

**UNION
COUNTY**
**Workforce
Investment
Board**



**MEANS
BUSINESS**

JUNE 18, 2015

UNION COUNTY COLLEGE

EXECUTIVE EDUCATION CENTER, 1033 SPRINGFIELD AVE, CRANFORD, NJ

MOHAMED S. JALLOH, FREEHOLDER CHAIRMAN

SERGIO GRANADOS, FREEHOLDER LIAISON

GLENN NACION, CHAIR
CARLOS VALDES, VICE CHAIR
ERICH PETER, SECRETARY
KEVIN LYNOTT, CHAIR EMERITUS

ALFRED FAELLA, COUNTY MANAGER
WILLIAM REYES, JR., DEPUTY COUNTY MANAGER
FRANK GUZZO, DIRECTOR, DEPARTMENT OF HUMAN SERVICES
ANTONIO RIVERA, MSW, WIB DIRECTOR
JEAN KOSZULINSKI, ONE STOP DIRECTOR

A SERVICE OF THE
UNION COUNTY BOARD OF
CHOSEN FREEHOLDERS



UNION COUNTY
We're Connected to You!

I. CALL TO ORDER

GLENN NACION



II. OPEN PUBLIC MEETINGS ACT

GINA TUESTA



OPEN PUBLIC MEETINGS ACT

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 Investment Board has been given by mailing the program year 2014 annual meeting schedule to the newspapers circulating within the County of Union and designated to receive such notice, and by posting the Year 2014 annual meeting schedule in the County Court House and by filing the program year 2014 annual meeting schedule with the Office of the County Clerk.



OPEN PUBLIC MEETINGS ACT

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

GINA TUESTA



IV. ACTION REQUIRED

APRIL 17, 2015 MEETING MINUTES

GLENN NACION



V. ACTION REQUIRED

FY 2015 SUMMER YOUTH PROGRAMS

WILLIAM REYES, JR.



V. ACTION REQUIRED

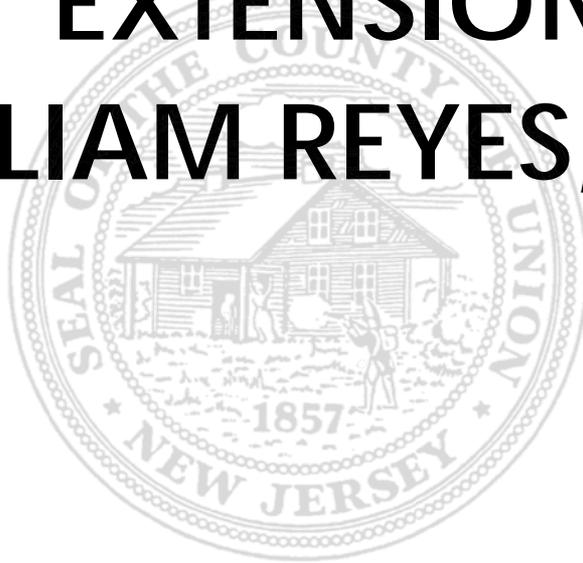
FY 2015 SUMMER YOUTH PROGRAMS

WILLIAM REYES, JR.

PY 2014 WIA YOUTH PROGRAMS RECOMMENDED AWARDS

	<u>Agency</u>	<u>Award</u>	<u>ISY LOS</u>	<u>OSY LOS</u>	<u>Agency Type</u>
1	City of Elizabeth	\$ 60,000.00	25		Public / Government
2	Clark Board of Education	\$ 30,000.00	20		Public Education Agency
3	Plainfield Board of Education	\$ 30,000.00	20		Public Education Agency
4	Borough of Roselle	\$ 90,000.00 \$ 45,000.00	25	10	Public / Government
	Total Awards	<u>\$ 255,000.00</u>	90	10	

V. ACTION REQUIRED
WORKFORCW INNOVATION
BUSINESS CENTER FUNDING
EXTENSION
WILLIAM REYES, JR.



VI. WIB DIRECTOR'S REPORT

ANTONIO RIVERA, MSW



VI. A. WORKFORCE INNOVATION BUSINESS CENTER OUTCOMES

ISAIAS RIVERA

UNION COUNTY COLLEGE



VI. A. ISAIAS RIVERA, UNION COUNTY COLLEGE

**Union County
Workforce Innovation Business Center**

**Year to Date Report
2014-Present**



VI. A. ISAIAS RIVERA, UNION COUNTY COLLEGE

WIBC Partnerships Employers 20+



FOREVER 21



MICHAEL KORS



CLASSO



Burlington



OTG



VI. A. ISAIAS RIVERA, UNION COUNTY COLLEGE



AIRSERV

- ▶ Initial Recruitment October 2014.
- ▶ Job Orders Obtained 100
- ▶ **Job ordered filled 66**
- 4 Major Recruitment Days in 2015, over 700+ Attendees
- Job Orders obtained 350,
- **Job orders filled 132**
- Over 200+ Residents Certified by One Stop

198 Job orders filled for Airserv

VI. A. ISAIAS RIVERA, UNION COUNTY COLLEGE



- ▶ Initial Recruitment in November 2014. Job Order obtained, 50.
- ▶ **Job orders filled for OTG, 40.**
- ▶ 2 recruitment Days in June 2015. Over 50+ Attendees
- ▶ Over 30 + Certified by the One Stop
- ▶ Job Order obtained, 100. Job Orders filled, approximately **10**
(pending completion of soft skills training).

Current Project Whole Foods Market

- ▶ Assisting in the Recruitment
- ▶ Providing Space Usage
- ▶ College providing Lessner Theater for Final Orientation
- ▶ Over 200+ people filing applications
- ▶ Final Training & Recruitment to take place end of July
- ▶ Job Order Obtained, 200.
- ▶ Job Orders filled still pending*



VI. A. ISAIAS RIVERA, UNION COUNTY COLLEGE

Soft Skills Students

- ▶ Pilot Training in January 2015. **10 Students**
 - ▶ March – May 2015, **Trained 134 Students**
 - ▶ 20 Currently taking Training Course
- 

VI. A. ISAIAS RIVERA, UNION COUNTY COLLEGE

Total People Served

- ▶ Presentation, Job Counseling, Workshops, Job Fairs, Positive Recruitment events, resume writing, mock interviews, etc.
- ▶ Serviced Over **1,300 Residents**

VI. A. ISAIAS RIVERA, UNION COUNTY COLLEGE

Total Jobs Created

As of June 15, 2015, the WIB Center has accomplished the following:

800 Job Orders obtained

238 Job Orders Filled (numbers pending OTG & Wholefoods)

107 other Jobs developed

▶ **Total of 345 Jobs**

Many more jobs to come...



VI. A. ISAIAS RIVERA, UNION COUNTY COLLEGE

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



VI. B. QUANTITATIVE REPORT FUTURE WORKS REPORT - YTD

PHIL KANDL

DEPT. OF ECONOMIC DEVELOPMENT

UNION COUNTY WIB



Common Measures

PY 2014 - Statewide Actual (*Data as of 5/15/15*)

	Adult Entered Employment	Adult Retention	Adult Avg Earnings	DW Entered Employment	DW Retention	DW Avg Earnings	Youth Placement	Youth Degree	Literacy Numeracy
All Providers	80.1%	79.2%	\$13,899	80.7%	81.4%	\$17,956	61.3%	66.1%	62.5%
Atlantic-Cape May WIB	74.9%	79.2%	\$10,647	82.6%	82.1%	\$13,967	48.4%	49.7%	12.7%
Bergen County WIB	66.7%	63.6%	\$11,340	74.6%	70.1%	\$18,291	56.7%	63.7%	52.4%
Burlington County WIB	69.2%	77.2%	\$13,661	75.0%	77.1%	\$14,885	66.7%	70.0%	29.4%
Camden County WIB	82.6%	75.3%	\$11,672	86.6%	75.3%	\$14,114	65.2%	47.0%	62.0%
Cumberland-Salem County WIB	80.0%	82.8%	\$17,344	80.0%	91.0%	\$13,460	70.8%	78.3%	47.5%
Essex County WIB	53.5%	75.9%	\$13,783	52.4%	75.3%	\$17,675	62.9%	68.6%	82.8%
Gloucester County WIB	82.9%	95.8%	\$13,920	81.4%	96.4%	\$15,128	63.5%	84.0%	77.8%
Greater Raritan WIB	87.8%	82.7%	\$22,355	80.2%	88.8%	\$30,055	71.0%	96.7%	50.0%
Hudson County WIB	68.4%	71.0%	\$11,262	64.9%	70.1%	\$16,646	50.5%	38.2%	64.9%
Jersey City	80.3%	76.4%	\$13,432	87.5%	77.8%	\$18,957	66.7%	93.5%	100.0%
Mercer County WIB	88.6%	66.7%	\$11,594	91.3%	75.8%	\$13,179	84.6%	88.7%	50.0%
Middlesex County WIB	78.8%	78.9%	\$12,369	80.9%	75.5%	\$17,880	61.1%	76.3%	62.9%
Monmouth County WIB	76.2%	77.7%	\$18,747	79.7%	84.7%	\$19,634	64.0%	94.9%	82.1%
Morris-Sussex-Warren WIB	83.7%	91.8%	\$17,571	78.1%	90.2%	\$24,074	69.9%	72.0%	86.0%
NewarkWORKS Newark WIB	94.7%	75.4%	\$10,236	97.7%	81.6%	\$11,439	77.7%	75.5%	42.9%
Ocean County WIB	90.5%	79.8%	\$13,471	93.8%	85.0%	\$15,436	86.7%	90.9%	80.0%
Passaic County WIB	78.4%	84.4%	\$12,810	72.4%	93.0%	\$15,792	41.9%	37.2%	69.6%
Union County WIB	92.2%	88.1%	\$11,976	88.1%	88.8%	\$15,732	84.0%	74.2%	76.5%
Rapid Response				58.3%	81.3%	\$28,835			
NJDOL Trenton Central Office		100.0%	\$16,851	100.0%	33.3%	\$33,531			

Data From America's One-Stop Operating System Accessed Through FutureWork Systems

Common Measures

PY 2014 - County of Union One-Stop *(Data as of 5/15/15)*

	Actual	LWIA Plan
Numerator Adult Entered Employment	107	
Denominator Adult Entered Employment	116	
Adult Entered Employment	92.2%	89.8%
Numerator Adult Retention	52	
Denominator Adult Retention	59	
Adult Retention	88.1%	89.2%
Numerator Adult Average Earnings	\$586,810	
Denominator Adult Average Earnings	49	
Adult Average Earnings	\$11,976	\$14,306
Numerator DW Entered Employment	111	
Denominator DW Entered Employment	126	
DW Entered Employment	88.1%	91.1%
Numerator DW Retention	71	
Denominator DW Retention	80	
DW Retention	88.8%	91.6%
Numerator DW Average Earnings	\$1,101,206	
Denominator DW Average Earnings	70	
DW Average Earnings	\$15,732	\$16,536
Numerator Youth Placement Employment / Education	42	
Denominator Youth Placement Employment / Education	50	
Youth Placement Employment / Education	84.0%	82.6%
Numerator Youth Degree / Certificate	23	
Denominator Youth Degree / Certificate	31	
Youth Attain Degree / Certificate	74.2%	78.8%
Numerator Literacy / Numeracy Gains	13	
Denominator Literacy / Numeracy Gains	17	
Literacy / Numeracy Gains	76.5%	83.2%

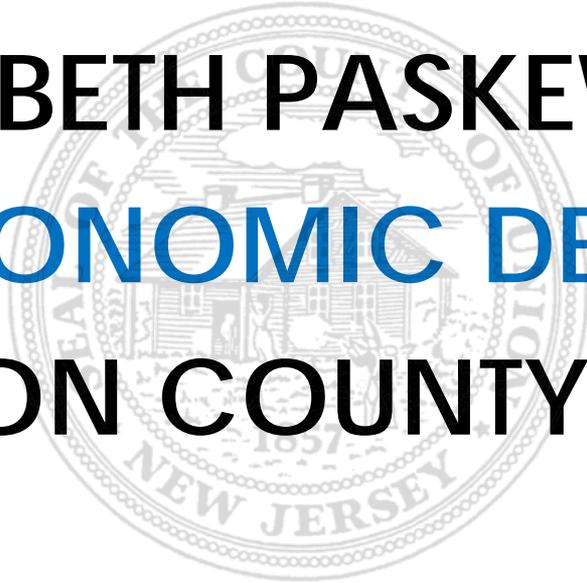
Data From America's One-Stop Operating System Accessed Through FutureWork Systems

VI. C. QUALITATIVE REPORT SUMMARY OF HELDRICH REPORT

ELIZABETH PASKEWICH

DEPT. OF ECONOMIC DEVELOPMENT

UNION COUNTY WIB



UNION COUNTY ONE STOP EVALUATION 2015

QUALITATIVE SUMMARY

JOHN J. HELDRICH CENTER FOR
WORKFORCE DEVELOPMENT
AT RUTGERS UNIVERSITY

Goals of Evaluation

- Document key services being provided at One Stop Career Centers
- Provide Feedback to the County/WIB on the effectiveness of these services
- Highlight promising practices

Areas of Evaluation

Customer Flow

Facilities

Staffing

One Stop
Management and
Partner
Relationships

Technology

Business Services

Areas of Evaluation	Findings	Recommendations
Customer Flow	<ul style="list-style-type: none"> • Customers are unsure of where in One Stop to go. • Customers are unaware of services available. 	<ul style="list-style-type: none"> • Examine upfront communication with job seekers
Facilities	<ul style="list-style-type: none"> • Convenient location 	<ul style="list-style-type: none"> • Examine reception area
Staffing	<ul style="list-style-type: none"> • Few professional development opportunities • Limited time for one-on-one job seeker interaction • Outdated Labor Market Resources 	<ul style="list-style-type: none"> • State and County should further develop the staff • Analyze staffing/resources
One Stop Management & Partner Relations	<ul style="list-style-type: none"> • Limited Interagency referral system 	<ul style="list-style-type: none"> • Examine partner relations • Examine coordination of services • Establish formal customer feedback
Technology	<ul style="list-style-type: none"> • Outdated systems cause frustration (UI) • Multiple information systems for different partners • Jobs4Jersey technical/algorithm issues 	<ul style="list-style-type: none"> • Additional training for high-need job seekers with Jobs4Jersey/job search process
Business Services	<ul style="list-style-type: none"> • LWD BSR-Plainfield, ES- Elizabeth 	

Best Practices

- Jersey Job Clubs were highly regarded
- Pleasant experience with case managers
- Facilities are convenient
- Good working relationship with UCC
- Surveyed Employers have positive experiences with utilizing One Stops

VI. D. WORKFORCE DEVELOPMENT AREA CONTRACT 2014 - 2015

THOMAS MCCABE

DEPT. OF ECONOMIC DEVELOPMENT

UNION COUNTY WIB



VI. E. PROGRAM YEAR 2015 - 2016

TEMPORARY BUDGET

THOMAS MCCABE

DEPT. OF ECONOMIC DEVELOPMENT

UNION COUNTY WIB



VI. E. PROGRAM YEAR 2015 - 2016

FUNDING ALLOCATION COMPARISON

	WIA	WIOA	Year to Year Variance	
	PY 2014	PY 2015	\$	%
Adult	1,291,825	1,209,164	(82,661)	-6.40%
Dislocated Worker	1,648,125	1,432,654	(215,471)	-13.07%
Youth	1,274,617	1,192,138	(82,479)	-6.47%
Total	4,214,567	3,833,956	(380,611)	-9.03%

	FY 2015	FY 2016	Year to Year Variance	
			\$	%
TANF				
Work Activities	1,431,872	1,517,473	85,601	5.98%
Case Management	257,737	265,806	8,069	3.13%
CAVP	47,167	49,000	1,833	3.89%
Work Verification	46,700	49,000	2,300	4.93%
Total	1,783,476	1,881,279	97,803	5.48%

GA/SNAP				
Work Activities	760,222	755,881	(4,341)	-0.57%
Case Management	136,840	152,537	15,697	11.47%
Total	897,062	908,418	11,356	1.27%

Total TANF & GA/SNAP	2,680,538	2,789,697	109,159	4.07%
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Total Federal and Workfirst New Jersey Funds	6,895,105	6,623,653	(271,452)	-3.94%
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VI. E. PROGRAM YEAR 2015 - 2016

WORKFORCE INNOVATION and OPPORTUNITY ACT 2015

2015	WIOA Notice of Obligation		WFNJ Notice of Obligation
	Adult	\$1,209,164.00	WFNJ TANF
	Dislocated Worker	\$1,432,654.00	Case Management
	Youth	\$1,192,138.00	Work Activities
		\$3,833,956.00	2015
			CAVP
Admin	WIOA Administration (10%)		Work Verification
	Adult	\$120,916.40	WFNJ GA/SNAP
	Dislocated Worker	\$143,265.40	Case Management
	Youth	\$119,213.80	Work Activities
		\$383,395.60	
Program	WIOA Program (90%)		WFNJ Administration (12%)
	Adult	\$1,088,247.60	WFNJ TANF
	Dislocated Worker	\$1,289,388.60	Case Management
	Youth	\$1,072,924.20	Work Activities
		\$3,450,560.40	WFNJ GA/SNAP
Program Breakdown	WIOA Operating Expenses (40%)		Case Management
	Adult	\$435,299.04	Work Activities
	Dislocated Worker	\$515,755.44	WFNJ GA/SNAP
	Youth	\$429,169.68	Case Management
		\$1,380,224.16	Work Activities
			CAVP
Program Breakdown	WIOA Training (60%)		WFNJ Program (88%)
	Adult	\$652,948.56	WFNJ TANF
	Dislocated Worker	\$773,633.16	Case Management
	Youth	\$643,754.52	Work Activities
		\$2,070,336.24	WFNJ GA/SNAP
			Case Management
			Work Activities
			PROGRAM
			Case Management
			Work Activities

VI. E. PROGRAM YEAR 2015 - 2016

WORKFIRST NEW JERSEY 2015

	Program Breakdown	Operating Expenses	
		WFNJ TANF	
\$265,806.00		Case Management	\$233,909.28
\$1,517,473.00		Work Activities	\$667,688.12
\$49,000.00		WFNJ GA/SNAP	
\$49,000.00		Case Management	\$134,232.56
		Work Activities	\$332,587.64
\$152,537.00			<u>\$1,368,417.60</u>
\$755,881.00		Employment Directed Activities	
<u>\$2,789,697.00</u>		WFNJ TANF	
	Work Activities	\$667,688.12	
	WFNJ GA/SNAP		
	Work Activities	\$332,587.64	
\$31,896.72		<u>\$1,000,275.76</u>	
\$182,096.76	CAVP	\$43,120.00	
\$18,304.44	Work Verification	\$49,000.00	
\$90,705.72		<u>\$92,120.00</u>	
\$5,880.00			
<u>\$328,883.64</u>			
	Summary	WIA & WFNJ 2014	
		Administration	\$712,279.24
		Program Operating Expenses	\$2,748,641.76
\$233,909.28		Occupational Training	\$3,070,612.00
\$1,335,376.24		Other	\$92,120.00
			<u>\$6,623,653.00</u>
\$134,232.56			
\$665,175.28			
<u>\$2,368,693.36</u>			

VII. ONE STOP DIRECTOR'S REPORT

JEAN KOSZULINSKI
DEPT. OF HUMAN SERVICES



VIII. COMMITTEE REPORTS

ONE STOP & ADULT EDUCATION

JOINT COMMITTEE

GLENN NACION

&

ROBERTO CAMACHO

VIII. COMMITTEE REPORTS

DISABILITIES COMMITTEE

RICHARD CAPAC



IX. OLD BUSINESS



X. NEW BUSINESS

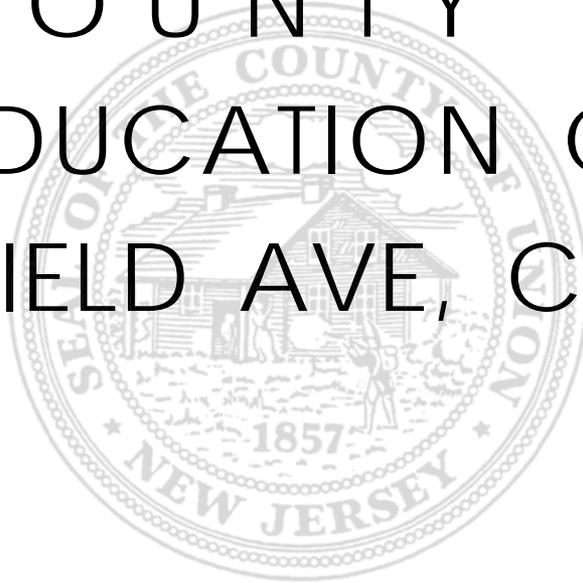


XI. PUBLIC COMMENT



XII. NEXT WIB MEETING

9:00AM, FRIDAY, SEPTMBER 18, 2015
UNION COUNTY COLLEGE
EXECUTIVE EDUCATION CONFERENCE
1033 SPRINGFIELD AVE, CRANFORD, NJ



XIII. ADJOURNMENT

