The Business Perspective on Public Education

A Presentation for Lead NJ by the
NJ Chamber of Commerce Foundation
October 7, 2021

NJ Chamber of Commerce and Foundation

- Represents business community

- Board of 100+ CEOs, presidents of state's most prestigious large and small companies

- Consistent top issue (state/national)
  - Lack of qualified workforce
  - Young adults are not ready for the workplace at point of entry
  - The New Jersey Chamber of Commerce Foundation established in 1996 to build quality workforce

NJ K-12 Ranked #1 – US News: 2019 and 2020

Rankings based on:
- Performance in higher education [percentages of adults with associate degrees or higher, the rates of students completing public four-year and two-year college programs within 150 percent of the normal time, the average tuition and fees for in-state students at public institutions and the average debt load of graduates from public and private colleges]
- Pre-K education [percentages of children enrolled in preschool, quality of preschools, teacher training, class size and teacher-to-student ratios]
- National testing of eighth-graders in math and reading
- Rates of graduation from high school
- Readiness for college

RANK	STATE	HIGHER EDUCATION	PRE-K-12
1	New Jersey	27	1
2	Massachusetts	25	2
3	Florida	1	16
4	Washington	2	11
5	Colorado	5	7
6	Connecticut	43	3
7	North Carolina	7	15
8	Wisconsin	15	8
9	Nebraska	10	13
10	Utah	6	21

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NJ K-12 Consistently Ranks Near the Top – Wallet Hub: 2021

Rankings based on:
- **Quality** [Presence of Public Schools in "Top 700 Best U.S. Schools"; Blue Ribbon Schools per Capita; graduation and dropout rates; math & reading test scores; AP, SAT & ACT scores; Pupil-Teacher Ratio; licensed/Certified Public K–12 Teachers]
- **Safety** [Digital Learning Plan, Out of School Access to Instructional Materials, Accessible Technologies, Share of Threatened/Injured HS Student, Share of HS Students Not Attending School Due to Safety Concerns, Share of Children Whose Parents Agree Their Children Go to Safe Schools]

Public School Ranking by State

Overall Rank ⇕	State	Total Score ⇕	Quality ⇕	Safety ⇕
1	Massachusetts	73.14	1	1
2	Connecticut	67.50	2	9
3	New Jersey	64.36	3	19
4	Virginia	61.71	5	2
5	New Hampshire	61.57	4	12
6	Maryland	60.24	8	4
7	Delaware	58.07	16	3
8	Nebraska	57.81	12	8
9	Wisconsin	57.48	6	28
10	Vermont	57.43	15	6

https://wallethub.com/edu/states-with-the-best-schools/5335/#methodology

NJ K-12 Consistently Ranks Near the Top – 24/7 Wall St.: January 2020

Rankings based on:
- school funding
- academic achievement
- enrollment
- rates of proficiency in reading and math
- share of students who graduate on time
- public school funding per pupil
- preschool enrollment

1. Massachusetts
2. New Jersey
3. Connecticut
4. New Hampshire
5. Vermont
6. Wyoming
7. Minnesota
8. Nebraska
9. Pennsylvania
10. Virginia

https://247wallst.com/special-report/2020/01/17/states-with-the-best-and-worst-schools-9/

- Statistics are from Fall 2017 entering class
- Track students who should complete in 2019 or 2020 Full-Time, First-Time, Degree/Certificate-Seeking Students
- This is the latest data

https://www.nj.gov/highereducation/statistics/PubCollData.shtml

Institution	Two-Year Graduation Rate	Three-Year Graduation Rate		Institution	Two-year Graduation Rate	Three-year Graduation Rate
Atlantic				Middlesex		
Bergen				Morris		
Brookdale (Monmouth)				Ocean		
Burlington				Passaic		
Camden				Raritan Valley (Hunterdon & Somerset)		
Cumberland				Salem		
Essex				Sussex		
Gloucester				Union		
Hudson				Warren		
Mercer						

Institution	Two-Year Graduation Rate	Three-Year Graduation Rate	Institution	Two-year Graduation Rate	Three-year Graduation Rate
Atlantic	8%		Middlesex		
Bergen			Morris		
Brookdale (Monmouth)			Ocean		
Burlington			Passaic		
Camden			Raritan Valley (Hunterdon & Somerset)		
Cumberland			Salem		
Essex			Sussex		
Gloucester			Union		
Hudson			Warren		
Mercer					

Institution	Two-Year Graduation Rate	Three-Year Graduation Rate	Institution	Two-year Graduation Rate	Three-year Graduation Rate
Atlantic	8%		Middlesex		
Bergen	7%		Morris		
Brookdale (Monmouth)			Ocean		
Burlington			Passaic		
Camden			Raritan Valley (Hunterdon & Somerset)		
Cumberland			Salem		
Essex			Sussex		
Gloucester			Union		
Hudson			Warren		
Mercer					

Institution	Two-Year Graduation Rate	Three-Year Graduation Rate	Institution	Two-year Graduation Rate	Three-year Graduation Rate
Atlantic	8%		Middlesex		
Bergen	7%		Morris		
Brookdale (Monmouth)	14%		Ocean		
Burlington	13%		Passaic		
Camden	9%		Raritan Valley (Hunterdon & Somerset)		
Cumberland	24%		Salem		
Essex	4%		Sussex		
Gloucester	21%		Union		
Hudson	3%		Warren		
Mercer					

Institution	Two-Year Graduation Rate	Three-Year Graduation Rate	Institution	Two-year Graduation Rate	Three-year Graduation Rate
Atlantic	8%		Middlesex		
Bergen	7%		Morris		
Brookdale (Monmouth)	14%		Ocean		
Burlington	13%		Passaic		
Camden	9%		Raritan Valley (Hunterdon & Somerset)		
Cumberland	24%		Salem		
Essex	4%		Sussex		
Gloucester	21%		Union		
Hudson	3%		Warren		
Mercer	1%				

Institution	Two-Year Graduation Rate	Three-Year Graduation Rate	Institution	Two-year Graduation Rate	Three-year Graduation Rate
Atlantic	8%		Middlesex	11%	
Bergen	7%		Morris	16%	
Brookdale (Monmouth)	14%		Ocean	19%	
Burlington	13%		Passaic	5%	
Camden	9%		Raritan Valley (Hunterdon & Somerset)	12%	
Cumberland	24%		Salem	31%	
Essex	4%		Sussex	8%	
Gloucester	21%		Union	16%	
Hudson	3%		Warren	29%	
Mercer	1%				

Institution	Two-Year Graduation Rate	Three-Year Graduation Rate	Institution	Two-year Graduation Rate	Three-year Graduation Rate
Atlantic	8%	20%	Middlesex	11%	26%
Bergen	7%	22%	Morris	16%	35%
Brookdale (Monmouth)	14%	29%	Ocean	19%	38%
Burlington	13%	28%	Passaic	5%	17%
Camden	9%	21%	Raritan Valley (Hunterdon & Somerset)	12%	27%
Cumberland	24%	35%	Salem	31%	44%
Essex	4%	11%	Sussex	8%	39%
Gloucester	21%	34%	Union	16%	35%
Hudson	3%	14%	Warren	29%	45%
Mercer	1%	19%			

Institution	Two-Year Graduation Rate	Three-Year Graduation Rate	Graduated or Transferred 3-years	Institution	Two-year Graduation Rate	Three-year Graduation Rate	Graduated or Transferred 3-years
Atlantic	8%	20%	32%	Middlesex	11%	26%	41%
Bergen	7%	22%	36%	Morris	16%	35%	50%
Brookdale (Monmouth)	14%	29%	44%	Ocean	19%	38%	53%
Burlington	13%	28%	54%	Passaic	5%	17%	30%
Camden	9%	21%	34%	Raritan Valley (Hunterdon & Somerset)	12%	27%	47%
Cumberland	24%	35%	50%	Salem	31%	44%	57%
Essex	4%	11%	23%	Sussex	8%	39%	60%
Gloucester	21%	34%	55%	Union	16%	35%	45%
Hudson	3%	14%	24%	Warren	29%	45%	67%
Mercer	1%	19%	41%				

- Statistics are from Fall 2019 entering class
- Remedial Course Enrollment of First-Time, Full-Time (FTFT) students

https://www.state.nj.us/highereducation/IP/index.shtml

Institution	% of FTFT Enrolled in 1 or More Remedial Course	Institution	% of FTFT Enrolled in 1 or More Remedial Course
Atlantic	46.7%	Middlesex	23.4%
Bergen	46.2%	Morris	57.4%
Brookdale	46.1%	Ocean	40.7%
Burlington	50.3%	Passaic	49.3%
Camden	44.2%	Raritan Valley	35.9%
Cumberland	46.6%	Salem	12.7%
Essex	46.6%	Sussex	41.5%-2018
Gloucester	36.4%	Union	37.1%
Hudson	55.6%	Warren	0%
Mercer	20%		

Our 4-Year Institutions Must Be Doing Better... Right?

Public Colleges and Universities

Institution	Four-Year Graduation Rate	Six-Year Graduation Rate	Institution	Four-year Graduation Rate	Six-year Graduation Rate
Kean	26%	50%	Rowan	48%	68%
Montclair	45%	68%	Rutgers-NB	67%	84%
NJ City University	13%	36%	Stockton	58%	74%
NJIT	41%	70%	TCNJ	75%	86%
Ramapo	61%	72%	William Paterson	37%	56%

Percentages of First-Time, Full-Time students who enrolled in Fall 2014 and had graduated from the same institution 4 or 6 years later

Source: https://www.nj.gov/highereducation/statistics/PubCollData.shtml

Independent Colleges and Universities

Institution	Four-Year Graduation Rate	Six-Year Graduation Rate	Institution	Four-year Graduation Rate	Six-year Graduation Rate
Bloomfield College	19%	33%	Monmouth University	64%	74%
Caldwell University	51%	64%	Princeton University	90%	98%
Centenary University	50%	59%	Rider University	57%	65%
Drew Univ.-Madison	64%	69%	St. Elizabeth University	43%	51%
Fairleigh Dickinson U.-Florham	53%	63%	Saint Peter's University	42%	55%
Felician University	34%	53%	Seton Hall University	65%	72%
Georgian Court U.	47%	57%	Stevens Inst. of Technology	53%	88%

Percentages of First-Time, Full-Time students who enrolled in Fall 2014 and had graduated from the same institution 4 or 6 years later
Source: https://nces.ed.gov/collegenavigator/

Where is the Disconnect?

- How does NJ rank #1 in the nation for K-12 education yet have 4-year college graduation rates as low as 12.7% and 2-year graduation rates as low as 1%?

- CC's-FTFT cohorts small, shifting educational offerings (certificates and industry recognized credentials-matriculated but don't graduate with degree), dramatic shift in college attendees (urban centers, ESL), antiquated federal data collection system

- Look at demographics of local colleges and proximity to large urban centers—disparity/gaps are significant. If HS grad rates low, can't expect local colleges to have high grad rates

Pandemic Impact-JerseyCAN

- On average, New Jersey students lost 30% of expected learning in ELA and 36% of expected learning in Math, but the loss was greater for Black students, who lost on average 43% in ELA and 50% in Math.
- Similarly, Latinx students lost 37% of expected learning in ELA and 40% in Math.
- While economically disadvantaged students experienced a learning loss of approximately 40% in ELA, similar to their more affluent peers, they experienced a greater expected learning loss in Math of 43% compared to just 33% for non-economically disadvantaged students.
- This research project issues a dire warning, that if learning loss continues, **approximately 393,000 students in ELA and 430,000 students just in grades 3-8 will not be on grade level by the end of this school year**.

https://jerseycan.org/blog/jerseycan-releases-first-new-jersey-public-study-on-covids-impact-on-learning-loss/

Pandemic Impact-Personal Experience

- Newark reported 99.8% attendance rate for 2019-20 academic year (September 2020) https://newark.chalkbeat.org/2020/9/23/21452648/newark-remote-learning-attendance-spring
- State policy issued by NJDOE on May 27, 2020 states New Jersey districts could mark every student present during remote learning unless a district "knowingly determines a student was not participating."
- Other districts told teachers to:
  - Not take attendance
  - Not fail students even if they didn't turn in homework or didn't complete tests/projects

How will these decisions impact/exacerbate inequities and for how long?

NJCCF Workforce Development Study

- Prudential-funded grant to the NJCCF
- Worked with Heldrich Center to conduct study
- Published results in March 2018
- Set out to identify "skills gap" and/or reasons for hiring difficulties
- Followed-up with 5 regional business roundtable discussions

https://www.njchamberfoundation.org/study

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Findings

- Largest gaps exist in middle-skilled jobs
- Inconclusive whether supply of middle-skill workers meets demand because gaps vary between industries, within industry sectors and geographically
- NJ has government policy strategies in place, but trailed rest of the nation in building a comprehensive system to address middle-skills challenges
- Business community has not stepped up to the plate and taken a proactive leadership role to address its own workforce challenges
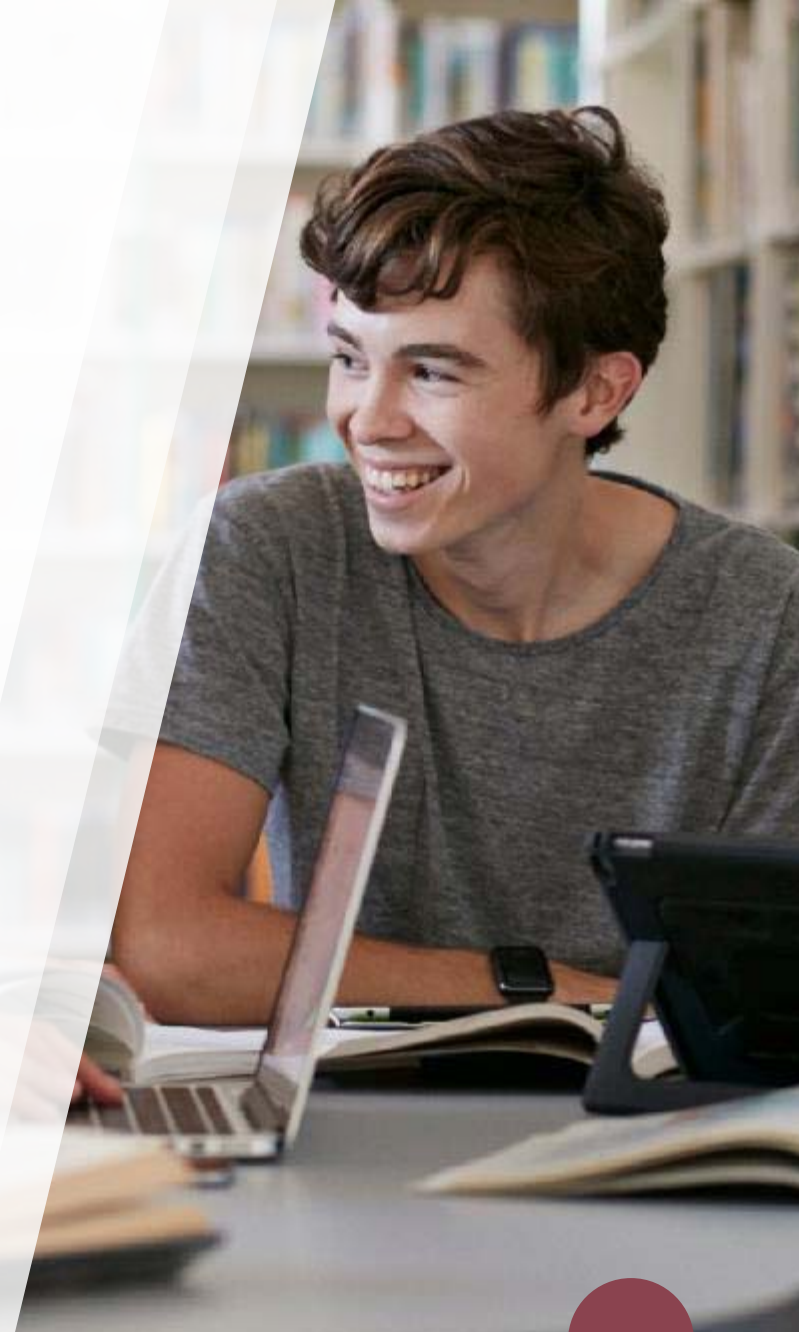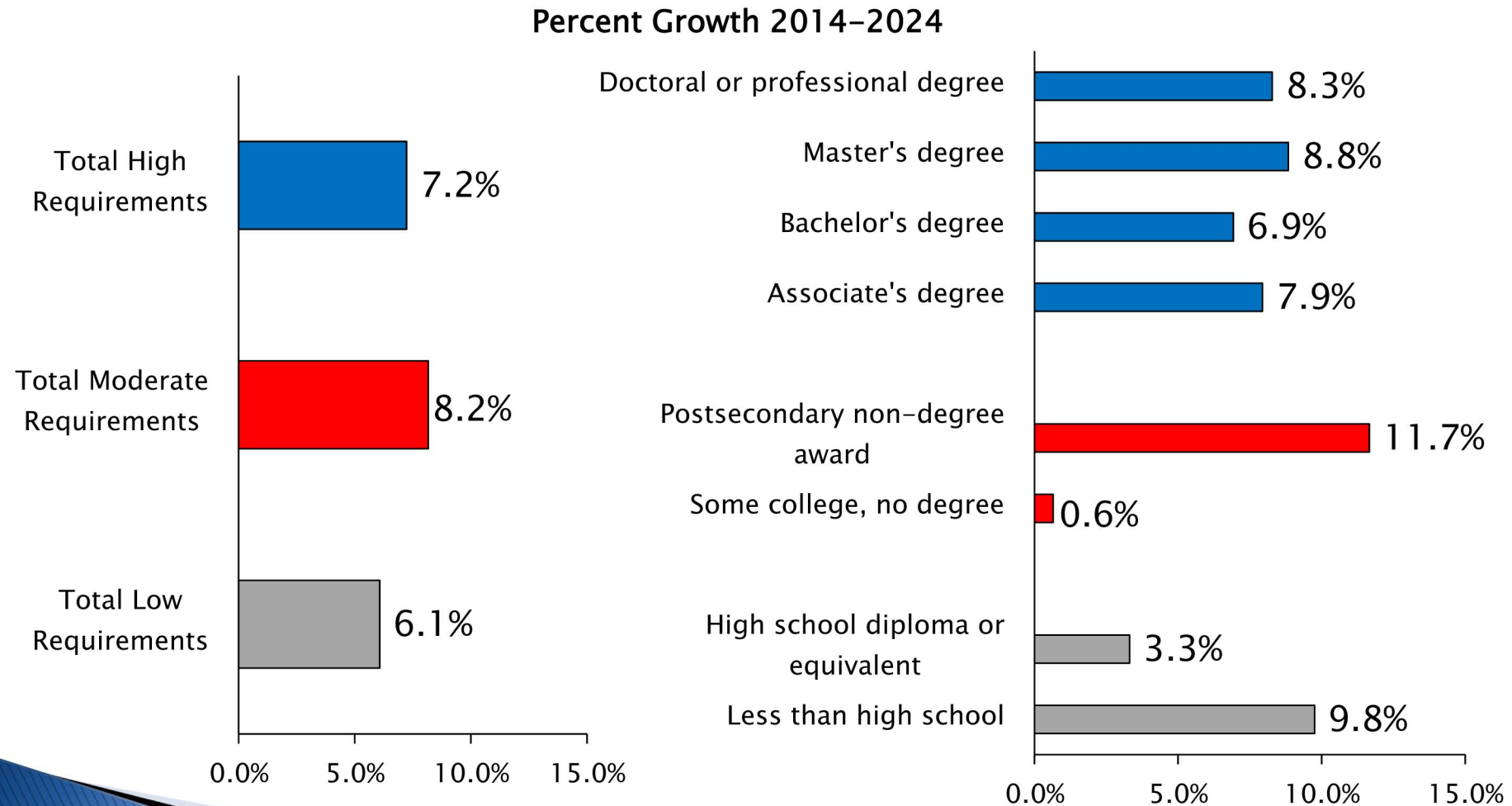
Shift in 'College for All' Thinking

- 13% of jobs in NJ are 'low-skill'
- 34% of jobs in NJ are 'high-skill'
- 57% of jobs in NJ are 'middle-skill'... but
- Only 37% of people in NJ have the skills/credentials to fill middle-skill jobs
- Industry sectors with the largest projected employment growth 2014-2024:
  - Educational & Health Services
  - Professional & Business Services
  - Trade, Transportation & Utilities
  - Leisure & Hospitality
  - Construction

https://nj.gov/labor/lpa/employ/indoccpj/14-24_ind-occ_projections_sp.pdf

https://njchamberfoundation.org/study

Jobs with Moderate Requirements for Entry Will Lead the Way

Percent Growth 2014–2024

Category	Percent Growth
Total High Requirements	7.2%
Total Moderate Requirements	8.2%
Total Low Requirements	6.1%

Education Level	Percent Growth
Doctoral or professional degree	8.3%
Master's degree	8.8%
Bachelor's degree	6.9%
Associate's degree	7.9%
Postsecondary non–degree award	11.7%
Some college, no degree	0.6%
High school diploma or equivalent	3.3%
Less than high school	9.8%

Recommendations

1. Business community should take stronger leadership role in partnership with state government to develop workforce initiatives
2. Focus on emerging and strategic local and regional partnerships
3. Use workforce data to inform students, teachers, & state policy and to evaluate public/private investments
4. Revamp recruitment strategies – tap into overlooked populations
5. Use incentives to draw discouraged or marginalized potential workers back into labor market
6. Encourage and consider alternative hiring strategies

Shameless Plug

Jobs for America's Graduates New Jersey (JAG NJ)

- Nation's premier drop out prevention program
- 40 states, 76,000 students annually
- Programs in Newark, Carteret, New Brunswick, Passaic, Little Egg Harbor and Vineland
- Participants are from bottom academic quartile, low-income, chronically absent, traumatic backgrounds
- JAG NJ students graduate at rate of 93%-100% while peers graduate at rates of 35% to 88%

What You Can Do

- <u>Get involved</u>: locally/regionally with your business community (Chambers of Commerce; industry-specific associations—retail merchants association, association of women business owners, technology & manufacturing association, restaurant and hospitality association, builders association, marine trades association, health care association; NJBIA)
- <u>Speak up</u>: find out what challenges you and other area businesses have in common, find out if challenges are specific to your industry or geographic location, contact local/county government to find out how they are addressing your concerns
- <u>Take action</u>: work with trade associations for solutions, reach out to institutes of higher education to find ways to train incumbent workers or recruit, contact local vocational schools or high schools—be a guest speaker, invite students to a job shadowing event, participate in career fairs, modify job descriptions based on skills

THANK YOU

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