

BergenWDB

BUILDING STRONGER BUSINESSES AND CAREERS



Annual Report

Results Achieved 2014-2015

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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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www.bergenwib.org

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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

Joan Voss, Freeholder Chairwoman

Steve Tanelli, Freeholder Vice Chairman

John Felice, Freeholder Chairman Pro Tempore

David Ganz, Freeholder

Maura DeNicola, Freeholder

Tracy Zur, Freeholder, WDB Liaison

Thomas J. Sullivan, Freeholder

As of June 30, 2015

MESSAGE FROM THE CHAIR



*Steven Blumenthal,
Chair of the Board*

It has been a very productive year for the Workforce Development Board (WDB). Through our Committees and their respective Chairpersons, our Board members and their support and involvement and our Executive Director and Business Manager, collectively, we have accomplished a tremendous amount.

The WDB expects to hire a full time staff person. A One Stop customer flow evaluation was formulated for distribution to One-Stop Employees and many of the suggestions were instituted. The WDB is in the process of recruiting smaller business owners to the Board.

The Business Development Committee, with the support of the County Executive's offices, is in the process of finalizing a January meeting with the Mayors of Bergen County to inform them of the many benefits the WDB offers businesses. In addition, the Committee is also reaching out to Chambers and similar entities in the County to educate the members of these Organizations as to the assistance and opportunities available to businesses.

The One Stop Committee is moving forward in its work with the Bergen County One-Stop Career Center (BOSCC). In conjunction with the BOSCC, the Committee is setting up procedures to track services for employers, such as Employee Search Assistance, Skills Training Programs, Funding for Training; and services for job seekers, such as Job Search Assistance, Support Services, Career Assistance and Training; and to quantify and report this information to the Board and the Executive Committee on a timely basis.

The Disabilities Committee expects to complete its "Workability" video in the very near term; the video will be part of "Road Show" scheduled for Chambers of Commerce and Rotaries that will discuss the hiring of people with different abilities. In the early fall the Bergen County Job Fair is planned which will include representatives from the NJ Division of Vocational Rehabilitation Services; the Job Fair will include employer packets that will include information on hiring people with disabilities.

The Youth Council had a Community Youth Symposium at Bergen Community College to benefit youth at risk of dropping out of school, do not have diplomas or are unemployed and facing barriers to successful entry into adulthood. Further, the High School Equivalency Program enrollment has doubled.

The Executive Director and Business Manager have been outstanding in working with our Board and Committees; reaching out to the Business Community; and engaging the various governmental agencies in overseeing a seamless flow within the WDB's many engagements.

I look forward to the upcoming program year with all of the good work we are doing and planning and with our very capable people on our Board, Committees and Staff. As successful as program year June 30, 2015 was, I expect the June 30, 2016 to be even more so.



*Tammy Molinelli,
Executive Director*

FROM THE DESK OF THE EXECUTIVE DIRECTOR

Change. It's the only thing that is constant and this past year was most definitely no exception.

Our new Chairman, Steven Blumenthal was elected and took office in July 2014 shortly before President Obama signed the Workforce Innovation and Opportunity Act (WIOA) into law. WIOA reauthorizes the Workforce Investment Act (WIA), legislation that guides the public workforce system. We have been preparing our new strategies as a board and within each committee to align with those of the NJ and Federal Departments of Labor. I am happy to report that I was asked to sit on the State Employment and Training Commission's Governance planning committee to identify the factors needed to go into the state plan - a plan that was adopted this year.

WIOA will focus on the revitalization of the workforce readiness system and will be characterized by three critical areas of excellence:

1. The needs of business and workers drive workforce solutions.
2. One-Stop Centers provide excellent customer services to job seekers and employers and focus on continue improvements.
3. The Workforce system supports strong regional economics and plays an active role in community and workforce development.

In Bergen, our workforce partnership will focus on the following:

Seek to improve coordination between primary federal programs created to help an individual acquire a combination of basic academic, critical thinking, digital literacy, and self-management skills, support Career Pathways and educational alignment to local Industry needs through local business engagement and encourages regional planning to leverage resources.

At the Bergen County Workforce Development Board, our ultimate goals are to help individuals gain the education and skills they need to transition into postsecondary education/training and/or workforce, to help business find the workforce they need, and to develop policy and support the Bergen County One-Stop Career Center. We do this through strategic and collaborative partnerships with hundreds of stakeholders and agencies who share our same goals and values. I am looking forward to the new opportunities that the upcoming year brings.

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 2014-2015, 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 2014-2015

Program	Enrolled	Outcomes
Workforce Learning Link	117	Upgrades: 62* HSEs Received: 33 College/Training: 84** Job Placed: 9
Youth	172	HSEs Received: 92 College/Training: 18 Employment: 80
Disabilities	1568	Employment Plan: 819 Employed: 123 Continued Service: 1284

**Improved their level allowing them to enter training, enter or sit for the HSE (High School Equivalency) test, and seek employment.*

***Left the program for vocational training or to enter a college program*

JOB SEEKER SERVICES 2014-2015

- 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

TOP 10 EMPLOYERS 2014-2015 OJT Contracts

1. Allstate Insurance
2. Bell Environmental Services
3. Credit Risk Monitoring
4. Crestron Electronics, Inc.
5. M.J. Muccia Plumbing & Heating Inc.
6. PMC
7. Precision Metal Machining, Inc
8. RCS
9. Rock Tenn
10. Wendy's Accounting Services

Listed in alphabetical order.

BUSINESS SERVICES 2014-2015

- 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 933,572 residents in 2014, an increase of 8,244 from the 925,328 enumerated in the 2010 Census. 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 Bureau of Economic Analysis, Bergen County has a per capita personal income (PCPI) of \$73,536. This PCPI ranked fourth in the State of New Jersey.

Source: Bureau of Economic Analysis and U.S. Census Transportation Planning Package Data

POPULATION 2014	933,572
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Source: U.S. Census Bureau, Population Division

INCOME

Median Household Income 2013	\$83,794
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Source: 2009-2013 American Community Survey 5-Year Estimate

Per Capita Income 2014	\$73,536
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Source: Bureau of Economic Analysis, Bergen County

LABOR FORCE STATISTICS

Number in Labor Force Year End 2014	481,788
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Number in Labor Force as of June 2015	485,640
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Employment Year End 2014	460,064
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Employment as of June 2015	463,253
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Unemployment Rate Year End 2014	21,724 4.5%
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Unemployment Rate as of June 2015	22,387 4.6%
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Source: New Jersey Department of Labor



ECONOMIC & WORKFORCE GROWTH INDUSTRIES

The New Jersey State & Employment Training Commission (SETC) has identified the importance of aligning economic development and workforce efforts in New Jersey. As a result, the SETC passed a resolution establishing sector strategies as the framework for New Jersey's workforce system.

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.

LONG TERM OCCUPATIONAL EMPLOYMENT PROJECTIONS 2012-2022

From 2012 to 2022, Bergen County is projected to add 45,100 jobs. The county (+10%) is expected to add jobs at a significantly higher rate than the state over the 10-year period (+7.5%). Bergen's ten fastest-growing industries will account for 47,100 or 93.7 percent of new jobs by 2020.

Source: NJDOL County Labor Market Information Snapshot, November 2014

INDUSTRY EMPLOYMENT PROJECTIONS

Industry	2012 Estimated Employment	2022 Projected Employment	Percent Change
Health Care and Social Assistance	72,400	88,950	+22.8%
Retail Trade	53,000	58,250	+9.9%
Government	47,950	47,150	-1.7%
Wholesale Trade	39,800	42,200	+6.0%
Professional and Technical Services	33,850	39,750	+17.4%
Accommodation and Food Services	29,050	32,800	+12.9%
Manufacturing	32,200	28,450	-11.6%
Administrative/Support/Waste Services	25,300	27,350	+8.0%
Management of Companies/ Enterprises	19,650	24,050	+22.2%
Construction	14,800	17,900	+20.9%

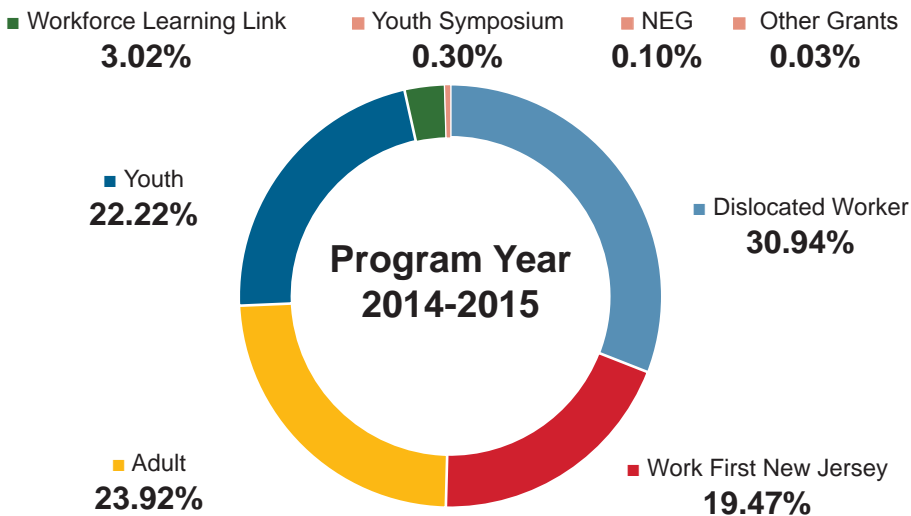
Source: New Jersey Department of Labor

BERGEN WDB 2014-2015 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 \$8.4 million. The funds included \$2.6 million for Dislocated Worker programs; \$1.6 million for Work First New Jersey programs; \$2.0 for Adult programs; \$1.9 for Youth programs, and \$253,000 for Workforce Learning Link programs. In addition to workforce funds, the Bergen WDB applied for and received over \$25,000 in competitive grant funds, bringing the PY2014-2015 available funds to \$8,381,708.

BERGEN WDB FUNDING BY SOURCE

Source	PY 2013-2014	PY 2014-2015
Dislocated Worker	\$2,042,803	\$2,593,427
Work First New Jersey (WFNJ)	\$1,631,715	\$1,631,714
Adult	\$1,256,141	\$2,004,449
Youth	\$1,197,552	\$1,862,732
Workforce Learning Link (WLL)	\$142,000	\$253,000
Youth Symposium Grant	\$0	\$25,445
National Emergency Grant (NEG)	\$0	\$8,533
Other Grants	\$4,815	\$2,408
Total	\$6,275,026	\$8,381,708



BERGEN WDB 2014-2015 BOARD OF DIRECTORS

BOARD OFFICERS AND CHAIRS

Steven Blumenthal, MBAF CPAs, LLC, Chair of the Board and Executive Committee

Martin Devaney, Crestron Electronics, Inc., Vice Chair of the Board

George Charne, Hunter Group, Treasurer of the Board

Michele Talamo, Consultant, Secretary of the Board

Lou Weiss, WFM Project & Construction Inc., Business Development Committee Cochair

Mark Bocchieri, Verizon, Business Development Committee Cochair

Kathy Walsh, ARC of Bergen/Passaic, Disabilities Committee Cochair

Jim Thebery, Bergen County Division on Disability Services, Disabilities Committee Cochair

Dr. Allan DeGiulio, Greater Bergen Community Action, Inc., Governance Committee Chair

Patrice Goldfarb, Employee Benefits Advisors Group, One-Stop Committee Chair

Shannon Lazare, M&T Bank, Youth Council Chair

Sharon Rosario, NJ Department of Education, Youth Council Vice Chair

BOARD MEMBERS

Lynn Bartlett, Housing Authority of Bergen County

Maxine Becker, NJ Department of Labor and Workforce Development, Division of Vocational Rehabilitation Services (DVRS)

Robert Calocino, Bergen County Board of Social Services

Jim Connors, Bergen County Technical Schools and Special Services

Dominick D'Agosta, Retired - Former President of Freedom Bank

Etta Denk, Bank of America

Gerry Drummond, Bergen County Department of Human Services

Thomas Eastwick, Eastwick College

Ellen Elias, Children's Aid and Family Services

Deborah Fredericks, Fairleigh Dickinson University

Lori Friedman, Goodwill Industries of Greater NY and Northern NJ, Inc.

Walter Hecht, WCH7 Consulting

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

Norah Peck, NJ Department of Education, Bergen County

Maggie Peters, Bergen County Economic Development Corporation

Vince Vicari, New Jersey Small Business Development Center, Bergen County

Dr. Kaye Walter, Bergen Community College

Paula Wills, NJ Department of Labor and Workforce Development, Employment Services

WDB STAFF

Tammy Molinelli, Executive Director

Carol Polack, Business Manager

As of June 30, 2015

BergenWDB

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ADDRESS CORRECTION REQUESTED