

PREPARING TOMORROW'S WORKFORCE

There is a significant gap between the skills employees have and the qualifications employers are looking for. This "skills gap" is holding back economic growth.

NJBIA is committed to closing that gap through training programs, educational partnerships and improvements in the education system to teach the skills that are needed in the workplace.

WHY IT'S IMPORTANT

One of New Jersey's biggest competitive advantages is its skilled workforce. As globalization and technology advance, the need for skilled workers will only grow.

NJBIA believes that we need to start now to prepare tomorrow's workforce. As baby-boomers reach retirement age, they will take their knowledge and experience with them. Global competition, more sophisticated business operations, and ever-improving technology mean that more is demanded of today's workers than ever before.

At the same time, today's employers are concerned about employability skills—the social and interpersonal skills an employee needs to succeed in the workplace. Employability skills often determine whether or not people are hired and are the primary reason employees are dismissed. We need to take steps now to ensure that employers have the highly trained workforce they will need in the future.

TRAINING PROGRAMS FOR BUSINESSES

The New Jersey Business & Industry Association (NJBIA) has worked with state government and education groups to develop and expand employee training programs that meet employers' needs with minimal disruption to their operations.

NJBIA Basic Skills Training Program

- Training for communications, customer service, computers, English as a second language and more
- No cost to employers (employees receive regular pay while in class)
- Classes organized and taught by the New Jersey County College Consortium for Workforce & Economic Development
- Classes can be taught at the workplace
- No minimum participation guarantee

Metal Fabrication Training

- Program developed by New Jersey manufacturers in NJBIA's Manufacturing Network
- Conducted by the New Jersey County College Consortium for Workforce & Economic Development
- Graduates receive a College Certificate of Competency
- Graduates take the National Institute for Metalworking Skills (NIMS) Certification Exam for Measurement, Materials, and Safety Level I
- Manufacturers prescreen applicants for training

Mobile Manufacturing Training

- Brings job-training to regional sites near manufacturers who are hiring
- Manufacturers participate in developing curriculum as well as the screening and training of workers
- Mobile training lab equipped with state-of-the-art technology
- Training available in Computer Numerical Control (CNC), metal fabrication and mechatronics
- Graduates take the NIMS Certification Exam

Making Workforce Readiness a Priority

NJBIA works with several education groups to ensure workplace readiness is a key component of the lessons students learn in K-12 and higher education so that employers have a pipeline of highly skilled workers.

Employability Skills Task Force is a coalition of business leaders, educators, government agencies and nonprofits working to improve students' employability skills, such as teamwork, critical thinking and problem solving.

NJ Employer Coalition for Technical Education is a partnership of business, education, labor, and government leaders who have joined together to promote quality career and technical education opportunities, engage employers with their local county vocational-technical schools, and expand career and technical schools and programs to prepare more career-focused, job-ready New Jerseyans.

Junior Achievement provides business, economics and life-skills programs to enhance the education of today's students.

Dream It. Do It. is a national program that promotes manufacturing as a career choice for high school and college students. It is operated by The Manufacturing Institute, which is housed at the National Association of Manufacturers.

JOIN US

Hundreds of employers are helping right now by inviting students into their workplaces, offering internships and work-study programs, teaching courses at community colleges or serving on career advisory councils. Join the movement.

CONTACT

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Advocating for a Systemic Change

Employers have knowledge and experience that is invaluable to the education system. NJBIA's Preparing Tomorrow's Workforce initiative puts businesses in contact with educators and policy makers who are committed to bringing real-world experience into the classroom. Every day, more employers are involved in getting students ready for the working world as well as expanding the skills of existing workers.

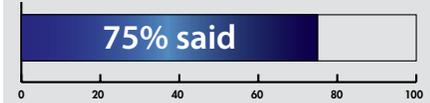
NJBIA member companies:

- Help educators develop curricula that reflects what is demanded in today's workplace
- Make presentations to students during class
- Provide opportunities for students to get hands-on experience in the workplace
- Offer basic skills training to existing employees
- Assist public officials in developing policies that improve student employability and workforce education

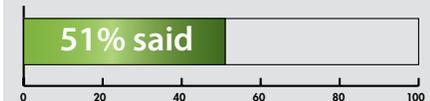
NEW JERSEY'S SKILLS GAP

The "skills gap" has created a significant barrier for economic growth.

In recent surveys of NJBIA members:



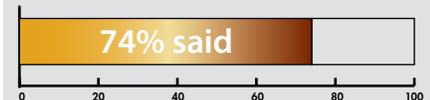
-the "skills gap" made it difficult to maintain production levels to meet customer demands.



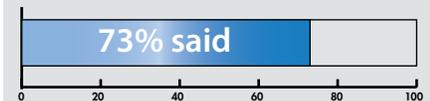
-a shortage of workers with the necessary skills led to slower delivery of products to market.

Source: New Jersey Business & Industry Association, "NJBIA Manufacturing Skills Survey Results," 2013

Employers are also dissatisfied with the skill levels of entry-level workers.



-entry-level employees had fair or poor time-management skills.



-entry-level employees had fair or poor written communications skills.



-entry-level employees had fair or poor critical thinking skills.



-entry-level employees had fair or poor self-motivation and initiative.



-entry-level employees had fair or poor verbal communications skills.

Source: New Jersey Business & Industry Association, "2014 Business Outlook Survey," 2013