

Middlesex County

**Workforce
Investment
Board**

**Annual Report
Program Year 2014**

*Ronald G. Rios, Freeholder Director
Middlesex County Board of Chosen Freeholders*

*Kevin J. Kurdziel, Director
Workforce Investment Board*

Message from the Freeholder Director

As Director of the Middlesex County Board of Chosen Freeholders I am very pleased to provide this overview report of the Workforce Investment Board for the program year 2014. The Middlesex County Office of Workforce Development and the Middlesex County Workforce Investment Board have worked diligently to provide training services to our unemployed and underemployed residents who need to upgrade their skills.

This past program year has been one of change and transition. The implementation of the Workforce Innovation and Opportunity Act of 2014 has provided Middlesex County with the challenge to closely align its program and services with this new federal legislation. As this transition continues, we look forward to further enhancing our programs and services so that we can better prepare our constituents for today's labor market.

Our dedicated staff have been able to serve hundreds of customers during this past program year. Our two One-Stop Career Centers are easily accessible and ready to serve the residents of Middlesex County. I encourage you to learn more about our services by going to the county's website at <http://www.co.middlesex.nj.us>. Enter "workforce" into the search box at the top of the site for a full picture of all the services provided by the Office of Workforce Development.

The Middlesex County Workforce Investment Board also focuses on creating high quality partnerships with employers in our county as we strive to grow the economic base of this region. The Business Resource Center at our New Brunswick location provides a multitude of services to employers including the facilitation of hiring events, job fairs, candidate screening, referrals of qualified candidates, and access to government hiring incentives.

During this past program year there have been positive indicators to show that the economy is on the rise in Middlesex County. Job growth continues at a steady pace, while the unemployment rate continues to fall to its lowest levels in almost a decade. Despite these encouraging trends, we continue to remain vigilant in assessing the needs of the local labor market and training needs of our customers.

Should you have any questions or comments after reading this report, please feel free to contact Kevin J. Kurdziel, Director at 732-745-3601 or via email at Kevin.Kurdziel@co.middlesex.nj.us.

Together we can be certain that Middlesex County continues to be a great place to live and work.

Ronald G. Rios
Freeholder Director

WIB Chair & WIB Director Message

The end of Program Year 2014 marked the culmination of the Workforce Investment Act of 1998, with transition to the Workforce Innovation and Opportunity Act of 2014. 2014 was also a year of transition for the Middlesex County Workforce Investment Board with the appointment of a new director. In addition, a new One-Stop Manager was named along with other staffing changes due to the retirement of some key staff members. While change is never easy or fully embraced, it has had a positive impact on the local workforce system. The new administration has worked diligently to retain previously established policies, while seeking and implementing new strategies that will enhance the services of our constituents. 2014 marked a year in which we were able to break from the hold of the Great Recession with declining unemployment rates, increased job placements, and positive employment forecasts. Despite these positive results, the Middlesex County Workforce Investment Board continues to develop new partnerships, establish new policies, and advance strategies that will augment existing services, including job readiness skills, adult basic education, vocational training, job placement and business services that will serve as the catalyst for the region's economic and workforce development.

This report highlights several positive outcomes that exemplify the effectiveness of the Middlesex County One Stop Career Center and the County's Office of Workforce Development. The collaboration of our One Stop partners, including state, county, and local partners provides a seamless system of program design, implementation, and performance measurement. In addition, the Middlesex County Workforce Investment Board is committed to providing high quality services to its customers. This report demonstrates the Board's mission to positively impact the constituents who utilize our services. These constituents include both job seekers, and local businesses, who rely on our services to promote economic development in Middlesex County and Central New Jersey.

Jill Schiff, WIB Chairperson

Kevin J. Kurdziel, WIB Director

Executive Summary

The Middlesex County Workforce Investment Board (WIB) was established by federal legislation when Congress passed the Workforce Investment Act (WIA) of 1998. The Board, appointed by the Middlesex County Board of Chosen Freeholders, is comprised of at least 51% private sector representatives and the balance of other mandatory representatives from education, human services, economic development, and government.

The Workforce Investment Board is a local partnership of private and public sector individuals who provide coordinated planning, policy guidance, and oversight for all workforce investment programs and resources in Middlesex County. The core principles of New Jersey's workforce investment policies are:

- A successful system must be consumer based and market-driven and therefore, relevant to the needs of the employer;
- The true measures of success of the workforce development system must be the duration of employment and the wages paid to graduates of programs;
- Attainment of fundamental levels of literacy and basic skills lies at the heart of the workforce investment system; and
- There must be full utilization of all potential workers.

The Workforce Investment Board provides advice and support to Middlesex County in relation to both employer and job seeker services. This includes services for Adults, Dislocated Workers, and Youth as classified by the Workforce Investment Act of 1998. The entire board meets on a quarterly basis, while various sub committees meet more frequently in order to closely monitor local area workforce trends. The board is comprised of members from local/regional businesses, organized labor, community based organizations, local government, and the community. The board meets on a quarterly basis pursuant to the "Open Public Meetings Act" (NJSA 10:4-10).

**Middlesex County
Workforce Investment Board
Membership as of June 30, 2015**

Gloria Aftanski	United Way of Central Jersey, Inc.
Kenneth Armwood	Middlesex County Board of Chosen Freeholders
Amy Bellisano	Woodbridge Center Property, LLC
Manuel Biagas	New Jersey Department of Labor Employment Services
Roseann Bucciarelli	Middlesex County College
Robert Davis	Operating Engineer Local 825
Luis De La Hoz	MarMar LLC
Kevin B. Duncan	Middlesex County Building and Construction Trades Council
Alan Fialka, Jr.	Roosevelt Care Center
Janice Fishbein	New Jersey Division of Vocational Rehabilitation
Nicholas Gacos	Colorado Café Associates
Lori Ginegaw	Middlesex Water Company
Daniel Henrickson, Jr.	WMGQ-FM/WCTC-AM
Thomas Lankey	JFK Health Systems
Gabriel Lavigne	UBS Financial Services
Melyssa Lewis	Middlesex County Office of Human Services
Brian Loughlin	Middlesex County Vo-Tech High Schools
Maryann Lovas	Provident Bank
Angela Mackaronis	Middlesex County Board of Social Services
José Montes	Puerto Rican Action Board
Laura Morana	Middlesex County Superintendent of Schools
Susan Pasternack	Raritan Bay Medical Center
James Perry	Piscataway Economic Development Commission
Julie Piano	Middlesex County Office of Workforce Development
Joseph Picone	WithumSmith+Brown, PC
Peter Reno	Dr. Leonard's
Ginny Romeo	Port Jersey Logistics
Miriam Ruiz	Community Child Care Solutions
Kathaleen Shaw	Middlesex County Business Development and Education
Jill Schiff	Associated Construction Contractors of New Jersey
Timothy Timberlake	New Brunswick Public Schools
Bernice Proctor Venable	AlphaGraphics of Edison
Joanne Vogel	Con-Way Freight

PY 2014 Highlights

Adult and Dislocated Workers

The Middlesex County Office of Workforce Development executed 561 training contracts in PY 2014. This includes Adult and Dislocated Worker programs. Funding for all programs increased from \$5,099,371 (PY 2013) to \$5,933,844 for PY 2014. The top ten field of studies for our customers included Commercial Driver's License, Microsoft Office Specialist, Computerized Accounting, Medical Billing and Coding, Certified Business Analyst, and several other in-demand occupations. A listing of the top ten fields of study is detailed later in this report.

Youth

MCOWD, along with our community partners in the public and private sectors, provides basic skills, work readiness programs, training opportunities and work experience to youth. This year 156 participants were served in our youth programs.

MCOWD Youth programs serve eligible at-risk out-of-school youth, 16-21 years old. There are currently two (2) Youth One-Stop Centers, one located in New Brunswick and one in Perth Amboy. These locations also house the Middlesex County Workforce Action Group (MCWAG). In addition, we currently contract with Middlesex County College for two High School Equivalency Programs, one in Carteret and one in Perth Amboy, and a Youth Work Readiness Program for at risk youth on the main campus in Edison.

High School Equivalency (HSE) Programs

Middlesex County College's HSE Program – Perth Amboy served 37 students (30 New; 7 Carry In)

Middlesex County College's HSE Program – Carteret served 27 students (17 New; 10 Carry In)

Out of 64 potential candidates for the HSE, 34 participants from Perth Amboy and Carteret passed the examination.

MCOWD Youth Program held an Alternative High School Graduation on June 6th, 2015 at Middlesex County College. 37 participants were invited to attend (3 had received their HSE's last year but not in time to attend the prior ceremony). It was a wonderful celebration in which the graduates were accompanied by their families and were honored by local dignitaries.

MCOWD, along with our community partners in the public and private sectors, provides basic skills, work readiness programs, training opportunities and work experience to youth.

Workforce Learning Links

The Middlesex County Workforce Investment Board (WIB) supports three Workforce Learning Link classrooms through funds from the N.J. Department of Labor and Workforce Development. The Middlesex County WIB was awarded \$299,000 in PY2014 to provide Basic Skills, Basic Computer Literacy and English as a Second Language instruction to customers who need to improve their skills in these areas prior to enrolling in an occupational/vocational training program, post-secondary education or seeking employment.

All Workforce Learning Links are located within the Middlesex County One Stop Career Centers. There are two WLL classrooms at the New Brunswick Center and one at the Perth Amboy Center.

Customers meet with a counselor for needs assessment and to develop an employability plan. The Test of Adult Education (TABE) is the main test of choice for Pre and Post Testing customers to the Workforce Learning Links. The computer software provided by the State of New Jersey is the primary vehicle of instruction, with one on one and/or group instruction provided as needed. Resource materials are available at all locations for customers.

When a customer has progressed to his/her goal level at the WLL, they return to the Employment Service Counselor to receive assistance in obtaining employment or they return to the WIA Counselor or other referring partner agency to follow up with career counseling or placement in a training program.

The Middlesex County Office of Workforce Development adopted and supports the goals set forth by the State of New Jersey Department of Labor & Workforce Development regarding the operation of the WLL and thus track the outcomes of all customers enrolled as to Educational Gain, Employment, Entered Postsecondary Education or Occupational/Vocational Training, HSE attainment or other recognized credentials.

WORKFORCE LEARNING LINK STATISTICS			
	Carry-Ins <i>(from previous PY)</i>	New Enrollees <i>(PY 2014)</i>	Total Served
NEW BRUNSWICK	11	168	179
PERTH AMBOY	9	95	104
TOTAL <i>(Both Offices)</i>	20	263	283

WorkFirst New Jersey

Nearly 10,000 WFNJ customers were referred to the One Stop Career Center for a wide array of educational, training, and job readiness programs. Of those referred 4,197 were enrolled in programs and 526 were placed into unsubsidized employment. Customers referred included TANF, General Assistance, and SNAP recipients served by the Middlesex County Board of Social Services.

Business Services

The Business Development Unit has established a more comprehensive approach to job development by creating a coordinated team of county and state staff who market One Stop Services to the local businesses. This team enables our local workforce area to share resources and to utilize a coordinated strategy in identifying potential employment opportunities for our customers. Through the use of hiring incentives offered by the New Jersey Department of Labor and Workforce Development, employers are able to realize cost savings by hiring employees who were referred through the One Stop Career Center. The BDU assists businesses in posting employment opportunities on the state's employment portal, Jobs4Jersey.com. The BDU matches advertised job openings with the skills and experience of our job seekers, based upon information contained within their user profiles and resumes.

The Middlesex County WIB collaborated during this program year with Amazon to fill jobs at its new Fulfillment Center in Carteret, New Jersey. It is anticipated that this collaboration will continue in subsequent program years as Amazon plans to expand its footprint within Middlesex County.

The Business Development Unit coordinated three job fairs during the program year. These recruiting events were held in South Brunswick, Woodbridge, and Old Bridge, with participation from 200 local businesses. In aggregate, more than 1,500 job seekers attended these job fairs which were co-sponsored by the New Jersey Department of Labor & Workforce Development, local municipalities, and the Middlesex County Board of Chosen Freeholders. Additionally, the Business Development Unit coordinates several monthly positive recruitments at the New Brunswick and Perth Amboy Career One-Stops. These smaller hiring events enable employers to conduct on site screening and interviews with job seekers from the region.

The Middlesex County WIB works closely with area Chambers of Commerce to promote the region by encouraging existing businesses to expand while reaching out to new businesses to locate into this area. In addition, the WIB along with the County's Economic Development office, have developed a strategic blueprint for economic growth in the area. This joint effort provides a more cohesive approach to commercial business growth within Middlesex County and the surrounding areas.

PROGRAM YEAR COMPARISON FOR ANNUAL WIB REPORT

The chart below indicates our financial support for the noted program years and the number of Individual Training Accounts (ITA's) written with those funds. Please note that we are allowed to carry funds into subsequent years so all the money may not be spent in one year. We also are allowed to shift money from Adult to Dislocated Worker accounts so we can serve the customers more appropriately.

Contracts written do not include cancelled contracts.

	Program Year 2011		Program Year 2012		Program Year 2013		Program Year 2014	
	July 1, 2011 - June 30, 2012		July 1, 2012 - June 30, 2013		July 1, 2013 - June 30, 2014		July 1, 2014 - June 30, 2015	
WIA Adult:								
Funding Received	\$ 1,084,343	\$ 1,196,366	\$ 1,306,632	\$ 1,568,958			\$ 1,568,855	
Contracts Written	133	129	136	165				
WIA Youth:								
Funding Received	\$ 1,265,480	\$ 1,389,265	\$ 1,568,929	\$ 1,902,958				
Contracts Written	59	52	49	41				
WIA Dislocated Worker:								
Funding Received	\$ 2,265,309	\$ 2,054,281	\$ 2,223,810	\$ 2,462,021				
Contracts Written	257	300	373	355				
TOTAL FUNDING	\$ 4,615,132	\$ 4,639,912	\$ 5,099,371	\$ 5,933,834				
TOTAL CONTRACTS WRITTEN	449	481	558	561				

Program Year 2011
July 1, 2011 - June 30, 2012

Program Year 2012
July 1, 2012 - June 30, 2013

Program Year 2013
July 1, 2013 - June 30, 2014

Program Year 2014
July 1, 2014 - June 30, 2015

TOP TEN VENDORS FOR ITA'S

#1	Middlesex County College	Middlesex County College	Avtech	Avtech
#2	Avtech	Avtech	Middlesex County College	Middlesex County College
#3	C.D.M.	Ideal Driving School	Impetus	Rutgers University
#4	Ideal Driving School	Rutgers University	Smith and Solomon	Impetus
#5	Smith and Solomon	Smith and Solomon	Rutgers University	Smith and Solomon
#6	Impetus	C.D.M.	Ideal Driving School	Ideal Driving School
#7	E-Z Wheels Driving School	E-Z Wheels Driving School	E-Z Wheels Driving School	E-Z Wheels Driving School
#8	Lincoln Technical Institute	Impetus	I.T.M.	I.T.M.
#9	Elijahs Promise Culinary School	Lincoln Technical Institute	Elijahs Promise Culinary School	Kaizen
#10	Superior Tractor Trailer Driving	Elijahs Promise Culinary School	Sanford-Brown	Elijahs Promise Culinary School

TOP TEN FIELDS OF STUDY

#1	Commercial Drivers License	Commercial Drivers License	Commercial Drivers License	Commercial Drivers License
#2	Computerized Accounting	Microsoft Office Specialist	Microsoft Office Specialist	Microsoft Office Specialist
#3	Microsoft Office Specialist	Computerized Accounting	Computerized Accounting	Computerized Accounting
#4	Certified Nurses Aide	Computerized Medical Office	Clinical Medical Assistant	Medical Billing & Coding Specialist
#5	Clinical Medical Assistant	Microsoft Certified System Admin	Medical Billing & Coding Specialist	Clinical Medical Assistant
#6	Microsoft Certified System Admin	Clinical Medical Assistant	Network Specialist/PC LAN/CISCO	Business Analyst/Mini MBA
#7	Computerized Medical Office	Culinary Arts Training	Project Management	Certified Nurses Aide
#8	Culinary Arts Training	Computer Programming-Specific Apps	Certified Nurses Aide	Project Management
#9	Software Technology Specialist	HVAC Certificate Program	Computer Programming-Specific Apps	Software Technology Specialist
#10	HVAC Certificate Program	Project Management	SAP FICO Package	Certified Business Analyst

WORKFORCE DEVELOPMENT DATA

Program Year '14 - July 1, 2014 - June 30, 2015

	WIA PROGRAM DATA				WFNJ PROGRAM DATA				ES-N.B.		ES-P.A.		
	Core & Intensive WIA - Services, Not Individuals	WIA Training	Case Management	Placements	Total Caseload	Not participating	Participating	Employed	Enrolled in Training	Customer Count - Non-Duplicated	Placements	Customer Count - Non-Duplicated	Placements
July	234	33	400	15	469	158	208	98	5	205	0	122	4
August	192	29	283	7	473	187	180	105	1	145	1	98	0
September	236	80	258	3	463	180	166	114	1	103	0	112	0
October	161	41	654	50	436	174	168	87	1	79	0	115	0
November	193	55	422	19	412	135	186	80	1	82	0	84	0
December	262	36	348	26	404	126	182	84	2	116	0	99	0
January	206	59	320	25	399	128	180	82	1	159	0	117	0
February	244	31	297	19	397	135	161	56	1	134	0	121	0
March	360	57	287	21	365	144	157	60	1	145	2	108	0
April	292	37	332	38	353	147	137	69	0	108	0	145	1
May	257	46	250	27	347	139	137	71	3	163	0	88	0
June	293	51	246	35	350	134	130	86	2	98	3	110	0
YTD TOTAL	2930	555	4097	285	4868	1787	1992	992	19	1537	6	1319	5

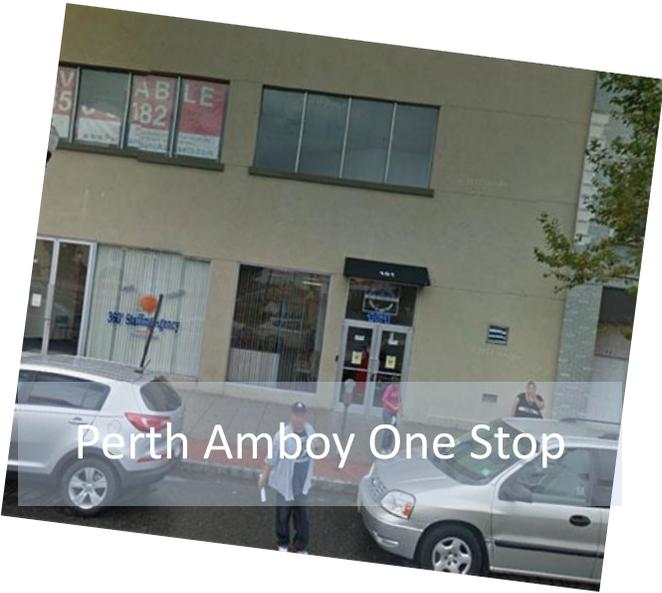
WORKFORCE DEVELOPMENT DATA

Program Year '14 - July 1, 2014 - June 30, 2015

		WORKFORCE LITERACY													
		Div. of Voc. Rehab.			Unemployment Ints.		Learning Link N.B.				Learning Link P.A.				
	# Registered	# Entered Employment	Avg Wage at Placement	Total Registered-N.B.	Total Registered - P.A.	New Enrollments	Carry Ins	Active Caseload	Completions	Referred to Training	New Enrollments	Carry Ins	Active Caseload	Completions	Referred to Training
July	75	18	\$ 12.91	1,609	1,927	11	11	18	4	1	6	9	15	10	2
August	58	24	\$ 13.05	1,119	1,404	12	18	29	12	9	6	5	11	5	3
September	80	18	\$ 12.42	1,009	1,280	8	14	22	7	6	12	5	17	6	1
October	74	3	n/a	1,063	1,353	1	9	10	5	5	4	3	7	5	2
November	58	19	n/a	891	1,262	n/a	n/a	n/a	n/a	n/a	11	10	21	13	7
December	80	23	n/a	1,526	1,847	n/a	n/a	n/a	n/a	n/a	8	11	19	11	8
January	64	23	n/a	1,703	2,353	8	0	8	0	0	6	8	13	9	6
February	61	15	n/a	1,190	1,579	1	0	1	0	0	5	6	11	4	3
March	77	19	n/a	1,146	1,364	18	5	23	2	1	9	2	11	8	6
April	66	17	n/a	1,060	1,286	33	20	48	10	3	12	8	20	7	6
May	77	19	n/a	1,081	1,155	38	29	62	27	5	4	13	17	11	4
June	73	16	n/a	1,489	1,981	38	31	68	33	4	12	6	18	11	8
YTD TOTAL	843	214	12.79	14,886	18,791	168	137	289	100	34	95	86	180	100	56



New Brunswick One Stop



Perth Amboy One Stop



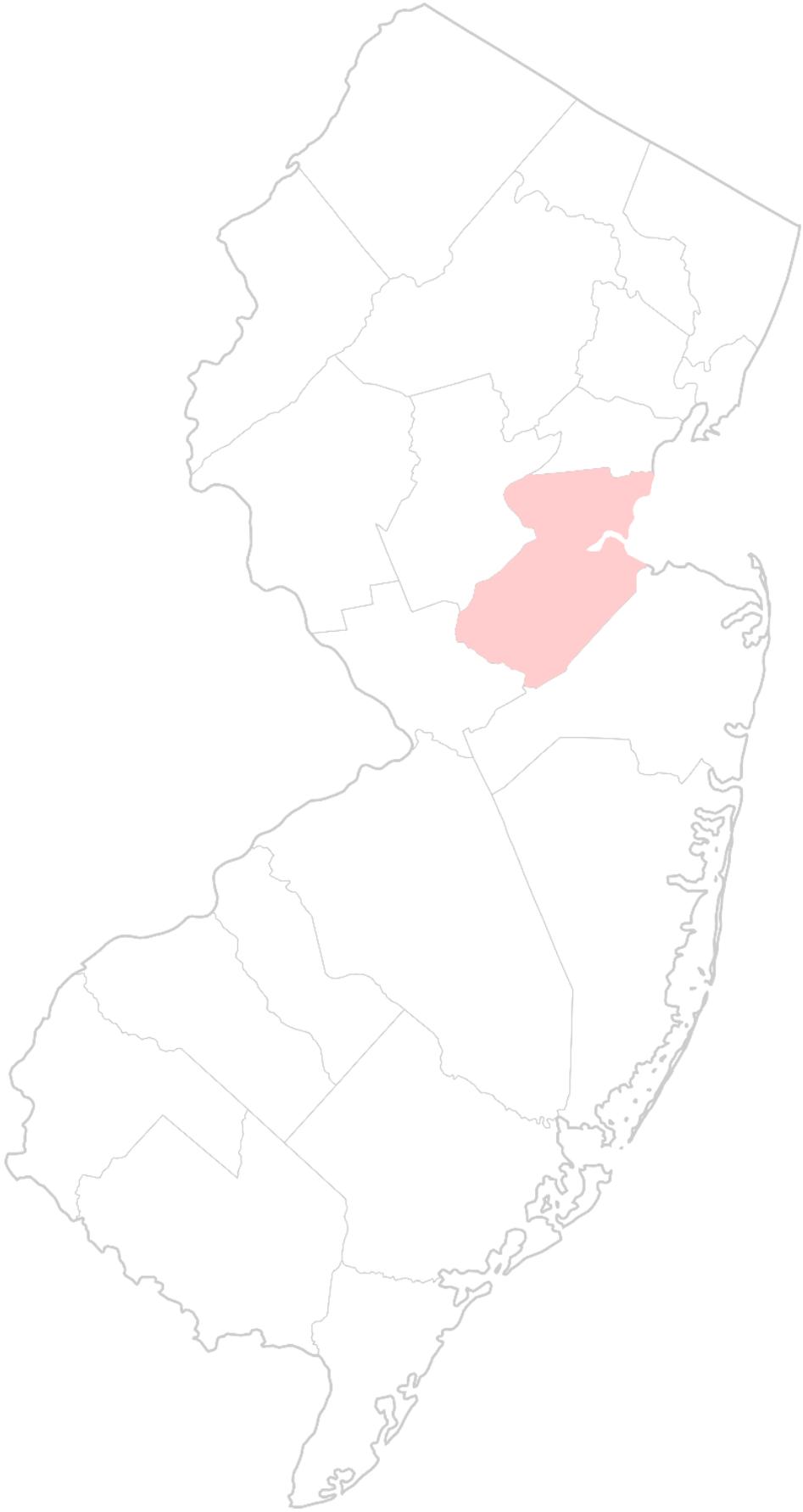
Learning Link



Conference Facility



Business Resource Center



Middlesex County Board of Chosen Freeholders



Ronald G. Rios

Freeholder Director

Carol Bellante

Deputy Director

Kenneth Armwood

Charles Kenny

H. James Polos

Charles E. Tomaro

Blanquita B. Valenti

Freeholders