

**Atlantic County
Workforce
Development Board**

Annual Report

Program Year 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 City Electric has 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 City Electric will help us provide alternative ways to achieve employment for students that have dropped out of high school. 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

Executive Director's Message

In the past several years, Atlantic County has experienced a good deal of challenge and turmoil economically, with the closing of four casinos and the loss of businesses associated with that industry. As Atlantic County begins to move forward, the role of the Workforce Development Board is now more important than ever. We need to begin to address the needs of our local businesses and develop the workforce of Atlantic County to be able to meet the demands of the present as well as the future. With the new WIOA legislative regulations and the New Jersey Department of Labor and Workforce Development Unified State Plan, we will begin credentialing our residents in the skills necessary to grow New Jersey and provide career pathways and high quality partnerships that can make a difference. PY 2018 will bring new opportunities for the WDB. The transition of the downsized casino industry has hit the economy of Atlantic County with disbelief. But with the cooperation of our partners, we are continuing to push through these storms. We have worked to redesign a plan to ensure that we are not overlooking anyone and that everyone has an opportunity to receive assistance.

On behalf of the Board, I would like to thank the Officers of the Board for PY 18, Riaz Rajput, Chair; James Drew, Vice Chair; Stephanie Koch, Secretary and Joseph Kelly, Treasurer. I would also like to thank the outgoing Officers for their time, dedication and commitment to the Board. Thanks to the WDB administrative staff and the employees of the Office of Workforce Development for their commitment in accomplishing my expectations for program year 2018.

This upcoming year will begin the implementation of the new economic plan and will change the way we see and do workforce development in Atlantic County. I look forward to leading us to the next level!

Sincerely,

Rhonda Lowery

Executive Director

PY'18 Success Stories

Training Unit

Olga Kolodziejska:

Olga came to our office as a college student with hopes of pursuing a career in healthcare. She was originally considering a Nursing degree and was supporting herself by working as a Food Delivery person at Capri Pizza in Northfield. Since she wanted to move forward in the healthcare industry, she thought obtaining CNA training and employment during her summer break would allow her to gain more experience in the healthcare field. Olga followed through on her goals and completed the CNA training program and immediately found employment. She now works for The Cooper Health System as a CNA and attends Camden County College's NURSING SCHOOL at "Our Lady's of Lourdes" in Camden, NJ. She continues to work towards her Registered Nurse licensure while supporting herself as a CNA. She has been working continually and going to school for the past 1 1/2 years.

Darryl Welch:

Daryl attended and completed CDL-A training at Smith & Solomon during PY'18. Mr. Welch's employment background was in retail and warehousing. His salary per hour at that time was \$12.00. Following the completion of his training and the receipt of his CDL-A license from New Jersey Department of Motor Vehicles, Mr. Welch was hired by Atlantic County Public Works in Northfield, N.J. As a laborer, his yearly salary \$28K. Darryl is pleased about his trajectory (using his CDL-A). The first six months as laborer will be followed by PROMOTION to TRUCK 1, another six months will lead to ELEVATION to TRUCK 2.

One Stop Career Centers

2018-2019

Atlantic County Workforce Development: Literacy Performance Goals

Literacy Services

The Learning Link provides literacy services for customers who have achieved scores between 6th and 12th grade level on the CASAS academic assessment and are interested in pursuing either post-secondary education or occupational training. Learning link services are also offered for those customers whose goal is to achieve a high school diploma. The data related to the Learning Link are found below:

PY 18 Actual Learning Link Outcomes- (Grade 6 to 12)

Referred	53
Referred to Job Training/Post-Secondary Education	9
Attained High School Equivalency	7
Entered Employment	5

Referred	55
Enrolled (12 hours of attendance)	54
Completed	23
Referred to Higher Level	7
Referred to Job Training/Post-Secondary Education	1
Entered Employment	7

Supplemental Learning Lab

The supplemental learning lab provided services to customers who have been assessed at an academic level between 4th and 6th grade level. The scope of customers served in the population include adult, dislocated worker and youth who were eligible to receive WIOA services.

The objective of the Supplemental Learning Lab is to provide an additional literacy resource for those customers in need of academic remediation to assist them in achieving the requisite grade levels for pursuit of training or secondary and post-secondary credentials.

ESL/ ABE Classroom

The Atlantic County Workforce Development Board also funds services for workforce customers who score below a fourth grade level or are English Language Learners. Once again, the Atlantic County Workforce Development Board partnered with the Atlantic Cape Community College to provide these literacy services. The services were designed primarily for those customers who were participating in the mandated work activity requirements for public assistance recipients.

Enrolled	26
Post Tested	3
Increased 1 or More EFL Levels	3
Entered Employment	4
Entered Post-Secondary Education/ Training	0

High School Equivalency

Atlantic County Workforce Development Board is one of a small number of workforce development agencies in the state that contains a certified testing center for the High School Equivalency exam. The above data reflects a reduced number of tests and successful passes as a result of the limitations imposed by the pandemic.

Tests Completed	Tests Passed
88	45

CASAS Testing

The CASAS test is an adult basic education assessment of the educational functional level of workforce customers who are pursuing occupational training or a high school diploma. For program year 2019, a total of 796 exam licenses were administered through the first nine months of that program year.

Work First New Jersey:

During PY 2019, the population of TANF and GA public assistance customers continued to decline as a result of customer employment, sanction activity and customers reaching the end of the five-year lifetime benefit. In June of 2019, the TANF Work Participation Rate was 24.3%. This performance rate placed Atlantic County in the middle of all county performance in New Jersey. In June of 2020, the TANF Work Participation Rate was 4.3%. The dramatic drop in TANF work activity performance was a result of the removal of work activity mandates because of the pandemic. The last three months of the program year, April, May and June 2020, had no referrals and no documented work activity. In addition, the local area did not receive a Notice of Award for Work First New Jersey as of June 30, 2020.

Contracted Services Outcomes PY 18

Referrals	Level of Service	Job Placement Referrals
719	219	189

The contracted work activity services were very successful in creating a pipeline to employment for the Work First New Jersey customer. Although this customer presents with significant barriers to employment, 86% of enrolled individuals were referred for job placement during the first nine months of the program year-evidence that the program concept was providing a true pathway to employment for many of the Work First New Jersey customers.

New Jersey State Department of Labor and Workforce Development

- Wagner-Peyser Performance: 2nd Qtr after exit: Actual- 58.40% LWDB Plan- 58.80%
- Wagner-Peyser- Performance: 4th Qtr after exit: Actual 56.4% LWDB Plan- 56.60%

WDB Members Atlantic County

- *County Commissioner Liaisons: Amy Gatto*, Atlantic County Board of Commissioners

Member Name	Affiliation
Alan Beatty	Shore Medical Center
Daniel Brown	Atlantic City Rescue Mission
Tanya Cain	Atlantic City School District
Patricia Constantino	Pathstone Corporation
Jim Drew	Borgata Casino
Mark Ford	Enphront Veterans Services
Roy Foster	IBEW Local 351
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
Spencer Hamilton	Shore Green Energy, LLC
Kenneth Harrison	South Jersey Industries
Ellen Hohmann	Innovative Leadership of Delaware Valley
Daniel Kelly	Community Quest, Inc.
Joseph Kelly	Greater Atlantic City Chamber of Commerce
Rick Lovering	AtlantiCare
Stephanie Lutz-Koch	JEVS Human Services
Terri Lutz	Tropicana Entertainment, Inc.
Paul McClellan	New Jersey State Department of Labor and Workforce Development
Michelle Morales	Atlantic City Boys and Girls Club
Dr. Barbara Gaba	Atlantic Cape Community College
Riaz Rajput	Global Community Services
Eric Reynolds	Workforce Connections, LLC
Claire Sooy	Atlanticare
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	Atlantic County One Stop Coordinator

PY 18- Atlantic County WDB Performance

	Employment Q2 Adult	Employment Q2 DW	Employment Q2 Youth	Employment Q4 Adult	Employment Q4 DW	Employment Q4 Youth	Credential Adult	Credential DW	Credential Youth
All Location	89.4%	87.3%	94.0%	94.6%	85.5%	142.1%	101.4%	105.7%	134.3%
Atlantic County WDB	107.3%	94.5%	121.0%	100.0%	104.6%	155.0%	106.4%	106.8%	105.6%
Bergen County WDB	87.4%	86.7%	109.3%	103.7%	83.8%	109.4%	107.0%	107.6%	91.1%
Burlington County WDB	87.0%	73.5%	90.9%	85.8%	78.4%	102.9%	57.3%	83.4%	92.6%
Camden County WDB	95.0%	94.0%	126.7%	101.3%	85.4%	134.7%	86.3%	83.4%	91.8%
Cumberland/Salem/Cape May WC	105.5%	87.3%	75.4%	128.3%	91.8%	144.0%	98.3%	104.3%	91.7%
Essex County WDB	90.7%	86.9%	103.4%	97.0%	81.9%	132.7%	62.8%	71.4%	39.2%
Gloucester County WDB	60.0%	83.5%	133.8%	57.7%	74.1%	156.9%	131.0%	131.7%	111.8%
Greater Raritan WDB	89.0%	78.1%	75.9%	75.5%	87.5%	125.6%	101.9%	104.9%	112.6%
Hudson County WDB	86.5%	79.8%	95.9%	80.9%	78.9%	123.1%	167.3%	173.2%	147.3%
Jersey City WDB	84.5%	72.7%	90.4%	89.7%	68.9%	116.1%	100.1%	92.2%	41.3%
Mercer County WDB	91.1%	80.1%	86.2%	96.6%	86.6%	180.3%	75.4%	61.2%	75.7%
Middlesex County WDB	92.5%	85.5%	92.7%	85.6%	82.9%	136.9%	68.9%	57.0%	61.5%
Monmouth County WDB	96.0%	89.2%	90.3%	87.2%	83.8%	129.8%	111.3%	91.9%	94.8%
Morris-Sussex-Warren WDB	77.2%	90.5%	94.1%	99.5%	74.5%	125.4%	107.5%	106.8%	98.0%
Newark WDB	89.0%	75.2%	82.7%	96.4%	103.7%	175.6%	91.5%	69.5%	79.1%
NJDOL Trenton Central Office	Infinity	Infinity	Infinity	Infinity	Infinity	Infinity	Infinity	Infinity	Infinity
Ocean County WDB	71.9%	96.0%	76.6%	79.5%	88.8%	124.2%	64.3%	107.4%	42.2%
Passaic County WDB	95.1%	95.8%	88.8%	102.3%	82.2%	113.9%	95.6%	92.2%	23.7%
Union County WDB	108.6%	97.4%	129.4%	130.9%	104.7%	198.2%	165.1%	165.6%	135.1%

WIOA Levels of Service

Generated From: AOSOS Services

Operating System

(Includes self-service and co-enrollments)

Adults	308
Dislocated Workers	332
Youth	1370
Total	2010

WIOA Job Training Grants

Generated From: America's One Stop

Adults	64
Dislocated Workers	78
Youth	18
Total	160

New Jersey Youth Corps

Enrollment	50
High School Credential	30
Employment	18
Post-Secondary Education/Training	19

ATLANTIC COUNTY WORKFORCE DEVELOPMENT BOARD
SCHEDULE OF YEAR END STATE FINANCIAL REPORT
PROGRAM YEAR 2018 (JULY 1, 2018 - JUNE 30, 2019)
MONTH ENDING: JUNE 30, 2019

WIOA GRANTS	Adult	Dislocated Worker	Youth	Total WIOA
<u>Administration</u>				
Personnel - Salary & Benefits	\$ 5,387	\$ 3,286	\$ 7,398	\$ 16,071
Operating Costs	\$ 219	\$ 163	\$ 464	\$ 846
<i>Total Admin Expended</i>	\$ 5,606	\$ 3,449	\$ 7,862	\$ 16,917
<u>Program</u>				
Personnel - Salary & Benefits	\$ 265,080	\$ 47,554	\$ 58,214	\$ 370,848
Operating Costs	\$ 32,935	\$ 16,384	\$ 70,516	\$ 119,835
Training Contracts	\$ 295,619	\$ 112,355	\$ 28,673	\$ 436,647
Supported Services	\$ -	\$ -	\$ -	\$ -
Work Experience	\$ -	\$ -	\$ 7,518	\$ 7,518
<i>Total Program Expended</i>	\$ 593,634	\$ 176,293	\$ 164,921	\$ 934,848
WIOA TOTAL EXPENDED	\$ 599,240	\$ 179,742	\$ 172,783	\$ 951,765
Program Year 2018 Budget	\$ 1,117,118	\$ 703,944	\$ 1,303,500	\$ 3,124,562
% Expended against Budget	53.64%	25.53%	13.26%	30.46%
AVAILABLE BALANCE	\$ 517,878	\$ 524,202	\$ 1,130,717	\$ 2,172,797

WFNJ GRANTS	TANF	GA & SNAP	SNAP	Total WFNJ
<u>Administration</u>				
Personnel - Salary & Benefits	\$ 318,020	\$ 126,311		\$ 444,331
Operating Costs	\$ 12,972	\$ 6,532		\$ 19,504
<i>Total Admin Expended</i>	\$ 330,992	\$ 132,843	\$ -	\$ 463,835
<u>Program</u>				
Subsidized Employment	\$ -	\$ -	\$ -	\$ -
Education & Training	\$ 703,482	\$ 408,325		\$ 1,111,807
Other Work Activities	\$ 478,425	\$ 349,043		\$ 827,468
CAVP	\$ -	\$ -	\$ -	\$ -
Case Management	\$ 212,881	\$ 250,000	\$ -	\$ 462,881
Work Verification	\$ 92,000	\$ -	\$ -	\$ 92,000
On-The-Job Training	\$ -	\$ -	\$ -	\$ -
Needs Based Support	\$ 149	\$ -	\$ -	\$ 149
<i>Total Program Expended</i>	\$ 1,486,937	\$ 1,007,368	\$ -	\$ 2,494,156

WFNJ TOTAL				
EXPENDED	\$ 1,817,929	\$ 1,140,211	\$ -	\$ 2,957,991
Program Year 2018				
Budget	\$ 3,111,914	\$ 1,243,384	\$ -	\$ 4,355,298
% Expended against Budget	58.42%	91.70%	0.00%	67.92%
AVAILABLE BALANCE	\$ 1,293,985	\$ 103,173	\$ -	\$ 1,397,307

MISCELLANEOUS GRANTS	Budget/Award	Expended	Balance	% Expended
Workforce Learning Link	\$ 78,000	\$ 76,107	\$ 1,893	97.57%
SmartSteps	\$ 1,605	\$ -	\$ 1,605	0.00%
New Jersey Youth Corps	\$ 425,000	\$ 397,207	\$ 27,793	93.46%
Total Miscellaneous Grants	\$ 504,605	\$ 473,314	\$ 31,291	93.80%

ATLANTIC COUNTY PROGRAM YEAR 2018 TOTAL				
	<u>Budget</u>	<u>Expended</u>	<u>Balance</u>	<u>% Expend</u>
WIOA Grants	\$ 3,124,562	\$ 951,765	\$ 2,172,797	30.46%
WFNJ Grants	\$ 4,355,298	\$ 2,957,991	\$ 1,397,307	67.92%
Miscellaneous Grants	\$ 504,605	\$ 473,314	\$ 31,291	93.80%
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Grand Total PY 2018	\$ 7,984,465	\$ 4,383,070	\$ 3,601,395	54.89%

Atlantic County Board of Chosen Freeholders

Frank D. Formica, Chairman

John W. Risley, Vice Chairman

James A. Bertino

John L. Carmen

Ernest D. Coursey

Richard R. Dase

Amy L. Gatto

Maureen Kern

Alexander C. Marino

Atlantic County Workforce Development Board

Riaz Rajput, Chair

James Drew, Vice-Chair

Joseph Kelly, Treasurer

Stephanie Koch, Secretary

Rhonda Lowery, Executive Director