

Gloucester County Workforce Development Board

2025 PREFACE & UPDATE
WIOA

WORKFORCE INNOVATION
AND OPPORTUNITY ACT

LOCAL AREA PLAN

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INTRODUCTION

INTRODUCTION

The Workforce Innovation and Opportunity Act (WIOA) was signed into law by President Obama in 2014. As a result of this legislation, the Gloucester County, New Jersey Workforce Development Board (and prior WDBs) prepared and adopted a WIOA Local Area Plan, the latest of which is the 2025 WDB Plan update.

The WIOA establishes a four-year planning cycle for all local workforce development boards, requiring each board to prepare a comprehensive plan every four years. In addition, WIOA mandates a mid-cycle modification after two years to account for changes in economic conditions, labor market trends, and shifts in federal or state policy. Consistent with these requirements, the New Jersey State Employment and Training Commission (SETC) has directed all Workforce Development Boards to provide a two-year update in advance of the next full planning period for 2026–2030.

1. *Assessment of Current Labor Market Conditions;*
2. *Outreach to Stakeholders to gather Input and Feedback;*
3. *Review of Current Performance Outcomes to Assess the Plan's Implementation;*
4. *Integration of any New Policies or Initiatives that have occurred in the past Two Years; and*
5. *Assessment of the Alignment of the Current WDB Plan with the State's Plan and its Goals.*

This Preface is being added to the 2024 WIOA Local Area Plan as an introductory component to illustrate how trends, policies, and outcomes have changed in the past two years. The narrative that follows provides an overview of shifting trends in the regional economy, stakeholder comments and feedback, changes in performance outcomes and policies, and the WDB's continued alignment with the state workforce development goals.

An appendix is included in this update. It consists of the Community Workforce Survey, the corresponding survey results, documentation from the Community Needs Assessment Listening Session, the One-Stop Career Center Customer Survey, and other materials demonstrating the depth of public outreach conducted for this update. The work invested in this preface and the significant outreach and engagement effort reflect the Gloucester County Workforce Development Board's commitment to providing outstanding workforce training and job opportunities to its citizens.



SECTION II

CHANGES IN LABOR MARKET CONDITIONS & TRENDS

INTRODUCTION

The New Jersey Employment and Training Commission provided Gloucester County with a data series outlining the latest labor force and employment information. These data were then compared with the facts and figures in the 2024 plan to assess any significant changes in the local area's economy. The 2024 WDB Plan indicated that the top five industrial employment sectors, both locally and regionally, were:

1. *Services, including educational services, health care, and social assistance;*
2. *Retail trade;*
3. *Arts, entertainment, recreation, accommodation, and food service;*
4. *Professional scientific, management, administration, and waste management services; and*
5. *Manufacturing.*

The latest data from the New Jersey Department of Labor and Workforce Development, however, reflects a notable shift in this pattern. Transportation and warehousing have emerged as a significant employment sector, driven in part by the statewide expansion of the logistics and distribution industry. Considerable growth in warehousing, freight movement, and related supply-chain operations has reshaped the regional labor market, with new or expanded distribution centers being developed throughout the County and the broader South Jersey region. An example is the proposed warehouse in Gibbstown, as illustrated in a NJ.com news report.

TABLE 1: TOP EMPLOYMENT SECTORS IN GLOUCESTER COUNTY, NEW JERSEY

INDUSTRIAL EMPLOYMENT SECTOR	NUMBER OF EMPLOYEES
Services: Educational Services, Health Care, and Social Assistance	18,793
Retail Trade	18,192
Transportation and Warehousing	13,888
Arts, Entertainment, Recreation, Accommodation, and Food Services	11,890
Professional, Scientific, Management, and Waste Services	9,525
TOTAL TOP FIVE	72,288

Source: New Jersey Department of Labor and Workforce Development

Table 1 illustrates the top five industrial employment sectors in Gloucester County. Employment in these sectors accounts for almost 70% of total industrial employment in the County, representing approximately 105,453 workers.



A similar pattern can be seen in the top occupational sectors. As shown in Table 2, many of the largest sectors of employment in Gloucester County directly correspond to the top five industrial sectors identified above. These occupations reflect the emergence of the packers, freight and material movers, heavy and light truck drivers, and other occupations related to the transportation and warehousing industries.

The forecast for industrial growth from 2022 to 2032 reinforces these patterns, with the transportation and warehousing sector projected to expand by more than 40%. Other industries showing job growth greater than 10% include the managerial sector, health care services, accommodation and food services, utilities, arts, entertainment, and recreation, professional, scientific, and technical services, and construction. As seen in Tables 2 and 3, the alignment between current occupational concentrations and projected industry expansion indicates a clear trajectory of continued growth across these sectors. It highlights the importance of training programs that prepare residents for both current and emerging opportunities.

TABLE 2: TOP OCCUPATIONS IN GLOUCESTER COUNTY, NEW JERSEY

TOP OCCUPATIONS IN GLOUCESTER COUNTY	TOTAL EMPLOYMENT
53-7064 Packers and Packagers, Hand	7,270
53-7062 Laborers and Freight, Stock, and Material Movers, Hand	4,980
35-3023 Fast Food and Counter Workers	3,540
41-2031 Retail Salespersons	3,530
53-7065 Stockers and Order Fillers	3,460
41-2011 Cashiers	3,360
31-1120 Home Health and Personal Care Aides	3,000
29-1141 Registered Nurses	2,510
53-3032 Heavy and Tractor-Trailer Truck Drivers	2,230
43-9061 Office Clerks, General	1,980
35-3031 Waiters and Waitresses	1,960
43-6014 Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	1,900
25-9045 Teaching Assistants, Except Postsecondary	1,830
43-4051 Customer Service Representatives	1,780
53-3033 Light Truck Drivers	1,770
11-1021 General and Operations Managers	1,600
37-2011 Janitors and Cleaners, Except Maids and Housekeeping Cleaners	1,570
43-1011 First-Line Supervisors of Office and Administrative Support Workers	1,350
43-4171 Receptionists and Information Clerks	1,310
25-2021 Elementary School Teachers, Except Special Education	1,160

Source: New Jersey Department of Labor and Workforce Development

These occupations generally reflect the types of jobs identified in the 2024 WIOA Local Area Plan. They also demonstrate clear overlaps with the dominant industry sectors that continue to shape hiring patterns, particularly transportation, logistics, retail, healthcare, and administrative support. The long-range projections on the following page highlight the occupations expected to experience the most significant growth over the coming decade. Table 3 illustrates the top five occupations most likely to be in demand over the referenced time period.

TABLE 3: OCCUPATIONAL DEMAND

OCCUPATIONAL SECTOR	2022 Employment	2032 Employment	% Increase
Light Truck Drivers	1,200	1,700	41.7%
Packers and Packagers	4,000	5,100	28.2%
Laborers, Freight and Materials Movers	4,100	5,250	27.7%
Heavy Truck and Tractor Trailer Drivers	2,500	3,200	27.0%
Home Health and Personal Care Aids	2,700	3,350	25.4%

Source: New Jersey Department of Labor and Workforce Development

TABLE 4: JOB DEMAND IN GLOUCESTER COUNTY

Unique Postings *
22,515
52,500 Total Postings
Hiring Employers
2,380 Total Employers
Median Posting Duration
Regional Average: 27 Days
Posting Intensity
Gloucester County Average: 2: 1
Regional Average: 2.1

Source: NJ Department of Labor and Workforce Development

Led by the principal industry and occupational categories, the County continued to show strong job demand in 2024. The job posting intensity ratio in New Jersey reflects the relationship between job openings and the number of unemployed individuals. This metric helps assess labor demand in the state. The ratio is calculated by dividing the number of job openings by the number of job seekers. A higher ratio indicates a stronger job market. As shown in Table 4, the ratio for Gloucester County reflects strong jobseeker demand comparable to that of the southern New Jersey region.

DEMOGRAPHIC & EDUCATIONAL CHARACTERISTICS

The recent demographic trends in Gloucester County have been very positive. Population growth has risen from approximately 289,158 in 2010 to an estimated 311,783. This makes the County one of the fastest-growing counties in New Jersey.

At the height of the COVID epidemic in mid-2020, the County's unemployment rate was 15.0%. Since then, unemployment has fallen steadily, with the most recent NJ DOL estimate showing a rate of 4.1%. During that same period, the number of people participating in the labor force rose from 152,765 to 166,182 – an increase of almost 14,000 individuals.

Table 5 shows that educational attainment has also increased substantially. Over five years, the share of persons with a high school diploma or no diploma has dropped from 42.3% in 2018 to 36.6% in 2023. Conversely, the percentage of people with some or a significant level of college education has increased from 57.7% to 63.4%.

LEVELS OF EDUCATIONAL ATTAINMENT	% of Persons Ages 25 Years and Older		
	2018	2023	% Change
Not a High School Graduate	8.0%	7.0%	- 1.0%
High School Graduate	34.3%	29.6%	- 4.7%
Some College or Associates Degree	27.8%	25.9%	- 1.9%
Bachelor's Degree or Higher	29.9%	37.5%	+ 7.6%
TOTALS	100.0%	100.0%	N.A.

Source: NJ Department of Labor & Workforce Development / American Community Survey (NJ DOL/ACS).

Source: Statistical Atlas – Gloucester County, NJ: Educational Attainment.

CHANGES AND IMPLICATIONS OF THE DATA FOR WORKFORCE DEVELOPMENT

The prior WDB Plan identified Transportation/Logistics, Healthcare, Advanced Manufacturing, Leisure and Hospitality, and Energy Construction as the top five growth industries in the southern New Jersey Region. Except Clean Energy—where funding has slowed—these sectors continue to represent the strongest drivers of workforce demand and remain central to regional workforce development strategy. Transportation and Logistics continue to expand rapidly, as evidenced by the ongoing investment at the Port of Paulsboro and by continued warehousing growth across the County.

In the healthcare sector, persistent workforce shortages continue to shape employer needs. As recently as June of this year (2025), the nursing shortage in New Jersey was discussed extensively during a Hospital CEO Roundtable event on June 20, 2025, hosted by the Southern New Jersey Development Council (SNJDC). Panelists representing the region's major healthcare organizations cited the need for stronger partnerships with workforce boards and community colleges to expand nurse training and other clinical workforce pathways.

Growth in the accommodation and hospitality industries also continues, another priority area identified in the 2024 WIOA Local Area Plan. Likewise, advanced manufacturing remains a key growth area, and ongoing improvements in the County's education strategy strengthen the WDB's capacity to prepare residents for increasingly technical and skilled positions.

One emerging component of the regional economy—not included in the original top five sectors but now showing significant statewide growth—is the film and media production industry. Preparing technicians and tradespeople for film-related roles, equipment operations, set construction, or material supply chains may represent an evolving employment track for the WDB to explore.

This trend intersects with a broader, ongoing need for skilled trades labor. Rowan College of South Jersey has responded to this demand by expanding training in plumbing, HVAC, electrical systems, welding, and related technical occupations—fields that are rapidly becoming more specialized and essential across multiple industry sectors.



SUMMARY

The Gloucester County Workforce Development Board remains well-positioned to continue its work as a premier partner in expanding job opportunities and investing in the local economy. The Board collaborates regularly with the South Jersey Workforce Consortium, comprising the seven counties of southern New Jersey. The WDB also works closely with Rowan College of South Jersey, local and regional economic development organizations, business and industry, and other workforce partners to continuously evaluate the changing economy, evolving workforce development needs, and training programs targeted at the WDB priority populations.

As this brief narrative demonstrates, the County's demographic, economic, and labor force trends continue to support ongoing investment in the industry sectors identified in the previous plan. Key industry sectors are expanding. New investments in both small businesses and large industries are creating new opportunities for the local labor force. Unemployment has declined significantly, and the overall strength of the economy remains strong. All these factors bode well for continued investment in workforce training and the goals of the WDB Plan.

The following sections of this Plan Preface document the outreach effort conducted as part of the plan review, and highlight any significant changes in policy, performance, and alignment with State goals since the prior plan was adopted.



SECTION III

PUBLIC OUTREACH & FEEDBACK



INTRODUCTION

To ensure that the 2025 update of the WIOA Local Area Plan reflects the lived experiences and priorities of Gloucester County residents, the Workforce Development Board (WDB) conducts a coordinated public outreach process every two years as part of the required mid-cycle modification. For this update, the WDB engaged a broad cross-section of stakeholders through a countywide Community Workforce Survey, a Community Needs Assessment Listening Session with education, social service, and municipal partners, and a One-Stop Career Center Customer Survey capturing direct user experiences. Together, these activities provided a comprehensive and consistent picture of how residents interact with the workforce system, the challenges they face, and the opportunities they see to strengthen service delivery.

Across all outreach methods, participants emphasized the importance of clear, accessible information; improved transportation and childcare support; expanded vocational and trades-based training pathways; stronger employer engagement in work-based learning; and more user-friendly navigation through the workforce system. Feedback also underscored the need to enhance services for underserved populations—including youth, seniors, individuals with disabilities, justice-involved residents, and immigrant or ESL learners. These themes appeared consistently across surveys and listening sessions, demonstrating strong alignment in community perspectives regardless of the outreach method.

The following subsections summarize insights from each engagement activity and describe how this feedback directly informed the priorities and updates included in the 2025 Local WIOA Local Area Plan.

COMMUNITY SURVEY

To support development of the 2025 WIOA Local Area Plan Update, the Gloucester County Workforce Development Board (WDB) conducted a Community Workforce Survey that yielded 119 responses from residents, employers, educators, service providers, and other stakeholders.



The survey gathered both quantitative and open-ended feedback on awareness of the WDB, perceptions of recent economic conditions, access to training providers, preferred methods for sharing information, and broader workforce issues that participants believe should be addressed. Collectively, the responses offer a grounded understanding of how residents experience the workforce system and highlight perceived gaps, barriers, and opportunities for improvement.

AWARENESS OF THE WDB AND PERCEPTIONS OF THE LOCAL ECONOMY

Feedback on familiarity with the WDB revealed a mix of awareness and uncertainty. At the same time, many participants were familiar with services offered through the One-Stop Career Center, training partnerships, or job fairs; a substantial portion indicated limited knowledge of the Board or how to access support. Experiences with workforce services varied considerably. Some participants expressed appreciation for the assistance available—one survey participant shared, “It’s a good feeling to know there’s help from the county to improve our lives.” Others described challenges involving such things as transportation, access to services, and information. Economic perceptions of the County economy were similarly varied, with some noting enhanced conditions and others describing a lack of improvement. These perspectives suggest that the WDB may need to reinforce its visibility, expand its communication about available programs, and ensure that navigation guidance and customer service remain consistent across access points.

ACCESS BARRIERS AND WRAPAROUND SUPPORTS

Transportation emerged as one of the most pressing challenges across the county, with participants pointing to limited transit routes, infrequent service, and the need for broader shuttle coverage to job centers and training locations. Childcare was identified as an equally significant barrier, as many families struggle to secure “reliable, affordable, safe, and trusted childcare,” which directly impacts their ability to participate in workforce programs. Participants also highlighted the importance of addressing basic-needs insecurities—food, shelter, hygiene, clothing, and mental health—because these concerns often must be stabilized before residents can focus on employment or training. As one individual succinctly expressed, “People need to eat before anything else.” Additionally, digital access challenges, such as limited internet access or difficulty using online systems, emphasize the need to maintain both digital and non-digital communication options. These combined insights point to opportunities for the WDB to strengthen partnerships with transportation agencies, childcare providers, human-service organizations, and digital-literacy resources to reduce access barriers across the county.

TRAINING PRIORITIES – TRADES, YOUTH PATHWAYS, AND LIFELONG LEARNING

A strong interest in trade-based and vocational pathways emerged throughout the survey. Participants expressed a desire for “more trade school training” and pathways in fields such as construction, welding, HVAC, plumbing, and automotive technology—options that offer practical entry points into employment beyond traditional academic routes. Many emphasized that career development should begin earlier, noting that “job training access should begin at the high-school level,” and stressed the importance of structured options for youth who are not pursuing four-year degrees. Nearly three-quarters of participants indicated that stronger school-to-career linkages would benefit the community. Alongside these youth-focused needs, adults across age groups expressed interest in flexible training that supports career transitions, including opportunities for seniors and mid-career workers seeking new skills. These perspectives emphasize the need for the WDB to expand collaboration with RCSJ, GCIT, and local school districts, while supporting learning models that are accessible, accelerated, and responsive to the needs of both youth and adult learners.

EMPLOYER PARTNERSHIPS, WORK-BASED LEARNING, AND SOFT SKILLS

Stronger employer engagement was a recurring theme, with participants emphasizing the value of internships, job shadowing, apprenticeships, and other hands-on learning opportunities. Paid models were consistently described as essential, as many individuals cannot afford to participate in unpaid training or full-time classroom instruction. Employers and community partners also identified persistent gaps in foundational employability skills, such as communication, professionalism, and interview preparedness. One employer noted that “many applicants arrive without the foundational workforce readiness skills needed to be successful,” underscoring the importance of integrating soft-skills instruction within training programs. Participants further stressed the value of providing clear advancement pathways to help new workers understand how entry-level positions can lead to long-term career growth. These insights point to opportunities for the WDB to expand employer-driven training models, strengthen soft-skills development across all programs, and reinforce employer advisory structures to maintain close alignment with labor-market needs.

OUTREACH, COMMUNICATION, AND NAVIGATION OF SERVICES

Residents highlighted several strategies to strengthen communication about workforce programs, including sharing job postings on county and municipal websites, increasing school-based outreach, and holding regular hiring fairs. Social media was frequently mentioned as an essential tool for reaching younger audiences, while libraries were viewed as critical access points for individuals without reliable home internet. Participants also expressed a desire for more proactive, frequent updates on programs and services, as well as clearer instructions for navigating the workforce system. A few individuals described confusion when seeking assistance or uncertainty about the steps required to access resources. These observations illustrate opportunities for the WDB to continue its ongoing commitment to coordinated, multi-platform communication strategy, streamline navigation tools, and enhance frontline guidance so residents can more easily understand and access available services.

EQUITY, INCLUSION, AND QUALITY OF OPPORTUNITY

A consistent theme across survey responses was the need to strengthen access and support for priority populations, including low-income residents, youth ages sixteen to twenty-four, seniors, individuals with disabilities, justice-involved individuals, and immigrant or ESL learners. Respondents stressed the importance of fair hiring practices, as well as barriers for individuals with résumé gaps resulting from caregiving, recovery, or incarceration. Wage quality also emerged as a concern, with respondents calling for “fair wages in the services sector” and increased hours or benefits for essential care roles. Many emphasized the importance of bilingual or disability-focused support and of expanding reentry and career-transition pathways. These insights indicate opportunities to enhance partnerships with community organizations, strengthen reentry and disability-inclusive training models, collaborate with employers to promote equitable hiring, and ensure that workforce services are accessible and responsive to individuals with diverse needs.

COMMUNITY NEEDS ASSESSMENT LISTENING SESSION

The Gloucester County Workforce Development Board convened a Community Needs Assessment Listening Session on October 16, 2025, bringing together county officials, social service agencies, education partners, nonprofit providers, workforce organizations, and representatives from state and local government. The purpose of the session was to gather shared insight into the most pressing needs of Gloucester County residents, identify system gaps, and outline emerging priorities for future coordination across agencies and service providers. Participants emphasized the importance of strengthening interagency communication, improving access to essential services, and developing an updated, shared understanding of community needs that can guide future planning and outreach.

CENTRALIZED INFORMATION, RESOURCE COORDINATION, AND COMMUNICATION

A central theme of the session involved investing in a more unified coordination of community resources across Gloucester County's service partners. Participants consistently emphasized that although numerous resource guides exist, none are centralized, consistently maintained, or easily accessible for residents or frontline staff. Several organizations noted that the lack of a shared, up-to-date resource directory often results in duplication of effort, confusion among clients, and inconsistent information reaching the community. Stakeholders suggested developing a unified countywide resource guide—both digital and paper-based—that is routinely updated and widely distributed across municipal buildings, social service offices, schools, libraries, food pantries, and faith-based organizations. Participants also emphasized the importance of delivering resources directly to community locations such as the courthouse, where many residents interact with government services. Improved coordination and communication were seen as foundational steps toward ensuring that residents can locate and navigate the supports already available across the county.

TRANSPORTATION, HOUSING INSTABILITY, AND BASIC NEEDS BARRIERS

Transportation, housing affordability, and access to basic needs were identified as the most significant challenges currently facing Gloucester County residents. Participants described transportation as a pervasive barrier affecting nearly every population served, noting limited public transit routes, difficulty coordinating multiple appointments across different locations, and a lack of reliable transportation for both youth and adults. While the Pureland Shuttle was recognized as a valuable resource, attendees emphasized that broader transit coverage is needed. Housing instability emerged as an urgent and growing concern, with rising rents, long waitlists for income-based housing, limited emergency shelter capacity, and reductions in federal housing supports. Providers reported increases in homelessness among both youth and working families, noting that school guidance counselors are increasingly overwhelmed by housing- and food-related concerns among students as young as thirteen or fourteen. Participants further observed that many families and individuals face basic-needs insecurities—including food, hygiene, and mental health challenges—that directly impede their ability to engage in education, employment, or training programs. These conditions underscore the need for expanded collaboration among transportation, housing, and human services partners to stabilize residents and reduce barriers to participation in workforce programs.

UNDERSERVED POPULATIONS AND UNMET NEEDS ACROSS AGE, ABILITY, AND CIRCUMSTANCE

Residents expressed interest in directing additional resources to the population groups in the County most in need. These include individuals with disabilities, seniors who require assistance navigating insurance and digital tools, justice-involved residents, youth experiencing homelessness or food insecurity, and families lacking stable childcare. Providers emphasized that resource gaps are particularly pronounced among youth, who often lack transportation and face age restrictions for employment. Guidance counselors across middle and high schools were reported to be struggling with the increasing frequency and complexity of student needs, often acting like social workers as they attempt to connect youth with housing, food, or counseling resources. For adults with disabilities and seniors, ongoing challenges with technology and limited access to in-person assistance were noted as substantial barriers. Participants stressed the importance of ensuring that any updated resource guide or outreach system includes both digital and non-digital formats to support residents who cannot rely on internet connectivity. Additionally, faith-based organizations, libraries, and food pantries were identified as essential community partners to include in resource distribution and engagement strategies.

WORKFORCE READINESS, EMPLOYER EXPECTATIONS, AND SKILL DEVELOPMENT

The session highlighted strong alignment between service providers and employers regarding the critical importance of foundational employability skills. Employers reported that many job seekers struggle with communication, professionalism, and interpersonal skills, noting that while technical tasks can often be taught on the job, social skills and customer service competencies are more difficult to train. Participants emphasized the value of preparing residents to interact effectively with others, maintain professional demeanor, and navigate workplace expectations. Several stakeholders described the efforts their organizations undertake to support students and clients by helping them navigate community resources, advocating on their behalf when needed, and encouraging them to remain engaged in academic or training pathways. Agencies also discussed the tools they provide—including the American Job Center's informational packet, which outlines services across multiple agencies—that help residents understand the workforce system. This feedback reinforces the need for strong workforce-readiness programming that includes soft-skills instruction and employer-informed competencies.

STRENGTHENING COMMUNITY ENGAGEMENT AND EXPANDING ACCESS POINTS

Participants expressed strong interest in expanding and improving community engagement strategies, emphasizing the importance of reaching residents where they already are—such as schools, municipal buildings, community centers, and food pantries. A frequently discussed recommendation was the creation of a welcoming, centralized in-person hub where residents could speak directly with knowledgeable staff and receive guidance without stigma or confusion. Attendees stressed that such a hub should be accessible, compassionate, and equipped to connect individuals to multiple services efficiently. Providers also expressed willingness to share future surveys with their networks to deepen community feedback and support continued needs assessment efforts. The discussion concluded with mention of a current WDB grant opportunity—WIOA Specialized Career Services—which aligns with several needs raised in the session, including enhanced work-readiness training and expanded adult basic education options.

ONE STOP SURVEY

As part of the broader community engagement effort, the Gloucester County Workforce Development Board (WDB) administered a One-Stop Career Center Survey to better understand the experiences of individuals directly accessing workforce services. The survey yielded 163 responses from job seekers, trainees, and individuals participating in orientation or service navigation. Feedback was used to understand how customers engage with the One-Stop system, the effectiveness of current service delivery, and where opportunities exist to strengthen communication, access, and coordination. The insights from this survey align closely with the feedback from the community-wide survey and listening sessions, offering a consistent picture of resident needs and priorities.

PURPOSE OF VISIT AND TYPES OF SERVICES UTILIZED

Participants engaged with the One-Stop primarily to complete orientation or obtain initial information about available workforce programs, with orientation accounting for nearly sixty percent of all responses. Many individuals also visited to learn more about WIOA training opportunities, explore job search assistance, or inquire about services such as disability support and career counseling. These patterns suggest that a significant share of customers arrive at the One-Stop early in their workforce journey and seek clear, foundational guidance on their next steps. Maintaining an accessible intake and orientation process—one that helps customers quickly understand available supports and navigate program pathways—will remain an essential component of service delivery as demand continues to grow.

CUSTOMER SATISFACTION AND OVERALL EXPERIENCE

Overall impressions of the One-Stop were strongly positive. Participants rated their experience at 9.66 out of 10, indicating high satisfaction with the assistance received. Many users expressed appreciation for the staff's professionalism, attentiveness, and willingness to help. Although satisfaction levels were consistently strong, the volume of customers seeking orientation and training information underscores the importance of sustaining high-quality customer service as participation expands. Ensuring timely follow-up, maintaining clear communication, and providing consistent guidance across staff and service areas will support continued positive experiences for individuals navigating the system.

AWAWARENESS AND REFERRAL PATHWAYS

Most participants learned about the One-Stop through word of mouth, followed by referrals from partner agencies, online searches, and a smaller number of social media connections. The prominence of personal referrals suggests that customers often rely on trusted relationships within their communities when seeking assistance. In contrast, referrals from human-service agencies highlight the importance of strong interagency coordination. Awareness driven by online searches and digital platforms indicates that residents also actively seek out workforce support independently. These patterns point to opportunities to expand digital outreach, reinforce consistent messaging among referral partners, and maintain strong community relationships to ensure that residents continue to view the One-Stop as a reliable and accessible resource.

INTERAGENCY COORDINATION AND FOLLOW-UP SUPPORT

A notable portion of customers accessed the One-Stop following referrals from partner organizations, reflecting effective collaboration across the county's workforce and human-service networks. The survey also incorporated a follow-up mechanism for individuals who did not receive full assistance during their initial visit, allowing them to request ongoing support. While the survey summary did not quantify these follow-up requests, the presence of this option demonstrates an emphasis on ensuring continuity of care and addressing service needs that may require additional time or coordination. Strengthening communication with referring agencies and reinforcing internal follow-up protocols will help support seamless service delivery and prevent gaps as customers move through different stages of their workforce engagement.

The significant outreach effort demonstrated by the Gloucester County Workforce Development Board points to the commitment the Board brings to enhancing services and facilitating access to workforce training and employment. The comments and feedback from businesses and stakeholders will set the stage for the new 2026-2030 WIOA Local Area Plan scheduled for development next year.

SECTION IV

CHANGES & MODIFICATIONS IN POLICY AND PERFORMANCE OUTCOMES

INTRODUCTION

The following section outlines the major policy evolutions, program enhancements, and shifts in performance priorities that have occurred since the adoption of the 2024 Gloucester County Workforce Development Board (WDB) Local Plan. These updates reflect demographic changes in the region, adjustments to the labor market, expanded employer engagement, and significant investments in youth programming, technical education, supportive housing, and service accessibility. Each subsection presents a summary of the corresponding portions of the 2024 Plan, followed by a discussion of the new or revised policies and initiatives implemented during the 2025 update period.

RESPONDING TO DEMOGRAPHIC CHANGES

The 2024 WDB Plan acknowledged that demographic shifts across the South Jersey region—particularly the influx of non-English speaking residents representing Hispanic and other immigrant communities—would shape workforce development strategies for years to come. The Plan emphasized that “English as a Second Language must be a high priority in the region” to ensure equitable access to jobs and training. It stressed that WDBs must strengthen outreach through “churches, community action agencies, agricultural operations, and local school districts” to effectively engage immigrant households. The Plan further identified substantial linguistic diversity among residents, noting that “Russian, Ukrainian, Polish, Tagalog, Vietnamese, and other languages were cited. A bilingual workforce is an asset,” and affirmed that foundational and fundamental skills instruction had “always been a priority and will continue to be a training priority over the coming planning period.”

NEW OR REVISED POLICIES AND INITIATIVES

The 2025 WIOA Local Area Plan update continues and intensifies these priorities in response to the rapidly shifting demographics reflected in the Community Survey, Listening Session, and One-Stop Survey data.

ESL and literacy support remain central pillars of workforce preparation. Still, the updated plan calls for deeper coordination across high schools, adult education partners, and training institutions to ensure alignment between instructional needs and available resources. Outreach to immigrant families will expand through strengthened partnerships with community-based organizations, faith communities, and agricultural employers, reflecting the region’s changing population.

These efforts do not diverge from the 2024 Plan; instead, they represent a more deliberate, action-oriented implementation strategy to meet the increased demand for multilingual workforce services.



The Title II ESL RCSJ partnership with Rastelli Food Group has emerged as a promising practice in delivering accessible, employer-supported English instruction to working adults. By providing onsite ESL classes aligned with workplace communication needs, employees were able to build essential language skills while maintaining full-time employment.

In the first year, 18 employees participated out of the projected 26, reflecting strong engagement in this pilot initiative. Approximately 50% of participants achieved measurable skill gains in reading, listening, speaking, or multiple areas, demonstrating meaningful learning outcomes. Additionally, six ESL completers advanced to the SERV Safe certification course, demonstrating clear progression from language development to earning an industry-recognized credential.

Building on these successes, a new cohort of employees will begin in February 2026, continuing and expanding this impactful workforce-education partnership.

ADDRESSING CHANGES IN THE REGIONAL ECONOMY

The 2024 Plan outlined a regional approach centered on emerging-industry partnerships, coordination with Comprehensive Economic Development Strategy (CEDS) planning entities, and alignment with county economic development offices. It emphasized the development of “New and Emerging Industry Partnerships” and reinforced the importance of integrating labor-market information with economic development strategies. Vocational and technical schools were identified as essential partners in expanding trade-based education. At the same time, the Plan highlighted high-growth sectors—such as transportation, logistics, distribution, healthcare, advanced manufacturing, and clean energy—as priorities for employer engagement, training, and workforce pipeline development.

NEW OR REVISED POLICIES AND INITIATIVES

The 2025 update builds on these directives by strengthening industry partnerships and ensuring that new training programs reflect employer demand for higher-wage occupations. Several significant developments occurred during this period that reflect and reinforce these strategic goals. The Gloucester County WDB assisted in four major job fairs that directly addressed labor-market disruptions, emerging workforce needs, and priority populations. These included the Senior Job Fairs held on April 10 and September 4, 2025, at the Mullica Hill Library, the Veterans Job Fair held on October 3, 2025, and two high-impact events at Rowan College of South Jersey (RCSJ): the NJDOL Layoff Aversion Job Fair on September 11, 2025, responding to layoffs in the southern region, and the Justice-Impacted Job Fair on September 12, 2025, hosted in partnership with the RCSJ Career & Technical Education Division and Gloucester County Probation. These events provided immediate pathways into employment and delivered targeted services to seniors, veterans, dislocated workers, and justice-involved individuals.

Another transformative regional development in this period was the expansion of the Career and Technical Education (CTE) Center at Rowan College of South Jersey, an investment that directly addresses regional workforce demand. Together, these efforts demonstrate clear continuity with the 2024 Plan while reflecting a more targeted and responsive approach to evolving economic conditions and employer needs.

BUILDING CAPACITY AND PROGRAM DELIVERY

The 2024 WIOA Local Area Plan outlined several strategies to expand regional training capacity, enhance coordination among education and workforce partners, and modernize service delivery across the South Jersey Workforce Collaborative. The Plan emphasized the need to strengthen ties with economic development leaders, expand access to post-COVID learning modalities, ensure consistent One-Stop availability, increase healthcare-related training, secure additional funds for work-based learning programs such as IWT, OJT, and Apprenticeships, and promote regional alignment of credentialing and training platforms. These strategies highlighted the importance of building a more integrated, resilient, and flexible workforce system capable of meeting evolving employer and jobseeker needs.

NEW OR REVISED POLICIES AND INITIATIVES

The 2025 WIOA Local Area Plan Update continues and expands these priorities through several significant programmatic enhancements that significantly strengthen training pathways, modernize service delivery, and increase system capacity across Gloucester County.

YOUTH LITERACY PROGRAM – A COMPREHENSIVE EDUCATION-TO-CAREER PIPELINE

A significant programmatic advancement during the current plan period is the launch of the Youth Literacy Program, funded through the WIOA Out-of-School Youth (OSY) Grant. This initiative represents a comprehensive redesign of the County's youth service model and directly advances the 2024 Plan's call for expanded foundational-skills training, stronger youth pathways, and deeper integration with postsecondary institutions.

The program provides individuals ages 16–24—particularly those disengaged from traditional schooling—an education-to-career pathway that addresses academic, personal, and workforce readiness needs. It strengthens proficiency in literacy and numeracy, prepares participants for High School Equivalency completion, builds employability skills, and connects youth to postsecondary and workforce opportunities.

A central innovation of the model is its full integration into Rowan College of South Jersey's student services and academic infrastructure, providing OSY youth with the same supports, advising, tutoring, wellness resources, and campus engagement opportunities as enrolled college students. This integration fosters a sense of belonging and places youth on an accurate postsecondary trajectory rather than an isolated alternative track.

The program's service model includes a college-credit career readiness seminar delivered in partnership with the RCSJ Business Studies Division, further strengthening early exposure to college-level expectations while helping youth explore occupations, set goals, complete transition plans, and build durable skills in communication, professionalism, technology, and employability. These innovations directly advance the 2024 Plan's emphasis on strengthening foundational skills, expanding educational partnerships, and preparing youth for long-term career success.

CTE CENTER EXPANSION - STRENGTHENING TRADES TRAINING CAPACITY

Another major capacity-building initiative is the expansion of the RCSJ Career and Technical Education (CTE) Center, completed in collaboration with the Gloucester County Board of Commissioners. The project received strong visible support from regional trades organizations, including Ironworkers Local 399 and the Southern New Jersey Building Trades Council, whose representatives attended the groundbreaking in recognition of the County's commitment to strengthening technical training capacity.

The groundbreaking expansion project marked a significant investment in the region's technical training infrastructure and responded directly to the 2024 Plan's emphasis on expanding trade-based education programs and strengthening partnerships with vocational schools and labor unions.

The 13,000-square-foot expansion includes two new classrooms, a state-of-the-art welding lab, a construction lab, and dedicated HVAC, plumbing, and electrical stations. These new facilities will provide substantially increased capacity for hands-on training in high-demand trades and strengthen the pipeline into careers with strong wages, upward mobility, and regional employer demand. The initiative serves as a model of education-industry collaboration and supports the Plan's focus on high-growth sectors, emerging industry needs, and employer-driven expansion of training.

APPRENTICESHIP PROGRAM EXPANSION – SCALING WORK-BASED LEARNING PATHWAYS

Apprenticeships continue to play a central role in Gloucester County's workforce strategy, building on clear direction in the 2024 Plan to expand employer partnerships, secure funding for OJT, and align credentialing requirements across the region. The 2025 update documents ongoing growth in apprenticeship programming across multiple industry sectors, including construction, manufacturing, and technical trades, in partnership with area employers.

These apprenticeships strengthen workforce pipelines by blending paid employment with structured skills instruction, thereby supporting both job seekers and employers. The expansion of apprenticeship programming aligns with regional priorities to increase credential attainment, develop sustainable sector-based partnerships, and scale employer-led training pathways. This continued growth reflects full alignment with the 2024 Plan, enhancing the WDB's capacity to address skill shortages and advance high-quality employment outcomes.

STRENGTHENING SYSTEMWIDE COORDINATION, REMOTE LEARNING, AND ACCESS

The 2025 update continues to advance the systemwide strategies established in the 2024 Plan by deepening coordination with economic development leaders through active participation in the South Jersey Workforce Collaborative and by reinforcing the role of quarterly meetings as a forum for monitoring metrics, addressing implementation needs, and aligning regional priorities. The WDB is expanding the use of post-COVID learning technologies to increase remote access to training while maintaining consistent five-day-per-week availability of One-Stop and partner services. To strengthen in-person service delivery, the One-Stop resumed WIOA Training Orientations offered at least twice a month at the Center, providing job seekers with guidance, resources, and support to pursue in-demand career pathways. The orientation is also presented at vendor locations to ensure timely access to all individuals seeking new skills or career advancement through workforce development programs and training resources.

In addition, the County is pursuing new federal, state, and private funding opportunities to strengthen work-based learning models, including on-the-job training, incumbent worker training, and apprenticeship programs. These efforts are complemented by ongoing collaboration with regional colleges and universities to promote business resiliency, sustainability, and innovation training. Taken together, these initiatives expand access to services, enhance training capacity, deepen educational and industry partnerships, and strengthen the overall responsiveness and effectiveness of the local workforce system.

PROMOTING SUPPORTIVE SERVICE DELIVERY & BARRIER ELIMINATION

The 2024 Plan identified supportive services as essential to equitable workforce participation, noting that “Barriers still exist for many people... limited transportation options, lack of affordable childcare, and language barriers.” The Plan detailed transportation constraints—including NJ Transit service gaps and the limitations of the Pureland Shuttle—and emphasized the importance of coordinating supportive services for adults and dislocated workers, including transportation, housing, dependent care, and needs-related payments. The 2024 Plan also urged WDBs to improve communication strategies through enhanced use of social media and updated website information and stressed the need for expanded partnerships with technical schools and unions to address shortages in electricians, welders, plumbers, carpenters, and masons.

NEW OR REVISED POLICIES AND INITIATIVES

The 2025 update advances service delivery objectives through several notable developments. The Gloucester County WDB continues to explore new transportation coordination strategies to help residents access employment beyond major transit corridors and remains engaged in broader regional discussions about workforce housing. A significant new development during this update cycle is the Residence at South College Drive, a 24-unit, 29,000-square-foot special-needs housing project developed through a partnership among the Housing Authority of Gloucester County, the Gloucester County Housing Development Corporation, RCSJ, and Deptford Township. Located on the RCSJ campus, this housing initiative provides stable, supportive living arrangements for individuals with special needs. It aligns directly with the WDB’s goal of eliminating structural barriers that prevent individuals from fully participating in the workforce.

Other initiatives introduced during the 2025 update period include expanded equal-access communication strategies, increased regional outreach to address modest workforce population growth, partnerships with the Department of Labor to support part-time and seasonal workers in transitioning into full-time employment, and strengthened collaborations with technical schools, unions, and regional trades institutions. These efforts build directly on the 2024 Plan’s priorities and represent the next stage of implementation for strategies to mitigate barriers and support long-term workforce stability.

SUMMARY AND NEXT STEPS

This section provides a comprehensive review of the key policies and programmatic changes implemented since the adoption of the 2024 Gloucester County Workforce Development Board Plan. The region’s economy continues to evolve, and the WDB remains fully engaged with county leaders, educational institutions, employers, and regional workforce partners to address changing needs. New initiatives—such as the Youth Literacy Program, the RCSJ CTE Center expansion, the Residence at South College Drive housing project, enhanced job fairs, and continued apprenticeship development—demonstrate a deepening commitment to workforce alignment, employer responsiveness, and barrier elimination.

As Gloucester County prepares to develop its next full five-year plan in 2026, this 2025 update provides the strategic framework and programmatic adjustments necessary to guide Workforce Development operations and ensure the continued delivery of high-quality services to residents and employers throughout the county.

SECTION V

ALIGNMENT WITH STATE WORKFORCE PLANNING GOALS

INTRODUCTION

The New Jersey WIOA Local Area Plan focuses on four key themes:

THEME 1: CAREER PATHWAYS

Building Career Pathways with a focus on Industry-Valued Credentials through a standard definition of career pathways, a newly created list of industry-valued credentials, literacy standards and a renewed commitment to Employment First for all persons with disabilities, New Jersey will ensure that all workforce investments are enabling individuals to access greater economic opportunity and to build on their skills throughout their careers.

THEME 2: EMPLOYER-DRIVEN PARTNERSHIPS

Expanding High-Quality Employer-Driven Partnerships Across Departments, NJ is focusing investments and programs on building employer-driven, high-quality partnerships that follow a common definition and framework.

THEME 3: CAREER NAVIGATION ASSISTANCE

Strengthening Career Navigation Assistance through One-Stop Career Centers and Broad Partnerships. New Jersey is committed to supporting One-Stop Career Centers that meet local needs and assist individuals in obtaining new skills and employment.

THEME 4: STRENGTHENING GOVERNANCE

Strengthening Governance through Effective Workforce Development Boards and Regional Collaborations. Effective Workforce Development Boards are critical to the success of New Jersey's Talent Development system.

THEME 5: ENSURING SYSTEM INTEGRITY

Ensuring System Integrity through Metrics and Greater Transparency to reflect the strategic priorities of the state, New Jersey is adopting an additional set of performance measures and applying these measures, and those required by the Workforce Innovation and Opportunity Act to a broader number of programs.

Gloucester County's Ongoing Alignment with the State Plan

The Gloucester County Workforce Development Board (WDB) has continued to deliver services and build strategic partnerships that align closely with the goals and priorities of the New Jersey State WIOA Plan. Throughout the current local plan, the WDB has emphasized industry-valued credentials, strengthened employer engagement, expanded outreach to underserved populations, and deepened collaboration with regional partners. These efforts reflect the State Plan's focus on equitable access, high-quality career pathways, and employer-driven workforce solutions. The following subsections highlight the WDB's work in serving youth, veterans, seniors, unemployed and dislocated workers, and individuals facing significant employment barriers.

YOUTH AND YOUNG ADULTS

The WDB has maintained a strong commitment to supporting youth and young adults, particularly those who are out of school and exploring pathways into education, training, or employment. A significant enhancement during this plan period was the introduction of a new youth literacy program in August 2023, followed by its implementation after a provider transition. The program was fully integrated into Rowan College of South Jersey's division-level student services and academic infrastructure, giving participants access to the same tutoring, educational supports, campus resources, and engagement opportunities available to RCSJ students. The inclusion of a college-credit career-planning component strengthened early-career navigation and helped youth build skills aligned with high-quality career pathways. In addition, the WDB has also included funding for In-School Youth services in the current budget to address the emerging needs of this population. These improvements demonstrate continued alignment with State Plan priorities on credential attainment, early intervention, and expanding meaningful career pathways for young adults.

VETERANS

Veterans remain an essential priority population under both the local and State Plans, and the WDB has continued to support targeted initiatives that expand access to employment and training opportunities for those who have served. In partnership with Gloucester County, the WDB assisted in the planning and execution of the Veterans Job Fair held on October 3, 2025, at the Mullica Hill Library. The event connected veterans directly with employers familiar with military skill sets, as well as support-service organizations that can address the unique transition needs of former service members. This continued investment reflects the WDB's ongoing commitment to ensuring veterans' equitable access to high-quality employment opportunities.

SENIORS AND OLDER WORKERS

The WDB has also focused on expanding workforce access for seniors and older adults, another key population identified within the local and State Plans. In 2025, the WDB supported Gloucester County in hosting two Senior Job Fairs at the Mullica Hill Library, held on April 10 and September 4. These events provided older workers with direct access to employers and training programs well-suited to their employment goals, including opportunities for part-time, flexible, or supplemental income. The events also included access to volunteer opportunities for individuals seeking to connect to that type of activity rather than employment. By prioritizing targeted outreach and employer engagement for older adults, the WDB continues to support residents who wish to remain active in the workforce or reenter it after extended periods away.

UNEMPLOYED AND DISLOCATED WORKERS

In response to significant layoffs across southern New Jersey, the WDB partnered with the New Jersey Department of Labor and Rowan College of South Jersey to strengthen rapid-response services for unemployed and dislocated workers. A key component of this effort was the NJDOL Layoff Aversion Job Fair held on September 11, 2025, at the RCSJ Gymnasium. This event brought together employers with immediate hiring needs and individuals seeking to return to work quickly, and connected them with re-employment services and relevant training opportunities. These efforts demonstrate the WDB's continued role in supporting regional economic resilience and helping dislocated workers transition back into the labor market with minimal disruption.

JUSTICE-INVOLVED AND OTHER HIGH-BARRIER POPULATIONS

The WDB has further strengthened its service delivery for residents facing significant barriers to employment, including individuals with justice involvement. On September 12, 2025, the Board supported the Justice-Impacted Job Fair hosted by the RCSJ Career & Technical Education Division in collaboration with Gloucester County Probation. The event connected justice-involved residents with employers, training providers, and reentry services equipped to support meaningful labor-market reintegration. This work reflects the WDB's commitment to inclusive workforce strategies. It aligns with the State Plan's emphasis on expanding equitable access to training, employment, and career advancement opportunities for all residents.

REGIONAL COLLABORATION AND SYSTEM ALIGNMENT

In addition to its population-focused strategies, Gloucester County remains an active participant in the South Jersey Regional Workforce Collaborative, comprising the seven southern counties of Atlantic, Burlington, Camden, Cape May, Cumberland, Gloucester, and Salem. The Collaborative meets regularly to exchange information on emerging industries, coordinate training resources, and share updates on new state and federal workforce initiatives. Continued participation ensures that Gloucester County remains aligned with regional priorities and responsive to evolving workforce trends.

There were labor demands in our region not on the state's labor demand list; therefore, the collaborative recently worked to gather the workforce data necessary to obtain a waiver to continue supporting training in occupations critical to our region.

The outreach, partnerships, employer engagement, and targeted initiatives described in this section—combined with the extensive stakeholder input gathered through surveys, listening sessions, and community outreach—demonstrate the WDB's ongoing commitment to transparency, responsiveness, and alignment with state and regional workforce development priorities. These efforts ensure that programs remain accessible, relevant, and reflective of the needs of Gloucester County residents and employers.

SUMMARY AND NEXT STEPS

This WIOA Local Area Plan update illustrates the WDB's effort to ensure the delivery of quality services and programs to area residents and businesses. Its collaboration with Rowan College of South Jersey and other local and regional training institutions and workforce providers illustrates the WDB's commitment to expanding access, integrating new education and training opportunities, and collaborating regionally with other WDBs and training providers.

This update to the local WIOA plan is being publicly reviewed for additional comment from County residents and businesses. It has been properly advertised and posted on the County Website and is available through the local One Stop Career Center. Public comment and documentation of public outreach will be included in the final document.

This draft is being sent to the State Employment and Training Commission concurrent with the public review process. After the required 30-day comment period, any changes will be incorporated into the plan update and provided to the local WDB for adoption. At that point, the WDB will begin focusing on new initiatives and concepts for policy and outcome metrics to enhance program delivery, for inclusion in the next four-year 2026-2030 WDB Plan.

The Gloucester County WDB is proud of the services it has provided to residents, businesses, and workforce stakeholders. It remains committed to working with the SETC and regional partners and delivering quality programs and training opportunities.

SECTION VI

APPENDIX

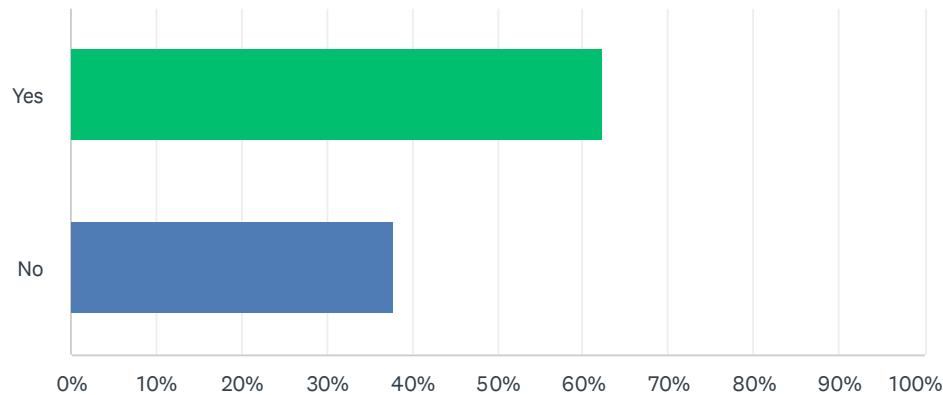
The Appendix contains the official documentation supporting the public outreach and engagement activities conducted as part of the Gloucester County Workforce Development Board's 2025 WIOA Local Area Plan update. These materials provide evidence of the extensive efforts undertaken to gather feedback from residents, employers, educators, service providers, One-Stop customers, and other regional stakeholders. Collectively, this documentation reinforces the findings, themes, and recommendations presented throughout the Plan Preface.

The Appendix includes a copy of the Community Workforce Survey, the corresponding Survey Results, and the One-Stop Career Center Survey summary. It also contains notes from the Community Needs Assessment Listening Session, demonstrating how stakeholder feedback was incorporated into the Plan Update. Additional materials include documentation from job fairs and targeted outreach events conducted during the current plan period, each of which supported engagement with priority populations such as veterans, seniors, dislocated workers, and justice-involved individuals.

The public review period ended without any comments.

Q1 Are you familiar with the Gloucester County Workforce Development Board (WDB)?

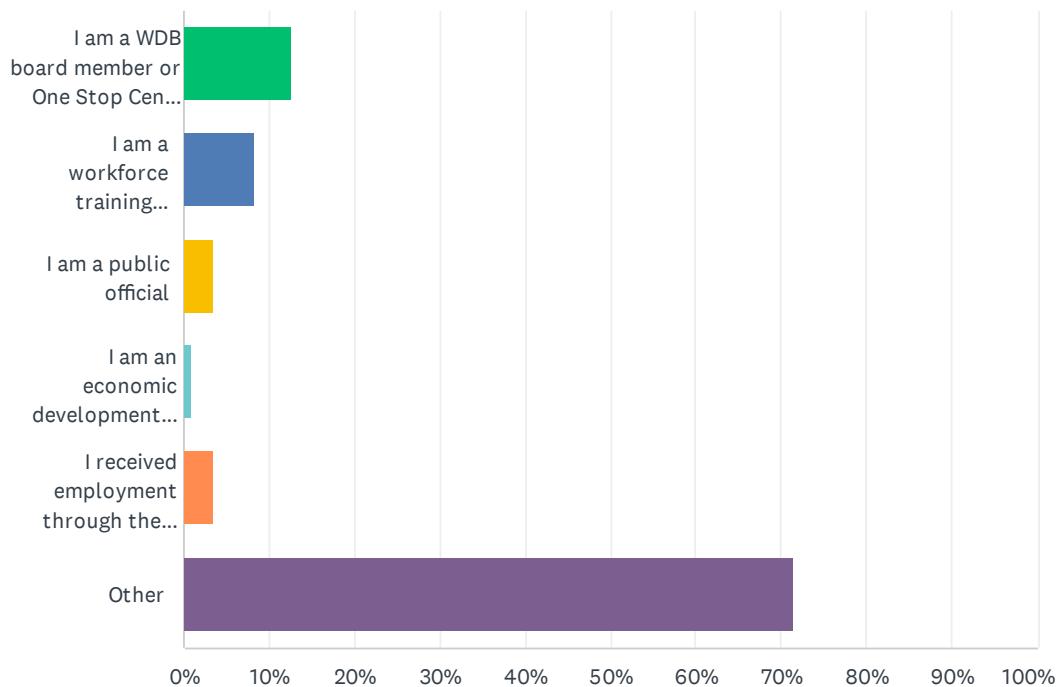
Answered: 119 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	62.18%	74
No	37.82%	45
TOTAL		119

Q2 If you answered yes, in what capacity are you familiar with the WDB.

Answered: 119 Skipped: 0



ANSWER CHOICES		RESPONSES	
I am a WDB board member or One Stop Center employee		12.61%	15
I am a workforce training provider		8.40%	10
I am a public official		3.36%	4
I am an economic development director/coordinator		0.84%	1
I received employment through the work of the WDB One Stop Center in my county		3.36%	4
Other		71.43%	85
TOTAL			119

#	OTHER	DATE
1	employer in the county	11/21/2025 5:46 PM
2	I am not familiar with workforce	11/21/2025 3:55 PM
3	NA	11/21/2025 12:41 PM
4	None participants	11/21/2025 12:18 PM
5	Hired people through a job fair put on by WDB	11/21/2025 11:15 AM
6	I answered no	11/21/2025 5:40 AM
7	Non above	11/20/2025 10:20 PM
8	Not a member	11/20/2025 4:00 PM

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9	na	11/20/2025 12:43 PM
10	N/A	11/20/2025 11:53 AM
11	None of the above	11/20/2025 11:22 AM
12	No	11/20/2025 11:09 AM
13	I worked at GCIT	11/20/2025 10:59 AM
14	N/A	11/20/2025 10:42 AM
15	Participant in Meetings as a community employer	11/20/2025 10:41 AM
16	Resident	11/20/2025 9:58 AM
17	Workforce Newsletter	11/20/2025 9:20 AM
18	job fair at local college	11/20/2025 8:28 AM
19	Agency that utilizes services	11/20/2025 8:22 AM
20	I'm not familiar with WDB	11/20/2025 8:19 AM
21	Word of mouth	11/20/2025 8:02 AM
22	Public resident	11/20/2025 2:55 AM
23	Employed by the County of Gloucester	11/19/2025 1:29 PM
24	not familiar	11/19/2025 1:27 PM
25	I answered no	11/19/2025 10:17 AM
26	None of the above, resident	11/19/2025 9:59 AM
27	I answered no, in question 1	11/19/2025 8:30 AM
28	Covered your work	11/19/2025 7:21 AM
29	From a county member	11/19/2025 6:07 AM
30	Through unemployment	11/18/2025 9:27 PM
31	Not familiar	11/18/2025 9:23 PM
32	None of above	11/18/2025 7:07 PM
33	Word of mouth	11/18/2025 5:47 PM
34	Not familiar.	11/18/2025 5:20 PM
35	None	11/18/2025 4:58 PM
36	None	11/18/2025 4:45 PM
37	Received an email	11/18/2025 4:37 PM
38	retired	11/18/2025 4:34 PM
39	Not familiar	11/18/2025 4:29 PM
40	I answered no	11/18/2025 4:01 PM
41	I have used their services many years ago while unemployed	11/18/2025 3:53 PM
42	Just know about it	11/18/2025 3:44 PM
43	Through emails	11/18/2025 3:42 PM
44	Looking for employment through WDB.	11/18/2025 3:39 PM
45	Community Partner	11/18/2025 3:32 PM
46	County meetings	11/18/2025 3:16 PM

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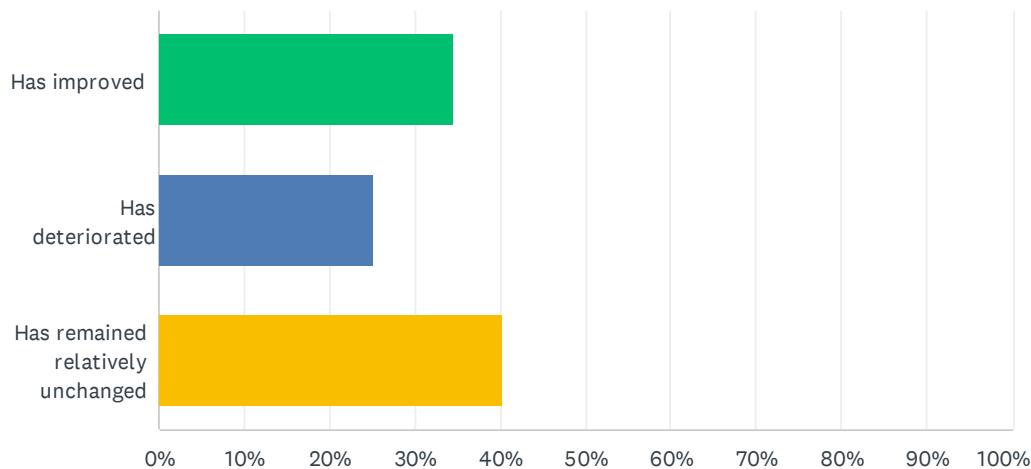
47	I am from a nonprofit that supports Youth Workforce Development through our program at the Volunteer Center of South Jersey	11/18/2025 3:04 PM
48	Citizen	11/18/2025 2:58 PM
49	I did not answer yes to the above question	11/18/2025 2:41 PM
50	resident of Gloucester County	11/18/2025 2:39 PM
51	I represented a non-profit org at a job fair (volunteer fair) for Seniors / Retirees.	11/18/2025 2:37 PM
52	social worker	11/18/2025 2:36 PM
53	I was part of the LEAD, Gloucester county class last year and we got a tour.	11/18/2025 2:31 PM
54	I am an employer who participates in Job Fairs sponsored by the board.	11/18/2025 2:24 PM
55	High School Career Staff	11/18/2025 2:24 PM
56	Citizen	11/18/2025 2:21 PM
57	??	11/18/2025 2:17 PM
58	No	11/18/2025 2:13 PM
59	I'm not familiar	11/18/2025 2:10 PM
60	I worked in Gloucester County 1978-1988 due to scoring higher on a civil service exam than folks hired provisionally.	11/18/2025 2:09 PM
61	former company used WDB.	11/18/2025 2:05 PM
62	Just as a private worker in an office in Gloucester County	11/18/2025 2:04 PM
63	Website	11/18/2025 2:00 PM
64	JJC	11/18/2025 1:58 PM
65	Don't know about it	11/18/2025 1:58 PM
66	Human Resource Director who attended a couple of meetings of Rowan College	11/17/2025 3:15 PM
67	I work with a member of the WDB	11/17/2025 2:23 PM
68	One of my sons went there a couple of times, but was discouraged by the mandated in-services, and then was put in front of a computer and told to look for jobs he liked which he could have done at home. He was expecting someone to actually counsel him and help him to get a decent job.	11/17/2025 11:15 AM
69	Employer that attends job fairs sponsored by WDB	11/17/2025 11:02 AM
70	My organization utilizes the WBD training for our employees.	11/17/2025 9:25 AM
71	N/A	11/17/2025 9:00 AM
72	Participant in fairs	11/14/2025 2:55 PM
73	Participate on various subcommittees	11/14/2025 1:18 PM
74	NJ Veteran Business Service Rep	11/14/2025 1:09 PM
75	Educator at High School in Gloucester County	11/14/2025 12:47 PM
76	Former member	11/14/2025 12:12 PM
77	State of NJ Higher Education Student Assistance Authority Financial Aid for College for Adult Learners	11/14/2025 10:13 AM
78	Former Director of Cumberland County Commissioners	11/13/2025 4:40 PM
79	local university	11/13/2025 4:10 PM
80	Employer	11/13/2025 4:08 PM
81	N/A	11/13/2025 3:50 PM

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82	I didn't answer yes	11/13/2025 3:45 PM
83	We exhibit at your job fairs.	11/13/2025 3:45 PM
84	Employer who attends Job Fairs	11/13/2025 3:43 PM
85	DVOP for Sewell	11/13/2025 3:37 PM

Q3 In the past two years, do you believe the economy in Gloucester County has:

Answered: 119 Skipped: 0



ANSWER CHOICES	RESPONSES	
Has improved	34.45%	41
Has deteriorated	25.21%	30
Has remained relatively unchanged	40.34%	48
TOTAL		119

Q4 If you had to recommend an investment or policy that would enhance job training access or improve workforce opportunities in the county, what would it be?

Answered: 119 Skipped: 0

#	RESPONSES	DATE
1	Better understanding of what the priorities and strategic plan are for the board and how it supports businesses in the county.	11/21/2025 5:46 PM
2	internships with employers	11/21/2025 3:55 PM
3	Increased public transportation opportunities	11/21/2025 12:48 PM
4	Trade Schools	11/21/2025 12:41 PM
5	Blue color vocational training	11/21/2025 12:18 PM
6	N/A	11/21/2025 11:15 AM
7	To actually help people find work and training. I had to ask constantly for job listing. My assigned person not very responsive. She never offered training.	11/21/2025 5:40 AM
8	I'm honestly not quite sure.	11/20/2025 10:20 PM
9	X	11/20/2025 4:00 PM
10	na	11/20/2025 12:43 PM
11	A major challenge we see during the hiring process is that many applicants arrive without the foundational workforce readiness skills needed to be successful. Candidates often struggle with basic professional expectations — such as appropriate interview attire, completing a standard job application, answering simple interview questions, or even having accessible references. This shows a gap not in motivation, but in preparedness and access. To address this, the county could invest in a Workforce Readiness Bridge Program that focuses on the essentials: resume support, interview coaching, professional etiquette, communication skills, and access to basic resources like reference-building workshops. Many job seekers simply haven't received this type of preparation, and without it, they're locked out of opportunities. By funding a program that teaches these core skills before sending individuals into job-specific trainings, the county would dramatically strengthen the local talent pipeline and create more confident, job-ready applicants for employers across sectors.	11/20/2025 12:29 PM
12	N/A	11/20/2025 11:53 AM
13	More money put towards trade schools	11/20/2025 11:22 AM
14	Ease of reliable and affordable and safe and trusted childcare.	11/20/2025 11:09 AM
15	AI.	11/20/2025 10:59 AM
16	I believe current process is sufficient.	11/20/2025 10:51 AM
17	Nepotism	11/20/2025 10:42 AM
18	Strengthen employer-driven partnerships, Support incumbent worker training both in areas of need and where participants can make a livable wage.	11/20/2025 10:41 AM
19	Attracting larger companies/employers to the area	11/20/2025 10:23 AM
20	Transportation	11/20/2025 9:58 AM
21	N/A	11/20/2025 9:46 AM
22	Visit to employers in the county to let them know about the workforce training opportunities that are available to them. Also, speak to Developers about new companies moving into the	11/20/2025 9:31 AM

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	county.	
23	Don't know.	11/20/2025 9:20 AM
24	I work with Military students and they are not aware of Workforce Development- I would suggest advertising more of what they have to offer other than occasional job fair	11/20/2025 8:28 AM
25	N/A	11/20/2025 8:27 AM
26	I do not have any recommendations.	11/20/2025 8:24 AM
27	Higher level trainings, meaning some residents have a level of some higher education, but can't seem to afford or find opportunities that will train/educate them which could result in promotions at work, or salary increases. Additionally, expanding the opportunity to participate to those who don't fall within the income/disability/justice involved/unemployed guidelines. Many families are above the income threshold or don't fall within the other categories, but are still struggling.	11/20/2025 8:22 AM
28	More opportunities to find work	11/20/2025 8:19 AM
29	To give a more indepth and realistic situation that will happen and not what might happen	11/20/2025 8:19 AM
30	Promote opportunities to high school aged kids to get them into the workforce at someplace other than Wawa or fast food restaurants. Also some retired people could take advantage of part time employment openings to help subsidize their pension and/or social security benefits. Costs are increasing causing many people on a fixed income to struggle over the past few years.	11/20/2025 8:02 AM
31	Yechnical training school with hiring rebates for employers hiring them upon graduation	11/20/2025 2:55 AM
32	Establish or enhance relationships between Schools (High Schools, Colleges, Universities) and Business & Industry where Business/Industry Reps with employment opportunities visit the schools, present on their operations/services and essentially recruit.	11/19/2025 1:29 PM
33	where I work they publish stories of people who have participated in training and achieved advancements. maybe invest in promoting the resources by showing people who have benefited	11/19/2025 1:27 PM
34	Don't know	11/19/2025 10:17 AM
35	Schools	11/19/2025 9:59 AM
36	Strengthen providers' relationships.	11/19/2025 9:03 AM
37	Sounds like more bureaucracy bs.	11/19/2025 8:30 AM
38	Today's workforce is not just young people. It consists of many older adults. The training needs to encompass every age group from those just starting out to those who have been working their entire life.	11/19/2025 7:31 AM
39	I went to the office on that rcsj campus to help me with a mock interview no one would help me. This may not have been the workforce development board it was probably more of a state office.	11/19/2025 7:21 AM
40	The fix up the towns in Gloucester county that look like they are run down.	11/19/2025 6:07 AM
41	Not sure	11/18/2025 9:27 PM
42	N/a	11/18/2025 9:23 PM
43	Training and/or apprenticeship incentives for employers.	11/18/2025 7:28 PM
44	No discrimination again seniors that still work. I feel we have the right to these programs at a lower cost	11/18/2025 7:07 PM
45	?	11/18/2025 5:54 PM
46	Better communication with the community.	11/18/2025 5:47 PM
47	People need to be the investment. People need to eat before anything else. Perhaps starting with a food program, edible landscaping in towns like Paulsboro, job development centers in combination with shelters that have showers, washers and dryers, and clothing donation center	11/18/2025 5:20 PM

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for work. And computers and work training seminars. The most important investment is in people.

48	More jobs and trainings for senior citizens. Mote Jobs for 16 year and 17 year old Ost places can't 28 or older but that's not teaching 16 to 17 years work ethics. Responsibility, and savings for car and further education to reduce crime	11/18/2025 5:04 PM
49	Stop overdevelopment and rehabilitate abandoned spaces. These are great training grounds for the trades. Improve the subsidies and infrastructure by working with local production companies in south Jersey to improve our film production industry here.	11/18/2025 4:58 PM
50	Shadowing leaders in different organizations.	11/18/2025 4:53 PM
51	More job fairs	11/18/2025 4:45 PM
52	Gloucester	11/18/2025 4:37 PM
53	Not really	11/18/2025 4:34 PM
54	Incentives to get people out in the workplace.	11/18/2025 4:29 PM
55	No more housing development! Roads along with everything else are crowded	11/18/2025 4:01 PM
56	Communication skills, math, morals, work ethic	11/18/2025 3:53 PM
57	Virtual appointments if this is not already in play	11/18/2025 3:49 PM
58	Getting paid while training- ie: EMT training. We have a huge shortage but no one can afford to be in class fulltime and not be paid	11/18/2025 3:45 PM
59	Job training access should begin at the high-school level	11/18/2025 3:44 PM
60	Invest in more training programs that are relevant to what is out there in the workforce.	11/18/2025 3:42 PM
61	To continue job postings for local residents because of the unsteady unemployment forecast in our future.	11/18/2025 3:39 PM
62	N/A	11/18/2025 3:32 PM
63	invest in employer subsidies for payroll expenses rather than formal school - in my industry school/training is not expensive but on the job training is	11/18/2025 3:16 PM
64	Rotation assignments within and outside current job.	11/18/2025 3:13 PM
65	I would like to share more about our Youth Workforce Development Program - The Youth Workforce Development program is a cross-sector collaborative bridge program that provides a powerful opportunity for low to moderate income youth between the ages of 16-24 to help build economic mobility and self-sufficiency in their lives. We connect these youth to positive professional relationships, building critical 21st century job and life skills, and provide direct experience in a work environment that research suggests is the most important way to prepare young people for the realities of college and the workforce. We leverage our expertise and bring a bevy of partners together so that program participants have access to executive level employees at local corporations, nonprofits, and governmental agencies. Through the diligent and meaningful work completed by our interns, we are not only providing valuable career development opportunities for youth but also playing a crucial role in building capacity within our partnering nonprofit organizations. Our program focuses on building a symbiotic relationship between our interns and the nonprofit organizations that host them, fostering mutual growth and long-term impact.	11/18/2025 3:04 PM
66	Have better training opportunities for older people who might need to change jobs. Have more informed people at the office. I was told there was no training for me or job resources. I filled out paperwork and wasted my time. In fact people talked to me while I was registering. And that was it	11/18/2025 2:58 PM
67	Create a Gloucester County Inclusive Training Access Fund that covers transportation, childcare, and training stipends for low-income and underrepresented residents entering RCSJ, GCIT, and Workforce Development Board programs. Launch targeted recruitment in Glassboro, Paulsboro, Woodbury, and West Deptford to increase participation among communities of color. Tie county training dollars to equity benchmarks for providers and employers partnering with the GC Workforce Development Board. Expand paid apprenticeships in county growth sectors—healthcare, logistics, and manufacturing—with a reserved percentage of slots for	11/18/2025 2:41 PM

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underrepresented groups. Publish quarterly equity and placement outcomes through the county Workforce Development Board for transparency.

68	all employers must partner with the Workforce Development Plan in some way through finances, training, workshops and any way the board needs assistance	11/18/2025 2:39 PM
69	Not sure. Maybe empower the libraries to host trainings or workshops...	11/18/2025 2:37 PM
70	more job training opportunities for high school students and those who are not on the college track	11/18/2025 2:36 PM
71	Honestly, I am not sure.	11/18/2025 2:31 PM
72	I think that the board is doing an excellent job of promoting workforce development.	11/18/2025 2:24 PM
73	Work more with the high schools so you are capturing the younger audience in a proactive way.	11/18/2025 2:24 PM
74	There are many needs. Training in airplane maintenance, auto mechanics, how to start a small business,	11/18/2025 2:21 PM
75	??	11/18/2025 2:17 PM
76	Training for people with disabilities for competitive employment	11/18/2025 2:16 PM
77	Unknown	11/18/2025 2:13 PM
78	High school programs for kids not going to college	11/18/2025 2:10 PM
79	Training	11/18/2025 2:09 PM
80	If a county employee scores #1 on a civil service exam, make sure that person is promoted and the person that scored #19 doesn't get the job.	11/18/2025 2:09 PM
81	Access to more free or low-cost trainings for those who need to improve their life circumstances	11/18/2025 2:05 PM
82	apprenticeship programs with the trades. AI is expecting to eliminate a significant amount of entry level and Jr white collar opportunities	11/18/2025 2:05 PM
83	Applicants should be trained solely for a position they qualify for and that aligns with their interests.	11/18/2025 2:04 PM
84	Broader public transportation	11/18/2025 2:00 PM
85	More community involvement	11/18/2025 1:58 PM
86	Job fair	11/18/2025 1:58 PM
87	Continue to provide parents who are returning to the job market training and educational opportunities.	11/17/2025 3:15 PM
88	None	11/17/2025 2:23 PM
89	The reason I say deteriorated has nothing to do with the local WDB. It is due to the ever changing things at the federal level.	11/17/2025 1:26 PM
90	TO ASSIST THOSE WHO DON'T HAVE A HIGH SCHOOL DIPLOMA TO EARN A GED.	11/17/2025 12:14 PM
91	Make sure employers are giving low wage employees better number of hours/week - I find them hired part time for years and having to get 2 different jobs to juggle and lack of decent benefits and enough pay to rent an apartment. Ask employers to offer ride-share systems in case there are staff who need rides to job training sites or to jobs. Continually post and send out blast e mails to county residents to advertise what is available. There are no more newspapers so people have no idea what is available. Have job sites and information at places such as the malls and strip malls throughout the region rather than stuck off by the DMV. Figure out how people with spotty employment records, those with slight disabilities who need to make enough money to live on their own, and those who have criminal records that do not allow them to get decent jobs or housing can make it in workforce opportunities in the county.	11/17/2025 11:15 AM
92	Create Employ Advisory Board to have area employers involved with job training you provide aligned with their business...then employers can engage with students prior to the program	11/17/2025 11:02 AM

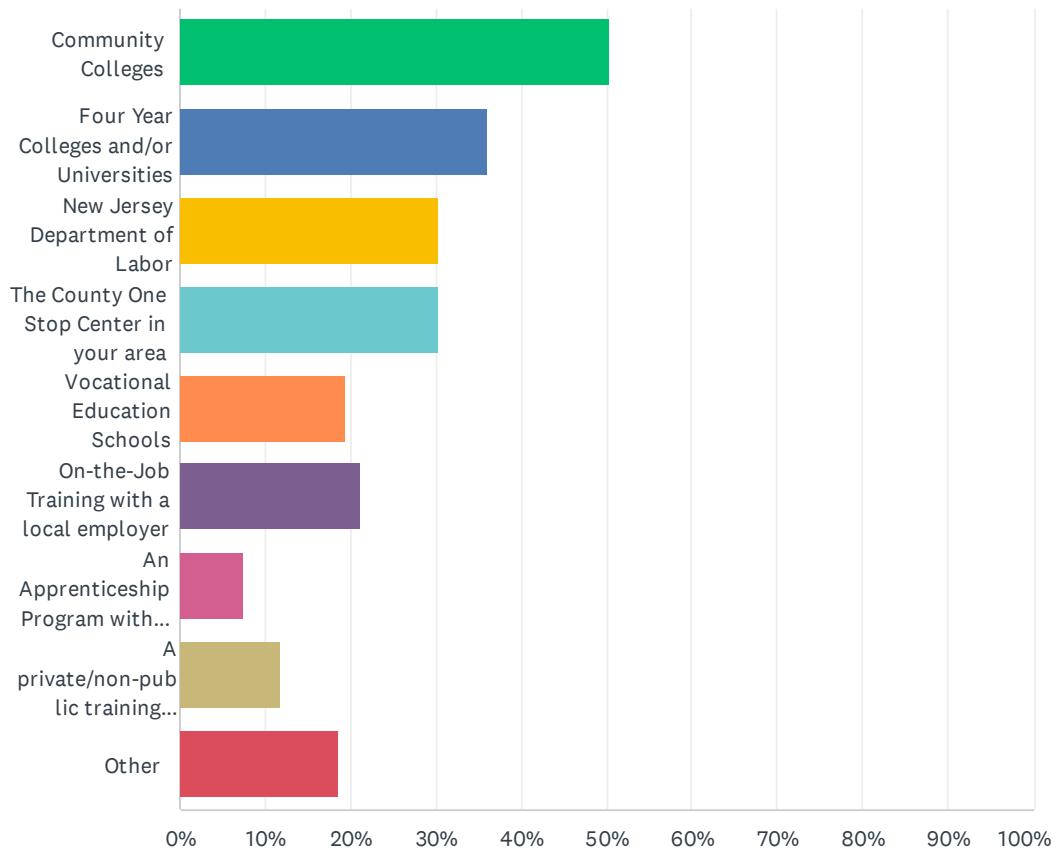
2025 Gloucester County Workforce Development Plan

ending and conduct interview & possibly offer FT/PT employment

93	Provide wraparound supports: childcare, transportation subsidies, digital access (laptops/wi-fi) so training is truly accessible. Incorporate a soft skills course in connection with job training, organizations still value accountability, adaptability, communication, and teamwork.	11/17/2025 9:25 AM
94	Online trainings possibilities and utilizing social media to engage with prospects looking for job training. Make it appealing and include potential earnings of different career paths to encourage participation.	11/17/2025 9:00 AM
95	Work closely with the public library for training opportunities for those seeking work.	11/17/2025 8:47 AM
96	Invest in a facility to have all social service agencies and Unemployment services all in one area of the county. (Woodbury) The most accessible and convenient city for transportation from almost anywhere in the county.	11/14/2025 4:26 PM
97	Develop Apprenticeship programs	11/14/2025 3:10 PM
98	uncertain	11/14/2025 2:55 PM
99	More social media presence, targeted to specific demographics	11/14/2025 1:44 PM
100	Make sure the training programs are on a public transit route so that individuals that are public transportation dependent they have access to the training programs	11/14/2025 1:18 PM
101	More marketing about services available	11/14/2025 1:12 PM
102	Training for high level executives that have been displaced	11/14/2025 1:09 PM
103	N/A	11/14/2025 1:09 PM
104	more direct connections to employers for high school students specifically	11/14/2025 12:47 PM
105	Promote within the high schools and at back to school nights for the parents.	11/14/2025 12:12 PM
106	More involvement and partnerships with labor unions.	11/14/2025 12:11 PM
107	I have only been active with the WDB for the past year so have no feedback at this time.	11/14/2025 10:13 AM
108	Streamline the grant payment process in regards to paying for training for those looking for employment. I understand that it exists but the process is not user friendly.	11/13/2025 5:55 PM
109	More apprenticeships and internships for younger-in-career workers	11/13/2025 5:10 PM
110	Math skills and Architectural Drawings Conceptualization	11/13/2025 4:40 PM
111	Wider social media presence of job postings and opportunities using Instagram or TikTok.	11/13/2025 4:10 PM
112	Providing more training in trades and in demand job fields not in technology.	11/13/2025 4:08 PM
113	There should be a DVR Division of Vocational Rehabilitation sign on the building to enhance the relationship	11/13/2025 3:53 PM
114	No recommendations	11/13/2025 3:50 PM
115	more trade school training	11/13/2025 3:45 PM
116	Advocate for fair wages in the services sector. Develop a training center for Direct Support Professionals who must work with individuals with intellectual and developmental disabilities.	11/13/2025 3:45 PM
117	Employees need to be trained on a higher level than what they are now. They come out of these classes not knowing how to do the simplest of tasks and no work ethic	11/13/2025 3:43 PM
118	More vocational training training (in the trades - construction, welding, plumbing, automotive) that does not require college credits	11/13/2025 3:38 PM
119	not sure	11/13/2025 3:37 PM

Q5 With which of the following workforce training providers have you had experience?

Answered: 119 Skipped: 0



ANSWER CHOICES	RESPONSES
Community Colleges	50.42% 60
Four Year Colleges and/or Universities	36.13% 43
New Jersey Department of Labor	30.25% 36
The County One Stop Center in your area	30.25% 36
Vocational Education Schools	19.33% 23
On-the-Job Training with a local employer	21.01% 25
An Apprenticeship Program with a local employer	7.56% 9
A private/non-public training agency	11.76% 14
Other	18.49% 22
Total Respondents: 119	

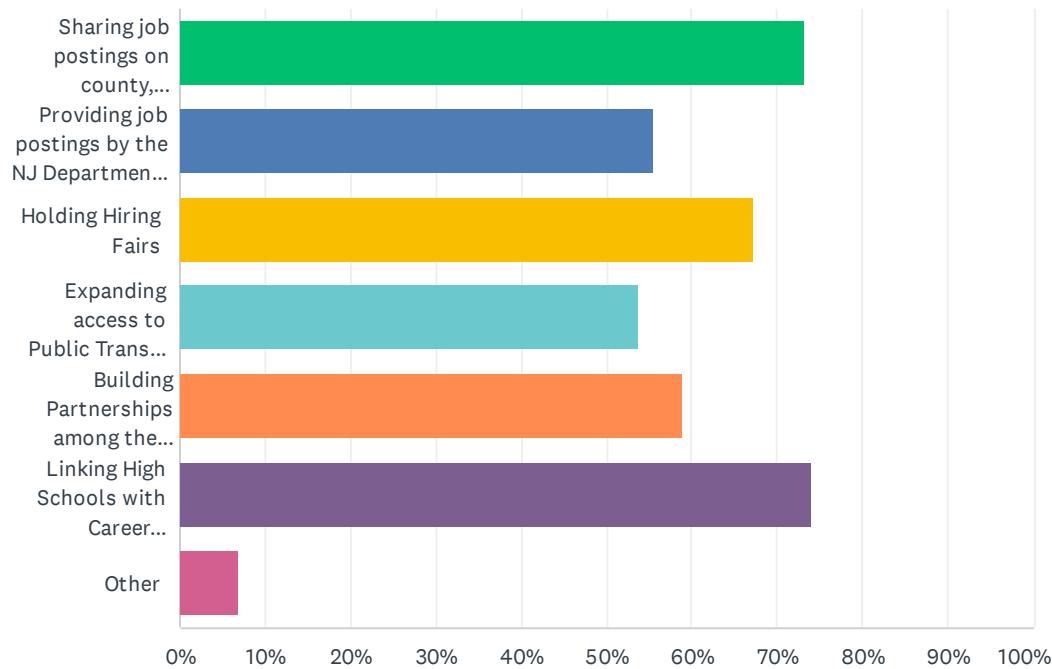
#	OTHER	DATE
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2025 Gloucester County Workforce Development Plan

1	None	11/21/2025 12:48 PM
2	None of the above	11/20/2025 4:00 PM
3	na	11/20/2025 12:43 PM
4	None	11/20/2025 10:42 AM
5	I am a RCSJ employee in Customized training	11/20/2025 9:31 AM
6	None	11/20/2025 8:02 AM
7	none	11/19/2025 1:27 PM
8	I learned on the job	11/19/2025 8:30 AM
9	N/a	11/18/2025 9:23 PM
10	None of these and I wish I did.	11/18/2025 7:07 PM
11	None	11/18/2025 4:37 PM
12	none	11/18/2025 4:34 PM
13	Atlanticare/ Virtua	11/18/2025 3:45 PM
14	none	11/18/2025 3:16 PM
15	None. I wasn't offered any	11/18/2025 2:58 PM
16	??	11/18/2025 2:17 PM
17	I worked for Gloucester County Board of Social Services. Previously Gloucester County Welfare Board	11/18/2025 2:09 PM
18	JJC	11/18/2025 1:58 PM
19	I am writing based on my sons' experiences	11/17/2025 11:15 AM
20	Graduate College including Masters and Doctoral.	11/17/2025 9:00 AM
21	Public Library	11/17/2025 8:47 AM
22	Additional Certification in Metallurgy and Construction	11/13/2025 4:40 PM

Q6 Which of the following do you believe is important in promoting workforce training opportunities in the county?

Answered: 119 Skipped: 0



ANSWER CHOICES		RESPONSES	
Sharing job postings on county, municipal and other websites		73.11%	87
Providing job postings by the NJ Department of Labor and Workforce Development at the County One Stop Centers		55.46%	66
Holding Hiring Fairs		67.23%	80
Expanding access to Public Transit and/or Transportation to Work		53.78%	64
Building Partnerships among the various workforce training providers		58.82%	70
Linking High Schools with Career Development opportunities in the region		73.95%	88
Other		6.72%	8
Total Respondents: 119			

#	OTHER	DATE
1	Teach people to be free thinkers	11/19/2025 8:30 AM
2	Giving exposure to entrepreneurial opportunities	11/18/2025 7:28 PM
3	Again, offer paid training and internships. There are grants out there that can help us accomplish this	11/18/2025 3:45 PM
4	Representatives at hiring fares should be able to make preliminary commitments.	11/18/2025 3:13 PM
5	posting on Instagram, TikTok, and X	11/18/2025 2:05 PM

2025 Gloucester County Workforce Development Plan

6	Better training for students at the high school level to give them the opportunity to graduate and go directly to work if they are not ready or unable to further their education due to finances.	11/17/2025 3:15 PM
7	Social media postings, not just county and municipal jobs- People who need jobs do not necessarily have access to wi fi an all of the sites. Use every Public Library more to publish job information in written format.	11/17/2025 11:15 AM
8	Build a resource network that job seekers can access online	11/14/2025 10:13 AM

Q7 Are there any other issues that you believe should be part of a workforce development plan that could help promote job opportunities in the county?

Answered: 82 Skipped: 37

#	RESPONSES	DATE
1	We need more opportunities in our community. Maybe you can partner with the local hospitals for job opportunities	11/21/2025 12:41 PM
2	No	11/21/2025 12:18 PM
3	Have more updated postings and email as soon as received. Some on list have expired.	11/21/2025 5:40 AM
4	Based on my experience, it's a good feeling to know that there's help from the county to help improve our lives and that there are opportunities for improving lives.	11/20/2025 10:20 PM
5	X	11/20/2025 4:00 PM
6	Yes. Based on our experience at Step With Purpose, we see every day how talented, caring people struggle to access steady employment because of barriers that have nothing to do with their ability to do the job. Many of our applicants and even current staff face challenges with transportation, childcare, mental health pressures, and overall life stability. These are real issues that impact attendance, punctuality, and long-term success. A stronger workforce development plan should include: • Transportation support for individuals who rely on limited bus routes. • Childcare assistance, so parents can work and train without fear of losing their spot or missing hours. • Life-skills and stability coaching, covering time management, communication, workplace expectations, and conflict resolution. • Access to mental health and wellness resources, because many individuals are carrying heavy personal burdens. We love our community and believe deeply in their potential. When people have the right supports, they thrive — and programs like ours can keep building a strong, reliable, and resilient workforce for the county.	11/20/2025 12:29 PM
7	Increase Trade Schools	11/20/2025 11:22 AM
8	Yes, focusing on jobs that promote a safe and healthy community, for the good of all people and the planet rather than focusing only on economic growth which depletes the resources of the people and environment in the closed system in which we reside. I believe that refocusing on a donut economic model would help to ensure success for all members of our community in the long term, as all other models are short sighted, or forget to include the fact that all resources in any given area are limited.	11/20/2025 11:09 AM
9	Ged	11/20/2025 10:59 AM
10	n/a	11/20/2025 10:51 AM
11	Yes, if your a Gloucester Co resident you should have a priority to get a job with Gloucester Co	11/20/2025 10:42 AM
12	N/A	11/20/2025 9:46 AM
13	Jobs for seniors that doesn't affect their social security benefits.	11/20/2025 9:20 AM
14	No	11/20/2025 8:24 AM
15	Transportation is important. Educating people on the path of the career, ie. you can start off in food service but work your way up to chef, short order cook, etc. Open programs up to people who would not normally "fit" into your current criteria.	11/20/2025 8:22 AM
16	N/A	11/20/2025 8:02 AM
17	Collaborative contracts with educators and employers	11/20/2025 2:55 AM
18	NO	11/19/2025 1:29 PM

2025 Gloucester County Workforce Development Plan

19	where I work they publish stories of people who have participated in training and achieved advancements. maybe invest in promoting the resources by showing people who have benefited	11/19/2025 1:27 PM
20	No	11/19/2025 10:17 AM
21	More in the High School	11/19/2025 9:59 AM
22	Less nepotism	11/19/2025 8:30 AM
23	We need to be out at companies that are closing trying to get those employees before they are actually unemployed. We need to be a step ahead.	11/19/2025 7:31 AM
24	Actively recruit high school students in my town to pursue job training	11/19/2025 7:21 AM
25	Yes make it fair instead of hiring your friends or family	11/19/2025 6:07 AM
26	No	11/18/2025 9:27 PM
27	N/a	11/18/2025 9:23 PM
28	Maintaining a focus on diversity in the workplace.	11/18/2025 7:28 PM
29	I would like to see more of these programs for seniors who are still working and would love to have access to free skills training	11/18/2025 7:07 PM
30	?	11/18/2025 5:54 PM
31	Yes...food, clothing, grooming.	11/18/2025 5:20 PM
32	Offering more job opportunities for 16 yo 18 year old other than fast foods	11/18/2025 5:04 PM
33	The film industry is saturated in north Jersey but there is a massive opportunity to quickly grow this industry and bring these jobs into Gloucester county.	11/18/2025 4:58 PM
34	Having Middle to High School Students shadow different leaders in Retail Businesses.	11/18/2025 4:53 PM
35	No	11/18/2025 4:45 PM
36	None	11/18/2025 4:37 PM
37	NO	11/18/2025 4:34 PM
38	None	11/18/2025 4:29 PM
39	Stop expansion!	11/18/2025 4:01 PM
40	Teach about these services in high school	11/18/2025 3:53 PM
41	No	11/18/2025 3:49 PM
42	Applying for the GAINS grant for Gloucester County EMS so we can offer a paid training and internship program.	11/18/2025 3:45 PM
43	There is a lot of nepotism going on in Gloucester County hiring practices	11/18/2025 3:44 PM
44	Yes, more jobs in the County	11/18/2025 3:42 PM
45	no	11/18/2025 3:32 PM
46	additional grants to employers to pay new employees as they train on the job	11/18/2025 3:16 PM
47	Tuition assistance for education related to enhancing performance.	11/18/2025 3:13 PM
48	none at this time	11/18/2025 3:04 PM
49	Give companies incentives for hiring local	11/18/2025 2:58 PM
50	Gloucester County should address transportation gaps by adding shuttle routes to job centers and training sites. It should expand digital access and digital-skills training for residents without reliable devices or internet. The county also needs stronger reentry employment pathways for justice-involved residents. Increasing ESL and bilingual navigation services would help immigrant residents access better jobs. Finally, boosting career coaching and case management would improve training completion and job placement rates.	11/18/2025 2:41 PM

2025 Gloucester County Workforce Development Plan

51	I would like for incoming businesses to have to use abandoned buildings instead of building new construction. I believe this would eliminate the county being consumed by unoccupied buildings	11/18/2025 2:39 PM
52	Respond to all job submissions, even if candidate is not qualified so they are not left in limbo and the candidate knows what kind of qualifications they can work towards.	11/18/2025 2:37 PM
53	na	11/18/2025 2:36 PM
54	not right now, maybe more awareness somehow	11/18/2025 2:31 PM
55	Communication is a major area that concerns me. Electronic communications is not available to everyone.	11/18/2025 2:21 PM
56	..	11/18/2025 2:17 PM
57	Promoting technical/business schools	11/18/2025 2:10 PM
58	No issues	11/18/2025 2:09 PM
59	possible tax moratorium for those businesses that provide apprenticeship, OJT programs, or other incentives.	11/18/2025 2:05 PM
60	Shelter and food	11/18/2025 2:00 PM
61	None	11/18/2025 1:58 PM
62	Making the process easier and quicker for those individuals wanting to and needing to receive grants or assistance for training so that they may seek employment.	11/17/2025 3:15 PM
63	None	11/17/2025 2:23 PM
64	None	11/17/2025 1:26 PM
65	hAVE EMPLOYERS TALK TO THOSE SEEKING EMPLOYMENT	11/17/2025 12:14 PM
66	Communication of work opportunities and training should go out to all county residents as a blast every so often, just like weather alerts. all employers, not just state and county employers need to be included and how to clear poor work records, how to overcome barriers such as criminal convictions and so forth need to be discussed with employers and potential workers.	11/17/2025 11:15 AM
67	As more young adults enter the workforce, it's important to help them understand that building a career begins with gaining foundational skills, and growth comes through continuous learning. Many young workers either see the job as "just a paycheck" or assume they should advance directly into management. By teaching soft professional skills and providing clear visual career pathways, we can show them where they start, how they can develop, and the specific steps that lead to long-term career advancement.	11/17/2025 9:25 AM
68	no	11/17/2025 8:47 AM
69	n/a	11/14/2025 3:10 PM
70	Address the gaps in resumes whether it was due to incarceration, away seeking substance treatment or mental health treatment, pregnancy to help those become more desirable employee in the current market	11/14/2025 1:18 PM
71	No	11/14/2025 1:09 PM
72	No	11/14/2025 1:09 PM
73	Utilize as many social media platforms as you can	11/14/2025 12:12 PM
74	None	11/14/2025 12:11 PM
75	Promoting ongoing learning and training for workers to upskill	11/14/2025 10:13 AM
76	Upskilling training for incumbent workers	11/13/2025 5:10 PM
77	none at this time	11/13/2025 4:40 PM
78	no	11/13/2025 4:10 PM

2025 Gloucester County Workforce Development Plan

79	Making sure to link the public up to vocational rehabilitation assisting individuals with disabilities obtaining employment within the community	11/13/2025 3:53 PM
80	None	11/13/2025 3:45 PM
81	More complete training in the Healthcare field of study.	11/13/2025 3:43 PM
82	none	11/13/2025 3:37 PM

GLoucester County Workforce Development Board (WDB)

2025 PREFACE & UPDATE

WIOA WORKFORCE INNOVATION
AND OPPORTUNITY ACT

LOCAL AREA PLAN

Submitted To: The NJ State Employment & Training Commission (SETC)
Prepared by: Triad Associates

DECEMBER 2025

