



Jobs NJ: Developing Talent to Grow Business in the Garden State

The Murphy Administration is hard at work implementing the Governor's economic plan, "The State of Innovation: Building a Stronger and Fairer Economy in New Jersey," and higher education plan, "Where Opportunity Meets Innovation: A Student-Centered Vision for New Jersey Higher Education." **Jobs NJ: Developing Talent to Grow Business in the Garden State** builds on these plans with a collaborative effort to re-establish New Jersey's leadership in the innovation economy. Jobs NJ has two mutually reinforcing objectives, each integral to the Governor's vision of a stronger and fairer New Jersey:

1

Ensure all career-seeking New Jerseyans have the education and training necessary to access high-quality employment

2

Ensure businesses and employers that are offering high-quality employment in New Jersey can quickly and efficiently fill their talent needs

Achieving these objectives will cement New Jersey's position as a location of choice for growing businesses and top talent.

Opportunities for Growth

Talent is one of New Jersey's strongest competitive advantages, but we must continue to enhance our Talent Development System by focusing on three key opportunities:

1. Support all New Jerseyans to obtain education and training and find high-quality jobs
2. Better align Talent Development System programs and employer needs
3. Connect employers and job-seekers

Strategies

Jobs NJ lays out three strategies to address New Jersey's talent challenges from two sides: increasing the supply of skilled workers and creating talent solutions that connect companies to job-seekers.

1. Expand access to opportunity
2. Train individuals for in-demand jobs
3. Match talent to jobs

Strategy 1: Expand Access to Opportunity

New Jersey's greatest asset is its people. We must do more to prepare students and open doors for working people, and particularly for historically disadvantaged populations.

Aspirations by 2025

1. Ensure 250,000 additional Black, Latinx, and Native American individuals attain post-secondary credentials
2. Close the racial and gender wage and employment gaps by employing 42,000 more women and minorities and increasing wages by \$15,000-\$23,000
3. Raise postsecondary credential attainment in all counties to at least 45 percent

New Initiatives

- ▶ Launch the Opportunity Meets Innovation Challenge: Award grants to implement best practices that increase college completion
- ▶ Make College More Affordable: Establish transparent, predictable, and guaranteed higher education pricing
- ▶ Expand Access for Targeted Populations: People with disabilities, ex-offenders, immigrants, and veterans

Strategy 2: Train Individuals for In-Demand Jobs

Technological disruptions are creating historic changes in training systems and labor markets. Preparing workers is critical to ensure New Jerseyans can take advantage of available opportunities and businesses can continue to grow.

Aspirations by 2025

1. Increase the number of post-secondary graduates employed in high-demand industries by 10 percent
2. Ensure at least 25,000 additional adults enroll and graduate with a high-quality credential

New Initiatives

- ▶ Create Pathways for Younger Residents: Advanced courses for high school students and NJ Career Accelerator Internship program
- ▶ Increase On-the-Job Training: Expand apprenticeship and experiential learning opportunities
- ▶ Provide Customized Support for Growing Industries: Develop sector-specific programs
- ▶ Connect Education to In-Demand Career Opportunities: Ensure students are learning skills employers seek
- ▶ Support Rapid Re-Employment and Lifelong Learning: Launch Re-Employment Insurance Program (REIP) and implement Future of Work Task Force recommendations

Strategy 3: Match Talent to Jobs

Connecting companies with well-qualified job-seekers keep growing businesses in New Jersey and attract new companies. The Administration will provide employers coordinated assistance to address their talent needs.

Aspirations by 2025

1. Complete Talent Action Roadmaps for at least 100 companies
2. Celebrate 200 Governor's Choice employers
3. Annually publish materials on high-demand jobs and pathways to rewarding careers

New Initiatives

- ▶ Launch NJ Talent Solutions: Bring together government agencies to help businesses solve talent challenges
- ▶ Launch the New Jersey Career Network: A pioneering digital coaching and support platform for job-seekers
- ▶ Expand Customized Training Programs: Department of Labor (DOL) to expand training programs tailored to company and sector needs
- ▶ Launch the Governor's Choice Employer Program: Recognize companies with exemplary hiring and career development practices
- ▶ Publicize High-Demand Jobs Data: Release "High-Demand" jobs report and two career pathway maps annually
- ▶ Attract Talent: New marketing effort to ensure global talent pools are aware of New Jersey's benefits