



Where businesses find the right people and people find the right jobs.

2014-2017 Unified Workforce Plan

Strategic Planning Committee Meeting

Monday, September 9, 2014



Purpose of the Strategic Plan

- Effectively implement State workforce development priorities and strategies
- Better leverage resources across organizations and institutions, in order to accelerate innovation and maximize successful outcomes
- Set the framework, guidance and requirements for delivery of programs and services under WIA and the Wagner-Peyser Act
- Align the efforts of Passaic County with that of other counties and the State of New Jersey

Passaic County Vision



- Create a prosperous, progressive and innovative county where workforce development, economic development, and educational systems work together
- Grow businesses from start-up to expansion, create local and regional employment opportunities, and align workforce resources with established career pathways

SETC Core Values

- Drive investment based upon industry need
- Meet jobseekers where they are
- Equip workforce for employment
- Increase system accountability

Passaic County - Strategic Goals

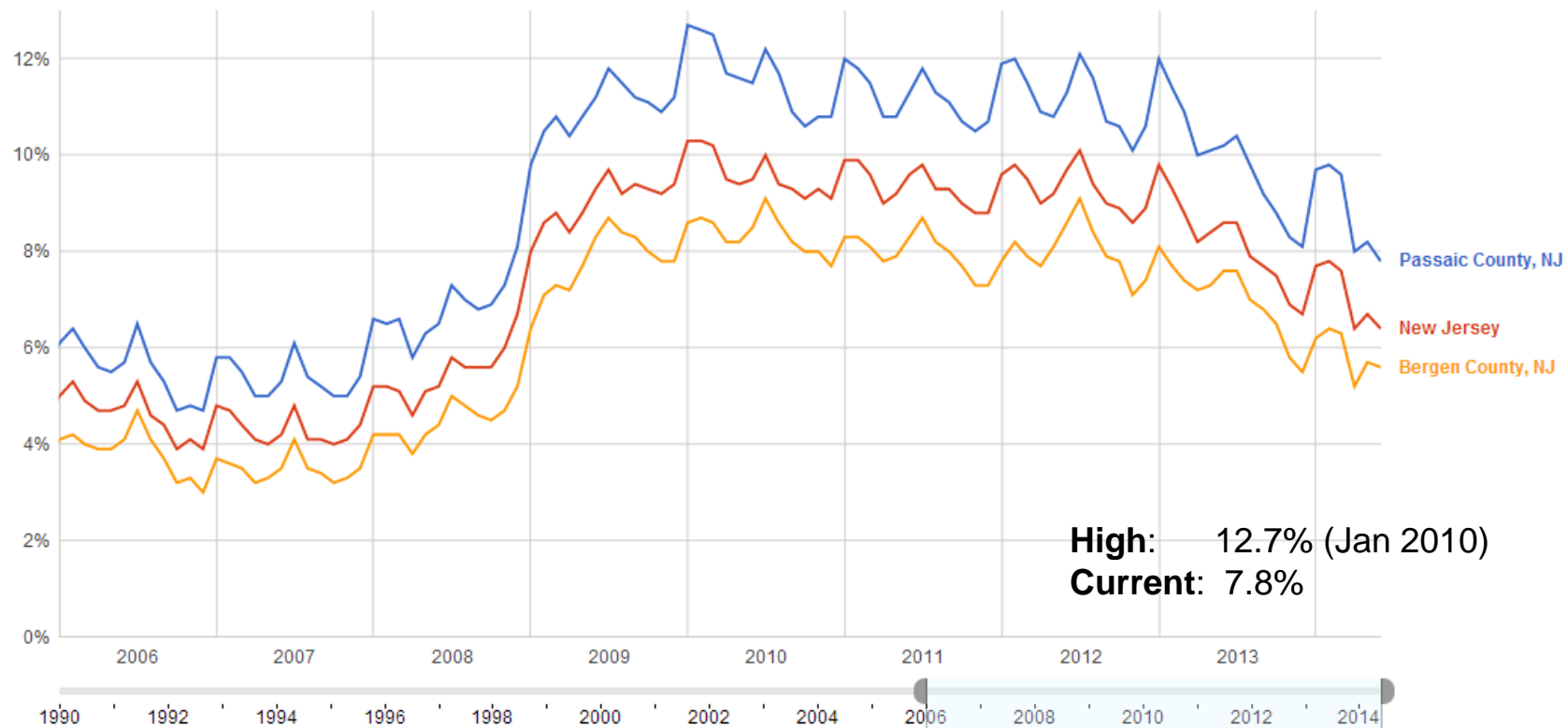
1. Improve Workforce System **structure & capacity**
2. Build strategic **partnership & alignment** to improve outcomes
3. Enhance **technology & data** to drive decisions
4. Improve **outreach & communication** to better connect jobseekers to employment

Passaic County by the Numbers

Demographics	
County Residents - Total	500, 168
Age 18 - 24	51,498
Age 25 and older	324,818
w/ HS Diploma or Less	112,295 (53%)
Veterans	17,067
Foreign Born	137,389
Unemployment Rate (Jun 2014)	7.8%
Labor Force Participation Rate (2012)	45.4%
High School Diploma or Less	53%
Associates Degree or Greater	31%

Passaic County Unemployment Rate

Unemployment rate - Not Seasonally Adjusted



Data from U.S. Bureau of Labor Statistics Aug 2014

Passaic County by the Numbers

Business & Industry	
Number of Businesses	15,454
1 – 4 employees	7,950
100+ employees	303
Industry Sectors	
• Health Care and Social Services	
• Retail Trade	
• Manufacturing	
• Waste Management and Remediation Services	

Passaic County by the Numbers

Passaic County Workforce Service Levels (PY12)	
Adults Unemployed (2012 est.)	25,194
Adults Served	12,093
Exited Adults	103
Cost per Exited Adult	\$31,844
Exited Youth	19
Cost per Exited Youth	\$95,639

Passaic County - Planned Activities

Phase 1: Collect data and programmatic information on the County Workforce Development System

Phase 2: Conduct Outreach and Engage Stakeholders

Phase 3: Develop Workforce System Goals, Policy & System Recommendations to Guide an Effective Career-Pathways Approach

Passaic County - Finding & Recommendations

System Structure & Capacity

- **Target:** Identify gaps in education and training and to measure outcomes in terms of educational attainment and economic advancement.
- **Target:** Reallocate resources to support linkages between remedial, academic, and occupational programs within educational institutions
- **Target:** alignment of both public and private funds sources so that these resources are supporting skill-based training for in-demand occupations along a career path.
- **Target:** expand "bridge programs" for educationally disadvantaged youth and adults that teach the basic skills
- **Target:** Enhance wrap-around support services, including career assessment and counseling, case management, child care, financial aid

Passaic County - Finding & Recommendations

Strategic Partnership & Alignment

- **Target:** Increase the amount of strategic partnership that exists with key employers, educational institutions, workforce development organizations, and others
- **Target:** Complete training road maps jointly produced by educators, workforce development professionals, educational institutions, and employers that show the connections between education and training programs and jobs at different levels within the sector
- **Target:** Establish curricula mapping defined in terms of competencies required for jobs and further education at the next level, tied where possible to industry skill standards, certifications, and licensing requirements

Passaic County - Finding & Recommendations

Technology & Data

- **Target:** Connect local K-12 systems with the information they need to effectively advise and prepare young people for demand industries and occupations and parents and students with the information necessary for effective career decision-making.
- **Target:** Integrate available workforce and economic data and routine data reporting at all levels to engage stakeholders and inform decision-making

Passaic County - Finding & Recommendations

Outreach & Communication

- **Target:** Implement business communication strategies through WIB subcommittee structure to provide regional employers with real time labor market data and information for Passaic County
- **Target:** Improve the outreach capacity of workforce system agencies to access residents throughout the county, and to provide assessment, career counseling and job search supports necessary to advise and prepare adults for advancement or to transfer into new industries

Passaic County - Finding & Recommendations

Other Recommendations

- Increase capacity of WIB of Passaic County to secure private and public resources to support system innovation and enhance service delivery
- Complete full analysis of all resources in Passaic County that supports Workforce Development, Economic Development & Adult Education & Training Services
- Reevaluate the current vendor contracts to ensure they align with resources