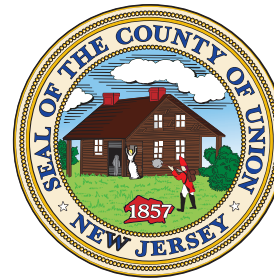


Welcome to the Public Meeting of the Union County Workforce Development Board

Friday, February 19, 2015, 9:00AM, Union County College, Executive Education Center
1033 Springfield Avenue, Cranford, New Jersey

BRUCE H. BERGEN, FREEHOLDER CHAIRMAN
SERGIO GRANADOS, FREEHOLDER LIAISON



GLENN NACION, CHAIR
CARLOS VALDES, VICE CHAIR
ERICH PETER, SECRETARY

ALFRED FAELLA, COUNTY MANAGER
FRANK GUZZO, DIRECTOR, DEPARTMENT OF HUMAN SERVICES
AMY WAGNER, ACTING DIRECTOR, DEPARTMENT OF ECONOMIC DEVELOPMENT
ANTONIO RIVERA, MSW, WDB DIRECTOR
JEAN KOSZULINSKI, AMERICAN JOB CENTERS DIRECTOR

I. CALL TO ORDER

GLENN NACION, CHAIRMAN



II. OPEN PUBLIC MEETINGS ACT

ELIZABETH PASKEWICH

The Chair wishes to announce that, pursuant to the requirements of N.J.S.A. 10:4-10 of the Open Public Meetings Act, adequate notice of this meeting of the Union County Workforce Development Board has been given by mailing the year 2016 annual meeting schedule to the newspapers circulating within the County of Union and designated to receive such notice, and by posting the Year 2015 annual meeting schedule in the County Court House and by filing the year 2016 annual meeting schedule with the Office of the County Clerk.

II. OPEN PUBLIC MEETINGS ACT

ELIZABETH PASKEWICH

Furthermore, the Chair wishes to announce that adequate notice of the location of this meeting has been given by providing at least forty-eight hour notice to the newspapers circulating within the County of Union and designated to receive such notice and by posting the said notice at least forty-eight hours prior to this meeting in the Court House and by filing the notice at least forty-eight hours in advance of this meeting with Office of the County Clerk. The Chair requests that the above statement be entered in full in the minutes of this meeting.

III. ROLL CALL

ELIZABETH PASKEWICH



IV. APPROVAL OF THE NOVEMBER 13, 2015 MINUTES

GLENN NACION, CHAIRMAN

ACTION REQUIRED



V. WDB DIRECTOR'S REPORT ANTONIO RIVERA, MSW

ACTION REQUIRED

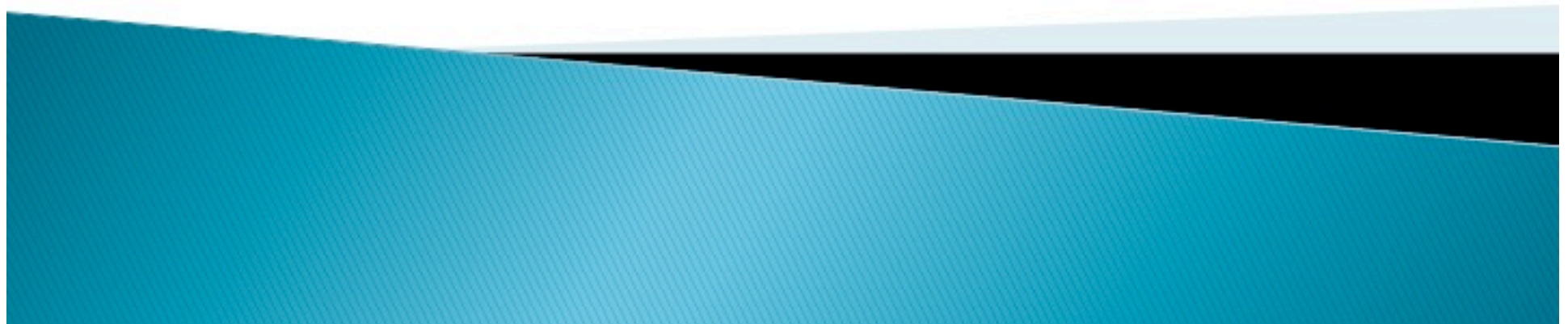
RECOMMENDED
APPOINTMENT OF
TINA EARLEY OF
ELIZABETHTOWN GAS TO
COMPLETE THE
UNEXPIRED TERM DATED
7/1/2013-6/3-/2016

VI. SUMMARY OF WIOA YOUTH REQUESTS FOR PROPOSALS

ELIZABETH PASKEWICH

2015 Out-of-School Youth Program GED, High School Diploma & Occupational Skills Training

Request for Proposal Overview &
Proposal Submissions



WIA – WIOA Youth Transition

- ▶ 75% required funding to Out-of-School Youth
- ▶ 5 New Program Elements
- ▶ Focus on Industry recognized postsecondary credentials
- ▶ Expanded Work Experience Focus (*20% spending minimum*)
 - *Increased focus on Career Pathways and work-based learning*



2015 Out-of-School Youth (OSY) RFP

Release Date of Proposal:	December 15, 2015
Proposal Due Date:	January 20, 2016

Anticipated Funding Amount:
\$580,000
2 awards at \$290,000 each

RFP solicits proposals that address employment, education and training needs and skill deficiencies of economically disadvantaged OSY ages 16-24 in Union County.



Program Services


GED and High School Diploma and/or
Occupational Skills Training

Target Population

An out of school youth is an eligible youth who is a school dropout or is an eligible youth who has either graduated from high school or holds a GED, but is basic skills deficient, unemployed, or underemployed and face barriers to education or employment.



Scope of Services

- ▶ Demonstrate an **alignment** between proposed activities and services and the strategy and goals of the local plan, as well as with the activities and services of the American Job Center System Partners
 - ▶ Demonstrate they have the capability **to provide year round WIOA youth services** which are designed and delivered in a manner that focuses on educational attainment, career development and job placement
 - ▶ Provide access to a network of **collaborative partnerships** and comprehensive services.
 - ▶ Adhere to the US DOL Employment and Training Administration's **Strategic Vision for the Delivery of Youth Services**
 - ▶ Provide all required **Program Elements** to enrolled youth as needed or requested.
 - ▶ Demonstrate that **transition strategies** are developmentally appropriate and designed to launch young adults on path to economic self-sufficiency (Employment, Postsecondary Education).
 - ▶ Demonstrate they will meet or exceed **Performance Measures**
 - ▶ Demonstrate they have the **management and financial capability** to effectively and efficiently deliver the program.
- 

5 New Program Elements

- ▶ *Activities* that help youth transition to postsecondary education and training
- ▶ *Education* offered concurrently with and in the same context as workforce preparation activities and training for a specific occupation or occupational cluster.
- ▶ *Financial literacy education*, through financial literacy youth will understand what it means to manage their money.
- ▶ *Entrepreneurial skills training* of interested youth who through an assessment have been identified as individuals who possess the following skills that have been identified as necessary to become a successful entrepreneur; critical and creative thinking skills, practical skills, personal characteristics, and the interpersonal skills.
- ▶ *Services that provide labor market and employment information* about in-demand industry sectors or occupations available in the local area must be made available by the provider.



WIOA Youth Performance Measures

To date we still have not received guidance from the State of NJ as to the 2015 WIOA Youth Performance Measures.

As a guide the historic Union County Youth Performance Measures are as follows:

Placement in Employment or Education	82.6%
Attainment of a Degree or Certificate	78.8%
Literacy and Numeracy Gains	83.2%



Proposals Received

Organizational Qualifications	
Plainfield YMCA	<ul style="list-style-type: none">➤ Plainfield YMCA started in 1877➤ Over 30 years of work with low income youth, foster care placement, and enrichment programs➤ In 2012 developed a strategic plan to focus initiatives in youth and family enrichment, as well as ensuring financial stability➤ Process of converting 60 adult male housing units to 30 efficiency apartments for youth 18-24 aging out of foster system
Union County College	<ul style="list-style-type: none">➤ UCC Center for Economic and Workforce Development (CEWD)- 30 years experience with NJLWD & LWIB on educational & occupational training programs.➤ Since 2013, supported the implementation of New Jersey Youth Corp- education and community services activities that encourage the development of civic involvement➤ Second year supporting Youth Transition to Work grant

Proposals Received

	Plainfield YMCA	Union County College
Target Location	Plainfield	Elizabeth
Type of Agency	Not-for-Profit 501(c)3	County College
Total Funding Request	<u>\$290,000</u>	<u>\$290,000</u>
GED Program & HS Diploma	\$114,100	\$120,000
Occupational Skills Training	\$175,900	\$170,000
Level of Service	40	100
Subcontractors	<ul style="list-style-type: none"> -Union County College -United Children and Family Society -HomeFirst Interfaith Housing and Family Services 	<ul style="list-style-type: none"> -Literacy New Jersey -Prevention Links
Leveraged Resources	<ul style="list-style-type: none"> -Plainfield YMCA -City of Plainfield -Venture and Venture 	<ul style="list-style-type: none"> -Union County College -Literacy Volunteers -Prevention Links



Plainfield YMCA

Recruitment	<ul style="list-style-type: none">➤ YMCA Foster Care Programs➤ City of Plainfield (leveraged resource)
GED/HS Diploma	<ul style="list-style-type: none">➤ Union County College➤ HomeFirst
Occupational Training	<ul style="list-style-type: none">➤ YMCA-Classroom based workshops
Counseling Services	<ul style="list-style-type: none">➤ United Children and Family Society➤ HomeFirst
Job Placement	<ul style="list-style-type: none">➤ Venture & Venture (leveraged resource)
Participant Stipends	<ul style="list-style-type: none">➤ \$10/hour Classroom Training
“15 th ” Program Element	<ul style="list-style-type: none">➤ Healthy Living Skills/Fitness



Union County College

Recruitment	<ul style="list-style-type: none"> ➤ UCC ➤ Literacy New Jersey ➤ Prevention Links
GED/HS Diploma	<ul style="list-style-type: none"> ➤ UCC ➤ Literacy New Jersey
Occupational Training	<p>UCC</p> <ul style="list-style-type: none"> ➤ TAACCCT–NJPREP grant*– Pharmacy Tech and PCT training ➤ Opportunity 4 Jersey– Welding/Youth Welding ➤ Health Professions Opportunity Grant ➤ LINC’S–Supply Chain Management ➤ WIBC– Soft Skills Training
Job Placement	<p>UCC</p> <ul style="list-style-type: none"> ➤ Local employers who support TAACCCT grant ➤ WIBC ➤ Newark Airport
Counseling Services	<ul style="list-style-type: none"> ➤ Prevention Links
Pilot Program	<p>“Pathways to Patient Care Technician” Combines WIOA Title II funding for Adult Basic Skills and GED with TAACCCT funding for PCT and adds in an externship at Trinitas</p>

*Trade Adjustment Assistance Community College and Career Training Grant Program (TAACCCT)
 New Jersey Health Professionals Pathways to Regional Excellence Program (NJPREP)

- ▶ REQUEST FOR BOARD MEMBER ACTION REGARDING PROPOSALS



USDOL Strategic Vision for the Delivery of Youth Services

1. Out-of-School Youth (and the most at risk of dropping out) are an important part of the new workforce “supply pipeline” needed by businesses to fill job vacancies in the knowledge economy.
2. WIOA-funded youth programs will provide leadership by serving as a catalyst to connect these youth with quality secondary and postsecondary educational opportunities and high-growth and other employment opportunities.
3. Alternative Education– ensure that youth served in alternative education programs receive a high quality education that adheres to the state standards developed in response to the No Child Left Behind Act.
4. Meeting the demands of business, especially in high-growth industries and occupations– demand driven investment of resources to assure that youth obtain the skills needed by businesses so they can succeed.
5. Neediest youth– prioritize foster/emancipating youth, offenders, and children of incarcerated parents
6. Improved Performance– assure that funding for youth programs is performance-based and systems/programs focus on outcomes.



14 Youth Program Elements

Improving Educational Achievement

1. *Tutoring, study skills training, instruction, and evidence-based dropout prevention and recovery strategies* that lead to a completion of the requirements for a secondary school diploma or equivalent or for a recognized postsecondary credential.
2. *Activities that help youth transition to postsecondary education and training*
3. *Alternative secondary school services, or dropout recovery services*

Preparing for Entry and Success in Employment

4. *Paid and unpaid work experiences* that have as a component academic and occupational education which may include (i) summer employment opportunities and other employment opportunities available throughout the school year; (ii) pre-apprenticeship programs; (iii) internships and job shadowing; and (iv) on-the-job training opportunities
5. *Occupational skill training*, which may include priority consideration for training programs that lead to recognized postsecondary credentials that are aligned with in-demand industry sectors or occupations in the local area.

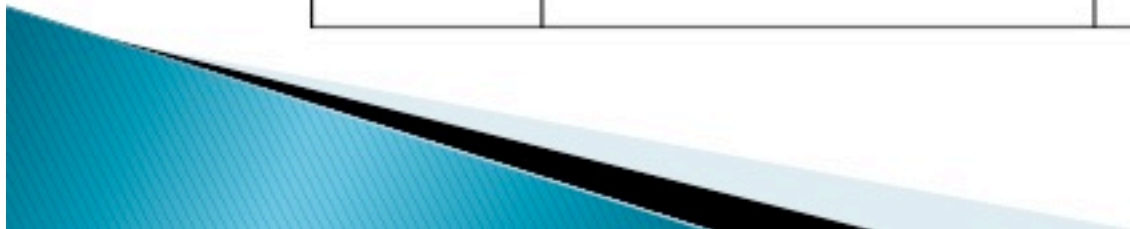
Blue Text=New WIOA Program Element

Supporting Youth Development

6. *Education* offered concurrently with and in the same context as workforce preparation activities and training for a specific occupation or occupational cluster.
7. *Leadership development opportunities*, which may include community service and peer-centered activities encouraging responsibility and other positive social and civic behaviors, as appropriate
8. *Supportive Services* may include linkages to community services and/or assistance with transportation, child care, housing, referrals to medical services, and the provision of appropriate work attire and work related tools.
9. *Comprehensive guidance and counseling*, which may include drug and alcohol abuse counseling and referral, as appropriate
10. *Adult mentoring* for the period of participation and a subsequent period, for a total of not less than 12 months
11. *Financial literacy education*, through financial literacy youth will understand what it means to manage their money.
12. *Entrepreneurial skills training* of interested youth who through an assessment have been identified as individuals who possess the following skills that have been identified as necessary to become a successful entrepreneur; critical and creative thinking skills, practical skills, personal characteristics, and the interpersonal skills.
13. *Services that provide labor market and employment information* about in-demand industry sectors or occupations available in the local area must be made available by the provider.
14. *Follow-up services* for not less than 12 months after the competition of participation, as appropriate

New Youth Performance Measures

NEW	Placement in Employment Education, or Training	Percentage of Participants in education, training, or unsubsidized employment; measured in Q4 after exit.
NEW	Earnings after entry into unsubsidized employment	Median earning of participants in unsubsidized employment during Q2 after exit.
NEW	In Program Skills Gain	Percentage of participants in education leading to credential or employment during program year, achieving measurable gains. Measured in real time.
ELIMINATES	Literacy and Numeracy Gains	Measure eliminated
MODIFIED	Placement in Employment, Education, or Training	Measured in Q2 vs. Q1
MODIFIED	Credential Rate	Percentage of participants, who obtain a recognized credential or secondary diploma during participation or within 1 year after program exit, previously was by end of Q3 after exit.



VI. SUMMARY OF WIOA YOUTH REQUESTS FOR PROPOSALS

**ACTION REQUIRED
GLENN NACION**

**VII. WDB DIRECTOR'S REPORT
ANTONIO RIVERA, MSW**

New Jersey Local Workforce
Development Board
Certification Process 2016

2/5/16

VII. WDB DIRECTOR'S REPORT ANTONIO RIVERA, MSW

Background

- WIOA Section 107, and New Jersey's administrative code N.J.A.C 12:42-4.
- Governor shall, once every 2 years, certify one local board for each local area in the State.
- All New Jersey Local Workforce Development Boards were certified under WIA as of June 2014.
- In 2018, WDB recertification will return to full process. (May contain additional elements)

VII. WDB DIRECTOR'S REPORT ANTONIO RIVERA, MSW

Criteria

Based on:

- WDB membership criteria
- Oversight of Workforce Development Activities
- Performance Accountability
- Fiscal integrity

VII. WDB DIRECTOR'S REPORT ANTONIO RIVERA, MSW

Item 1 - Local WDB Membership Criteria

- Accordance with SETC Policy Resolution #2015 - 01 Local Workforce Development Board Member Appointment and Process.
 - Follows guidelines set forth in WDB Member Handbook.
 - WDB is at least 51% business membership.
 - WDB chair is business member.
 - Board Development - Plan developed to achieve board membership

VII. WDB DIRECTOR'S REPORT ANTONIO RIVERA, MSW

Item 2 - LWDA Programs and WDB Staff Budgets

The Local Workforce Development Area (LWDA) Programs Budget, required under N.J.S.A. 34:15C-15e(4), and Local WDB Staff Budgets.

- Required for Program Years 14 and 15.
- LWDA program budget include all workforce program funding.
- Summary of Leveraged Resources.
- IRS Tax Status Letter / 501(C)3 Status Documentation.

VII. WDB DIRECTOR'S REPORT ANTONIO RIVERA, MSW

Item 3 - Local Board Annual Reports

- Annual Reports - required under N.J.S.A. 34:15C-15e(5)
 - Program Year 13
 - Program Year 14

VII. WDB DIRECTOR'S REPORT ANTONIO RIVERA, MSW

Item 4 - Local Board Meeting Minutes

- Program Years 14 and 15
- Minutes should reflect regular meetings, held at least quarterly
- Minutes should reflect the LWDB budget approval process

VII. WDB DIRECTOR'S REPORT ANTONIO RIVERA, MSW

Item 5 - Local Board Staff

List of local board staff, including:

- Name
- Title
- Office address
- Name/title of who they report to
- Percent of time dedicated to WDB activity

VII. WDB DIRECTOR'S REPORT ANTONIO RIVERA, MSW

Item 6 - MOU (LEO and Local Board)

Memorandum of Understanding (MOU) between local board and local elected officials:

- The MOU must outline the process for board member appointment and removal.
- Multi-county areas must provide the MOU which establishes the lead county, if a separate agreement

VII. WDB DIRECTOR'S REPORT ANTONIO RIVERA, MSW

Item 7 - MOU - One Stop Partners

MOUs between the local board, One-Stop Operator and One-Stop Partners.

- A Resource Sharing Allocation Agreement must be included in the MOU.
- Feb 10th Resource Sharing Agreement Webinar - Presented by Jerry Calamia , Internal Audit

VII. WDB DIRECTOR'S REPORT ANTONIO RIVERA, MSW

Item 8 - Youth Transition Plans

- Strategic initiatives
- Youth Investment Councils
- Leveraging of partnerships

- Operational Initiatives
- RFP process (securing all 14 program elements)
- 75% out of school youth (recruitment and retention)
- 20% Work experience.
- Innovation/Promising Practices
- Local Area Challenges

Due on Jan 25, 2016

VII. WDB DIRECTOR'S REPORT ANTONIO RIVERA, MSW

Item 9 - Regional Planning Activities

- *Local areas will be required to participate in the development and submission of a regional workforce development plan, as required under WIOA Section 106, in addition to the local strategic plan, required under WIOA Section 108.*
- Provide a two-page narrative summary of the regional and local planning activities held to date.
- March 10th - SETC/LWD Key Partners Meeting with Thomas P. Miller and Associates.

VII. WDB DIRECTOR'S REPORT ANTONIO RIVERA, MSW

Item # 10 - Local Performance Measures

- The SETC will evaluate the local WDB's application for certification based on the local area achievement of the 9 negotiated performance outcomes for the area's Workforce Investment Act (WIA) funding for Program Year 2013 and Program Year 2014.

VII. WDB DIRECTOR'S REPORT ANTONIO RIVERA, MSW

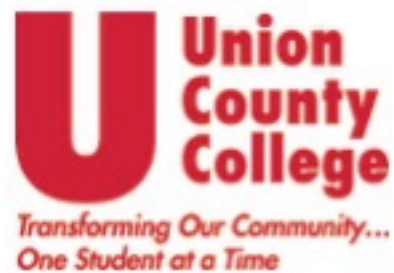
Time Frame

Date	Activity/Outcome
January 2016	WDB Certification Process Rollout
Feb 2016 - June 2016	Technical Assistance and Capacity Inventory
April 1, 2016	Required Local Area Documents due to the SETC
May 16, 2016	Final Application Form, Signed by Chief LEO, WDB Chair and WDB Director
June 19, 2016	SETC vote to approve/deny LWDB Certification Requests
July 1, 2016	LWDB Certification Completed

VII. WIB CENTER REPORT ISAIAS RIVERA

Union County Workforce Innovation Business Center

Report November 2015 – February 2016



WIBC New Partnerships



EST. 1892
**Abercrombie
& Fitch**
NEW YORK



MTK Project

- ▶ **FINAL OVERVIEW**
- ▶ Over 250 applicants
- ▶ Pre-screening
- ▶ Recruiting
- ▶ Over 130 people at the Info sessions
- ▶ 105 people interviewed by the Hiring Manager
- ▶ Actual Hires pending...



**100 Positions
Now Available**



Major Warehouse and Calling Center companies are hiring for 100 job positions. They are looking to hire Packers, Truck Loaders, and Customer Service Call representatives.

Come Learn More!



**Tuesday & Wednesday February 9 & 10 2016
at 10:00am and 2:00pm**

Workforce Innovation Business Center
Mills at Jersey Gardens, 651 Kapkowski Road in Elizabeth, NJ

You must attend one of the Sessions

Interested candidates must attend one of the mandatory sessions. All applicants must submit their resume to business@ucc.edu and call Susan Gomez at 908-355-4444 to reserve a spot.

For more information please call us at (908) 355-4444

(Se habla Español)



**UNION COUNTY
WORKFORCE INNOVATION
BUSINESS CENTER**

A program of the Union County Board of Chosen Freeholders, the Union County Workforce Development Board and Union County College



A Service of the Union County
Board of Chosen Freeholders

UNION COUNTY
We're Connected to You!

Major 100 Work at Home Project

100 POSITIONS
Work at Home Full time Jobs!



Want to work from home? A major corporation is seeking for customer service & tech support professionals. Interested? Come Learn More!



Tuesday March 1st starting at 10:00am

Where?

Workforce Innovation Business Center
Mills at Jersey Gardens, 651 Kapkowski Road in Elizabeth, NJ

You must register for this event

go to: ucnj.org/wdb/100-job-positions-available/
to register

Interested candidates must possess 1 of the following: 60 College Credits, Technology Certificate, or 2 years of Military Service.

For more information please call us at (908) 355-4444

**UNION COUNTY
WORKFORCE INNOVATION
BUSINESS CENTER**



A program of the Union County Board of Chosen Freeholders, the Union County Workforce Development Board and Union County College



A Service of the Union County
Board of Chosen Freeholders

UNION COUNTY
We're Connected to You!

Year to Date Report

July 2014 - Present, the WIBC has accomplished the following:

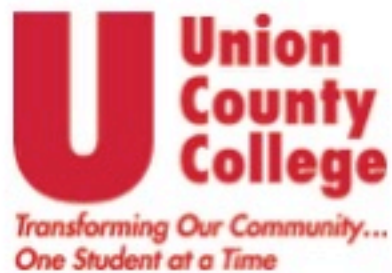
- ▶ **1101, Job Orders obtained**
- ▶ **401, Job Orders Filled**
- ▶ **245, other updated job reports**

- ▶ **Total of 646 Jobs Year to Date.**

Many more jobs to come...



**Thank you for your Commitment
to Support
Union County's Workforce!**



VIII. AMERICAN JOB CENTERS DIRECTOR'S REPORT

JEAN KOSZULINKSI



VIII. AMERICAN JOB CENTERS DIRECTOR'S REPORT

JEAN KOSZULINKSI



ONE STOP
REPORT

VIII. AMERICAN JOB CENTERS DIRECTOR'S REPORT

JEAN KOSZULINKSI

WORKFORCE

- PERFORMANCE INDICATORS
- CLIENT TRANSPORTATION
- PLAINFIELD DISLOCATION
- ABAWD POLICY
- RESOURCE MANUAL/TRAINING
- CASE MANAGEMENT
- PROTECTION OF PERSONAL INFORMATION
- SUPPORT SERVICES

VIII. AMERICAN JOB CENTERS DIRECTOR'S REPORT

JEAN KOSZULINKSI

EMPLOYMENT SERVICE

- POSITIVE RECRUITMENTS
- PROJECT REEMPLOYMENT ORIENTATION
- REEMPLOYMENT ELIGIBILITY ASSESSMENT
- JERSEY JOB CLUB
- JOB SEARCH AND JOB REFERRAL
- ON THE JOB TRAINING

IX. COMMITTEE REPORTS

GLENN NACION, CHAIRMAN

EXECUTIVE COMMITTEE



X. OLD BUSINESS

GLENN NACION, CHAIRMAN



XI. NEW BUSINESS

GLENN NACION, CHAIRMAN



X. WDB MEETING SCHEDULE

9:00AM FRIDAY, APRIL 15, 2016

9:00AM THURSDAY, JUNE 16, 2016

9:00AM FRIDAY, SEPTEMBER 16, 2016

9:00AM FRIDAY, NOVEMBER 4, 2016

LOCATION

**Union County College
Executive Education Center**

1033 Springfield Ave, Cranford, New Jersey

XI. ADJOURNMENT