way to create a talented pipeline of entry-level workers with outstanding technical skills for New Jersey's key industry sectors is for the state to partner with business leaders and community colleges to create college degree apprenticeship programs that lead to immediate employment for students upon completion. In addition to traditional existing apprenticeship programs in the building trades, these new apprenticeship programs would be helpful in growing the skilled workforce for jobs in advanced manufacturing, health care, information technology, and other sectors.

Recommendation #6 – The New Jersey Department of Education should establish a communications campaign to promote the many career pathways available to students through community college career-technical education programs.

Recommendation #7 – Building on the recent statewide agreement it signed with New Jersey's 19 community colleges, the New Jersey Department of Labor and Workforce Development should look for ways to further expand and strengthen this statewide partnership that is opening new pathways to economic opportunities for students throughout the state.

Recommendation #8 – The New Jersey Department of Labor and Workforce Development should partner with business leaders and community colleges to establish apprenticeship programs that lead to postsecondary credentials and immediate employment in New Jersey's key industry sectors.

IV. Community Colleges Provide High-Quality Customized Training Programs for Businesses Throughout the State.

One of the most important assets for any business is its people – what some have called "human capital."

While there are of course other assets important to businesses – land, buildings, machinery, and the like – there is no question that it is people that drive a business, and a state's economy, too.

Simply stated, human capital is all about people potential. Community colleges have an especially important role to play in developing human capital and producing the people power to fuel our state's economy.

If you think about it, there are really only two sources for the human capital that business leaders need to grow their companies – new employees and their current employees.

The two prior sections of this paper touched on the important role that community colleges play in educating and training new workers by offering the first two years of bachelor's degrees and by offering career programs, both associate degrees and certificates, that lead to more immediate employment.

But no matter how well we educate and train new entrants to the workforce, that alone is not enough. Most of the people that will be working 10 years from now are working right now. Thus, increasing the productivity of current employees must also be a top priority of New Jersey's businesses. These workers are, by definition, part-time adult learners – the very "students" that community colleges have served so well for the past 50 years.

Community colleges have a strong track record of providing customized training programs to employees of businesses in their local communities. It is part of their core mission. Last year, New Jersey's 19 community col-

leges trained over 40,000 employees at over 1,300 businesses throughout the state. Community colleges truly make a major impact in their communities by providing these services to local businesses.

Additionally, New Jersey's 19 community colleges have joined together to create a uniquely powerful way to serve the training needs of businesses large and small throughout the state. We call it the New Jersey Community College Consortium for Workforce and Economic Development, created in 2003.

The idea at the time was simple. We wanted to be able to say to businesses, "If you have a training need, we can help by delivering the combined training expertise and resources of all of our New Jersey community colleges to your employees, no matter where your business is located."

Now almost 15 years later, New Jersey's community colleges have managed to do just that through this innovative statewide partnership.

Through the Consortium, businesses (and government agencies, too) now have "one-stop" access to all of the statewide resources available at all 19 New Jersey community colleges. What had been loose alliances of neighboring community colleges has been transformed into a coordinated statewide system for delivering employee education and training programs.

Small companies and agencies with fewer than 20 employees – over 90 percent of all New Jersey employers – can now access worker training through the Consortium, whereas in the past these employers were too small to either afford or expect local colleges to organize training for just a couple of their employees.

Similarly, large companies with multiple work sites can now develop, customize, and access training on demand for their employees.

One of the Consortium's most successful programs is the Basic Skills Workforce Training Program, created in partnership with the New Jersey Business & Industry Association and the New Jersey Department of Labor and Workforce Development in 2007. The results and economic benefits were so impressive that, after the first two years, the state established dedicated funding for the program, which is open to all private-sector employers at no cost to the employees or the companies. Among the most popular programs are training in computer skills and business software, communications, English and Spanish speaking skills, plus mathematics and measurement.

More recently, working with the state's Civil Service Commission, the Consortium has also become the preferred training provider for state government employees.

10 In all, the Consortium has delivered training to nearly 200,000 employees at over 7,500 businesses throughout the

state since its inception.

In addition, through its Ready to Work New Jersey program, funded by the U.S. Department of Labor and the New Jersey Department of Labor and Workforce Development, the Consortium specifically targets people who have been unemployed for six months or more and trains them for jobs currently available. The program's services are available at all 19 community colleges in New Jersey and to local employers. Since the program began, Ready to Work New Jersey has helped to employ nearly 1,000 people who were previously long-term unemployed. The estimated economic benefit of this program to the state exceeds \$40 million.

It's no surprise that the New Jersey Community College Consortium for Workforce and Economic Development has won the praise of business leaders throughout the state – and it is widely recognized by state policymakers as a key player in our state's ongoing workforce and economic development initiatives.

Recommendation #9 – Current state laws that allocate funding to the New Jersey Community College Consortium for Workforce and Economic Development to deliver basic skills training to businesses throughout the state should be amended to provide at least \$3 million annually for these important statewide training programs.

Recommendation #10 – Community college leaders should be key players on the state's business attraction and retention team. Knowing that community colleges (and their statewide Workforce Consortium) operate in all 21 counties can assure business leaders that they will have a partner to help train their workforce whether they are locating, relocating, or expanding anywhere in New Jersey.

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V. Community Colleges Partner with High Schools by Getting More Students Ready for College and Allowing Those Who are Ready for College to Enroll in College Courses While Still in High School.

It's not by accident that the word "community" is included in the name and brand of "community colleges." From their earliest years in the 1960s, community colleges have had a special commitment to their local sponsoring communities – and that tradition continues to this day.

Because community colleges are so deeply embedded in their communities, they also have a very special relationship with their local school districts. For example, community college faculty partner with high school teachers in a wide range of professional development activities, our community college presidents regularly attend school

superintendent “roundtables,” and the executive county superintendents even serve on community college boards of trustees.

These relationships have provided the foundation for two new statewide initiatives that are showing great promise for the future success of high school graduates throughout the state.

1. College Readiness Now – Community colleges are partnering with high schools throughout the state to (a) assess students (typically 10th graders) to see if they are tracking toward college readiness and (b) deliver transition programs as needed to help students get more fully ready for college by the time they graduate from high school.
2. College Credit Now – Many of the students who receive the extra help actually do so well that they are able to enroll in college courses while still in high school. These are typically called “dual enrollment” courses because students are simultaneously enrolled as high school and college students. Something magical often happens for high school students when they see and learn firsthand that they can do college work.

The Community College Research Center at Teacher’s College, Columbia University has been a strong partner for New Jersey community colleges in these efforts and offers the following observations, based on research it has done throughout the country:

“Taken together, early college readiness assessments and transition curricula have the potential to transform the senior year of high school and reconceptualize the high school to college pathway.”

“Once considered the exclusive province of college-bound high school students seeking more challenging classes, dual enrollment – in which high school students take college courses for credit – offers tangible benefits for students who are historically underrepresented in higher education.”

These exciting collaborations between New Jersey’s community colleges and their local high schools were initially piloted in New Jersey with federal funding provided through the New Jersey Office of the Secretary of Higher Education – and the early results were incredibly positive. Over 2,700 high school students achieved college ready status after participating in programs delivered by New Jersey’s community colleges. Being college ready means that students will save significant time and money since they will not need remedial coursework when they do enroll in college.

Because the pilot projects showed such promise, the state budget now provides \$1 million annually to support the College Readiness Now and College Credit Now programs.

In 2016-2017, we served about 3,500 high school students – 3,000 in College Readiness Now and another 500 in College Credit Now. These students came from 135 high schools, about one fourth of New Jersey’s public high schools throughout the state.

In addition, New Jersey’s community colleges partnered with their local high schools to serve nearly 19,500 students last year in other dual enrollment programs.

This is such important work that we would like nothing more than to expand it to even more high schools and more students throughout the state.

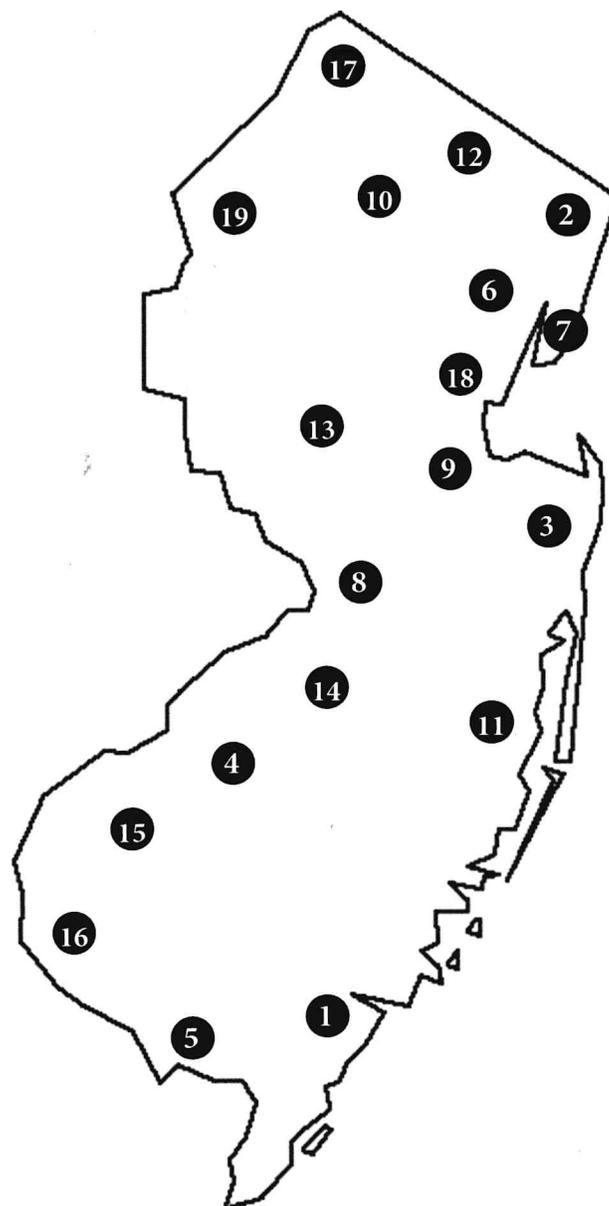
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NEW JERSEY'S 19 COMMUNITY COLLEGES

- 1. ATLANTIC CAPE COMMUNITY COLLEGE**
5100 Black Horse Pike, Mays Landing, NJ 08330-2699
(609) 343-4900 • www.atlantic.edu
- 2. BERGEN COMMUNITY COLLEGE**
400 Paramus Road, Paramus, NJ 07652-1595
(201) 447-7100 • www.bergen.edu
- 3. BROOKDALE COMMUNITY COLLEGE**
765 Newman Springs Road, Lincroft, NJ 07738
(732) 224-2000 • www.brookdalecc.edu
- 4. CAMDEN COUNTY COLLEGE**
PO Box 200, Blackwood, NJ 08012
(856) 227-7200 • www.camdencc.edu
- 5. CUMBERLAND COUNTY COLLEGE**
PO Box 1500, 3322 College Drive, Vineland, NJ 08362
(856) 691-8600 • www.ccnj.edu
- 6. ESSEX COUNTY COLLEGE**
303 University Avenue, Newark, NJ 07102
(973) 877-3000 • www.essex.edu
- 7. HUDSON COUNTY COMMUNITY COLLEGE**
70 Sip Avenue, Jersey City, NJ 07306
(201) 714-7100 • www.hccc.edu
- 8. MERCER COUNTY COMMUNITY COLLEGE**
1200 Old Trenton Road, West Windsor, NJ 08550
(609) 586-4800 • www.mccc.edu
- 9. MIDDLESEX COUNTY COLLEGE**
2600 Woodbridge Avenue, PO Box 3050
Edison, NJ 08818-3050
(732) 548-6000 • www.middlesexcc.edu
- 10. COUNTY COLLEGE OF MORRIS**
214 Center Grove Road, Randolph, NJ 07869
(973) 328-5000 • www.ccm.edu
- 11. OCEAN COUNTY COLLEGE**
College Drive, PO Box 2001
Toms River, NJ 08754-2001
(732) 255-0400 • www.ocean.edu
- 12. PASSAIC COUNTY COMMUNITY COLLEGE**
One College Boulevard, Paterson, NJ 07505
(973) 684-6800 • www.pccc.edu
- 13. RARITAN VALLEY COMMUNITY COLLEGE**
118 Lamington Road
Branchburg, NJ 08876
(908) 526-1200 • www.raritanval.edu
- 14. ROWAN COLLEGE AT BURLINGTON COUNTY**
900 College Circle, Mount Laurel, NJ 08054
(856) 222-9311 • www.rcbc.edu



- 15. ROWAN COLLEGE AT GLOUCESTER COUNTY**
1400 Tanyard Road, Sewell, NJ 08080
(856) 468-5000 • www.rcgc.edu
- 16. SALEM COMMUNITY COLLEGE**
460 Hollywood Avenue, Carneys Point, NJ 08069
(856) 299-2100 • www.salemcc.edu
- 17. SUSSEX COUNTY COMMUNITY COLLEGE**
One College Hill, Newton, NJ 07860
(973) 300-2100 • www.sussex.edu
- 18. UNION COUNTY COLLEGE**
1033 Springfield Avenue, Cranford, NJ 07016
(908) 709-7000 • www.ucc.edu
- 19. WARREN COUNTY COMMUNITY COLLEGE**
475 Route 57 West, Washington, NJ 07882-4343
(908) 835-9222 • www.warren.edu