

2015-2017 Annual Report

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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CONTEXT / MISSION STATEMENT

Union County's workforce development system consists of the Workforce Development Board and the American Job Centers, which operate sites in Elizabeth, Plainfield, and a new and highly successful Workforce Innovation Center at the Mills at Jersey Gardens Mall.

Since 2013, WDB has operated within the County's Department of Economic Development and the American Job Center within the Department of Human Services. The staff at the Workforce Development Board (WDB) and the American Job Center entity, with its three America's Job Centers as they are now called, work collaboratively with each other and their partner agencies to implement workforce-related policies and development services in the areas of training and employment. Despite some challenges, this reporting arrangement has ensured a sensible separation of the policy-setting body from the implementation side of the operation and involved the County's Executive, staff, and Board of Freeholders more readily in labor and workforce development.

Our Mission is to align with the State of New Jersey's two foundational goals for strategic talent development and to incorporate five critical themes in the delivery of our services:

Talent Development Foundation Goals

1. Building an innovative, skilled workforce to power economic growth
2. Building economic opportunity for all New Jersey residents

Critical Themes:

1. Build Career Pathways with a focus on Industry-Valued Credentials
2. Expanding High-Quality Employer-Driven Partnerships
3. Provide Career Navigation Assistance through American Job Centers and Broad Partnerships
4. Strengthen Governance through Effective Workforce Development Boards
5. Ensure System Integrity through Metrics and Greater Transparency.

BUSINESS SERVICES

WORKFORCE INNOVATION BUSINESS CENTER

The Workforce Innovation Business Center, established in 2014, builds on the success of Union County's One-Stop Career Centers, and on the Freeholder Board's partnership with Union County Community College. The WIBC has a Two-fold 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.

Airport employer announces full-time jobs for Union County residents

Updated Feb 20, 2015; Posted Feb 20, 2015

By [Suburban News](#)



Union County Workforce Investment Board, [Air Serv](#), and Union County officials gather before job fair: Union County Workforce Investment Board Chairman Glenn [Nacion](#) (of [Trinitas Regional Medical Center](#)), Salvador Garcia, member of the Union County Workforce Investment Board (MAS Development), Freeholder Sergio Granados (Freeholder Liaison to the Workforce Investment Board), Martin C. Blake, Senior Vice President for [Air Serv](#), Union County Freeholder Chairman Mohamed S. Jalloh (Freeholder Liaison to the Workforce Investment Board), Antonio Rivera, Director of the Union County Workforce Investment Board, and William Reyes Jr., Union County Deputy County Manager. (courtesy photo)

THE WIBC has partnered and worked with many companies including:

Whole Foods	ACV Enviro	Blue Apron
Airserv	Global Insurance Agency	Noches de Colombia
Marshalls	WAWA	IGA Supermarket Plus
MTK Resources	HMS Host	Farmland Fresh Dairies
United Airlines	Century 21	Old Navy
Trinitas Regional Medical Services	GAP	Victoria Secret
Nike	Brooks Brothers	Verizon
Coach	Barcode	Lacoste
A-Hold e-commerce	Sonic	FedEx
Game Stop	Think Kitchen	Kicks USA
Same Day Delivery INC	Chamber of Commerce	HMS Host
Dunkin Donuts	Target	Don Felix
Loft	IHOP	YMCA
AAA Northeast	PGK Club House	Nike
Verizon Wireless	Elizabeth Coalition for the Homeless	Francesca's Collection
Global Insurance Agency	CPC Logistics	MTK Staffing

JOBS FOR UNION COUNTY

"We made the development of public-private partnerships a priority so we can maximize employment for our County residents. We've been able to create well over 1,500 new job opportunities over the past year for County residents with prospective employers and we look forward to continuing to create even more opportunities through our partners in the private sector." Freeholder Vice Chairman Sergio Granados, Liaison to the Workforce Development Board

"The Workforce Innovation Center has been a great success, and I encourage employers looking to hire in Union County to get in touch with us, and let us assist you in fulfilling your employment goals." Freeholder Chairman Bruce Bergen

The collage features several overlapping elements:

- Top Left:** A snippet from the "Neighbor Post" with the headline "200 New Whole Foods Jobs to be Filled through Union County Workforce Innovation Business Center". Below the headline, it says "Learn how to apply for a job at Clark - more than 200 positions" and "By Union County Office of Public Information".
- Top Right:** A "WHOLE FOODS MARKET" logo with the tagline "supermarket that specializes in organic products".
- Middle:** A screenshot of the "UNION COUNTY NEW JERSEY" website header. It includes a navigation bar with links: HOME, DEPARTMENTS, FREEHOLDERS, BUSINESS, and NEWS. Below the header, it says "Press Release For Immediate Release: July 27, 2017".
- Bottom Left:** A tilted article snippet with the headline "170 New Jobs Available For Union County Residents Through Workforce Innovation Business Center". It starts with "JOBS JOBS JOBS" and mentions "Union County, NJ - The Union County Board of Chosen Freeholders is pleased to announce that the County's Workforce Innovation Business Center is recruiting qualified Union County residents to fill 170 full and part-time positions at three prospective employers in Union County."
- Bottom Right:** Another tilted article snippet with the headline "Union County Freeholder Board Announces 50 New Available through Workforce Development Board". It mentions "Union County, NJ - The Union County Board of Chosen Freeholders services company AirServ will hold an information session at the Center for persons interested in applying for positions at Newark Cabin Cleaning, Lavatory Service Agent, Lobby Agent, Wheelchairs and part-time positions are available starting..."

YOUTH SERVICES

PARTNERING WITH UNITED WAY - YOUTH EMPLOYMENT PROGRAM PARTNERS

United Way of Greater Union County, The Union County Board of Chosen Freeholders and The Union

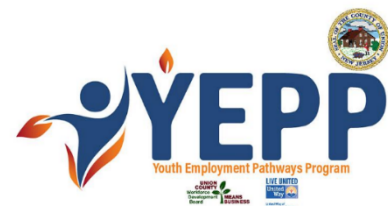


**United Way
of Greater Union, NJ**

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.

SERVICES PROVIDED:

- alternative secondary school offerings
- counseling and guidance services
- entrepreneurial skills training
- financial literacy education
- labor market education
- leadership development opportunities
- mentoring
- occupational skills training
- paid and unpaid work experiences
- post-secondary education and training preparation
- study skills and instruction leading to secondary school completion
- summer employment
- supportive services
- Tutoring



YEPP Program

TALENT DEVELOPMENT CENTERS



The *Industry-Business Institute at Union County College* is a training partner with the state of New Jersey Department of Labor and Workforce Development and the Union County Workforce Development Board.

The governor announced the launch of six new Talent Networks in the following sectors of the business marketplace: Transportation, Logistics, and Distribution; Life Sciences; Financial Services; Technology and Entrepreneurship; Healthcare and Advanced

Manufacturing. A seventh network is planned for green jobs later this year.

These networks are vertically-focused, designed to connect job seekers with employers with education opportunities related to industry across the state.

The Union County Talent Development Center:

- *Serves as an anchor for expanded high-quality, employer-driven partnerships.*
- *Further builds the capacity of the state's higher education institutions to provide education and training aligned with the needs of the state's key industries.*
- *Provides industry-focused training for dislocated workers and currently employed/incumbent workers.*

IBI at Union County College is among the training providers to provide the training necessary to put people to work in these industries.

The Union County Talent Network focuses on the Transportation, Logistics, and Distribution Industry Sector. Networks benefit both EMPLOYERS and JOB SEEKERS.

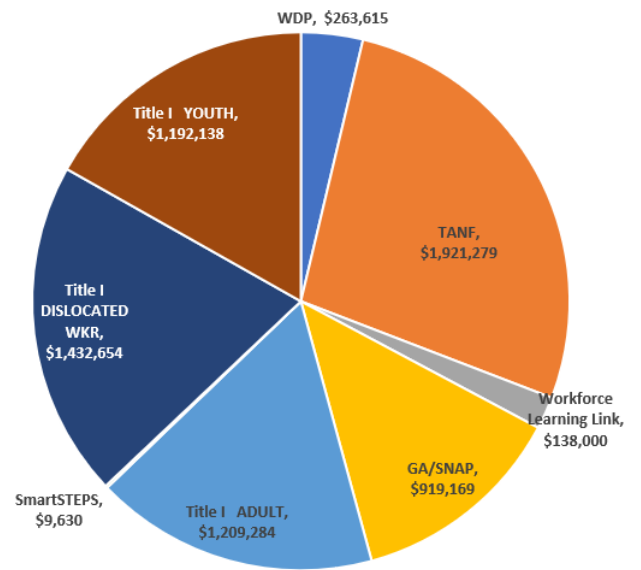


EMPLOYERS: As a partner in this effort to meet the needs of this sector, Union County College provides pathways for current employees through training programs for skill development and industry valued credentials. We assist in hiring new employees and work with you to meet your company objectives.

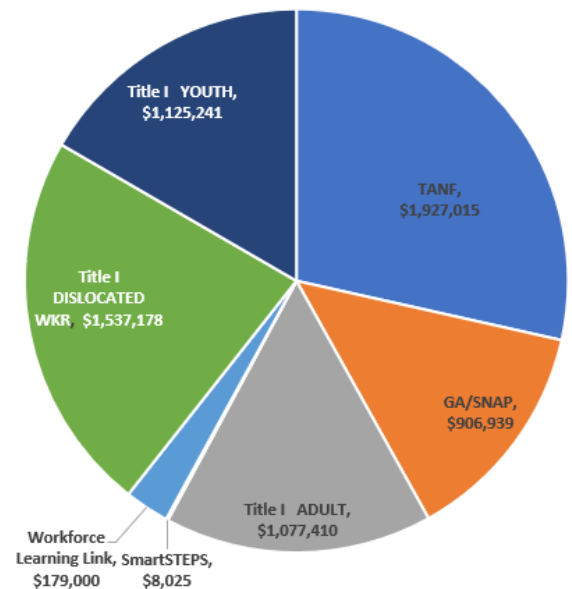
JOB SEEKERS: We work with employers to identify hiring needs and recruit unemployed candidates for jobs through the One-Stop Career Centers. Eligibility qualifications apply. We ask employers to assist in the selection of our training candidates, then provide training required for the job. We provide job development services for our trainees with our partner employers.

LOCAL RESOURCES

FY 2016	July 1 2015 - June 30, 2016
SmartSTEPS	\$ 9,630
WDP	\$ 263,615
TANF	\$ 1,921,279
GA/SNAP	\$ 919,169
Title I ADULT	\$ 1,209,284
Title I DISLOCATED WKR	\$ 1,432,654
Title I YOUTH	\$ 1,192,138
Workforce Learning Link	\$ 138,000
	\$ 7,085,769



FY 2017	July 1 2016 - June 30, 2017
TANF	\$ 1,927,015
GA/SNAP	\$ 906,939
Title I ADULT	\$ 1,077,410
SmartSTEPS	\$ 8,025
Workforce Learning Link	\$ 179,000
Title I DISLOCATED WKR	\$ 1,537,178
Title I YOUTH	\$ 1,125,241
	\$ 6,760,808



LOCAL PERFORMANCE

	July 2015 – June 2016			July 2016 – June 2017		
	Actual	Plan	% Achieved	Actual	Plan	% Achieved
ADULT						
Placed Entered Employment	150			47		
Exited Entered Employment	152			108		
Rate	98.7%	89.8%	109.9%	43.5%	89.8%	48.5%
Retained	123			124		
Exited Entered Employment	129			154		
Rate	95.3%	89.2%	106.9%	80.5%	89.2%	90.3%
Total Earnings	1,591,378			1,418,741		
Exited	120			118		
Avg Earnings	\$13,261	\$14,306	92.7%	\$12,023	\$14,306	84.0%
DISLOCATED WORKERS						
Placed Entered Employment	169			51		
Exited Entered Employment	175			90		
Rate	96.6%	91.1%	106.0%	56.7%	91.1%	62.2%
Retained	149			122		
Exited Entered Employment	155			146		
Rate	96.1%	91.6%	104.9%	83.6%	91.6%	91.2%
Total Earnings	2,216,001			1,763,262		
Exited	142			120		
Avg Earnings	\$15,606	\$16,536	94.4%	\$14,694	\$16,536	88.9%
Placed	93			103		
YOUTH						
Exited	104			186		
Rate	89.4%	82.6%	108.3%	55.4%	82.6%	67.0%
Attained Degree	61			17		
Exited	69			134		
Rate	88.4%	78.8%	112.2%	12.7%	78.8%	16.1%
Exited	12					
Attained Lit Num Goal	12			1		
Rate	100.0%	83.2%	120.2%		83.2%	

YOUTH PROFILE

	All y School Status at Reg	In-school	Out-of-school	Percent Out-of School	Not attending school or H.S. Dropout	Not attending school; H.S. graduate	Percent H.S. Dropout
PY 15	239	157	82	34.3%	33	49	13.8%
PY 16	107	2	105	98.1%	50	55	46.7%

LOCAL PERFORMANCE

OUTCOME BY LEVEL OF SERVICE

	PY15			PY16		
	Core	Intensive	Training	Core	Intensive	Training
Adult Avg Earnings	\$11,860	\$23,553	\$12,954	\$26,395	\$12,019	\$11,863
Adult Entered Employment	100.0%	100.0%	98.4%		55.6%	42.9%
Adult Retention	100.0%	100.0%	95.0%	100.0%	80.0%	80.5%
DW Avg Earnings	\$18,810	\$35,263	\$15,238		\$10,564	\$15,111
DW Entered Employment	100.0%		96.3%		50.0%	57.6%
DW Retention	100.0%	100.0%	95.9%		68.8%	86.0%
Served	266	8	385	113	103	370
% Served	5.1%	0.2%	7.4%	2.3%	2.1%	7.5%

OUTCOMES BY PRE-SERVICE EDUCATIONAL ATTAINMENT

PY15	All Education	No Schooling	Not a High School Graduate	High School Graduate	College Graduate
Exiter Adult	152	2	31	93	26
Placement Rate By Category	98.7%	100.0%	96.8%	98.9%	100.0%
Number Placed	150	2	30	92	26
PY16	All Education	No Schooling	Not a High School Graduate	High School Graduate	College Graduate
Exiter Adult	108		12	74	22
Placement Rate By Category	43.5%		50.0%	44.6%	36.4%
Number Placed	47		6	33	8

OUTCOME BY PRE-SERVICE SKILL LEVEL

YOUTH	YOUTH PY 15			YOUTH PY 16		
	All Basic Skills Deficient	No basic skills deficiency	Basic skills deficiency	All Basic Skills Deficient	No basic skills deficiency	Basic skills deficiency
Exited	60	58	2	6	6	
Served	239	223	16	107	76	31
% Served	100.0%	93.3%	6.7%	100.0%	71.0%	29.0%
Youth Degree	88.4%	88.1%	100.0%	12.7%	13.0%	
Youth Placement	89.4%	88.4%	100.0%	55.4%	53.5%	78.6%
Literacy Numeracy	100.0%		100.0%			

VETERAN SERVICES

PY 15	Exited	Served	Adult Avg Earnings	Adult Entered Employ	Adult Retention	DW Avg Earnings	DW Entered Employ	DW Retent
All Participants	3,518	5,184	\$13,261	98.7%	95.3%	\$15,606	96.6%	96.1%
Veteran	135	183	\$21,481	100.0%	100.0%	\$21,056	100.0%	100.0%
Campaign Vet	30	47						
Disabled Veteran	34	43				\$39,982	100.0%	100.0%
All Veteran Eligible	3,518	5,184	\$13,261	98.7%	95.3%	\$15,606	96.6%	96.1%
Eligible Veteran	151	204	\$23,327	100.0%	100.0%	\$21,056	100.0%	100.0%
Not an Eligible Veteran	3,367	4,980	\$12,914	98.7%	95.2%	\$15,323	96.4%	95.9%
Post 911 Veteran	55	70	\$19,503	100.0%	100.0%			
Separated Participating Vet	25	31	\$19,503	100.0%	100.0%			
PY 16	Exited	Served	Adult Avg Earnings	Adult Entered Employ	Adult Retention	DW Avg Earnings	DW Entered Employ	DW Retent
All Participants	3,261	4,933	\$12,023	43.5%	80.5%	\$14,694	56.7%	83.6%
Veteran	133	182				\$5,621		100.0%
Campaign Vet	36	49						
Disabled Veteran	23	34						
All Veteran Eligible	3,261	4,933	\$12,023	43.5%	80.5%	\$14,694	56.7%	83.6%
Eligible Veteran	149	204				\$11,912		66.7%
Not an Eligible Veteran	3,112	4,729	\$12,023	45.2%	80.5%	\$14,741	56.7%	83.9%
Post 911 Veteran	56	75						
Transitioning Veteran	2	2						