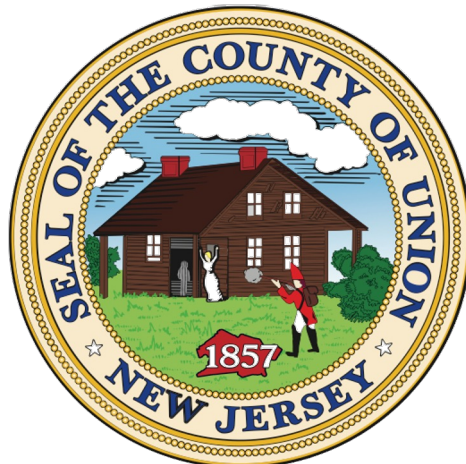


# UNION COUNTY WORKFORCE DEVELOPMENT BOARD

## PROGRAM YEAR 2019 – 2020 ANNUAL REPORT





BOARD OF DIRECTORS  
STRATEGIC PLAN VISION  
CORE VALUES  
PROGRAM YEAR 2019 OPERATING BUDGET  
TRAINING FUNDS AWARDED  
INITIAL UNEMPLOYMENT CLAIMS DATA  
AMERICAN JOB CENTER PERFORMANCE





# UNION COUNTY WORKFORCE DEVELOPMENT BOARD PROGRAM YEAR 2019-20 ANNUAL REPORT

<u>First Name</u>	<u>Last Name</u>	<u>Title</u>	<u>Business/Organization</u>
Gloria	Durham, Chairwoman	CEO	Qunnections Management Group
James R.	Brady, Vice Chair	Vice President and General Manager	The Savor Group, LLC
Krystal	Canady, Secretary	CEO	Gateway Family YMCA
Donna	Dedinsky	Manager, Associate Relations	Wakefern Food Corporation
Tina	Earley	Manager, Government & Community Affairs	Elizabethtown Gas
Salvador	Garcia	Principal	MAS Development Group
Edwin	Gomez	Owner	Barcode- Elizabeth
Glenn	Nacion	Vice President Human Resources	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
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
Juan Carlos	Dominguez	Vice President	JJJ Distributors
Gary	Pfarr	Assistant Business Manager	International Brotherhood of Electrical Workers, Local 102
Mark	Bocchieri	Director External Affairs	Verizon New Jersey
Richard	Capac	Director	Leaf Group, LLC



*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.*

## PLAN FOR SUCCESS



*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.*





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.



# UNION COUNTY WORKFORCE DEVELOPMENT BOARD PROGRAM YEAR 2019-20 ANNUAL REPORT

	WIOA Adult	WIOA ISY	WIOA OSY	WIOA Dislocated Worker	Workforce Learning Link	WFNJ TANF	TANF Work Verification	CAVP	WFNJ GA/SNAP	Total
<b>PY 2019 Allocation Per Notice of Award</b>	<b>1,119,480</b>	<b>257,649</b>	<b>772,946</b>	<b>1,250,918</b>	<b>178,000</b>	<b>1,532,042</b>	<b>42,000</b>	<b>42,420</b>	<b>1,044,474</b>	<b>6,239,929</b>
<b>ADMINISTRATION</b>										
Wages	68,420	14,827	45,918	79,484	8,623	117,358			79,176	413,806
Fringe Benefits	35,541	7,702	23,853	41,289	4,479	60,963			41,129	214,955
Other (OE)	7,986	3,236	7,524	4,320	0	5,524			5,032	33,622
<b>Total Administration</b>	<b>111,948</b>	<b>25,765</b>	<b>77,295</b>	<b>125,092</b>	<b>13,102</b>	<b>183,845</b>	<b>0</b>	<b>0</b>	<b>125,337</b>	<b>662,383</b>
<b>OPERATIONS</b>										
Wages	50,795	8,564	11,418	19,336	14,995					105,107
Fringe Benefits	26,386	4,448	5,931	10,044	7,789					54,599
Rent, Buildings & Grounds	44,282	10,191	30,574	49,481	7,041	60,601			41,315	243,485
Group I & I	18,187	4,186	12,557	20,322	2,892	24,889			16,968	100,000
Suplee Clooney	7,275	1,674	5,023	8,129	1,157	9,956			6,787	40,000
Shane Schaffer, PC	3,092	712	2,135	3,455	492	4,231			2,885	17,000
Future Works	2,182	502	1,507	2,439	347	2,987			2,036	12,000
Software and Equipment Upgrades	10,000	5,000	10,000	10,000	5,000	10,000			10,000	60,000
Other Expense	20,846	21,800	17,221	29,652	13,623	28,991	42,000	42,420	58,802	275,355
<b>Total Operations</b>	<b>183,044</b>	<b>57,077</b>	<b>96,366</b>	<b>152,857</b>	<b>53,336</b>	<b>141,654</b>	<b>42,000</b>	<b>42,420</b>	<b>138,793</b>	<b>907,546</b>
<b>PY 2019 Sub-Recipient Contract</b>										
American Job Center Operator Services	477,488	89,807	226,286	387,969	51,562	396,543			270,344	1,900,000
Client Supportive Services	7,000	10,000	10,000	10,000	10,000	10,000			10,000	67,000
Comprehensive Career Services	40,000	75,000	30,000	275,000	50,000	50,000			100,000	620,000
Union County College /AJC Affiliate	300,000			300,000						600,000
UCVTS/Simon Youth Academy			333,000							333,000
Workforce Advantage/WFNI						300,000			150,000	450,000
Union County College/WFNI						300,000			150,000	450,000
Urban League/WFNI						100,000			50,000	150,000
Arc of Union County/WFNI						50,000			50,000	100,000
<b>Total Contracts</b>	<b>824,488</b>	<b>174,807</b>	<b>599,286</b>	<b>972,969</b>	<b>111,562</b>	<b>1,206,543</b>	<b>0</b>	<b>0</b>	<b>780,344</b>	<b>4,670,000</b>
<b>Total Projected Expenditures</b>	<b>1,119,480</b>	<b>257,649</b>	<b>772,946</b>	<b>1,250,918</b>	<b>178,000</b>	<b>1,532,042</b>	<b>42,000</b>	<b>42,420</b>	<b>1,044,474</b>	<b>6,239,929</b>



## PROGRAM YEAR 2019 OPERATING BUDGET



## PROGRAM YEAR 2019 BUDGET HIGHLIGHTS

- ❖ **\$160,000 BUDGETED FOR SOFTWARE AND EQUIPMENT UPGRADES**
- ❖ **\$67,000 BUDGETED FOR CLIENT SUPPORTIVE SERVICES**
- ❖ **\$1,900,000 BUDGETED FOR AJC STAFFING SALARIES AND FRINGE**
- ❖ **\$1,005,000 BUDGETED FOR COMPREHENSIVE CAREER SERVICES OPPORTUNITIES FOR CLIENTS**

## COMPREHENSIVE CAREER SERVICES

- |                              |                                |
|------------------------------|--------------------------------|
| ❖ ORIENTATION WORKSHOPS      | ❖ JOB & RECRUITMENT FAIRS      |
| ❖ ASSESSMENT (CASAS)         | ❖ SOFT SKILLS WORKSHOPS        |
| ❖ WORK EXPERIENCE (PAID)     | ❖ JOB READINESS WORKSHOPS      |
| ❖ ON THE JOB TRAINING (PAID) | ❖ JOB SEARCH WORKSHOPS         |
| ❖ APPRENTICESHIPS            | ❖ UNSUBSIDIZED JOB PLACEMENTS  |
| ❖ JOB PLACEMENT ASSISTANCE   | ❖ CREDENTIAL ATTAINMENT        |
| ❖ INCUMBENT WORKER TRAINING  | ❖ INDIVIDUAL TRAINING ACCOUNTS |







## UNION COUNTY WORKFORCE DEVELOPMENT BOARD PROGRAM YEAR 2019-20 ANNUAL REPORT

The Union County Workforce Development Board, with the consent and approval of the **Union County Board of Chosen Freeholders**, awarded a contract through open procurement, to the **Union County Department of Human Services** to manage a comprehensive **American Job Center / One Stop Career Center**, in the amount of \$3,000,000.

**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 \$135,000.

The **Union County Workforce Development Board**, with the consent and approval of the **Union County Board of Chosen Freeholders**, approved a Memorandum of Understanding and Infrastructure Funding Agreement with the required American Job Center Partners, which including funding for establishing a Virtual One Stop Career Center for utilization by all the partners.

The **Union County Workforce Development Board**, with the consent and approval of the **Union County Board of Chosen Freeholders**, awarded WIOA Adult, Dislocated Worker, and Youth funding in the amount \$250,000 to the **International Rescue Committee** as an **Affiliated American Job Center Operator** for employment and training services to refugees resettled in Union County.

The **Union County Workforce Development Board**, with the consent and approval of the **Union County Board of Chosen Freeholders**, awarded **Plainfield Public Library** \$60,000 in Workforce Learning Link funding to pilot a program to provide basic-to-intermediate digital literacy instruction leading to industry-recognized credentials to unemployed, underemployed, and incumbent employed Union County residents.

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## TRAINING FUNDS AWARDED



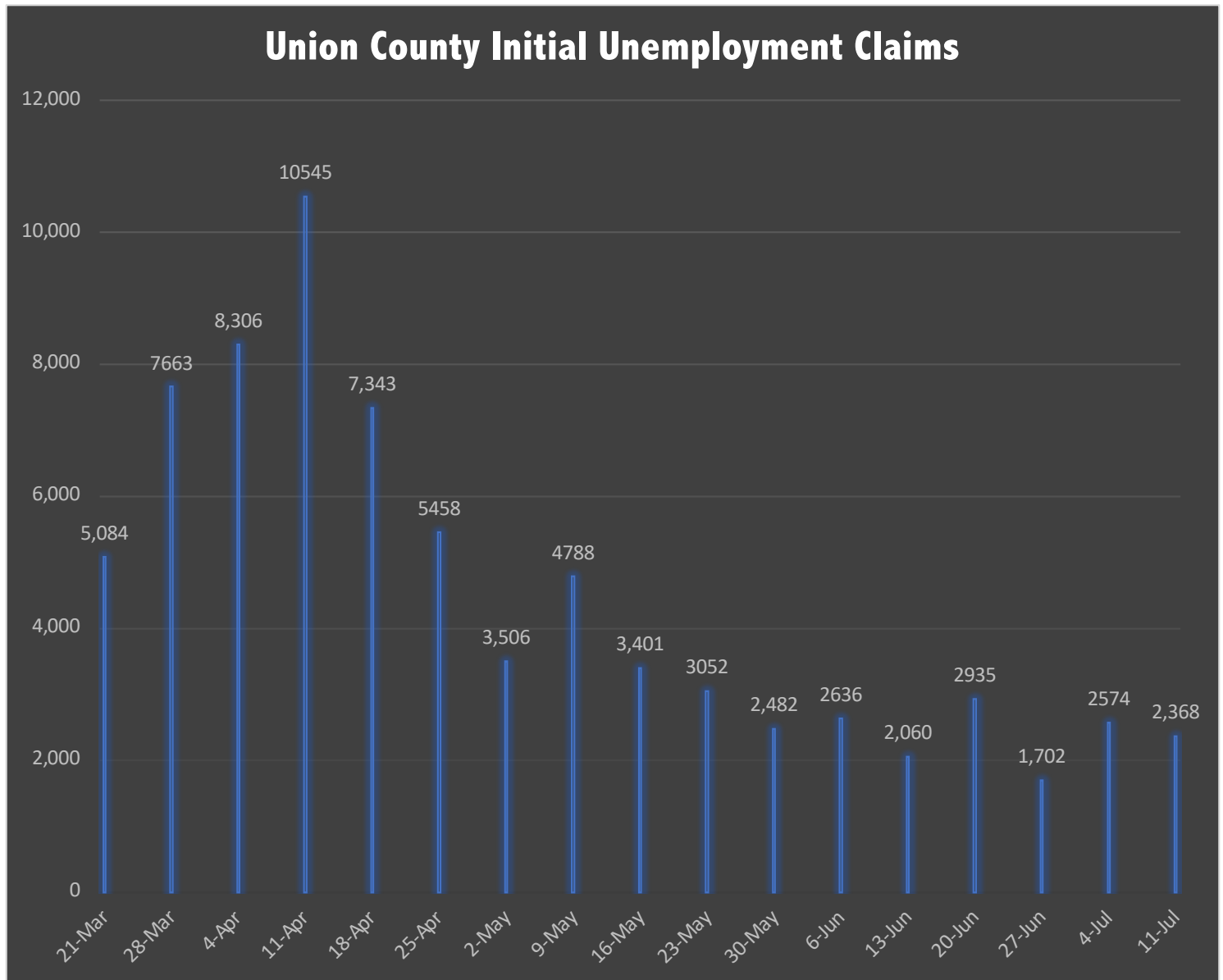


## CHARACTERISTICS OF INITIAL UNEMPLOYMENT INSURANCE CLAIMS

COUNTY OF UNION - MARCH 21, 2020 – JULY 11, 2020

TOTAL INITIAL UNEMPLOYMENT INSURANCE CLAIMS: 75,903

SOURCE: NJDOL LABOR MARKET INFORMATION



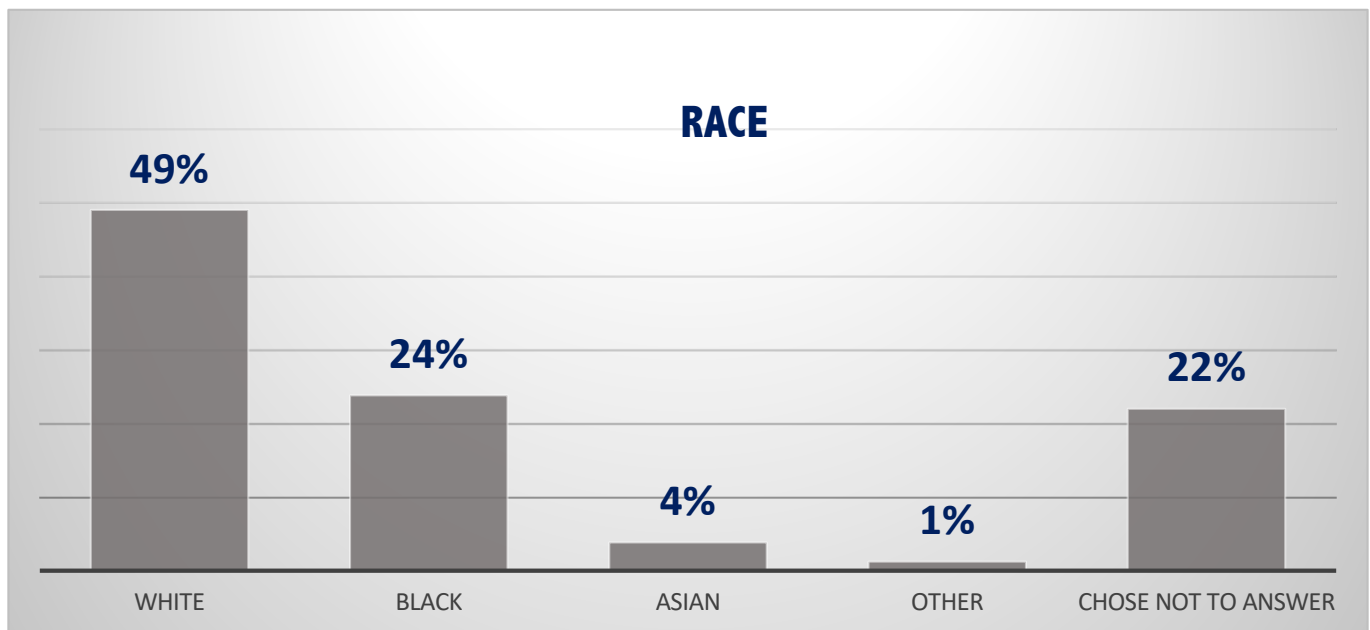
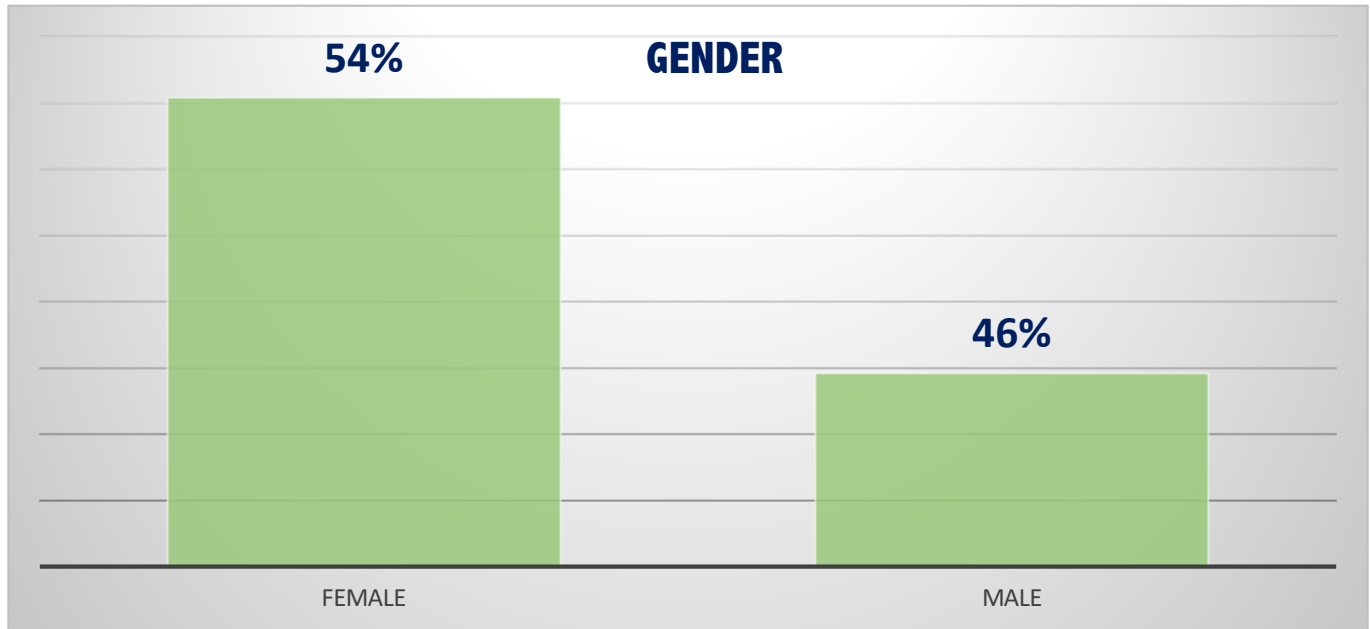


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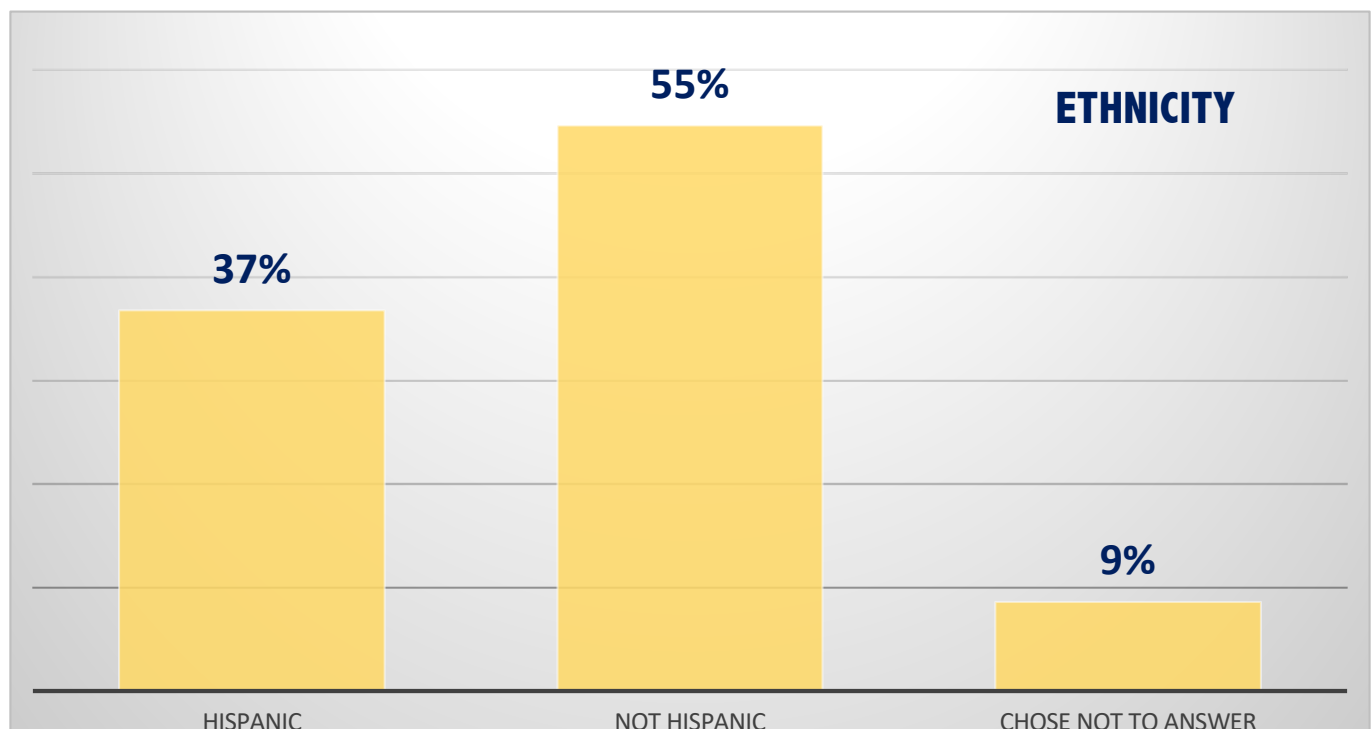
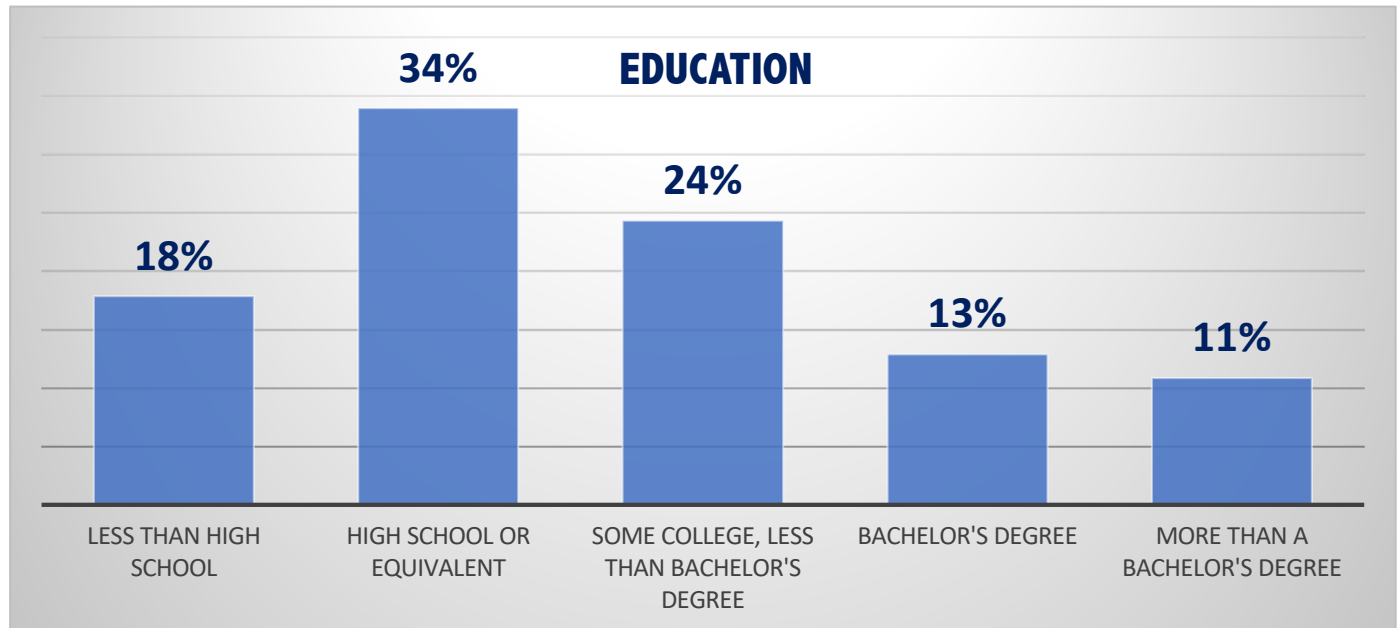


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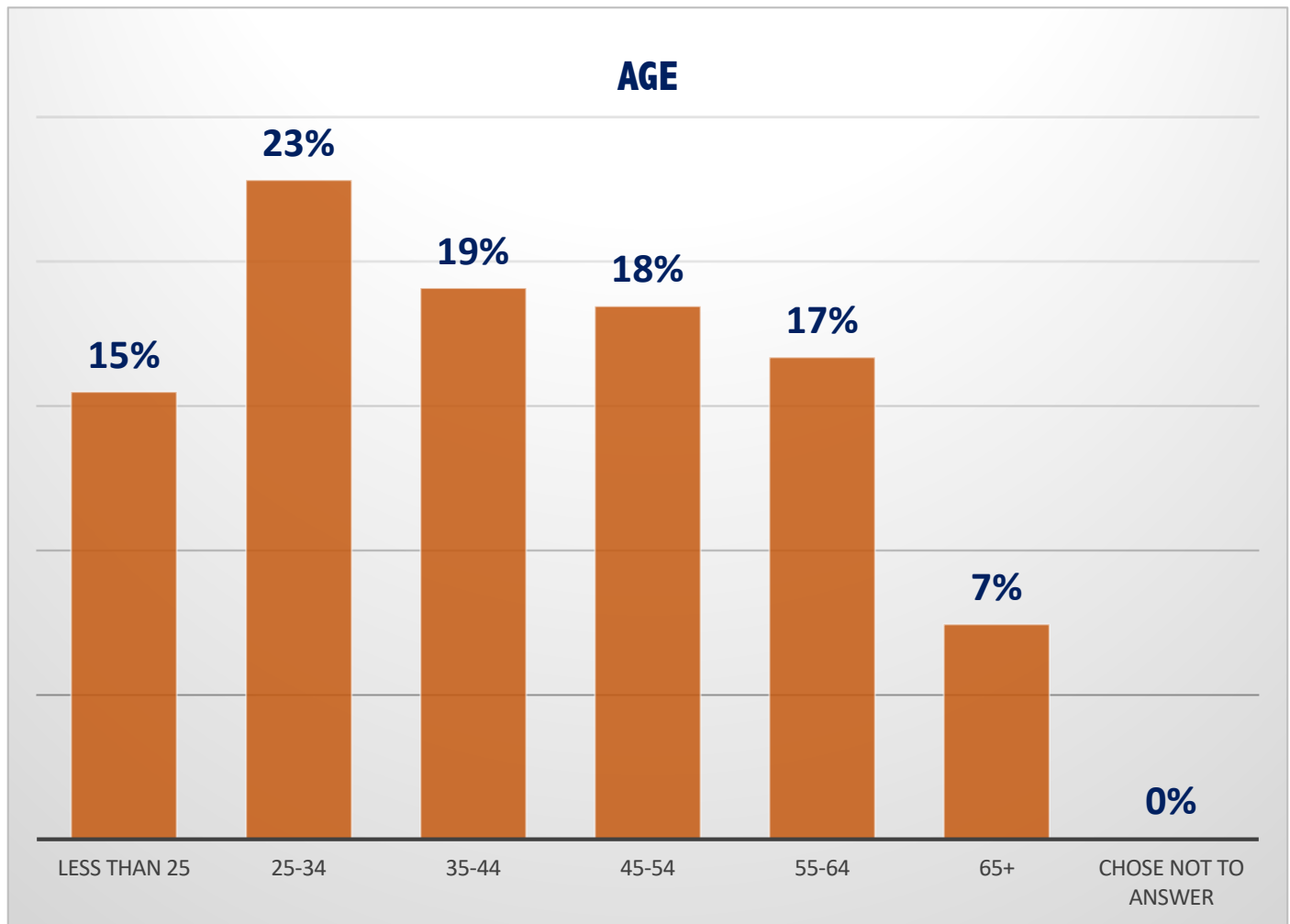
## UNION COUNTY WORKFORCE DEVELOPMENT BOARD PROGRAM YEAR 2019-20 ANNUAL REPORT

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# INITIAL UNEMPLOYMENT CLAIMS DATA





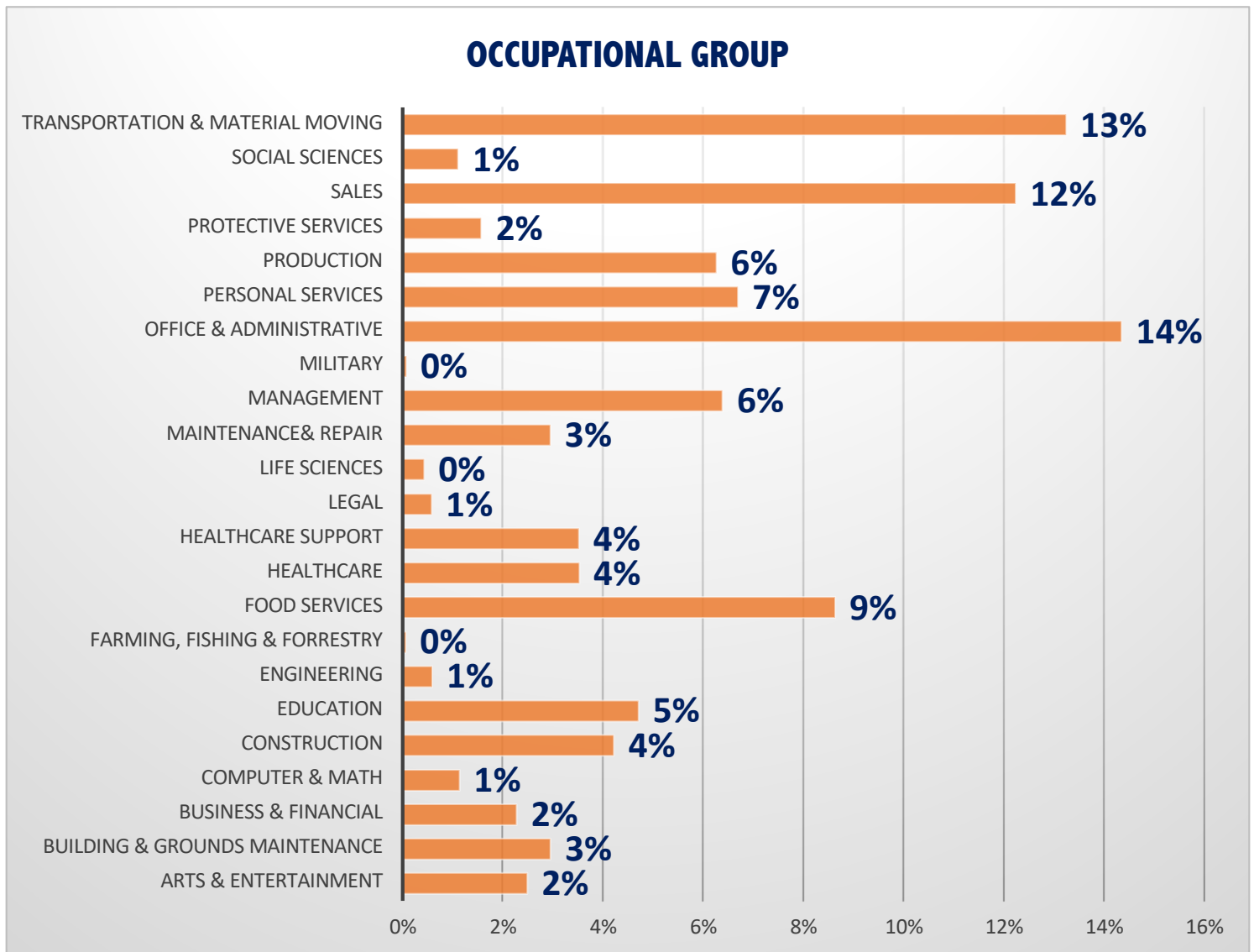
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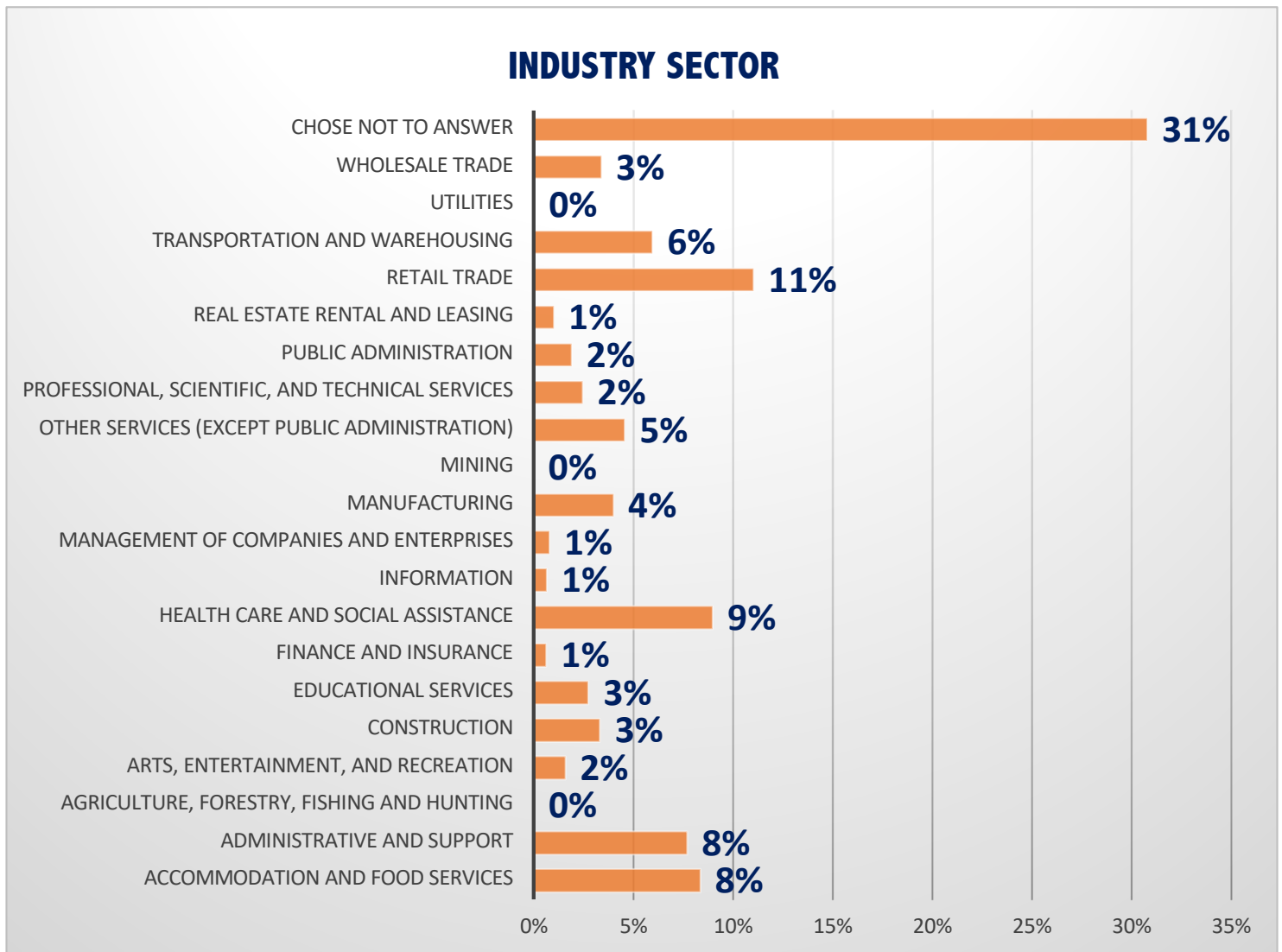
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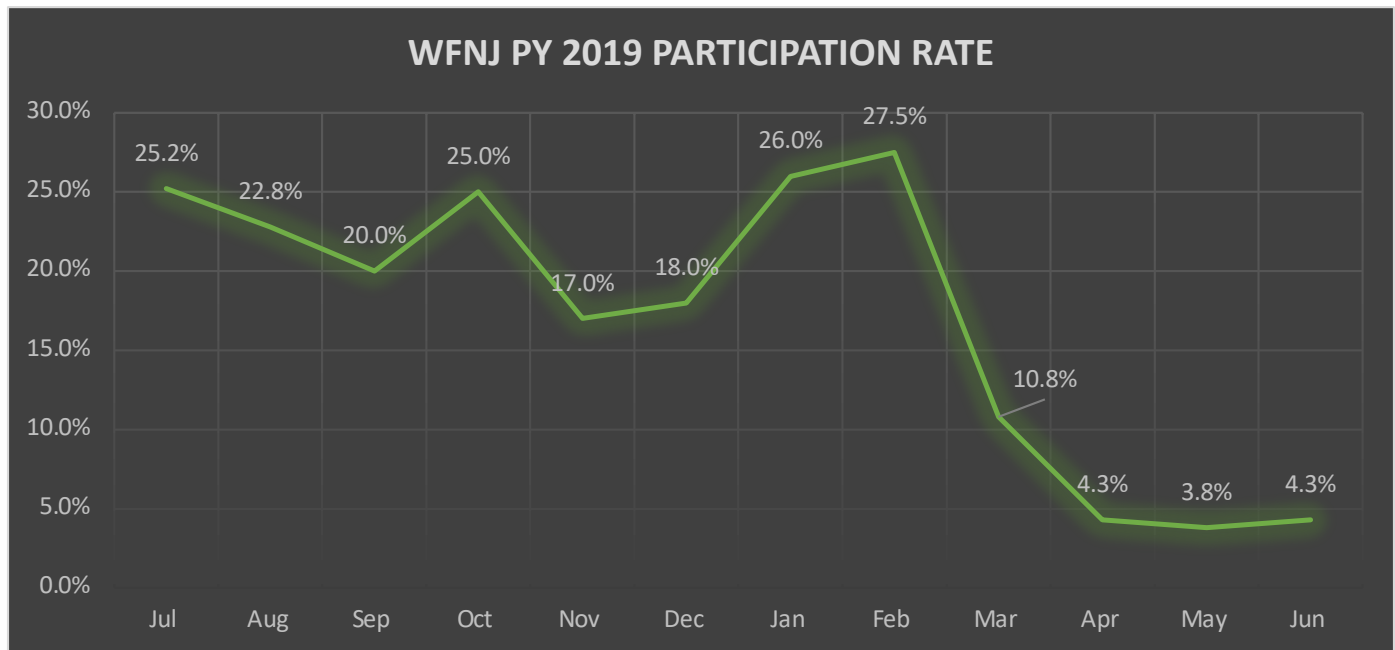
# INITIAL UNEMPLOYMENT CLAIMS DATA



## UNION COUNTY WORKFORCE DEVELOPMENT BOARD PROGRAM YEAR 2019-20 ANNUAL REPORT

### 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.



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.

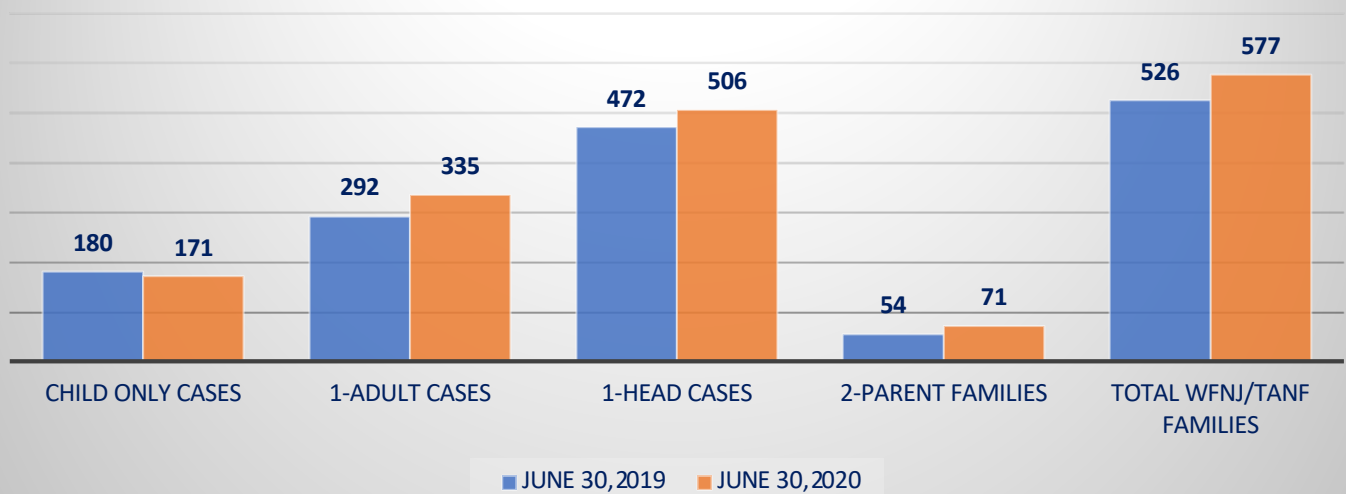
## AMERICAN JOB CENTER PERFORMANCE



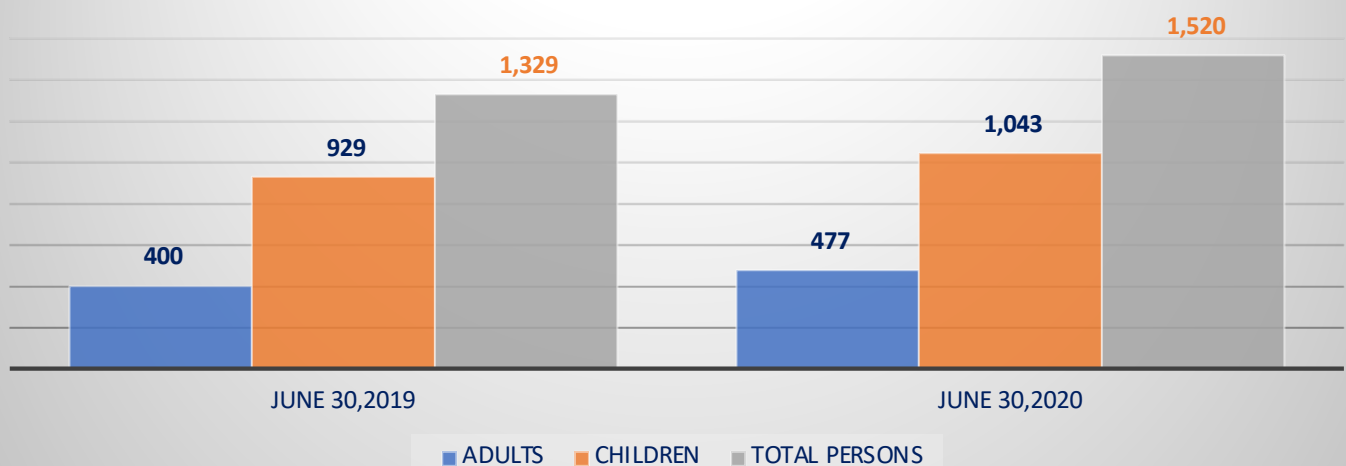
## UNION COUNTY WORKFORCE DEVELOPMENT BOARD PROGRAM YEAR 2019-20 ANNUAL REPORT

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. Participant characteristics for clients enrolled in the Temporary Assistance to Needy Families (TANF) program during the 2019 Program Year.

### NUMBER OF ELIGIBLE FAMILIES RECEIVING WFNJ/TANF



### WFNJ/TANF PROGRAM NUMBER OF PARTICIPATING PERSONS, ADULTS, AND CHILDREN



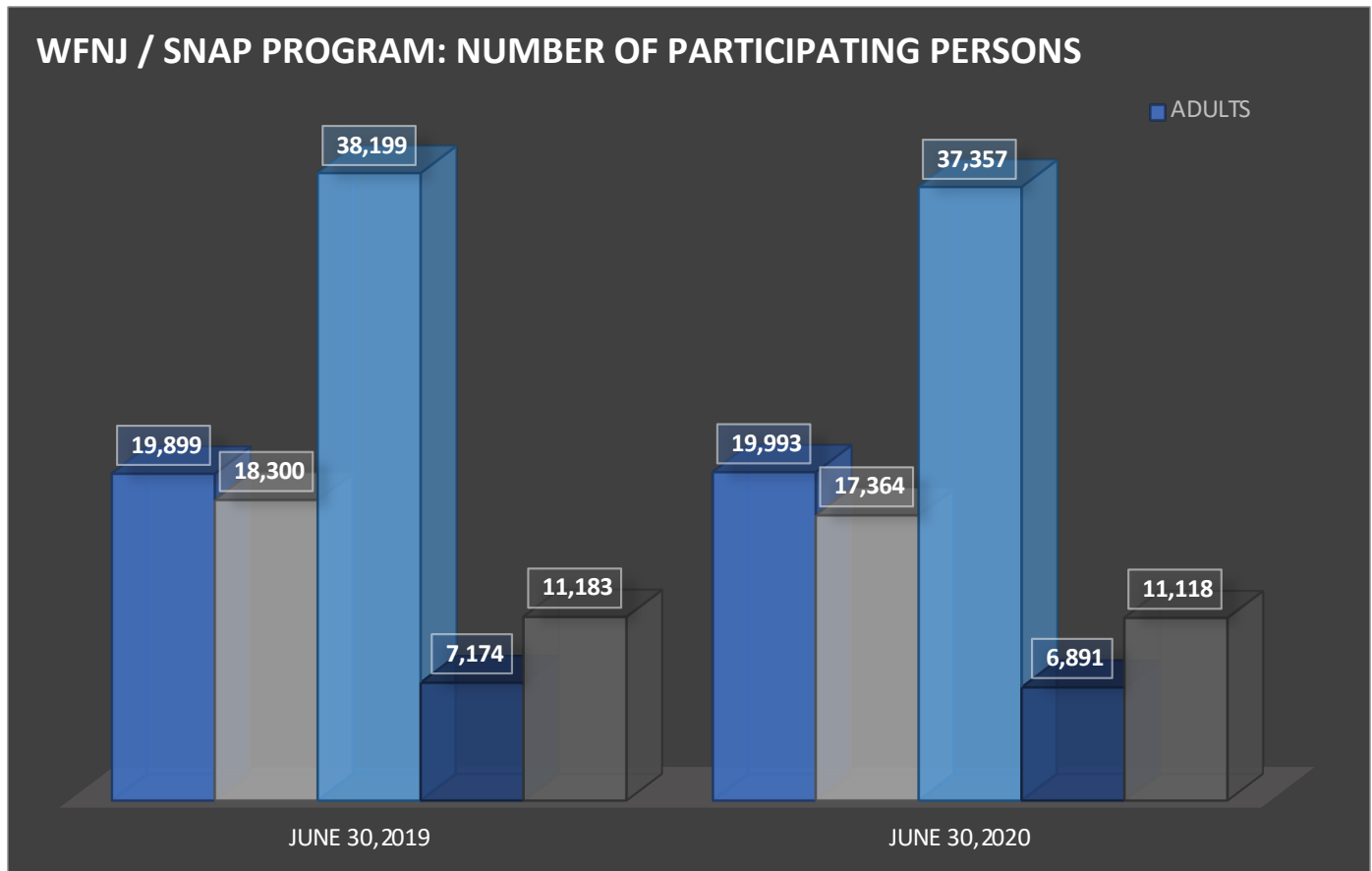
## AMERICAN JOB CENTER PERFORMANCE





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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. Participant characteristics for clients enrolled in the Temporary Assistance to Needy Families (TANF) program during the 2019 Program Year.



Always have a willing hand to help someone, you might be the only one that does."

Roy T. Bennett



## UNION COUNTY WORKFORCE DEVELOPMENT BOARD PROGRAM YEAR 2019-20 ANNUAL REPORT

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	91.0 %	81.30%	112.10%	93	102
Employment Q4	75.4 %	68.30%	110.50%	86	114
Credential	78.8 %	50.40%	156.40%	82	104
Skill Gains	55.56 %	0%	0%	15	27
Median Earnings	\$5,613.00	\$4,713	119.09%	93	0

### Dislocated Worker

Indicator	Actual	LWDB		Num	Den
		Plan	% Achieved		
Employment Q2	84.0 %	82.20%	102.20%	189	225
Employment Q4	80.9 %	67.40%	120.00%	161	199
Credential	84.4 %	54.00%	156.30%	135	160
Skill Gains	55.6 %	0%	0%	55	99
Median Earnings	\$7,138.00	\$5,969	119.59%	189	0

### Youth

Indicator	Actual	LWDB		Num	Den
		Plan	% Achieved		
Employment Q2	84.9 %	76%	111.80%	79	93
Employment Q4	70.5 %	49%	144.00%	79	112
Credential	82.9 %	75%	110.00%	34	41
Skill Gains	47.83 %	0%	0%	11	23
Median Earnings	2,714.0 %	0%	0.00%	76	0

### Wagner Peyser

Indicator	Actual	LWDB		Num	Den
		Plan	% Achieved		
Employment Q2	60.30 %	60.70%	99.90%	2082	3434
Employment Q4	60.26 %	61.90%	97.40%	2035	3377
Credential	0.0 %	0%	0.00%	0	0
Skill Gains	0.00 %	0%	0%	0	0
Median Earnings	\$5,776.00	\$4,568.00	126.45%	2082	0

# AMERICAN JOB CENTER PERFORMANCE



# UNION COUNTY WORKFORCE DEVELOPMENT BOARD PROGRAM YEAR 2019-20 ANNUAL REPORT

PY 19 DISLOCATED WORKER	Den Employment Q2 DW	Employment Q2 DW	Den Employment Q4 DW	Employment Q4 DW	Den Credential DW	Credential DW	Den Skill Gains DW	Skill Gains DW
16-18	0	0.00%	1	100.00%	1	0.00%	0	0.00%
19-24	10	100.00%	9	100.00%	9	77.78%	6	50.00%
25-44	104	90.38%	78	88.46%	63	85.71%	46	60.87%
45-54	77	81.82%	71	83.10%	61	83.61%	24	54.17%
55-59	14	78.57%	17	70.59%	12	100.00%	12	58.33%
60+	20	55.00%	23	47.83%	14	78.57%	11	36.36%
Male	96	86.46%	91	81.32%	78	83.33%	44	45.45%
Female	128	82.03%	108	80.56%	82	85.37%	54	64.81%
Did Not Self Identify	1	100.00%	0	0.00%	0	0.00%	1	0.00%
Limited English	8	87.50%	5	60.00%	4	100.00%	6	50.00%
Not Limited English	217	83.87%	194	81.44%	156	83.97%	93	55.91%
No Disability	208	84.13%	187	82.89%	152	85.53%	89	52.81%
Disabled	2	50.00%	1	100.00%	1	100.00%	0	0.00%
Participant did not disclose	15	86.67%	11	45.45%	7	57.14%	10	80.00%
Low Income	28	78.57%	23	86.96%	21	76.19%	17	58.82%
Not Low Income	197	84.77%	176	80.11%	139	85.61%	82	54.88%
Not Single Parent	212	83.96%	197	81.22%	160	84.38%	86	55.81%
Single Parent	13	84.62%	2	50.00%	0	0.00%	13	53.85%
Offender	2	100.00%	1	100.00%	1	0.00%	3	66.67%
Not an offender	30	70.00%	20	75.00%	11	90.91%	9	44.44%
Did Not Disclose	193	86.01%	178	81.46%	148	84.46%	87	56.32%

**CHART ON THE LEFT:**  
CHARACTERISTICS OF  
PROGRAM YEAR 2019  
DISLOCATED WORKER  
PARTICIPANTS FUNDED  
UNDER THE WORKFORCE  
INNOVATION AND  
OPPORTUNITY ACT.

**CHART ON THE RIGHT:**  
CHARACTERISTICS OF  
PROGRAM YEAR 2019  
ADULT PARTICIPANTS  
FUNDED UNDER THE  
WORKFORCE INNOVATION  
AND OPPORTUNITY ACT.

PY 19 ADULT	Den Employment Q2 Adult	Employment Q2 Adult	Den Employment Q4 Adult	Employment Q4 Adult	Den Credential Adult	Credential Adult	Den Skill Gains Adult	Skill Gains Adult
16-18	0	0.00%	0	0.00%	0	0.00%	0	0.00%
19-24	12	100.00%	8	100.00%	8	75.00%	3	0.00%
25-44	58	89.66%	71	71.83%	65	86.15%	18	55.56%
45-54	20	90.00%	24	83.33%	23	69.57%	3	66.67%
55-59	6	100.00%	6	66.67%	5	40.00%	3	100.00%
60+	6	83.33%	5	60.00%	3	66.67%	0	0.00%
Male	27	92.59%	29	62.07%	25	80.00%	6	33.33%
Female	72	90.28%	81	80.25%	75	80.00%	19	63.16%
Did Not Self Identify	3	100.00%	4	75.00%	4	50.00%	2	50.00%
Limited English	1	100.00%	4	75.00%	4	100.00%	5	100.00%
Not Limited English	101	91.09%	110	75.45%	100	78.00%	22	45.45%
No Disability	91	91.21%	103	75.73%	93	78.49%	23	47.83%
Disabled	1	100.00%	0	0.00%	0	0.00%	0	0.00%
Participant did not disclose	10	90.00%	11	72.73%	11	81.82%	4	100.00%
Low Income	43	86.05%	49	81.63%	47	80.85%	14	64.29%
Not Low Income	59	94.92%	65	70.77%	57	77.19%	13	46.15%
Not Single Parent	98	90.82%	111	75.68%	101	78.22%	24	54.17%
Single Parent	4	100.00%	3	66.67%	3	100.00%	3	66.67%
Offender	0	0.00%	2	50.00%	2	100.00%	1	0.00%
Not an offender	11	90.91%	13	84.62%	12	75.00%	3	33.33%
Did Not Disclose	91	91.21%	99	74.75%	90	78.89%	23	60.87%

PY 19 Youth	Den Employment Q2 Youth	Employment Q2 Youth	Den Employment Q4 Youth	Employment Q4 Youth	Den Credential Youth	Credential Youth	Den Skill Gains Youth	Skill Gains Youth
16-18	54	81.5 %	48	70.8 %	24	79.17%	18	44.44%
19-24	36	91.7 %	61	70.5 %	14	92.86%	3	100.00%
Male	34	79.4 %	37	73.0 %	9	77.78%	7	42.86%
Female	56	89.3 %	72	69.4 %	29	86.21%	14	57.14%
Did Not Self Identify	0		0		0	0.00%	0	
Limited English	5	60.0 %	7	71.4 %	3	66.67%	0	
Not Limited English	85	87.1 %	102	70.6 %	35	85.71%	21	52.38%
No Disability	86	86.0 %	100	73.0 %	35	82.86%	21	52.38%
Disabled	2	50.0 %	4	25.0 %	1	100.00%	0	
Participant did not disclose	2	100.0 %	5	60.0 %	2	100.00%	0	
Low Income	68	88.2 %	87	71.3 %	30	80.00%	19	47.37%
Not Low Income	22	77.3 %	22	68.2 %	8	100.00%	2	100.00%
Not Single Parent	84	84.5 %	98	69.4 %	36	83.33%	19	47.37%
Single Parent	6	100.0 %	11	81.8 %	2	100.00%	2	100.00%
Offender	2	50.0 %	2	100.0 %	0	0.00%	0	
Not an offender	35	91.4 %	54	74.1 %	19	89.47%	11	54.55%
Did Not Disclose	53	83.0 %	53	66.0 %	19	78.95%	10	50.00%

**CHART ON THE LEFT:**  
CHARACTERISTICS OF  
PROGRAM YEAR 2019  
YOUTH PARTICIPANTS  
FUNDED UNDER THE  
WORKFORCE INNOVATION  
AND OPPORTUNITY ACT.