

County Of Union
Workforce Investment Board of Directors Meeting
Union County College, 1033 Springfield Avenue, Cranford, NJ 07016
9:00 A.M. Friday, February 20, 2015

Board Members Present:

Glenn Nacion, Trinitas Regional Medical Center **(Chair)**
Carlos Valdes, Comcast **(Vice-Chair)**
Erich Peter, Union County Economic Development Corp. **(Secretary)**
James R. Brady, The Savor Group, LLC
Richard Capac, Leaf Group, LLC
Pamela Capaci, Prevention Links
Peter Capodice, Union County Vocational Technical Schools
Monica Chenault-Kilgore, The Chenault Group, Inc.
Juan Carlos Dominguez, J.J.J. Distributors
Gloria Durham, Genesis Healthcare Solutions
Salvador Garcia, MAS Development Group
Alberto Goncalves, AZAD Companies
Jean Koszulinski, Union County One Stop Operator
Jerry Masin, CompasScale
Sandra McLachlan, Phillips 66 Bayway Refinery
Kim McConnell, The McConnell Leadership Group
Lenin A. Paredes, Global Insurance Agency LLC
Gary Pfarr, IBEW
Myrna Pinckney, NJ Div. of Vocational Rehabilitation Services
Stan Robinson Jr., SHR Marketing, LLC

Board Members Absent:

Gary Alessio, Print Tech
Anna Belin-Pyles, Superintendent of Plainfield Public Schools
Elizabeth Bennett, Evergreen Partners, Inc.
Mark Bocchieri, Verizon New Jersey
Roberto Camacho, Investors Bank
Noel Christmas, Utilities Workers Union of America Local 601
Donna Dedinsky, Wakefern Food Corporation
Charles Gillon, Division of Social Services
Eugenia Hamlett, Hamlett Management, LLC
James Horne, Jr., United Way of Union County
Anadir Liranzo, Omega Maintenance Corp.
Kevin Lynott, AGL Resources/Elizabethtown Gas
Richard Malcolm, Iron Workers Local #11
Yoshi Manale, Kean University
Dr. Margaret McMenamin, Union County College
Christopher Morreale, FedEx
John Perry, Council for Airport Opportunities
Scott Sharp, PSE&G
Kamran Tasharofi, Union County Healthcare Associates

County of Union:

Sergio Granados, Freeholder
William Reyes, Deputy County Manager, Director Economic Development
Antonio Rivera, Director, Workforce Investment Board
Phil Kandl, Workforce Investment Board
Gina Tuesta, Workforce Investment Board
Elizabeth Paskewich, Workforce Investment Board
Eric Graham, Workforce Investment Board

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I. CALL TO ORDER

The meeting was called to order by Workforce Investment Board (WIB) Chairman Mr. Glenn Nacion at 9:15 a.m.

II. OPEN PUBLIC MEETINGS ACT

Ms. Gina Tuesta read the Open Public Meetings Act Statement.

III. ROLL CALL

Ms. Gina Tuesta conducted the Roll Call.

IV. APPROVAL OF THE June 27, 2014 MEETING MINUTES

Alberto Goncalves made a motion to approve the September 26, 2014 Meeting Minutes as presented. It was seconded by Gary Pfarr and carried unanimously.

V. MEMBERSHIP APPOINTMENTS / REAPPOINTMENTS

No appointments/reappointments presented.

VI. WIB Director's Report

Antonio Rivera, Director, Union County Workforce Investment Board, provided the WIB Director's Report.

- I. Mr. Antonio Rivera addressed the following questions. What is the Workforce Investment Board? What is the purpose of the Workforce Investment Board?

3 Key points:

- o Connect to Job Seekers
- o Design training investments
- o Design new Workforce policy

- II. Business 2 Business Networking reception- October 29, 2014
Over 5,000 Employers Contacted, 500 Employers attended.
This great turn out means the word about the Workforce Investment Board is out there, thank you to the Board for supporting the event.

- III. Workforce Innovation Business Center

- \$1 million is invested into this Center, all to be put towards Union County Adult, Dislocated Workers, and Youth population.
- Job Development Targeting Growth Center
 - When looking at Growing Employment Sectors we not only look at what is growing within Union County, but the region as well. Approximately 65% of County residents travel outside the County for employment; this would provide those residents with the training opportunities they need to succeed.
- The Soft Skill component of the Workforce Innovation Business Center has continued to develop. A 40 hour curriculum has been developed by Union County College. Union County has excelled on providing clients with Occupational training but now has the capacity to provide essential Employability skills. Union County is the only county in New Jersey that not only developed a Soft Skills program but has begun to implement it.
- Mr. Bill Reyes addressed the Citizenship component of the WIB Center. Union County has partnered with the ALFCIO to bring resources for documented residents to become US Citizens. This is the second program like this in NJ, the first being in Jersey City; however we are the first to include the Workforce Development component. We will be about to supply two tracks for these clients- 1. Citizenship 2. Assistance with employment and training. Thank you to the Freeholder Board for their support in this effort.
- The Service Opportunity Matrix was presented. This provided an outline of all services provided.
 - Intake and Certification
 - All occupational participants will be processed through the Union County One Stop Career Centers
 - Assessment
 - ex. TABE
 - Training Service Opportunities
 - Basic Skills and Literacy
 - Soft Skills Career Training
 - The Soft Skills curriculum has been designed by Union County College
 - All individuals who receive training will go through soft skills program

- Employers will constantly provide feedback
 - Family Success Center
 - United Way of Greater Union County
 - Job Search
 - Expungement
 - Elizabeth Development Company will be matching funding in order to do this
 - Online Training Resources
 - GED
 - ESL
 - Occupational training-
 - Currently \$1.3 million allocated for ITA's.
 - Occupational participants will do soft skills training as well.
 - On the Job Training
 - Elizabeth Development Company
 - -Entrepreneurship Training
 - Union County Economic Development Corp.
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- Mr. Rivera focused on the Social Support Services included with the Family Success Center Core Service Model. These support services are essential due to the high suicide rate in Unemployed individuals. Providing counseling services and additional social services is essential in helping clients as a whole. These resource centers will also help with childcare, transportation, and housing. The United Way of Greater Union County will facilitate these Family Success Centers and just like the Service Opportunity Matrix is fluid and always evolving based on needs.
 - The Workforce Innovation Business Center ran a Job Fair, hosted at the Union County College, Kellogg Building in collaboration with Newark Airport/AirServ. There were 500 positions available, 350 existing contracted workers were re-hired, 150 will be new hires. The 150 new hires will be hired through On-The-Job training. All new hires and incumbent workers will go through the Workforce Innovation Business Center Soft Skills program. This is the first of many Job Fair that we expect to host.
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- IV. Mr. Rivera discussed the new upcoming law, the Workforce Innovation Opportunity Act of 2014 (WIOA), this will replace the existing Workforce Investment Act (WIA).

- This new law will eliminate 15 existing programs while creating a single set of outcome measures. The goal is to create smaller and more strategic state and local workforce development boards.
- The law will also allow the state to reserve 15% of funding, which will provide the opportunity to address specific needs when they arise.
- WIOA Supports access to real-world education and workforce development opportunities such as:
 - On the job training
 - Pay for performance contracts
 - Sector and pathway strategies
- WIOA will require Better Coordination by:
 - Aligning workforce development and economic development. This is satisfied as Union County Workforce Investment Board is within the Union County Department of Economic Development.
 - Enabling business to identify in demand skill and connect workers with opportunities to build skills
 - Supporting strategic planning and streamline current governance and administration by requiring core workforce programs to develop a single, comprehensive state plan to break down silos. Reduce administrative costs, and streamline reporting requirement.
- WIOA also aims to improve outreach to disconnected youth.
 - The new law will require 75% of Youth funding to be put towards Out of School youth. This will present a challenge as this is a difficult population to find. Current vendors will have to adapt to this change. As much as this is a challenge it will help the youth who need services the most.
 - The new law will also provide youth with disabilities the services and support they need to be successful in competitive and integrated employment.

VII. One Stop Operator Report –

Jean Koszulinski, One Stop Operator, provided a report regarding the Union County One Stop Career Centers.

- Mr. Koszulinski addressed that the Clients that come into the One Stop have many barriers and it is important to provide all the resources to properly serve them.
- Mr. Koszulinski then discussed One Stop Program Activity:
 1. Response Team- in collaboration with Employment Service the One Stop provided resume services to the employees of Runnells hospital. Mr. Koszulinski thanked Employment Services for their help in this service.
 2. AirServ Job Fair held yesterday, approximately 250 attended, 50 are certified and potentially eligible for interviews and another 40 are pending. Another Fair will be held today, we are expecting a high turnout.
 3. WFNJ/ITA Performance- Performance reports were included in today's packet for your review.
- Mr. Koszulinski introduced the new Employment Service Managers from the New Jersey Dept. of Labor and Workforce Development:
 1. Gwen Wiggins- Plainfield One Stop
 2. Hugh Caufield- Elizabeth One Stop
- The lease on the Plainfield One Stop will expire shortly. It is uncertain at this point if it will be renewed. If it is not renewed the elimination of the One Stop on the County will be devastating to the community. Mr. Koszulinski will keep the WIB Board updated with any new information regarding the possible closure.
- Mr. Koszulinski extended an invitation to all WIB members to visit the Union County One Stops.

VIII. Committee Reports

Due to internal reorganization Committee meetings were put on hold, meetings will be scheduled shortly. If you are interested in joining a Committee meeting please reach out to Gina Tuesta, Workforce Investment Board.

1. One-Stop Committee

No new business reported

2. Adult Education & Literacy Committee

No new business reported

3. Disability Issues Committee

No new business reported

4. Business & Industry Committee

No new business reported

5. Youth Investment Council

No new business reported

IX. Old Business

No old business reported.

X. New Business

Mr. Glenn Nacion brought to the boards attention new legislation called the "Opportunity to Compete Act" which will go into effect March 1st. This act also known "Ban the Box" will ban Employers from asking any questions regarding criminal history on Employment Application and during initial interviews. This will enable potential applicant's further opportunities to discuss their merits and not be immediately overlooked due to past criminal history.

XI. Next WIB Meeting

Date: 9:00 A.M. - April 17, 2015
New Location: STEM Building, Kean University
6th Floor Conference Room
1075 Morris Avenue, Union, NJ

XII. ADJOURNMENT

Richard Capac made a motion to adjourn the February 20, 2015 Meeting. It was seconded by Peter Capodice and carried.