

# MANUFACTURING & SUPPLY CHAIN MANAGEMENT

Centers of Workforce Innovation for:

Manufacturing Production  
& Engineering

Supply Chain Logistics



**NJ PATHWAYS**  
TO CAREER OPPORTUNITIES

YEAR ONE: 2022-2023

# COLLABORATIVES

## Industry Partners

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***Nitto***

Innovation for Customers

**sanofi**



# CENTERS OF WORKFORCE INNOVATION

## Education Partners

### 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  
Union College of Union County, NJ

### 8 FOUR-YEAR COLLEGES & UNIVERSITIES

Adelphi University (NY)  
Broward College (FL)  
Fairleigh Dickinson University  
New Jersey Institute of Technology (NJIT)  
Ramapo College of New Jersey  
Rutgers University  
Rowan University  
Thomas Edison State University  
William Paterson University

### 20 HIGH SCHOOLS

Applied Technical High School at Bergen Community College  
Bergen County Technical High Schools (Paramus Campus)  
Bound Brook High School  
Cape May County Technical High School  
Cumberland County Technical Education Center  
Essex County Schools of Technology  
Franklin Township High School  
Gloucester County Institute of Technology  
Hopatcong High School  
Hudson County Schools of Technology  
Jersey City Public Schools  
Kearny High School  
Manville High School  
Middlesex County Magnet Schools  
Morris County School of Technology  
Newton High School  
Somerset County Vocational Technical Schools  
Sussex County Technical School  
Thomas Edison Energysmart Charter School  
William L Dickinson High School

### 8 LABOR UNIONS

Eastern Atlantic States Regional Council of Carpenters  
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  
Heat and Frost Insulators and Allied Workers Local 32  
Sheet Metal Workers International Association Local Union 25

### 4 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

## NJ Pathways To Career Opportunities

New Jersey's Community Colleges and the New Jersey Business and Industry Association (NJBIA) have joined together to launch an unprecedented education and training pathways initiative that will strengthen the state's workforce for residents, businesses, and the economy for years to come.

This initiative, NJ Pathways to Career Opportunities: Aligning Education to Build an Innovative Workforce, brings together employers, industry associations, labor unions, education institutions, and workforce development partners to provide students and workers with the education and career pathways they need to find new careers and opportunities to achieve a competitive wage, and to ensure that employers have access to a highly skilled workforce to meet critical labor market needs.

The Pathways Initiative is comprised of four Industry Collaboratives which are inclusive groups of industry leaders and educational partners across the state focused on the four key industries of the state's economy: (1) Health Services, (2) Infrastructure and Energy, (3) Manufacturing and Supply Chain Management, and (4) Technology and Innovation. The Pathways Initiative is expanding economic mobility for students and adult learners and drive economic growth for the state's employers.

### There are 10 Centers of Workforce Innovation led by Community Colleges in partnership with other education partners across the state to:

**DEVELOP** new curriculum and strengthen existing education and workforce training aligned with the needs of employers that spans the education continuum from high school, to Community College (credit and non-credit), to 4-year colleges and universities, and promotes the movement of students along pathways.

**SHARE** curriculum widely with other education institutions across the state and provide professional development for faculty and instructors so they may deliver the pathways developed.

**CREATE** model agreements and partnerships to support pathways including dual enrollment programs between high schools and colleges, 1+1 partnerships between Community Colleges, and 2+2 and 3+1 agreements between Community Colleges and 4-year colleges and universities.

**PRODUCE** Prior Learning Assessment (PLA) solutions.

# CENTERS OF WORKFORCE INNOVATION

**THE MANUFACTURING & SUPPLY CHAIN MANAGEMENT  
SECTOR OF THE NJ PATHWAYS INITIATIVE  
FOCUSES ON TWO CAREER AREAS:**

**MANUFACTURING  
PRODUCTION &  
ENGINEERING**

**SUPPLY CHAIN  
LOGISTICS**

## EDUCATION AND TRAINING PARTNERS

**4-YR COLLEGES  
& UNIVERSITIES**

**ADULT LITERACY  
TRAINING PROVIDERS**

**COMMUNITY BASED  
TRAINING PROVIDERS**

**COMMUNITY  
COLLEGES**

**PRIVATE CAREER  
SCHOOLS**

**VOCATIONAL TECHNICAL  
& COMPREHENSIVE  
HIGH SCHOOLS**

## INDUSTRY ACTION TEAMS

**EMPLOYERS**

**INDUSTRY  
ASSOCIATIONS**

**LABOR UNIONS**

# COMMUNITY COLLEGE PARTNERS

## MANUFACTURING PRODUCTION & ENGINEERING

- Camden County College
- County College of Morris
- Raritan Valley Community College
- Sussex County Community College

## SUPPLY CHAIN LOGISTICS

- Hudson County Community College
- Rowan College of Burlington County
- Salem Community College
- Union County College

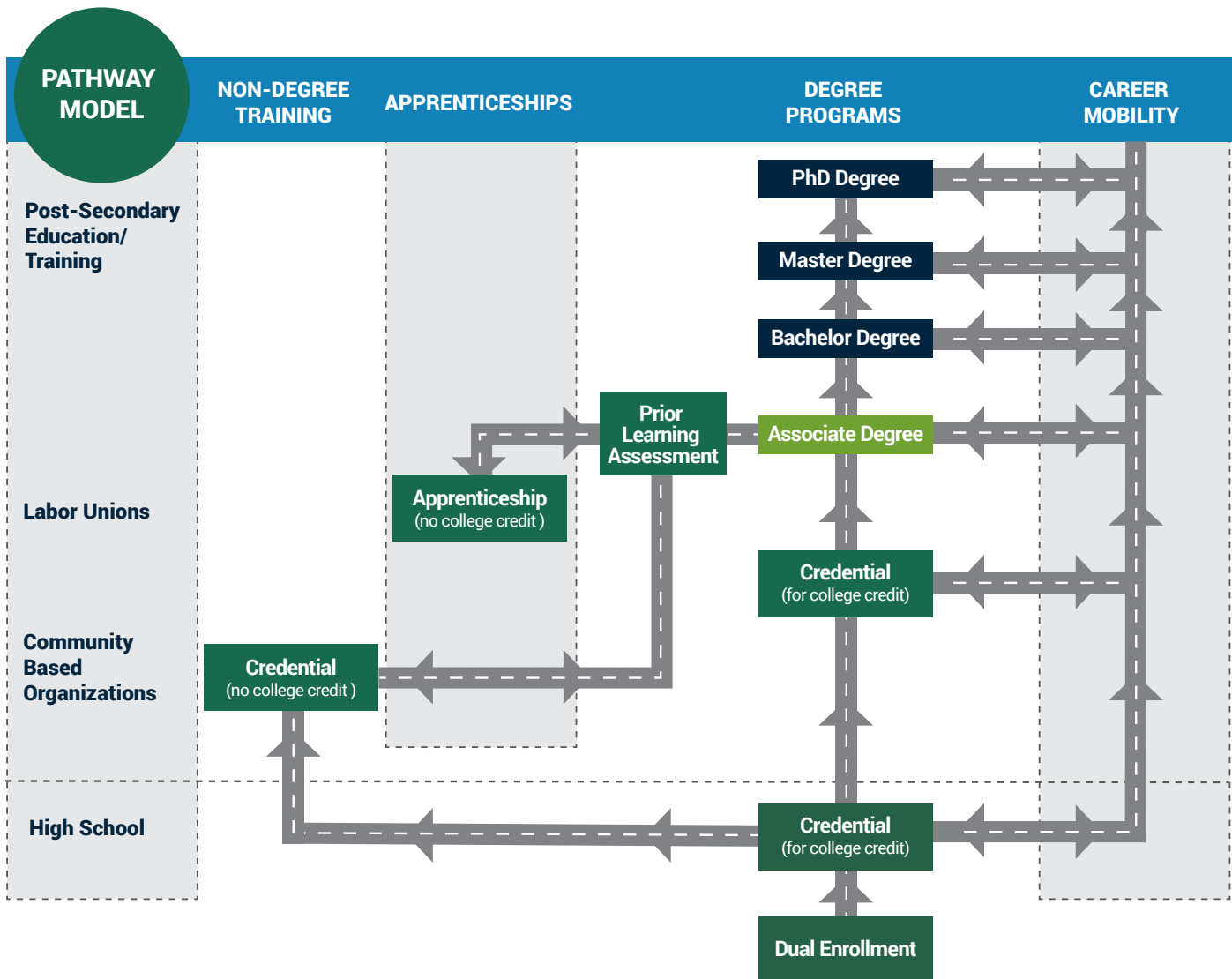


# What's in this Brochure?

This brochure details the exhaustive work of the cross-education sector partners of the Centers of Workforce Innovation (high schools, Community Colleges, four-year colleges and universities, labor unions, private career schools, community-based training providers, and others). The Centers are not buildings but instead are groups of cross-education sector partners working together to create and enhance academic and workforce development training programs so that every New Jersey residents' participation in these programs (no matter the education or training institution) results in (or leads closer to) the attainment of industry credentials and/or college degrees.

Rarely are individuals' education and training pathways linear or a straight line. There are stops and starts related to one's life journey. The 1,200+ industry and education partners of the NJ Pathways to Career Opportunities initiative keep that in mind to coordinate and create on- and off- ramps that allow for the continuous movement along a pathway to industry credentials and college degrees.

Most students and adult learners have education and training pathways that look like this:



The pathways that are developed and enhanced in the Centers of Workforce Innovation are connected and lead to industry credentials and college degrees no matter the starts and stops along the way. Those pathways include:



The cross-education sector partners working with Community Colleges include 20 high schools, 9 four-year colleges and universities, 8 labor unions, and 4 community-based training providers and others engaged in this transformational work within the Centers. The Centers have connected and enhanced 22 education and training pathways in the four fastest-growing industries in the state. The pathways work will soon be available to the education institutions statewide via an online repository at [www.njpathways.org](http://www.njpathways.org). This work includes:

- » Model career awareness programs for high schools and Community Colleges
- » Model dual enrollment programs for high schools
- » Community College curriculum
- » Model articulation agreements between Community Colleges
- » Model articulation agreements with four-year colleges and universities
- » Prior learning assessment solutions for non-credit to credit (including for apprenticeships), industry credential to credit, and work experience to credit
- » Apprenticeship models
- » Model experiential learning programs
- » Contextualized adult literacy occupational programs
- » Model workforce development training programs
- » Pathway maps
- » Professional development materials for each pathway

The contents of this brochure represent the hard work of 1,200+ industry and education partners in the first full year of the pathways initiative. We have laid the groundwork, connected and enhanced education and training pathways, engaged industry to directly influence pathways, and created education ecosystems collaborating together while focused on industry needs to benefit employers, employees, adult learners and students.







# MANUFACTURING AND SUPPLY CHAIN MANAGEMENT

CENTER OF WORKFORCE INNOVATION FOR MANUFACTURING PRODUCTION & ENGINEERING  
CENTER OF WORKFORCE INNOVATION FOR SUPPLY CHAIN LOGISTICS

## INDUSTRY HIGHLIGHTS

- » Projected to add 68,850 jobs through 2030
- » \$50.5 billion in total wages paid, or about 21.3% of all wages
- » Over \$125 billion to GDP in 2020, 22.7% of all output
- » Lost 238,000 jobs since 1990, primary in the manufacturing component
- » Loss of 81,700 jobs in Spring 2020 and has recovered 95,300 through May 2022

*Source: United States Bureau of Economic Analysis, GDP in Chained 2012 Dollars Quarterly Census of Employment and Wages, 2020 Annual Averages Current Employment Statistics*

## SALARY REPORT

EDUCATION	EMPLOYMENT	AVERAGE SALARY
Doctoral or professional degree	1,520	\$137,600
Bachelor degree	92,560	\$125,000
Associate degree	6,580	\$60,000
Postsecondary non-degree award	40,450	\$58,700
Some college, no degree	14,400	\$49,900
High school diploma or equivalent	335,170	\$55,200
No formal educational credential	144,480	\$37,900

## CENTER OF WORKFORCE INNOVATION FOR MANUFACTURING PRODUCTION & ENGINEERING

Manufacturing currently accounts for 11.3% of private sector Gross Domestic Product (GDP) in NJ, an overall increase of 0.5% since 2019. Manufacturing contributed \$54 billion to our states real GDP in 2020. More than 150,000 people work in manufacturing occupations. With the trend towards job reshoring of manufacturing, our geographic location, skilled workforce and infrastructure, are expected to see modest growth in manufacturing even as technology continues to change the skill needs in the sector.

### PATHWAY 1 – MACHINIST/COMPUTERIZED NUMERICAL CONTROL (CNC)

**CONNECTION TO HIGH SCHOOL (NON-CREDIT)** - Raritan Valley Community College (RVCC) created a career awareness Summer Institute to introduce students to the Advanced Manufacturing industry. Students were informed about the technology driving the manufacturing industry forward, such as precision machining, computerized numeric control (CNC), and 3D Printing. This 3-day career awareness program was piloted April 11-13, 2023 at RVCC's Workforce Training Center for 20 Hunterdon Central High School students during the students' Easter Break. Following the pilot, RVCC will conduct expanded outreach to Justice Impacted learners, Veterans, and underserved communities in an effort to drive awareness of the Summer Institute that is scheduled for June 2023.

Camden County College (CCC) developed marketing material to demonstrate the pathways they offer including the Precision Machinist Certificate of Achievement and the Associate of Applied Science in Precision Machining. Outreach activities by CCC included: (1) a Career Symposium and tour of college labs, (2) the All Camden County High School Counselors Program Symposium, and (3) STEM Day events. Camden County Technical School is a key education partner directing students to CCC's program.

County College of Morris worked with the Morris County Vocational School District to plan and deliver a Career Awareness Day for students from around the county who are interested in advanced manufacturing. The event was held on February 20, students from 10 different high schools. Students were introduced to manual machining and microelectronics through hands-on activities.

**CONNECTION TO HIGH SCHOOLS (NON-CREDIT)** - Raritan Valley Community College developed an Advanced Manufacturing program with four high schools: (1) Somerset Vocational Technical High School, (2) Bound Brook High School, (3) Manville High School, and (4) Franklin High School. Students learn Conventional and CNC Machining, Programming Setup and Operations, and earn industry-recognized National Institute for Metalworking (NIMS) credentials.

**CONNECTION TO 4-YEAR COLLEGE/UNIVERSITY** - Raritan Valley Community College (RVCC) established a 2+2 articulation agreement with New Jersey Institute of Technology (NJIT). Students who earn the Associate of Science in Mechanical Engineering Technology degree at RVCC can transfer to the Bachelor of Science in Engineering Technology, Mechanical Engineering Technology or Bachelor of Science in Engineering Technology, Manufacturing Engineering Technology at NJIT.

**ADULT LEARNERS/PILOT** - Raritan Valley Community College (RVCC) piloted two Registered Apprenticeships that support adult learners, unemployed workers, and incumbent workers with tracks to new employment and career advancement: (1) Machinists and (2) CNC Operator - Milling. Outreach is done through RVCC's 3D Printing summer boot camps, AWS welding offerings, information sessions provided to other students enrolled in our Pre-apprenticeship program, Student Success Program, Title II Literacy Programs, and other enrichment programs offered by RVCC. The pilot was comprised of 12 apprentices: 3 still currently active each apprenticeship and 6 completed and received their journey person card.

Camden County College (CCC) implements two Pre-Apprenticeship Manufacturing boot camps per year. Outreach to unemployed workers is done in partnership with NJDOL with outreach to residents in Camden, Burlington and Gloucester counties. In 2022, 22 individuals participated in the training. Additionally, for incumbent workers, CCC promotes the Online Machine Operator Apprenticeship program to state wide NJ employers. This online program developed by CCC began in 2019; to date 124 incumbent workers have participated in the apprenticeship program.

**ADULT LEARNERS/PILOT** - The Core Bootcamp at the County College of Morris (CCM) is a 6-week entry level advanced manufacturing training program, that prepares students with no or little experience for placement with a company as an apprentice or entry level employee. Topics include safety (OSHA-10 certification), CAD/CAM Level 1, manual machining, and intro to CNC.

Using braided funding CCM extended the Core Bootcamp to include Level 2 CAD and CAM coursework and additional NIMS certification preparation. Students were eligible to sit for a Solidworks certification, as well as NIMS Job Planning, Bench Work & Layout and Measurement, Materials & Safety.

Through the pilot, 21 NIMS certificates were earned.

**PROFESSIONAL DEVELOPMENT** - Raritan Valley Community College is partnering with FESTO, NC3, Rutgers Health (OSHA Outreach) and ARM to offer specific customized training to our instructors to improve their overall machinist skills, as well as their ability to manage a hands-on classroom.

Camden County College (CCC) created a Train the Trainer material for the CNC Machinist program including an instructors' lesson plan for a 15-week class. The class is intended to be a 7-credit 10-contact hour class and is used to teach CIM-101 (Machine Shop Practice) and CIM-221 (CNC Programming and CAM) at CCC. These two classes are bundled together for a "Boot Camp" program. The material created also includes a PDF file of lecture notes to assist students.

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## PATHWAY 2 – OPTICS TECHNOLOGY

**CONNECTION TO HIGH SCHOOL (DUAL ENROLLMENT)** - Sussex County Community College (SCCC) developed an Optics Technology dual enrollment program. Students who successfully complete the dual enrollment program earn 3 college credits toward the SCCC course OPTC 101: Fundamentals of Optics.

The dual enrollment program was delivered at Newton High School, Hopatcong High School, and Sussex County Technical School during the 2021 – 2022 academic year. Each of these programs was conducted using a different instruction methodology:

- Newton High School adopted a co-teaching model with a high school instructor and SCCC's Optics Technology Instructor.
- Hopatcong High School had SCCC's Optics Technology instructor teach the course directly.
- Sussex County Technical School taught the course independently with support from SCCC's Optics Technology Instructor.

Instructional materials include syllabus, course outline, multiple instructional slide decks, lab activities for students, and other teaching materials.

**DEVELOP APPRENTICESHIP** - Sussex County Community College (SCCC) partnered with Thorlabs to develop a USDOL registered apprenticeship program in Optics Technician modeled after an existing apprenticeship developed and delivered by Monroe County Community College (New York).

Thorlabs has submitted application to USDOL and awaits approval notification. Upon approval, SCCC will begin enrollment for the Optics Apprenticeship.



SCCC determined the following courses comprise the related technical instruction (RTI) of this apprenticeship:

COURSE TITLE	COURSE CODE
Fundamentals of Optics I	OPTC101
Standards of Optics	OPTC107
Measurement and Analysis I	OPTC112
Ray Optics	OPTC121
Conventional Optics Manufacturing I	OPTC140
CNC Optics Manufacturing I	OPTC225
Advanced Optical Systems	OPTC255

SCCC is currently supporting an apprenticeship program between Monroe and EscoOptics through hands-on labs.

**ADULT LEARNERS** - Sussex County Community College (SCCC) developed model recruitment events, tours, programs, and an engagement plan to increase enrollment of adult learners (specifically unemployed and underemployed) into the optics technology industry. These include open houses, tours of the SCCC campus and Thorlabs facilities, as well as other outreach events to connect prospective adult learners to this high-skill and in-demand career pathway.

SCCC has also partnered with Project Self-Sufficiency's New Jersey Youth Corps which is a program for 16 to 25-year-old students looking to earn their high school equivalency (HSE). Similar to an Integrated Education Training Program, 27 adult learners were enrolled in a unique session of Fundamentals of Optics I while simultaneously completing their HSE. Successful completers earned 3 college credits. This cohort of adult learners received instruction from November 2022 – February 2023.

In addition, 3 of the adult learners expressed significant interest in applying to Thorlabs' internship program in Summer 2023 (after their graduation from the Project Self Sufficiency program.)

**PROFESSIONAL DEVELOPMENT** - Sussex County Community College (SCCC) has provided professional development to local high school instructors to prepare them for teaching OPTC101: Fundamentals of Optics I as part of the optics technology dual enrollment program. Those high schools included: (1) Hopatcong High School, (2) Newton High School, and (3) Sussex County Technical School.

SCCC in collaboration with the American Center for Optics technology (AmeriCOM) is running a three-day workshop in July 2023 for all faculty interested in learning more about optics. Areas of professional development will include: (1) Optical components and mounting, (2) Measurement techniques and standards, (3) Basic optical manufacturing, (4) Introductory metrology, and (5) Suggested laboratory exercises.

**EXPAND INDUSTRY PARTNERSHIPS** - Sussex County Community College (SCCC) hosted a myriad of outreach events including open houses, tours of the campus, and information sessions. These events have provided SCCC the opportunity to present to prospective students and community members an industry overview of, and career opportunities in, Optics Technology.

In December 2022, the Optics Technology Program was visited by 12 members of the Technical and Vocational Education Division of New Taipei City who are very interesting in forming an educational partnership with SCCC.

Additionally, SCCC have been visited by many new industry partners including Satisloh, Taylor-Hobson, Zygo, and Optikos. Each of these companies have been added to the SCCC Optics Technology Advisory Board and provide invaluable insight towards the development of curriculum, topics of focus, and future outreach possibilities.

SCCC has also partnered with the American Center for Optics Manufacturing (AmeriCOM) for the development of optics outreach materials. These efforts are currently ongoing.

## CENTER OF WORKFORCE INNOVATION FOR SUPPLY CHAIN LOGISTICS

The pandemic has shown us the vulnerability in the global supply chain, reminding us of how interconnected our state is to the global economy. Today, employers in a variety of industries need employees with new and more technically diverse skills to manage the moving of goods and the supply chain to better prepare for future disruptions. In 2020, 400,000 people worked in supply chain management and logistics occupations. These jobs account for 12.5% of the state's private sector, which is higher than the national average of 9.5%.

### PATHWAY 1 – SUPPLY CHAIN LOGISTICS (NON-CREDIT PROGRAM)

#### CONNECTION TO COMMUNITY COLLEGE (NON-CREDIT) -

Rowan College at Burlington County (RCBC) created a Memorandum of Understanding between Broward College Center for Supply Chain Education (CSCE) and NJ's 18 Community Colleges for all the colleges to offer the curriculum for the 8 SCPro Fundamentals Certifications (the supply chain industry's preeminent credentials). Broward College Center for Supply Chain Education (CSCE) serves as the single representative for the Council of Supply Chain Management Professionals (CSCMP), the accreditation organization for these industry credentials. This will allow Community College students access to registration, curriculum, study materials, and exam proctoring through the online learning management system.

Union College of Union County, NJ finalized Prior Learning Assessment (PLA) approval for their non-credit students to receive college credit once they complete the Essentials of Supply Chain Management Program.

The 8 SCPro Fundamentals Certifications are as follows: (1) Supply Chain Management Principles, (2) Customer Service Operations, (3) Transportation Operations, (4) Warehousing Operations, (5) Demand Planning, (6) Inventory Management, (7) Supply Management & Procurement, and (8) Manufacturing & Service Operations. Students who earn these industry credentials are equipped with the skills required for the supply chain industry.

**PRIOR LEARNING ASSESSMENT (OTHER)** - Hudson County Community College developed a prior learning assessment (PLA) process and template to articulate credit for non-credit courses and industry-recognized credentials for students. This PLA model provides a seamless process that does not require each student to individually obtain approval for articulation or require administrator approval for each student. This new process only requires that students provide documentation of completion of the course(s) or the industry recognized credential to the Registrar.

Using the PLA model, three SCPro Fundamentals credentials have been determined to articulate to 3 college credits/each for a total of 9 college credits for all three credentials. The credentials are (1) Supply Chain Management Principles, (2) Transportation Operations, and (3) Warehouse Operations.

These college credits for industry credentials provide a pathway to the Transportation, Logistics, and Distribution Certificate into the Associate of Applied Science in Supply Chain Management degree.

**ADULT LITERACY** - Union College of Union County, NJ (UC) created an Integrated Education and Training (IET) program. An IET program is an education model that combines occupational skills training and basic academic skills instruction to increase and expedite the educational and career advancement of adult learners. IET programs combine education and job skills training necessary to transition adult learners beyond adult basic education and through a career pathway that affords them job training and gainful employment. Specifically, UC combined its English as a Second Language course with its Essentials of Supply Chain Management training program which includes instruction for 4 SCPro Fundamentals industry credentials and job development/placement services. Additionally, UC created supplemental materials to support this program as a non-credit to credit pathway.

Rowan College at Burlington County (RCBC) also created an Integrated Education and Training (IET) program. Specifically, RCBC combined its Adult Basic Education course with its existing high school dual enrollment Quick Step Program (focused on Supply Chain Management) and re-branded it as an IET program for adult learners. Adult learners who complete this course earn college credit. This IET program was piloted in Fall 2022.

**PROFESSIONAL DEVELOPMENT** - Rowan College at Burlington County created a toolkit which explains the Quick Step Program focused on Supply Chain Logistics to assist other education institutions to implement and market the program. The toolkit also

guides education institutions in the implementation of non-credit to credit articulation and/or portfolio review options for prior learning assessments (PLA) for the SCPro Fundamentals Certifications.

The toolkit is formatted on the “phases of implementing a project” including planning, developing, implementing and launching. In each stage, there is a brief description of the process, important questions for considerations, and sample documents when applicable. Additionally, challenges and questions that should be considered are also outlined within the Toolkit.

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## **PATHWAY 2 – SUPPLY CHAIN LOGISTICS (CREDIT PROGRAM)**

**CONNECTION TO HIGH SCHOOL (DUAL ENROLLMENT)** - Hudson County Community College (HCCC) partnered with Jersey City Public Schools to provide noncredit classes and Early College classes which allow high school students to obtain college credit. HCCC adapted 3 SCPro Fundamentals credential courses (Supply Chain Management, Warehousing, and Transportation) for 9th, 10th, and 11th grade students. The curriculum for the first course, Supply Chain Management, was adapted to match a high school schedule while retaining all key components and outcomes of the course. The delivery of the course will align with the third and fourth marking periods from February - June for the 2022-2023 high school academic year. The remaining courses will be offered during the 2023-2024 academic year.

Salem Community College (SCC) created a targeted outreach program intended for traditional aged youth (18 to 24-year-old) to expose them to career pathways in the supply chain industry and to allow them to earn 3 college credits towards SCM101: Introduction to Supply Chain Management. SCC created marketing materials including a website landing page, intake form, and email messaging which was shared with local non-profits, high school guidance counselors, the Salem County Board of Social Services, and the Workforce Development Board of Cumberland / Salem / Cape May.

SCC delivered this training to both high school students and adult learner in one combined cohort of 15 participants in Fall 2023. Of the initial 15 participants, 10 successfully completed the program and 5 earned college credit upon earning a passing grade. SCC may offer this training in the Spring 2023 and Summer 2023 semesters.

**CONNECTION TO COMMUNITY COLLEGE (CREDIT)** - Hudson County Community College (HCCC) is creating a new Associate of Science in Supply Chain Management degree program. The curriculum, which will include the SCPro Fundamentals credential courses of Operations Management, Procurement Management, Supplier Relationship Management, and Program Management are included in the degree curriculum. The degree curriculum is under development and within the approval process for HCCC's internal and external committees.

Once fully approved, HCCC will share this curriculum with the other Community Colleges in New Jersey. High school Early College courses, noncredit courses, and academic certificates nest within each other and save students time and money in their journey to an Associate degree. The pathway will be further extended to articulate to a bachelor's degree once the Associate degree curriculum is approved. The schedule launch for this new Associate degree program is Fall 2023.

**EXPERIENTIAL LEARNING** - Rowan College at Burlington County created a toolkit to assist education institutions develop and document experiential learning opportunities for students. This toolkit can be used in its current format or adapted for an education institution's unique conditions. Content considerations may include program-specific accreditation requirements, institutional priorities, funding access and opportunities, student population (trends/needs), and industry presence in the region. The toolkit includes experiential learning definitions, student and supervisor evaluations, employer engagement strategy, experiential learning participation and partnership agreement, experiential learning proposal process, and experiential learning course (EXP).

**ADULT LEARNERS/PILOT** - Salem Community College (SCC) adapted its dual enrollment pilot for adult learners to expose them to career pathways in the supply chain industry and allowed them to earn 3 college credits towards SCM101: Introduction to Supply Chain Management. SCC created marketing materials including a website landing page, intake form, and email messaging which was shared with local community-based organizations, the Salem County Board of Social Services, and the Workforce Development Board of Cumberland/Salem/Cape May.

SCC delivered this training to both high school students and adult learner in one combined cohort of 15 participants in Fall 2023. Of the initial 15 participants, 10 successfully completed the program and 5 earned college credit upon earning a passing grade. SCC may offer this training in the Spring 2023 and Summer 2023 semesters.

A large white quotation mark at the top left of the page. The background is a photograph of a factory interior, showing a conveyor belt with dark-colored items being processed. The ceiling is high with industrial lighting and pipes. The overall scene is brightly lit, typical of a modern manufacturing facility.

**At Eastern-Millwork, hiring employees with the education and training needed to do the job is critical. It is not always easy to find skilled workers. The NJ Pathways Initiative ensures that curriculum prepares workers for the actual skills required by businesses. We are proud to be part of this incredible collaboration between education and industry.**

**Andrew D. Campbell**  
President  
Eastern-Millwork







## **NJ PATHWAYS** **TO CAREER OPPORTUNITIES**

We hope our brochure on the New Jersey Pathways to Career Opportunities' Centers of Workforce Innovation gave you insights and appreciation for the game-changing work we are doing to align education with industry in the Garden State! It is exactly what is necessary to propel New Jersey's economy post-pandemic and beyond.

New Jersey Pathways embraces high-quality and timely labor market information about the changing needs of employers and builds an ecosystem of education and training partners to encourage collaboration and information sharing. We are confident this coordination and expansion of partnerships between critical stakeholders - in such a comprehensive fashion - will make unprecedented strides in advancing careers and filling critical employment needs.

This dynamic, cutting-edge initiative would not be possible without the vast industry and educational connections that have been built over several decades by New Jersey's Community Colleges and the New Jersey Business & Industry Association (NJBIA).

Community Colleges are one of New Jersey's greatest success stories. Created in the 1960s, New Jersey's 18 Community Colleges now enroll more than 300,000 people each year in credit, non-credit, and workforce development courses at more than 70 campuses throughout the state.

NJBIA has been focused on the advancement of competitive excellence for more than 110 years. NJBIA is the voice of thousands of businesses bound together for support, advocacy, and networking.

Together, New Jersey Community Colleges and NJBIA are a catalyst for progress and change sharpening our state's workforce. The synergy we have established with thousands of partners around the state is nothing shy of transformational.

We look forward to embracing you into this partnership.

**AARON R. FICHTNER, PH.D.**  
*President*  
New Jersey Council of County Colleges



**MICHELE SIEKERKA**  
*President and CEO*  
New Jersey Business & Industry Association







**GET INVOLVED**



**NJ PATHWAYS**  
**TO CAREER OPPORTUNITIES**

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

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