

2007 Innovations Awards Program
APPLICATION

ID # (assigned by CSG): 07-E-10NJAPPRENTICEPATHTOCOLLEGE

State: New Jersey

Program Category: Human Resources/Education

Program Name: NJ Pathways Leading Apprentices to a College Education (NJ PLACE)

Administering Agency: Funded by New Jersey Department of Labor and Workforce Development and administered in conjunction with the State Employment and Training Commission (SETC), New Jersey's County Colleges, the AFL-CIO, and the state's local labor unions in the building and construction trades.

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Please provide a two-sentence description of the program.

Under the leadership of the State Employment and Training Commission, New Jersey Department of Labor and Workforce Development and the NJ AFL/CIO, a collaboration that included New Jersey's 19 community colleges, organized labor, and several state agencies, developed a statewide model to award college credit for participating registered apprenticeships in the building and construction trades.

NJ PLACE recognizes college-level learning taking place in union apprenticeship training programs and, accordingly, awards credits (a) toward associate degree programs in NJ's 19 community colleges and, shortly, as part of the next phase of the NJ PLACE initiative, (b) toward baccalaureate degrees in New Jersey's senior colleges and universities.

How long has this program been operational?

July 1, 2004 to the present

Why was the program created? What problem[s] or issue[s] was it designed to address?

Under a Reorganization Plan, work-related programs from the State Departments of Human Services and Education were consolidated and integrated into the Department of Labor, to form the State Department of Labor and Workforce Development. Accordingly, responsibility for apprenticeship programs was assumed by the newly formed Department. In this capacity, the Department of Labor and Workforce Development exercised strong leadership and coordination in promoting apprenticeship programming statewide including the initiative to establish college credit for apprenticeship training.

Nowhere is the perceived divide between vocational training and college education more apparent than on the pathway to journeyman status in the building and construction trades. This initiative was designed to remove the wall that traditionally separates vocational and academic of study. It values the skills that people attain through registered apprenticeships and rewards the attainment of those skills with college credit.

Another important goal of NJ PLACE is to provide students, parents, teachers, and school counselors with a new understanding of apprenticeships and other experiential learning not as an alternative to a college education, but rather as a pathway to a college degree.

This program creates new crosswalks, rather than maintaining barriers, between the college level knowledge acquired through apprenticeship training and the course offerings of New Jersey institutions of higher education. Granting college credit for appropriate apprenticeship training, those meeting the high academic standards of our State's colleges and universities, creates an important foundation for career advancement and lifelong learning.

Describe the specific activities and operations of the program in chronological order.

New Jersey's County Colleges joined the State Employment and Training Commission (SETC), the State Department of Labor and Workforce Development (LWD), the AFL-CIO, and the state's local labor unions in the building and construction trades in 2004 to develop a program that would provide opportunities for workers to apply the knowledge and skills learned in certified apprenticeship training programs as credits toward an Associate in Applied Science Degrees.

Each apprenticeship training program underwent a rigorous evaluation of its curriculum, teaching objectives and learning assessment tools by the American Council on Education's (ACE) College Credit Recommendation Service. (ACE is a nationally

recognized leader in evaluating nontraditional learning programs for collegial learning level equivalency and has its New Jersey ACE affiliate in the Office of Corporate-Higher Education Programs, Thomas Edison State College.) The ACE evaluation resulted in recommendations that map the classes and on-the-job training of apprenticeship programs to specific areas of instruction and learning deemed worthy of a specified number of college credits.

New Jersey's Community Colleges (1) developed an Associate in Applied Science (A.A.S.) degree in Technical Studies that included concentrations in Construction Management, Business Management or Advanced Technical Studies and (2) determined the number of ACE-recommended credits of apprenticeship programs in the building and construction trades that applied toward this degree.

For each of the trades participating in NJ PLACE, community colleges are awarding a minimum of 25 credits toward an AAS degree in Technical Studies. To complete the requirements for this degree, apprentices will take a core of general education courses (math, science, language arts, history) as well as courses in their chosen concentration (construction management, business management or advanced technical studies).

The apprenticeship training programs of five building and construction trades' unions have been evaluated by the American Council on Education for college level learning. The participating unions are: the International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers, the International Association of Heat and Frost Insulators & Asbestos Workers, the International Brotherhood of Electrical Workers, the NJ Regional Council of Carpenters, and the United Association of the Plumbing and Pipefitting Industry.

Why is the program a new and creative approach or method?

NJ PLACE has been a true collaboration between entities that did not have a history of partnership building. The founding and supporting partners include:

Labor Organizations:

- NJ State AFL-CIO
- NJ State Building and Construction Trades Council
- International Association of Bridge, Structural, Ornamental and Reinforcing Iron Workers
- International Association of Heat and Frost Insulators & Asbestos Workers
- International Brotherhood of Electrical Workers
- NJ Regional Council of Carpenters
- International Union of Operating Engineers
- United Association of Journeymen and Apprentices of the Air Conditioning and Refrigeration Industry
- United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry

Education:

NJ's 19 Community Colleges
NJ Council of County Vocational Schools
NJ Institute of Technology
NJ Presidents' Council
NJ Statewide Transfer Initiative
Rutgers, The State University of New Jersey
Thomas Edison State College

State Government:

NJ Commission on Higher Education
NJ Department of Education
NJ Department of Labor and Workforce Development
NJ State Employment and Training Commission

What were the program's start-up costs? (Provide details about specific purchases for this program, staffing needs and other financial expenditures, as well as existing materials, technology and staff already in place.)

The Department of Labor & Workforce Development 2004 start-up contract with the Council of County Colleges in the amount of \$234,545 funded the administrative costs for the NJ PLACE Director. This included salary, benefits, printing, mailing, parking, mileage, computer, phone, and other miscellaneous office needs.

What are the program's annual operational costs?

2004- 2005: \$372,045.
2006: \$156,334.

How is the program funded?

Funding for NJ PLACE has been provided through grants from the NJ Department of Labor and Workforce Development. The funds cover the administrative costs for the NJ PLACE Director and the costs associated with apprenticeship program evaluations conducted by American Council on Education (ACE).

**Did this program require the passage of legislation, executive order or regulations?
If YES, please indicate the citation number.**

On January 13, 2004, the Governor issued Reorganization Plan No. 001-2004, to improve efficiency, coordination, and interaction of workforce development system components within the state of NJ. Under this Plan, work-related programs from the State

Departments of Human Services and Education were consolidated and integrated into the Department of Labor and Workforce Development (LWD). Accordingly, the Plan transferred from the Department of Education to the LWD responsibility for apprenticeship programs as part of an agreement with the United States Department of Labor, Bureau of Apprenticeship Training.

What equipment, technology, and software are used to operate and administer this program?

Equipment, technology, and software needs were limited to the usual office requirements of an internet connected computer, fax, phone, and copier.

To the best of your knowledge, did this program originate in your state? If YES, please indicate the innovator's name, present address, telephone number, and e-mail address.

The NJ PLACE model connecting college-level learning in local union apprenticeships to degree programs in New Jersey's community colleges, senior colleges and universities, is a program unique to New Jersey.

Innovators Name:

Present Address:

Telephone Number:

E-mail Address:

Has the program been fully implemented? If NO, what actions remain to be taken?

This project is ongoing and includes the following activities for 2007:

Extensive marketing to promote the link between secondary schools, colleges, universities and apprenticeships in New Jersey. This will include outreach to students, school guidance counselors, parents, college admissions' directors, as well as additional collaboration with youth transition project partners throughout New Jersey.

Expansion of NJ PLACE beyond the pilot program and, more specifically, to organizations outside of apprenticeships in the Building and Construction Trades and/or to develop the program to include partnerships with vocational technical schools, government agencies and/or other qualifying partners as approved by the State Employment and Training Commission and Advisory Committee.

Continuing work with NJ PLACE Advisory Committee through the direction of the State Employment and Training Commission, to seek 4 year partnerships with New Jersey senior colleges and universities.

Briefly evaluate (pro and con) the program's effectiveness in addressing the defined problem[s] or issue[s]. Provide tangible examples.

New Jersey initially set a goal to identify and recommend college credits for apprenticeship programs for Inside Wiremen, Telecommunications Technology for the IBEW, Plumbers, Pipe Fitters, HVAC-R, Operating Engineers, and the CARPENTERS. Subsequently, the Insulators and Ironworkers were brought on board. Five labor organizations completed their ACE evaluations. Fifteen of the nineteen New Jersey community colleges have implemented the new Associate in Applied Science in Technical Studies degree needed to articulate with the labor unions. This degree allows for transcription of outside credit into the Technical Core portion of the degree. All nineteen colleges agreed to accept a minimum of 25 credit recommendation from apprenticeship into the technical core portion of the degree.

Statewide, over 107 students have already enrolled in the program, with many additional students expected to begin their studies shortly.

How has the program grown and/or changed since its inception?

NJ PLACE is in the process of expanding articulation agreements between New Jersey's community colleges and its senior colleges and universities to develop an educational pathway from apprenticeships to baccalaureate degrees.

What limitations or obstacles might other states expect to encounter if they attempt to adopt this program?

Establishing working partnerships with workforce development, academia, and labor towards a common goal is an example of workforce development at its best. It is a major accomplishment that will require an extensive amount of work and partnership building.