

# BergenWDB

BUILDING STRONGER BUSINESSES AND CAREERS



## Annual Report

Program Years 2016 & 2017

Results Achieved July 1, 2016 - June 30, 2018

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## BergenWDB

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), Bergen County's Project SEARCH, WorkFrist NJ (WFNJ), Workforce Learning Link (WLL), and other publicly funded workforce programs. These services are provided at the Bergen One-Stop Career Center (BOSCC) in Hackensack to individuals who are seeking jobs and businesses that want to employ them.

### **BERGEN COUNTY WORKFORCE DEVELOPMENT BOARD**

60 State Street, Room 200, Hackensack, NJ 07601

Telephone: (201) 343-8830

Fax: (201) 996-6975

[www.bergenworkforce.org](http://www.bergenworkforce.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 Bergen One-Stop Career Center. 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 Bergen 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 Bergen County Executive, the Bergen County Freeholders, and the Bergen 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 maintain a "blue-ribbon" status. We will continue to work closely with County government to find effective and innovative ways to employ and 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

**Thomas J. Sullivan**, Freeholder Chairman

**Germaine M. Ortiz**, Freeholder Vice-Chairwoman

**Mary J. Amoroso**, Freeholder Chairwoman Pro Tempore

**David L. Ganz**, Freeholder

**Steven A. Tanelli**, Freeholder

**Dr. Joan M. Voss**, Freeholder

**Tracy Silna Zur**, Freeholder Chairwoman, WDB Liaison

*As of January 2018*

# MESSAGE FROM THE EXECUTIVE DIRECTOR



*Tammy Molinelli,  
Executive Director*

The Bergen County Workforce Development (Bergen WDB) went through a lot of changes as the implementation of Workforce Innovation and Opportunity Act (WIOA) took place. The Bergen County One-Stop Career Center serves thousands of clients each year, and our talented team of professionals at the One-Stop made this a seamless transition with no interruption of services.

We fully integrated staff at the One-Stop across agencies to best utilize that staff's talents and to best serve our customers. We instituted a customer service survey for clients to get feedback so we can continue to make the Bergen County One-Stop a great resource for job seekers and businesses alike. An analysis of our current workshops for job seekers was completed, and changes were made to ensure that our workshop topics are exactly what our job seekers need to be successful in their job search.

Each Bergen WDB committee and committed community stakeholders came together to provide feedback and valuable insights towards the development of the Bergen County Local and Regional Workforce Development Plans.

A select group of Bergen WDB members rolled their sleeves up and developed, with the County of Bergen, a Request For Proposal (RFP) to competitively secure a One-Stop Operator to run the Bergen One-Stop Career Center. After a comprehensive development of the RFP and review process, I am happy to share that Bergen County Technical School District will continue as the Bergen County's One-Stop Operator.

As we enter into our third year with Project SEARCH, we're excited and hopeful for our incoming students that they will learn valuable skills for employment. We also successfully funded "in-school" youth training programs to help youth with disabilities, gain valuable employability skills along with their general high school experience with our local program providers. We are happy to report that funding for our "out-of-school" youth programs assist over 150 young people each year to achieve their High School Equivalency Diploma (HSE -- formerly GED).

We are pleased to have continued the Soft Skills Academy at one of Bergen's Workforce Learning Link locations using The Conover Company's Workplace Readiness Program. Knowing the importance of soft skills in the workplace, this program has been met with great praise as indicated by our client's feedback.

Overall the past two years were challenging but rewarding as system changes took place, and innovative ideas became a reality. I look forward to more system enhancement, innovation and positive feedback from clients in the years to come.

*Tammy Molinelli*

# WIOA 101

# PUBLIC WORKFORCE SYSTEM

Workforce Innovation and Opportunity Act (WIOA) authorizes the One-Stop Career Center System and the following core programs:

## **WIOA Title I: Adult, Dislocated Worker, and Youth Programs**

Adult and Dislocated Worker Employment & Training supports career services, training services, job placement assistance, and incumbent worker training. Adult prioritizes eligible workers that are low-income, veterans, or basic skills deficient. Dislocated Worker focuses on eligible individuals who lost their jobs due to no fault of their own, are unlikely to return to their occupations, and have exhausted their unemployment benefits.

Youth Employment & Training supports services for eligible in-school youth (aged 14-21) and out-of-school youth (aged 16-24) beginning with career exploration and guidance, continued support for high school diploma (or its recognized equivalent) attainment, opportunities for skills training in in-demand industries and occupations, such as pre-apprenticeships or internships, and culminating with a good job along a career pathway, enrollment in post-secondary education, or a Registered Apprenticeship.

## **WIOA Title II: Adult Education & Family Literacy Program**

The Adult Education and Family Literacy Act (AEFLA) supports a variety of services to help eligible adults develop basic skills. Services assist with improving reading, writing, math, and English proficiency; attaining a high school diploma or equivalent; transition to post-secondary education and training, and gain employment.

## **WIOA Title III: Employment Service Program**

The Wagner-Peyser Act Employment Services (ES) program focuses on providing a variety of employment related labor exchange services including but not limited to job search assistance, job referral, and placement assistance for job seekers, re-employment services to unemployment insurance claimants, and recruitment services to employers with job openings.

The services offered to employers, in addition to referral of job seekers to available job openings, include assistance in development of job order requirements, matching job seeker experience with job requirements, skills and other attributes, assisting employers with special recruitment needs, arranging for job fairs, assisting employers analyze hard-to-fill job orders, assisting with job restructuring and helping employers deal with layoffs.

## **WIOA Title IV: Vocational Rehabilitation Program**

The Rehabilitation Act Title I – Vocational Rehabilitation (VR) services support vocational rehabilitation and training services to individuals with disabilities to maximize their employability, independence, and integration into the workplace and community. Services focus on transitioning high school students to work, and a variety of individualized adult services including occupational training and assistive technologies. Additionally, VR supports services to assist employers in hiring and retaining VR customers with disabilities.

# PROGRAM OUTCOMES

In the upcoming years, 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.

## TITLE I FINAL YEAR-END OUTCOME REPORT JULY 1, 2016 THROUGH JUNE 30, 2017

### ADULT PROGRAM

Measure	Local Plan	Actual Results	Local Achievement
Entered Employment Rate	63.5%	60.9%	96.0%
Employment Retention Rate	82.0%	77.0%	93.9%
Average Earnings	\$13,489	\$18,408	136.5%

### DISLOCATED WORKER PROGRAM

Measure	Local Plan	Actual Results	Local Achievement
Entered Employment Rate	73.7%	68.2%	92.6%
Employment Retention Rate	87.4%	72.7%	83.2%
Average Earnings	\$17,655	\$21,794	123.4%

### YOUTH PROGRAM

Measure	Local Plan	Actual Results	Local Achievement
Placement Rate	54.7%	60.7%	111.0%
Degree Attainment	60.6%	67.0%	110.5%
Literacy Numeracy Gain	54.5%	80.0%	146.8%

### TITLE I TRAINING GRANTS

	ITA	OJT
Adult	50	2
Dislocated Worker	470	11
Youth	0	18
<b>Total</b>	<b>520</b>	<b>31</b>

### LEVELS OF SERVICE

Adult	5,399
Dislocated Worker	778
Youth	706
<b>Total</b>	<b>6,883</b>

*Individual Training Grant (ITA); On The Job Training Grant (OJT)*

# PROGRAM OUTCOMES

## TITLE I FINAL YEAR-END OUTCOME REPORT JULY 1, 2017 THROUGH JUNE 30, 2018

### ADULT & DISLOCATED WORKER (DW) PROGRAMS

	Total Served	ITA	OJT	Other Post Secondary	Attained HSE	Achieved Employment	Continuing in the Program
Adult	40	37	3			23	
DW	419	411	8			239	

### YOUTH PROGRAMS

	Total Served	ITA	OJT	Other Post Secondary	Attained HSE	Achieved Employment	Continuing in the Program
In-School	295	0	0	87		7	150
Out-of-School	312	29	0		80	4	186

### WFNJ PROGRAMS

	Total Served	ITA	OJT	Other Post Secondary	Attained HSE	Achieved Employment	Continuing in the Program
TANF	251	1	0	5		64	123
GA/SNAP	709						339

### WORKFORCE LEARNING LINK PROGRAMS

	Total Served	ITA	OJT	Other Post Secondary	Attained HSE	Achieved Employment	Continuing in the Program
Soft Skills	483				1	31	82
Basic Skills	55				13	5	24

### OTHER SERVICES

#### E-LEARNING (METRIX)

Served	79
Continuing in Program	67

Self-Service	14,439
Attended Information Session	2,373
Attended Workshop	4,833

Individual Training Grant (ITA); On The Job Training Grant (OJT)

# PROGRAM OUTCOMES

## BUSINESS SERVICES

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

## TOP 10 EMPLOYER OJT CONTRACTS

1. YOOX Net-A-Porter Group	6. SUEZ
2. Lowes	7. SoJo Spa
3. Marshalls	8. Albright Electric
4. UPS	9. Chipotle
5. Guardian Data Destruction	10. Express Employment Professionals

## BERGEN COUNTY JOB FAIR - OCTOBER 7, 2016

**Employer Registered Tables:** 114

**Industries Represented:** Advanced Manufacturing (5); Financial Services (13); Government/Community/Education (19); Health Care (19); Life Sciences (2); Manufacturing (3); Retail/Hospitality (43); Technology (4); Transportation/Shipping (11)

**Job Fair Attendees:** 1,079

## BERGEN COUNTY JOB FAIR - OCTOBER 6, 2017

**Employer Registered Tables:** 124

**Industries Represented:** Advanced Manufacturing (2); Financial Services (6); Government/Community/Education (17); Health Care (32); Office Administration (16); Plumbing/Electrical (4); Retail/Hospitality (38); Transportation/Shipping (11)

**Job Fair Attendees:** 1,068

**Current Level of Education:** Beyond Bachelor's (168); Bachelors (419); Some College (312); High School (137); Obtaining GED/HSE (32)

**Current Job Status:** Seeking Better Position (272); Short-term Unemployed\* (472); Long-term Unemployed\* (178); Recent Grad/Entering Workforce (146)



# PROGRAM OUTCOMES



**Project SEARCH** is a one-year, business-led, unpaid internship program for students with disabilities in their last year of high school that takes place entirely at a host business site. It provides students who want to work a chance to explore careers and develop transferable job skills. The combination of instruction and immersion in the workplace prepares young adults with disabilities to make successful transitions from school to productive adult life.

## The Goal: Independent adults working in a competitive environment.

Current Bergen County Project SEARCH host business sites:

- Hackensack University Medical Center, Hackensack
- Holy Name Medical Center, Teaneck

Project SEARCH is a collaborative partnership between business, education, workforce and government agencies, vocational rehabilitation, community rehabilitation providers, long-term support agencies, and families. In Bergen County, Project SEARCH is coordinated by the Bergen County Workforce Development Board. The per-pupil cost is paid for by the school districts sending their students to the program. All other costs, including the licensing fees, are made possible through additional funds granted to the Bergen WDB by the County of Bergen.

## PROJECT SEARCH 2016-2017 ACADEMIC YEAR SEPTEMBER 2016 THROUGH JUNE 2017

National Outcomes	Local Outcomes
358 programs in 43 states, Canada, England, Ireland, and Scotland	2 programs in Bergen County (4 in the state of New Jersey)
98% of sites entered data	100% of sites entered data
75.5% of graduates employed	80% of graduates employed
33% employed by the host site; 67% employed elsewhere in the community	50% employed by the host site; 50% employed elsewhere in the community
Average hourly wage was \$9.79	Average hourly wage was \$19.48
Average hours worked were 24.2/week	Average hours worked were 21+/week

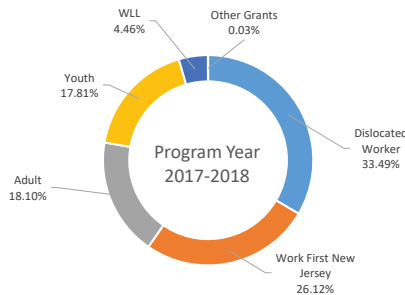
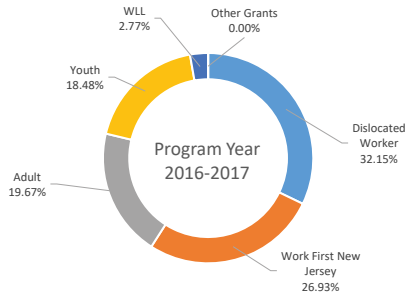
*Note: The employment rate in New Jersey of people with disabilities (ages 21 to 64) was 35.2% (using data from the 2015 American Community Survey).*

# BERGEN WDB 2016-2018 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 WDB FUNDING BY SOURCE

Source	PY 2015-2016	PY 2016-2017	PY 2017-2018
Dislocated Worker	\$2,103,668	\$2,034,524	\$1,891,488
Work First New Jersey (WFNJ)	\$1,715,970	\$1,704,279	\$1,475,604
Adult	\$1,893,978	\$1,244,883	\$1,022,202
Youth	\$1,879,528	\$1,169,554	\$1,005,762
Workforce Learning Link (WLL)	\$136,000	\$175,000	\$252,000
Workforce Development Partnership	\$279,619	NA	NA
Other Grants	\$4,013	\$0	\$1,605
<b>Total</b>	<b>\$8,012,776</b>	<b>\$6,328,240</b>	<b>\$5,648,661</b>



# BERGEN WDB BOARD OF DIRECTORS

## BOARD OFFICERS

Dr. Allan DeGiulio, Greater Bergen Community Action, Inc., Chairperson  
Mark Bocchieri, Verizon, Vice-Chairperson  
George Charne, Hunter Group, Treasurer  
Michele Talamo, Human Resources Consultant, Secretary

## BOARD MEMBERS

Lynn Bartlett, Housing Authority of Bergen County  
Maxine Becker, NJ DOL, Division of Vocational Rehabilitation Services (DVRS)  
Gerard Carroll, Bergen County Technical Schools  
Maryann Cavallo, M.A., CCC-SLP  
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  
Patrice Goldfarb, Employee Benefits Advisors Group  
Walter Hecht, WCH7 Consulting  
David Hollenbeck, PSE&G  
Jayne Jacobson, SCORE Bergen  
Lorraine Joewono, Bergen County Division of Senior Services  
Shannon Lazare, M&T Bank Corporation  
Dr. Howard Lerner, Bergen County Technical Schools and Special Services  
Jackie Lue Raia, NJ Sharing Network Foundation  
Brian Maher, Berkeley College  
Amanda Missey, Bergen Volunteer Medical Initiative (BVMI)  
Dr. Anne Prisco, Felician University  
Damaris Ramirez, The Healthcare Network  
Dr. Michael Redmond, Bergen Community College  
Kevin Tarantino, SUEZ  
James Tedesco, County of Bergen  
Jim Thebery, Bergen County Disability Services  
Vince Vicari, Bergen Small Business Development Center  
Kathy Walsh, The Arc of Bergen and Passaic Counties  
Patrick Welton, Residence Inn Marriott Saddle River  
Paula Wills, Bergen County One-Stop Career Center  
Adina Yacoub, Bergen County Board of Social Services  
Joseph Zarra, NJ Department of Education, Bergen County  
Tracy Zur, County of Bergen

## ADVISORY MEMBERS

Greg Janz, Bergen County One-Stop Career Center  
Tedd Kochman, Littler Mendelson, P.C.  
Vincent Morelli, Aflac  
Daniel Ritson, Wasch & Ritson  
Lou Weiss, WFM Project & Construction Assoc., LLC

## STAFF

Tammy Molinelli, WDB Executive Director  
Carol Polack, WDB Business Manager  
Donna Todd, Bergen One-Stop Career Center WDB Liaison

*As of June 30, 2018*

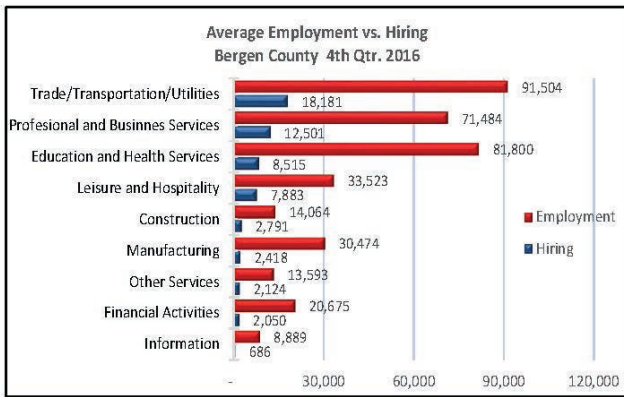


# ECONOMIC & WORKFORCE GROWTH INDUSTRIES

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.

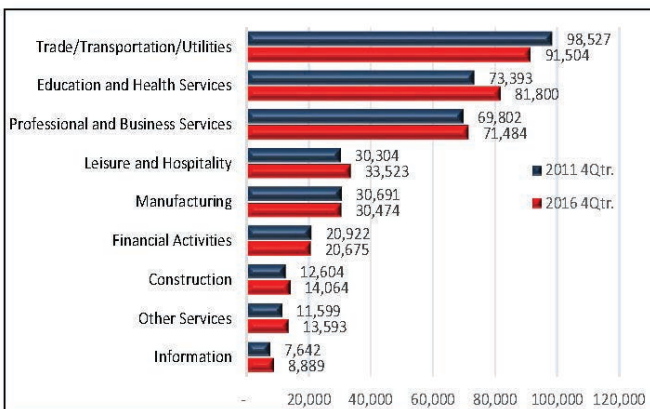
## Private Sector Employment, Bergen County

Hiring Needs by Industry  
Total Jobs and New Hires in Bergen County, by Sector



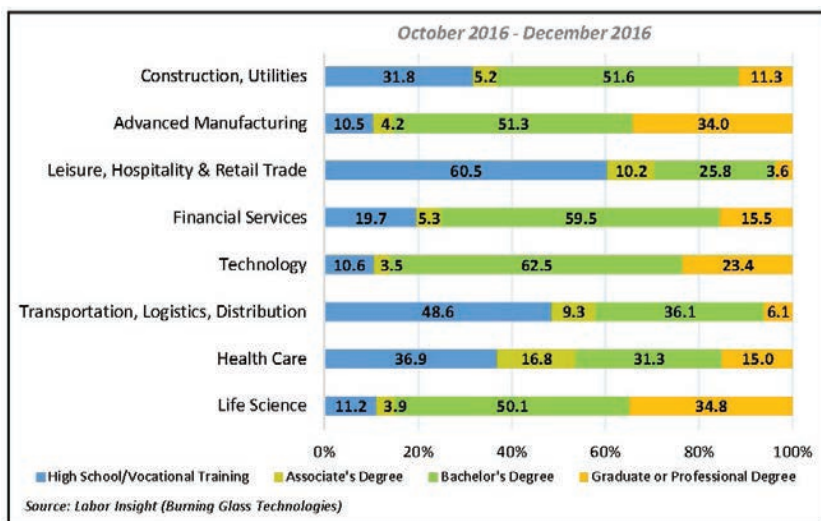
Source: U.S. Census Bureau, Center for Economic Studies, LEHD, Employment and hiring during the 4th Quarter 2016.

## Total Jobs by Sector, Bergen County



Source: U.S. Census Bureau, Center for Economic Studies, LEHD, 4th Quarter 2011 and 4th Quarter 2016 employment.

## Education Requirements by Key Industry Cluster (Statewide)



Bergen County Projected Employment Change					
Industry Title (two digit NAICS)	2014 Jobs	2024 Jobs	Change 2014 - 2024		
			Number	Percent Total	Annual
<b>Total All Industries</b>	<b>462,400</b>	<b>493,250</b>	<b>30,850</b>	<b>6.7</b>	<b>0.6</b>
Health Care and Social Assistance	76,150	92,850	16,700	21.9	2.0
Admin/Support/Waste Mgmt/Remediation Svcs	25,350	29,600	4,250	16.8	1.6
Professional, Scientific, and Technical Services	37,650	41,250	3,600	9.6	0.9
Educational Services	40,250	42,750	2,500	6.2	0.6
Management of Companies and Enterprises	17,100	19,350	2,250	13.2	1.2
Accommodation and Food Services	31,250	33,450	2,200	7.0	0.7
Construction	15,950	17,850	1,900	11.9	1.1
Arts, Entertainment, and Recreation	7,350	9,200	1,850	25.2	2.3
Transportation and Warehousing	12,200	13,150	950	7.8	0.8
Wholesale Trade	39,350	40,200	850	2.2	0.2
Real Estate and Rental and Leasing	7,450	8,000	550	7.4	0.7
Retail Trade	54,650	54,950	300	0.5	0.1
Utilities	1,150	1,350	200	17.4	1.6
Natural Resources and Mining	50	50	0	0.0	0.0
Other Services (except Government)	18,250	18,000	-250	-1.4	-0.1
Government	20,800	20,100	-700	-3.4	-0.3
Finance and Insurance	16,600	15,400	-1,200	-7.2	-0.7
Information	9,500	7,100	-2,400	-25.3	-2.9
Manufacturing	31,350	28,650	-2,700	-8.6	-0.9

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