

Bergen County



# Workforce Investment Board

Annual Report  
2010-2011

*Collaboration,  
Planning,  
and  
Preparation  
for  
Bergen County's  
Workforce*



# Chairman's Report

The years 2010–2011 were anything but an easy time for the citizens of New Jersey as they struggled through a continued down economy and high unemployment. As of this writing, New Jersey has an unemployment rate of 9.4—the thirteenth worst in the nation.

It was also a very challenging period for the Bergen County Workforce Investment Board. However, we had some significant accomplishments. We re-energized and reorganized our board, added several new business professionals, and created an effective committee structure. We participated with the State Employment and Training Commission as a member of their Governance Committee to help design a new set of guidelines for all seventeen WIB Boards in New Jersey. We also successfully passed all state and federal fiscal and procurement audits.

We met or exceeded all federally mandated “performance measurements” and are in compliance with all membership requirements. Although we lost our entire WIB administrative staff due to budget cuts, we held an unprecedented election to allow the addition of a federally funded staff add-on and the reappointment of our existing Executive Director. And now, we are one of three counties involved in the implementation of Burning Glass software to assist in the new *Jobs4Jersey* program. This is an absolute necessity since we can no longer work under a “Business as Usual” mentality.

Let me state some frightening facts as compiled by Business Insider:

- If you lose your job today, there is a 70% chance you won't find a job in the next month.
- If you have been unemployed for a year, there is a 91% chance you won't find a job in the next two months.
- Two million people have exhausted 99 weeks of unemployment benefits. Another four million will do so by the end of the year.
- There was zero job growth in the past decade, the worst ten years on record.
- More than one job in four added to the economy last year was temporary.
- When you count the unemployed, underemployed, and discouraged workers, only 47% of the workforce is fully employed.
- The number of workers over the age of 55 has increased nearly 8% in three years. No retirement means no hiring.
- The average length of unemployment is 22 weeks.
- For worker over 55, the average length of unemployment is 43 weeks.
- No jobs crash since the Great Depression of the 1930's even compares to what's happening now in terms of jobs lost by the economy as a whole.
- More than 3 million manufacturing jobs have been lost since 1988.

If we are to take steps to improve these conditions—each and every one of us involved with the WIB and those in organizations associated with us; the people who work with us; the people who work for us; the people to whom we report directly or indirectly—we must all examine every practice, rule, regulation, measurement, business/organization tenet, standard, guide, and culture to ensure they meet the demands of the action(s) required to resolve or lessen the problems caused by this economy. We are all on the same team and are responsible to make things happen. We will start with our own Committees and Workforce Investment Board.

—Jim Black, Bergen County Workforce Investment Board Chairman

# Bergen County Workforce Investment Board

*The Workforce Investment Board (WIB) is a public and private partnership that acts as the “go to” resource and oversight agency for workforce and talent development in Bergen County.*

The core responsibility of the WIB is oversight of the Public Workforce System known as the One-Stop Career Center. This includes fiscal oversight, program and provider monitoring, external monitoring, and audits. It also includes the development of budgets, policies, and plans. Local WIBs are accountable for the effectiveness of the local public system and are responsible for preparing the annual budget.

The core responsibilities of the Bergen County WIB include:

- Collaborate with agencies to create and execute workforce policy. Develop plans, advocate for, and report on the Bergen County Workforce System to Local, State, and Federal Agencies;
- Develop and maintain collaborative partnerships with an emphasis on: Business development, education and training, literacy, disability, youth, re-entry, minorities, 55+, and low-income individuals;
- Coordinate regional and state initiatives that impact Bergen County, as they relate to One-Stop operations, policy, planning, training, job placement, and workforce development;
- Develop and/or carry out key projects, initiatives, and community partnerships that enhance job-seeker training or business workforce training and talent development; and,
- Communicate with ALL stakeholders that can benefit from the Public Workforce system and its partners.

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Dr. Howard Lerner  
Bergen County Technical Schools

Donnett Barnett  
Verizon

Randy Guthrie  
Advanced Technologies and Services, Inc.

Marcia Harrow  
NJ Meadowlands Commission

Charles Evans  
Corporate Turnaround

Martin Deveney  
Crestron Electronics

Annette Freund  
Freund Associates

Dr. Allan DeGiulio  
BC Community Action Program

Vincent D'Elia  
Small Business Development Center

Etta Denk  
JP Morgan Chase

John Dauenhauer  
Whole Foods Market

Tom Eastwick  
The Ho-Ho-Kus School

Jim Kirkos  
Meadowlands Regional  
Chamber of Commerce

Robert Gilmartin  
Bergen County Schools

Dinitri Miaoulis  
Baroan Technologies

Walter Hecht  
Business Consultant

Juanito Chiluisa  
NJ State Employment Services

Jayne Jacobson  
Jayne Jacobson Associates

Tedd Kochman  
Grotta, Glassman & Hoffman

Julie Orlando  
Bergen County Health and Human Services

Sal Mastroeni  
Bergen One-Stop Career Center

Charles Mattson  
IBEW - Local Union 164

Bernadette McPherson  
Board of Chosen Freeholders

Dennis McNerney  
County of Bergen

Jackie Lue Raia  
BCC MOSAOC Center

Dr. Ron Milon  
Bergen Community College

Cynthia Forster  
North Jersey Media Group

Jerry Calabrese  
Division of Vocational Rehab

Janice Lavin  
Board of Social Services

Ellen Elias  
Center for Drug and Alcohol Resources

Kathy Walsh  
ARC of Bergen-Passaic

Dr. G Jeremiah Ryan  
Bergen Community College

Jim Thebery  
Department of Human Services

Tom Toronto  
Bergen County United Way

Valarie Dargan  
Bergen County Dept. Human Services

Kirsten Giardi  
Goodwill Industries

John Felice  
Freeholder

# WIB Key Partner Projects

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## *The WIB's Key Partner Projects in 2010–2011 included the following:*

- Developed CBJT (Community-Based Job Training) grant video for the retail industry.
- Actively pursued a federal CEDS (Comprehensive Economic Development Strategy) grant with NJTPA (New Jersey Transportation and Planning Authority) through North Jersey Partners.
- Partnered with a Bergen County consultant to look at the alignment of the WIB with Bergen County resources, EDC, and partners.
- Developed budgets (including ARRA) and strategy for Bergen County.
- Developed the Interdepartmental funding plan and budget for Business Development.
- Co-Chair of Bergen Community College MOSAIC Center via a grant from the Kessler Foundation.
- Hosted multiple Job Fairs for Job Seekers and Businesses in Bergen County.
- Planned and presented a Business Symposium for small businesses in Bergen County.
- Worked closely with the State WIB Directors in identifying key strategies to present to the New Jersey State Department of Labor.
- Developed a training and employment strategy with Bergen Community College to train and place bank tellers, as well as train and place individuals for a Bergen County electronics company.
- Spoke on “Preparing a Globally Competent and Innovative Workforce” at the Education for Exponential Age Symposium at Ramapo College on May 20, 2011.
- **Worked with the County** Prosecutor’s SMART Chat program which guides high school youth toward positive and effective decision making.
- Helped with planning and participated in the START Youth program with the Bergen County Sherriff’s Office.

# 2010–2011 Executive Director’s Report

## *1. Policy, Planning, Advocacy, and Reporting of the Bergen County Workforce System.*

Over the past year the WIB:

- Developed the ARRA Funding Plan and budget, as well as the Interdepartmental Fund Spending Plan for Business Development.
- Coordinated WIB meetings—WIB Executive Committee, WIB Finance Committee, and the One-Stop Career Center Committee.
- Worked with various agencies, schools, and organization to secure grants from Bergen County and the region. The Bergen County WIB partnered with the writing and receipt of a \$24 Million Health Care Grant.
- Read proposals for, and supported the writing of, multiple grants for Bergen County, such as Perkins School’s Grants, the CBJT (Community-Based Job Training) Grant, TAA Grant, and the International Brotherhood of Electrical Workers Youth Transition to Work Grant.

## *2. One-Stop Oversight.*

Over the past year the WIB has:

- Worked with the One-Stop Operator and the Finance Committee to review key funding streams and share this information with the WIB.
- Attended/Coordinated planning, oversight, and provider monitoring meetings regarding the following 10 funding streams: WIA Adult, WIA Youth: In School and Out of School; WIA Dislocated Worker; WIA Title II Worker Grants; WFNJ (Work First New Jersey); TANF (Temporary Aid for Needy Families) Grant, WDP (Workforce Development Partnership Program); WLL (Workforce Learning Link); Disability Navigator Program; American Recovery & Reinvestment Act (ARRA); and, the SETC Administrative funding.
- Worked with the One-Stop Committee to review all 17 One-Stop Performance Measures in the following areas: Adult, Dislocated, Older Youth, and Younger Youth Performance, as well as Customer Satisfaction Performance Measures. Within each of the categories there is detailed criteria to meet each measure. The One-Stop met or exceeded all Performance Measures.

## *3. Developed and maintained partnerships with individuals and agencies with an emphasis on:*

Business Development, Education and Training, Specialty Populations: Literacy, Disability, Youth, Re-Entry, Women, 55+, Low Income. The WIB was also involved with key meetings and initiatives that included Regional- and State-wide workforce partners regarding initiatives that impacted Bergen County.

## *4. Business Development*

The WIB staff:

- Worked one-on-one with Bergen County businesses

providing recruitment assistance and connecting business to all business-related resources. For example, the WIB acted as the single point of contact for Crestron Electronics, assisting them in accessing resources from the public workforce system, saving them over one million dollars over the past year.

- Supported local and regional industry-sector partnerships with workforce and economic development information and initiatives. Industry Sectors include Allied Health, Transportation and Logistics, Entertainment, Travel and Tourism, Green Businesses, Small Businesses, and Manufacturing. In June the WIB held a Business Summit in partnership with Bergen Community College and North Jersey Media Group with speakers including Tracy McDaniel, CEO and President of Choose NJ; Senator Cardinal; and, NJ Labor market specialists.
- Sponsored and assisted in Bergen County job fairs, including a WIB-sponsored Job Fair bringing in over 1,000 job seekers and 40 businesses.
- Worked with multiple businesses, assisting them with workforce and talent development issues.

## *5. Education and Training*

Worked with Woodcliff Lake Middle School and Pascack Hills High School on Career Day events, educating students as to the possible careers available to them in Bergen County.

## *6. Focus on Specialty Populations*

Over the last year, WIB staff coordinated and held the following meetings to plan and support key initiatives: Literacy, Youth, and Disability.

The WIB was represented on the following community committees:

- Human Services—HSAC Board Member
- Re-Entry—Sheriff’s Advisory Task Force
- Business—Meadowlands Reg. Chamber of Commerce
- One-Stop Welfare Program Oversight—Case management
- Youth Programs—STEP Program (Sheriff’s office) and High School Showdown (Prosecutors office)
- Women in Business —Meadowlands Women
- Education—Bergen Community College Meadowlands Advisory Committee and the Meadowlands Regional Chamber Education and Workforce Committee
- Non-Profit Organizations—Bergen Community College Nonprofit Advisory Council
- Youth Services Commission—Serving Youth at Risk

Regional and State meetings and initiatives that impact Bergen County:

- State Employment and Training Commission Meetings
- Garden State Employment and Training Association Meetings—Chair, State WIB Directors Committee
- North Jersey Partners—Chair, Regional Partnership of eight Northern NJ Counties

## WFNJ & WLL—State Funds

### WFNJ (Work First New Jersey)

The WFNJ program was established to transform the welfare system in New Jersey. This program was created to require all able-bodied families with dependent children, single adults and couples without dependent children to work rather than receive welfare.

### WLL (Workforce Learning Link)

WLL supports state-wide literacy programs, GED testing centers and Literacy Labs.

<b>State Funds</b>	<b>Amount Received</b>	<b>PY 2010</b>
WFNJ		\$1,782,317
WLL		\$296,755

<b>State Funds</b>	<b>Amount Received</b>	<b>PY 2010</b>
NEG Financial Sector		\$50,000
Disability Navigator		\$63,675

## WIA Funding—Federal Funds

### Dislocated Worker

Dislocated Workers are those employees who have lost their jobs through no fault of their own. There is no income requirement to qualify.

### Adult

Adult is income eligible and serves those with barriers to employment.

### Youth

Serves youth between 14 – 21 years of age. Eligibility is income-based and serves those with barriers to employment.

<b>Federal Funds</b>	<b>Amount Received</b>	<b>PY 2010</b>
Dislocated Worker and Dislocated ARRA		\$2,365,955
Adult and ARRA Adult		\$880,794
Youth and ARRA Youth		\$778,782



# Bergen One-Stop Occupational Training

**PY 2010**

<b>Number of Clients served</b>	
<b>WDP</b>	
<b>WFNJ—TANF/GA/FS</b>	
<b>WIA</b>	
<b>Dislocated Worker</b>	
<b>Adult (Title 1)</b>	
<b>Youth</b>	
<b>In-School</b>	
<b>Out-of-School</b>	
<b>WIA—ARRA</b>	
<b>Dislocated Worker</b>	
<b>Adult (Title 1)</b>	
<b>Level of Service Placed in Training</b>	

**These figures are for occupational training only. Thousands of individuals receive assistance through the multitude of services offered at the One-Stop Career Center.**

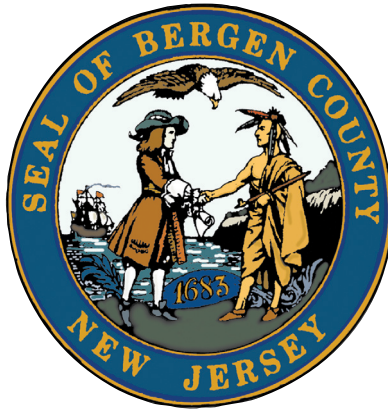
# Bergen One-Stop

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<b>WDP</b>	
<b>WFNJ—TANF/GA/FS</b>	
<b>WIA</b>	
<b>Dislocated Worker</b>	
<b>Adult (Title 1)</b>	
<b>Youth</b>	
<b>In-School</b>	
<b>Out-of-School</b>	
<b>WIA—ARRA</b>	
<b>Dislocated Worker</b>	
<b>Adult (Title 1)</b>	
<b>Level of Service Placed in Training</b>	

**These figures are for occupational training only. Thousands of individuals receive assistance through the multitude of services offered at the One-Stop Career Center.**





Administrative Personnel Listings on Back Cover