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# TRAINING NEW JERSEY



**Community College  
Consortium**  
FOR WORKFORCE & ECONOMIC DEVELOPMENT

**Bridging the Skills Gap**

NEW JERSEY COUNCIL OF  
*County Colleges*



## Manufacturing Training on the Go!

A Raritan Valley Community College instructor (right) makes a point as three trainees in his CNC metal-fabrication class listen. It was the first class held using the new Mobile Learning Lab, which can bring manufacturing training anywhere in the state.

# THE CONSORTIUM AND THE STATE'S 19 COUNTY COLLEGES

## Are Bridging the Skills Gap in New Jersey

In 2004, New Jersey's 19 community college presidents signed an agreement giving **their colleges the combined statewide expertise and resources to offer coordinated workforce training solutions** to New Jersey's more than 200,000 employers and 3.8 million workers.

The agreement empowered the **New Jersey Community College Consortium for Workforce and Economic Development** to initiate statewide workforce training programs through grants and other funding sources.

The Consortium's popular training programs have grown consistently. In the first ten years, more than 100,000 employees with over 5,400 businesses have received training. We are proud of the state's community colleges and instructors for delivering this training with creativity, enthusiasm and high-quality instruction.

These programs have benefited the colleges as well by providing much needed additional revenues and opening doors for the delivery of other training services to local business.

We greatly appreciate the support of our partners, especially the NJ Department of Labor & Workforce Development, which has provided much of the funding, and business groups such as the New Jersey Business & Industry Association, which have provided business outreach.

Based on its track record of success, **we believe the Consortium will continue to play a pre-eminent role in bridging the skills gap for New Jersey employers.** With our 19 member colleges' 64 campuses and centers within a 25 minute drive of every home or business in the state, we are well positioned to continue delivering high-quality training to meet the demands of the employer community.





# BRIDGING THE SKILLS GAP

...for New Jersey businesses, non-profits  
and other private-sector employers

More than 5,400 private-sector employers in New Jersey have taken advantage of the Consortium's training solutions. As a result, more than 100,000 incumbent or prospective employees have been trained in required skill sets. The Consortium and its partner colleges provide this training primarily through three ongoing programs:

- 1) **The Basic Skills Workforce Training Program**, which provides an array of training solutions for incumbent employees.
- 2) **The Training-on-Demand Program**, which trains unemployed individuals to fill job openings with local companies in a variety of industries such as manufacturing.
- 3) **Customized Training** for incumbent employees.

Through these programs, private-sector employers small and large can access high-quality instruction to meet virtually all of their training needs. The Consortium initiated the program—which is open to all New Jersey businesses and organizations in the state—in partnership with the New Jersey Business & Industry Association in 2007. The Consortium also handles all paperwork and training logistics for participating employers.

**Participating businesses have expressed a high level of satisfaction with the results.**

*"The training provided by Essex County College was a huge help in teaching our associates the importance of enhanced communication skills for customer service."*

*Robert Sommer  
Prudential Center Arena*

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# FREE BASIC SKILLS TRAINING

For your employees at no cost to them or your company

Through the Basic Skills Workforce Training Program, **tens of thousands of employees with thousands of companies have received training in:**

- PC Skills (Microsoft OS, Word, Outlook, Excel and PowerPoint)
- Communications (written, verbal and customer service)
- English as a Second Language
- Spanish in the Workplace
- Mathematics and Measurement

The Consortium initiated the program—which is open to all New Jersey businesses and organizations in the state—in 2007 in partnership with the New Jersey Business & Industry Association. Participating employers must be in compliance with New Jersey tax law.

Community college instructors customize their course offerings to address the specific needs of each company.

Classes can be held at your workplace for 10 or more employees. Small companies with only one or a few employees in need of training can send them to open-enrollment classes at a nearby college campus.



# TRAINING-ON-DEMAND

The Consortium will recruit, train and certify the unemployed to fill openings at your company

The Consortium's on-demand training programs **solve two of the state's biggest labor-market problems:**

- 1) a scarcity of trained and certified workers in many industries, and
- 2) a scarcity of jobs for the unemployed.

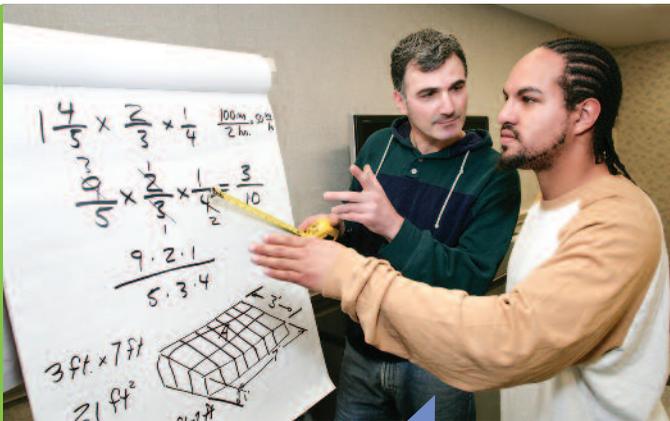
It does this **by matching businesses in need of skilled workers with job seekers who have been trained and certified** in the skill sets demanded by those businesses.

The Consortium has delivered on-demand training for dozens of companies **in the technology, healthcare, financial services and manufacturing industries.** These companies have subsequently hired formerly unemployed individuals who first were trained and certified in the required skill sets.



## The program works this way:

- ✓ First, the Consortium identifies one or more companies in a particular region and industry that are seeking skilled workers with comparable skill sets.
- ✓ Next, the Consortium trains and certifies job seekers in that same region (often two or three contiguous counties) who have passed screening tests for motivation and aptitude.
- ✓ The participating companies also have a role to play. They screen prospective trainees, take trainees on tours of their work sites, and commit to interview the program graduates for potential employment.
- ✓ The training is underwritten with state and federal grants and is provided free of charge to participating businesses and unemployed workers.



Employee gets a lesson in math and measurement at Renaissance Marble from a Camden County College instructor.

On the next two pages, you will find examples of successful on-demand training programs in the state's advanced manufacturing industries.

# THE ADVANCED MANUFACTURING TRAINING INITIATIVE

## Recruits, trains and certifies workers for New Jersey manufacturers

The Consortium's Advanced Manufacturing Training Initiative, which provides on-demand training solutions for manufacturing companies, was initiated in 2012.

Through this program, **previously unemployed individuals have been trained**—and most of them certified in national credentials—in **metal fabrication, CNC machining, and production technology**. Training and instruction were given initially in eight different classes, which were held at Bergen Community College, Cumberland County College, Camden County College, Middlesex County College, Passaic County Technical Institute and the NJ Institute of Technology. **More than 55 local manufacturers have hired 90 percent of program graduates at competitive wages.**

Many other on-demand manufacturing training classes are currently being held or have recently been completed through this initiative.



*"The program graduate we hired recently completed a two-year apprenticeship for tool-and-die making. We couldn't be more pleased."*

**Bob Staudinger**  
President and CEO  
National Manufacturing Company  
Vice Chairman,  
NJBIA Manufacturing Network

Officials celebrate the unveiling of New Jersey's first mobile manufacturing classroom with a ribbon cutting at Mercer County Community College.



**Important tools in this program are our two Mobile Manufacturing Labs—among the first in the country to be used for this purpose—which can bring on-demand training in CNC metal fabrication and mechatronics anywhere in the state.**

Camden County College purchased these mobile classrooms with funding provided by the US Department of Labor.



Two graduates of Bergen Community College's CNC Metal Fabrication class demonstrate their skills. Arrow Fasteners Company of Saddlebrook hired both men as machinists.



A student with Bergen Community College's Fabricated Metal Products II class (left) and members of her family celebrate her graduation with a state Labor Department official. EVS Metal of Riverdale subsequently hired her as a machinist.



A graduate of Camden County College's CNC metal fabrication program is seen here working as a machine operator at Bright Lights USA in Barrington.



A Cumberland County College instructor reviews a math problem with a student being trained as a production technician. After graduating, she went to work for Custom Cable Crafters in Newfield.

Employees of Initial Impact in Spring Lake signed up for a class in Microsoft Excel after learning about it through a local chamber of commerce.

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### The Consortium's training programs are free of charge to associations and their members

This makes them a valuable addition to member-benefit packages. The Consortium has created customized training programs for these association partners, in addition to NJBIA:

#### Education

The New Jersey Education Association's Career Ladders Program provides education-support professionals with Certificates of Competency that can be converted to college credits.

#### Healthcare

The New Jersey Hospital Association has partnered with the Consortium to provide electronic-medical-records and ICD10-overview training for healthcare professionals at hospitals and healthcare systems throughout the state.

#### Life Sciences

BioNJ, the HealthCare Institute of New Jersey, and the NJ Institute of Technology are making training available to their members in advanced biotechnology, pharmaceutical, and life-science skills.

#### Technology

New Jersey Technology Council through the Consortium offers IT training to its members in areas such project management, database management and administration, smartphone app development, and cloud computing.

#### Utilities

The New Jersey Utilities Association has been helping the state's power and water suppliers maintain a competitive workforce through the Consortium's training initiatives.

### Sample course offerings for association partners include:

- Strategic planning and project management
- Supervision, conflict resolution and team building
- Six Sigma and good manufacturing practices

# STRENGTHEN YOUR ASSOCIATION'S MEMBER BENEFITS

Melanie Willoughby of the New Jersey Business & Industry Association (NJBIA) has been an enthusiastic supporter of the Consortium's workforce training programs.

## Why?

"Many NJBIA members have difficulty finding and training qualified workers to keep their operations going. That's why we have worked closely with the Consortium to help develop its basic skills and manufacturing training programs," Willoughby said.

*"Thousands of our member companies have successfully participated in these training programs to close the skills gaps at their facilities."*

*Melanie Willoughby  
(NJBIA)*

*“The community colleges play a unique role in the State’s higher education system, bridging the gap for students and workers who seek post-secondary education opportunities and training that is tailored to meet the needs of the State’s businesses.”*

*Executive Order 81  
November 4, 2003*

# STATE POLICY MAKERS

Empower the Consortium and its member colleges to meet employers’ workforce training needs

The New Jersey Community College Consortium is **uniquely positioned to capitalize on the strengths of the state’s 19 community colleges** in serving the workforce training needs of businesses and other private-sector employers.

This would not have been possible without the legislative and financial support of the state’s Governors, legislators and the New Jersey Department of Labor and Workforce Development.

Created in the 1960s, the community colleges are the state’s largest provider of higher education services. But it was the passage of the Higher Education Restructuring Act of 1994 that dramatically enhanced the colleges’ ability to serve their communities.

The Restructuring Act granted the colleges the autonomy to govern themselves in a coordinated fashion through the establishment of the New Jersey Council of County Colleges.

**The Council in 2004 set about to strengthen the colleges’ workforce training capacity by creating the New Jersey Community College Consortium** for Workforce and Economic Development. The Consortium brings the vast training resources of the 19 community colleges under one roof for the benefit of the employer community. The Consortium coordinates the training and obtains government grants and other funding to pay for it.

**The most successful of these initiatives has been the Basic Skills Workforce Training Program**, established in partnership with the New Jersey Business & Industry Association and the NJ Department of Labor and Workforce Development. Legislation passed in 2010 dedicates 13 percent of the state’s annual Supplemental Workforce Fund to the Consortium for this program.



These initiatives and partnerships have met with unqualified success: More than 100,000 people were trained at over 5,400 companies by the 19 community colleges in the Consortium’s first ten years.

**As envisioned by policy makers who had the foresight to enable and support this success, the Consortium’s training programs:**

- ✓ Provide job training for the unemployed
- ✓ Alleviate shortages of skilled workers in key industries
- ✓ Train New Jersey employees to be globally competitive
- ✓ Support economic growth

# DIRECTORY OF NEW JERSEY'S 19 COMMUNITY COLLEGES



## And their workforce training divisions

If your company would like to participate in one of the Consortium's training programs, you may use this directory to contact the individual college nearest your place of business. **If you would like to contact the Consortium staff directly, please refer to the information on the next page.**

### **Atlantic Cape Community College**

5100 Black Horse Pike • Mays Landing, NJ 08330  
Continuing Education and Workforce Development  
609-343-5651

### **Bergen Community College**

400 Paramus Road • Paramus, NJ 07652  
Div of Continuing Education, Public & Corporate sector Training  
201-447-7488

### **Brookdale Community College**

765 Newman Springs Road • Lincroft, NJ 07738  
Center for Career Development  
732-224-2186

### **Burlington County College**

601 Pemberton Browns Mills Road • Pemberton, NJ 08068  
Corporate College and Continuing Education  
856-222-9311 x 4523

### **Camden County College**

P.O. Box 200 College Drive • Blackwood, NJ 08012  
Customized Training  
856-374-4908

### **Cumberland County College**

P.O. Box 1500, College Drive • Vineland, NJ 08362  
Workforce & Community Education  
856-776-2370

### **Essex County College**

303 University Ave. • Newark, NJ 07102  
Corporate and Business Training Center  
973-877-3330

### **Hudson County Community College**

70 Sip Avenue • Jersey City, NJ 07306  
Center for Business and Industry  
201-360-4243

### **Mercer County Community College**

1200 Old Trenton Road • West Windsor, NJ 08550  
Mercer Institute  
609-570-3279

### **Middlesex County College**

2600 Woodbridge Ave. • Edison, NJ 08818  
Corporate Education and Training.  
732-906-4681

### **County College of Morris**

214 Center Grove Road • Randolph, NJ 07869  
Center for Business & Technology  
973-328-5185

### **Ocean County College**

College Drive, P.O. Box 2001 • Toms River, NJ 08754  
Continuing and Professional Education  
732-255-0400 ext. 2271

### **Passaic County Community College**

One College Blvd. • Paterson, NJ 07505  
Center for Continuing Education & Workforce Development  
973-684-7742

### **Raritan Valley Community College**

118 Lamington Road • Branchburg, New Jersey 08876  
Workforce Development at Raritan Valley Community College  
908-526-1200 x 8639

### **Rowan College at Gloucester County**

1400 Tanyard Road • Sewell, NJ 08080  
Business and Industry Training Center  
856-468-5000 x5503

### **Salem Community College**

460 Hollywood Ave. • Carneys Point, NJ 08069  
Workforce Development and Career Center  
856-351-2651

### **Sussex County Community College**

One College Hill • Newton, NJ 07860  
Community Education & Workforce Development  
973-300-2287

### **Union County College**

1033 Springfield Ave. • Cranford, NJ 07016  
Industry-Business Institute  
908-965-2358

### **Warren County Community College**

475 Route 57 West • Washington, NJ 07882  
Customized Training  
908-835-4029



## NEED TRAINING?

For New Jersey employers in need of training for incumbent or new employees:

Contact the NJ Community College Consortium for Workforce & Economic Development.

Funding opportunities exist.

## GET STARTED!

Visit [www.njworkforce.org](http://www.njworkforce.org)

Call 609-393-9000

Email [info@njworkforce.org](mailto:info@njworkforce.org)

### How we can help your company bridge the skills gap:

- ✓ Basic skills and on-demand training are free of tuition for NJ employers and their employees.
- ✓ Training programs are customized to meet your company's specific needs.
- ✓ We provide one-stop access to training services at all 19 community colleges.
- ✓ With 64 campuses and centers, there is a community college facility within 25 minutes of every business or residence in the state.
- ✓ We can provide training at your worksite or a nearby community college campus.
- ✓ We can complete and file your company's customized training grant applications with the NJ Department of Labor and Workforce Development at no cost to you.



## About the

# NEW JERSEY COMMUNITY COLLEGE CONSORTIUM FOR WORKFORCE & ECONOMIC DEVELOPMENT

The Consortium brings together the vast workforce training resources of the state's 19 community colleges under one roof for the benefit of New Jersey employers. We offer a one-stop service that allows companies to easily access more than 1,700 programs taught by highly qualified faculty with business and industry experience.



- ✓ Companies can access, develop, and receive training for their incumbent and prospective employees at or near their worksites.
- ✓ Basic skills and on-demand training are free of tuition charges for NJ employers and their employees.
- ✓ With 64 campuses and centers statewide, there is a community college facility within 25 minutes of where every resident lives or works in the state.
- ✓ Read this brochure to learn how the Consortium's training solutions can help your company.



**Community College Consortium**  
FOR WORKFORCE & ECONOMIC DEVELOPMENT  
**Bridging the Skills Gap**

New Jersey Community College Consortium for  
Workforce & Economic Development  
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