



PY17-18

Annual Report

July 1, 2017 – June 30, 2018

UNION COUNTY

WORKFORCE DEVELOPMENT BOARD



UNION COUNTY
We're Connected to You!
A Service of the Union County
Board of Chosen Freeholders



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I. Strategic Plan Vision

The Workforce System sees itself as both an effective catalyst for economic development and a major resource for employment and training.

Toward greater economic development, it must help make critical business connections and serve as a bridge between businesses, the County and the State.

Toward better training and employment, it must help residents overcome unemployment, underemployment, and economic struggles and guide them along a path of successful professional growth.

Such a dual vision establishes the ultimate direction and tone for the Union County Workforce System.

II. Core Values

The Union County Workforce Investment Board shall align its workforce development strategy to mirror the core values outlined within New Jersey's Unified Workforce Investment Plan. The **Local 2016-2020 Strategic Plan** identifies Six Key Values aimed to drive our Workforce Development Activities.

- ❖ Increased Emphasis on Career Pathways and Industry-Credential Attainment
- ❖ Expanded One-Stop Integration of Service Delivery
- ❖ Broadened Use of Technology in Operation & Customer-Facing Processes
- ❖ Expanded Access to Service Levels
- ❖ Enhanced Employer Engagement
- ❖ Expanded Use of Evaluation Metrics Beyond National Performance Standards/ Systematic Oversight

III. Workforce Development Board of Directors

BOARD OF CHOSEN FREEHOLDERS

Sergio Granados, Supervisor, Health Division, City of Elizabeth

BOARD OFFICERS

Chairman

Vice Chairman

Secretary

MEMBERS

First Name	Last Name	Title	Business / Organization
Glenn	Nacion	Vice President Human Resources	Trinitas Regional Medical Center
James R.	Brady	Vice President and General Manager	The Savor Group, LLC
Mark	Bocchieri	Director External Affairs	Verizon New Jersey
Tina	Earley	Manager, Govern. & Community Affairs	Elizabethtown Gas
Ricahrd	Capac	Director	Leaf Group, LLC
Monica	Chenault-Kilgore	Senior Human Resources Consultant	The Chenault Group, Inc.
Donna	Dedinsky	Manager, Associate Relations	Wakefern Food Corporation
Juan Carlos	Dominiguez	Vice President	JJJ Distributors
Gloria	Durham	CEO	Genesis Staffing Services
Alberto	Goncalves	Managing Partner	GS Developers LLC
Eugenia	Hamlett	Residential Broker/Developer	Hamlett Management, LLC.
Anadir	Liranzo	President	Omega Maintenance Corp
Jerry	Masin	President	CompasScale
Kim	McConnell	President	McConnell Leadership Group LLC
Sandy	McLachlan	HR Business Partner/Labor Relations	Phillips66 Bayway Refinery
Christopher	Morreale	Senior Manager	FedEx
Lenin	Paredes	CEO	Global Insurance Agency, LLC
Stan	Robinson, Jr.	Owner	SHR Marketing, LLC
Kamran	Tasharofi, M.D.	President/Owner	Union County Health Care Assoc.
Erick	Peter	Director of Training and Technical Assistance	UC Economic Develop. Corp
Noel	Christmas	President	Utility Workers, Local 601
Richard	Malcolm	Business Agent	Ironworkers, Local #11
Gary	Pfarr	Assistant Business Manager	Electrical Workers, Local 102
James	Horne	President & CEO	United Way of Union County
Pamela	Capaci	Executive Director	Prevention Links
John	Perry	Executive Director	Council for Airport Opportunities
Josh	Bornstein	Executive Director	UC Educational Services Comm.
Margaret	McMenamin Ph.D.	President-Union County College	Title II Adult Educat.and Literacy
Yoshi	Manale	Exec. Assistant, Operations	Kean University Higher Ed Entity
Peter	Capodice	Superintendent	County Vo-Tech School
Hugh	Caufield	Elizabeth ES	ES / Wagner-Peyser
Pat	Williams	Supervisor	DVRS Representative

IV. Union County American Job Center

The Union County American Job Centers provide an integrated array of high-quality services so that workers, job seekers, and businesses can conveniently find the help they need under one roof in easy to reach Union County locations.



American Job Centers are designed to help businesses find qualified workers and help job seekers obtain employment and training services to enhance their careers.

These services include assessment of skills, abilities, aptitudes and needs; assistance with Unemployment Insurance; access to employment services such as the states' job board and labor market information; career counseling; job search and job placement assistance; and information on training, education and related supportive services such as day care and transportation

CENTER PARTNERS

Department of Human Services

Employment Services

**Division of Vocational
Rehabilitation**

Unemployment Services

Division of Social Services

Union County College

**Workforce Innovation Business
Center**



General Services	
Orientations	1836
SNAP Activity	3846
Tuition Waivers	1007
Youth Services	
Certified	203
Enrolled	127
Individual Training Contracts	
ADULT	79
DISLOCATED WORKER	124
	203

Training By Growth Sectors	
Construction	7
Financial Services	17
Health Care	83
Hospitality, Tourism & Retail	14
Life Sciences	1
Technology & Entrepreneurship	41
Transportation, Logistics, and Distribution	39
Other	1
	203

Welcome Aboard

The Union County Department of Human Services was awarded the WIOA One Stop Operator Contract to Manage the Union County American Job Center.

Debbie-Ann Anderson was appointed Director of the County of Union Department of Human Services in 2017. The Department of Human Services is an essential agency and safety net of County government that touches all our different populations, and in particular, those who need it the most—the elderly, poor, unemployed, underemployed and youth populations.



The Department of Human Services, with 747 full and part-time employees, is County government’s largest agency, and contains the following units: the Division of Aging and Disability Resource Connection; the Division of Planning; the Division of Social Services (in Plainfield and Elizabeth); the Division of Youth Services; the Division of Outreach and Advocacy; Paratransit (and Route 22 Shuttle); the Contract Unit; Workforce Development Operations (One-Stop Career Centers, Elizabeth and Plainfield offices) and Cornerstone Behavioral Health Hospital of Union County.

Ms. Anderson has a particular interest in promoting meaningful stakeholder participation in all levels of the human services system in Union County. In addition, she is interested in promoting integration, quality, and efficiency throughout the service system and collaboration among human services and other components of the Union County community.

AJC Staff Development

Career Counselor “Customer Service Skills” Workshop - June 13, 2018

Group i&i Consultancy delivered Customer Service Training on June 13, 2018, for the American Job Center Career Counselors as well as Sub-recipient partner counselors, (United Way, Urban League, HomeFirst and PROCEED). Training consisted of FOUR areas of training:



1. A Walk Through Your ***Role of Career Counselor*** in the American Job Center (WIOA Design),
2. Examination of “WHAT IS” – Build a ***Profile of the Current American Job Center Climate*** Identifying Strengths and Weaknesses.
3. Exchange ***Ideas for Improvement*** in Serving Job Seekers.
4. ***Customer Service Skills Training*** – How do we better serve our Job Seekers in a highly professional “Customer Friendly” manner.

Annual Plan PY 17

V. Workforce Innovation Business Center



ABOUT WIB CENTER

This program was established in 2014 by the Union County Board of Chosen Freeholders, the Union County Workforce Development board and Union County College. The Workforce Innovation Business Center builds on the success of Union County’s One-Stop Career Centers, and on the Freeholder Board’s partnership with Union County Community College. Through this rapidly growing relationship, job seekers can access training and other career services that help match them with prospective employers.

The Workforce Innovation Business Center is a full-service learning center serving the business community and local residents of Union County New Jersey and beyond.

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OUR MISSION

For Job/Career Seekers -The Center provides training and coaching to individuals preparing to enter the workforce and develop a career.

For Businesses - The Center serves as a resource to assist businesses in training, recruiting and hiring qualified employees through job fairs, facility rentals, job postings, job candidate pools, and referral services.

RESULTS

PY 17 (July 2017 – June 2018)

Soft Skills Classes	11
Number Soft Skills Students Enrolled	144
Number of Recruiting Events	24
Number of Job Placements	209
Number of Residents and Businesses Served	1137
Number of On the Job Training Contracts	3

VI. YOUTH EMPLOYMENT PATHWAYS PROGRAM (YEPP)



United Way
of Greater Union, NJ

United Way of Greater Union County, The Union County Board of Chosen Freeholders and The Union County Workforce Investment Board, in collaboration with key partner agencies in Union County, have united to form a Youth Employment Program (YEP).

The goal of the YEP is to provide support for job readiness, training and employment for youth, ages 14-24 who are economically disadvantaged, preparing them to become financially stable, self-sufficient young adults.

YOUTH SERVICES

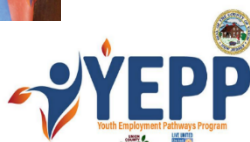
	Out-of-School	In-School
Completions	61	67
Career Counseling	61	61
Work Experience	49	58
Tutoring	-	17
Occupational Training	14	5
Supportive Services	38	-
Post-Secondary / Job Readiness	28	35
Financial Literacy	28	28
Unsub. Placement	6	-
Skills Gain	31	20
Leadership Development	-	20
Certification	9	-
Math/Reading Improvement	11	-
Promoted to Next Grade / Graduated HS	-	61

YOUTH CONSORTIUM

The consortium currently includes thirteen organizations, of which five are sub-grantee nonprofit partners: Community Access Unlimited, Urban League of Union County, Inc., Proceed, Inc., HomeFirst, Inc. and Plainfield Action Services.

Agencies provide direct service to eligible participants who are at risk of not graduating high school and/or who are currently not in school or working, to identify and address barriers and work towards obtaining a credential, enter higher education and/or secure employment.

SUMMER PROGRAM



YEPP Program

Youth	Sector	Site
22	Parks and Recreation	Park Maintenance
9	Restaurant / Food	CAU Café The Lobby City Tavern
49	Administrative	ARC St. Elizabeth Church AJC - Elizabeth Proceed Hudson Tax Offices Board of Social Services

VII. LOCAL PERFORMANCE

PY 17 July 2017 – June 2018*

Of the 18 key Indicators being measured for PY17, Union County Met or Exceeded 15. Union County failed one indicator, Dislocated Worker placing 62.8% of customers. No Data was available for Youth Skill Gain.

*PY 17 Q4 as of 7/12/2018 - Data was exported from NJPerforms for this report on September 1, 2018.

ADULT

Indicator	Actual	LWDB Plan	% Achieved	num	den
Employment Q2	74.06%	80.60%	91.89%	197	266
Employment Q4	67.61%	62.60%	108.00%	96	142
Credential	74.47%	48.70%	152.91%	35	47
Skill Gains	92.00%	0%	0.00%	46	50
Median Earnings	\$5217.84	\$4463	116.91%	197	0

DISLOCATED WORKER

Indicator	Actual	LWDB Plan	% Achieved	num	den
Employment Q2	73.08%	78.60%	92.97%	38	52
Employment Q4	100.00%	40.00%	250.00%	1	1
Credential	0%	82.80%	0%	0	0
Skill Gains	100.00%	0%	0.00%	6	6
Median Earnings	\$3412.435	\$0.00	0.00%	36	0

YOUTH

Indicator	Actual	LWDB Plan	% Achieved	num	den
Employment Q2	55.58%	54.50%	101.98%	2,561	4,608
Employment Q4	56.70%	55.10%	102.91%	1,320	2,328
Credential	0%	0%	0.00%	0	0
Skill Gains	0%	0%	0.00%	0	0
Median Earnings	\$4842.4	\$4109	117.85%	2,561	0

WAGNER-PEYSER

Indicator	Actual	LWDB Plan	% Achieved	num	den
Employment Q2	55.58%	54.50%	101.98%	2,561	4,608
Employment Q4	56.70%	55.10%	102.91%	1,320	2,328
Credential	0%	0%	0.0%	0	0
Skill Gains	0%	0%	0%	0	0
Median Earnings	\$4842.4	\$4109	117.85%	2,561	0

PY 17 DEEP DIVE

YOUTH IN-SCHOOL / OUT OF SCHOOL PROPORTION

Age Group: 19-24								
	All Participant (#409)	In-school	Out-of-school	% Out of School	% Dropout	Not attending school or H.S. Dropout	Not Attending School; within age of compulsory school	Not attending school; H.S. graduate
Union County WDB	555	44	511	92.1%	17.3%	85	11	415

PLACEMENT PERFORMANCE BY CUSTOMER ZIP CODE

	Served	Employed Q2 Post	Earned Credentials
NJ	4,700	2,560	215
UNION	4,033	2,086	191
ELIZABETH	1,234	659	52
PLAINFIELD	594	322	33
ELIZABETHPORT	377	209	18
LINDEN	317	169	20
UNION	295	156	13
ROSELLE	236	124	12
RAHWAY	224	106	10
HILLSIDE	167	95	6
SCOTCH PLAINS	88	40	2
CRANFORD	76	32	5
ROSELLE PARK	75	38	3
CLARK	61	22	2
SUMMIT	52	14	4
NEW PROVIDENCE	40	15	1
ESSEX	319	277	10
NEWARK	192	170	5
IRVINGTON	47	47	3
EAST ORANGE	36	31	
BERKELEY HEIGHTS	39	9	1
WESTFIELD	33	8	2
VAUXHALL	25	19	
FANWOOD	24	10	1
KENILWORTH	24	14	1
SPRINGFIELD	19	8	1
GARWOOD	18	11	3
MOUNTAINSIDE	15	6	1
MIDDLESEX	167	77	7
SOUTH PLAINFIELD	87	35	3
EDISON	10	6	
PISCATAWAY	9	3	
SOMERSET	62	35	2
HUDSON	39	36	
MORRIS	37	10	1
MONMOUTH	10	7	1

This report presents **place of residence** (according to zip code at registration) information on all customers **served, placed and earned credentials**. You will note that, because WIOA is a federal program, some out of county customers are served as well. For example, 319 customers were served in our AJC system who resided in Essex County.

PY 17 DEEP DIVE

CUSTOMER CHARACTERISTICS

ADULT	den Employment Q2 Adult	Employment Q2 Adult	den Employment Q4 Adult	Employment Q4 Adult	den Credential Adult	Credential Adult	den Skill Gains Adult	Skill Gains Adult
All Age Groups	266	74.1%	142	67.6%	47	74.5%	50	92.0%
Male	104	67.3%	56	62.5%	18	83.3%	13	100.0%
Female	158	78.5%	84	72.6%	29	69.0%	36	88.9%
Limited English	1	100.0%	0		0		2	100.0%
Disabled	4	100.0%	4	75.0%	0		0	
Low Income	107	73.8%	62	72.6%	19	73.7%	16	87.5%
Single Parent	11	100.0%	3	66.7%	0		1	100.0%
Offender	4	50.0%	1	100.0%	0		0	

DISLOCATED WORKER	den Employment Q2 DW	Employment Q2 DW	den Employment Q4 DW	Employment Q4 DW	den Credential DW	Credential DW	den Skill Gains DW	Skill Gains DW
All Age Groups	436	62.8%	159	66.7%	54	77.8%	67	89.6%
Male	181	62.4%	66	62.1%	18	88.9%	36	91.7%
Female	253	62.8%	93	69.9%	36	72.2%	31	87.1%
Limited English	0		0		0		3	100.0%
Disabled	2	100.0%	1	100.0%	0		0	
Low Income	69	65.2%	32	65.6%	6	83.3%	8	87.5%
Single Parent	8	87.5%	5	60.0%	0		0	
Offender	3	100.0%	2	100.0%	0		0	

V. LOCAL RESOURCES

UNION COUNTY WORKFORCE FUNDING	
WIOA Adult	\$ 1,154,842.00
WIOA Dislocated Worker	\$ 1,379,393.00
WIOA Youth	\$ 1,045,950.00
TANF	\$ 1,559,433.00
GA & GA/SNAP	\$ 588,601.00
SNAP	\$ 217,969.00
Workforce Learning Link	\$ 324,000.00
SmartSteps	\$ 8,025.00
	\$ 6,278,213.00

