

A hallway with four doors set into a grey wall. The floor is dark and reflective. The central door is a vibrant red, while the other three are dark grey. The lighting is dramatic, with a bright spot on the floor in front of the red door.

“Open doors and embrace new opportunities.”
Thomas Fuller

UNION COUNTY WORKFORCE DEVELOPMENT BOARD
PROGRAM YEAR 2018 – 2019
ANNUAL REPORT





BOARD OF DIRECTORS
STRATEGIC PLAN VISION
CORE VALUES
PROGRAM YEAR 2018 OPERATING BUDGET
POLICY DIRECTIVES
LOCAL AREA STRATEGIC PLAN UPDATE
TRAINING FUNDS AWARDED
AMERICAN JOB CENTER PERFORMANCE



BOARD OF DIRECTORS



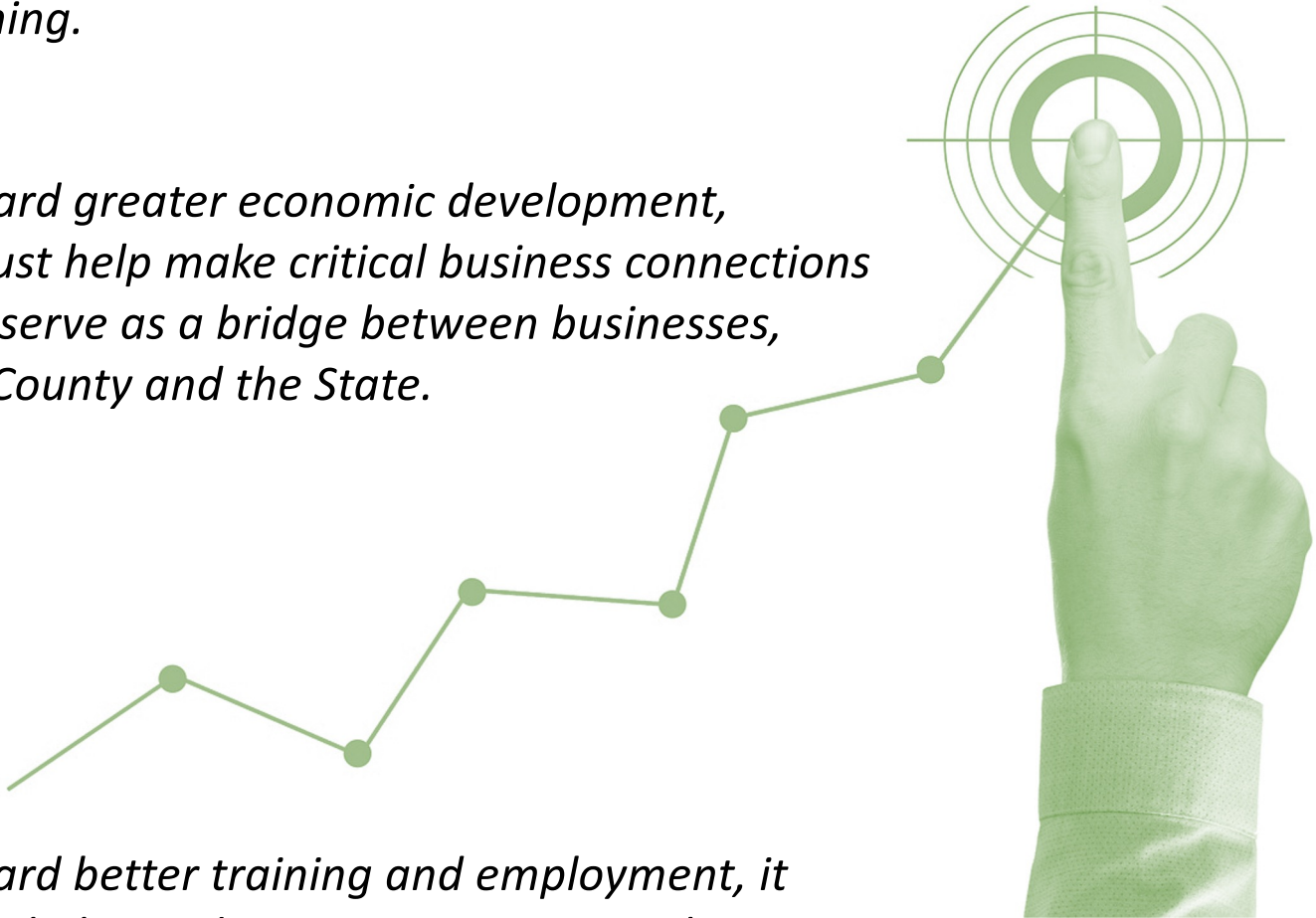
| First Name | Last Name | Title | Business/Organization |
|-------------|---------------------|---|--|
| Juan Carlos | Dominguez, Chairman | Vice President | JJJ Distributors |
| Gloria | Durham, Vice Chair | CEO | Qunnections Management Group |
| Gary | Pfarr, Secretary | Assistant Business Manager | International Brotherhood of Electrical Workers, Local 102 |
| Mark | Bocchieri | Director External Affairs | Verizon New Jersey |
| James R. | Brady | Vice President and General Manager | The Savor Group, LLC |
| Richard | Capac | Director | Leaf Group, LLC |
| Donna | Dedinsky | Manager, Associate Relations Manager, Government & Community Affairs | Wakefern Food Corporation |
| Tina | Earley | Principal | Elizabethtown Gas |
| Salvador | Garcia | Owner | MAS Development Group |
| Edwin | Gomez | Vice President Human Resources | Barcode- Elizabeth |
| Glenn | Nacion | Owner | Trinitas Regional Medical Center |
| Tony | Patti | Owner | Two Tony's Pizzeria, Linden |
| Stan | Robinson, Jr. | Owner | SHR Marketing, LLC |
| Kamran | Tasharofi, M.D. | President/Owner | Union County Health Care Associates |
| Erich | Peter | Director of Training and Technical Assistance | Union County Economic Development Corporation |
| Richard | Malcolm | Business Agent | Ironworkers, Local #11 |
| Paul | Belardo | Council Rep | KML Carpenters |
| Pamela | Capaci | Executive Director | Prevention Links |
| Krystal | Canady | CEO | Gateway Family YMCA |
| Teresa | Soto-Vega | Executive Director | PROCEED |
| Margaret | McMenamin, Ph. D. | President | Union County College |
| Matthew | Caruso | Director | Kean University |
| Peter | Capodice | Superintendent | County Vo-Tech School |
| Danny | Robertozzi | Superintendent | K-12 System Superintendent |
| David | Moskowitz | Manager | ES / Wagner-Peyser Representative |
| Edward | Faver | Manager | DVRS Representative |
| Debbie-Ann | Anderson | Director | Division of Human Services |
| James | Horne | CEO | United Way of Greater Union County |
| Sandra | McLachlan | HR Business Partner | Phillips 66 Bayway Refinery |
| Anna | Belin- Pyles | Superintendent | Plainfield Public Schools |
| Charles | Gillon | Division Director | Division of Social Services |
| John | Perry | Executive Director | Council for Airport Opportunities |

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.

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.

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



“Open doors and embrace new opportunities.”

Thomas Fuller

PROGRAM YEAR 2018 OPERATING BUDGET



| | WIOA Adult | WIOA ISY | WIOA OSY | WIOA Dislocated Worker | Workforce Learning Link | WFNJ TANF | TANF Work Verification | CAVP | WFNJ GA/SNAP | Total |
|---------------------------------------|--------------------|------------------|------------------|------------------------|-------------------------|--------------------|------------------------|-----------------|--------------------|--------------------|
| PY 2018 Allocation | \$1,043,120 | \$246,712 | \$740,135 | \$1,270,549 | \$213,000 | \$1,532,042 | \$42,000 | \$42,420 | \$1,044,474 | \$6,174,451 |
| ADMINISTRATION | | | | | | | | | | |
| Wages | \$66,290 | \$15,130 | \$47,754 | \$82,110 | \$8,036 | \$110,263 | | | \$71,356 | \$400,940 |
| Fringe Benefits | \$34,507 | \$7,876 | \$24,858 | \$42,742 | \$4,183 | \$57,397 | | | \$37,144 | \$208,705 |
| Other (OE) | \$3,515 | \$1,665 | \$1,402 | \$2,203 | \$2,691 | \$16,185 | | | \$16,837 | \$44,498 |
| Total Administration | \$104,312 | \$24,671 | \$74,013 | \$127,055 | \$14,910 | \$183,845 | \$0 | \$0 | \$125,337 | \$654,143 |
| % of Allocation | 10% | 10% | 10% | 10% | 7% | 12% | | | 12% | |
| PROGRAM | | | | | | | | | | |
| Wages | \$61,009 | \$8,532 | \$0 | \$18,748 | \$14,540 | | | | \$0 | \$102,829 |
| Fringe Benefits | \$31,757 | \$4,441 | \$0 | \$9,759 | \$7,569 | | | | \$0 | \$53,527 |
| Rent, Buildings & Grounds | \$96,270 | \$0 | \$0 | \$66,899 | \$17,982 | \$52,197 | | | \$10,137 | \$243,485 |
| Travel | \$3,500 | \$825 | \$675 | \$2,500 | | | | | | \$7,500 |
| Conferences | \$3,500 | \$825 | \$675 | \$2,500 | | | | | | \$7,500 |
| Equipment - Purchase | \$3,500 | \$825 | \$675 | \$2,500 | | | | | | \$7,500 |
| Equipment- Rental | \$2,400 | \$600 | \$1,800 | \$2,400 | | | | | | \$7,200 |
| Office Supplies | \$3,500 | \$825 | \$675 | \$2,500 | | | | | | \$7,500 |
| Memberships & Subscriptions | \$500 | \$125 | \$375 | \$500 | | | | | | \$1,500 |
| Professional Service Costs | \$500 | \$125 | \$375 | \$500 | | | | | | \$1,500 |
| Publication and Printing | \$500 | \$125 | \$375 | \$500 | | | | | | \$1,500 |
| Training & Education | \$3,500 | \$825 | \$675 | \$2,500 | | | | | | \$7,500 |
| Transportation | \$500 | \$125 | \$375 | \$500 | | | | | | \$1,500 |
| Other (OE) | \$112,872 | \$7,342 | \$4,946 | \$10,187 | \$0 | \$0 | \$42,000 | \$42,420 | \$0 | \$219,767 |
| Total Program | \$323,808 | \$25,540 | \$11,621 | \$122,494 | \$40,090 | \$52,197 | \$42,000 | \$42,420 | \$10,137 | \$670,308 |
| CONTRACTS | | | | | | | | | | |
| American Job Center Operator Services | | | | | | | | | | |
| Wages | \$109,242 | \$21,689 | \$65,068 | \$290,105 | \$102,047 | \$513,819 | | | \$236,913 | \$1,338,883 |
| Fringe Benefits | \$85,820 | \$11,585 | \$34,756 | \$152,266 | \$50,037 | \$265,401 | | | \$107,087 | \$706,953 |
| Office Supplies | \$9,000 | \$725 | \$2,176 | \$9,000 | \$5,916 | \$10,780 | | | \$0 | \$37,597 |
| Client Supportive Services | \$50,000 | \$12,500 | \$37,500 | \$50,000 | \$0 | \$6,000 | | | \$0 | \$156,000 |
| Individual Training Accounts | \$360,938 | \$0 | \$0 | \$519,629 | \$0 | \$0 | | | \$0 | \$880,567 |
| Total American Job Center Services | \$615,000 | \$46,500 | \$139,500 | \$1,021,000 | \$158,000 | \$796,000 | \$0 | \$0 | \$344,000 | \$3,120,000 |
| PY 2018 Contract Services | | | | | | | | | | |
| WIOA Youth Consortium | | \$150,000 | \$515,000 | | | | | | | \$665,000 |
| WFNJ-TANF | | | | | | \$500,000 | | | | \$500,000 |
| WFNJ-GA/SNAP | | | | | | | | | \$565,000 | \$565,000 |
| Total Contracts | \$615,000 | \$196,500 | \$654,500 | \$1,021,000 | \$158,000 | \$1,296,000 | \$0 | \$0 | \$909,000 | \$4,850,000 |
| Total Projected Expenditures | \$1,043,120 | \$246,712 | \$740,135 | \$1,270,549 | \$213,000 | \$1,532,042 | \$42,000 | \$42,420 | \$1,044,474 | \$6,174,451 |



POLICY DIRECTIVES APPROVED BY THE UNION COUNTY WORKFORCE DEVELOPMENT BOARD

PARTNER REFERRALS POLICY DIRECTIVE

The policy directive provides information on the provision of services under the Workforce Innovation and Opportunity Act (WIOA) in comprehensive One-Stop Centers operated in Union County. It establishes policy on participant access to services and required procedures for referral to WIOA One-Stop Partners for additional services.

INDIVIDUAL TRAINING ACCOUNTS POLICY DIRECTIVE

The policy directive is drafted to direct the allocation of resources for occupational training in the seven (7) sectors identified by the State as the areas that offer the most employment opportunities. The County provides Individual Training Accounts (ITAs) to participants to access occupational training which has been the traditional training procurement process.

FINANCIAL PROCEDURES POLICY DIRECTIVE

The policy directive is designed to provide operational, financial guidance and prescribes the uniform accounting procedures for the implementation of the provisions of federal job training programs.

INDIVIDUAL SERVICE STRATEGY POLICY DIRECTIVE

The purpose of this policy directive is to put forward guidance and instruction for the development and completion of the WIOA Youth Program Individual Service Strategy (ISS).

JOB SEEKER INITIAL SERVICE STRATEGY POLICY DIRECTIVE

The purpose of this policy directive is to establish a service delivery policy in which all customers are interviewed, evaluated, or assessed and provided career planning services prior to placing a customer into training.

AMERICAN JOB SEEKER CERTIFICATION STANDARDS POLICY DIRECTIVE

The purpose of this policy directive is to act as a self-evaluation tool in anticipation of a formal certification of the American Job Center, in according to Federal Guidelines. The policy directive provides guidance on standards for satisfying job seekers and as well as services to businesses seeking employees through the American Job Center.



POLICY DIRECTIVES APPROVED BY THE UNION COUNTY WORKFORCE DEVELOPMENT BOARD

PERFORMANCE DATA RELATED TO REPORTABLE INDIVIDUALS AND PARTICIPANT INDIVIDUALS

The purpose of this directive is to provide policy direction to the American Job Centers of Union County (One Stop Career Centers) and to all other Sub-Recipients and Contractors as it relates to what program elements and program performance data said Sub-Recipients are required to capture, track, analyze and report.

COSTS PRINCIPALS AND ALLOWABLE COSTS

The purpose of this policy directive is to provide guidance regarding the general cost principles and allowable costs for the administration of Federal subawards awarded to subrecipients of the Union County Workforce Development Board.

ACCRUAL FINANCIAL REPORTING REQUIREMENTS

The purpose of this policy directive is to provide guidance regarding the accrual financial reporting requirements of Sub-Recipients under 2 CFR 200 Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards; Final Rule.

AUDIT REQUIREMENTS

The purpose of this policy directive is to provide guidance regarding the audit requirements of Sub-Recipients under 2 CFR 200 Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards; Final Rule.

BUDGET AND FISCAL MANAGEMENT POLICIES AND PROCEDURES

The purpose of this policy directive on budget and fiscal management policies and procedures is to summarize the procedures utilized to develop, review and manage the budget and the fiscal activities of the grants that under the oversight authority of the workforce development board.

REQUIRED CERTIFICATIONS, DECLARATIONS, STANDARD ASSURANCES, AND GENERAL PROVISIONS

The purpose of policy directive is to clearly articulate the federal certification requirements that are to be executed by sub-recipients, sub-sub-recipients and/or sub-awardees of federal funding, as delineated in 2 CFR 200.415.

LOCAL AREA STRATEGIC PLAN UPDATE



The Union County 2016 Local Strategic Plan presented a comprehensive set of 32 action steps aimed at addressing workforce needs and opportunities across the county. Such action steps were identified and approved by the Workforce Development Board following an extensive, independent examination of the Workforce System as a whole.



LOCAL AREA STRATEGIC PLAN UPDATE



GOAL 1:

INCREASED EMPHASIS ON CAREER PATHWAYS AND INDUSTRY—CREDENTIAL ATTAINMENT

- Continue to identify existing pre-apprenticeship and registered apprenticeship opportunities for our clients and expand the availability of such opportunities that lead to nationally-recognized industry credentials.

GOAL 2:

EXPANDED ONE-STOP INTEGRATION OF SERVICE DELIVERY

- Continue holding American Job Center partner and AJC staff meetings on a monthly basis.
- Adopt an “Affiliate Partner” status initiative to expand the visibility and reach of the two AJC Centers out into our partner community.

GOAL 3:

BROADENED USE OF TECHNOLOGY IN OPERATION & CUSTOMER-FACING PROCESSES

- Install new System-Wide Client Management System providing essential training along with a rapid implementation timetable.

GOAL 4:

EXPANDED ACCESS TO SERVICE LEVELS

- Continue to provide additional guidance to career coaches on options for co-enrollment to stretch funding while offering increased diverse educational and occupational services.

THE UNION COUNTY WORKFORCE DEVELOPMENT BOARD AND THE UNION COUNTY BOARD OF CHOSEN FREEHOLDERS APPROVED A MODIFIED PLAN.

GOAL 5

ENHANCED EMPLOYER ENGAGEMENT

- Survey availability of existing Registered Apprenticeships and Pre-Apprenticeship Programs accessible to Union County WIOA eligible job seekers. Incorporate these opportunities into our menu of services to our customers.

GOAL 6

EXPANDED USE OF EVALUATION METRICS BEYOND NATIONAL PERFORMANCE STANDARDS/SYSTEMATIC OVERSIGHT

- Begin to collect data on outcomes accounting for a wider assortment of training strategies over varied job seeker “PRE” intervention situations.



TRAINING FUNDS AWARDED



THE UNITED WAY OF GREATER UNION COUNTY WAS AWARDED A CONTRACT FOR THE PROVISION OF WIOA OUT-OF-SCHOOL YOUTH SERVICES IN EASTERN UNION COUNTY IN THE AMOUNT OF \$235,000.

THE UNITED WAY OF GREATER UNION COUNTY WAS AWARDED A CONTRACT FOR THE PROVISION OF WIOA OUT-OF-SCHOOL YOUTH IN WESTERN UNION COUNTY YOUTH IN THE AMOUNT OF \$280,000.

THE UNITED WAY OF GREATER UNION COUNTY WAS AWARDED A CONTRACT FOR THE PROVISION OF WIOA IN-SCHOOL YOUTH IN UNION COUNTY IN THE AMOUNT OF \$235,000.

UNION COUNTY VOCATIONAL TECHNICAL SCHOOLS WAS AWARDED A CONTRACT FOR THE PROVISION OF SIMON YOUTH ACADEMY OPERATOR FOR WIOA OUT OF SCHOOL YOUTH IN THE AMOUNT OF \$333,000.

UNION COUNTY COLLEGE WAS AWARDED A CONTRACT FOR THE PROVISION OF AMERICAN JOB CENTER AFFILIATE CAREER SERVICES OPERATOR FOR WIOA ADULT AND DISLOCATED WORKERS IN THE AMOUNT OF \$600,000.

UNION COUNTY COLLEGE WAS AWARDED A CONTRACT FOR THE PROVISION OF WORKFIRST NEW JERSEY PROGRAMS IN THE AMOUNT OF \$450,000.

WORKFORCE ADVANTAGE WAS AWARDED A CONTRACT FOR THE PROVISION OF WORKFIRST NEW JERSEY PROGRAMS IN THE AMOUNT OF \$450,000.

URBAN LEAGUE OF UNION COUNTY WAS AWARDED A CONTRACT FOR THE PROVISION OF WORKFIRST NEW JERSEY PROGRAMS IN THE AMOUNT OF \$150,000.

THE ARC OF UNION COUNTY WAS AWARDED A CONTRACT FOR THE PROVISION OF WORKFIRST NEW JERSEY PROGRAMS IN THE AMOUNT OF \$100,000.

AMERICAN JOB CENTER PERFORMANCE



THE UNION COUNTY AMERICAN JOB CENTER MET OR EXCEEDED THE PERFORMANCE GOALS ESTABLISHED BY THE NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT IN THE PERFORMANCE CATERGORIES MEASURED UNDER THE WORKFORCE INNOVATION AND OPPORTUNITY ACT ADULT, DISLOCATED WORKER, YOUTH, AND WAGNER-PEYSER.

ADULT

| Indicator | Actual | LWDB | | Num | Den |
|-----------------|------------|---------|------------|-----|-----|
| | | Plan | % Achieved | | |
| Employment Q2 | 87.5 % | 80.60% | 108.56% | 63 | 72 |
| Employment Q4 | 87.5 % | 67.50% | 130.86% | 53 | 60 |
| Credential | 82.7 % | 50.10% | 165.05% | 43 | 52 |
| Skill Gains | 72.22 % | 0% | 0% | 65 | 90 |
| Median Earnings | \$6,495.00 | \$4,513 | 143.91% | 111 | 0 |

Dislocated Worker

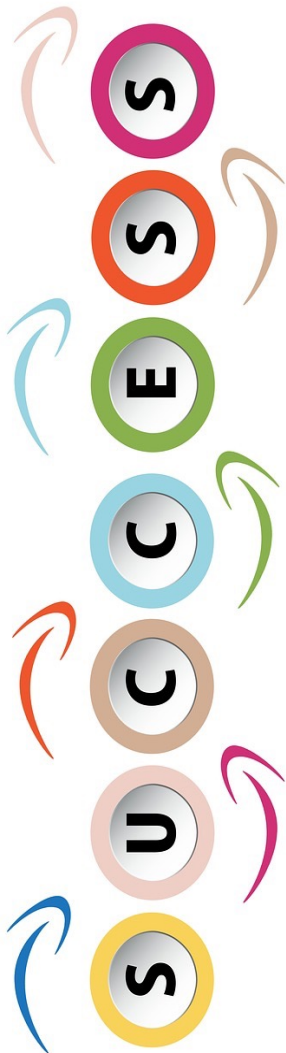
| Indicator | Actual | LWDB | | Num | Den |
|-----------------|------------|---------|------------|-----|-----|
| | | Plan | % Achieved | | |
| Employment Q2 | 79.6 % | 81.70% | 97.44% | 164 | 206 |
| Employment Q4 | 69.7 % | 66.50% | 104.74% | 202 | 290 |
| Credential | 88.6 % | 53.50% | 165.64% | 109 | 123 |
| Skill Gains | 88.6 % | 0% | 0% | 136 | 190 |
| Median Earnings | \$8,636.00 | \$5,869 | 147.15% | 340 | 0 |

Youth

| Indicator | Actual | LWDB | | Num | Den |
|-----------------|---------|------|------------|-----|-----|
| | | Plan | % Achieved | | |
| Employment Q2 | 97.0 % | 75% | 129.35% | 65 | 67 |
| Employment Q4 | 79.3 % | 40% | 198.17% | 65 | 82 |
| Credential | 100.0 % | 74% | 135.14% | 11 | 11 |
| Skill Gains | 63.64 % | 0% | 0% | 7 | 11 |
| Median Earnings | 0.0 % | 0% | 0.00% | 0 | 0 |

Wagner Peyser

| Indicator | Actual | LWDB | | Num | Den |
|-----------------|------------|------------|------------|------|------|
| | | Plan | % Achieved | | |
| Employment Q2 | 57.46 % | 55.70% | 103.16% | 2261 | 3935 |
| Employment Q4 | 58.25 % | 60.90% | 95.65% | 2552 | 4381 |
| Credential | 0.0 % | 0% | 0.00% | 0 | 0 |
| Skill Gains | 0.00 % | 0% | 0% | 0 | 0 |
| Median Earnings | \$5,219.00 | \$4,468.00 | 116.80% | 4805 | 0 |



AMERICAN JOB CENTER PERFORMANCE



| PY 18 DISLOCATED WORKER | Den | | Den | | Den | | Den Skill Gains DW | Skill Gains DW |
|-------------------------------|---------------------|---------------------|---------------------|---------------------|------------------|------------------|-----------------------|----------------------|
| | Employment Q2 DW | Employment Q2 DW | Employment Q4 DW | Employment Q4 DW | Credential DW | Credential DW | | |
| 16-18 | 1 | 100.00% | 0 | | 0 | | 0 | |
| 19-24 | 6 | 100.00% | 15 | 93.33% | 5 | 100.00% | 13 | 69.23% |
| 25-44 | 82 | 89.02% | 125 | 77.60% | 60 | 88.33% | 94 | 71.28% |
| 45-54 | 58 | 86.21% | 72 | 70.83% | 35 | 85.71% | 59 | 74.58% |
| 55-59 | 28 | 67.86% | 34 | 73.53% | 18 | 88.89% | 14 | 64.29% |
| 60+ | 31 | 48.39% | 44 | 34.09% | 5 | 100.00% | 10 | 70.00% |
| Male | 97 | 85.57% | 115 | 75.65% | 65 | 83.08% | 83 | 63.86% |
| Female | 108 | 74.07% | 172 | 65.12% | 56 | 94.64% | 105 | 77.14% |
| Did Not Self Identify | 1 | 100.00% | 3 | 100.00% | 2 | 100.00% | 2 | 100.00% |
| Limited English | 2 | 100.00% | 1 | 100.00% | 1 | 100.00% | 6 | 83.33% |
| Not Limited English | 204 | 79.41% | 289 | 69.55% | 122 | 88.52% | 184 | 71.20% |
| No Disability | 194 | 80.41% | 273 | 70.33% | 114 | 87.72% | 172 | 71.51% |
| Disabled | 3 | 33.33% | 4 | 50.00% | 0 | | 2 | 100.00% |
| Participant did not disclose | 9 | 77.78% | 13 | 61.54% | 9 | 100.00% | 16 | 68.75% |
| Low Income | 19 | 89.47% | 24 | 79.17% | 15 | 93.33% | 28 | 75.00% |
| Not Low Income | 187 | 78.61% | 266 | 68.80% | 108 | 87.96% | 162 | 70.99% |
| Not Single Parent | 205 | 79.51% | 288 | 69.44% | 122 | 88.52% | 181 | 71.27% |
| Single Parent | 1 | 100.00% | 2 | 100.00% | 1 | 100.00% | 9 | 77.78% |
| Offender | 0 | | 0 | | 0 | | 1 | 100.00% |
| Not an offender | 7 | 100.00% | 7 | 71.43% | 4 | 100.00% | 17 | 76.47% |
| Did Not Disclose | 199 | 78.89% | 283 | 69.61% | 119 | 88.24% | 172 | |

CHART ON THE LEFT:
CHARACTERISTICS OF PROGRAM YEAR 2018 DISLOCATED WORKER PARTICIPANTS FUNDED UNDER THE WORKFORCE INNOVATION AND OPPORTUNITY ACT.

CHART ON THE RIGHT:
CHARACTERISTICS OF PROGRAM YEAR 2018 ADULT PARTICIPANTS FUNDED UNDER THE WORKFORCE INNOVATION AND OPPORTUNITY ACT.

| PY 18 ADULT | Den | | Den | | Den | | Den | | Skill Gains Adult |
|------------------------------|------------------------|------------------------|------------------------|------------------------|---------------------|---------------------|-------------------------|---------|-------------------------|
| | Employment Q2 Adult | Employment Q2 Adult | Employment Q4 Adult | Employment Q4 Adult | Credential Adult | Credential Adult | Skill Gains Adult | | |
| 16-18 | 0 | | 0 | | 0 | | 0 | | |
| 19-24 | 8 | 100.00% | 8 | 87.50% | 7 | 100.00% | 11 | 72.73% | |
| 25-44 | 41 | 90.24% | 39 | 94.87% | 34 | 79.41% | 41 | 78.05% | |
| 45-54 | 14 | 78.57% | 7 | 57.14% | 6 | 83.33% | 23 | 69.57% | |
| 55-59 | 7 | 71.43% | 3 | 100.00% | 3 | 66.67% | 9 | 55.56% | |
| 60+ | 2 | 100.00% | 3 | 66.67% | 2 | 100.00% | 6 | 66.67% | |
| Male | 16 | 81.25% | 18 | 88.89% | 16 | 75.00% | 27 | 62.96% | |
| Female | 53 | 88.68% | 41 | 87.80% | 35 | 85.71% | 60 | 75.00% | |
| Did Not Self Identify | 3 | 100.00% | 1 | 100.00% | 1 | 100.00% | 3 | 100.00% | |
| Limited English | 2 | 100.00% | 0 | | 0 | | 3 | 66.67% | |
| Not Limited English | 70 | 87.14% | 60 | 88.33% | 52 | 82.69% | 87 | 72.41% | |
| No Disability | 62 | 87.10% | 50 | 90.00% | 44 | 81.82% | 83 | 75.90% | |
| Disabled | 0 | | 1 | 0.00% | 0 | | 1 | 100.00% | |
| Participant did not disclose | 10 | 90.00% | 9 | 88.89% | 8 | 87.50% | 6 | 16.67% | |
| Low Income | 30 | 93.33% | 19 | 84.21% | 18 | 83.33% | 28 | 82.14% | |
| Not Low Income | 42 | 83.33% | 41 | 90.24% | 34 | 82.35% | 62 | 67.74% | |
| Not Single Parent | 71 | 88.73% | 59 | 88.14% | 51 | 82.35% | 89 | 71.91% | |
| Single Parent | 1 | 0.00% | 1 | 100.00% | 1 | 100.00% | 1 | 100.00% | |
| Offender | 0 | | 0 | | 0 | | 1 | 100.00% | |
| Not an offender | 7 | 85.71% | 5 | 80.00% | 5 | 100.00% | 9 | 77.78% | |
| Did Not Disclose | 65 | 87.69% | 55 | 89.09% | 47 | 80.85% | 80 | 71.25% | |

CHART ON THE LEFT:
CHARACTERISTICS OF PROGRAM YEAR 2018 YOUTH PARTICIPANTS FUNDED UNDER THE WORKFORCE INNOVATION AND OPPORTUNITY ACT.

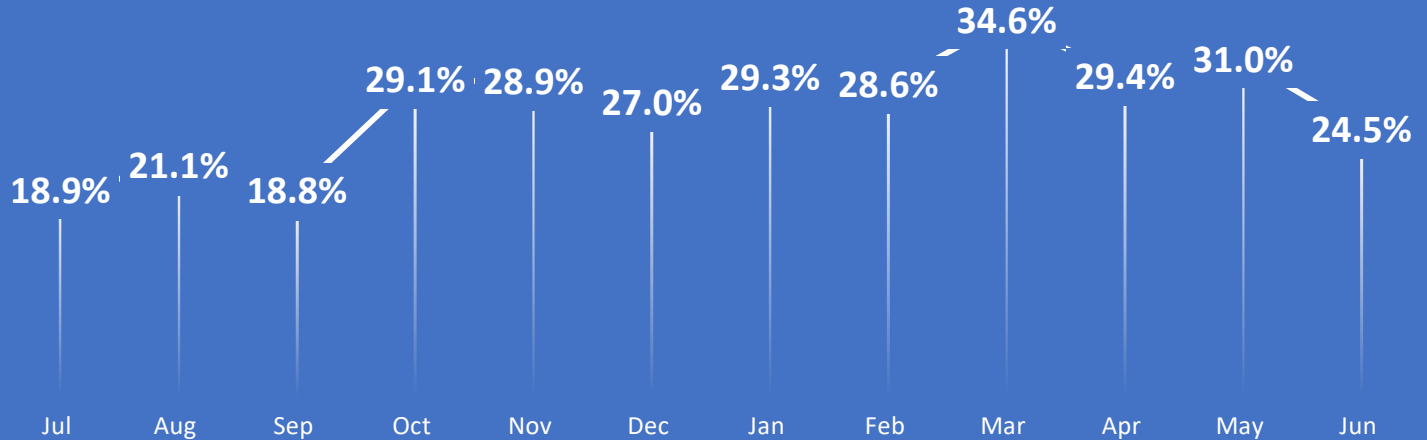
| PY 18 Youth | Den | | Den | | Den | | Den | |
|------------------------------|------------------------|------------------------|------------------------|------------------------|---------------------|---------------------|----------------|----------------|
| | Employment Q2 Youth | Employment Q2 Youth | Employment Q4 Youth | Employment Q4 Youth | Credential Youth | Credential Youth | Gains Youth | Gains Youth |
| 16-18 | 18 | 94.44% | 25 | 60.00% | 3 | 100.00% | 5 | 100.00% |
| 19-24 | 49 | 97.96% | 57 | 87.72% | 8 | 100.00% | 6 | 33.33% |
| Male | 24 | 95.83% | 30 | 70.00% | 4 | 100.00% | 5 | 60.00% |
| Female | 39 | 97.44% | 44 | 81.82% | 7 | 100.00% | 6 | 66.67% |
| Did Not Self Identify | 4 | 100.00% | 8 | 100.00% | 0 | 0.00% | 0 | |
| Limited English | 1 | 100.00% | 0 | | 0 | 0.00% | 1 | 100.00% |
| Not Limited English | 66 | 96.97% | 82 | 79.27% | 11 | 100.00% | 10 | 60.00% |
| No Disability | 58 | 98.28% | 74 | 78.38% | 9 | 100.00% | 9 | 66.67% |
| Disabled | 3 | 66.67% | 4 | 75.00% | 1 | 100.00% | 2 | 50.00% |
| Participant did not disclose | 6 | 100.00% | 4 | 100.00% | 1 | 100.00% | 0 | |
| Low Income | 56 | 96.43% | 67 | 76.12% | 10 | 100.00% | 8 | 50.00% |
| Not Low Income | 11 | 100.00% | 15 | 93.33% | 1 | 100.00% | 3 | 100.00% |
| Not Single Parent | 58 | 98.28% | 78 | 79.49% | 10 | 100.00% | 9 | 66.67% |
| Single Parent | 9 | 88.89% | 4 | 75.00% | 1 | 100.00% | 2 | 50.00% |
| Offender | 0 | | 0 | | 0 | 0.00% | 0 | |
| Not an offender | 52 | 96.15% | 65 | 75.38% | 10 | 100.00% | 6 | 50.00% |
| Did Not Disclose | 15 | 100.00% | 17 | 94.12% | 1 | 100.00% | 5 | 80.00% |

AMERICAN JOB CENTER PERFORMANCE



CHART BELOW: The WorkFirst New Jersey (WFNJ) program administered by Union County's Department of Human Services and Union County's American Job Center, and American Job Center Partners. Services are provided to participants enrolled in the Temporary Assistance to Needy Families (TANF) program.

WFNJ PROGRAM YEAR 2018 PARTICIPATION RATE



WorkFirst New Jersey funds programs are designed to provide welfare applicants, recipients, non-custodial parents and non-cash recipients make a connection to the labor market resulting in unsubsidized employment that leads to self-sufficiency. Work experience activities provide an individual with an opportunity to acquire the general skills, training, knowledge and work habits necessary to obtain employment.

Programs are designed to provide services to assist these individuals with job placement, transitional employment and other employment related training and supportive services needed to make the successful progression into long-term, unsubsidized employment. Programs are labor market driven, and consistent with the Union County Workforce Development Board's Strategic Plan.