

# WORKFORCE DEVELOPMENT BOARD OF PASSAIC COUNTY

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## ANNUAL REPORT

2016 - 2017



# Letter from Chair and Executive Director

The 2016-17 has been a defining year for the Workforce Development Board. The Workforce Development Board continues to leverage resources and partnerships to ensure that our local systems provides the best level of services for our clients and the county employers.

The year we continue to implement our strategic plan. Unemployment was at 7.0 ratio and the economy over in NJ is on the rise. Yet our county still lags many of the national trends and with our counterparts in the greater Northern New Jersey area. The Passaic County Workforce Development Board continues to be committed to ensuring that our services along with the One-Stop are doing all it can to bring the employers into connection with qualified workforce that we have in Passaic County. We have worked to expand access to training as well as other resources to allow Passaic County residents to be job ready in a competitive market.

We continue to further integrate economic development, workforce development, and education systems in order for them to work together to formulate a system that will prepare jobseekers for family-sustaining employment in the County's growth sectors.

We continue to be proud of the work that has been accomplished by the workforce development system in Passaic County over the last year. Yet we do not rest with today's success. We recognize the need to continue to work hard and be innovative to move the County forward. We thank you for your help and invite you to participate as we continue to journey of putting people to work.

Sincerely,

Everton Scott  
Chairman

Dr. Christopher Irving  
Executive Director

# Board of Chosen Freeholders

County government serves as the middle layer of government between the federal and state governments and the municipalities. Passaic County is governed by a seven-member Board of Chosen Freeholders. Each Freeholder is elected at large for a three-year term. The board is headed by a freeholder-director, who is selected for a one-year term at the board's annual reorganization meeting (at the first meeting of the year in January). Under Passaic County's commission form of government, freeholders discharge both executive and legislative responsibilities.

*Our Passaic County Freeholders are:*

Hector Lora, Director  
Bruce James, Deputy Director  
Terry Duffy, Freeholder  
Theodore O. Best, Jr., Freeholder

Pat Lepore, Freeholder  
Ronda Cotroneo, Freeholder  
John W. Bartlett, Freeholder

## County Administrator

The Passaic County Administrator is responsible for the day-to-day operations of the county, as well as supervising the schedule and procedures to be followed by all county departments, office, and agencies. The Administrator sits as ex-officio, non-voting member of all appointed committees and implements policy decisions of the governing body. The Administrator is charged with working with the Finance Department to create the county's annual operating and capital budgets.

### **Anthony J. DeNova III, County Administrator**

Passaic County Administration Building  
401 Grand Street  
Paterson, NJ 07505  
Phone: (973) 881-4405  
Fax: (973) 881-2853  
Email: [adenova@passaiccountynj.org](mailto:adenova@passaiccountynj.org)

### **Matthew P. Jordan, Esq., Deputy County Administrator**

Passaic County Administration Building  
401 Grand Street  
Paterson, NJ 07505  
Phone: (973) 881-4407  
Fax: (973) 881-2853  
Email: [matthewj@passaiccountynj.org](mailto:matthewj@passaiccountynj.org)



# Profile of Passaic County

## General Statistics

Source: US Census Bureau

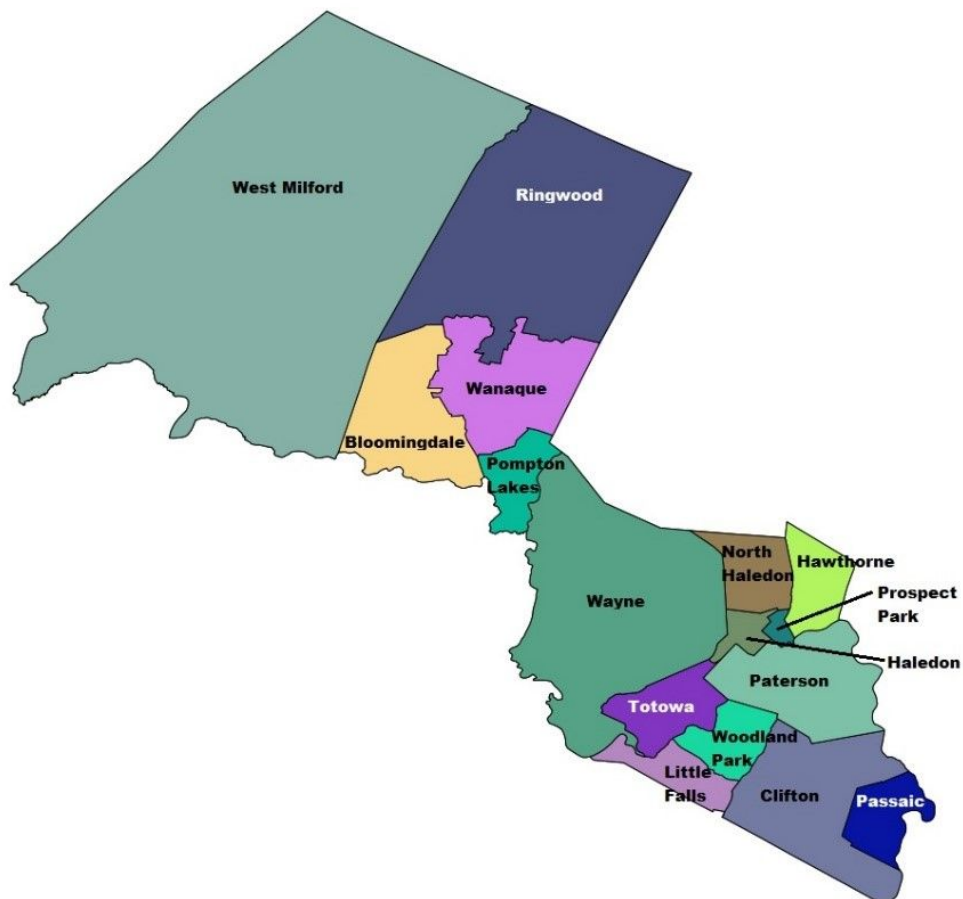
Population (2013) estimate	<b>505,672</b>	Population (2010)	<b>501,226</b>
Foreign born persons	<b>28.4%</b>	Veterans	<b>16,098</b>
Homeownership rate	<b>54.3%</b>	Median Household Income	<b>\$57,654</b>
Persons below poverty level	<b>16.3%</b>	Land area in square miles	<b>184.59</b>
Land area in square miles	<b>184.59</b>	Persons per square mile	<b>2,715.3</b>

# Municipalities of the County

The County of Passaic is a wonderfully diverse area. It is situated in the upper northeastern portion of New Jersey and encompasses city and suburban areas that offer a wide range of historical, entertainment, dining and shopping venues to rural tranquility.

There are sixteen (16) municipalities that comprise the County of Passaic. They are as follows:

- Bloomingdale
- Clifton
- Haledon
- Hawthorne
- Little Falls
- North Haledon
- Passaic
- Paterson
- Pompton Lakes
- Prospect Park
- Ringwood
- Totowa
- Wanaque
- Wayne
- West Milford
- Woodland Park



# Workforce Investment Board of Passaic County

The Workforce Investment Board of Passaic County is a policy-setting board for occupational skills training and educational programs for the Passaic County workforce area. The State of New Jersey created workforce investment boards in 1995 for the purpose of guiding New Jersey's workforce investment system. Congress followed New Jersey's lead and provided for the establishment of workforce investment boards throughout the United States with the adoption of the Workforce Investment Act of 1998.

Members of the Workforce Investment Board of Passaic County are appointed individuals. These individuals are appointed by the Board of Chosen Freeholders of the County of Passaic. Each member is appointed for a three-year term. These positions are volunteer positions with the majority of the seats having to be occupied by representative of the private business sector. The Workforce Investment Board of Passaic County is charged with integrating publicly-funded services and training into a seamless, flexible and responsive workforce system that meets the needs of employers, as well as jobseekers.

In order to develop this system, the Workforce Development Board of Passaic County must define the vision, mission and goals for the system based on the needs of the workforce investment area, i.e. the Passaic County community. These items are set forth in the WIB's strategic plan that establishes a local service delivery system for the services needed by the community, such as youth employment services, literacy training services, unemployment insurance services, welfare-to-work services, etc. The members of the Workforce Investment Board of Passaic County are expected to serve as Board of Directors with the task of identifying the needs of the local job market, leveraging resources, overseeing the One-Stop Career Center, as well as working in conjunction with economic development efforts within the County to promote economic growth and stem the number of worker lay-offs.

# Mission of the Workforce Development Board

The Workforce Development Board of Passaic County is a convening entity. Its underlying mission is to transform the workforce system in Passaic County so that it is an integrated system that is responsive to the needs of employers. In order to realize its mission, the WIB has to be completely aware of the skill needs of businesses within the workforce investment area (Passaic County) and the surrounding workforce investment areas, such as Bergen County, Hudson County, Essex County and Union County. Additionally, the WIB must be able to align the skill needs of the employers with the skills possessed by job seekers within the Passaic County community.

There are two overarching goals that guide the work of workforce investment boards in the State of New Jersey. They are:

**Goal #1:** To develop a world-class workforce. It is essential that there is a well-developed network of education and workforce institutions that have a fundamental understanding of current and future skills businesses need and that the development of those skills are embedded into every facet of the design and delivery of education and training programs.

**Goal #2:** To enhance the global competitiveness of New Jersey's businesses. It is essential that New Jersey has an overall effective and efficient workforce investment system that aids residents in acquiring the skills necessary for success in the workplace. There must be strong leadership at the local level that engages business, economic development, education, state and local government in the "how to planning" which strengthens the workforce in meeting the needs of the global economy resulting in a well-developed comprehensive continuum of services.

# Members Listing

The State Employment and Training Commission (SETC), State WIB, prescribes who must serve on each local workforce investment board. The goal is to appoint a diverse Board of Directors that adequately represents the interests of both businesses and workers, infuses decision-making and strategic development with private-sector business practices and ensures that all stakeholders play a part in the planning and implementation of the local WIB's strategic plan.

The following lists are individuals who served on the Workforce Investment Board of Passaic County for the 2013-2014 Program Year:

Members	Current Term	Members	Current Term
<b>Bruce James</b> Freeholder Passaic County	Ex-Officio	<b>Everton Scott, Chairman</b> Regional Manager PSE&G	2012-2015
<b>Beth Marmolejos, Vice-Chair</b> Senior Business Consultant Empire Blue/ NY Individual and Small Group	2012-2015	<b>Kenneth Morris, Jr.</b> Director Government Affairs St. Joseph's Regional Medical Center	2014-2017
<b>Tarona Lee</b> Founder TLL Human Resources	2014-2017	<b>James Dykes II</b> President Greater Paterson Chamber of Commerce	2012-2015
<b>Alexis Barry</b> Executive Director Home Care Options	2012-2015	<b>Mark Bocchieri</b> Director of External Affairs Verizon	2012-2015
<b>Lourdes Cortez</b> CEO/President North Jersey Federal Credit Union	2012-2015	<b>Cynthia Forster</b> Community & Public Relations North Jersey/Record Media	2013-2016
<b>Linda Paczkowski</b> Manager Medin Corporation	2014-2017	<b>Dr. Lorenzo Puertas</b> Executive Director Psych-Education Services, Inc.	2014-2017
<b>Joshua Frazier</b> President Aegis Protective Services	2013-2016	<b>Ailyne Geneta</b> Director of Admissions Alaris Health of Passaic County	2014-2017
<b>Darlene DeRitter</b> Vice-President Commercial Loans TD Bank	2014-2017	<b>Dennis Callen, Esq.</b> Owner Callen Photo Mount Corporation	2014-2017
<b>Lori Friedman</b> Vice-President Goodwill Industry of Northern New Jersey	2014-2017	<b>Brian Tangora</b> President North Jersey Chamber of Commerce	2014-2017
<b>Ekaterina Valliotis</b> Director of NJ Portfolio Alma Realty Corp.	2014-2017	<b>Maher Soliman</b> Owner/CEO Mayor Transportation	2014-2017
<b>Mark Schiffer</b> Executive Director Passaic County Board of Social Services	2013-2016	<b>Mark Roche</b> President IBEW Local Union 102	2013-2016



<b>Marcia McNeel</b> Acting Manager NJDLW/ One-Stop Career Center	2012-2015	<b>Lauren Murphy</b> Administrator Passaic County Workforce Development Center	MANDATED
<b>Harvey J. Nutter</b> Executive Director Greater Paterson OIC	2013-2016	<b>Maria Magda</b> Executive Director Hispanic Multi-Purpose Service Center	2013-2016
<b>Pamela L. Owen</b> Executive Director Human Services of Passaic County	2012-2015	<b>Rosemary Petrizzo</b> Manager of Division of Vocational Rehabilitation Services-DVRS NJDLW/One-Stop Career Center	2012-2015
<b>Lawrence Ghiorse</b> Manager NJLWD/Unemployment Services	2013-2016	<b>Yvonne Zuidema</b> Executive Director United Way of Passaic County	2013-2016
<b>Carolyn McCombs</b> Executive Director New Destiny Family Success Center, Inc.	2013-2016	<b>Deborah Hoffman</b> Executive Director Economic Development of Passaic County	2012-2015
<b>Kathleen Muldoon</b> Executive Director WPU Small Business Development Center	2014-2017	<b>Dr. Steven Rose</b> President Passaic County Community College	2013-2016
<b>Bernadette Tiernan</b> Executive Director WPU/Continuing & Professional Education	2013-2016	<b>Diana Lobosco</b> Superintendent Passaic County Technical Institute	2012-2015
<b>Susan Ronga</b> Program Coordinator Paterson Adult & Continuing Education	2013-2016	<b>Richard Tardalo</b> Superintendent Clifton Board of Education	2013-2016
<b>Dr. Donnie Evans</b> Superintendent Paterson Board of Education	2013-2016	<b>Neil Holster</b> Supervisor of Special Services West Milford Board of Education	2013-2016
<b>Scott Rixford</b> Executive Superintendent NJDOE / County Of Passaic	MANDATED	<b>Alan Concha</b> Vice-President HoHoKus School of Trade & Technical Sciences	2014-2017
<b>Tim Luig</b> Vice-President Berkeley College of Clifton	2012-2015		

# Strategic Plan 2014-2017

The Workforce Development Board of Passaic County is one year into its strategic plan.

The plan has assisted the County's effort to develop and grow a robust local economy with engaged workers and businesses. The Workforce Development Board has taken the following steps over the last year:

1. Created a formal regular meeting with the Office of Economic Development, Educational Institutions and other business partners to discuss needs of business community as it relates to training and development of talent.
2. Worked with one stop partners and others to assess our career pathways and programming to align with industry need.

We have worked with our partners to implement the five (5) industry sectors that account for the majority of job growth in and around Passaic County, as well as the Northern New Jersey region:

1. Healthcare and Health (Social) Services
2. Hospitality, Tourism and Retail
3. Transportation, Logistics and Distribution (TLD)
4. Advanced Manufacturing
5. Technology and Entrepreneurship

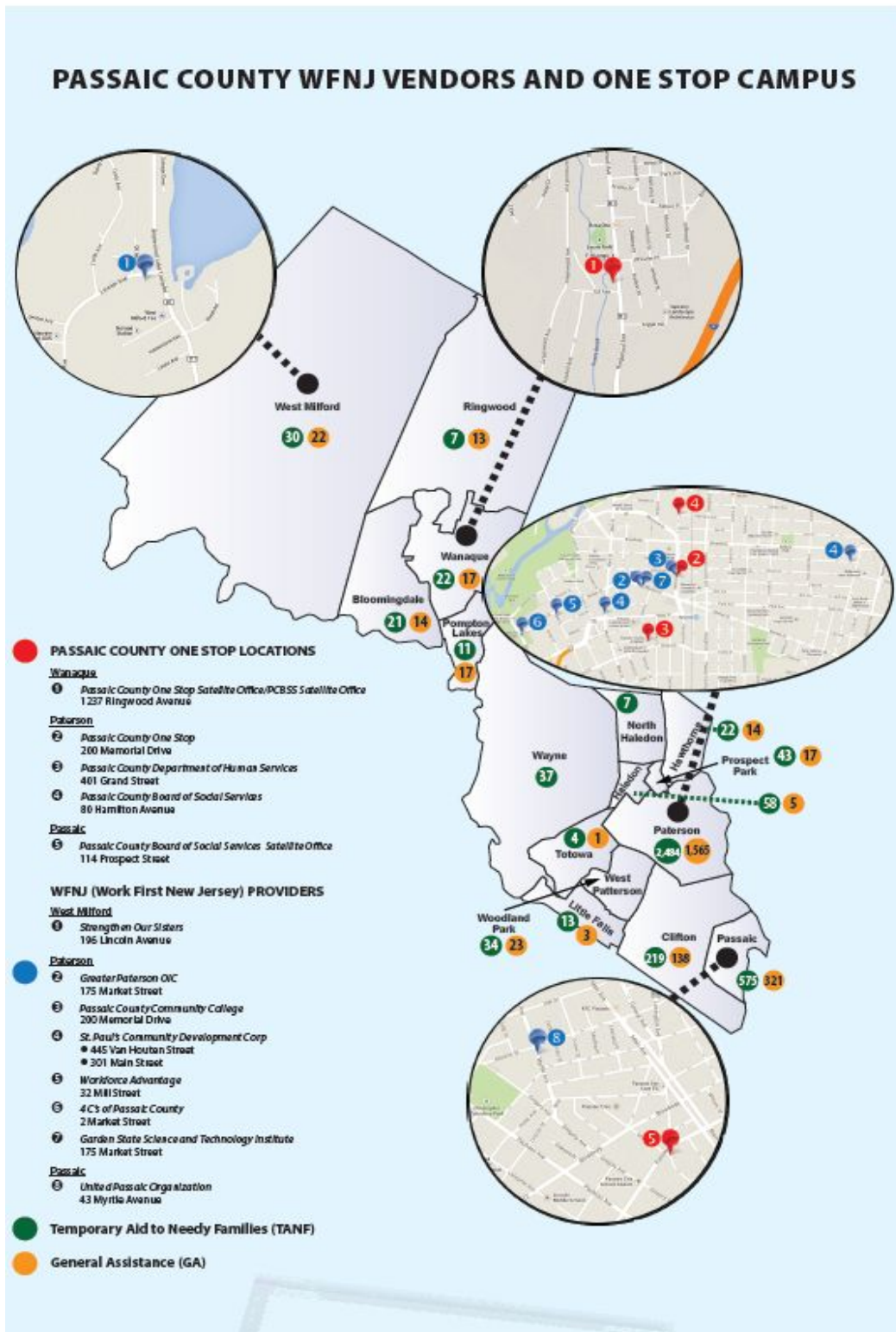
These sectors represent the greatest source of job growth, which in turn provides the areas of greatest labor demand for the County of Passaic.

## Purpose of Plan

1. Effectively implement the State of New Jersey's workforce development priorities and strategies
2. Better leverage resources across organizations and institutions, in order to accelerate innovation and maximize successful outcomes
3. Set the framework, guidance and requirements for delivery of programs and services under the Workforce Investment Act and the Wagner-Peyser Act
4. Align the efforts of Passaic County with those of other counties and the State of New Jersey

# One-Stop Career Center System

One-Stop Locations, Vendors and Campus



New Jersey Department of Labor and Workforce Development  
Workforce Development Area Contract  
FY 2016 Funds

WIB: **Passaic**  
DUNS No.: **063148811**

Plan No.: **ET-16-PY16**  
Mod No.:

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**A. Grant Recipient** (Name and Address)

Passaic County Board of Chosen Freeholders  
401 Grand Street Room 417  
Peterson, NJ 07505

Chief Executive Officer: **Theodore O. Best Jr.**  
Legal Entity Status: Public  
Federal Employer ID No.: 22-6002466

**B. State Grantor/ Department**

Aaron Flehtner, Ph.D, Acting Commissioner  
New Jersey Department of Labor and Workforce  
Development  
P.O. Box 055, Trenton, New Jersey 08625-0055

*Contact Person & Telephone No.:*  
Patricia Moran Ph.D., Executive Director  
609-984-9414  
Workforce Development and Economic  
Opportunity

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**C. Local Area Operating Entity**

Private Ind Council of Passaic Cnty  
dba Passaic County Workforce Dev. CT  
200 Memorial Drive  
Paterson, NJ 07505  
Contact: Lauren Murphy  
Tel. No.: 973-340-3400 ext 7204

**WorkFirst NJ Operating Entity**

Private Ind Council of Passaic Cnty  
dba Passaic County Workforce Dev. CT  
200 Memorial Drive  
Paterson, NJ 07505  
Contact: Lauren Murphy  
Tel. No.: 973-340-3400 ext 7204

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**D. Funding Levels by Source:**

**WIOA/ FEDERAL FUNDS**

Adult: 1,671,380  
Youth: 1,832,249  
Dislocated Worker: 1,691,989

**STATE FUNDS**

WorkFirst NJ: 5,686,127  
WLL: 188,000  
SmartSTEPS: 24,075

Federal TOTAL: **\$5,195,618**  
State TOTAL: **\$5,898,202**  
Contract TOTAL: **\$11,093,820**

*The contract period for these funds is July 1, 2016 through June 30, 2017.*

## Summary of Common Performance Measures

<b>Total Participants Served</b>	Adults	3,782
	Dislocated Workers	244
	Older Youth (19-21)	174
	Younger Youth (14-18)	601
<b>Total Exiters</b>	Adults	3,386
	Dislocated Workers	166
	Older Youth (19-21)	33
	Younger Youth (14-18)	103

## Summary of Common Performance Measures

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0%	0.0%
	Employers	0.0%	0.0%
Entered Employment Rates	Adults	93.4%	83.0%
	Dislocated Workers	94.7%	81.0%
	Older Youth	0.0%	72.0%
Retention Rates	Adults	89.9%	84.0%
	Dislocated Workers	91.6%	93.0%
	Older Youth	0.0%	74.0%
	Younger Youth	0.0%	0.0%
Average Earnings	Adults	\$12,654.00	\$13,013.00
	Dislocated Workers	\$17,640.00	\$15,719.00
Six Months Earning Increase	Older Youth	\$0.00	\$2,554.00
Credential/Diploma Rates	Adults	0.0%	8.0%
	Dislocated Workers	0.0%	4.0%
	Older Youth	0.0%	9.0%
	Younger Youth	0.0%	37.0%
Skill Attainment Rate	Younger Youth	0.0%	95.0%
Placement in employment or Education	Youth (14-21)	78.0%	65.0%
Attainment of Degree or Certificate	Youth (14-21)	86.0%	39.0%
Literacy or Numeracy Gains	Youth (14-21)	46.0%	61.0%

**Overall Status of Local Performance: Met**

# Individual Training Accounts Attendance

Training Program	Numbers
Accounting/ Business Administration	2
Administrative Assistant/ Microsoft Office	32
Architectural Design/ Drafting	1
Certified Nurse Aide/Patient Care Technician/Certified Home Health Aid	69
Chemical Technology/Clinical Research Associate	1
Child Development Associate	3
Commercial Driver's License/CDL A&B	121
Cosmetology	11
Dental Assistant	5
Electrical and Electronics	1
Emergency Medical Technician	5
English as a Second Language	3
Food Service/Culinary	9
Heating/Ventilation & Air Conditioning	3
Insurance/Real Estate Broker	2
Licensed Practical Nurse	1
Massage Therapy	2
Medical Assistant	32
Medical Billing Coding Administration	9
Occupational Therapy Assistant	1
Paralegal	6
Pharmaceutical Technician	2
Phlebotomy/EKG	3
Project Management	9
Registered Nurse	1
Security Officer Registration Act-SORA Training	14
Software Quality Assurance Testing	1
Sonography	1
Substance Abuse Counseling Certification Training	11
Surgical Processing Technician	1
System Administration/ Computer Programming	7
Veterinary Assistant	1
Welding	12
<b>Total</b>	<b>382</b>

# Individual Training Account Contracts

Training Provider	Total Exited Training	Employed 1st Quarter After Exit
4 C's Center for Child Care Careers	30	12
AMG Medical Institute	21	18
America Training Center	3	3
American Institute	4	2
American Institute of Pharmaceutical Technology	4	4
Anderson Health Institute	6	4
AvTech Institute of Technology	6	3
Bergan Blended Academy	6	6
Bergen County Vocational School	4	1
Bergen County Community College	4	3
Berkeley College	5	2
Bloomfield College	1	1
Branford Institute	24	22
E-Tek	1	1
EZ Wheels Driving School	32	22
Eastwick College	2	2
Essex County College	1	1
Fairleigh Dickinson University	1	1
Fortis Institute	3	3
Global Academy of America	1	1
Hohokus School of Trade and Technical Science	9	6
Ideal Driving School	14	9
Institute of Logistical Management	1	1
Jersey Tractor Trailer Driving School	60	40
Joseph's Trucking Driving School	1	1
K & M Security	4	4
Kaizen Technologies	1	1
Las Comp Institute of Information Technology	5	5
Lincoln Technical Institute	2	2
Master Driving School	30	20
Medical & Dental Institute	3	3



Middlesex County College	1	1
National Career Institute	3	3
New Educare Institute of Healthcare	4	3
Programs for Parents Career Academy	2	2
Passaic County Community College	8	5
Ramapo College	3	3
Robotech CAD Solutions	3	2
Rutgers University	4	3
Smith & Solomon Driving School	1	0
Sollers, Inc. Pharmacology Training	1	1
Steve Olimpio Training Academy	2	2
Technology & Medicine Institute	2	1
The Institute for Continuing Education	1	1
Union County College	1	1
William Paterson University	30	21
<b>Total</b>	<b>355</b>	<b>253</b>

# Passaic County One-Stop Career Center

## 2016 WorkFirst New Jersey TANF/GA

7/1/16 - 6/30/17

Contract #	Organization	Program	Type	Cost	Funding	Level of Service
16031	Calvary Baptist Community Center	Intermediate ABE-Pre-GED	BREM/CWEP	300,000	TANF/ GA	80
16032	-0-			0		0
16033	Greater Paterson OIC	Intensive Employability	BREM/CWEP	180,000	TANF/ GA	60
16034	Greater Paterson OIC	Showcase-Recompliance	BREM/CWEP	200,000	TANF	250
16035	Greater Paterson OIC	Occupational Computer Skills	Occupational	225,000	TANF/ GA	60
16036	Passaic County Community College	HSE - High School Equivalency	BREM/CWEP	150,000	TANF/ GA	40
16037	Passaic County Community College	Industry Centered Training Program	BREM/CWEP	225,000	TANF/ GA	60
16038	Passaic County Community College	Intensive Math	BREM/CWEP	150,000	TANF/ GA	60
16039	Passaic County Community College	Customer Service Training Hub	BREM/CWEP	225,000	TANF/ GA	60
16040	-0-			0		0
16041	Paterson Public Schools	Beginning-Intermediate ESL	ESL/ CWEP	150,000	TANF/ GA	60
16042	St. Paul's CDC	Beginner ABE - SOAR	BREM/CWEP	150,000	TANF/ GA	60
16043	St. Paul's CDC	Occupational - Culinary	Occupational	225,000	TANF/ GA	60
16044	Workforce Advantage	Beginner ABE	BREM/CWEP	150,000	TANF/ GA	60
16045	Workforce Advantage	Intermediate - Advanced ESL	ESL/CWEP	150,000	TANF/ GA	40
In-House	Passaic County Workforce Development Center	Career Showcase - Job Search	Job Search	200,000	TANF/ GA	350
				<b>2,680,000</b>		<b>1300</b>

# Youth Programs - WIOA 2016 - 2017

Contract #	Location	Provider	Program	Cost	Fund Source	Level of Service
16071	Passaic	Catapult Learning, LLC	Career Starters-Passaic	218,587	WIOA-Youth	45
16072	Clifton	Catapult Learning, LLC	Career Starter-County Wide	218,587	WIOA-Youth	45
16073	Paterson	Paterson Public Schools/Paterson Adult School	New Jersey Youth Corps	291,000	WIOA-Youth	60
16074	Paterson	New Jersey Community Development Corporation	Paterson Great Falls Youth Build Program	270,000	WIOA-Youth	60
16075	Paterson	St. Paul's Community Development Corporation	WIOA - Youth Program	160,000	WIOA-Youth	40
<b>TOTAL</b>				<b>1,158,174</b>		<b>250</b>



**Contact Information:**

Workforce Investment Board of Passaic County  
200 Memorial Drive  
Paterson, New Jersey 07505  
(973) 569-4020 Office  
(973) 742-3030 Fax  
[www.wibpc.org](http://www.wibpc.org)

**Social Media Networks:**

