

Board Members Present:

Juan Carlos Dominguez, J.J.J. Distributors **(Chair)**
Gloria Durham, Qunnection Management **(Vice Chair)**
James R. Brady, The Savior Group
Richard Capac, Crowne Property Management
Tina Earley, American Water
Edward Faver, NJ Div. of Vocational Rehabilitation Services
Charles Gillon, Division of Social Services (Debbie-Ann Anderson)
Dr. Margaret McMenamin, Union County College (Dr. Lisa Hiscano)
Glenn Nacion, Trinitas Regional Medical Center (Curry Bucy)
Erich Peter, Union County Economic Development Corp
Gwen Ryan, Union County Vocational Technical Schools
Teresa Soto-Vega, PROCEED
David Moskowitz, NJLWD, Employment Services, One Stop (Juanito P. Chiluisa)

Board Members Absent:

Paul Belardo, KML Carpenters
Mark Bocchieri, Verizon New Jersey
Krystal Canady, Gateway Family YMCA
Matthew Caruso, Kean University
Donna Dadinski, Wakefern Food Corporation
Salvador Garcia, MAS Development Group
Edwin Gomez, Barcode Elizabeth
Richard Malcolm, Ironworkers Local #11
Stan Robinson Jr., SHR Marketing, LLC
Dr. Kamran Tasharofi, Union County Healthcare Associates

Guests:

Veronicah Mwaniki International Rescue Committee
Scott Kuchinsky Plainfield Public Library

County of Union:

Angel Estrada, Freeholder
Edward Oatman, County Manager
Amy Wagner, Deputy County Manager, Director, Department of Economic Development
Debbie-Ann Anderson, Director, Department of Human Services
Antonio Rivera, Director, Workforce Development Board
Elton Armady, American Job Center
Lisa Bonanno, Workforce Development Board

Call to Order and Welcome

The meeting was then called to order by Mr. Dominguez at 9:05 AM

Pledge of Allegiance

Open Public Meetings Act

WDB Director Rivera read the Open Public Meetings Act Statement.

Roll Call

WDB Director Rivera conducted the Roll Call.

Approval of the June 26, 2019 Minutes

A motion was made by Gwen Ryan and seconded by Richard Capac. The motion carried.

Resolutions of the UCWDB

Resolution of the UCWDB Ratifying the Transfer of Workforce Innovation and Opportunity Act Expenses from Program Year 2018 to Program Year 2017 (**Resolution No. 2019-12**).

Director Rivera provided an explanation for the need for this resolution. He commenced his discussion by stating that the resolution was straight. He explained that we have been employing the use of First In, First Out (FIFO) Accounting. You need to expense any funds first that came in prior to expensing current funding dollars. What happens most of the time is that funds from the prior year from which you are exiting are encumbered and not being spent. There is a big difference between being encumbered and not being expensed. If they are encumbered, but not obligated to a contractor, and not being drawn down, it makes it difficult to not send those funds back unless we transfer them from 2017 to 2018 and occupy what would have been that available balance. This is a common practice in retail. What comes into the store first, leaves the store first. With that said, if you see the second page of the resolution, you will see all these line item transfers from PY 2017 to PY 2018. As a result of these transfers, we did not have to send any money back. If not for the transfers, we would have sent back \$1,130,886.00 from fiscal year 2017.

A motion was made by James Brady to move Resolution 2019-12. It was seconded by Richard Capac. The motion carried.

Resolution of the UCWDB Ratifying the Amendments to the Program Year 2019 Union County Workforce Area Budget (**Resolution No. 2019-13**).

Director Rivera addressed this resolution. He stated that when we voted on the budget at the June 26th meeting, we did not have a notice of obligation from the State of New Jersey. We had not secured TANF funding as well as corporate security funds for the budget we produced. We were not able to get together a proper budget and there were some changes which needed to be made to the 2019 budget. These changes are highlighted in yellow on the second page. We had to move some items around and we need to ratify those changes in order to make sure that there is transparency. What is significant about this is that we have the need to have a comprehensive American Job Center. The idea of putting so much funding into training accounts is no longer valid because the emphasis is shifting to offering an entire gamut of services at the AJC. We need to put the emphasis on job placement, not just on job training. The resources are there for job training. However, the emphasis needs to be on job placement. We need to do this in the most efficient, effective manner. That could mean that instead of

an individual training strategy, there will be an on the job training opportunity. For example, Richard Capac is looking for a job. He has a good resume. He just needs a little work. He has a college degree. He doesn't need training. He needs a door open into an employer. We can say to Richard, here is a grant for \$5,000.00. Take it to your employer and let them know that we will subsidize your employment for up to \$5,000.00. Richard, with his resume will have a greater opportunity to knock on that door and say that I am bringing something to the table. He can say that my resume is good and I am bringing something to the table. OJT has proven itself on a national level to be successful. Apprenticeships are another opportunity. Individual Training Accounts have been the way that we have gone in the past. The jury is still out as to their efficacy. We need to have the entire menu of job development available at the AJC.

Chairman Dominguez interjected with a question. He wanted to know what we are doing on the outreach side. He wished to know if we are reaching out to the employers. He also stated that the grant programs that we have are the best kept secret in Union County.

Antonio replied that outreach will definitely be a function of the AJC. They are working on strategies to do an outreach program. We can recommend policies to them. The board can recommend them.

Elton Armady interjected that we may look at the Labor Market Index regarding the in demand careers. We are also looking at the top employers in Union County and can fare with them accordingly. If you build a relationship with an employer that would make it easier to get people in the doors. That would be another strategy.

Debbie-Ann Anderson stated that there would be a lot of opportunities where you network with a group like ADSO which stands for the Airport Development Services Opportunity. They have different activities. They have an expo at the airport at least twice a year. At the expos they have at least forty different employers. We are also looking in to how we can work with the state as well. The trend is to look at the unemployed worker as opposed to looking at those who going from welfare to work. How do we bridge the gap between the unemployed and dislocated workers and link them to the core properties of state as well as local funding sources?

Elton added that the one thing we haven't done in a while is to have a job fair. We are looking to bring the partners to the table and have one. Specifically, it will be targeted to individuals that come out of our programs. We can see how many people will get jobs as a result of these relationships.

Teresa Soto-Vega stated that the Port Authority opened an office in Elizabeth related to the Terminal One Project. It will be dedicated to Union County residents

only. We are working closely with them. They are relying on us to find Union County people to work on that project. There are a ton of jobs associated with that. Some are very high paying jobs.

Dr. Hiscano spoke of how the job developers within her organization are working with all the aforementioned programs.

There was a question as to whether funding from the ITA's would be involved.

Director Rivera responded that it is reframing the purpose of the funds. He referred to the Line Item budget that accompanied the resolution. He stated that it was rebranding the funds so that the AJC would be able to do the comprehensive job that it has been tasked to do, not just ITA's. These are Federal requirements.

A motion was made by Richard Capac to move Resolution 2019-13. It was seconded by Teresa Soto-Vega. The motion carried.

Resolution of the UCWDB Ratifying the Amendments to the Program Year 2018 Carry-Over Grant Funds of the Union County Workforce Area Budget (**Resolution No. 2019-14**).

Director Rivera stated that the main focus of the resolution is to transfer \$202,045.00 for WIOA Dislocated workers who are currently in training. These funds were originally approved in February of 2019. Part of the amendment is related to funds encumbered that would not have been expended by June 30th. There were negotiations and discussions between the WDB and Amy Wagner. There seems to have been a miscommunication that occurred. The contracts involved continued to be encumbered as if the budget wasn't amended. There was \$232,045.00 in contracts in the old budget that should be in the new budget. If you look at line 31 column D of the attachment, this involves WIOA Dislocated Workers who are already in training. Director Rivera specifically referenced the 5th and 6th whereas' in the resolution. The amendment to the budget requested by the agency was never properly approved. These are people already in training and the funds have been made available from Resolution 2019-12. The funds have been freed up.

There was some confusion from the board as to the purpose of the resolution as the funds were committed prior to June 30th of this year which would have been part of program year 2018.

Director Rivera replied that the funds would not have been expended by the end of the program year, thereby necessitating the resolution.

Mr. Armady interjected that based on the issue that happened, his team is taking corrective action to avoid a future recurrence. He stated that things are being better monitored on the fiscal side as AJC programs are in the process of being restructured. He added that the total number of clients involved is 53 and we are seeing the benefits of the transferred funds.

A motion was made by Erich Peter to move Resolution 2019-14. It was seconded by Lisa Hiscano. The motion carried.

Old Business

None

New Business

None

Public Comments

Adjournment

A motion was made by Theresa Soto-Vega and seconded by Chairman Dominguez. The motion carried and the meeting was adjourned at 9:35.

Next Meeting:

**Wednesday, September 18, 2019, Holiday Inn Clark,
9:00 AM Washington Conference Room**

Verbatim dialogue is available through recording.