

# PROGRAM YEAR 2020-2021 ANNUAL REPORT

Union County Workforce Development Board

*“Do the best you can until you know better. Then  
when you know better, do better.”*

Maya Angelou





**BOARD OF DIRECTORS  
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AMERICAN JOB CENTER PERFORMANCE**

**CONTENT**



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Roshan	Belardo	Council Rep	KML Carpenters
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	Caruso	Director	Kean University
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	Faver	Manager	DVRS Representative
	Anderson	Director	Division of Human Services
	Ryan	Superintendent	County Vocational-Technical Schools
	White	Business Manager	UA Local 24 Plumbers



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.

**STRATEGIC PLAN VISION**



“My definition of success:  
When your core values  
and self-concept are in  
harmony with your daily  
actions and behaviors.”  
John Spence

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.



**CORE VALUES**



	WIOA Adult	WIOA ISY	WIOA OSY	WIOA Dislocated Worker	Workforce Learning Link	WFNJ TANF	CAVP	WFNJ GA/SNAP	Total
<b>PY 2020 Allocation</b>	956,527	221,800	665,399	1,203,600	42,000	1,077,305	31,815	697,207	4,895,653
<b>ADMINISTRATION</b>									
Wages	44,098	10,225	30,676	55,488	1,936	75,804		45,548	263,776
Fringe Benefits	22,381	5,190	15,569	28,162	983	38,473		23,117	133,874
Other (OE)	29,174	6,765	20,295	36,710	21	15,000		15,000	122,965
<b>Total Administration</b>	95,653	22,180	66,540	120,360	2,940	129,277	0	83,665	520,614
<b>OPERATIONS</b>									
Wages	17,878	4,146	12,437	22,496	0	20,920		13,031	90,907
Fringe Benefits	9,074	2,104	6,312	11,417	0	10,618		6,614	46,138
Rent, Buildings & Grounds	35,913	8,327	24,982	45,189	0	40,447		26,177	181,035
Fiscal Monitoring	14,983	3,333	6,700	14,984	0	0		0	40,000
Legal Expense	3,333	833	2,412	3,422	0	0		0	10,000
Information Technology Services	8,850	2,052	6,156	11,136	389	9,967		6,451	45,000
Other Expense	15,997	19,862	4,583	11,834	128	82,282	31,815	70,035	236,536
<b>Total Operations</b>	106,027	40,657	63,582	120,478	517	164,234	31,815	122,306	649,616
<b>PY 2020 Sub-Recipient Contract</b>									
<b>American Job Center Operator Services</b>									
Wages	178,154	41,310	123,931	224,171	25,899	200,649		129,855	923,968
Fringe Benefits	65,359	15,155	45,466	82,241	9,047	73,612		47,640	338,520
Pension	17,735	2,065	6,584	21,886	3,022	9,041		10,202	70,535
Life Insurance	3,600	432	1,296	4,464	576	493		3,539	14,400
<b>Total Fringe Benefits</b>	86,694	17,652	53,346	108,591	12,645	83,146	0	61,381	423,455
<b>Total AJC</b>	264,847	58,963	177,277	332,762	38,543	283,794	0	191,236	1,347,423
<b>Comprehensive Career Services</b>									
WIOA Out-of-School Youth Academy	350,000	100,000	25,000	500,000	0	100,000		100,000	1,175,000
WIOA/WFNP Contracts	140,000		333,000	130,000		400,000		200,000	333,000
<b>Total Contracts</b>	754,847	158,963	535,277	962,762	38,543	783,794	0	491,236	3,725,423
<b>Total Projected Expenditures</b>	956,527	221,800	665,399	1,203,600	42,000	1,077,305	31,815	697,207	4,895,653



# PROGRAM YEAR 2020 OPERATING BUDGET



## PROGRAM YEAR 2020 BUDGET HIGHLIGHTS

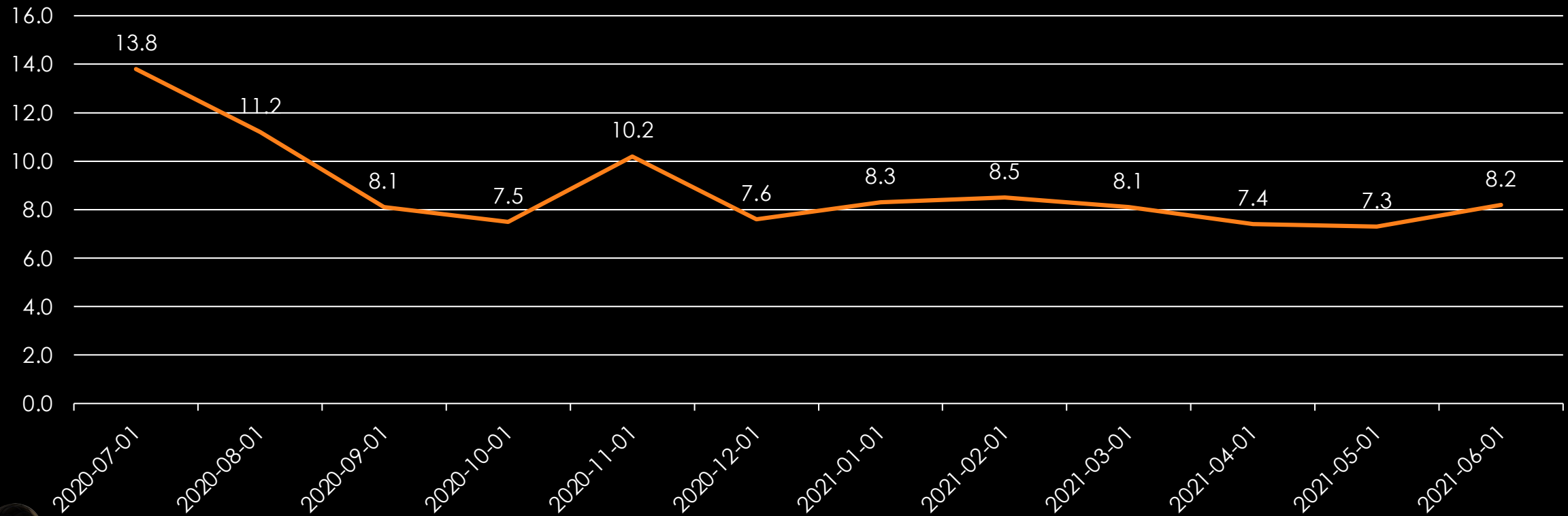
- ✓ **\$1,175,000 BUDGETED FOR COMPREHENSIVE CAREER SERVICES OPPORTUNITIES FOR CLIENTS**
- ✓ **\$333,000 BUDGETED FOR WIOA OUT-OF-SCHOOL ACADEMY**
- ✓ **\$870,000 BUDGETED FOR WORKFIRST NEW JERSEY TO-WORK ACTIVITIES**
- ✓ **\$1,347,423 BUDGET FOR AMERICAN JOB CENTER STAFF SALARIES AND FRINGE BENEFITS**

## COMPREHENSIVE CAREER SERVICES TO AVAILABLE TO UNION COUNTY RESIDENTS

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

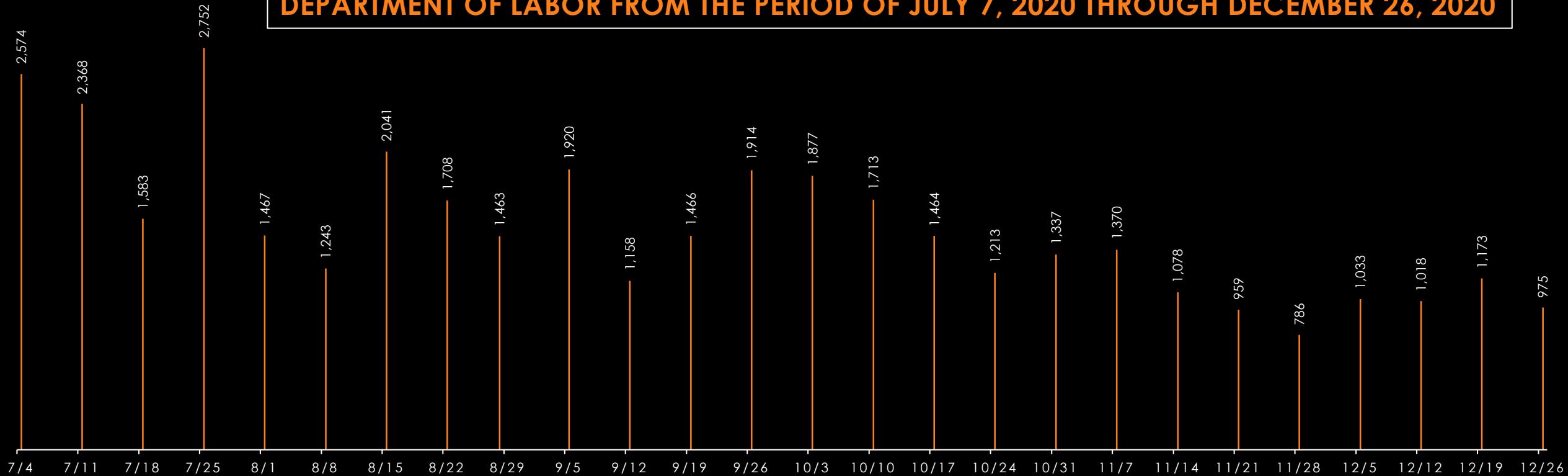


## UNION COUNTY UNEMPLOYMENT RATE DURING PROGRAM YEAR 2020





**DUE TO THE IMPACT OF THE COVID-19 PANDEMIC 39,653 UNION COUNTY RESIDENTS FILED AN INITIAL UNEMPLOYMENT CLAIMS APPLICATION WITH THE NEW JERSEY DEPARTMENT OF LABOR FROM THE PERIOD OF JULY 7, 2020 THROUGH DECEMBER 26, 2020**

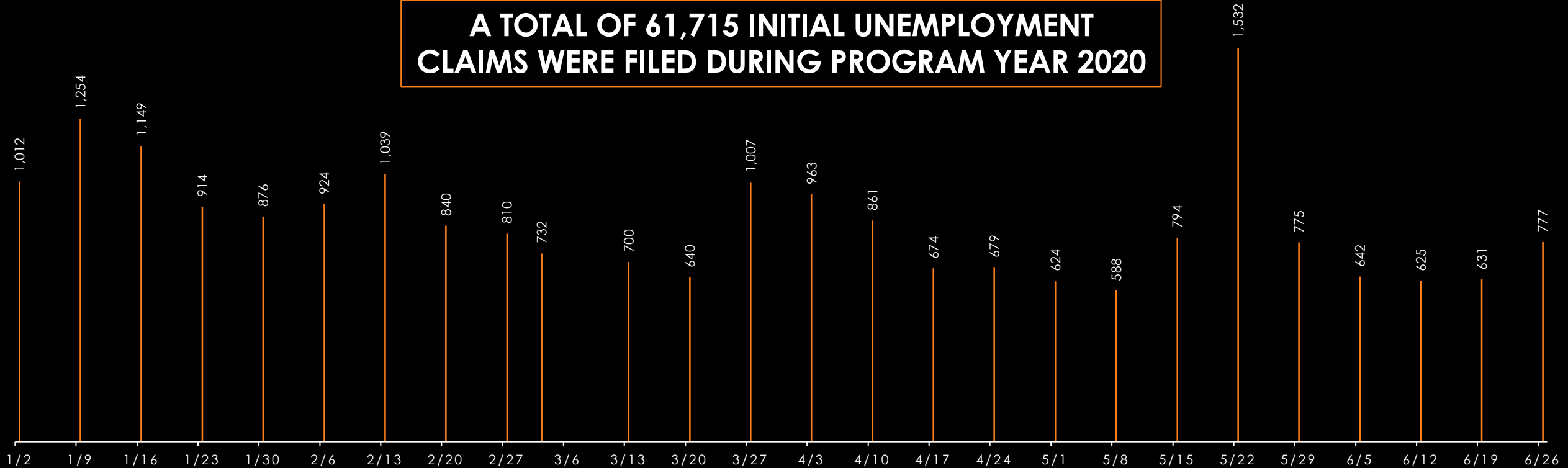


**INITIAL UNEMPLOYMENT CLAIMS DATA**



## 22,062 UNION COUNTY RESIDENTS FILED AN INITIAL UNEMPLOYMENT CLAIMS APPLICATION WITH THE NEW JERSEY DEPARTMENT OF LABOR FROM THE PERIOD OF JANUARY 2, 2021 TO JUNE 26, 2021

A TOTAL OF 61,715 INITIAL UNEMPLOYMENT CLAIMS WERE FILED DURING PROGRAM YEAR 2020



# INITIAL UNEMPLOYMENT CLAIMS DATA



### ADULT

Indicator	Actual	LWDB		Num	Den
		Plan	% Achieved		
Employment Q2	72.97%	73.20%	99.69%	27	37
Employment Q4	69.8 %	77.10%	90.49%	60	86
Credential	81.7 %	59.50%	137.25%	49	60
Skill Gains	63.64 %	40%	159%	7	11
Median Earnings	\$6,246.00	\$6,204.00	100.68%	27	0

### YOUTH

Indicator	Actual	LWDB		Num	Den
		Plan	% Achieved		
Employment Q2	93.8 %	66.20%	141.62%	60	64
Employment Q4	79.6 %	60.10%	132.36%	70	88
Credential	93.5 %	50%	186.96%	43	46
Skill Gains	75.00 %	43%	176%	9	12
Median Earnings	\$3,060.00	\$2,306.00	132.69%	59	0

### DISLOCATED WORKER

Indicator	Actual	LWDB		Num	Den
		Plan	% Achieved		
Employment Q2	65.8 %	69.30%	94.97%	154	234
Employment Q4	68.9 %	74.40%	92.54%	221	321
Credential	88.1 %	67.10%	131.33%	141	160
Skill Gains	85.7 %	40%	214%	60	70
Median Earnings	\$6,423.00	\$8,225.00	78.09%	154	0

### WAGNER PEYSER

Indicator	Actual	LWDB		Num	Den
		Plan	% Achieved		
Employment Q2	45.96 %	53.10%	86.56%	1321	2874
Employment Q4	50.31 %	53.20%	94.56%	1887	3751
Credential	0.0 %	0%	0.00%	0	0
Skill Gains	0.00 %	0%	0%	0	0
Median Earnings	\$5,525.00	\$6,412.00	86.16%	1321	0

# AMERICAN JOB CENTER PERFORMANCE



## CHARACTERISTICS OF PY20 ADULT PARTICIPANTS

PY 2020 ADULT	Employment	Employment	Employment	Employment	Credential	Credential	Skill Gains	Skill Gains
	Q2	Q2	Q4	Q4				
16-18	0	0.00%	0	0.00%	0	0.00%	0	0.00%
19-24	2	50.00%	8	75.00%	6	100.00%	0	0.00%
25-44	19	78.95%	45	68.89%	30	73.33%	7	71.43%
45-54	10	90.00%	19	84.21%	14	85.71%	2	100.00%
55-59	3	66.67%	8	62.50%	7	85.71%	1	0.00%
60+	3	0.00%	6	33.33%	3	100.00%	1	0.00%
Male	10	70.00%	26	65.38%	20	75.00%	6	100.00%
Female	26	76.92%	58	70.69%	38	84.21%	5	20.00%
Did Not Self Identify	1	0.00%	2	100.00%	2	100.00%	0	0.00%
Limited English	5	60.00%	5	60.00%	3	100.00%	2	50.00%
Not Limited English	32	75.00%	81	70.37%	57	80.70%	9	66.67%
No Disability	34	79.41%	77	67.53%	53	81.13%	8	62.50%
Disabled	0	0.00%	1	100.00%	1	100.00%	0	0.00%
Participant did not disclose	3	0.00%	8	87.50%	6	83.33%	3	66.67%
Low Income	13	76.92%	34	64.71%	22	81.82%	2	0.00%
Not Low Income	24	70.83%	52	73.08%	38	81.58%	9	77.78%
Not Single Parent	31	70.97%	78	73.08%	57	80.70%	9	66.67%
Single Parent	6	83.33%	8	37.50%	3	100.00%	2	50.00%
Offender	0	0.00%	3	0.00%	3	33.33%	0	0.00%
Not an offender	8	62.50%	11	36.36%	5	100.00%	0	0.00%
Did Not Disclose	29	75.86%	72	77.78%	52	82.69%	11	63.64%



## CHARACTERISTICS OF PY20 DISLOCATED WORKER PARTICIPANTS

PY 2020 DISLOCATED WORKER	Employment Q2	Employment Q2	Employment Q4	Employment Q4	Credential	Credential	Skill Gains	Skill Gains
16-18	0	0.00%	0	0.00%	0	0.00%	0	0.00%
19-24	10	90.00%	15	73.33%	9	88.89%	1	100.00%
25-44	102	65.69%	148	72.97%	78	84.62%	40	85.00%
45-54	68	72.06%	93	72.04%	46	91.30%	17	82.35%
55-59	32	56.25%	36	61.11%	17	94.12%	10	90.00%
60+	22	50.00%	29	44.83%	10	90.00%	2	100.00%
Male	92	77.17%	145	70.34%	77	87.01%	38	94.74%
Female	141	58.16%	173	67.63%	81	88.89%	32	75.00%
Did Not Self Identify	1	100.00%	3	66.67%	2	100.00%	0	0.00%
Limited English	11	45.45%	15	46.67%	6	83.33%	7	71.43%
Not Limited English	223	66.82%	306	69.93%	154	88.31%	63	87.30%
No Disability	214	65.42%	292	68.84%	141	88.65%	65	84.62%
Disabled	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Participant did not disclose	20	70.00%	29	68.97%	19	84.21%	5	100.00%
Low Income	30	53.33%	34	58.82%	19	84.21%	3	66.67%
Not Low Income	204	67.65%	287	70.03%	141	88.65%	67	86.57%
Not Single Parent	199	66.83%	280	70.36%	146	89.04%	64	84.38%
Single Parent	35	60.00%	41	58.54%	14	78.57%	6	100.00%
Offender	5	60.00%	3	100.00%	2	0.00%	2	50.00%
Not an offender	35	57.14%	47	63.83%	15	93.33%	7	71.43%
Did Not Disclose	194	67.53%	271	69.37%	143	88.81%	61	88.52%

# AMERICAN JOB CENTER PERFORMANCE



## CHARACTERISTICS OF PY20 YOUTH PARTICIPANTS

PY 2020 Youth	Employment Q2	Employment Q2	Employment Q4	Employment Q4	Credential	Credential	Den Skill Gains	Skill Gains
16-18	37	89.19%	53	73.58%	39	94.87%	10	90.00%
19-24	27	100.00%	34	88.24%	6	100.00%	0	0.00%
Male	26	92.31%	40	80.00%	20	95.00%	8	87.50%
Female	38	94.74%	47	78.72%	25	96.00%	2	100.00%
Did Not Self Identify	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Limited English	1	100.00%	2	50.00%	1	100.00%	0	0.00%
Not Limited English	63	93.65%	85	80.00%	44	95.45%	10	90.00%
No Disability	61	93.44%	83	79.52%	43	95.35%	10	90.00%
Disabled	2	100.00%	3	66.67%	2	100.00%	0	0.00%
Participant did not disclose	1	100.00%	1	100.00%	0	0.00%	0	0.00%
Low Income	57	92.98%	76	77.63%	41	95.12%	10	90.00%
Not Low Income	7	100.00%	11	90.91%	4	100.00%	0	0.00%
Not Single Parent	59	93.22%	81	77.78%	43	95.35%	10	90.00%
Single Parent	5	100.00%	6	100.00%	2	100.00%	0	0.00%
Offender	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Not an offender	40	90.00%	53	75.47%	27	92.59%	7	100.00%
Did Not Disclose	24	100.00%	34	85.29%	18	100.00%	3	66.67%



## CHARACTERISTICS OF PY20 WAGNER PEYSER PARTICIPANTS

PY 2020 Wagner Peyser	Employment Q2	Employment Q2	Employment Q4	Employment Q4	Avg Earnings	Avg Earnings
16-18	18	72.22 %	24	58.33 %	12	\$4,801.11
19-24	234	52.99 %	295	58.98 %	121	\$11,196.09
25-44	1270	47.56 %	1669	52.91 %	560	\$18,075.41
45-54	656	44.51 %	842	52.26 %	253	\$23,590.11
55-59	348	43.39 %	441	45.12 %	127	\$28,359.10
60+	348	39.37 %	480	36.88 %	119	\$30,252.15
Male	1438	44.78 %	1867	47.72 %	583	\$22,969.78
Female	1418	46.83 %	1863	52.93 %	599	\$18,622.93
Did Not Self Identify	18	72.22 %	21	47.62 %	10	\$15,796.25
Limited English	447	44.74 %	472	50.64 %	164	\$17,203.35
Not Limited English	2427	46.19 %	3279	50.26 %	1028	\$21,287.09
No Disability	2541	45.81 %	3255	50.75 %	1054	\$21,573.27
Disabled	90	33.33 %	111	32.43 %	27	\$17,031.20
Participant did not disclose	243	52.26 %	385	51.69 %	111	\$13,571.30
Low Income	746	38.34 %	1034	40.43 %	278	\$11,221.15
Not Low Income	2128	48.64 %	2717	54.07 %	914	\$23,615.97
Not Single Parent	2426	45.80 %	3188	50.44 %	1014	\$21,536.05
Single Parent	448	46.88 %	563	49.56 %	178	\$16,106.34
Offender	135	45.93 %	151	45.03 %	57	\$12,259.92
Not an offender	992	43.04 %	1220	47.46 %	389	\$19,816.40
Did Not Disclose	1747	47.62 %	2380	52.10 %	746	\$21,845.95

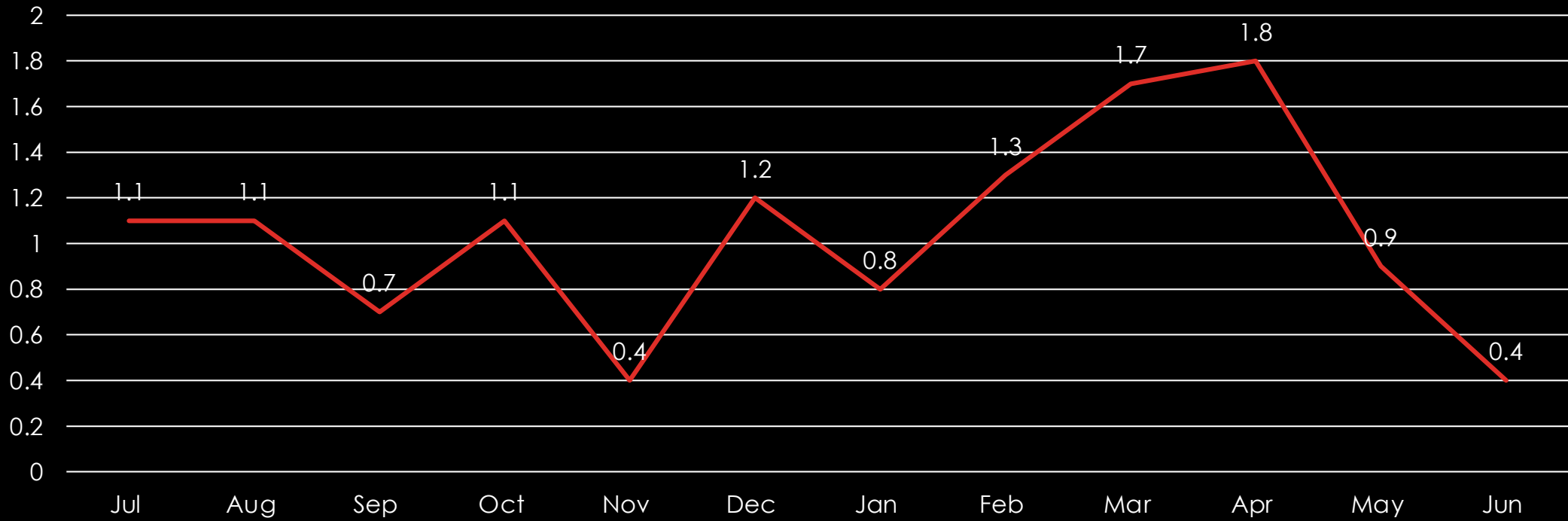


## AMERICAN JOB CENTER CLIENTS SERVED BY MUNICIPALITY

Union County, NJ City	Served	Enrolled	Employment Q2	Employment Q4	Credential	Skill Gains
	1895	1708	2589	3453	88.26%	85.19%
BERKELEY HEIGHTS	32	31	16	33	100.00%	0.00%
CLARK	34	34	28	48	100.00%	0.00%
CRANFORD	50	50	36	59	80.00%	100.00%
ELIZABETH	473	394	786	1031	88.68%	84.62%
ELIZABETHPORT	184	149	227	309	96.77%	77.78%
FANWOOD	10	10	15	28	0.00%	0.00%
GARWOOD	7	7	19	21	0.00%	0.00%
HILLSIDE	93	83	107	140	100.00%	100.00%
KENILWORTH	20	18	15	36	100.00%	0.00%
LINDEN	159	152	240	313	75.00%	100.00%
MOUNTAINSIDE	14	14	14	18	100.00%	0.00%
NEW PROVIDENCE	15	15	17	20	100.00%	0.00%
PLAINFIELD	302	267	380	505	82.61%	100.00%
RAHWAY	106	103	145	188	77.78%	100.00%
ROSELLE	88	81	164	191	85.71%	80.00%
ROSELLE PARK	46	45	42	59	100.00%	66.67%
SCOTCH PLAINS	62	62	61	76	100.00%	0.00%
SPRINGFIELD	9	9	12	18	100.00%	0.00%
SUMMIT	42	41	22	31	100.00%	50.00%
UNION	132	128	207	278	100.00%	77.78%
VAUXHALL	9	9	19	25	75.00%	100.00%
WESTFIELD	8	6	17	26	100.00%	0.00%



### WORK FIRST NEW JERSEY PY 2020 PARTICIPATION RATE



AMERICAN JOB CENTER PERFORMANCE