



# **NJ PATHWAYS**

## **TO CAREER OPPORTUNITIES**

**Aligning Education to Build an Innovative Workforce**

Welcome

We ask that you please take this time to mute yourself, thank you.  
In the chat, please provide your name, title and organization.





March

# Health Services Collaborative Meeting

Theme: Industry Recognized Credentials and Stackable Pathways

# NJ Pathways to Career Opportunities

New Jersey's Community Colleges and the New Jersey Business and Industry Association have joined together to launch an unprecedented education and training pathways initiative.



AARON FICHTNER

President, New Jersey Council of  
County Colleges



KYLE SULLENDER

Executive Director, NJ Focus

PARTNERSHIP



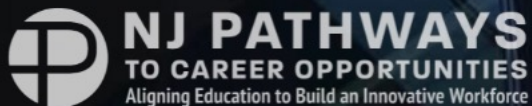
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Please use the hashtag:

# #NJPathways

To share your participation in the  
NJ Pathways to Career Opportunities  
Industry Collaborative Meetings



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# TODAY'S AGENDA:

- **Importance of Industry-Valued Credentials When Designing Pathways**
  - John Dyer – AVP, Workforce Development (American Association of Community Colleges)
  - Betsy Tessler – Sr. Research Associate (MDRC)
- **Innovative Pathways Partnership**
  - **Bergen Community College Pharmacy Technician Program**
    - Susan Callahan Barnard, DSHc, RDH – Dean, Division of Health Professions (Bergen Community College)
    - Mayda Gonzalez-Bosch, MD – Associate Dean, Division of Health Professions (Bergen Community College)
- **Insights on Current Industry Trends from the Industry Leadership Team**
  - Sandra Bleckman – Director, Health Services Strategy and Workforce Partnerships (New Jersey Community College Consortium for Workforce & Economic Development)
- **Comprehensive Cross-Education Sectors Pathways Model**
  - Catherine Frugé Starghill, Esq. – Sr. Director, Strategy and Partnerships (New Jersey Community College Consortium for Workforce & Economic Development)



# THE IMPORTANCE OF INDUSTRY- VALUED CREDENTIALS WHEN DESIGNING PATHWAYS



**JOHN DYER**

AVP, Workforce Development  
American Association of Community  
Colleges



**BETSY TESSLER**

Sr. Research Associate  
MDRC

**PANEL**



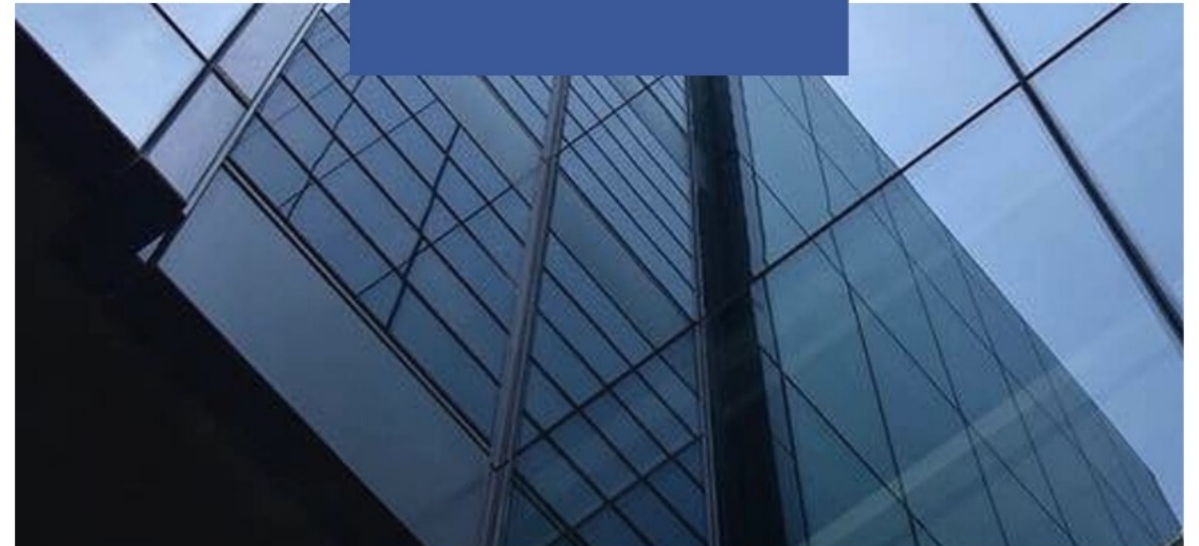
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# Innovative Pathways Partnership of Collaborative Partners

Bergen Community  
College Pharmacy  
Technician Program



**PRESENTATION**







# Stackable Pathways in Healthcare

**Susan Callahan Barnard, DHSc, RDH**  
**Dean, Division of Health Professions**

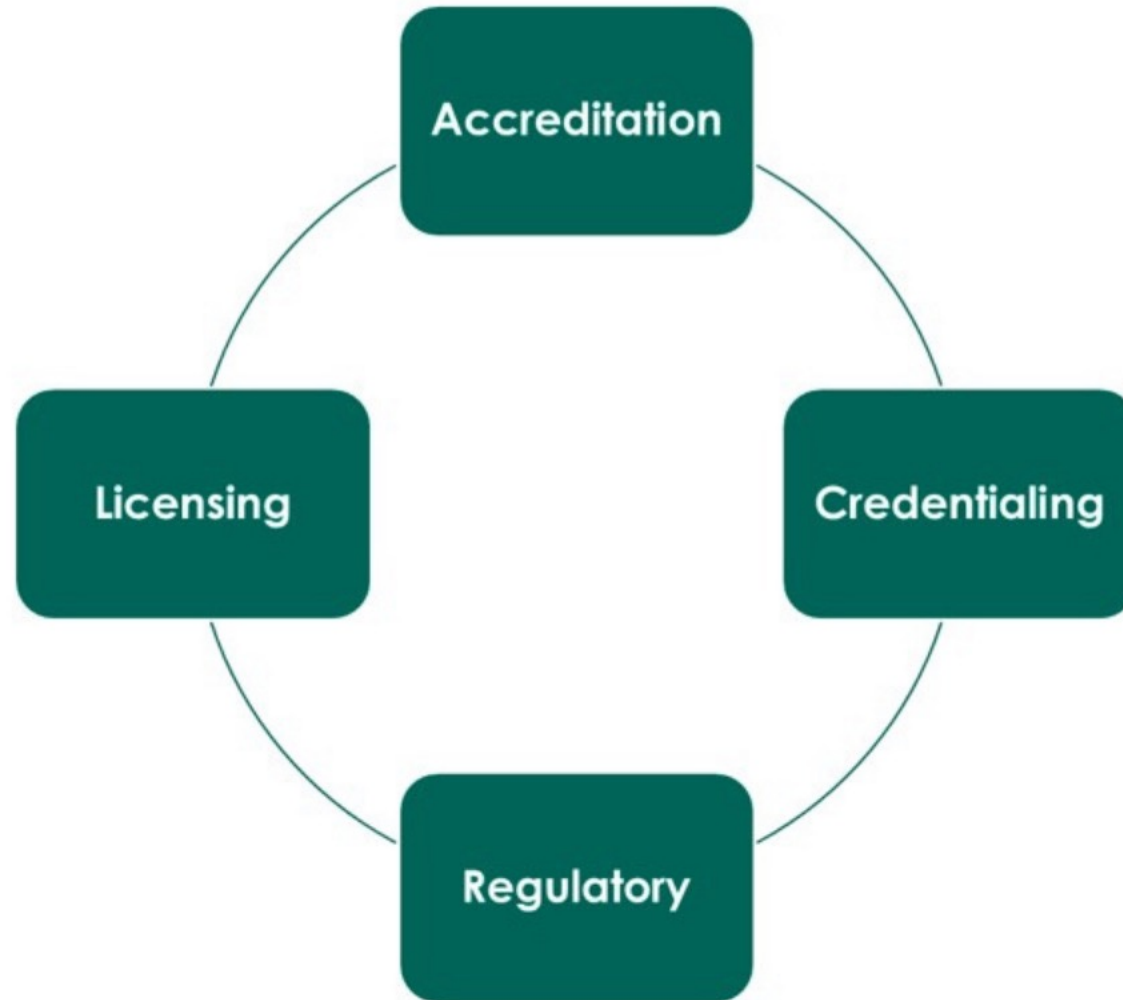
**Mayda Gonzalez-Bosch, MD**

**Associate Dean of Health Professions**

**Continuing Education and Workforce Development**



# Factors Impacting Healthcare Education and Credentialing



# **Bergen Community College Pharmacy Technician Program**



# Pharmacy Technician Program

- **Bergen Community College is approved as a PTCB-Recognized Education/Training Program.**
- **The Pharmacy Technician program started at Bergen Community College in July 2014, providing instruction for entry-level employment as a Certified Pharmacy Technician (CPhT) within the healthcare industry.**
- **The program is offered in the Health Professions Integrated Teaching Center, with access to the Interdisciplinary Center for Simulation.**
- **Retail pharmacy employment is also an option for graduates of this Program.**
- **The Program now collaborates with the HealthWorks Apprenticeship Grant and CVS as our principal partner.**



# Apprenticeship Model with CVS

***New Jersey HealthWorks Scaling Apprenticeship is sponsored by a \$12 million dollar grant from the U.S. Department of Labor, Employment and Training Administration.***

***The US DOL grant includes additional match funds amounting to over \$500,000 to support OJT and other employer assistance from the New Jersey Department of Labor and Workforce Development GAINS Project.***



# Details of Pharmacy Technician Apprenticeship Model

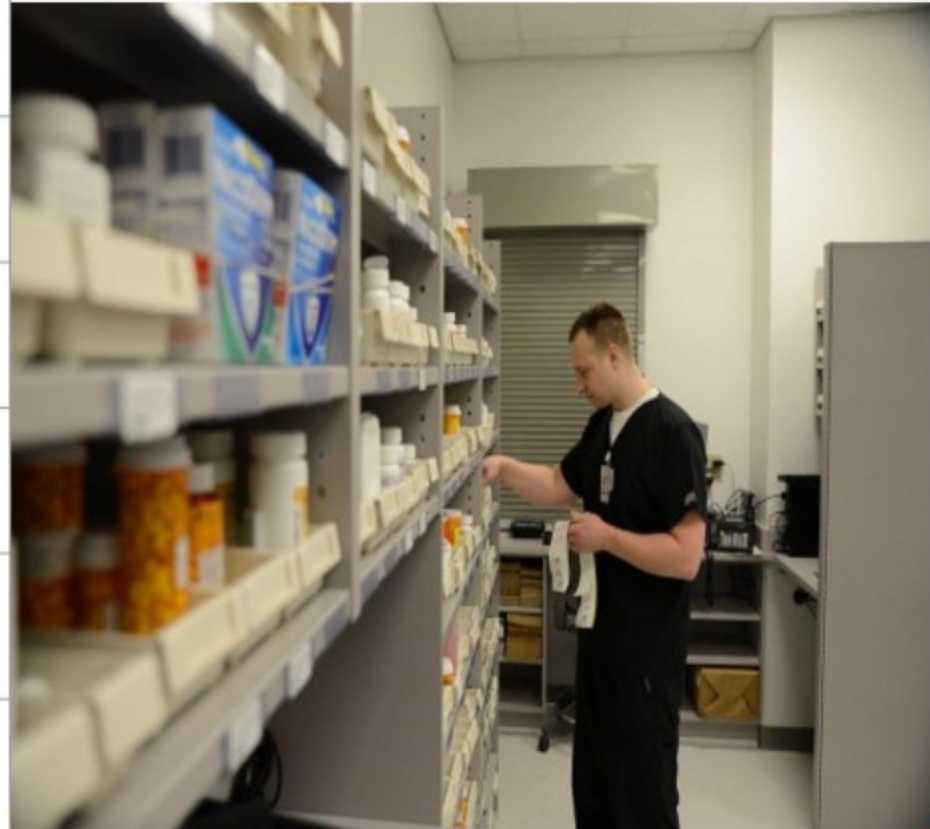


- **Information sessions**
- **Students selection: interview and math exam. Grant Success coach**
- **Students resume preparation Grant Success coach and CE Job Placement Manager**
- **Interview process CVS/BCC**
- **The Related Technical Instruction (RTI) has 12 weeks duration, including the CVS consumer service and application process presentation. The didactic portion of the training.**
- **PTCB Certification Exam (Pharmacy Technician Certification Board) upon the RTI, didactic portion of the training.**
- **Apprentices are hired to start the On the Job Learning (OJL) training for a year following a mentor/mentee-designed program (1 mentor/2 students)**

# Pharmacy Technician Program

## Healthworks Outcomes

Cohort	Number of Students	Hired by CVS	PTCB Exam
Cohort 1	12 Students	4	6 took the exam 5 certified
Cohort 2	10 Students	5	5 took the exam 5 certified
Cohort 3	7 Students	2	7 took the exam 6 certified
Cohort 4	10 Students	5	5 took the exam 5 certified
Cohort 5	13 Students	9	Ongoing





# Questions???

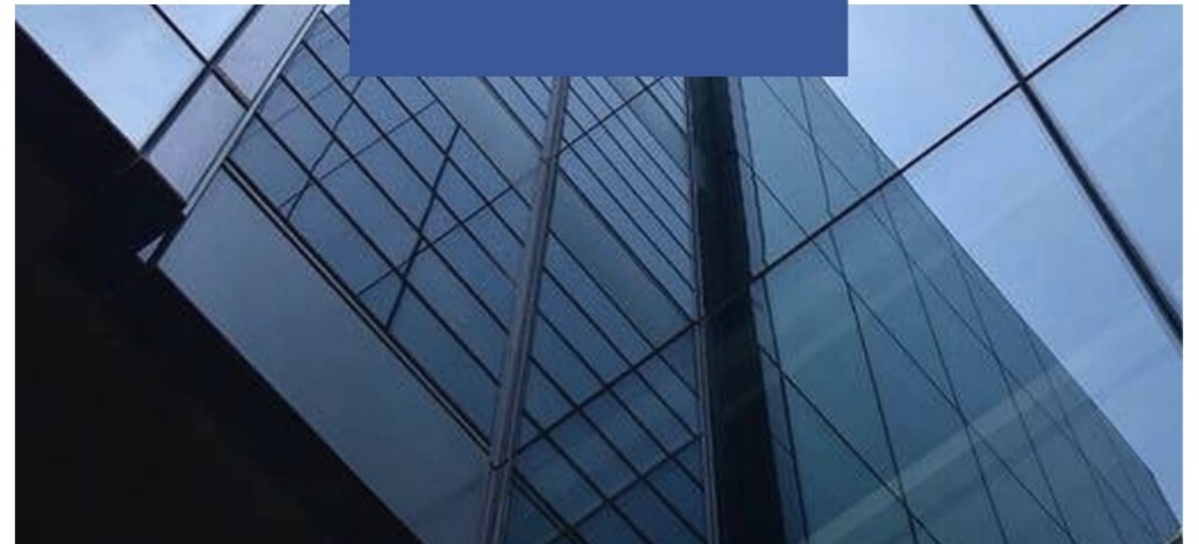
# Insights on Current Industry Trends from the Industry Leadership Team

**SANDRA BLECKMAN**

Director, Health Services Strategy and Workforce Partnerships



**PRESENTATION**







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New Jersey's  
Community Colleges



# Industry Leadership Team Quarterly Meetings

## March 15 – 18, 2022

### **Health Services**

AmeriHealth  
Bergen New Bridge  
Community Options  
Cooper University  
Hackensack Meridian  
Healthcare Assoc  
Summit Health  
Horizon BCBS  
Preferred Behavioral  
Visiting Nurse Assoc

### **Infrastructure & Energy**

American Water  
Atlantic City Energy  
IBEW 102  
Naik Consulting  
NJ Infrastructure Bank  
NJ Resource  
Operating Engineers  
Orsted  
T&M Assoc  
United Airlines  
Verizon

### **Technology & Innovation**

Amazon  
AT&T  
BluLabs  
Cisco  
Cognizant  
MarketSmith  
Microsoft  
Nitto  
One-Huddle  
Soligeniz

### **Manufacturing & Supply Chain**

Accurate Box Co.  
Amazon  
FedEx  
NJMEP  
Sanofi  
Unex Manufacturing  
Union Ware

# HEALTH SERVICES IN NEW JERSEY



## TRENDS

- Unlike in decades prior, **more health services workers** are now employed **in ambulatory health care centers** than in hospitals.
- Societal attitudes now place a greater emphasis on **mental and behavioral health** than in years past.
- **Technological advances and innovations** (including artificial intelligence (A.I.), 3-D printing, next generation sequencing, and others).

## OPPORTUNITIES

- ☀ Rapid adoption of **telemedicine/telehealth** allow for increased access to healthcare professionals.
- ☀ Aging of the state's population will **increase demand** for services.
- ☀ Room to expand **apprenticeships** and **mentorship** programs to attract new workers.

## CHALLENGES

- x New Jersey's health services sector faces an **aging workforce**; the number of workers over 65 has tripled in the past 20 years.
- x **Worker shortages, retention, and burnout** continue to be hurdles for employers throughout the sector.
- x **Prohibitive training costs**, lack of **advancement pathways**, make entering and growing in the sector difficult.

## SKILLS/CREDENTIALS

- ± Increasing importance of **essential skills** (flexibility, problem solving, critical thinking, adaptability, etc.).
- ± Ongoing training in **diversity, equity, and inclusion** to address a diversifying workforce and state population.
- ± **Computer skills** and proficiencies to meet the expansion of telemedicine/telehealth.





**SR. DIRECTOR**

# What Does a Comprehensive Cross-Education Sector Pathway Look Like

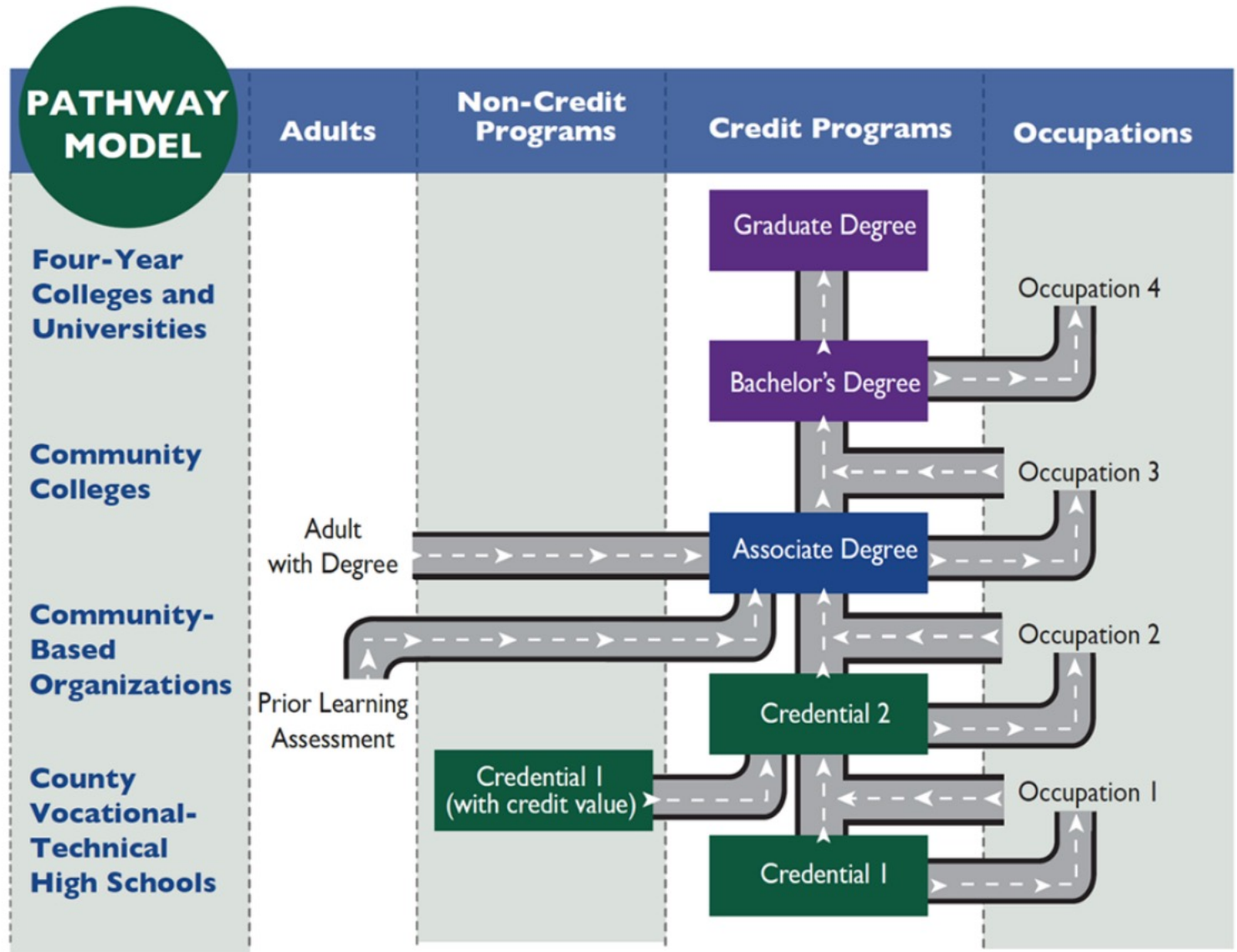


**CATHERINE FRUGÉ  
STARGHILL, ESQ.**

Senior Director, Strategy and Partnerships



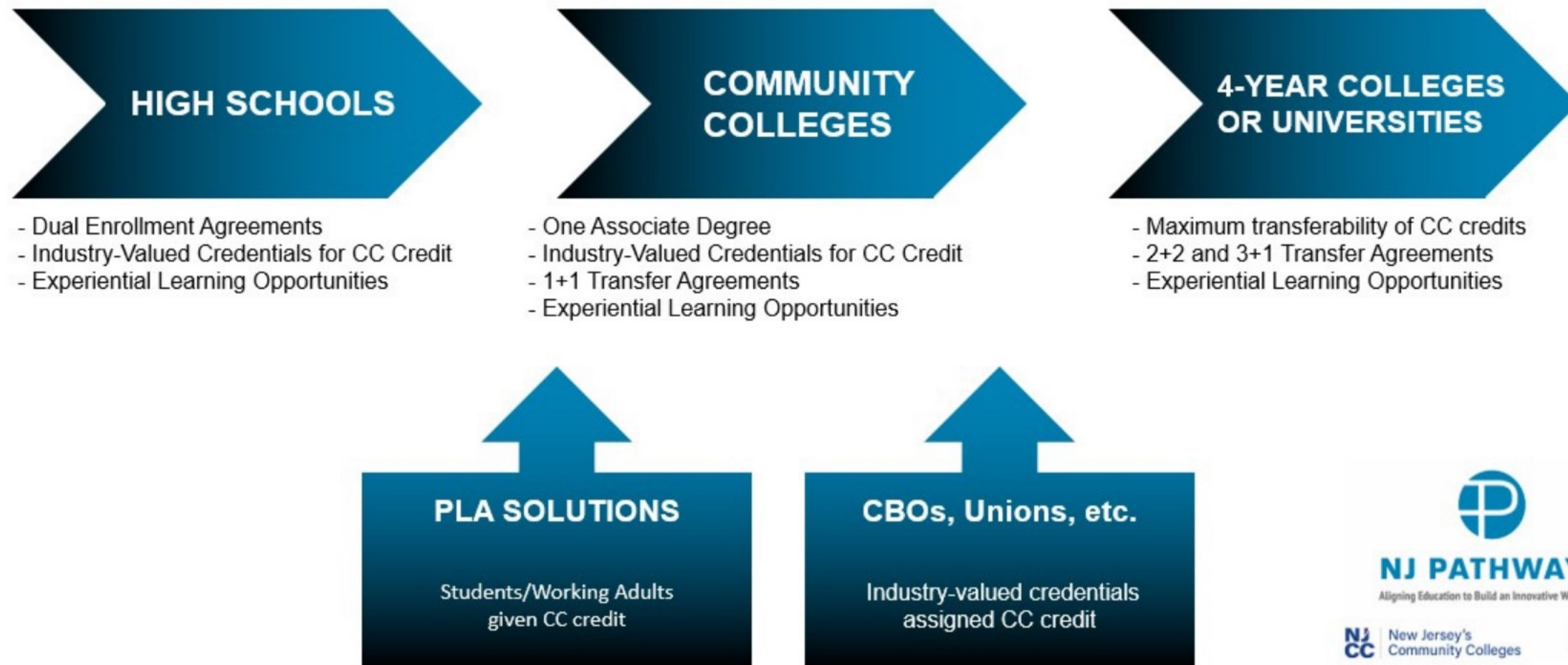
# Key Components of a Career Pathway





# COMPREHENSIVE CROSS EDUCATION SECTOR PATHWAY MODEL

## (One Associate Degree Model)



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**NJ CC** | New Jersey's  
Community Colleges

**NJBIA**  
New Jersey Business  
and Industry Association

# Closing Remarks

Thank you for Partnering with NJ's Community Colleges and NJBIA to Align Education to Build an Innovative Workforce.



**SANDRA BLECKMAN**

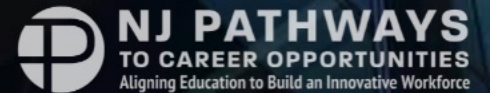
Director, Health Services Strategy and Workforce Partnerships



**CATHERINE FRUGÉ  
STARGHILL, ESQ.**

Sr. Director, Strategy and Partnerships

**NJ PATHWAYS**





## Contact NJ Pathways

### Get Involved



**GET  
INVOLVED**



## STAY UP TO DATE AT NJPATHWAYS.ORG

Get involved in NJ Pathways to Career Opportunities at NJPathways.org. Become a partner to receive updates, meeting invitations, and other materials.

# Stay Connected

Never miss an update when you follow us on our social media platforms



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# STAY INVOLVED: UPCOMING INDUSTRY COLLABORATIVE MEETING DATES IN APRIL 2022

## MANUFACTURING & SUPPLY CHAIN MANAGEMENT COLLABORATIVE

Wednesday, April 6, 2022  
10:00 AM to 11:30 AM



## TECHNOLOGY & INNOVATION COLLABORATIVE

Wednesday, April 13, 2022  
10:00 AM to 11:30 AM



## HEALTH SERVICES COLLABORATIVE

Wednesday, April 20, 2022  
10:00 AM to 11:30 AM



## INFRASTRUCTURE & ENERGY COLLABORATIVE

Wednesday, April 27, 2022  
10:00 AM to 11:30 AM







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