

**Program Year
2018**

Annual Report



Workforce Development Board
County of Middlesex

**“Creating Opportunity
Through Collaboration”**

Kevin J. Kurdziel
Director

Gabriel A. Lavigne
Chairperson



Executive Summary

The Middlesex County Workforce Development Board is proud to present its Annual Report for program year 2018. The report shares the highlights of activities in our local workforce area that demonstrate a strong economy, with the potential for further growth. The WDB believes that workforce development should be proactive rather than reactive. What this means is that we are committed to meeting the current needs of our customers, while planning for opportunities that will further strengthen our county's economy. Our primary goal is to provide businesses with a qualified workforce that will enable job seekers pathways to lifelong careers. This can only be accomplished through strong partnerships with various partners including vocational and higher education institutions, community and faith-based organizations, municipal government, economic development agencies, and the business community.

The policies of the Workforce Development Board can only be accomplished by the assiduous implementation of the Office of Workforce Development (MCOWD) management and staff. These individuals are the face of workforce development in Middlesex County. They provide high quality customer service and strive for excellence in serving our constituents. They are the nucleus of our operational arm, providing services that create opportunity for job seekers, while enabling business to thrive in Middlesex County.

Kevin J. Kurdziel
Director
Workforce Development Board of Middlesex County



Chairperson's Remarks

For program year 2018 the theme of doing more with less continues. While unemployment numbers have continued to trend downwards, the same can be said for funding. This is of no consequence to the population we strive to serve; they need our assistance now more than ever. Ensuring that the remaining workers out of the workforce are properly trained with the right skill sets to suit the employers continually specialized needs are paramount. It is pertinent that with less dollars and less staff, we work smarter and leverage technology in a way that can help us best achieve our goals. Programs like Skill Up allow us to serve a broader population with a smaller cost. We have also focused on ensuring that the Board is made up of the right members. Continuing to bolster our private sector members has proven fruitful. Recruiting members with strong specializations while also representing demand occupations has been highly rewarding. This program year was another successful year for the Middlesex County Workforce Development Board. I am proud of the board members, staff and leadership and am confident this is the right group to continue our mission into the coming years.

Gabriel A. Lavigne, CRPS®
UBS Financial Services Inc.
Financial Advisor
Retirement Plan Consultant
Portfolio Manager
Chair, Middlesex County WDB

MIDDLESEX COUNTY AT A GLANCE

MIDDLESEX COUNTY'S WORKFORCE

- 2nd highest number of residents in NJ827,684 in 2019
- 392,623 workers2nd highest number of jobs in NJ
- 5th lowest unemployment in the state ... 3.1%, compared to NJ's 3.3% for July 2019
- 5th youngest median age..... 38.1 in 2017 compared to NJ median age of 39.6
- Poverty rate of 8.58% lower than national average of 13.4%

Ethnically and Racially Diverse Workforce

- 43% of residents speak a language other than English.
- 358k White residents (42.5%), 211k Asian residents (25%), 179k Hispanic or Latino residents (21.2%), 77.8k Black or African American residents (9.23%)
- Most common foreign languages spoken are Spanish (132,683 speakers), Gujarati (34,222 speakers), and Hindi (26,429 speakers)
- According to research from Rutgers and the Federal Reserve Bank of NY, New Brunswick and Perth Amboy both lag behind Middlesex County overall on many socioeconomic indicators, and the gap has widened as the population of Hispanic/Latinx communities have grown. It was noted that in Perth Amboy, about 4 in 5 residents identify as Hispanic/Latinx. The research also notes that many foreign-born residents in these areas report that they do not speak English very well.

An Educated Workforce

42% of those 25 years and older had a bachelor's degree or higher, compared to 30.9% for the U.S., and 38.1% for New Jersey:

- Bachelor's Degree: 24.8%/144,932
- Graduate Degree and Higher: 17.0%/99,640
- Some College 15.0% / 87,826
- Associate's Degree 6.0% / 35,324

37% have a HS degree or less:

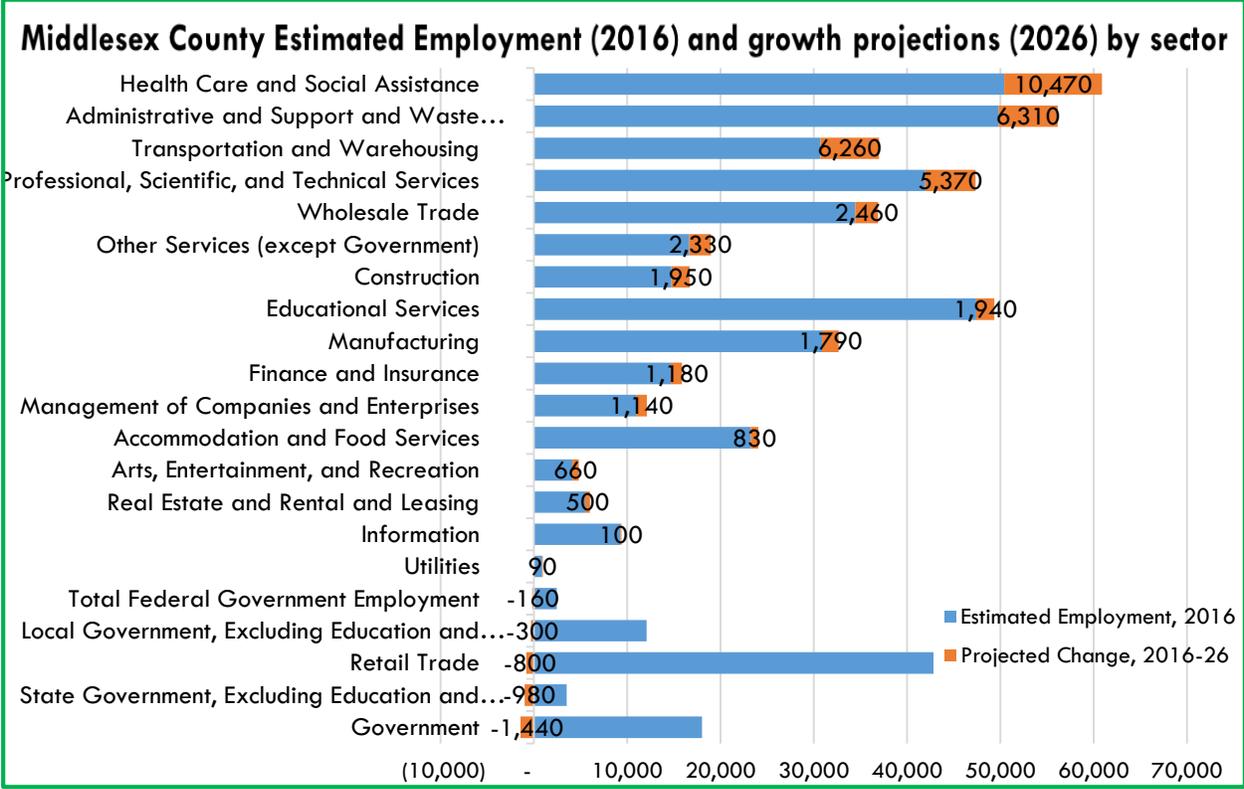
- Less Than 9th Grade 6.5% / 38,191
- 9th Grade to 12th Grade 4.7% / 27,208
- High School Diploma 25.9% / 151,293 (89.3% HS graduation rate in 2017)

Approximately 1,500 young Middlesex County residents ages 16-19 are neither in school nor working (often referred to as "disconnected" or "opportunity" youth.)

Some statistics throughout will not add up to 100% due to rounding and only including the top ranking categories.

MIDDLESEX COUNTY'S PRINCIPAL BUSINESSES AND INDUSTRIES

**From 2007-2017 the number of jobs increased by 3.4%.
 Nearly 3 times faster than the state's overall rate of 1.15%.**



The Workforce Development Board continually monitors the local labor market and designates High Labor Demand Occupations according to real time data. These designations enable the Middlesex County Office of Workforce Development to offer training programs in growth industries where employment opportunities exist and future expansion is anticipated.

Statistics are taken from outside agency reports.

INDUSTRY DIVERSITY

Industry diversity (67.6%) is high for Middlesex. This means that employment is distributed more evenly between the 12 industry clusters compared to the typical county. A region with high diversity can signal economic stability and more easily withstand economic pressures, while a region with low diversity can signal economic instability.

	2017 JOBS	% OF TOTAL EMPLOYMENT	% OF COUNTY EMPLOYMENT
Non-Function Employment	220,802	47%	55%
Distributive Services	79,504	17.1%	8.3%
Knowledge-Intensive Business Services	41,892	9.0%	5.9%
Healthcare	25,167	5.2%	5.0%
Higher Education	20,598	4.4%	3.3%
Finance, Insurance & Real Estate	20,181	4.3%	5.0%
Capital-Intensive Manufacturing	18,064	3.9%	5.3%
Engineering-Intensive Manufacturing	13,047	2.9%	2.5%
Corporate Management & Administration	11,591	2.5%	1.7%
Media, Entertainment & Recreation	9,251	2.0%	3.1%
Government	4,827	1.0%	3.2%
Agriculture & Natural Resource Extraction	334	0.1%	1.6%
	464,178	100.0%	100.0%

Source: EMSI 2018

BUSINESS ENGAGEMENT

The Middlesex County Office of Workforce Development reorganized its Business Resource Center by creating a **Business Engagement Team** (BET) consisting of both county and state staff. The BET is responsible for establishing and cultivating relationships with local and regional businesses in order to meet their training and hiring needs. This has been

accomplished in multiple ways, including monthly on-site employee recruitment events, job fairs, direct referrals, and disseminating information via social media. In addition, the BET works closely with the NJ Department of Labor’s Talent Networks in order to receive input and feedback from businesses regarding industry specific trends impacting their workforces.

WORKED WITH SEVERAL BUSINESSES THAT OPENED NEW LOCATIONS IN MIDDLESEX COUNTY	
Amazon	Bubba’s 33
Cascades	Kinkisharyo Eastern Rail Car Division

CANDIDATES WERE RECRUITED FOR		
Fed-Ex	Sonic	Salsarita’s
United Parcel Service	Edible Arrangements	And, many other businesses located in Middlesex County.
HMS Host	US Pharma Lab	

The Workforce Development Board’s **Economic and Business Development Committee** met periodically throughout the year, providing guidance on many issues including the identification of the county’s demand labor clusters, linking economic development and workforce development programs, researching emerging industries, and monitoring local, regional, and state employment trends.

RECRUITMENTS PY18:	# OF EVENTS	# OF ATTENDEES	HIRED
July	18	98	25
August	16	61	25
September	21	214	53
October	18	72	10
November	13	65	12
December	15	75	0
January	12	117	Included in April #s.
February	14	254	Included in April #s.
March	13	106	Included in April #s.
April	8	255	52
May	4	116	0
June	8	23	0
Total:	160	1456	177

WIOA ADULT AND DISLOCATED WORKER

The Workforce Innovation & Opportunity Act (WIOA) provides training to eligible individuals with opportunities to develop new skills leading to nationally recognized credential attainment and employment. The WIOA Adult and Dislocated Worker Programs are designed to help those who are unemployed or underemployed. These customers received training in occupation sectors delineated by the New Jersey Department of Labor & Workforce Development as in demand.

Career Counselors are available at our One Stop Career Centers to assist job seekers with services which include:

- Assistance finding Job Openings
- Help Contacting Employers
- Assistance with Resumes, Cover Letters, and Job Applications
- Interview Coaching
- Job Search and Job Retention Workshops
- Career Exploration, Guidance and Counseling
- Free Occupational Skills Training Grants
- Basic Skills Remediation and Basic Computer Literacy
- Follow-Up Services

ACTIVITY/SERVICE	JULY	AUG	SEPT	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	TOTALS
CERTIFICATIONS	90	105	80	102	72	79	72	64	51	80	72	59	782
TABE TESTS ADMINISTERED	56	3	63	62	50	51	46	54	39	54	46	1	584
ASSESSMENTS COMPLETED	60	82	48	61	53	39	84	45	38	46	38	32	613
CASE MANAGEMENT	478	484	498	449	455	252	869	1091	608	760	594	553	6240
TERMINATIONS								0	12	55	103	26	N/A
BASIC SKILLS ENROLLMENTS BY START DATE	0	0	10	7	3	1	13	3	9	7	2	2	57
ADULT FUNDS	0	0	1	0	1	0	5	1	4	4	1	0	17
DW FUNDS	0	0	9	7	2	1	8	2	5	3	1	2	40
ITA ENROLLMENTS BY START DATE	53	37	49	33	28	26	48	42	40	44	15	4	277
ADULT FUNDS	10	8	10	7	7	4	11	7	9	9	6	2	68
DW FUNDS	43	29	39	26	21	22	37	35	31	35	9	2	209

E.L.I.T.E. Program Highlights

Participants	Program/Activity
125	E.L.I.T.E. (Entry Level Internships Training and Employment)
151	Work Experience, HSE Preparation, Basic Skills Remediation and/or Post-Secondary Education (Occupational Training)
28	Passed the High School Equivalency (HSE) and obtained their High School Diploma

Industry Tours

- Silver Line by Andersen, North Brunswick
- Pepsi Co., Piscataway

Work-Based Learning Activities

(Work Experience, Pre-apprenticeship, Apprenticeship, On-the-Job Training, Internships)

- Perth Amboy Recreation Department
- Perth Amboy Department of Public Works
- Perth Amboy Police Department
- Hackensack Meridian Medical Center
- Law Offices of Kenneth L. Gonzalez and Associates, LLC
- Perth Amboy Pediatric Dentistry
- New Brunswick Chamber of Commerce
- Farmers Insurance
- Port Jersey Logistics

Financial Literacy Workshops

These workshops provide the youth with a full financial literacy curriculum. Fourteen (14) sessions

Work Experience

This program offers the opportunity for youth to receive on-the-job training in specific industries as well as learn and put into practice, acceptable, preferred soft skills in the workplace. Some Work Experiences have resulted in gainful employment for the youth.

Twenty-seven (27) of our youth participants received this opportunity.

Presentations to Recruit New Participants Locations in PY 18

- Parent of Offender Orientations in New Brunswick Family Court
- The Middlesex County Curriculum Council
- Middlesex County School District Superintendents and Charter School Leads
- Perth Amboy Family Day at the Waterfront
- Old Bridge Job Fair
- Middlesex Regional Chamber of Commerce Network Fest
- Career Days at Middlesex County Vocational Schools East Brunswick and Piscataway Campuses
- New Brunswick Adult Learning Center
- Coming Home In-service
- Assemblyman Joe Danielson’s Annual Job Fair in Somerset
- Metuchen High School Career Day
- Summit on Disability at the East Brunswick MCVTS
- Hackensack Meridian Health JFK Career Options Day
- Career Fair at the Sayreville Public Library
- Construction Industry Career Day

WORKFORCE LEARNING LINK (WLL)

At the Workforce Learning Links, customers can access the computer assisted training for either a morning or afternoon instruction session.

They are located within the Middlesex County One-Stop Career Centers in New Brunswick and Perth Amboy and are open from 8:30 AM to 4:15 PM five days a week.

Program Year 2018 Enrollment *(New Brunswick and Perth Amboy)*

JULY	AUG	SEPT	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	TOTALS
14	13	21	15	7	11	25	23	24	42	11	22	228

SKILLUP™ MIDDLESEX

The Workforce Development Board is committed to serving all residents of Middlesex County that are either seeking new career opportunities or interested in upgrading their knowledge and skills to align with the competencies that businesses require.

This on-line learning platform provides county residents with access to over 5,500 online courses, many which lead to industry recognized certifications and credentials. This cutting edge technology allows county residents access to training without having to walk into one of our Career One Stop Centers. Through this innovation, the WDB ensures that Middlesex County's workforce is qualified, skilled and ready for placement into sustainable employment that lead to career pathways.

SkillUp™ Middlesex Activity					
July 1, 2018 to June 30, 2019					
	Q1 July-Sept 2018	Q2 Oct-Dec 2018	Q3 Jan-March 2019	Q4 April-June 2019	Total
Total # Accounts Registered	462	265	536	421	1684
Launched 1+ course	445	315	396	426	1582
Total # Customers completed 1+ course	253	164	215	243	875
Total # Courses Completed	1789	1112	1308	1681	5890
Total # Hrs. on Completed Courses	2072	1239.4	1436	1587.3	6334.7
Avg. Completions per customer	7	7	6	7	27
Avg. Hours per customer	8	8	7	6	29
License Summary					
# SkillSoft licenses used	474	298	559	454	1785
# Prove It licenses used	473	294	557	453	1777
Content Summary					
ProveIt Completions	67	36	40	44	187
SkillSoft Completions	1722	1076	1268	1637	5703

PROGRAM FUNDING

PROGRAM YEAR 2018			
<i>(As of June 30, 2019)</i>			
FUNDING STREAM	PY16	PY17	PY18
Adult	\$1,451,348	\$1,194,231	\$1,054,167
Youth <i>(includes work experience funding)</i>	\$1,781,538	\$1,414,148	\$1,269,481
Dislocated Worker	\$2,238,817	\$ 2,033,843	\$ 1,838,067
Workforce Learning Link	\$212,000	\$ 407,000	\$ 233,000
WFNJ: TANF <i>(includes Case Management)</i>	\$1,381,693	\$ 1,174,439	\$1,237,792
WFNJ CAVP	\$12,000	\$ 6,000	\$ 34,340
WFNJ: Work Verification	\$37,400	\$-	\$ 34,000
WFNJ: Needs Based Pay	\$38,000	\$ 26,500	\$ 25,500
WFNJ: GA/SNAP	\$710,534	\$639,481	\$697,370
Smart Steps	\$803	\$ 1,605	\$3,210
TOTALS	\$7,864,133	\$6,897,247	\$ 6,426,927

In the upcoming year, the Middlesex County WDB will use any and all criteria established by the State Employment and Training Commission 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.

SUMMARY

The information in this report provides a snap-shot of the Middlesex County Workforce Development Board's actions and accomplishments for PY2018. The Workforce Development Board remains steadfast in adopting and implementing necessary amendments to local policy as set forth by the U.S. Department of Labor, New Jersey Department of Labor and Workforce Development, and the State Employment Training Commission.

During Program Year 2019, the Workforce Development Board will be adopting recommendations from the Heldrich Center for Workforce Development's "Economic and Workforce Competitiveness Study for Middlesex County." The report provides a snap-shot of current economic conditions and provides a vision which will chart the course of our workforce development strategies for the new decade. The on-set of those recommendations will be articulated in next year's annual report.

Finally, the Middlesex County Workforce Development Board continues to work closely with its regional partners (Mercer, Monmouth, and Ocean Counties) as part of the Central Jersey Partners regional WDB consortium. This alliance presents many opportunities for collaboration, including exploration of cost and resource sharing that will enable to explore ways to operate more effective and efficiently in our local areas.

APPENDIX A

NEGOTIATED PROGRAM PERFORMANCE

PY 2018 and PY 2019 Targets:

The **Middlesex County Workforce Area** WIOA Title I and Title III performance targets for PY 2018 and PY 2019 are provided below as negotiated by the New Jersey Department of Labor, and the Middlesex County Workforce Development Board.

Adults	PY 2018 Targets	PY 2019 Targets
Employment Rate 2 nd Quarter After Exit	75.9%	76.6%
Employment Rate 4 th Quarter After Exit	76.3%	77.1%
Credential Attainment 4 th Quarter After Exit	68.7%	69.0%
Median Earnings 2 nd Quarter After Exit	\$5,967	\$6,167
Dislocated Workers	PY 2018 Targets	PY 2019 Targets
Employment Rate 2 nd Quarter After Exit	76.3%	76.8%
Employment Rate 4 th Quarter After Exit	75.8%	76.7%
Credential Attainment 4 th Quarter After Exit	73.5%	74.0%
Median Earnings 2 nd Quarter After Exit	\$7,931	\$8,031
Youth	PY 2018 Targets	PY 2019 Targets
Employment Rate 2 nd Quarter After Exit	63.3%	64.3%
Employment Rate 4 th Quarter After Exit	45.0%	54.0%
Credential Attainment 4 th Quarter After Exit	67.7%	68.7%