

# NJ PATHWAYS TO CAREER OPPORTUNITIES: MEASURING THE MOMENTUM



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

Spring 2026

# 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**

4-Year Colleges and Universities

**650+**

Industry Valued Credentials Earned

**68**

Middle/High Schools

**9**

Labor Unions

**23**

CBOs/ Industry Associations

**2**

Public-Private Workforce Partnerships

**NJ!BioFutures**



New Jersey Film Academy  
Where the best in the biz begin

## Curriculum Developed or Enhanced

**15** Career Awareness Programs

**61** Workforce Training Programs

**43** Dual Enrollment Programs

**11** Adult Literacy Programs

**75** Academic Courses and Certificates

**65** Industry Valued Credential Exam Prep Courses

**50** Industry Valued Credentials Embedded

**“Through the NJ Pathways initiative, I had the opportunity to work on the Blueberry Drone research project and gain skills beyond the classroom.**

**Together with students and faculty from Camden County College and Rowan University, I helped develop autonomous drone flight, apply object detection to identify scorch disease, and present our progress—work that earned us 2nd place at the 2024 NJ Big Data Alliance AI Symposium.**

**These experiences not only strengthened my foundation in Python and Linux, but also showed me the value of collaboration across institutions.”**

## **Robert Czarnota**

**Data Science Alum, Camden County College  
& Current Data Science Student, Rowan University**



## How It Started: The Launch of NJ Pathways to Career Opportunities

In FY2022, **New Jersey’s Community Colleges** and the **New Jersey Business & Industry Association (NJBIA)** joined forces to launch a bold statewide effort to transform how education and training align with the needs of New Jersey’s employers, students, and the economy. This effort is known as the **NJ Pathways to Career Opportunities** initiative.

### A Systemwide Transformation

From the beginning, the initiative united over 1,200 industry and education partners (now 1,800+) including:

- Employers & Industry Associations
- Community Colleges & 4-Year Colleges and Universities
- Vocational-Technical High Schools
- Labor Unions
- Workforce Development Boards
- Community-Based Organizations

These stakeholders collaborated to design new or enhance existing connected education and workforce training pathways that create equitable access to high-quality credentials and degrees—and ensure no dead ends for learners.

### Four Statewide Inclusive Collaboratives

The work was organized across four key industry sectors critical to New Jersey’s economy, each represented by a **Statewide Inclusive Collaborative**:

- Health Services
- Infrastructure & Energy
- Manufacturing & Supply Chain Management
- Technology & Innovation

Each **Collaborative** brought together employers and educators to share labor market insights, identify skills gaps, and guide the development of relevant, real-world pathways.

## Ten Centers of Workforce Innovation

To drive this work forward, the initiative established 10 **Centers of Workforce Innovation**, each led by a Community College and focused on a high-demand career area within the four sectors.

These **Centers**:

- Developed new curriculum and training programs
- Shared curriculum and professional development statewide
- Created model agreements (dual enrollment, 1+1, 2+2, and 3+1)
- Produced Prior Learning Assessment (PLA) solutions

The **Centers** focused on the following career areas:

- Patient Care
- Healthcare Technology & Administration
- Renewable Energy
- Construction
- Manufacturing Production & Engineering
- Supply Chain Logistics
- Data Science
- Cybersecurity
- Programming & Software Development
- Research & Development

This early foundation laid the groundwork for a statewide talent development ecosystem—designed with flexibility, collaboration, and equity at its core.

## Explore the NJ Pathways Centers of Workforce Innovation Project Catalog

Scan this QR code to explore tools, programs, and partnerships shaping New Jersey's future workforce



## Where We Are Now: Expanding Pathways, Deepening Impact

Since launching, the **NJ Pathways to Career Opportunities** initiative has grown into a statewide movement aligning education with the rapidly evolving needs of New Jersey's workforce and employers. What began as a bold collaboration among education and industry partners has expanded its reach, impact, and innovation across the state.

### A Fifth Collaborative: Emerging Industries

In FY 2025, **NJ Pathways** added a new **Statewide Inclusive Collaborative** for Emerging Industries, joining the original four:

- Health Services
- Technology & Innovation
- Infrastructure & Energy
- Manufacturing & Supply Chain Management
- **Emerging Industries**

This fifth **Collaborative** ensures that education and workforce development stay ahead of the curve in fast-evolving sectors such as biomanufacturing, film and digital media, and essential learning for future educators and researchers.

### New Centers of Workforce Innovation

The initiative now includes a total of 13 **Centers of Workforce Innovation** (expanded from the original 10), with new **Centers** supporting high-growth and emerging fields:

- Aseptic Processing & Biomanufacturing
- Film & Television Production
- Learning, Teaching & Research

These additions reflect the initiative's responsiveness to New Jersey's changing economy and commitment to workforce innovation.

## Workforce Development Organizations Taking Root

Several **Workforce Development Organizations (WDOs)** have emerged from **NJ Pathways'** work—offering structured, industry-aligned training opportunities at scale. These include:

- **NJBioFutures** (life sciences and biomanufacturing)
- **New Jersey Film Academy** (film and TV production)
- **NJ Pathways Manufacturing Skills Initiative** (advanced manufacturing)
- **NJ Pathways Job Opportunities for Building Success Initiative** (supporting justice-impacted individuals)

These **WDOs** collectively represent the next evolution of the initiative—providing tangible access to jobs, credentials, and career mobility for all New Jerseyans.

## Looking Ahead

The **NJ Pathways to Career Opportunities** initiative continues to evolve with a clear focus on scaling impact, advancing equity, and strengthening employer partnerships. Looking forward, **NJ Pathways** will:

- Expand the **NJ Pathways Repository** to serve as a statewide hub for curriculum, articulation models, and professional development.
- Scale **Workforce Development Organizations** to reach more learners and industries, creating sustainable pipelines to high-wage careers.
- Deepen **collaboration with employers** to embed work-based learning, real-time labor market insights, and industry-led program design.
- Advance dual enrollment, non-credit to credit bridges, and Prior Learning Assessment (PLA) strategies to support **seamless learner mobility**.
- Support **equitable access** for adult learners, English language learners, justice-impacted individuals, and others historically underserved by traditional education and training systems.

These efforts will ensure that NJ Pathways continues to power the state's innovation economy—and help every New Jerseyan access opportunity through education.



**NJBioFutures, created under the Center of Workforce Innovation for Aseptic Processing and Biomanufacturing of NJ Pathways, is the state's strategic public-private partnership dedicated to building a highly skilled workforce for the life sciences and biomanufacturing industries. NJBioFutures unites education, government, industry, and community partners to drive workforce solutions in aseptic processing, biomanufacturing, and beyond.**

**By leveraging strategic partnerships, state-of-the-art training facilities, and industry-driven curricula, NJBioFutures is developing a talent pipeline that meets the evolving demands of these industries starting with cell and gene therapeutics technology. Together, we are shaping the future of New Jersey's life sciences and biomanufacturing workforce.**



## NJ FILM ACADEMY



**The New Jersey Film Academy, created under the Center of Workforce Innovation for Film & TV Production of the NJ Pathways Initiative, is the state's strategic solution for answering the workforce demand in this industry. The NJ Film Academy is ensuring accessible, high-quality training for aspiring filmmakers, actors, and production professionals throughout the state. The Academy also provides scholarships and resources through its non-profit organization to support students.**

**The NJ Film Academy offers pathways for students to earn industry recognized credentials, degrees, internships, and job opportunities.**



# NJ PATHWAYS MANUFACTURING SKILLS INITIATIVE



The NJ Pathways Manufacturing Skills Initiative establishes a comprehensively structured approach to manufacturing workforce development that responds to the complexities of New Jersey's manufacturers. At the same time, the initiative provides education, training, and career opportunities that benefit all New Jersey residents.

This initiative was originally funded by the New Jersey Department of Labor and Workforce Development with \$2,000,000 million for education and workforce training of 250 participants, with 50% placed into employment.

The program is now continued through the NJ Pathways Initiative.



**NEW JERSEY  
MANUFACTURING  
SKILLS INITIATIVE**

## NJ PATHWAYS JOB OPPORTUNITIES FOR BUILDING SUCCESS INITIATIVE



The NJ Pathways Job Opportunities for Building Success Initiative is a statewide program of the New Jersey Judiciary in partnership with New Jersey's Community Colleges. It connects justice-impacted individuals—including those on probation or paying child support—to meaningful training and employment opportunities.

Participants receive job readiness training and employer placement opportunities, along with supportive services. This initiative is focused on participants earning industry-valued credentials and building long-term career stability.



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**“I never imagined I’d have the chance to break into the biopharma industry, but successfully earning my first certificate in GMP Professional Training at RVCC has given me the confidence and foundational skills to pursue this growing field.**

**With each certification, I’m building the knowledge and experience needed to secure a rewarding career in biopharma, while also appreciating the opportunities RVCC provides to connect with and learn from industry leaders.”**

**Josue Martinez  
Hernandez**

**First-Generation College/Dual  
Enrollment Student,  
Raritan Valley Community College**



## Participating Industry Partners

**NJ Pathways** brings together **business leaders, industry associations, and labor union** representatives to provide real-time insight into New Jersey's rapidly changing workforce needs. Their engagement demonstrates a strong commitment to strengthening the state's workforce and supporting economic growth. **Below is a sampling of our participating industry partners.**





NJ Pathways to Career Opportunities is a collaborative effort led by New Jersey's Community Colleges in partnership with the New Jersey Business and Industry Association (NJBIA). This unprecedented partnership brings together employers, industry

associations, labor unions, education institutions, and workforce development organizations to align education with the rapidly changing needs of New Jersey's economy. By working side by side with NJBIA, the initiative ensures that students and adult learners gain the skills needed to succeed in high-demand industries while helping employers build the highly skilled workforce they need to thrive.



NJ Pathways to Career Opportunities partners with Focus NJ, the independent research foundation of the New Jersey Business & Industry Association.

Focus NJ provides in-depth economic and workforce research that helps identify the skills employers need most and the industries poised for growth. By grounding the initiative in labor market data and analysis, this partnership ensures that education and training pathways are aligned with New Jersey's evolving economy and that students, adult learners, and workers are prepared for high-demand, high-wage careers.





NJ Pathways to Career Opportunities partners with the New Jersey Big Data Alliance (NJBDA) to expand education and career opportunities in data science and related fields. This partnership connects the expertise of higher education institutions, industry leaders, and state government to strengthen curriculum, create articulation agreements, and provide students and adult learners with access to emerging career pathways in data and computer science. Through the NJBDA partnership, NJ Pathways is helping position New Jersey as a leader in the data-driven economy while ensuring employers have access to a skilled and innovative workforce.



NJ Pathways to Career Opportunities partners with the Garden State Employment and Training Association (GSETA) to connect education and industry with New Jersey's workforce development system. This partnership ensures that the pathways developed through the initiative are closely aligned with local Workforce Development Boards and training providers, creating seamless opportunities for students, adult learners, and workers. Together with GSETA, NJ Pathways is building stronger pipelines to employment, advancing equity, and supporting employers with the skilled talent they need.





NJ Pathways to Career Opportunities works in partnership with the New Jersey Department of Labor and Workforce Development (NJ DOL) to strengthen the connection between education, workforce training, and industry needs. NJ DOL supports the development of apprenticeships, career awareness

initiatives, and innovative training programs that prepare students, adult learners, and workers for high-demand careers. With the support and partnership of NJ DOL, NJ Pathways is expanding economic mobility, building career on-ramps and upskilling opportunities, and ensuring employers across New Jersey have access to a highly skilled workforce.



NJ Pathways to Career Opportunities partners with the New Jersey Economic Development Authority (NJEDA) to align workforce development with the state's broader economic growth strategies.

Through this collaboration, the initiative connects education and training pathways to key industry sectors, ensuring that New Jersey residents are prepared for careers in high-growth, high-demand fields. NJ Pathways and NJEDA are fueling innovation, strengthening the state's talent pipeline, and supporting businesses with the skilled workforce needed to compete in a dynamic global economy.





Credential  
Engine™

NJ Pathways to Career Opportunities partners with Credential Engine to bring greater clarity and accessibility to education and workforce training opportunities across New Jersey. By

leveraging Credential Engine's open-data technology, the initiative is making information about credentials, certificates, degrees, and training programs more transparent and easier for students, adult learners, and employers to navigate. This collaboration ensures that New Jersey's residents can make informed choices about their career pathways while helping employers understand the value of credentials in building a skilled workforce.

**Education  
Design Lab**

Through a new statewide partnership with Education Design Lab, New Jersey community colleges will advance the continued transformation of pathway development across the NJ Pathways to Career Opportunities initiative. Over two years, colleges will be supported in co-designing employer-validated, learner-centered micro-pathways that emphasize skills-based education aligned to workforce demand and stack toward associate and bachelor's degrees. Participating colleges will collaborate with employers, K-12 partners, four-year colleges and universities, and state agencies to strengthen connections between education and employment. This initiative supports a more agile, data-informed education and workforce ecosystem that expands access to family-sustaining careers for students and adult learners across New Jersey.



## Community Colleges

- Atlantic Cape Community College
- Bergen Community College
- Brookdale Community College
- Camden County College
- Essex County College
- Hudson County Community College
- Mercer County Community College
- Middlesex College
- County College of Morris
- Ocean County College
- Passaic County Community College
- Raritan Valley Community College
- Rowan College at Burlington County
- Rowan College of South Jersey
- Salem Community College
- Sussex County Community College
- UCNJ Union College of Union County, NJ

## Middle Schools/High Schools/Technical High Schools

- Applied Technology High School
- Atlantic City High School
- Bayshore Middle School
- Bergen County Technical School Teterboro
- Bogota Jr./Sr. High School
- Bound Brook High School
- Camden County Technical School
- Camden Promise Charter School District
- Cape May County Technical High School
- Cape May County Technical High School District
- Cherry Hill East High School
- Cherry Hill Middle Schools
- Cherry Hill West High School
- Clayton High School
- Cliffside Park High School
- Cumberland County Technical Education Center
- Cumberland Regional High School
- Dwight Morrow High School
- Egg Harbor Township High School
- Essex County Schools of Technology
- Franklin Township High School
- Galloway Middle School
- Gateway Regional High School District
- Gloucester County Institute of Technology
- Greater Egg Harbor Regional High School District
- Hackensack High School
- High Point Regional High School
- Hopatcong High School
- Hudson County Schools of Technology
- Hunterdon Central High School
- Jackson High School
- Jersey City Public Schools
- John Dwyer Technology Academy
- Kearny High School
- Keyport High School
- Little Ivy Academy
- Long Branch High School
- Manville High School
- Middlesex County Magnet Schools
- Middletown North High School
- Middletown South High School
- Millville High School
- Monmouth County Vocational School District
- Morris County School of Technology
- Morris County Vocational School District
- Newark School of Data Science & Information Technology
- Newton High School
- Newton High School
- NJ EcosYSTEM (NJ Nest) via Bergen CC
- Ocean Township High School
- Passaic Academy for Science & Engineering
- Plainfield High School
- Raritan High School
- Red Bank Regional High School
- Samuel S Yellin Middle School
- Shore Regional High School
- Somerdale Park Middle School
- Somerset County Vocational Technical Schools
- Sterling Regional High School
- Sussex County Technical School
- Thomas Edison Energysmart Charter School
- Walkkill Valley High School
- Weequahic High School
- West Deptford High School
- West Side High School
- William L Dickinson High School
- Winslow Township High School
- Woodbury High School

## Community-Based Organizations

- Community Ambassadors
- Hopeworks
- Morris County Organization for Hispanic Affairs
- Project Self Sufficiency
- The Salvation Army – Kroc Center Camden
- The Salvation Army – Kroc Center Camden
- Volunteers of America – Delaware Valley Chapter

## 4-Year Colleges & Universities

- Adelphi University
- Broward College (FL)
- Fairleigh Dickinson University
- Felician University
- Georgian Court University
- Kean University
- Monmouth University
- Montclair State University
- New Jersey City University
- New Jersey Institute of Technology
- Princeton University
- Ramapo College of New Jersey
- Rider University
- Rowan University
- Rowan University/Rutgers–Camden Board of Governors
- Rutgers University – New Brunswick
- Rutgers University – Newark
- Rutgers University - Camden
- Saint Peter’s University
- Seton Hall University
- Stevens Institute of Technology
- Stockton University
- The College of New Jersey
- Thomas Edison State University
- William Paterson University

## Labor Unions

- NJ Administrative District Council of Bricklayers and Allied Craftworkers
- International Brotherhood of Electrical Workers Local 102
- International Brotherhood of Electrical Workers Local 269
- Eastern Atlantic States Carpenters Technical Center
- International Union of Operating Engineers Local 825
- Ironworkers Local #399
- LiUNA | New Jersey Construction Craft Laborers’ Apprenticeship Program
- Sheet Metal Workers Local 25
- Heat and Frost Insulators and Allied Workers Local 32

## Other Partners

- Bergen Community College – NJ EcosySTEM (NJ Nest)
- Health Information Management Systems Society
- New Jersey Coalition of Automotive Retailers (NJ CAR)
- Project Self Sufficiency
- Rowan University/Rutgers–Camden Board of Governors

## Industry Associations

- 160 Driving Academy
- African American Chamber of Commerce of New Jersey
- Civil Solutions (a subsidiary of ARH Associates)
- Dixon Center for Military and Veterans Services
- Esports Trade Association - Delaware Valley Chapter
- Esports Trade Association - National Chapter
- Health Information Management Systems Society
- Home Helpers of Monmouth County
- Horizon Esports Integration
- Meadowlands Research Restoration Institute
- Memory Marvels LLC
- Minority Professional Truckers Association
- New Jersey Coalition of Automotive Retailers (NJ CAR)
- New Jersey Mental Health Association
- South Jersey Film Cooperative
- Task Force Movement



**NJ PATHWAYS**  
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## Telling Our Story

The **NJ Pathways to Career Opportunities Initiative** leverages a coordinated marketing approach to amplify its impact and connect with students, employers, and partners statewide. Through targeted campaigns, strategic storytelling, and consistent branding, the initiative highlights the innovative work of its Centers of Workforce Innovation and showcases real outcomes for learners and businesses. **Telling Our Story** raises awareness, fosters engagement across industries and education, and demonstrates how **NJ Pathways** is building an inclusive, future-ready workforce for New Jersey.

The **NJ Pathways** initiative is regularly featured on **Minding Your Business**, NJBIA's statewide television program. These segments spotlight innovative Pathways Projects, highlight student and employer success stories, and give a platform to community college and industry leaders to share how education and workforce strategies are shaping New Jersey's economy.

The **NJ Pathways Newsletter** delivers timely updates on the initiative's progress directly to partners and stakeholders. Each issue features highlights of active Pathways Projects, upcoming convenings and events, as well as student and alumni spotlights—keeping the statewide ecosystem informed and connected.

To elevate one of New Jersey's fastest-growing sectors, the **NJ Manufacturing Skills Initiative** launched a **digital marketing campaign** to attract students, adult learners, and incumbent workers to advanced manufacturing pathways. Through targeted social media, online advertising, and industry-aligned messaging, the campaign builds awareness of manufacturing career opportunities while emphasizing the training and credentials available through **NJ Pathways** and **NJ's Community Colleges**.



The **NJ Pathways to Career Opportunities Summit** is the annual statewide convening where education, business, government, and workforce leaders come together to shape the future of New Jersey's talent pipeline. Since the inaugural **NJ Pathways Summit** in 2023, it has served as a platform for national experts, industry leaders, and educators to share strategies on aligning education with workforce needs, building equitable career pathways, and preparing residents for high-demand industries.

For each year of the **Summit**, participants have explored critical topics such as apprenticeships, stackable credentials, credential transparency, and innovative models of work-based learning. This conference also highlights student achievements and showcases real-world Pathways Projects developed through the initiative's Centers of Workforce Innovation.

For New Jersey, the **NJ Pathways Summit** represents more than just a conference—it's a call to action. It reflects the state's commitment to expanding opportunity, driving economic growth, and ensuring that all learners—whether in high school, community college, or mid-career—have access to education and training that leads to family-sustaining wages. By bringing together statewide partners, the **Summit** demonstrates the collective impact of the **NJ Pathways Initiative** in building a more resilient, innovative, and equitable workforce ecosystem for the Garden State.



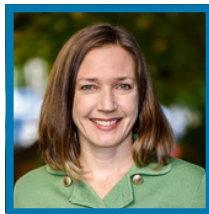
## 2023 NJ Pathways Summit

On June 7–8, 2023, nearly 200 leaders from community colleges, employers, workforce partners, and national thought-leaders convened in Atlantic City to shape the future of education and workforce alignment in New Jersey. Featuring insights of experts from the **Project on Workforce at Harvard University**, **George Washington University**, the **Brookings Institution**, and **New America**, the **Summit** tackled innovations in stackable credentials, apprenticeships, and education equity.

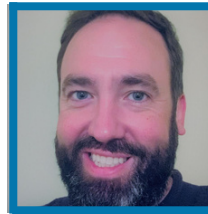
The conference also celebrated **NJ Pathways'** FY2023 achievements—including the launch of 10 **Centers of Workforce Innovation**, enhanced pathways, and a wide-reaching coalition of over 1,200 partners (now 1,800+) committed to building an equitable and responsive workforce ecosystem.



**Dr. Micheal J. Bzdak**  
*Global Director,  
Employee  
Engagement in the  
Office of Global  
Community Impact,  
Johnson & Johnson*



**Annelies Goger**  
*Fellow,  
The Brookings  
Institute*



**Terence Kelly**  
*Manager, External  
Affairs,  
Atlantic Shores  
Offshore Wind, LLC*



**Rachel Lipson**  
*Former Director,  
The Project on  
Workforce at  
Harvard University*



**Iris Palmer**  
*Deputy Director of  
Community  
Colleges,  
New America*



**Holly Zanville**  
*Research Professor  
and Co-Director,  
Program on Skills,  
Credentials &  
Workforce Policy,  
George Washington  
University*

On June 12, 2024, nearly 350 leaders from community colleges, workforce agencies, businesses, and national education organizations gathered to explore and advance equitable, responsive education-workforce strategies under the theme “**Expanding Innovative Education and Workforce Partnerships.**” The Summit featured insights from prominent national figures—including representatives from the **Lumina Foundation**, **Credential Engine**, **Jobs for the Future**, and the **National Governors Association**—on the importance of stackable credentials, transparent credentialing, apprenticeships, and workforce equity. It also celebrated **NJ Pathways’** Collective achievements: four **Industry Collaboratives**, 10 **Centers of Workforce Innovation**, 67 pathway and training efforts, engagement with over 1,800 partners, and that more than 7,000 learners and professionals statewide participated in NJ Pathways supported programs.



**Dr. Brian Bridges**  
*Secretary of Higher Education,  
NJ Office of the Secretary of Higher Education*



**Charlotte Cahill**  
*Associate Vice President,  
Jobs for the Future*



**Scott Cheney**  
*CEO,  
Credential Engine*



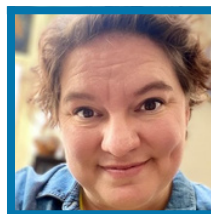
**Paul Fain**  
*Journalist,  
Work Shift and The Job, and The Cusp Podcast*



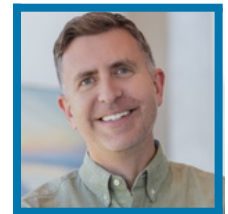
**Dr. Chauncy Lennon**  
*Vice President,  
Learning and Work and Senior Strategy Advisor,  
Lumina Foundation*



**Dr. Ken Sauer**  
*Senior Associate Commissioner and Chief Academic Officer,  
Indiana Commission for Higher Education*



**Amanda Winters**  
*Program Director,  
Postsecondary Education,  
National Governors Association Center for Best Practices*



**Keith Witham**  
*Vice President,  
Ascendium Education Group*

## 2025 NJ Pathways Summit

On June 4, 2025, **NJ's Community Colleges** and the **NJBIA** convened over 400 participants in Atlantic City for a dynamic Summit under the theme **"Innovate, Educate, Elevate: Pathways for All."** The day brought together leaders from education, government, and industry—including key opening remarks from **NJCCC**, **NJEDA**, **NJBIA**, and **State Senator Joseph Cryan's Office**. Attendees were inspired by student-centered **Pathways Project** showcases and a lively industry partner discussion. Expert speakers from the **Education Design Lab**, **Colorado Community College System**, **Business-Higher Education Forum**, and **Rutgers University** shared insights on advancing equitable, workforce-aligned career pathways. The **Summit** served as a powerful call to action, reinforcing New Jersey's commitment to innovative, inclusive education-to-career systems.



**Jen Becker**  
*Managing Director,  
New Jersey Economic  
Development  
Authority*



**Dr. Ashish D  
Borgaonkar**  
*Assistant Professor,  
Engineering Education  
and Director, NCE  
Grand Challenges  
Scholars Program,  
New Jersey Institute  
of Technology*



**Dana Castro**  
*Senior Director,  
Health Insurance  
Management  
Systems Society  
Institute*



**Scott Cheney**  
*CEO,  
Credential Engine*



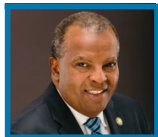
**Joe DeMarco**  
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Program*



**Petra Gaskins**  
*Chief of Staff,  
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Joseph Cryan, NJ  
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**Dr. Matthew Hale**  
*Department of  
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President,  
New Jersey Big Data  
Alliance*



**John Harmon**  
*Founder, CEO, and  
President,  
African American  
Chamber of  
Commerce of NJ*



**Rachel Kahn**  
*Senior Director,  
Community College  
Growth Engine,  
Education Design  
Lab*



**Michael Macklin**  
*Associate Vice  
Chancellor for  
Workforce Solutions,  
Colorado Community  
College System*



**Jennifer Thornton**  
*Senior Vice President  
and Chief Program  
Officer,  
The Business-Higher  
Education Forum*



**Michelle Van Noy**  
*Director & Associate  
Research Professor,  
Education and  
Employment  
Research Center,  
Rutgers University*

### Recognized as a Health Care Education Hero

In 2025, the **New Jersey Council of County Colleges (NJCCC)** was honored as a **Health Care Education Hero** by **NJBIZ** during its annual **Health Care Heroes Awards** program. This recognition celebrates the work of **NJCCC** and its leadership in advancing healthcare education and workforce innovation across New Jersey.

At the heart of this achievement is the **NJ Pathways to Career Opportunities Initiative**, specifically the **NJBioFutures** workforce development organization. Created under the **Center of Workforce Innovation for Aseptic Processing & Biomanufacturing**, **NJBioFutures** unites education, government, and industry to build a talent pipeline for New Jersey's growing life sciences sector.

This award recognizes **NJCCC's** commitment to:

- Equity-focused healthcare training
- Partnerships with healthcare employers
- Pathways from education to high-demand careers

**NJCCC's** leadership ensures that **NJ's Community Colleges** are not only responding to workforce needs—but shaping the future of healthcare education statewide.

### Pathways Leadership Honored as Innovation Champions in Academia

The **NJ Pathways to Career Opportunities Initiative** has been shaped by visionary leadership—and in 2025, that leadership was recognized statewide.

**Dr. Aaron Fichtner**, President, and **Catherine Frugé Starghill, Esq.**, Vice President and Chief Workforce Innovation Officer, **NJCCC**, were both named to the **Innovate100 list by NJBIZ and Innovation+**. This distinction celebrates New Jersey's most influential leaders in education, workforce, technology, and economic development.

Recognition as **Innovate100** honorees reflects not only their personal leadership—but also the statewide impact and future-forward vision of the **NJ Pathways Initiative**.



Get Involved



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

[njpathways.org](http://njpathways.org)

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