

2022



ANNUAL REPORT

Gloucester County Workforce Development Board

Your Partner In Workforce Innovation

2021 Annual Report

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

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

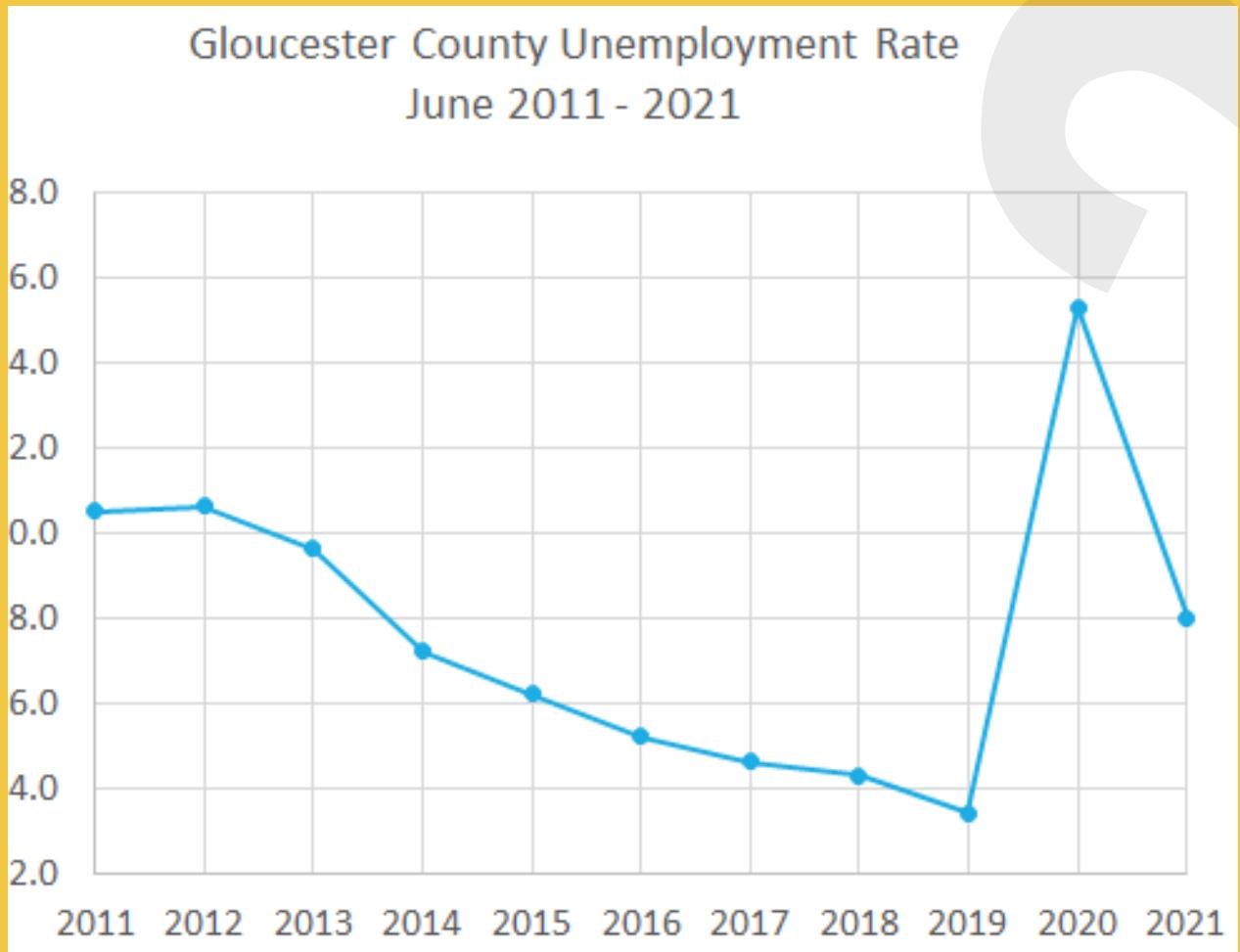
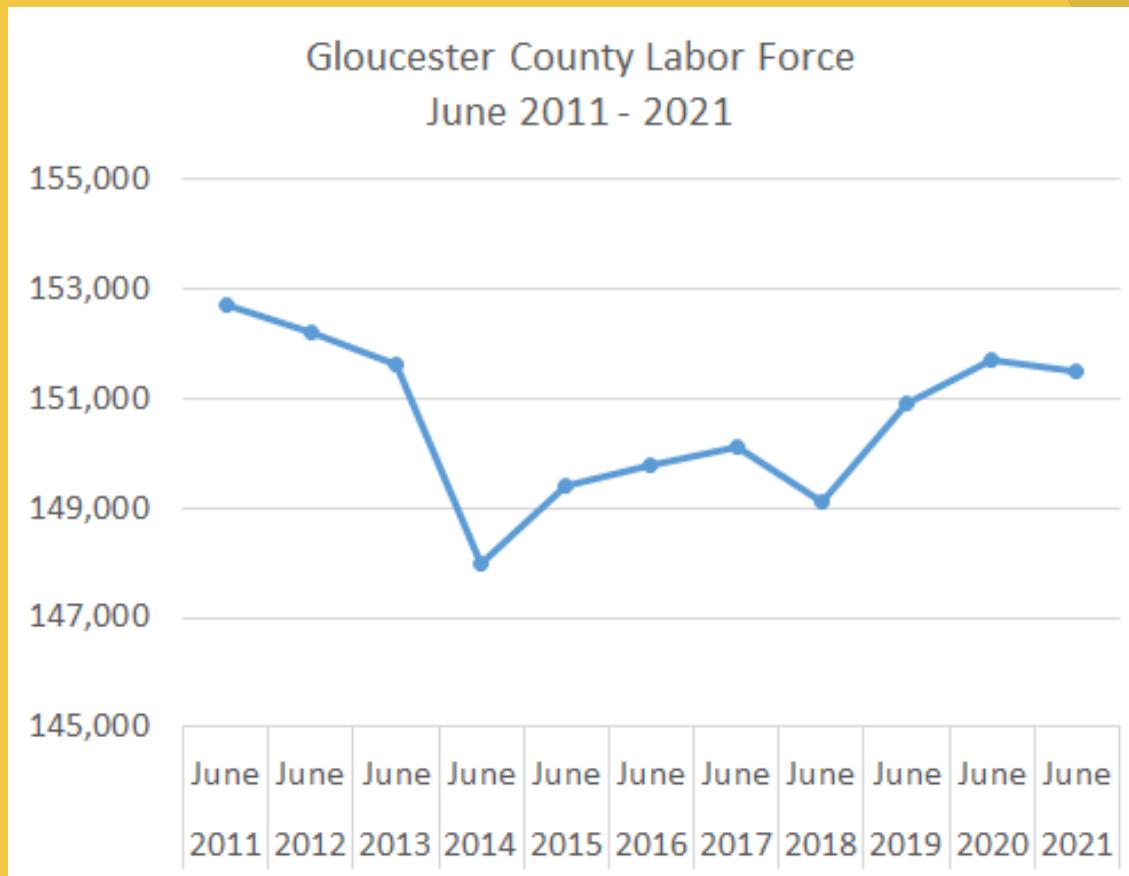
2021 was the year of the “Great Resignation” – a year when workers quit their jobs at historic rates. According to some, the trend was driven by an economic and psychological shift as employers struggled and often failed-to tempt anxious staff to return to industries that have too often treated workers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

2011-2021 Labor Force Trends



WORKFORCE DEVELOPMENT BOARD COMMITTEES

- **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**



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.

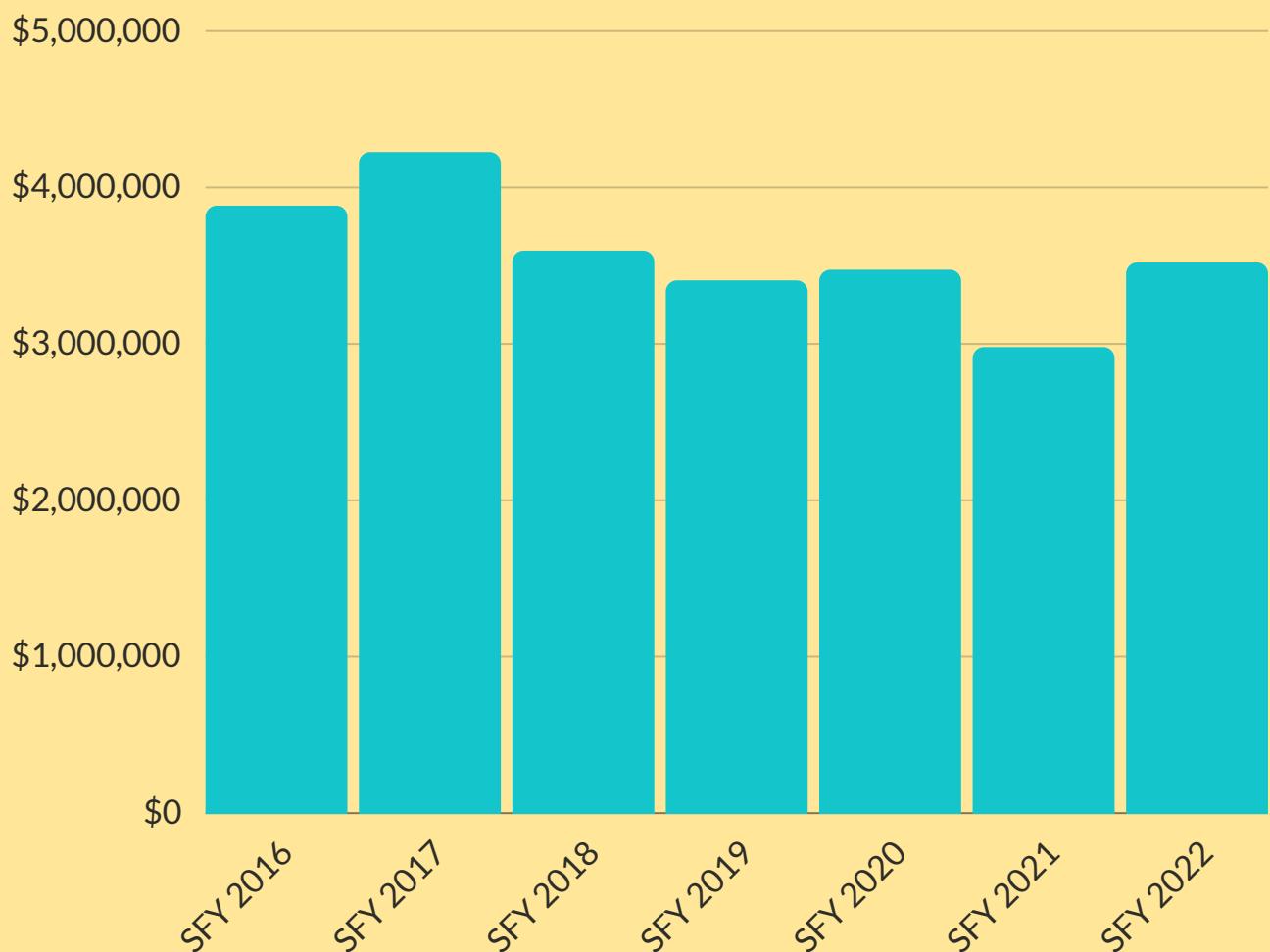
FUNDING TRENDS

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

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

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

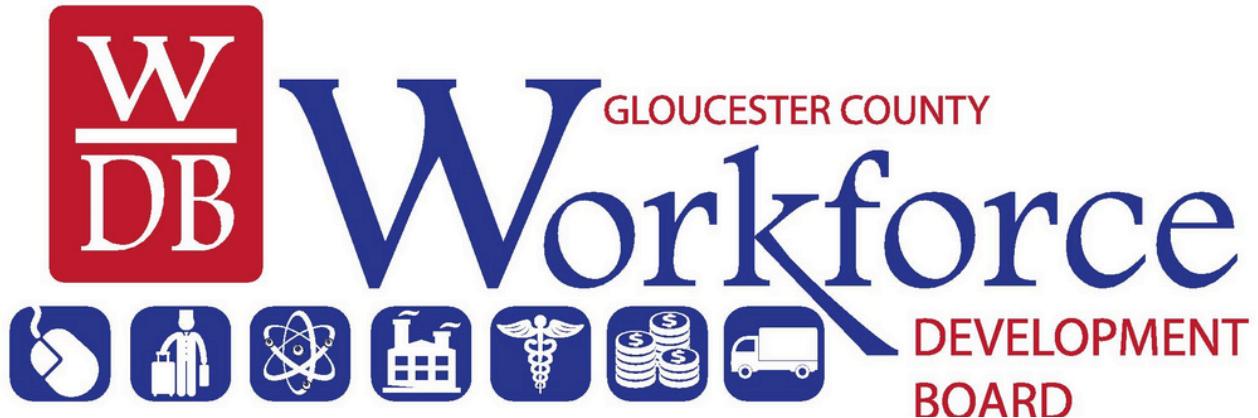
POSITIVE RECRUITMENTS	10
# OF PARTICIPANTS	566
JOB ORDERS	129
RE-ENTRY/EX-OFFENDER SERVICES	
EXPUNGEMENT WORKSHOPS	N/A
ENROLLMENT	7
SUCCESSFUL COMPLETERS	
PROBATION WORKSHOPS	2
DRUG COURT DEMONSTRATIONS	

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

