

Atlantic County Workforce Development Board

Annual Report

Program Year 2017

July 2017 - June 2018



WDB Chair Welcome Letter

The year of 2018 was a strong one for the Atlantic County Work Force Development Board (WDB). This summer two highly anticipated casinos, the Hard Rock and Ocean Resort, opened their doors and brought thousands of new jobs to South Jersey and especially to Atlantic County. At the same time, we also saw the opening of the Stockton University Atlantic City campus together with the South Jersey Gas main office. These developments have visibly changed the landscape of Atlantic City and their positive impact can be seen.

Internally, the WDB has been under new policy, with the change of Government at the Federal and State levels with the emphasis on internship and this is becoming stronger with time. As a cause of this, the WDB will put into effect a new policy for our young clients to support and build their capacity in the workforce. A portion of this policy will include youth focused initiatives and emphasize internships for training. Recently, through regional cooperation of WDB's, Atlantic Electric have launched an internship program with sufficient funds to sponsor this program for the next few years.

I am hopeful that internship programs like the Atlantic Electric will help us provide alternative ways to achieve employment for students that have dropped out of high school and other. I believe that with the help of stakeholders we will be able to provide many more such opportunities to help our youth overcome barriers to employment.

I would like to thank all of our WDB members for their active involvement in the workings of the WDB. I also would like to thank the management of the WDB for providing meaningful support to the other members of the WDB and in supporting their duties.

Chair

Riaz A Rajput

WDB Executive Director's Message

Well, another year has gone by and we have implemented the Workforce Innovation and Opportunity Act (WIOA) of 2014. With this implementation, it has brought some challenges to our performance requirements. The role of the Workforce Development Board has increased and I thank my Board Members for their hard work and commitment as we made the transition from the Workforce Investment Act (WIA) to WIOA.

With the credentialing of our residents, we are planting the seeds that will begin to grow Atlantic County and ultimately New Jersey and provide career pathways to make a difference. We have begun to develop the workforce of Atlantic County to meet the ever changing demands of the future

We, the Atlantic County Workforce Development Board, has built better relationships with our local partners. We are now recovering and beginning to build up and diversify our County. With the development of the Atlantic County Economic Alliance, we are now positioned to be ready for new business to move and grow in Atlantic County. We are working in partnership with our new economic development team to move Atlantic County forward.

On behalf of the Board, I would like to thank our Officers of the Board for 2017 – 2018, Riaz Rajput, Chair; James Drew, Vice Chair; Stephanie Koch, Secretary and Theresa Lutz, Treasurer for their hard work, time, dedication and commitment to the Board. Also, thanks to my WDB administrative staff and the employees of the Office of Workforce Development for their commitment in accomplishing my expectations for the program year 2017.

We still have a lot of challenges facing us during this upcoming year with the changes in our performance measure requirements, but I look forward to working through all of them with my great Atlantic County Team of staff and partners!

Sincerely,
Rhonda Lowery
Executive Director

Consumer Successes

Our Local Star

Submitted by: Erik Ditizio

Sandra Byrd



Sandra was homeless living in and out of her car with her child not able to afford housing any longer. The treatment for some health issues for herself and her daughter left her temporarily unable to work. During treatment Sandra did what was needed to do to get healthy and achieve her goals. She participated in a work activity leaning the necessary employment skills such as self-assessment, interviewing, and resume writing. Throughout her training program, Sandra made sure that she made her way to school every day on time. Sandra studied hard while also raising her 16yr. old daughter. Currently Sandra no longer homeless, no longer receiving TANF; she has gained full time

employment and is continuing to pursue a career!!

Submitted by: Dawn White, Human Resource Mgr.



An Inspiration... Robert Hilton, Millwork Sales Specialist, has been employed with Lowe's since November 2000. Robert was hired prior to the opening of the local Egg Harbor Township Lowe's. When Robert first entered the building, there were only four walls. Robert helped build the racking, the mass receiving process and stock of the merchandise. Robert's career with Lowe's includes experience as a Department Manager. After eighteen years at Lowe's and 32 years total in the Hardware/Home Center business he can say what's kept him in it besides the monetary aspect is the interaction with people. Robert feels there is something rewarding in helping others solve problems and complete

their projects. As a result of age and general wear tear on his body he is now receiving some special accommodations in both his work schedule as well as other duty limitations. This will allow Robert to continue working for a few more years until which time he can retire. Robert's wife works at Lowe's as well and has the same days off which is another valuable aspect of working here.

Robert was born with congenital defects and is missing both his right and left feet, right forearm and hand. He spent approximately four out of the first eleven years of his life in the Shriner's hospital at intermittent times. He had numerous surgeries to correct physical defects.

He got first job at age 16 working the back end of a car wash and has worked ever since. After graduating high school, Robert worked as a Lumber Jack. Other jobs Robert has had includes working as a Machinist, Elephant and Rhino Caretaker and Gas Station Attendant. He also managed a Servi-Star store for 11 years and an Ace Hardware store for 4 yrs. He is proud to have been working 44 years and Lowe's is proud to have Robert Hilton as part of our team.

Networking Goes a Long Way

Business Recognitions 2017-2018

The Atlantic County Special Services School District (ACSSSD) nominates SHORE MEDICAL CENTER (SMC) for the 2018 Outstanding Employer Award. Shore Medical Center truly meets the Workforce Development Board's criteria for this award. SMC "supports the mission and goals of vocational rehabilitation, they demonstrate a sincere commitment and willingness to empower and improve the self-esteem of individuals through employment opportunities, and they are positive about the integration of persons with disabilities in the competitive work force. "

ACSSSD and Shore Medical Center entered into a very special School to Career partnership over 25 years ago, a partnership that gave (and still gives) high school age students with disabilities the opportunity to participate in real life work experiences as part of their educational program. At the time that the partnership was created, there was no agreed upon expectation that SMC would actually HIRE students after completion of the school work experience program component. However, over the years, SMC has, in fact, hired ACSSSD graduates in at least three different departments.

Very recently, ACSSSD significantly restructured the high school vocational program after operating with just minor annual adjustments reflecting students' needs for many years. When these changes were shared with SMC and they were asked to take a different and even more active role in mentoring students as they participate in work experience at the hospital, they embraced the purpose of the changes and have been more than happy to work with the students in new ways. This demonstrates such commitment on the part of SMC to the inclusion of people with disabilities in the workplace. The department managers and employee mentors help students learn new job specific skills and work toward the achievement of industry standards in their training positions. Just as importantly, they model and reinforce appropriate workplace behaviors and social skills. Students develop skills and confidence, and can mature into excellent candidates for employment. Over the years, graduates have been hired in the Dietary department, Materials Management, and Medical Records, to name a few.

When nominating Shore Medical Center as an Outstanding Employer, which includes every employee and department involved in this program, we must also include two specific "team players." Alan Beatty, Vice President, Human Resources, at SMC has been a true partner and leader every year of this program at the hospital. He supports and encourages the various departments that work with ACSSSD students and welcomes ideas and requests for new positions for students. Paul Montesano, Manager, and employees and supervisors of Unidine which operates the Dietary department, came to SMC many years after the initial partnership was created. They embraced the process of providing the work experiences and mentoring that had been in operation previously. ACSSSD can't say enough about the tremendous support SMC directors and employees provide to our students, and the personal character of all those involved in mentoring and teaching.

Nomination submitted by Anne Dillon, ACSSSD

Recognitions 2017-2018



Chekemma J. Fulmore-Townsend, president and CEO of the Philadelphia Youth Network, presents during the Youth Employment Symposium, organized by the Atlantic County Workforce Development Board and JEVS Human Services, Monday, May 21, at Stockton University. National data show that while youth employment has increased steadily over the past seven years, the total number of those ages 16-24 working is still below pre-2007 recession levels. By sharing ideas, local workforce development groups

hope to put more young people to work. “We need to bring some new ideas into the area,” Rhonda Lowery, executive director of the Atlantic County Workforce Development Board, said during a Youth Employment Symposium on Monday at Stockton University. “We’ve come a long way, but we’re still not where we need to be.”

The Workforce Development Board organized the symposium, in collaboration with JEVS Human Services in Philadelphia and Stockton. Research has shown that when young people find employment they are more likely to stay in school and engage in a career path, said Stephanie Koch, senior vice president of strategic and business development for JEVS. Workforce development programs help bridge the gap by connecting youth with employers who will teach them the skills to become good employees, she said. “By engaging youth earlier ... we find they have a much more successful time with that first job or choosing a career path to become interested in,” Koch said. Rhonda Lowery estimated the Atlantic County Workforce Development Board helps find jobs for 50 to 60 people ages 14-24 on an annual basis. Most of that is summer employment.

In Atlantic County, where unemployment exceeds state and national rates, hospitality remains the leading industry, with aviation and agriculture also top employers, according to Choose: New Jersey, a nonprofit specializing in economic development. Koch said hospitality jobs are ideal for young adults just getting into the job market because there are many entry-level positions. She said restaurant and casino jobs could be a stepping stone to restaurant or hotel management, but also to concert promotion or technology positions within the casinos. Merydawilda Colon, executive director of the Stockton Center for Community Engagement and professor of social work at Stockton, said some of the challenges plaguing young people in finding jobs are the same ones their parents face: access to transportation, appropriate clothing and childcare, not only for their own children if they have them, but also for their parents who may depend on them to care for siblings. Colon said workforce development programs should help the youth solve these problems to make employment a sustainable goal. “When we tell young people, ‘OK, we’ll work it out,’ you better mean it,” Colon said. Otherwise you are just another person in their lives who may not be following through, she said.

One Stop Career Centers 2017-2018

Atlantic County Workforce Development

Literacy Services

The Learning Link provides literacy services for customers who have achieved scores between 6th and 12th grade level on the Test of Basic Education and are interested in pursuing either some kind of post-secondary or occupational training or a high school diploma. Through the dedication of the instructor and supporting services, the service achieved 99-100% of all targeted outcomes for the service.

Level of Service	80% toward 100% target (LOS =103 students, 83 students served)
Entered Employment	10 students
Entered Post-Sec Education/Training	46 students
HS Equivalency Attainment	6 students
Outcome Attainment Total	100% toward 60% target - 62 students
Educational Gains	100% toward 30% target - 137 EFL Gains

Supplemental Learning Lab (Grades 4-6)

Referred	136
Enrolled (12 hours of attendance)	127
Completed	72
Referred to Higher Level	19
Referred to Job Training/Post-Secondary Education	17
Entered Employment	23

Workforce Learning Link (Grade 6-12)

Referred	94
Increased Educational Functioning Level	43 of 94
Referred to Job Training/Post-Secondary Education	43
Attained High School Equivalency	9
Entered Employment	9

English as a Second Language

Enrolled	52
Post Tested	21
Increased 1 or More Levels	19
Entered Employment	3
Entered Post-Secondary Education/Training	7

Work First New Jersey

During PY 2017-PY18, under the supervision of Margaret Hemlock the “To Work Unit Team” along with Denita Bethel and her support staff reached a 30% participation rate in September 2018, placing the Atlantic County Workforce Development third within New Jersey’s twenty-one counties. The two units paired staff members to engage more customers producing these fantastic results.

	June 2017	June 2018
TANF	759	707
GA	400	272

The largest population required to participate in work activities is the SNAP/ABAWD population (food stamps) the agency is currently receiving approximately 500 referrals per month for this population.

New Jersey State Department of Labor and Workforce Development

- Entered Employment Rate of 48.36 % for consumers receiving Wagner-Peyser services in Atlantic County One-Stop.

• Measurement	Negotiated	Actual	Goal
Employment Rate 2 nd Quarter after Exit	52.60%	48.87%	92.91%
Median Earnings 2 nd Quarter After Exit	\$4,116.00	\$4,130.00	100.34%
Employment Rate 4 th Quarter After Exit	52.80%	48.45%	91.76%

- Over 2594 customers participated in Job Search Atlantic County One-Stop.
- Over 2246 Jersey Job Clubs at the Atlantic County One-Stop.
- Over 1242 job openings were posted through the Atlantic County One Stop.
- Over 61 Positive On-Site Employer Recruitments at the Atlantic County One-Stop.

Atlantic County WDB Members

Freeholder Liaisons: **John W. Risley**, Atlantic County Board of Chosen Freeholders

Member Name	Affiliation
Alan Beatty	Shore Medical Center
Daniel Brown	Atlantic City Rescue Mission
Patricia Constantino	Pathstone Corporation
Jim Drew	Borgata Casino
Mark Ford	Enphront Veterans Services
Roy Foster	IBEW Local 351
Dr. Barbara Gaba	Atlantic Cape Community College
Forrest Gilmore	Atlantic County Department of Family and Community Development
James Connett	Federal Aviation Administration, William J. Hughes Technical Center
Dr. Philip Guenther	Atlantic County Institute of Technology
Kenneth Harrison	South Jersey Industries
Ellen Hohmann	Innovative Leadership of Delaware Valley
Joseph Ingemi	Principal Cyber Security Consultant Pinarus Technologies
Daniel Kelly	Community Quest, Inc.
Joseph Kelly	Atlantic City Chamber of Commerce
Stephanie Koch	JEVS Human Services
Rick Lovering	Atlantic Care
Terri Lutz	Tropicana Entertainment, Inc.
Paul McClellan	New Jersey State Department of Labor and Workforce Development
Michelle Morales	Boys & Girls Club of America
Riaz Rajput	Global Community Services
Eric Reynolds	Workforce Connections, LLC
Candace Titanski	NJDVRS
Kimberly Ward	NJ Casino Reinvestment Development Authority
Charles Wimberg	Atlantic City Electric
Alice Woods	United Way of Greater Philadelphia and Southern New Jersey
Marian Woodson	America Works of NJ

Performance 2017-2018

Final Year-End Workforce Investment Act Performance & Outcome Report

Period Covered: July 1, 2017 through June 30, 2018

Adult Program

Measure	Local WIOA Plan	Actual Results	% Local WIOA Achievement
Employment Quarter 2	75.1%	61.4%	81.8%
Employment Quarter 4	71.2%	64.2%	90.1%
Credential	66.3%	40.2%	96.5%
Skills Gain	N/A		
Median Earnings Quarter 2	\$5,047	\$4,961	98.3%

Dislocated Worker Program

Measure	Local WIOA Plan	Actual Results	% Local WIOA Achievement
Employment Quarter 2	78.1%	55.5%	71.1%
Employment Quarter 4	69.5%	60.5%	87.0%
Credential	65.9%	56.8%	82.2%
Skill Gain	N/A		
Median Earnings Quarter 2	\$6,010	\$5,657	94.1%

Youth Program

Measure	Local WIOA Plan	Actual Results	% Local WIOA Achievement
Employment Quarter 2	62.8%	62.8%	118.9%
Employment Quarter 4	35.0%	0.0%	285.7%
Credential	57.0%		
Skill Gain	N/A		

WIOA Levels of Service

Generated From: Performance Matters

(Includes self-service and co-enrollments)

Adults	660
Dislocated Workers	450
Youth	83
Total	1193

WIOA Job Training Grants

Generated From America's One Stop Operation System

Adults	189
Dislocated Workers	146
Youth	22
NEG	38
Total	395

New Jersey Youth Corps

Enrollment	50
High School Credential	7
Employment	21
Post-Secondary Education/Training	11

**In the upcoming year, the Atlantic 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.*

ATLANTIC COUNTY WORKFORCE DEVELOPMENT BOARD
SCHEDULE OF YEAR END STATE FINANCIAL REPORT
PROGRAM YEAR 2017 (JULY 1, 2017 - JUNE 30, 2018)
MONTH ENDING: JUNE 30, 2018

WIOA GRANTS						
	Adult		Dislocated Worker		Youth	Total WIOA
<u>Administration</u>						
Personnel - Salary & Benefits	\$	11,177	\$	1,628	\$ 20,846	\$ 33,651
Operating Costs	\$	1,101	\$	-	\$ -	\$ 1,101
<i>Total Admin Expended</i>	\$	12,278	\$	1,628	\$ 20,846	\$ 34,752
<u>Program</u>						
Personnel - Salary & Benefits	\$	229,239	\$	176,255	\$ -	\$ 405,494
Operating Costs	\$	23,086	\$	13,049	\$ -	\$ 36,135
Training Contracts	\$	494,801	\$	288,790	\$ -	\$ 783,591
Supported Services	\$	3,450	\$	585	\$ -	\$ 4,035
<i>Total Program Expended</i>	\$	750,576	\$	478,679	\$ -	\$ 1,229,255
WIOA TOTAL EXPENDED	\$	762,854	\$	480,307	\$ 20,846	\$ 1,264,007
Program Year 2017 Budget	\$	1,055,588	\$	1,059,128	\$ 1,259,022	\$ 3,373,738
% Expended against Budget		72.27%		45.35%	1.66%	37.47%
AVAILABLE BALANCE	\$	292,734	\$	578,821	\$ 1,238,176	\$ 2,109,731

WFNJ GRANTS					
	TANF	GA & SNAP	SNAP	Total WFNJ	
<u>Administration</u>					
Personnel - Salary & Benefits	\$ 239,818	\$ 79,900	\$ 50,560	\$ 370,278	
Operating Costs	\$ 13,602	\$ 2,714	\$ 740	\$ 17,056	
<i>Total Admin Expended</i>	\$ 253,420	\$ 82,614	\$ 51,300	\$ 387,334	
<u>Program</u>					
Work Subsidies	\$ -	\$ -	\$ -	\$ -	
Education & Training	\$ 998,076	\$ 201,043	\$ 122,377	\$ 1,321,496	
Work Activities	\$ 624,469	\$ 160,766	\$ 163,931	\$ 949,166	
CAVP	\$ -	\$ -	\$ -	\$ -	
Case Management	\$ 340,730	\$ 225,393	\$ -	\$ 566,123	
Work Verification	\$ -	\$ -	\$ -	\$ -	
On-The-Job Training	\$ -	\$ -	\$ -	\$ -	
Needs Based Support	\$ 416	\$ -	\$ -	\$ 416	
<i>Total Program Expended</i>	\$ 1,963,691	\$ 587,202	\$ 286,308	\$ 2,836,785	
WFNJ TOTAL EXPENDED	\$ 2,217,111	\$ 669,816	\$ 337,608	\$ 3,224,119	
Program Year 2017 Budget	\$ 2,677,085	\$ 688,452	\$ 427,505	\$ 3,793,042	
% Expended against Budget	82.82%	97.29%	78.97%	85.00%	
AVAILABLE BALANCE	\$ 459,974	\$ 18,636	\$ 89,897	\$ 568,923	

MISCELLANEOUS GRANTS					
	Budget/ Award	Expended	Balance	% Expended	
Workforce Learning Link	\$ 103,000	\$ 79,867	\$ 23,133		77.54%
SmartSteps	\$ 1,605	\$ -	\$ 1,605		0.00%
Workforce Dev. Partner Prog.	\$ -	\$ -	\$ -		#DIV/0!
Atlantic City Satellite Office	\$ 150,000	\$ 87,842	\$ 62,158		58.56%
New Jersey Youth Corps	\$ 425,000	\$ 310,517	\$ 114,483		73.06%
Total Miscellaneous Grants	\$ 679,605	\$ 478,226	\$ 201,379		70.37%

ATLANTIC COUNTY PROGRAM YEAR 2017 TOTAL				
	Budget	Expended	Balance	% Expend
WIOA Grants	\$ 3,373,738	\$ 1,264,007	\$ 2,109,731	37.47%
WFNJ Grants	\$ 3,793,042	\$ 3,224,119	\$ 568,923	85.00%
Miscellaneous Grants	\$ 679,605	\$ 478,226	\$ 201,379	70.37%
Grand Total PY 2017	\$ 7,846,385	\$ 4,966,352	\$ 2,880,033	63.29%

Atlantic County Board of Freeholders

Frank D. Formica, Chairman

Maureen Kern, Vice Chairman

Ashley R. Bennett, District 3

James A. Bertino, District 5

Ernest D. Coursey, District 1

Richard R. Dase, District 4

Caren L. Fitzpatrick, At-Large

Amy L. Gatto, At-Large

John W. Risley, At-Large

Atlantic County Workforce Development Board

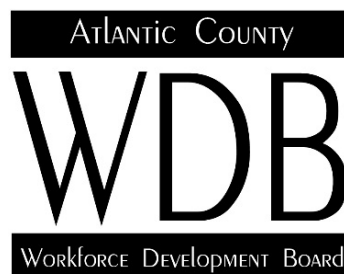
Riaz Rajput, Chair

James Drew, Vice-Chair

Theresa Lutz, Treasurer

Stephanie Koch, Secretary

Rhonda Lowery, Executive Director



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