



# The Emerging Skill Needs of a Rapidly Changing, Innovation-Driven Economy

*A Ready for the Job Report*

## Key Findings and Implications for New Jersey's Workforce Development System

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# Background:

## The *Ready for the Job* Initiative

### Fundamental Assumptions:

1. A skilled workforce is essential to the state's economic growth.
2. In order to fully participate in the economy, the state's residents must possess the skills employers need.



### Primary Goal:

To promote economic growth by improving the alignment between workforce preparation and training and the current skill needs of employers.

## **2006 *Ready for the Job Reports***

- **Emerging Workplace Trends and Skill Needs in the New Jersey Economy**
- **Port-related Industries**
- **Retail Industry**
- **Disaster Response**

### **Other past industry reports include:**

**Health Care**

**Hospitality/Tourism**

**Utilities**

**IT**

**Construction**

**Manufacturing**

**Finance**

**Transportation**

**Current (2007)  
*Ready for the Job*  
reports being  
completed on the  
workforce needs of:**

- **Financial Services**
- **Life Sciences**
- **Communication Technology**

# Six Broad Workplace Trends

## **TREND #1**

Competitive advantage of firms that harness knowledge and innovation

## **TREND #3**

Continued and expanded reliance on technology in the workplace

## **TREND #5**

Employers increasingly focused on privacy, security, and ethics concerns

## **TREND #2**

Decentralization of business operations and management

## **TREND #4**

Increasing diversity in the workplace

## **TREND #6**

Business processes change in response to shifts in regulations

# These Six Workplace Trends Increase the Importance of the Following Skills:

- Adaptability Skills
- Information Management and Communication/Relationship-building Skills
- Interdisciplinary Skills
- Business Skills
- Math/Science/Engineering/Technology Skills

# Workers Need Assistance Navigating an Increasingly Complex Labor Market

- The skill requirements of jobs are **constantly changing** as employers adjust to innovations in technology and increased global competition.
- Workers are expected to be savvy consumers of information and to manage their own careers.
- Workers must also be lifelong learners, constantly upgrading their skills.

# Implications for One-Stop Career Centers

To assist job seekers, One-Stop staff can:

- Provide information on available career options,
- Deliver information on the skill and education requirements of occupations, and
- Promote informed choices by individuals seeking training and education.

# Results and Reports from the *Ready for the Job* Initiative are Distributed Through the NJNextStop Website ([www.njnextstop.org](http://www.njnextstop.org))

The screenshot shows the homepage of the NJNextStop website. The browser address bar displays <http://www.njnextstop.org/>. The page features a navigation menu with links for home, parents & counselors, about this website, and contact us. A prominent "Welcome!" message is displayed in a large, stylized font. Below the welcome message, there is a photograph of four diverse young people. The page is divided into several sections: a "Focus Industry" sidebar on the left with icons for construction, finance, manufacturing, utilities/infrastructure, transportation and logistics, information technology, health care, tourism, emerging industries, and what's new; a "Real People" section featuring a profile of Angel Rodriguez, a student from Camden County Technical School; a "What's New" section with a link to a guide for job seekers with limited basic skills; and a "Lifetime" section with a link to an article about the power of yoga and stress management for teenagers. A "Career Fuel" newsletter sign-up button is located in the bottom left corner.

The screenshot shows the "Finance" page on the NJNextStop website. The browser address bar displays <http://www.njnextstop.org/industry.asp?ID=2>. The page features a navigation menu with links for home, parents & counselors, search the site, and contact us. A prominent "Finance" heading is displayed. Below the heading, there is a "Summary" section with a link to "small this page to a friend" and "print this page". The summary text discusses the finance industry in New Jersey, mentioning its concentration in Jersey City and the impact of the September 11, 2001 attacks. A "Career Paths & Key Occupations" section is located on the right side of the page, listing various career paths and occupations such as Bank Tellers, Sales Agents, Insurance, Personal Financial Advisors, Sales Agents, Business Services, Sales Agents, Financial Services, Underwriter, Assistant/Insurance Policy Processing Clerk, and Administrative/Customer Services Manager. A "Lifetime" section is also visible at the bottom left of the page.



# Information on Training Programs and Providers is Available Through the New Jersey Consumer Report Card ([www.njtrainingsystems.org](http://www.njtrainingsystems.org))

Online Consumer Report Card

training sources  
new jersey's guide to training & education programs

HOME | VIEW MY LIST | SEARCH | RESOURCES | CONTACT US

**Get the training you need to get the job you want**

get started & search for training

Need help getting started? Click here to learn how to use this site.

This website will allow you to search for schools and organizations that provide occupational education and job training opportunities. Your search results will provide you with information on the various programs offered by each training provider, and allow you to compare programs and providers based on information such as the location and length of training, the costs and any special services that may be offered. This site's newest features give you the ability to compare training providers by employment outcomes and other results information. For instance, you will be able to determine the starting salary and whether or not the participants who completed a particular program stayed on the job after graduation. Another section of the site will allow students and employers to comment on training programs they have used and allow you, the user, to view those comments.

The website currently contains all training providers, both in-state and out-of-state, that have applied to be included on the New Jersey State Eligible Training Provider list, and have been approved by the appropriate State agency. Currently, all those who apply and who are licensed by an appropriate agency of the state or federal government are considered eligible.

Please note that all of the descriptive information regarding training programs and providers was offered by the training providers themselves. Contact the provider directly if you have any questions or concerns about the information listed or inform us that you are having some problem. Please click on "Resources" link for the "legal statement" at the bottom of the page.

This site is a product of the New Jersey Department of Labor and Workforce Development, and

- do you need career information?  
learn about what's out there.
- are you looking for a job?  
find the right opportunity for you.
- are you a training provider?  
manage your programs and info here. Password required.

what students are saying

"Enjoyed the training. I am now certified through National Health Career Association."  
(TechnologyForce Institute, Inc.)

Search Results

training sources  
new jersey's guide to training & education programs

HOME | VIEW MY LIST | SEARCH | RESOURCES | CONTACT US

**Search Recap**  
Search Type: Map Or Zip  
County: Burlington  
Number of Results: 207

Your search found the following providers and programs [Next](#) [All Results](#) [Go to results page: 1](#)

**Results For Training Programs Search**

Your search found the following programs. To obtain additional information, click on the program name.

[Customize View](#) [Back to Default View](#)

Program Name	Average Program Rating (1-6)	Total Clock Hours	Total Cost of Program
<a href="#">[200MA] Medical Assistant</a> CDM Institute - Marlon Marlon, Burlington	NA (0) <a href="#">Add Your Comments</a>	200	\$4,000.00
<a href="#">[ABS275] Computerized Accounting and Business Specialist</a> CDM Institute - Marlon Marlon, Burlington	NA (0) <a href="#">Add Your Comments</a>	275	\$5,000.00
<a href="#">[CBA225] Computerized Bookkeeping and Administration</a> CDM Institute - Marlon Marlon, Burlington	Average Program Rating (1-6): ★ ★ ★ ★ ★ (1) <a href="#">View Comments</a> <a href="#">Add Your Comments</a>	225	\$4,000.00
<a href="#">[CNA] Certified Nurse Aide</a> CDM Institute - Marlon Marlon, Burlington	NA (0) <a href="#">Add Your Comments</a>	225	\$4,000.00

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