

# 2021



# ANNUAL REPORT

**Gloucester County Workforce Development Board**

Your Partner In Workforce Innovation

# 2021 Annual Report

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The Gloucester County Workforce Development Board (WDB) is committed to an active partnership among, business, government, and community-based organizations to promote continued economic growth.

We provide access to quality education, training, and supportive services; and we assist businesses to develop more productive employees through programs and services accessible to people of all generations and abilities.

## Director's Message

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During the past year, we have been reminded that events that were entirely unanticipated and largely beyond our control occurred. The strength of humanity is our ability to preserve, adapt, and innovate to handle new challenges, and be ready should it ever happen again. Our best hope for overcoming current obstacles is close cooperation.

2021 was the year that demonstrated that resilient institution is one that has the ability to evolve during periods of changes, and in response to new knowledge. Our WDB partners face a shared destiny and only through cooperation, coordination, and collaboration can we create an environment of stability and growth. I hope that the WDB will be the catalyst in solving problems and continued to advance in serving the workforce community that will thrive.

# 2021 Labor Force Trends

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2021 was the year of the “Great Resignation” – a year when workers quit their jobs at historic rates. According to some, the trend was driven by an economic and psychological shift as employers struggled and often failed to tempt anxious staff to return to industries that have too often treated workers as dispensable. However, the truth of this trend is more complicated.

The Bureau of Labor Statistics has documented that September of 2021 hit an all-time high in the number of “quits.” The reasons for quitting or dropping out of the labor force are quite varied. The top reasons cited by experts continue to be a lack of adequate childcare and health concerns about Covid. Another reason is that many quit in search of better work opportunities, self-employment, and higher pay.

Tellingly, some industries did see higher rates of quitting than others: leisure and hospitality, retail, and healthcare are among the most affected. These are generally low-paying industries where there are now more job openings than workers.

Wage growth has been on the rise in industries facing tighter labor market conditions; however, it is worth noting that these wage increases are moderating and that those changes mainly affected industries where many still struggle to make a living.

The recent trend towards higher pay exists in the context of decades of low-wage growth, as until recently, wages in the US had stagnated.

|           |           |           |           |           |           |           |           |           |           |           |
|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| June 2011 | June 2012 | June 2013 | June 2014 | June 2015 | June 2016 | June 2017 | June 2018 | June 2019 | June 2020 | June 2021 |
|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|



## WORKFORCE DEVELOPMENT BOARD COMMITTEES

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- ***Executive and AJC Operations***
- ***Budget and Resource Analysis***
- ***Community Needs Assessment***
  - ***Adult Literacy (Workforce Learning Link)***
  - ***People with Disabilities***
  - ***Ex-offenders***
- ***Marketing and Business Outreach***
- ***Apprenticeship and Industry Development***
- ***Youth Development Council***



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## WDB & AJC ACTIVITIES

The Workforce Development Board along with the American Job Center partners realized the need to be creative to connect with the workforce and employers. Thus, the creation of virtual programs and outreach initiatives to help mitigate the disruptions in looking for work along with acquiring skills to be better prepared for the evolving workplace.

A few of the virtual services include:

- Virtual employers' positive Recruitment
- Assessment and enrollment in WIOA services such as RESEA, Veteran, Training, and Youth using zoom and over-the-phone interviews
- Contacted over 50,000 people, every month, who were on UI to communicate AJC virtual services
- Conducted virtual job fairs
- Working with the Youth Education and Career Center (YECC), created a hybrid program that included virtual vocational experiences.

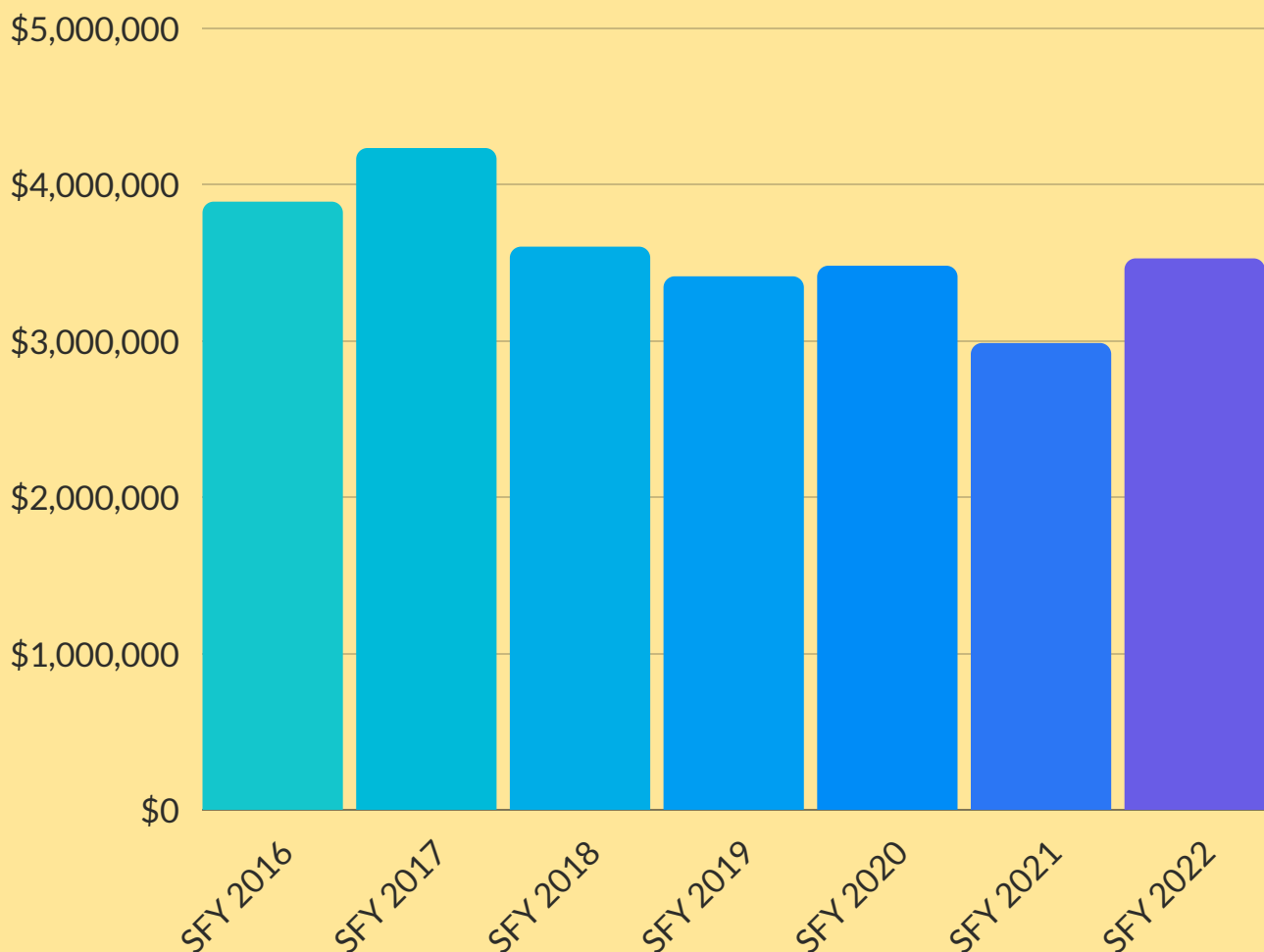
## FUNDING TRENDS

***The Gloucester County Workforce Development Board is responsible for the distribution of federal and state workforce funding through oversight and long-term planning of workforce programs and services.***



***Federal dollars (Title I - Adult, Dislocated Worker, and Youth) are from the Workforce Innovation and Opportunity Act (WIOA). State funds include Work First NJ and the Workforce Learning Link. Title I dollars are formula-based and all funding streams vary from year to year.***

### 2016 TO 2021 FUNDING TRENDS



# WIOA PERFORMANCE - ADULT, DISLOCATED, & YOUTH

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JULY 1, 2021 TO JUNE 30, 2022

The Workforce Innovation and Opportunity Act (WIOA) ensures that investments in employment and training programs are evidence-based and data-driven, and accountable to participants and taxpayers.

- Core programs, such as basic and comprehensive career services as well as training are required to report on common performance indicators that provide key employment information, such as the employment rate of participants after exiting the program, their median wages, whether they attained a credential and their measurable skill gains.
- Core programs must measure the effectiveness of services to employers for the first time.
- Negotiated levels of performance for the common indicators will be adjusted based on a statistical model that takes into account economic conditions and participant characteristics.
- Performance reports for states, local areas, and eligible training providers will be publicly available.
- Programs will be evaluated by independent third parties at least every four years.

# 2021 Performance

|                         | Actual        | Goal         | Achieved      |
|-------------------------|---------------|--------------|---------------|
| num Employment Q2 Adult | 12            |              |               |
| den Employment Q2 Adult | 16            |              |               |
| Employment Q2 Adult     | <b>63.3%</b>  | <b>75.0%</b> | <b>118.5%</b> |
| num Employment Q4 Adult | 20            |              |               |
| den Employment Q4 Adult | 31            |              |               |
| Employment Q4 Adult     | <b>64.5%</b>  | <b>71.5%</b> | <b>90.2%</b>  |
| num Credential Adult    | 29            |              |               |
| den Credential Adult    | 31            |              |               |
| Credential Adult        | <b>93.6%</b>  | <b>50.5%</b> | <b>154.6%</b> |
| num Skill Gains Adult   | 7             |              |               |
| den Skill Gains Adult   | 10            |              |               |
| Skill Gains Adult       | <b>70.0%</b>  | <b>41.0%</b> | <b>170.7%</b> |
| num Employment Q2 DW    | 10            |              |               |
| den Employment Q2 DW    | 25            |              |               |
| Employment Q2 DW        | <b>40.0%</b>  | <b>58.2%</b> | <b>68.7%</b>  |
| num Employment Q4 DW    | 28            |              |               |
| den Employment Q4 DW    | 47            |              |               |
| Employment Q4 DW        | <b>59.6%</b>  | <b>57.0%</b> | <b>104.5%</b> |
| num Credential DW       | 34            |              |               |
| den Credential DW       | 42            |              |               |
| Credential DW           | <b>81.0%</b>  | <b>68.1%</b> | <b>118.9%</b> |
| num Skill Gains DW      | 10            |              |               |
| den Skill Gains DW      | 15            |              |               |
| Skill Gains DW          | <b>66.7%</b>  | <b>41.0%</b> | <b>162.6%</b> |
| num Employment Q2 Youth | 20            |              |               |
| den Employment Q2 Youth | 34            |              |               |
| Employment Q2 Youth     | <b>58.8%</b>  | <b>72.1%</b> | <b>81.6%</b>  |
| num Employment Q4 Youth | 18            |              |               |
| den Employment Q4 Youth | 24            |              |               |
| Employment Q4 Youth     | <b>75.0%</b>  | <b>58.7%</b> | <b>127.8%</b> |
| num Credential Youth    | 21            |              |               |
| den Credential Youth    | 24            |              |               |
| Credential Youth        | <b>87.5%</b>  | <b>51.0%</b> | <b>171.6%</b> |
| num Skill Gains Youth   | 11            |              |               |
| den Skill Gains Youth   | 11            |              |               |
| Skill Gains Youth       | <b>100.0%</b> | <b>42.7%</b> | <b>234.2%</b> |

performance

# GLOUCESTER COUNTY AJC SERVICES

## EMPLOYMENT SERVICES (ES) TITLE III

|                                  |     |
|----------------------------------|-----|
| PARTICIPANT VISITS               | N/A |
| RESEA -                          | N/A |
| ONE-ON-ONE (ES) COUNSELING       | 62  |
| JOB MATCHING (NOT DONE BY AOSOS) | 77  |
| JOB PLACEMENTS                   | 112 |
| TUITION WAIVERS                  | 6   |

## EMPLOYER SERVICES

|                               |     |
|-------------------------------|-----|
| POSITIVE RECRUITMENTS         | 10  |
| # OF PARTICIPANTS             | 566 |
| JOB ORDERS                    | 129 |
| RE-ENTRY/EX-OFFENDER SERVICES |     |
| EXPUNGEMENT WORKSHOPS         | N/A |
| ENROLLMENT                    | 7   |
| SUCCESSFUL COMPLETERS         |     |
| PROBATION WORKSHOPS           | 2   |
| DRUG COURT DEMONSTRATIONS     |     |

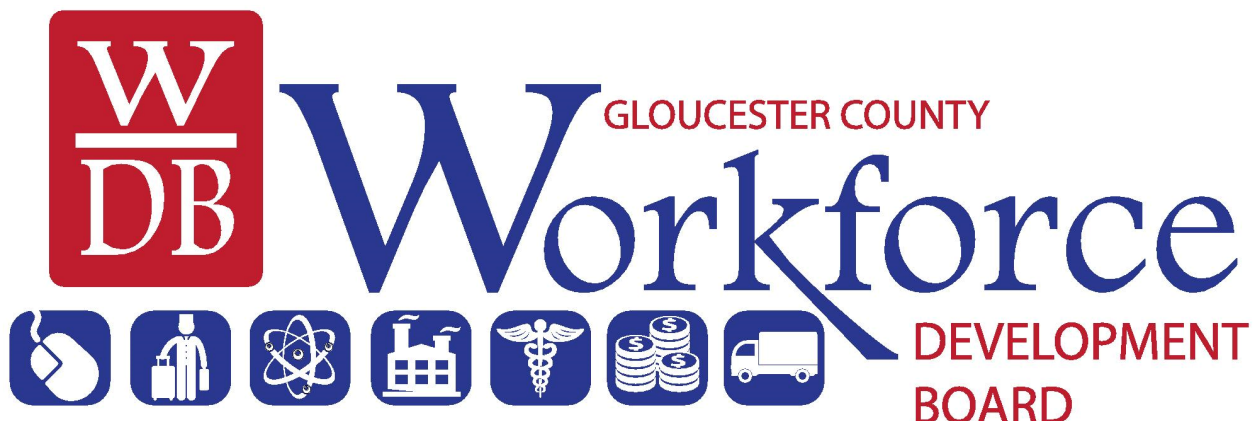
## WIOA TITLE I

|                       |     |
|-----------------------|-----|
| TRAINING ORIENTATIONS | 145 |
| TOTAL ENROLLED IN ITA | 17  |
| YOUTH                 | 24  |

|                         |   |
|-------------------------|---|
| WORKFORCE LEARNING LINK | 0 |
|-------------------------|---|

## DVRS OCTOBER 1, 2021 TO SEPTEMBER 30, 2022

|                          |     |
|--------------------------|-----|
| OPENED CASES             | 387 |
| ELIGIBLE FOR SERVICES    | 315 |
| INDIVIDUALIZED PLANS     | 294 |
| EMPLOYED 90 DAYS OR MORE | 119 |



## GLOUCESTER COUNTY BOARD OF COMMISSIONERS

FRANK J. DIMARCO, DIRECTOR  
HEATHER SIMMONS, DEPUTY DIRECTOR  
LYMAN BARNES  
NICHOLAS DESILVIO  
JIM JEFFERSON  
DENICE DICARLO  
CHRISTOPHER KONAWEL

WORKFORCE DEVELOPMENT BOARD  
LES VAIL, CHAIR  
MICHAEL GIRONE, VICE-CHAIR  
MICHELLE SHIREY, DIRECTOR  
TOM BIANCO, ONE-STOP/AJC OPERATOR

STEPHEN O. HART, SUPERVISING EMPLOYMENT SPECIALIST  
EILEEN GALLO, SENIOR PROGRAM DEVELOPMENT SPECIALIST  
ROBERT DEMARCO, MANAGER, EMPLOYMENT SERVICE  
STACEY SMITH, MS, CRC- NJ DVRS MANAGER  
GLOUCESTER/BURLINGTON COUNTIES

