



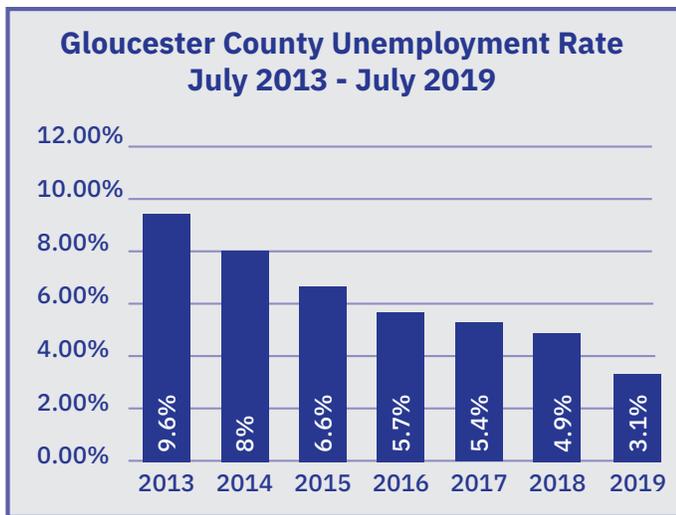
Gloucester County Annual Report

July 1, 2018 - June 30, 2019

www.gcwdb.org
www.gloucestercountynj.gov

The Gloucester County Workforce Development Board is responsible for the distribution of federal and state workforce investment funding through oversight and long term planning development of workforce development programs and services. These programming dollars and their distribution, described in this annual report, is an overview of the funding allotments.

Federal dollars (Title I - Adult, Dislocated Worker, and Youth) are through Workforce Innovation and Opportunity Act funds (WIOA). State funds include Work First NJ and Workforce Learning Link. Some of these dollars (Title I) are formula-based and all funding streams vary from year to year. In the past few years, funding has been flat or has decreased.



In anticipation of the next funding cycle, the Workforce Development Board (WDB) must consider both short and long term unemployment trends. As of July 1, 2019 unemployment rate of 3.1% is lowest it has been since July 1976. Gloucester County's rate is one of the lowest in the southern region, in part because there have been over 3,000 new jobs created last year.

Total Funding for PY (July 1, 2018 to June 30, 2019)

\$3,489,878.91

Funding Streams

WIOA

\$1,782,762.00

Work First NJ

\$1,630,116.91

Workforce Learning Link

\$77,000.00



ADMINISTRATIVE ACTIVITIES

This year the Workforce Development Board has continued to evolve and create new strategies regardless of funding cuts and performance criteria as outlined in WIOA. Some of the notable activities include:

- In accordance with WIOA and as outlined by SETC, the CWDB submitted several documents that outlined the workforce needs and demonstrated how the AJC and WDB are aligning programs and activities to meet the community's workforce needs. These documents included amendments to the local area plan, certification of the WDB and the AJC.
- In May 2019 the Gloucester County Workforce Development Board (WDB) held an interactive Workforce & Education Summit at Rowan College at South Jersey (RCSJ). The theme of the summit was "Do you know where your next star employee is coming from?" The focus of the panel discussion was how education and workforce development are working together to create programs and pathways for students, as well as, assist with hiring strategies for businesses to recruit younger talent. Panelists included representation from Rowan University, Rowan College, Gateway High School, and local businesses. Discussions involved the interaction between educational entities and the business community and how to incorporate business goals with an individual's career pathway.
- The job list continues to be circulated via e-mail and the Mobile Job Center texting. The listing communicates to job seekers the most updated jobs available within the region. This listing is updated bi-weekly by the WDB/Economic Development staff.

WDB COMMITTEES

The Current Committees include:

- Executive /AJC Operations Committee (made up of all Committee Chairs, Co-Chairs and Partners)
- Resource Analysis and Budget Committee
- Marketing and Business Outreach Committee
- Apprenticeship and Industry Development Committee
- Youth Development Council
- Community Needs Assessment, Disability and Literacy Committee

BUSINESS OUTREACH AND PARTNERSHIPS

The WDB continues to collaborate with Pascale Sykes, United Way, and SJTA, concerning the Pureland East-West Shuttle that provides needed transportation to jobs at the Pureland Industrial Complex. Ridership has grown over 210% since its inception. There are now plans to expand services to include weekends.

Local area businesses have been able to utilize the unique training options offered by the NJLWD as a result of staff introducing these opportunities to local businesses through a series of Small Business Spotlights and information sessions.

Through the Marketing and Business Outreach committee, the WDB has developed a more successful marketing strategy incorporating the use of social media and bi-monthly WDB email blast through the Gloucester County Chamber of Commerce. This has increased awareness of the WDB resources/programs to local area businesses threefold.

WDB BUSINESS RETENTION PROGRAM

Business Retention Stats

(July 1, 2018 to June 30, 2019)

Number of Companies **39**

Positive Recruitments **53**

Business Retention continues to be a departmental priority. WDB staff along with the Business Services Representative regularly visits area employers to assess their needs and provide referrals and assistance. During the program year, 39 companies were visited. Multiple companies required more than one visit. We introduced and encouraged employers to take advantage of the hiring and training incentives offered by the State of NJ. The representatives that oversee the state programs in the local area also joined us for the majority of these visits.

There were 53 Positive Recruitments that occurred at the AJC. Large and small employers took advantage of the services at the AJC to included but not limited to Amazon, Omega Engineering, Virtua Healthcare, Cardinal Health, St. Gobain, and many others.

Several local employers have benefited from the hiring and training incentives offered through the State of New Jersey.

JOB FAIRS AND CAREER RESOURCE EVENTS

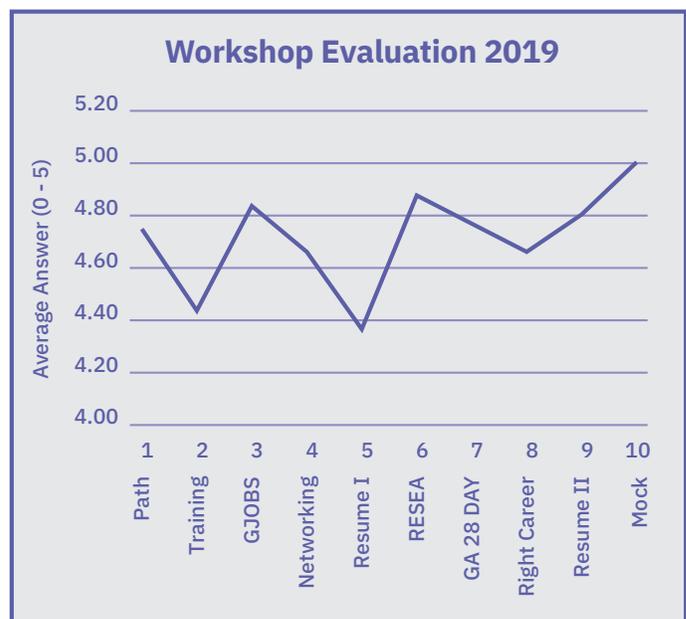
One of the largest impacts on job placement has been through the WDB job fairs and positive recruitment events. The WDB has held four job fairs: two mega job fairs, one for the disability community and one held at a faith-based organization – St. Matthews to target job

seekers in the Southern portion of Gloucester County. This year the job fairs served over 1,500 people and introduced job-seekers to over 200 different companies with job opportunities. As a result, over 150 individuals were hired by an array of Gloucester County companies.

AJC IMPACT

When it comes to job creation, job placement or services the WDB does not only focus on how many people we serve but also how effectively we serve them. That is why in PY 2018, the WDB surveyed the participants at the AJC Workshops. It allows the WDB to evaluate the impact the workshops have on job seekers. The questionnaires help the WDB measure the effectiveness of the workshops and the instructors' presentation.

When we look at these indicators altogether, not only does it help us to understand the impact of our services, it helps us to improve our approaches for future projects and programs.



OUTCOMES

Overall, in June 2019 the WDB conducted 185 surveys of 9 workshops. The focus was on measuring the validity of the workshops and if the changes in the curriculums are necessary. The questionnaire consisted of 10 questions with a rating of 1-5 with 5 being excellent and 1 being poor. The average attendance was 10 per session with a “mock interview” workshop with only one in attendance. Mainly, the attendees found the workshops to be easy to understand and well organized. The participants found that the instructor interacted positively and made the participants feel comfortable. Since the workshops are well received and have a positive impact on the participants, the takeaway from the review is to increase participation in the workshops.

LOCAL AJC STATISTICS

The WDB along with the AJC Operator and Partners are committed to providing workforce services at the comprehensive AJC that are seamless to the customers. To demonstrate, the Workforce Learning Link (WLL) instructor working with the ES Counselor increased enrollments at the WLL by having the instructor participate in workshops and the AJC. The WLL enrollments exceed the prescribed level of service (LOS) even though the number of workshop participants has decreased.

Keeping with the local area plan and state initiatives the WDB has been working closely with AJC involving the ex-offender population and service providers concerning re-entry assistance. During PY18 Title I training staff have continued to attend local “Drug Court” while ES staff has been conducting workshops for those on probation. Additionally, the WDB has been working with providers and correctional facilities in order to supply pre-release services to those incarcerated.

Participating Visits	19,508
AJC Path to Employment	489
Job Search Assistance Workshop(s)	2,932
AJC Training Orientations	377
Assessments and Testing	395
Job Openings Received	5,898
Staff Assisted Services	4,346
Job Placements	1,600
DVR Rehabs	97
Job Orders	264
Tuition Waivers	15
Learning Link Participants (WLL)	91
Classroom Training Grants	78
Youth Education & Career Center	45
Training Related Job Placements	92
Ex Offenders	81
WFNJ “To Work” Programs (TANF, GA, SNAP)	253



WIOA / AJC PERFORMANCE

The Gloucester County WDB is aware of all of WIOA's performance measurements with its six primary indicators of performance for the six core programs. The core programs include WIOA Title I (Adult, Dislocated and Youth), Title II – Adult Literacy, Title III – Wagner-Peyser/ Employment Service, Title IV – Division of Vocational Rehabilitation Services (DVRS). To date, the WDB has capacity to review only Title I (Adult / Dislocated and Youth) and Title III – Employment Services Performance.

The core programs are recognized as the partners of the comprehensive AJC of Gloucester County. It should be noted the performance indicators do not apply to all of the partners, such as DVRS, until after PY 2019 or not at all as with ES. Additionally, some of the performance indicators such as "Measurable Skill Gains & Effectiveness in Serving Employers" goals have yet to be determined.

WIOA Performance Indicators

- Employment Rate (2nd Q after exit)
- Employment Rate (4th Q after exit)
- Median Income (2nd Q after exit) (this dollar amount is not available for Title I Adult / Dislocated / and Youth)
- Credential rate (only Title I - Adult / Dislocated / Youth)
- Measurable Skill Gains (TBD)
- Effectiveness in Serving Employers (TBD)

Indicator	Actual	LWDB Plan	% LWDB Achieved
Num Employment Q2 Adult	19		
Den Employment Q2 Adult	38		
Employment Q2 Adult	%50.0	%83.3	%60.0
Num Employment Q4 Adult	15		
Den Employment Q4 Adult	32		
Employment Q4 Adult	%46.9	%81.2	%57.7
Num Credential Adult	27		
Den Credential Adult	30		
Credential Adult	%90.0	%68.7	%131.0
Num Skill Gains Adult	0	0	
Den Skill Gains Adult	50		
Skill Gains Adult	%0.0	%0.0	
Num Employment Q2 DW	46		
Den Employment Q2 DW	65		
Employment Q2 DW	%70.8	%84.8	%83.5
Num Employment Q4 DW	76		
Den Employment Q4 DW	122		
Employment Q4 DW	%62.3	%84.1	%74.1
Num Credential DW	30		
Den Credential DW	31		
Credential DW	%96.8	%73.5	%131.7
Num Skill Gains DW	4		
Den Skill Gains DW	64		
Skill Gains DW	%6.3	%0.0	Infinity
Num Employment Q2 Youth	30		
Den Employment Q2 Youth	38		
Employment Q2 Youth	%78.9	%59.0	%133.8
Num Employment Q4 Youth	24		
Den Employment Q2 Youth	34		
Employment Q4 Youth	%70.6	%45.0	%156.9
Num Credential Youth	27		
Den Credential Youth	33		
Credential Youth	%81.8	%73.2	%111.8
Num Skill Gains Youth	23		
Den Skill Gains Youth	29		
Skills Gain Youth	%79.3	%0.0	Infinity

PY 18 TITLE III - EMPLOYMENT SERVICES PERFORMANCE (Q4)

Indicator	Actual	LWDB Plan	% Achieved	Num	Den
Employment Q2	%55.60	%59.50	%93.45	1,514	2,723
Employment Q2	%57.14	%64.80	%88.18	1,544	2,702
Credential	N/A	N/A	N/A	N/A	N/A
Skill Gains	N/A	N/A	N/A	N/A	N/A
Median Earnings	\$5,541.76	\$5,548.00	%99.89	1,514	0

YOUTH ACTIVITIES: YOUTH EDUCATION AND CAREER CENTER

The WDB contracts with Gloucester County Institute of Technology (GCIT) to operate the Youth Education and Career Center (YECC) until June 30, 2020. The YECC program serves out of school youth (OSY) between the ages of 16 and 24. The majority of YECC youth participants do not have a high school diploma. The curriculum at the YECC surrounds the HSE with pre-vocational and other employment activities inserted in the curriculum. As of June 30, 2019, 28 young people received their NJ High School Diploma. During the program year, the Gloucester County Youth Development Council continues to work with GCIT and YECC in order to reaffirm the 14 program elements as set forth in WIOA, with priority on four (4) of the elements that were new deliverables. This includes career development, stackable credentials separate from the HSE, job shadowing and on the job training. Additionally, 20% of youth funding must include work-based learning opportunities. The WDB has been working with the local Youth provider to ensure that the youth elements are met on a consistent basis. In PY18 the Youth Education and Career Center exceed goals as outlined by the NJ Dept. of Labor and Workforce Development.

Youth Testimonials

"Every time I walk in the building I feel a welcoming presence and a confidence that I know I am going to be productive for the day. All the staff treat us like family and are willing to do anything to help us succeed" ...Age 17

"A great environment with amazing staff who care about their students. I don't know where I would be without this program." ...Age 18

"I like the incentive that they give you and the vocational classes." ...Age 18

Indicator	Actual	LWDB Plan	%LWDB ACHIEVED
Num Employment Q2 Youth	30		
Den Employment Q2 Youth	38		
Employment Q2 Youth	%78.9	%59.0	%133.8
Num Employment Q4 Youth	24		
Den Employment Q4 Youth	34		
Employment Q4 Youth	%70.6	%45.0	%156.9
Num Credential Youth	27		
Den Credential Youth	33		
Credential Youth	%81.8	%73.2	%111.8
Num Skill Gains Youth	23		
Den Skill Gains Youth	29		
Skill Gains Youth	%79.3	%0.0	Infinity



GLOUCESTER COUNTY BOARD OF CHOSEN FREEHOLDERS

Robert M. Damminger Freeholder Director
Frank J. DiMarco Freeholder Deputy Director
Lyman Barnes Freeholder
Dan Christy Freeholder
Jim Jefferson Freeholder
Jim Lavender Freeholder
Heather Simmons Freeholder Liaison

The County of Gloucester complies with all state and federal rules and regulations against discrimination in admission to, access to, or operations of its programs, services, and activities. In addition, County encourages participation of people with disabilities in its programs and activities and offers special services to all residents 60 years of age and older. Inquiries regarding compliance may be directed to the County's ADA Coordinator at (856) 384-6842/ New Jersey Relay Service 711.