

BergenWDB

BUILDING STRONGER BUSINESSES AND CAREERS



Annual Report

Results Achieved 2015-2016

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BUILDING STRONGER BUSINESSES AND CAREERS

Who we are: The Bergen County Workforce Development Board (WDB) establishes policies, sets strategic direction, and provides oversight for employment and training services funded through the Workforce Innovation and Opportunity Act (WIOA). The Bergen WDB also facilitates partnerships between local businesses with similar hiring and training needs. These services are provided at the Bergen One-Stop Career Center (BOSCC) in Bergen County to individuals who are seeking jobs and businesses that want to employ them. The BOSCC is designed to provide a full range of services through different workforce system partners all under one roof.

BERGEN COUNTY WORKFORCE DEVELOPMENT BOARD

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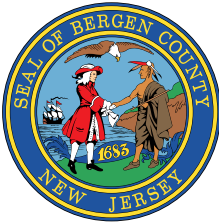
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EXECUTIVE SUMMARY

What we do for employers: The Bergen WDB, working with the One-Stop Career Center and other organizations, helps employers find and hire qualified workers. Employers access the County's talent pool through the Business Resource Center (BRC) at the One-Stop Career Center, 60 State Street in Hackensack. The WDB also acts as a liaison between the New Jersey Department of Labor and Workforce Development (LWD) and local businesses, connecting them to education and training for current ("incumbent") and future workers seeking highly skilled jobs. The WDB connects employers to vital services, such as incentives and training grants, tax credits, on-the-job training for workers, and other business-related services.

What we do for job seekers: The Bergen WDB helps job seekers find jobs and careers. The One-Stop Career Center provides dozens of employment resources, most of which are free of charge. Special programs are available to assist job seekers of all ages, independent of their socioeconomic backgrounds or challenges to employment.

What we do for the community: The Bergen WDB envisions a thriving regional economy. We are not alone. We have partners in this effort—community, faith-based, and government organizations with which we are collaborating to create and support initiatives that tackle our most pervasive human capital challenges. We focus on youth, veterans, the disabled, and individuals seeking re-employment and re-entry into the workforce.



BENEFITS FOR BERGEN COUNTY

- Contributed Services
- Revenue
- Grants
- Transparency & Accountability
- Oversight of Public Workforce System and Funding
- Expert Workforce System Policy and Planning

A common goal: The County Executive, the Bergen County Freeholders, and the WDB share a common goal of getting people re-employed in Bergen County. The members of our board work tirelessly to accomplish this goal, volunteering their time to ensure that we are a "blue-ribbon" WDB. We will continue to work closely with County government to find effective and innovative ways to re-employ people through the resources of the public workforce system.

ELECTED OFFICIALS

James Tedesco III, Bergen County Executive, Chief Elected Official

Michele Dilorgi, Chief of Staff

Marc Schrieks, Deputy Chief of Staff, WDB Liaison

Steve Tanelli, Freeholder Chairman

Tracy Silna Zur, Freeholder Vice Chairwoman, WDB Liaison

John Felice, Freeholder Chairman Pro Tempore

Maura DeNicola, Freeholder

David L. Ganz, Freeholder

Thomas J. Sullivan, Freeholder

Dr. Joan M. Voss, Freeholder

As of June 30, 2016

MESSAGE FROM THE CHAIR

I assumed the chair of the Workforce Development Board on July 1st of 2016, following a two year “reign” of Steve Blumenthal, who accomplished a great deal, organizationally, during the period of his service. Fortunately, he remains an active member of the Board, and a spirited participant in Executive Committee discussions.



*Dr. Allan DeGiulio,
Chair of the Board*

While I have been an active member of the original WIB (now WDB) board since its beginning, serving on and chairing a variety of committees, when the membership (and executive leadership) “recruited” me to consider the acceptance of a two-year term as chairperson, I took some time to mull over the pros and cons of such acceptance, given the fact that my “day job” is an intensive, time consuming, diverse range of activities; I had worked closely with my predecessor for the last two years, and had a pretty good idea of the expectations in place if one was to fully commit to the level of service required to provide leadership to this demanding enterprise.

Clearly, WDB membership, and leadership, is not a perfunctory exercise, and, it seems, there are few dull moments as we address the pre-employment and employment needs of a county population in dire need of inclusion in the labor force.

With the above as background then, the last 5 months have been interesting and challenging, and the opportunity to work with a group of board members representative of a wide range of professions and interests, all of whom (well, most anyway!) share a range of expertise, and a depth of commitment, that is at once admirable and pace-setting, in particular our committee chairs who approach their responsibilities with a seriousness of purpose not often seen in the volunteer community.

Without the constant, albeit loving, prodding of an uber-talented executive staff, the work of the Board and its committees would not progress nearly as much as it does, and for that I respectfully acknowledge the herculean efforts of my long-time friend and colleague, Tammy Molinelli, and her wonderful assistant, Carol Polack, who seems to be everywhere at once.

Over the past few months, I’ve had the pleasant experience of participating in a Job Fair conducted by our One Stop Center at our local community college, a very well-attended day-long activity with numerous employers and at least 1000 job seekers. It was an impressive undertaking.

I’ve also had the opportunity to become familiar with Project Search, a well-designed and implemented program whose partners provide work experience opportunities for disabled youth. It’s off to a wonderful start and deserves to be viewed as a model for others to emulate.

The year looming ahead is sure to be filled with a broad range of activities designed to impact the employability of Bergen County residents in a meaningful way. I feel privileged to be a part of it.



*Tammy Molinelli,
Executive Director*

FROM THE DESK OF THE EXECUTIVE DIRECTOR

This was a great year with lots of exciting and innovative changes due to President Barack Obama's signing the Workforce Innovation and Opportunity Act (WIOA) into law on July 22, 2014. Our local board geared up with all our partners and implemented WIOA regulated programs in July 2015. Several key changes in the law focus on greater system accountability, a stronger connection to and identification of the needs of business and a focus on industry recognized credentials as a result of publicly funded training.

Recognizing that a well-trained and educated workforce is a key economic driver for our region, the WDB has expanded the Workforce Learning Link by introducing Conover, a new soft skills training program, which has been able to provide basic employability skills training to many of our clients.

North Jersey Partners, a Regional consortium of 10 Northern NJ counties, had a successful year developing a strategic plan on how to help job seekers and business by working together as a region to promote public services in partnership with community colleges, the business community and public entities' that assist with business and workforce development.

We have worked closely with the state's 7 top in demand Industry Talent Networks, partnering with them to hold valuable Industry summits, gathering information on skill gaps, emerging occupations and future hiring needs as well as identifying Industry valued credentials that business values.

Committee Highlights:

Literacy – sponsored a Literacy Roundtable event to better understand the needs in our community from business and providers of services

Disability – Developed a video, interviewing employers and getting testimonials on their experience in hiring individuals with Disabilities.

Business Development – In partnership with Hackensack University Medical Center, and Holy Name Medical Center, Freeholder Zur, County Executive Tedesco, Bergen County Special Services, DVR and local High Schools, Project SEARCH, an immersive work experience program, we are providing youth with disabilities the opportunity. The program is focused on skills development with the goals of helping students make the successful transitions from high school to self-sustaining employment.

Partnered with the Meadowlands Regional Chamber of Commerce and the County Superintendents office to follow three successful School Districts as they implement their Internship programs to develop a toolkit of best practices and processes of great internship programs.

Meet the Mayors event to educate County mayors on community workforce and Economic Development resources

One Stop - Developed two subcommittees to analyze all aspects of Job Seeker Services and Business Services. An in-depth review with continue to take place through the next year and recommendations will be communicated to key stakeholder with a plan for improvement if needed.

Bergen Employment Network was created to bring job developers, community providers of services to job seekers, Educators and alike together to network and share information on needed community services.

Finally, Thank you to Steve Blumenthal for his leadership of the WDB.

SERVICES FOR JOB SEEKERS



The Bergen WDB is composed of private and public sector leaders from business, education, labor, community and faith-based organizations, and government. We are uniquely positioned to help connect job seekers to jobs. The Bergen One-Stop Career Center (BOSCC) provides dozens of employment resources for job seekers, which are free of charge.

In 2015-2016, we continue to use On-The-Job-Training (OJT) agreements with a variety of companies, placing several full-time individuals in these firms. As we move forward, OJT's will continue to be our goal—securing long-term employment within a variety of companies. This focus is a win-win for employers, for job seekers, and for all who reside in Bergen County.

In the upcoming year, the Bergen WDB will use criteria established by the SETC regarding skill level and competency guidelines to be used as a basis for the selection of skill training programs and competency curriculum in the local areas.

PROGRAM OUTCOMES

PROGRAM YEAR 2015-2016

Program	Enrolled	Outcomes
Workforce Learning Link	110	Upgrades: 105 HSEs Received: 5 College/Training: 93 Job Placed: 13
Youth	321	HSEs Received: 158 College/Training: 12 Employment: 13
Disabilities	2447	Application: 641 Eligible: 550 Service: 391 Employed: 262 Closed Rehab: 242 Closed Other: 361

JOB SEEKER SERVICES 2015-2016

- Job Search Assistance
- Free Office Resources
- Resource Library
- Support Services
- Career Assistance
- Training

SERVICES FOR EMPLOYERS



The BOSCC has programs to assist employers in identifying qualified candidates to fill open positions in their companies. Employers who work with the Business Resource Center (BRC) will receive assistance in posting an open position, scheduling a positive recruitment (interviews), providing interview/meeting space, and coordinating a variety of training programs.

Through the Division of Vocational Rehabilitation Services (DVRS) employers are provided assistance in meeting the needs of newly employed disabled employees. A veteran's representative is located in the BOSCC and is able to assist employers in identifying qualified veterans ready to return to the workforce. When an employer decides to hire a new employee through the BOSCC, the employer could qualify for an employee wage reimbursement during the initial On the Job Training (OJT) period. These services are provided at no cost to the employer.

PROGRAM OUTCOMES

BERGEN COUNTY JOB FAIR - OCTOBER, 10 2016

Employer Registered Tables: 114*

Industries Represented: Advanced Manufacturing (2%); Financial Services (11%); Government/Community/Education (17%); Health Care (17%); Life Sciences (2%); Technology (3%); Retail/Hospitality (38%); Transportation/Shipping (10%)

Job Fair Attendees: 1,079

Workshop Attendees: 444

Current Level of Job Seeker Education: Masters/Ph.D/Other (195); Bachelors (401); Some College (312); High School (171)

Current Job Status: Employed (301); Short-term Unemployed (459); Long-term Unemployed (273); New to Workforce (46)

**Employers reported hiring 109 employees as a result of the job fair.*

BUSINESS SERVICES 2015-2016

- Employee Search Assistance
- Hiring Programs
- Skills Training Programs
- Employer-Benefit Programs
- Labor Market Information
- Funding for Training

DEMOGRAPHICS & LABOR GENERAL STATISTICS



Located in the northeast corner of New Jersey, bordering New York State, Bergen County is the most populous county in New Jersey with 905,116 residents in 2010. The County is part of the New York City metropolitan area; approximately 16% of Bergen County's workforce residents commute to Manhattan each day.

According to the data, Bergen County has a per capita personal income (PCPI) of \$75,849 compared to \$57,949 in the State of New Jersey.

Source: US Department of Commerce Bureau of Economic Analysis November 2016

POPULATION	905,116
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Source: U.S. Census Bureau, Population Division (2010)

INCOME

Median Household Income 2015	\$85,806
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Source: 2011-2015 American Community Survey 5-Year Estimate

Per Capita Income 2015	\$75,849
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Source: US Department of Commerce Bureau of Economic Analysis November 2016

NJ LABOR FORCE STATISTICS

Number in Labor Force Year End 2016	4,507,830
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Difference from Year Ago	-7,421
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Employment Year End 2016	4,295,329
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Difference from Year Ago	+7,943
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Unemployment Rate Year End 2016	4.7%
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Difference from Year Ago	-.03%
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Source: New Jersey Department of Labor



ECONOMIC & WORKFORCE GROWTH INDUSTRIES

The Bergen WDB is committed to supporting industry sectors which are vital to the County's current and future economy. Through the development and execution of workforce sector strategies for the County's key industries, the Bergen WDB will align workforce policies, planning and performance to drive

workforce investments based on industry needs that will yield the best employment outcomes for employers and job seekers in Bergen County.

What industries are expected to have employment growth?

Bergen County, 2014-2024 Projected Employment Change					
Industry Title (Two Digit NAICS)	2014 Jobs	2024 Jobs	Change 2014-2024		
			Number	Percent	
				Total	Annual
Total All Industries	462,400	493,274	30,874	6.7	0.6
Healthcare and Social Services	76,161	92,869	16,708	21.9	2.0
Administrative and Waste Services	25,364	29,612	4,248	16.7	1.6
Professional, Scientific, and Technical Services	37,633	41,274	3,641	9.7	0.9
Educational Services	40,243	42,732	2,489	6.2	0.6
Management of Companies and Enterprises	17,101	19,366	2,265	13.2	1.3
Accommodation and Food Services	31,254	33,434	2,180	7.0	0.7
Construction	15,947	17,830	1,883	11.8	1.1
Arts, Entertainment, and Recreation	7,352	9,218	1,866	25.4	2.3
Transportation and Warehousing	12,202	13,145	943	7.7	0.7
Wholesale Trade	39,338	40,215	877	2.2	0.2
Real Estate and Rental and Leasing	7,464	8,005	541	7.2	0.7
Retail Trade	54,670	54,973	303	0.6	0.1
Utilities	1,127	1,325	198	17.6	1.6
Natural Resources and Mining	38	40	2	5.3	0.5
Other Services	18,266	17,994	-272	-1.5	-0.1
Government	20,808	20,095	-713	-3.4	-0.3
Finance and Insurance	16,580	15,412	-1,168	-7.0	-0.7
Information	9,507	7,106	-2,401	-25.3	-2.9
Manufacturing	31,345	28,629	-2,716	-8.7	-0.9

Note: Total nonfarm employment excludes self-employed and unpaid family workers.
Percent Changes are based on unrounded data - Source: New Jersey Department of Labor and Workforce Development

From 2014 to 2024, Bergen County is projected to add 30,874 jobs. The county (+6.7%) is expected to add jobs at a slightly higher rate than the state over the 10-year period (+6.5%). Healthcare and social services is expected to be the county's job growth leader (+16,708) over the period.

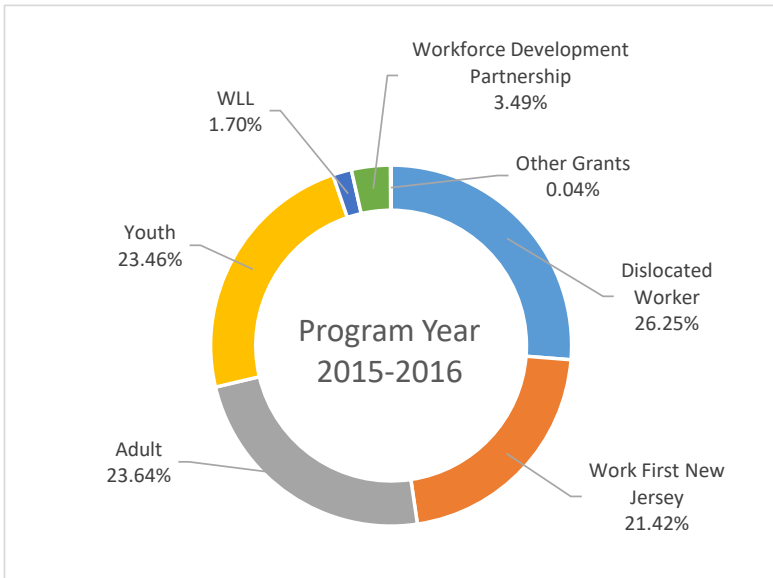
Source: New Jersey Department of Labor Data for Decision Making Series November 2016

BERGEN WDB 2015-2016 FINANCIALS

Bergen WDB Funding: The Bergen WDB is funded primarily by the Federal Workforce Innovation and Opportunity Act (WIOA) and is mandated by federal law to monitor spending and programs at a One-Stop Career Center that assists in recruiting and training employees and job seekers. Bergen County received an allocation of approximately \$8 million. The funds included \$2.1 million for Dislocated Worker programs; \$1.7 million for Work First New Jersey programs; \$1.9 for Adult programs; \$1.9 for Youth programs, and \$136,000 for Workforce Learning Link programs, bringing the PY2015-2016 available funds to \$8,012,776.

BERGEN WDB FUNDING BY SOURCE

Source	PY 2014-2015	PY 2015-2016
Dislocated Worker	\$2,593,427	\$2,103,668
Work First New Jersey (WFNJ)	\$1,631,714	\$1,715,970
Adult	\$2,004,449	\$1,893,978
Youth	\$1,862,732	\$1,879,528
Workforce Learning Link (WLL)	\$253,000	\$136,000
Youth Symposium Grant	\$25,445	N/A
National Emergency Grant (NEG)	\$8,533	N/A
Workforce Development Partnership	N/A	\$279,619
Other Grants	\$2,408	\$4,013
Total	\$8,381,708	\$8,012,776



BERGEN WDB 2015-2016 BOARD OF DIRECTORS

BOARD OFFICERS AND CHAIRS

Dr. Allan DeGiulio, Greater Bergen Community Action, Inc., Board and Executive Committee Chair
Mark Bocchieri, Verizon, Vice-Chairperson, Board Vice Chair and Governance Committee Chair
George Charne, Hunter Group, Treasurer of the Board
Michele Talamo, Human Resources Consultant, Secretary of the Board

Amanda Missey, Bergen Volunteer Medical Initiative (BVMI), Business Development Committee Chair
Kathy Walsh, The Arc of Bergen and Passaic Counties, Disabilities Committee Co-Chair
Jim Thebery, Bergen County Disability Services, Disabilities Committee Co-Chair
Steven Blumenthal, MBAF, LLC Certified Public Accountants and Advisors, One-Stop Committee Co-Chair
Patrice Goldfarb, Employee Benefits Advisors Group, One-Stop Committee Co-Chair
Shannon Lazare, M&T Bank Corporation, Youth Council Chair
Sharon Rosario, NJ Department of Education, Bergen County, Youth Council Vice-Chair

BOARD MEMBERS

Lynn Bartlett, Housing Authority of Bergen County
Maxine Becker, NJ DOL, Division of Vocational Rehabilitation Services (DVRS)
Robert Calocino, Bergen County Board of Social Services
Gerald Carroll, Bergen County Technical Schools
Joanne Cimiluca, Bergen County Division of Economic Development
Etta Denk, Bank of America
Martin Devaney, Crestron Electronics, Inc.
Thomas Eastwick, Eastwick College and The Ho-Ho-Kus Schools
Lori Friedman, Goodwill Industries of Greater NY and Northern NJ, Inc.
Walter Hecht, WCH7 Consulting
David Hollenbeck, PSE&G
Jayne Jacobson, SCORE Bergen
Greg Janz, Bergen County One-Stop Career Center
Lorraine Joewono, Bergen County Division of Senior Services
Tedd Kochman, Littler Mendelson, P.C.
Dr. Howard Lerner, Bergen County Technical Schools and Special Services
Jane Linter, Bergen County Department of Human Services
Jackie Lue Raia, NJ Sharing Network Foundation
Brian Maher, Berkeley College
Vincent Morelli, Aflac
Norah Peck, NJ Department of Education, Bergen County
Dr. Anne Prisco, Felician University
Damaris Ramirez, The Healthcare Network
Daniel Ritson, Wasch & Ritson
Treva Spencer, SUEZ
James Tedesco, County of Bergen
Paul Thomasset, Morgan Stanley
Vince Vicari, Bergen Small Business Development Center
Dr. Kaye Walter, Bergen Community College
Lou Weiss, WFM Project and Construction, Inc.
Patrick Welton, Residence Inn Marriott Saddle River
Paula Wills, Bergen County One-Stop Career Center
Tracy Zur, County of Bergen

WDB STAFF

Tammy Molinelli, Executive Director
Carol Polack, Business Manager
Victoria Tahhan, Project Specialist

As of June 30, 2016



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www.bergenworkforce.org

ADDRESS CORRECTION REQUESTED