



NJ PATHWAYS

TO CAREER OPPORTUNITIES

Aligning Education to Build an Innovative Workforce

Centers of Workforce Innovation for

Construction & Renewable Energy

END OF YEAR
REPORT



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

Welcoming Remarks

Catherine Starghill, Esq.

**Vice President and
Chief Workforce
Innovation Officer,
NJCCC**



Agenda

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Our Education Partners

Construction

- **Brookdale Community College**
- **County College of Morris**
- **Hudson County Community College**
- **Ocean County College**

Renewable Energy

- **Atlantic Cape Community College**
- **Bergen Community College**
- **Brookdale Community College**
- **Raritan Valley Community College**
- **Rowan College of South Jersey**



End of Year Report

Center of Workforce Innovation for Construction

Burl Yearwood, Lead Institution Representative
Hudson County Community College

Construction Management Pathway

Chris Carroll,
Brookdale
Community
College

Burl Yearwood,
Hudson County
Community
College

Shawn Zakar,
Ocean County
College

Katrina Bell,
County College
of Morris

Construction Management Pathway

Education Partners:

Brookdale Community College

Hudson County Community College

Ocean County College

County College of Morris

The Construction Management Pathway is responding to New Jersey's increasing need for skilled professionals to manage growing infrastructure, commercial, and residential projects. Community College partners— Brookdale Community College, Ocean County College, and County College of Morris—are collaboratively developing and delivering innovative non-credit training programs focused on project management, OSHA safety standards, and HVAC technician skills. These programs integrate industry input, open educational resources (OER), embedded credentials, and soft skills training to ensure that participants—including veterans and underserved populations —are equipped for immediate employment and career advancement.

EDUCATION

PARTNERS:

Brookdale Community
College

Ocean County
College

County College of
Morris

Construction Management Pathway

Brookdale Community College (Brookdale) redeveloped its existing non-credit Construction Management certificate by creating OER-based curriculum for three key courses: Estimating and Cost Control, Scheduling for Construction, and OSHA 10 Safety Training. The program is enhanced with soft skills, leadership, and job readiness content. Brookdale is engaging industry to formalize partnerships for future alignment and program sustainability.

Ocean County College (OCC) has delivered a Project Management pilot program that includes coursework in project management and career readiness. Eighteen students enrolled in the Google Project Management certification track, with OSHA 10 training launching shortly. OCC emphasizes support for veterans and underserved populations, and has integrated career services including resume-building and employer networking events.

EDUCATION

PARTNERS:

Brookdale Community
College

Ocean County
College

County College of
Morris

Construction Management Pathway

County College of Morris (CCM) designed a non-credit HVAC Technician bootcamp that includes preparation for EPA Section 608 certification. The college also developed a Career Readiness curriculum and has explored Prior Learning Assessment (PLA) and degree alignment. CCM has formed an active advisory board and engaged local employers to identify real-world training needs and support work-based learning.

Pathway Connection Resources:

- Brookdale has developed OER-based curriculum for the Estimating and Cost Control, Scheduling for Construction, and OSHA 10/30 Safety Training.
- OCC resources include a syllabus for CAPM/PMP prep course and OSHA 10.
- CCM developed the course outline for the EPA 608 training.

PATHWAY CONNECTIONS:

Connection to High School (Non-Credit)

Connection to High School (Dual Enrollment)

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Community College (Credit)

Apprenticeship Development

PLA for Apprenticeship RTI

PLA

Connection between Community Colleges (1+1)

Experiential Learning

Connection to CBOs

Adult Learners

Adult Literacy

Connection to 4-Yr College/University

Professional Development

Pilot

Construction Management Pathway

Brookdale has redeveloped its existing non-credit Construction Management certificate by creating OER-based curriculum for three key courses: Estimating and Cost Control, Scheduling for Construction, and OSHA 10/30 Safety Training. The program is enhanced with soft skills, leadership, and job readiness content. Students who complete the program gain an industry recognized credential from OSHA and will be equipped for immediate employment and career advancement.

Ocean County College offers access to Google Project Management through Coursera, as well as OSHA 10 Safety Training and either the CAPM or PMP exam preparation course. Those who complete the program will earn five Google certifications, a Google Project Management Specialist credential, a certificate of completion for CAPM or PMP exam prep, and either the CAPM or PMP certification from PMI.

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Construction Management Pathway

CCM developed curriculum for the HVACR Technician role. The curriculum included:

- Core
- Type I – Small Appliances
- Type II – High-Pressure Systems
- Type III – Low-Pressure Systems
- Universal Certification – All Categories

Pathway Connection Resources:

Brookdale developed OER-based curriculum for the Estimating and Cost Control, Scheduling for Construction, and OSHA 10/30 Safety Training courses.

OCC resources include a syllabus for CAPM/PMP prep course and OSHA 10.

CCM developed the course outline for the EPA 608 training.

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Construction Management Pathway

An advisory board was created and convened to get a better understanding of local employer needs. Career readiness instruction was included throughout the curriculum. **County College of Morris Office of Career Services** provided supplemental support in resume development and interview skills. The Business Development Coordinator continues to work with students for placement and support.

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Professional Development

Pilot

Construction Management Pathway

Brookdale launched the Construction Management pilot on September 2025 for 5 students. Classes will continue thru the fall semester. A scholarship program is being developed to provide financial assistance to eligible students.

OCC launched their pilot in the Fall of 2024 with 18 students. It included Google Project Management, OSHA 10, CAPM/PMP Exam Prep Courses, and students will sit for the CAPM or PMP Exam in the Fall of 2025.

CCM launched their pilot with 10 students interested in entering the HVACR field and gaining their EPA 608 certificate. Students attended classes from 6/19/2025 – 8/28/2025, completing 60 hours of class and the attainment of the ESCO EPA 608 Certification.

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Professional Development

Pilot

Construction Management Pathway

Pathway Connection Resources:

- **Brookdale** developed OER-based curriculum for the Estimating and Cost Control, Scheduling for Construction, and OSHA 10/30 Safety Training. Resources include:
 - Syllabi for all classes
 - Presentation slides for OSHA
 - Marketing flyer
- **CCM** developed a course outline and marketing flyer for the bootcamp.

EDUCATION

PARTNERS:

Brookdale Community
College

Ocean County
College

County College of
Morris

Construction Management Pathway

Ancillary Activities or Outcomes:

- The **Brookdale** program was promoted at the September 2025 Job Fair on campus. Outreach continuing thru former students, current adult learners and the campus Veterans Office.
- The **OCC** program will be promoted at the Career Expo on 10/2/25 and will be discussed at 2 open house opportunities within the community in November for the Spring 2026 Term.
- **CCM** will market the HVACR program at the Fall Open House on October 11, community events attended throughout the fall, and on the CCM website. Once feedback is reviewed and adjustments made to the pilot materials, the program will be submitted for VA approval.

EDUCATION

PARTNERS:

Brookdale Community
College

Ocean County
College

County College of
Morris

Construction Management Pathway

Words of Advice:

Marketing is key to generating enrollments. Outreach to industry partners, unions and former students is encouraged. Building the connections to industry will help yield valuable student enrollment while also partnering with internal agencies such as Veterans, Military, Resource Centers and SSS Trio.

Employment opportunities in this field can be seasonal, particularly for new hires. Timing the courses to facilitate ending at the right time could improve placement opportunities for students.



End of Year Report

Center of Workforce Innovation for Renewable Energy

Sherwood Taylor, Lead Institution Representative
Atlantic Cape Community College

EV Internship and Faculty Development Pilot

PJ Ricatto,

Bergen Community
College

Sara Heller,

Raritan Valley
Community
College

EV Internship and Faculty Development Pilot

Education Partners:

Brookdale Community College

Bergen Community College

Raritan Valley Community College

The EV Internship and Faculty Development Pilot is a collaborative project between Bergen Community College (Bergen), Raritan Valley Community College (RVCC), and Brookdale Community College (Brookdale) aimed at expanding workforce training in Electric Vehicle (EV) technology through internships, faculty development, and articulation agreements. This project provides hands-on internship experiences for students in EV-related industries and supports faculty participation in high-quality professional development through the Electric Vehicle Education for New Jersey (EVE-NJ) project, funded by the National Science Foundation. Bergen Community College (Bergen) and RVCC are working with local EV manufacturers and dealerships to offer innovative work-based learning opportunities for cohorts of 6 to 20 students. Brookdale Community College is hosting specialized faculty training workshops, while Bergen Community College is also developing 1+1 articulation agreements to allow students to complete their EV-focused Automotive Service Technician degree in collaboration with the partner institutions. This project represents a strategic effort to align education with the rapidly evolving EV industry and ensure New Jersey's workforce is prepared for the jobs of the future.

EDUCATION PARTNERS:

Brookdale Community
College

Bergen Community
College

Raritan Valley
Community College

EV Internship and Faculty Development Pilot

The EV Internship and Faculty Development project had a very successful year by piloting two Automotive/EV internship programs for community college students, completing two 1+1 articulation agreements in Automotive Technology, and creating a faculty development program to bring CTE faculty in Automotive Technology up to speed with Electric Vehicle systems, safety and service.

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Pilot

EV Internship and Faculty Development Pilot

Without an Automotive Technology program or an Electric Vehicle (EV) technology program, but with significant student interest in the field, Bergen partnered with both RVCC and Brookdale to create 1+1 articulation agreements between Bergen and each institution.

RVCC and Brookdale have both recently completely reworked their automotive program to include EV service technology into their program as well as made large investments into their Automotive Technology facilities and equipment.

Pathway Connection Resources:

Automotive-EV 1+1 articulation course of study.

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Pilot

EV Internship and Faculty Development Pilot

This past year, Electric Vehicle internship programs were piloted at Bergen and RVCC. At Bergen, two cohorts of four students worked at the Volvo USA headquarters in Mahwah NJ. The students worked in the service shop and conducted research on battery performance. All the students had a very positive experience and contributed excellent feedback to improve the program going forward. Over thirty RVCC Automotive Technology students participated in the NJ Pathways Internship program over the past two summers. The students were provided with the opportunity to start employment and experience exactly what it feels like to be a technician in the automotive industry.

Pathway Connection Resources:

Student presentation

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Pilot

EV Internship and Faculty Development Pilot

This past year, faculty members from RVCC took part in Electric Vehicle (EV) professional development workshops designed to help them better integrate EV service technology into either their Automotive technology program or Manufacturing technology program. This past June, Professor Sara Heller, the Head of the Automotive Technology program at RVCC participated in an Electric Vehicle Essentials ONLINE - EV Training for Technicians and the Related Workforce program hosted by the AVTG (Advanced Vehicle Technology Group). Earlier in the year, the Head of the manufacturing technology program Bergen Community College participated in an EV training workshop for CTE faculty members hosted by the SAE (Society of Automotive Engineers), titled “Hybrid and Electric Vehicle Engineering Academy - ACADo6”.

Pathway Connection Resources:

[SAE course modules page](#)

EDUCATION PARTNERS:

Brookdale Community
College

Bergen Community
College

Raritan Valley
Community College

EV Internship and Faculty Development Pilot

Ancillary Activities or Outcomes:

As a result of the successful pilot Automotive / EV internship program at Volvo in Year 3|FY25, Bergen Community College and Volvo are working on plans to institutionalize the program with both entities contributing equally to the program costs.

Words of Advice:

Both internship programs were a huge success because we created the programs in collaboration with Volvo and the local Dealerships, basing the number of students, working hours, student responsibilities and reporting requirements on their needs.

The 1+1 articulation agreements were challenging because the automotive course requirements need to be taken sequentially over a three to four semester sequence.

CTE faculty development programs need to be set up with long lead times, primarily in the summer to accommodate the faculty members busy schedules.

Workforce Plus Series: Renewable Energy (Hybrid)

Sherwood Taylor,
Atlantic Cape
Community
College

Workforce Plus Series: Renewable Energy (Hybrid)

Education Partners:

Atlantic Cape Community
College

Rowan College of South
Jersey

The Workforce Plus Series: Renewable Energy (Hybrid) is a program designed to address workforce needs in the growing renewable energy sector. The program blends academic and workforce development tracks, offering both credit-bearing and non-credit-bearing options within a series of three courses, each featuring embedded industry-recognized credentials.

All courses are designed for flexibility in delivery, ensuring participants gain the foundational knowledge and skills needed to advance in the renewable energy workforce.

EDUCATION PARTNERS:

Atlantic Cape
Community College

Rowan College of
South Jersey

Workforce Plus Series: Renewable Energy (Hybrid)

The series begins with "Foundations for Renewable Energy," a **15-week online course** that provides a comprehensive overview of renewable energy and prepares participants for the **Certified Supply Chain Professional (CSCP) credential**.

The second course, "Foundations for Project Management," is a **12-week hybrid course** covering essential project management principles aligned with the **Certified Associate in Project Management (CAPM) credential**.

The final course, "Foundations for Supply Chain Management," emphasizes supply chain management with a focus on offshore wind, supporting participants in pursuing the **Certified in Planning and Inventory Management (CPIM) credential**.

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Professional Development

Pilot

Workforce Plus Series: Renewable Energy (Hybrid)

The first course, "Foundations for Renewable Energy," provides foundational knowledge of renewable energy. The course includes an overview of renewable energy, renewable energy technologies, environmental impacts and sustainability, integration of renewable energy, economic and financial aspects, and policy and regulations. This course is designed for possible approval for three academic credits. It provides participants with a foundational knowledge to sit for the Certified Supply Chain Professional (CSCP) credential from the Association for Supply Chain Management. This 15-week course is designed for online delivery but can be adjusted for face-to-face or hybrid delivery options.

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Connection to 4-Yr College/University

Professional Development

Pilot

Workforce Plus Series: Renewable Energy and Offshore Wind (Hybrid)

The second course in the series is "Foundations for Project Management." This course focuses on the fundamentals of project management. The course includes management fundamentals, integration management, scope management, schedule management, cost management, quality management, resource management, communication management, risk management, and stakeholder management. Participants work towards their **Certified Associate in Project Management (CAPM) credential from the Project Management Institute (PMI)**. This course was designed to be delivered over **12 weeks** in a hybrid format but can be adjusted for face-to-face delivery if needed.

PATHWAY CONNECTIONS:

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Community College (Non Credit)

Community College (Credit)

Apprenticeship Development

PLA for Apprenticeship RTI

PLA

Connection between Community Colleges (1+1)

Experiential Learning

Connection to CBOs

Adult Learners

Adult Literacy

Connection to 4-Yr College/University

Professional Development

Pilot

Workforce Plus Series: Renewable Energy and Offshore Wind (Hybrid)

The third course in the series is "Foundations for Supply Chain Management." This course focuses on the foundations of supply chain management. The course includes an introduction to supply chain management, supply chain processes, supply chain integration, demand forecasting and planning, inventory management, logistics and transportation, supplier relationship management, risk management in the supply chain, sustainability and ethical considerations, and technology and innovation in supply chain management. It provides participants with a foundational knowledge to sit for the Certified in Planning and Inventory Management (CPIM) credential from the Association for Supply Chain Management. This course will be delivered in a hybrid format. This course was designed to be delivered over 12 weeks in a hybrid format but can be adjusted for face-to-face delivery.

PATHWAY CONNECTIONS:

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Community College (Credit)

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Professional Development

Pilot

Workforce Plus Series: Renewable Energy and Offshore Wind (Hybrid)

Each course package includes the following Pathway Connection

Resources:

- **Course Information (Required textbook, length of course, overview of weekly topics, instructor's bio, and contact information)**
- **Weekly introduction message**
- **Weekly midweek message**
- **Learning activities (not graded), this serves as the course "lecture"**
- **Assignments (graded, minimum of one)**
- **Discussions (graded, a minimum of two)**
- **Assessments (quiz/test, graded, a minimum of 1 per week, 10 questions)**
- **Resources (minimum one, description provided)**

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Professional Development

Pilot

Workforce Plus Series: Renewable Energy and Offshore Wind (Hybrid)

Each course is currently being piloted:

- **Foundations for Renewable Energy.** Online, 15 weeks. Course runs September 15 through January 2, 2026 with 9 students enrolled.
- **Foundations for Supply Chain Management.** Online, 12 weeks. Course runs September 15 through December 5 with 3 students enrolled.
- **Foundations for Project Management.** Online, 12 weeks. This 12-week course is designed for online delivery. Course runs September 15 through December 5 with 6 students enrolled.

EDUCATION PARTNERS:

Atlantic Cape
Community College

Rowan College of
South Jersey

Workforce Plus Series: Renewable Energy and Offshore Wind (Hybrid)

Ancillary Activities

- The development of a standard template for faculty and instructors to follow while developing curriculum.
- Providing examples of formatting for discussion posts for development.
- Providing examples of question formatting for assessments.

Outcomes:

- Continued benefit of working with another community college to develop curriculum.
- Expands and strengthens relationships with faculty who worked on the program development.
- Better in-depth understanding of certification organizations and how they work with community colleges.

EDUCATION PARTNERS:

Atlantic Cape
Community College

Rowan College of
South Jersey

Workforce Plus Series: Renewable Energy and Offshore Wind (Hybrid)

Words of Advice:

- **The course design should incorporate multiple interaction methods to accommodate different learning styles.**
- **Determine if you plan to have non-credit courses considered for PLA. Recommend designing the course at the academic level to make the PLA process easier.**
- **Always include assessments in your course. This element is required for PLA and aids student comprehension.**
- **Design assignments and discussions that bring in relevant content.**
- **Consider how working adults will approach and complete the coursework.**



Q&A

Centers of Workforce Innovation for Construction and Renewable Energy



Closing Remarks

Catherine Starghill, Esq.

Upcoming Events



**Initiative
Materials**
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NJPathways.org



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Reports**
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Repository**
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NJ PATHWAYS

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