

NJ PATHWAYS TO CAREER OPPORTUNITIES:

**CENTERS OF WORKFORCE INNOVATION
PATHWAYS PROJECT CATALOG
FY 2023 - FY 2025**



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



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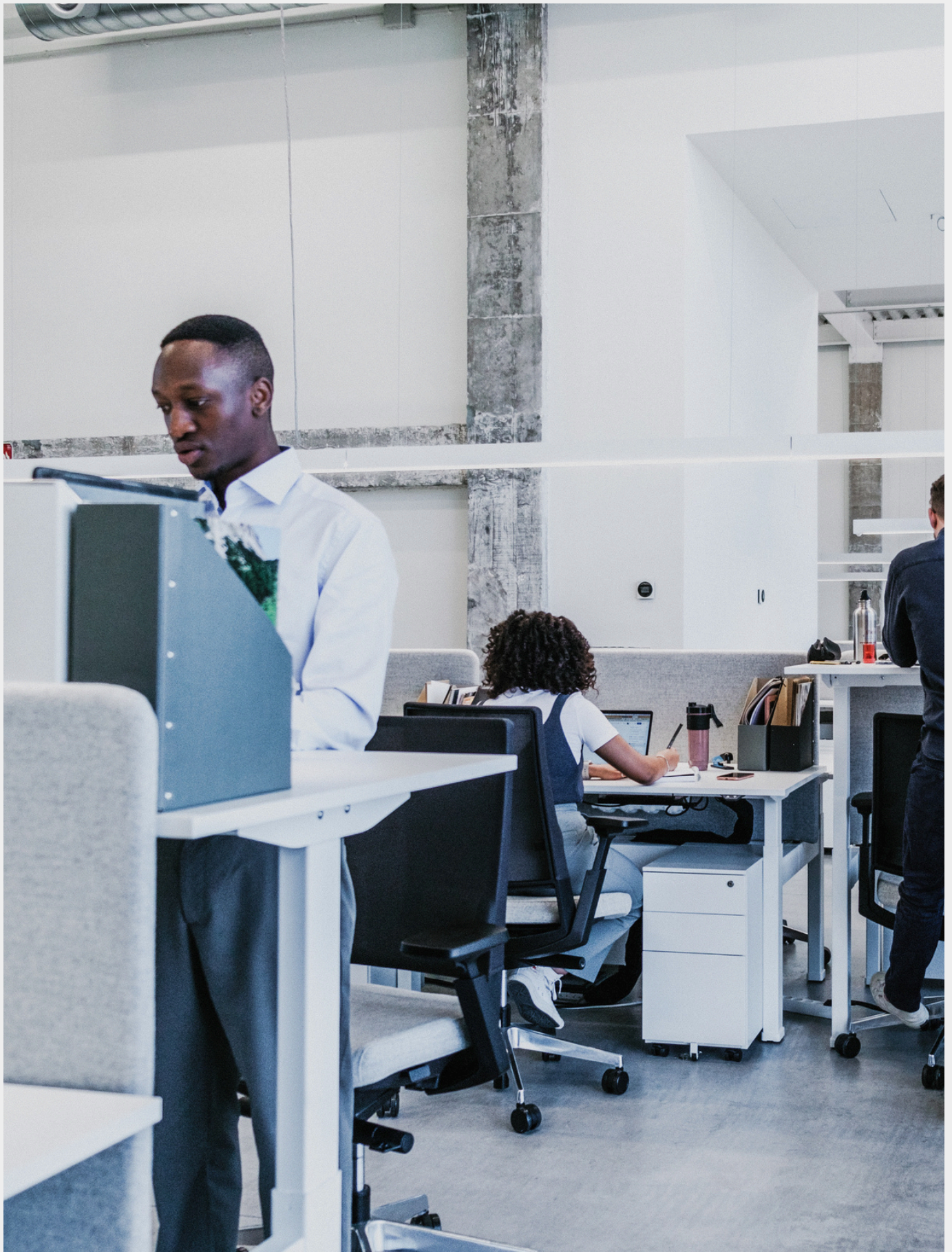
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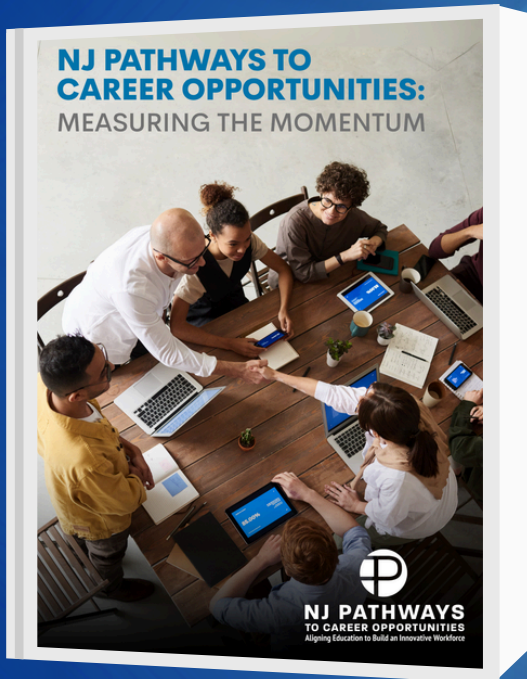


0 | Executive Summary

NJ Pathways to Career Opportunities is aligning education and workforce training to meet the evolving needs of New Jersey's economy. Led by New Jersey's Community Colleges and the New Jersey Business and Industry Association (NJBIA), the initiative brings together employers, labor unions, workforce organizations, and education partners to create connected pathways that lead to credentials, degrees, and career mobility for students and adult learners across the state.

Through its Centers of Workforce Innovation and Statewide Inclusive Collaboratives, NJ Pathways has built a statewide ecosystem focused on workforce innovation, industry alignment, and economic mobility. With more than 1,800 partners, 11,000 participants, and 650 industry-valued credentials earned, the initiative is strengthening talent pipelines and expanding access to opportunity in high-demand industries throughout New Jersey.





Measuring the Momentum



Discover Measuring the Momentum and explore the growing impact of NJ Pathways to Career Opportunities across New Jersey. The booklet highlights the partnerships, pathway projects, and workforce innovations shaping the state's future workforce.

From student success stories to statewide outcomes, Measuring the Momentum showcases how education and industry are working together to expand opportunity, strengthen career pathways, and meet the evolving needs of employers.

Measuring the Momentum

Partnership Infrastructure

1.8K Partners

52 Convenings

3 Summits

Centers of Workforce Innovation Outcomes

11K+

Student and Professional Participants

100

Pathway Initiatives

17

Community Colleges

25

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650+

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68

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9

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23

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 NJ BioFutures



New Jersey Film Academy
Where the best in the biz begin

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02 Health Services



New Jersey's healthcare workforce is being strengthened through collaborative pathway projects that expand access to careers in nursing, allied health, behavioral health, patient care, dental care, and healthcare technology. Community colleges, healthcare providers, workforce organizations, and education partners are creating connected pathways that support credential attainment, workforce readiness, and career advancement.

Through dual enrollment, experiential learning, apprenticeship pathways, adult literacy initiatives, and Prior Learning Assessment (PLA), these projects are helping learners enter and advance within high-demand healthcare fields. Together, these efforts are building a more skilled, equitable, and future-ready healthcare workforce for New Jersey.

Certified Nursing Assistant (CNA) to Bachelor of Science in Nursing (BSN)

The Certified Nursing Assistant (CNA) to Bachelor of Science in Nursing (BSN) pathway was developed to create a clear, stackable progression into nursing careers while aligning training with workforce needs. The pathway team conducted a comprehensive review of curricula, regulations, and training programs and produced a training implementation guide and career pathway infographic to support adoption across education providers. Career awareness and readiness programs, including the Health Explorer Program and Health Professions Smart Start Program, were established to introduce students early and support retention. Additionally, a review of CNA programs informed the potential for statewide curriculum standardization, and a recommendation was made to award two college credits for the CNA credential to support degree attainment. [FY 2023]

Partners: Bergen Community College, Camden County College, Passaic County Community College

Nursing Summer Immersive Badge Program

The Nursing Summer Immersive Badge Program, led by Bergen Community College, provided advanced clinical experiences for 14 nursing students in high-demand specialties including Oncology and Emergency Medicine. The program combined 72 hours of instruction and clinical practice, culminating in the awarding of a digital badge recognizing specialized skills. Students reported increased confidence and career clarity, with the majority expressing intent to pursue employment in their chosen specialty. This pilot addresses seasonal learning gaps while strengthening workforce readiness through employer-aligned training. [FY 2024]

Partners: Bergen Community College

Pathways to Careers in Nursing

The Pathways to Careers in Nursing project, led by Brookdale Community College, created a comprehensive, stackable pathway connecting non-credit credentials to licensed nursing programs. Over 100 students were trained in certifications including Certified Nurse Aide (CNA), Certified Homemaker/Home Health Aide (CHHA), and Patient Care Technician (PCT), contributing to a total of 194 learners served. Academic support initiatives, such as a Math for Medication bootcamp, enhanced student success and retention.

This integrated model strengthens the nursing pipeline by connecting entry-level training to long-term career advancement. [FY 2024]

Partners: Brookdale Community College, Monmouth County Vocational School District, Home Helpers of Monmouth County

Foundations for Success – Nursing Re-entry Course

The Foundations for Success – Nursing Re-entry Course pathway supports students returning to nursing programs by addressing barriers to persistence and completion. Partner colleges developed a structured re-entry course focused on academic readiness and professional skills such as time management and goal setting. The program provides targeted support to help students successfully transition back into rigorous nursing coursework. This approach improves retention and strengthens the nursing pipeline. The pathway creates a scalable model for re-engaging students in high-demand healthcare careers. [FY 2025]

Partners: Atlantic Cape Community College, Rowan College at Burlington County, Salem Community College

Certified Clinical Medical Assistant (CCMA)

The Certified Clinical Medical Assistant (CCMA) pathway strengthened alignment between non-credit training and degree programs to support career entry in healthcare. Following evaluation by the American Council of Education (ACE), students who complete the program are awarded nine Prior Learning Assessment (PLA) credits toward a Health Sciences Associate degree. A detailed curriculum review identified opportunities to enhance credit equivalency and incorporate additional competencies, including phlebotomy certification. These efforts improve credit recognition and create more efficient pathways for students advancing in healthcare careers. [FY 2023]

Partners: Atlantic Cape Community College, Bergen Community College, Camden County College, Rowan College of South Jersey, UCNJ Union College of Union County, NJ, Rowan University/Rutgers Camden Board of Governors



Certified Medical Assistant (CMA) Pilot Program

The Certified Medical Assistant (CMA) Pilot Program, launched by UCNJ Union College of Union County, NJ (UCNJ), addressed workforce demand through a 620-hour training program combining classroom instruction, clinical experience, and certification preparation. Across two cohorts, 14 students completed the program, earning multiple industry-recognized credentials including Certified Clinical Medical Assistant (CCMA), Phlebotomy Technician (CPT), Electrocardiograph Technician (CET), and Basic Life Support (BLS). Strong employer partnerships supported job placement, with graduates securing employment at major healthcare systems such as Atlantic Health and Hackensack Meridian Health. The program demonstrates a successful model for credential attainment and direct entry into allied health careers. [FY 2024]

Partners: Brookdale Community College, Monmouth County Vocational School District, Home Helpers of Monmouth County

Patient Care Technician (PCT) Pathway

The Patient Care Technician (PCT) pathway expands access to healthcare training through collaboration among multiple community colleges. It focuses on aligning programs and reducing barriers to entry for students pursuing patient care careers. Enhanced coordination across institutions supports consistent training and improved student pathways. These efforts increase participation and workforce readiness in entry-level healthcare roles. This strengthens the pipeline of patient care professionals across the state. [FY 2025]

Partners: Brookdale Community College, Middlesex College, Ocean County College, Passaic County Community College, UCNJ Union College of Union County, NJ

Dual Certificate – Allied Health Careers

The Dual Certificate – Allied Health Careers pathway, led by Essex County College (ECC), integrates industry-recognized certifications into academic programs to strengthen workforce readiness. Students earned credentials in Phlebotomy and Electrocardiography (EKG) alongside their General Science associate degree, supported by a cost-free pilot cohort of 20 students. A non-credit to credit bridge in Medical Terminology allows students to earn three college credits through assessment, enhancing upward mobility. Expanded dual enrollment offerings in high schools further increase early access to healthcare career pathways. [FY 2024]

Partners: Essex County College

Increasing Access to and Strengthening Healthcare Pathway

The Increasing Access to and Strengthening Healthcare Pathway project expanded access for adult learners transitioning from vocational training into college-level coursework. Salem Community College (SCC) piloted two cohorts enrolling 16 students in Anatomy and Physiology, with 38% successfully earning college credit and half continuing into additional coursework. Enhanced curriculum included patient-centered experiential learning and targeted faculty professional development to improve instruction. This model strengthens retention and progression for adult learners entering healthcare career pathways. [FY 2024]

Partners: Essex County College

Adult Literacy Pilot – Allied Health Professions for ESL

The Adult Literacy Pilot – Allied Health Professions for English as a Second Language (ESL) pathway integrates English language instruction with healthcare training to support ESL learners entering high-demand careers. The project piloted a Medical Assistant training course tailored to ESL students, incorporating evidence-based strategies such as culturally responsive teaching and transformative learning. These approaches resulted in improved instruction, increased student engagement, and stronger learning outcomes, as reported by faculty. This work establishes a replicable model that aligns adult literacy with workforce training to expand equitable access to healthcare careers. [FY 2024]

Partners: Passaic County Community College



Adult Literacy Pilot – Medical Assistant IET

The Adult Literacy Pilot – Medical Assistant Integrated Education and Training (IET) pathway was developed to support adult learners pursuing high school equivalency while entering healthcare careers. Rowan College of South Jersey (RCSJ) launched a non-credit Medical Assistant IET program serving 10 students, embedding Basic Life Support (BLS) certification and workforce training. The program is designed with a clear progression from literacy instruction to non-credit training and into an Associate of Applied Science (A.A.S.) Technical Studies degree through Prior Learning Assessment (PLA). This stackable model creates a direct pathway to employment while supporting continued academic advancement. [FY 2024]]

Partners: Essex County College

Respiratory Care

The Respiratory Care pathway strengthened career pathways by expanding student access, enhancing academic partnerships, and increasing employer engagement. Career awareness and readiness programs, including the Healthcare Explorer Program and Health Professions Smart Start Program, were implemented to introduce students to healthcare careers and support retention. New and expanded articulation agreements with multiple universities, along with employer partnerships, created clearer pathways to advanced education and employment opportunities. Additional initiatives, including the Clifton-Strengths Champion Program and the development of digital credentialing strategies, support student success and workforce readiness. [FY 2023]

Partners: Bergen Community College, Rowan University

Mental & Behavioral Health

The Mental and Behavioral Health pathway expanded access to careers in a high-demand sector by enhancing curriculum, strengthening partnerships, and increasing credit-bearing opportunities. The revised Mental Health Support Technician program prepares students for entry-level roles, while dual enrollment and apprenticeship pathways enable high school and adult learners to progress into addiction counseling programs. Credit opportunities were established for non-traditional pathways, including up to 24 credits for participants in the Certified Alcohol and Drug Counselor (CADC) apprenticeship. Additional outcomes include the development of a Registered

Apprenticeship and Mentorship Program (RAMP) employer toolkit and new apprenticeship models, such as the Certified Peer Recovery Specialist program, to support workforce entry and advancement. [FY 2023]

Partners: Camden County College, Mercer County Community College, Rowan College of South Jersey

Mental Health

The Mental Health pathway project, led by Camden County College and Rowan College of South Jersey, expanded access to careers in behavioral health through coordinated training, certifications, and academic pathways. Over 140 high school students and 25 adult learners participated in career workshops, with multiple participants earning Mental Health First Aid certification and college credit opportunities. The project developed stackable certification pathways, including options aligned with Certified Nursing Assistant (CNA) credentials, and established a statewide advisory board to guide workforce alignment. A Registered Apprenticeship and Mentorship Program (RAMP) toolkit, approved by the U.S. Department of Labor, further supports scalable workforce development in this high-demand sector. [FY 2024]

Partners: Camden County College, Gateway Regional High School, New Jersey Mental Health Association

Dental Programs

The Dental Programs pathway, led by Rowan College of South Jersey (RCSJ), expanded access to careers in the dental field through the development of new academic and workforce training programs. The project introduced a Dental Assisting Academic Certificate and an Associate of Applied Science (A.A.S.) Degree Program, both receiving state approval and pending accreditation. Additional non-credit programs—including Dental Administrative Assistant and Dental Radiography—were launched to serve entry-level and incumbent workers. Strong enrollment demand and high school engagement, along with ongoing Prior Learning Assessment (PLA) development, demonstrate growing access and clear pathways into dental careers. [FY 2024]

Partners: Rowan College of South Jersey

Health Information Management / Health Informatics

The Health Information Management and Health Informatics pathway addressed the growing demand for technology-enabled healthcare roles by developing structured education and career pathways. Collaboration with the Health Information Management Systems Society (HIMSS) and education partners supported new dual enrollment opportunities, workforce data insights, and the development of non-credit and credit programs. To improve transferability, partners identified the General Science Associate degree as a more effective pathway to bachelor's programs, addressing limitations of existing applied degrees. Additional progress includes advancing apprenticeship development and strengthening alignment between non-credit and credit programs to support student mobility. [FY 2023]

Partners: Brookdale Community College, Essex County College, Essex County Schools of Technology, Rutgers University, Healthcare Information and Management Systems Society

Healthcare Technology & Administration

The Healthcare Technology & Administration pathway, led by Essex County College (ECC) in partnership with the Healthcare Information and Management Systems Society (HIMSS), prepares students for careers in healthcare information technology through industry-aligned training and certifications. An 18-week certification course prepares learners for Certified Associate in Healthcare Information and Management Systems (CAHIMS®) and Certified Professional in Healthcare Information and Management Systems (CPHIMS®) credentials, supported by industry-led instruction. Students participated in experiential learning, including a statewide Social Determinants of Health Hackathon, earning first place and presenting at a national conference. An articulation agreement with Rutgers University further strengthens transfer pathways into bachelor's degree programs. [FY 2024]

Partners: Essex County College, Weequahic High School, Newark School of Data Science & Info Technology, Rutgers University (Rutgers School of Health Professions), Healthcare Information and Management Systems Society

Health Information Technology (HIT)

The Health Information Technology (HIT) pathway expanded access to industry-recognized credentials and experiential learning opportunities in healthcare technology. The program delivered Certified Associate in Healthcare Information and Management Systems (CAHIMS®) and Certified Professional in Healthcare Information and Management Systems (CPHIMS®) training to support both entry-level and advancing professionals. Partnerships with industry organizations strengthened curriculum alignment and workforce relevance. These efforts prepare students for in-demand roles in health information systems and digital healthcare environments. The pathway supports career advancement and addresses statewide workforce needs in healthcare technology. [FY 2025]

Partners: Brookdale Community College, Essex County College, Healthcare Information and Management Systems Society





03 Technology & Innovation



New Jersey's technology workforce is being strengthened through innovative pathway projects focused on data science, cybersecurity, computer science, cloud computing, artificial intelligence, fintech, and emerging technologies. Community colleges, industry partners, K-12 schools, and four-year colleges and universities are collaborating to create connected pathways that expand access to high-demand technology careers and support workforce readiness across the state.

Through dual enrollment, industry-valued credentials, experiential learning, articulation agreements, and Prior Learning Assessment (PLA), these pathway projects are helping learners build technical skills and advance through flexible education-to-career pathways. Together, these efforts are preparing students and adult learners for careers in New Jersey's rapidly evolving technology and innovation economy.

Data Science

The Data Science pathway was established to address workforce demand by creating equitable, multi-entry pathways aligned with industry needs. Partner colleges developed new and revised curriculum, including multiple certificates and courses, expanded dual enrollment to eight high schools, and executed an articulation agreement aligning an associate degree with a bachelor's degree in Data Science. New opportunities for adult learners were introduced through non-credit certificates in Data Analytics and Data Visualization, along with internship courses to support experiential learning. Faculty professional development and statewide collaboration further strengthened program delivery, contributing to national recognition of the pathway's innovative approach to workforce development. [FY 2023]

Partners: Brookdale Community College, Camden County College, County College of Morris, Middlesex College, Ramapo University

Discovering the Power of Data (Dual Enrollment)

The Discovering the Power of Data pathway expanded dual enrollment access by developing three turnkey data science courses delivered across seven high schools. Partner colleges created comprehensive curriculum materials and trained high school instructors to ensure consistent implementation. The program enables students to earn college credit while building skills in data literacy, programming, and analytics. This scalable model expands equitable access to data science pathways and supports statewide adoption. [FY 2024]

Partners: Camden County College, County College of Morris, Middlesex College

Data Science Articulation

The Data Science Articulation project strengthens statewide transfer pathways through collaboration between community colleges and four-year institutions. The initiative expanded NJ Big Data Alliance (NJBDA) membership to include community colleges in an effort to align curriculum to support seamless credit transfer. Essex County College launched a new Associate of Science degree with a Data Science option, supported by articulation agreements with multiple universities. This project establishes a model for statewide academic alignment in high-demand technology fields. [FY 2024]

Partners: Camden County College, Essex County College, Hudson County Community College, Middlesex College, County College of Morris, Rowan College of Burlington County, Georgian Court University, Kean University,

NJ Big Data Alliance, Montclair State University, Ramapo College of NJ, Rowan University, Rutgers University

Data Science Degree Programs Alignment from 4 Yrs to CCs

The Data Science Degree Programs Alignment project examines how community college data science curricula align with transfer requirements at New Jersey's four-year colleges and universities. The project conducts comprehensive research on course prerequisites, learning objectives, and program structures across institutions to identify alignment gaps and opportunities for improved credit transfer. Through a phased externship model engaging undergraduate and graduate students, the project analyzes data, identifies common curricular elements, and develops insights to support program-to-program articulation. Findings will inform stronger alignment between associate and baccalaureate programs, enabling more seamless transfer of credits beyond elective status. This pathway supports improved student outcomes by reducing barriers to transfer, lowering costs, and strengthening pathways from community colleges to four-year data science degrees. [FY 2025]

Partners: NJ Big Data Alliance

Pilot Summer Institute for Data Science

The Summer Institute for Data Science Pilot introduced high school students to data science through immersive, hands-on learning experiences. Hosted by County College of Morris and Camden County College, the program engaged students in tools such as Python, R, and Tableau while building awareness of career pathways. The initiative supports dual enrollment and connects students to certificate and degree programs. This early exposure model strengthens the pipeline into data science careers. [FY 2024]

Partners: County College of Morris, Camden County College



Increasing Dual Enrollment Opportunities and Awareness in Data Science (Datathons)

This pathway expanded awareness of data science careers through datathons and competitions engaging high school and community college students. These hands-on experiences build technical and analytical skills while strengthening dual enrollment pipelines. Increased participation supports early entry into data science education pathways. Students gain exposure to real-world applications of data analysis. The pathway promotes equitable access to careers in high-demand technology fields. [FY 2025]

Partners: County College of Morris, Camden County College, Camden Catholic High School, Dover High School, Morris County Vocational School, NJ Big Data Alliance

Cisco Network Fundamentals

The Cisco Network Fundamentals pathway created structured opportunities for students to enter and advance in cybersecurity careers through aligned curriculum and industry credentials. The pathway team conducted a comprehensive curriculum review and developed career awareness, dual enrollment, and Quick Start programs to support early entry and student success. Prior Learning Assessment (PLA) toolkits and articulation agreements with four-year institutions were established to streamline credit transfer and academic progression. Experiential learning programs, embedded industry certifications, and train-the-trainer resources further support workforce readiness and scalable program implementation. [FY 2023]

Partners: Camden County College, Ocean County College, Raritan Valley Community College, Rowan College at Burlington County, Bergen Applied Tech High School, Rowan University, NJ STEM Ecosystem

CompTIA Network Fundamentals

The CompTIA Network Fundamentals pathway strengthened cybersecurity education by aligning industry certifications with academic credit and workforce training. Curriculum mapping enables students to earn credit for certifications such as CompTIA A+, Network+, Security+, and CySA+, while dual enrollment and career readiness programs support early engagement. A comprehensive PLA toolkit was developed and implemented to guide institutions in awarding credit for prior learning and certifications. Expanded training programs, including a non-credit Computer Technology Support Specialist course and a new training hub at the Rohrer Center, enhance access and

workforce development opportunities. [FY 2023]

Partners: Camden County College, Rowan College at Burlington County, Bergen Applied Tech High School, Rowan University, NJ STEM Ecosystem

Computer Science Pathway to CompTIA Certifications (A+, Network+, Security+)

The Computer Science pathway aligns academic programs with CompTIA certifications, including A+, Network+, and Security+, to strengthen workforce readiness in information technology. Partner colleges integrated certification preparation into curriculum and expanded access through bootcamps, experiential learning, and adult literacy supports. These efforts provide flexible entry points for both traditional students and adult learners. Students gain industry-recognized credentials that support immediate employment and career advancement, addressing growing demand for skilled IT professionals. [FY 2025]

Partners: County College of Morris, Brookdale Community College

NJ Cyber Pathways to Cloud Computing

The NJ Cyber Pathways to Cloud Computing project established two stackable cybersecurity certificate programs aligned with the National Initiative for Cybersecurity Education (NICE) Framework. Developed collaboratively across three community colleges, the program includes ten courses delivered in flexible formats and designed for seamless credit transfer. Industry certifications, faculty training, and Prior Learning Assessment (PLA) opportunities support both traditional and adult learners. This model creates a scalable, cross-institutional pathway aligned with workforce demand in cybersecurity. [FY 2024]

Partners: Ocean County College, Raritan Valley Community College, Rowan College of Burlington College



Computer Science

The Computer Science pathway established clear, structured pathways from high school through community college to four-year degree programs in partnership with Rowan University. Curriculum alignment integrated industry-recognized certifications and supported the development of articulation agreements, including 2+2 and 3+1 models across multiple degree programs. Prior Learning Assessment (PLA) processes were incorporated to award credit for certifications and prior experience, improving student mobility. The pathway also developed shared resources and professional development materials to support implementation across institutions and expand access for both traditional and adult learners. [FY 2023]

Partners: Essex County College, Middlesex College, Essex County Technical High School, Thomas Edison Energy Smart Charter School, Rowan University

Computer Systems Technology

The Computer Systems Technology pathway aligned curriculum with emerging industry needs while strengthening transfer opportunities to four-year institutions. New and revised courses were developed in areas such as cloud computing, penetration testing, and digital forensics, alongside updates to existing courses to align with industry certifications like CompTIA IT Fundamentals+. Articulation agreements with Rowan University established seamless 2+2 transfer pathways across multiple degree programs. The pathway also advanced Prior Learning Assessment (PLA) processes and faculty training to support credential attainment and program scalability. [FY 2023]

Partners: Essex County College, Ocean County College, Middlesex College, Rowan University

Bloomberg Fintech

The Bloomberg Fintech pathway, led by Essex County College (ECC), provides students with hands-on experience using Bloomberg Terminals to develop skills in financial analysis and market research. The project embedded Bloomberg resources into academic courses, supported dual enrollment, and enabled students to earn Bloomberg Market Concepts (BMC) certifications. Students participated in experiential learning opportunities including the Bloomberg Trading Challenge and visits to Bloomberg headquarters. These experiences prepare students for careers in financial services and strengthen pathways into the fintech workforce. [FY 2024]

Partners: Essex County College, West Side High School, Rutgers University

Precision Agriculture Using AI Drones

The Precision Agriculture Using Artificial Intelligence (AI) Drones pathway integrated advanced technologies to address real-world agricultural challenges. Students designed and deployed drones equipped with AI to detect crop disease and optimize yield, gaining hands-on experience in programming and data analysis. The project included fieldwork at multiple farms and culminated in student presentations at major conferences, with teams earning top placements at the NJ Big Data Alliance Symposium. This model demonstrates the power of experiential learning and cross-sector collaboration in emerging technology fields. [FY 2024]

Partners: Camden County College, Rowan University

Geographic Information Systems (GIS) Certificate Development

The Geographic Information Systems (GIS) pathway developed a multi-institutional certificate program aligned with workforce demand in geospatial technologies. Curriculum includes training in spatial analysis, mapping, and industry-standard tools such as ArcGIS and AutoCAD. Students gain hands-on experience that prepares them for careers across sectors including environmental science, construction, and urban planning. Collaboration across colleges expands access to specialized training. The pathway supports entry into high-demand technology careers. [FY 2025]

Partners: Camden County College, Hudson County Community College, Middlesex College, Sussex County Community College





03 Infrastructure & Energy



New Jersey's infrastructure and energy workforce is being strengthened through pathway projects focused on construction, utilities, renewable energy, offshore wind, and electric vehicle technologies. Community colleges, labor unions, industry partners, and education partners are collaborating to create connected pathways that prepare learners for high-demand careers supporting the state's growing infrastructure and clean energy sectors.

Through industry-recognized credentials, apprenticeship programs, dual enrollment, experiential learning, and Prior Learning Assessment (PLA), these pathway projects are expanding access to career opportunities and building a skilled, future-ready workforce across New Jersey.

Construction Management

The Construction Management pathway developed multiple entry points into construction careers through aligned academic programs and industry partnerships. A one-year academic certificate and Prior Learning Assessment (PLA) for industry credentials, including NICET certifications and union apprenticeships, provide stackable credit toward an Associate of Applied Science degree. Articulation agreements, including 1+1 and 2+2 models with institutions such as Thomas Edison State University and Fairleigh Dickinson University, create seamless transfer opportunities. This pathway strengthens workforce development in response to growing infrastructure demands. [FY 2023]

Partners: Hudson County Community College, Eastern Atlantic States Regional Council of Carpenter, Heat & Frost Insulators and Allied Workers Local 32, International Brotherhood of Electrical Workers Local 102, International Brotherhood of Electrical Workers Local 269, International Union of Operating Engineers Local 825, Ironworkers Local Union #399, NJ Administrative District Council of Bricklayers and Allied Craftworkers, Sheet Metal Workers Local 25, Fairleigh Dickinson University, Thomas Edison State University

Construction Management Pathway

The Construction Management pathway developed non-credit training programs aligned with workforce needs in construction and project management. Curriculum includes OSHA safety standards, HVAC systems, and essential workplace skills. The program prioritizes access for underserved populations, including veterans. Partnerships with industry ensure training reflects current workforce demands. The pathway prepares participants for immediate employment in the construction sector. [FY 2025]

Partners: County College of Morris, Hudson County Community College, Middlesex College, Ocean County College

Utilities (Construction, Maintenance, and Operations)

The Utilities (Construction, Maintenance, and Operations) pathway expanded access to careers through programs designed for adult learners and incumbent workers. Contextualized learning models for English language learners and high school equivalency students were developed alongside a non-credit Utilities Principles course. Prior Learning Assessment (PLA) evaluated union apprenticeship programs, enabling participants to earn college credit toward a Technical Studies Associate degree. Updated academic certificates provide stackable pathways into degree programs and career advancement. This

stackable pathways into degree programs and career advancement. This pathway creates accessible entry points into high-demand utilities and infrastructure careers. [FY 2023]

creates accessible entry points into high-demand utilities and infrastructure careers. [Yr1] Partners: Rowan College of South Jersey, Cumberland County Technical Education Center, Gloucester County Institute of Technology, Eastern Atlantic States Regional Council of Carpenter, Heat & Frost Insulators and Allied Workers Local 32, International Brotherhood of Electrical Workers Local 102, International Brotherhood of Electrical Workers Local 269, International Union of Operating Engineers Local 825, Ironworkers Local Union #399, NJ Administrative District Council of Bricklayers and Allied Craftworkers, Sheet Metal Workers Local 25, Rowan University

Construction Non-Credit to Credit Stackable Credentials

The Construction Non-Credit to Credit Stackable Credentials pathway established clear transitions from workforce training to academic programs. Rowan College at Burlington County (RCBC) evaluated five non-credit programs and awarded academic credit through Prior Learning Assessment (PLA). This model enables students to apply prior training toward degree completion, reducing time and cost. The pathway strengthens career mobility in the skilled trades through aligned, stackable credentials. [FY 2024]

Partners: Hudson County Community College, Rowan College of Burlington County, Camden County College

Career and Technical Education (CTE) Train the Trainer Pilot

The Career and Technical Education (CTE) Train the Trainer Pilot prepares industry professionals to transition into teaching roles within community college workforce programs. Delivered by Rowan College of South Jersey, the program provides training in instructional methods, curriculum development, and student assessment. Recruitment focused on construction and utility sectors to address instructor shortages in high-demand fields. This model strengthens workforce training capacity by building a pipeline of qualified educators. [FY 2024]

Partners: Rowan College of South Jersey

Offshore Wind Energy

The Offshore Wind Energy pathway established a comprehensive education and training model aligned with New Jersey's clean energy goals. The pathway developed high school awareness experiences, a dual enrollment Renewable Energy Principles course, and a non-credit exploration workshop to introduce students to wind energy careers. A Wind Turbine Technician pre-apprenticeship and registered apprenticeship program were created, offering industry-recognized credentials including OSHA 10, CPR/First Aid, and Global Wind Organization certifications. Prior Learning Assessment (PLA) opportunities provide up to 15 college credits toward degree programs. This pathway builds a scalable workforce pipeline for the growing offshore wind industry. [FY 2023]

Partners: Atlantic Cape Community College, Middlesex College, Rowan College of South Jersey, Cape May County Technical High School, Middlesex County Magnet Schools, Rowan University

Exploration for Wind Energy Careers, a Virtual Experience

This pathway introduced virtual reality (VR)-based career exploration experiences in offshore wind energy for students and adult learners. Participants engaged in immersive simulations and career awareness activities while instructors received professional development resources. The program increased awareness of renewable energy careers and supported curriculum integration. This model strengthens early exposure to clean energy career pathways. [FY 2024]

Partners: Atlantic Cape Community College, Rowan College of South Jersey

Exploration in Wind Energy Careers Pilot

The Exploration in Wind Energy Careers Pilot delivered hands-on workshops introducing students to offshore wind careers and renewable energy concepts. Participants engaged in structured modules covering energy systems and career pathways, supported by faculty training and curriculum resources. The program contributed to increased interest and enrollment in related training programs. This pilot establishes a foundation for scalable workforce development in renewable energy. [FY 2024]

Partners: Atlantic Cape Community College, Rowan College of South Jersey

Offshore Wind Awareness Experiences Pilots

The Offshore Wind Awareness Experiences Pilots engaged high school students through interactive learning activities, simulations, and debates focused on renewable energy careers. Educators received targeted professional development to integrate offshore wind content into classroom instruction. Students explored career pathways, sustainability concepts, and workforce opportunities in the energy sector. This initiative strengthens early career awareness and supports future workforce pipelines. [FY 2024]

Partners: Cape May County Technical High School, Gateway Regional High School, Atlantic City High School, John Dwyer Technology Academy School No. 82 (Elizabeth Public Schools)

Workforce Plus Series: Renewable Energy (Hybrid)

The Workforce Plus Series: Renewable Energy pathway delivers hybrid training that combines credit and non-credit coursework. The program includes three courses with embedded industry-recognized credentials aligned with workforce needs. Flexible delivery increases access for a diverse range of learners. Participants gain foundational knowledge for careers in renewable energy. The pathway supports workforce development in New Jersey's clean energy sector. [[FY 2025]

Partners: Atlantic Cape Community College, Rowan College of South Jersey

Strategies for Teaching Adult Learners Course Pilot

The Strategies for Teaching Adult Learners Course Pilot provided professional development to educators supporting adult learners in workforce programs. Delivered in an asynchronous format, the course equips instructors with effective teaching strategies and knowledge of renewable energy careers. Participants earn a digital badge and certificate upon completion. This initiative strengthens instructional capacity and improves outcomes for adult learners. [FY 2024]

Partners: Atlantic Cape Community College, Rowan College of South Jersey



Electric Vehicles (EV)

The Electric Vehicle (EV) pathway created a comprehensive continuum of education and training aligned with New Jersey's transition to electric transportation. Programs include high school awareness initiatives such as the EV Rover Lab and EV Go-Kart Design Challenge, introducing students to EV systems and careers. An 80-hour training program was developed to upskill incumbent automotive technicians, along with enhancements to a U.S. Department of Labor registered apprenticeship to include EV specialization. Instructor training materials and pilot programs support statewide implementation. This pathway prepares a skilled workforce for emerging careers in electric vehicle technology. [FY 2023]

Partners: Bergen Community College, Applied Technology High School, NJ Coalition of Auto Retailers

EV Rover and EV Go-Kart Pilots

The EV Rover and EV Go-Kart Pilots introduced hands-on electric vehicle (EV) learning experiences into high school engineering programs. Students designed and built EV systems through project-based curriculum, gaining foundational knowledge in circuits, battery systems, and motion. The program expanded across multiple high schools and will culminate in a statewide competition hosted by Bergen Community College. These pilots create engaging, scalable models to support pathways into EV and advanced transportation careers. [FY 2024]]

Partners: Bergen Community College, Applied Technology High School, Bergen County Technical School – Teterboro, John Dwyer Technology Academy

Integration and Pilot of New EV Technician ASE Standards (HS & CC Non-Credit)

This pathway integrated Automotive Service Excellence (ASE) Electrified Propulsion Vehicle standards into high school and community college training programs. Camden County College developed stackable non-credit courses aligned with industry credentials and embedded EV content into high school curricula. Students gain foundational and advanced skills in EV systems, safety, and diagnostics. This multi-level approach prepares learners for careers in the rapidly growing electric vehicle industry. [FY 2025]

Partners: Camden County College, Camden County Technical Schools

Integration and Pilot of New EV Technician ASE Standards (CC Non-Credit to Credit)

The Integration and Pilot of New EV Technician ASE Standards (Community College Non-Credit to Credit) pathway expanded electric vehicle (EV) training by aligning curriculum with new Automotive Service Excellence (ASE) High-Voltage Electrical Safety Standards. Raritan Valley Community College (RVCC) developed three stackable courses designed to provide non-credit professional development for incumbent automotive technicians while supporting workforce upskilling. These courses lead to a micro-credential in Hybrid/Electric Vehicles and align with credit requirements for a Certificate of Completion that complements the existing Associate of Applied Science degree in Automotive Technology. Program enhancements were supported by expanded training capacity within the Workforce Training Center, enabling increased hands-on instruction in EV technologies. This pathway strengthens workforce readiness by creating clear, stackable pathways into emerging electric vehicle careers. [FY 2024]

Partners: Raritan Valley Community College

EV Internship and Faculty Development Pilot

The Electric Vehicle (EV) Internship and Faculty Development Pilot expanded workforce training through student internships and faculty professional development. Students participated in hands-on learning experiences aligned with emerging EV technologies. Faculty received specialized training through the Electric Vehicle Education for New Jersey (EVE-NJ) initiative. Partnerships with industry strengthened curriculum and experiential learning opportunities. The pathway supports workforce development in the growing electric vehicle sector. [FY 2024]

Partners: Bergen Community College, Brookdale Community College, Raritan Valley Community College





03 Manufacturing & Supply Chain Management



New Jersey's manufacturing and supply chain workforce is being strengthened through pathway projects focused on advanced manufacturing, automation, robotics, logistics, optics technology, and supply chain management. Community colleges, industry partners, labor organizations, and education partners are creating connected pathways that prepare learners for high-demand careers supporting New Jersey's innovation and production economy.

Through dual enrollment, industry-recognized credentials, apprenticeship opportunities, experiential learning, and Prior Learning Assessment (PLA), these pathway projects are expanding access to career advancement and workforce training. Together, these efforts are building a skilled, adaptable workforce equipped to meet the evolving needs of manufacturing and supply chain industries across the state.

Machinist / Computerized Numerical Control (CNC)

The Machinist / Computerized Numerical Control (CNC) pathway expanded career awareness, training, and apprenticeship opportunities in advanced manufacturing. Partner colleges delivered summer institutes, career awareness events, and dual enrollment programs aligned with National Institute for Metalworking Skills (NIMS) certifications. Registered apprenticeships and pre-apprenticeship programs supported adult learners, incumbent workers, and underserved populations, with participants earning industry credentials and employment opportunities. Articulation agreements, including a 2+2 pathway with New Jersey Institute of Technology, strengthen transfer options. This pathway builds a skilled workforce in precision manufacturing and machining. [FY 2023]

Partners: Camden County College, County College of Morris, Raritan Valley Community College, Bound Brook High School, Franklin Township High School, Manville High School, Morris County School of Technology, Somerset County Vocational Technical Schools

Machinist

The Machinist pathway, led by Camden County College, developed a Pre-Apprenticeship Boot Camp for high school students aligned with industry credentials. Participants earned training toward National Institute for Metalworking Skills (NIMS) certification and engaged in career readiness activities. The program connects directly to associate and bachelor's degree pathways. This model creates a direct pipeline into advanced manufacturing careers. [FY 2024]

Partners: Camden County College

Machine Tool Technology

The Machine Tool Technology pathway developed a 30-credit certificate program focused on machining, design, and CNC operations. The program prepares students with technical skills aligned to manufacturing workforce needs. Partnerships with education and community organizations support program delivery and access. This pathway strengthens workforce readiness in precision manufacturing. [FY 2024]

Partners: County College of Morris, Sussex County Community College, High Point Regional High School, Newton High School, Sussex County Technical School, Wallkill Valley High School, Project Sufficiency, Thorlabs Machine Works

Mechatronics – Repair and Maintenance of Industrial Equipment

The Mechatronics pathway expanded workforce training through apprenticeships, dual enrollment, and industry-aligned curriculum. Education partners collaborated with employers to deliver hands-on training and experiential learning opportunities. A registered apprenticeship program and articulation agreements support credential attainment and career advancement. This pathway creates a comprehensive ecosystem connecting education, training, and employment. [FY 2024]

Partners: Raritan Valley Community College, Salem Community College, Hunterdon Central High School

Advanced Manufacturing Stackable Degree

The Advanced Manufacturing Stackable Degree pathway developed a modular education model that supports progression from high school to college and careers. Students earn stackable credentials aligned with industry needs while advancing through clearly defined pathways. Collaboration among education partners ensures alignment and scalability. The program provides flexible entry and exit points for learners. The pathway strengthens workforce readiness in advanced manufacturing. [FY 2025]

Partners: Rowan College of South Jersey, Salem Community College, Cumberland Regional High School, Egg Harbor Township High School, Millville High School, Gateway Regional High School, Rowan University

Robotics and Automation

The Robotics and Automation pathway developed a certificate program aligned with Smart Automation Certification Alliance (SACA) standards to meet workforce demand in advanced manufacturing. The program includes credit and non-credit options, dual enrollment, and bootcamps to expand access. Partnerships with industry support experiential learning and curriculum alignment. This pathway prepares students for high-demand roles in automation and robotics. [FY 2024]

Partners: County College of Morris, Morris County School of Technology, Morris County Organization for Hispanic Affairs

SACA Certification in Robotics and Automation

The SACA Certification in Robotics and Automation pathway integrates industry-recognized credentials into education and training programs. Partner colleges embedded Smart Automation Certification Alliance (SACA) certifications into credit and non-credit offerings. Students gain workforce-relevant skills through aligned curriculum and hands-on learning. The pathway supports progression from dual enrollment to college credentials. These efforts prepare students for careers in advanced manufacturing and automation. [FY 2025]

Partners: County College of Morris, Essex Community College, Sussex Community College, Morris County Vocation School District

3D Printing

The 3D Printing pathway expands access to careers in additive manufacturing through training and experiential learning opportunities. The program connects high schools, community colleges, and industry partners to provide multiple entry points. Students and adult learners gain technical skills aligned with workforce needs. Prior Learning Assessment (PLA) supports recognition of existing skills and knowledge. The pathway promotes innovation and workforce development in advanced manufacturing. [FY 2025]

Partners: Camden County College, Raritan Valley Community College, Bound Brook High School, Clayton High School

Optics Technology (FY 2023)

The Optics Technology pathway, led by Sussex County Community College, expanded education and training opportunities in a high-demand advanced manufacturing field. A dual enrollment program was implemented across multiple high schools, enabling students to earn college credit in optics. A U.S. Department of Labor registered apprenticeship program was developed in partnership with industry leader Thorlabs. Adult learner programs, including an Integrated Education and Training model, provided pathways to college credit and employment opportunities. This pathway strengthens workforce development through industry-aligned training and partnerships. [FY 2023]

Partners: Sussex County Community College, Hopatcong High School, Newton High School, Project Self Sufficiency, Sussex County Technical School

Optics Technology (FY 2024)

The Optics Technology pathway, led by Sussex County Community College (SCCC), expanded education and training programs to support workforce demand in optics manufacturing. The program engaged over 100 students, developed stackable credentials, and established dual enrollment partnerships. A \$1.2 million investment supports facility expansion and increased capacity. Articulation agreements with universities further strengthen transfer pathways. [FY 2024]

Partners: Sussex County Community College, High Point Regional High School, Newton High School, Sussex County Technical School, Wallkill Valley High School, Adelphi University, Project Self Sufficiency

Supply Chain Logistics (Non-Credit Program)

The Supply Chain Logistics non-credit pathway established statewide access to industry-recognized SCPro Fundamentals certifications through a partnership with Broward College and the Council of Supply Chain Management Professionals. Prior Learning Assessment (PLA) models enable students to earn up to nine college credits for credential attainment, creating pathways into degree programs. Integrated Education and Training (IET) programs were developed to support adult learners, including English language learners, in gaining workforce skills and credentials. A statewide implementation toolkit supports adoption across institutions. This pathway strengthens workforce readiness and access to careers in supply chain management. [FY 2023]

Partners: Hudson County Community College, Rowan College at Burlington County, UCNJ Union College of Union County, NJ

Supply Chain Logistics (Credit Program)

The Supply Chain Logistics credit pathway expanded academic and early college opportunities aligned with industry credentials. Partner colleges developed dual enrollment and early college programs enabling high school students and adult learners to earn college credit in supply chain management. A new Associate of Science degree program incorporating SCPro Fundamentals certifications is under development to provide a structured academic pathway. Pilot programs demonstrated successful student completion and credit attainment. This pathway creates seamless transitions from education to careers in the supply chain industry. [YY 2023]

Partners: Hudson County Community College, Rowan College at Burlington County, Salem Community College, Jersey City Public Schools

IET Essentials of Supply Chain Management

The IET Essentials of Supply Chain Management pathway integrates English language learning with workforce training for adult learners. Delivered collaboratively by UCNJ Union College of Union County, NJ (UCNJ) and Middlesex College, the program prepares students for SCPro certification. The model aligns literacy instruction with industry skills to support career entry and advancement. This approach expands equitable access to supply chain careers. [FY 2024]

Partners: Middlesex College, UCNJ Union College of Union County, New Jersey

Stackable Credentials (Supply Chain Management)

The Stackable Credentials in Supply Chain Management pathway integrates industry certifications into academic programs to strengthen workforce readiness. Led by UCNJ Union College of Union County, NJ (UCNJ), the project aligns curriculum with employer needs and provides experiential learning opportunities. Students earn credentials while progressing through academic pathways, enhancing employability. This approach supports inclusive access and career advancement in supply chain careers. [FY 2024]

Partners: UCNJ Union College of Union County, NJ

SCPro Connection to Community College (Credit) & 4-Year University

The SCPro pathway integrates industry-recognized supply chain certifications into both credit and non-credit programs at Essex County College (ECC). Students earned certifications supported by vouchers and transitioned into degree programs through Prior Learning Assessment (PLA). Partnerships with high schools and Rutgers University established clear transfer pathways. This model strengthens alignment between education and workforce needs in supply chain management. [FY 2024]

Partners: Essex County College, Brookdale Community College, West Side High School, Rutgers School of Business

Experiential Learning Partnership with Grainger

The Experiential Learning partnership with Grainger provides students with hands-on experience in supply chain operations through industry collaboration. Students engage in applied learning activities and technology-enhanced coursework. The partnership supports both credit and non-credit learners across business programs. Real-world experience strengthens workforce readiness and career preparation. The pathway aligns education with industry needs in supply chain management. [FY 2025]

Partners: Essex County College, UCNJ Union College of Union County, NJ

CDL Owner Operator Certificate Program

The CDL Owner Operator Certificate Program supports career advancement and entrepreneurship in the trucking industry. The program includes the Trucking Business Academy and provides an owner-operator toolkit. Participants gain business and operational knowledge needed to transition into ownership roles. The pathway focuses on increasing access for underrepresented populations, including women, minorities, and veterans. These efforts promote economic mobility within the logistics sector. [FY 025]]

Partners: Camden County College, Hudson County Community College, Sussex County Community College, High Point Regional High School, Newton High school, Wallkill Valley High School, African American Chamber of Commerce NJ, Driven By Success, Dixon Center, Minority Professional Truckers Association, Task Force Movement, Project Sufficiency, 160 Driving Academy





03 Emerging Industries



New Jersey's emerging industries workforce is expanding through pathway projects focused on life sciences, biomanufacturing, film and television production, esports and digital media, research and development, and educator preparation. Community colleges, universities, industry leaders, and workforce partners are collaborating to create innovative pathways that prepare learners for careers in rapidly evolving sectors critical to New Jersey's economic growth.

These pathway projects provide hands-on learning, industry-recognized credentials, experiential training, and stackable academic opportunities that connect students, adult learners, and incumbent workers to high-demand careers. Through partnerships with employers and education institutions, the pathways strengthen career awareness, workforce readiness, and access to emerging fields while supporting innovation and long-term economic mobility across the state.

Biomanufacturing / Biopharmaceutical / Process Technology

The Biomanufacturing, Biopharmaceutical, and Process Technology pathway focused on building a talent pipeline to meet workforce demand in New Jersey's life sciences sector. A summer exploration program, "Pathways to Biotechnology," was developed to introduce high school students to careers in biomanufacturing and biopharmaceuticals through hands-on learning experiences. The pathway also supports upskilling opportunities for incumbent workers to meet evolving industry needs. These efforts establish foundational training models and expand awareness of career opportunities in this growing industry. [FY 2023]

Partners: Bergen Community College, Middlesex College

Aseptic Processing

The Aseptic Processing pathway project developed training programs to support careers in aseptic processing and biomanufacturing. Key outcomes include a biotechnology bootcamp, new curriculum, and a cleanroom training lab. Industry partnerships provide experiential learning and inform program design. This initiative builds a scalable pipeline into New Jersey's life sciences workforce. [FY 2024]

Partners: Raritan Valley Community College, Middlesex College, Mercer County Community College, Somerset County Vocational-Technical School

NJBioFutures

The NJBioFutures pathway builds a talent pipeline for careers in life sciences and biomanufacturing. The program provides hands-on, industry-aligned training in aseptic processing and advanced manufacturing. Partnerships with multiple institutions expand access to education and training. The pathway supports students, adult learners, and incumbent workers. These efforts strengthen workforce development in New Jersey's life sciences sector. [FY 2025]

Partners: Raritan Valley Community College, Middlesex College, Mercer County Community College

NJ Film Academy (FY 2024)

The New Jersey Film Academy (NJ Film Academy) pathway project, led by Brookdale Community College, developed a statewide model for film and television workforce training. The program provides hands-on learning, industry credentials, and academic pathways aligned with employer needs. Through partnerships with industry professionals, the Academy delivers scalable, high-quality training opportunities. This initiative strengthens New Jersey's position as a leader in film and media workforce development. [FY 2024]

Partners: Brookdale Community College

NJ Film Academy (FY25)

The New Jersey Film Academy (NJ Film Academy) pathway provides statewide workforce training aligned with the film and television industry. The program delivers hands-on learning and industry-recognized curriculum across partner colleges. Students gain practical experience preparing them for careers in media production. Partnerships with industry professionals enhance training quality and relevance. The pathway strengthens New Jersey's film workforce pipeline. [FY 2025]

Partners: Brookdale Community College, Camden County College, Hudson County Community College, Mercer County Community College

Esports Production Content Creation Hub Pathway Pilot

The Esports Production Content Creation Hub pathway, led by Camden County College, established a first-of-its-kind academic program in esports production. The project developed an Associate of Applied Science degree, dual enrollment opportunities, and industry-aligned certifications. Experiential learning and statewide partnerships expanded student access and engagement. This pathway creates scalable opportunities in a rapidly growing digital media industry. [FY 2024]

Partners: Camden County College, Sterling Regional High School, Cherry Hill East High School, Cherry Hill West High School, Stockton University, Rutgers University – Camden, The Salvation Army - Kroc Center Camden, Volunteers of America – Delaware Valley Chapter, Horizon eSports Integration

Esports Production and Content Creation Hubs

The Esports Production and Content Creation Hubs pathway expands opportunities in digital media and esports careers. The project developed production hubs, coursework, and stackable credentials aligned with industry needs. Students gain hands-on experience in broadcasting, content creation, and esports production. Partnerships support experiential learning and career pathways. The pathway prepares students for careers in a rapidly growing digital industry. [FY 2025]

Partners: Brookdale Community College, Camden County College, Rowan College at Burlington County, Bayshore Middle School, Cherry Hill East High School, Cherry Hill Middle Schools, Cherry Hill West High School, Galloway Middle School, Greater Egg Harbor Regional High School District, Jackson High School, Keyport High School, Manchester High School, Middletown North High School, Middletown South High School, Ocean Township High School, Plainfield High School, Samuel S. Yellin Middle School, Shore Regional High School, Somerdale Park Middle School, Sterling High School, West Deptford High School, Woodbury High School, Georgian Court University, Rutgers University – Camden, Stockton University, Volunteers of America – Delaware Valley, Salvation Army Kroc Center

Essential Learning, General Education, and Career Readiness Collaborative

The Essential Learning, General Education, and Career Readiness Collaborative expanded to 14 community colleges, creating a statewide effort to embed career readiness into general education. Faculty aligned National Association of Colleges and Employers (NACE) competencies with course learning outcomes and developed assignments and assessments to support implementation. Cross-institution collaboration enabled the sharing of materials and strategies across colleges. Faculty piloted revised coursework to help students better recognize and communicate career-ready skills. The pathway strengthens the connection between academic learning and workforce preparation. [FY 2025]

Partners: Atlantic Cape Community College, Brookdale Community College, Mercer County Community College, Ocean County College, Raritan Valley Community College, Salem Community College, UCNJ Union College of Union County, NJ

Pathways to Careers in Teaching

The Pathways to Careers in Teaching pathway expanded access to educator career pathways through new and enhanced programs across partner colleges. Key outcomes include the development and NJDOE approval of a Preschool

through Grade 3 (P-3) Alternate Route licensure program and expansion of a 50-hour Pathways to Teaching program with career readiness supports. A statewide needs assessment informed the development of a Paraprofessional Certificate Program designed for adult learners and incumbent workers. The pathway also established a transfer agreement enabling participants to apply graduate credits toward a master's degree. These efforts create a more aligned and scalable pipeline into teaching careers. [FY 2025]

Partners: Bergen Community College, Brookdale Community College, Essex County College, County College of Morris, Raritan Valley Community College

Research and Development (R&D)

The Research and Development (R&D) pathway, led by Bergen Community College, expanded access to research-driven learning by integrating experiential opportunities across high school and community college programs. Students participated in hands-on research, workshops, and STEM exploration activities, including summer research programs and applied classroom projects impacting over 200 students. New curriculum enhancements embedded research-based learning into courses such as Microbiology, Environmental Science, and Chemistry. Industry-recognized credentials and badge-bearing learning opportunities were also introduced to support skill development. This pathway strengthens the pipeline into STEM careers by building foundational research and innovation skills. [FY 2023]

Partners: Bergen Community College, Middlesex College, Bergen Applied Tech High School

Research Pathway for STEM Student Scholars

The Research Pathway for STEM Student Scholars connects students with universities and industry partners through research opportunities. Students participate in projects, presentations, and collaborative learning experiences. These activities build skills in research, analysis, and innovation. Partnerships strengthen connections between education and advanced STEM careers. The pathway supports progression into higher education and the workforce. [FY 2025]

Partners: Bergen Community College, Hudson County Community College, Middlesex College, UCNJ Union College of Union County, NJ, Applied Technology High School, New Jersey Institute of Technology, Montclair State University, Rutgers University, Meadowlands Research & Restoration Institute



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