

WORKFORCE DEVELOPMENT
BOARD OF PASSAIC COUNTY

ANNUAL REPORT 2015 - 2016



Workforce
Development Board
of Passaic County
Supporting Business Growth

Letter from Chair and Executive Director

The Workforce Development Board of Passaic County continues to look forward. This year we remain steadfast in making strides that enhancing our system and ensuring our partners are providing quality services that continues to make Passaic County a great place to work and business friend.

We have taken steps to strengthen our partnerships with community organizations and providing more job fairs to connect employees with employers within the county. We continue to work with our economic development partners to understand the needs of business owners in our community and ensuring that we are equipping our clients with the right training and resources to meet the needs of 21st century skilled workforce. We also look towards the future as we prepare to undergo our next strategic planning process.

This Workforce Development Board of Passaic County has reached all milestones and benchmarks this year and has done a lot to make the Workforce Development process better in Passaic County. As we look toward the future we renew our commitment to providing excellent service and working with our partners to provide the best level of service as well as doing our part to make Passaic County a great place to work and a great place to operate a business.

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

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



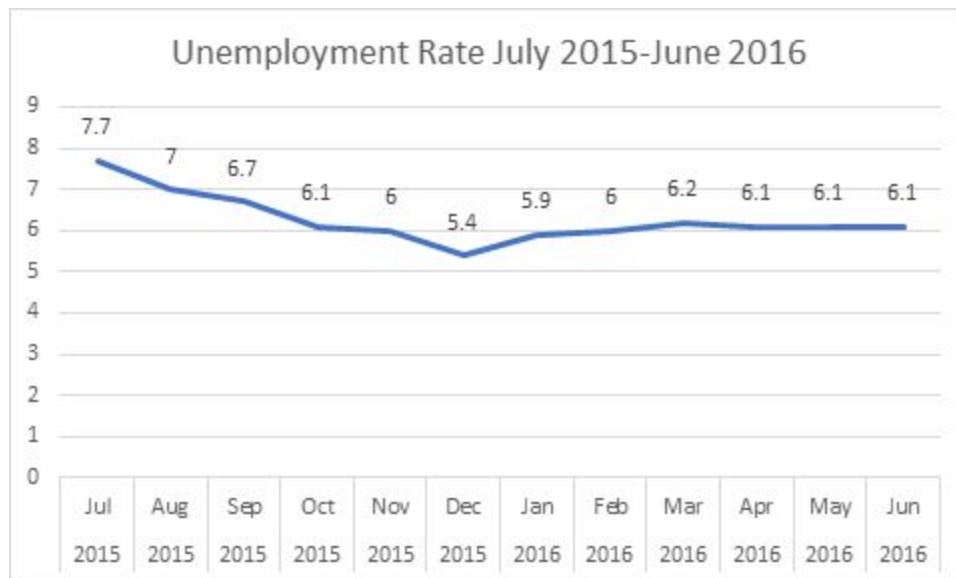
Profile of Passaic County

General Statistics

Source: US Census Bureau

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

The unemployment rate has come down in the last year in Passaic County.

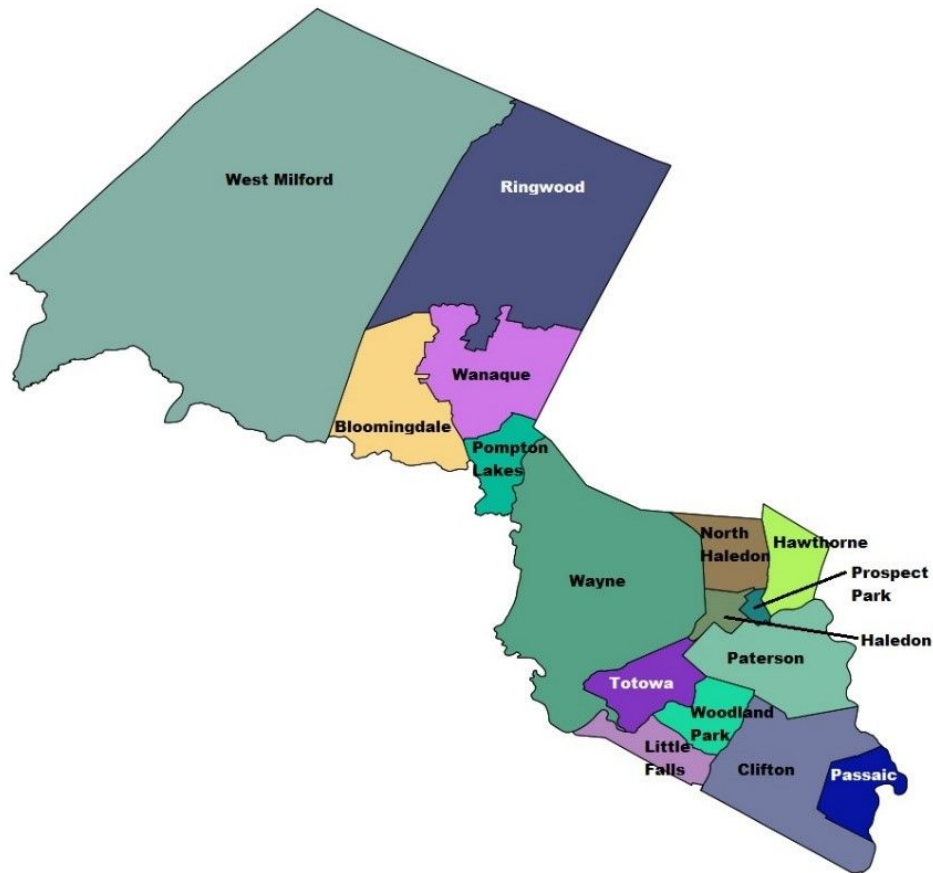


Municipalities of the County

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 Development Board of Passaic County

The Workforce Development 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 Development 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 Development 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 WDB'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 Development 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 WDB 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 WDB 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 development 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 WDB, prescribes who must serve on each local workforce development 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 WDB's strategic plan.

The following lists are individuals who served on the Workforce Development Board of Passaic County for the 2015-2016 Program Year:

Members	Sector Represented	Current Term
Theodore O. Best Jr. Freeholder Director Passaic County	Board of Chosen Freeholders of Passaic County	Ex-Officio
Dr. Christopher C. Irving Executive Director Workforce Development Board	Workforce Development Board of Passaic County	MANDATED
Everton Scott, Chairman Regional Public Affairs Manager PSE&G	Business and Industry Representative	2015 - 2018
Beth Marmolejos, Vice-Chair Executive Advisor IT Account Empire Blue/ NY Individual and Small Group	Business and Industry Representative	2015 - 2018
James Dykes II President Greater Paterson Chamber of Commerce	Business and Industry Representative	2015 - 2018
Mark Bocchieri Director of External Affairs Verizon	Business and Industry Representative	2015 - 2018
Lourdes Cortez CEO/President North Jersey Federal Credit Union	Business and Industry Representative	2015 - 2018
Dr. Lorenzo Puertas Executive Director Psych-Education Services, Inc.	Business and Industry Representative	2017 - 2020
Joshua Frazier President Aegis Protective Services	Business and Industry Representative	2016 - 2019
Ekaterina Valiotis Director NJ Portfolio Alma Realty Corp.	Business and Industry Representative	2014 - 2017
Darlene DeRitter Vice-President Commercial Loans TD Bank	Business and Industry Representative	2017 - 2020

VACANT Director Human Resources St. Joseph's Hospital/ Regional Medical Center	Business and Industry Representative	RESIGNED
Dennis Callen, Esq. Owner Callen Photo Mount Corporation	Business and Industry Representative	2017 - 2020
Lori Friedman-Margolin Vice President Goodwill Industry of Northern New Jersey	Business and Industry Representative	2017 - 2020
Michelle Vernuccio President North Jersey Chamber of Commerce	Business and Industry Representative	2015 - 2018
Ailyne Geneta Director of Admissions/ Marketing Alaris Health and The Fountains	Business and Industry Representative	2017 - 2020
Mark Roche President IBEW Local Union 102	Organized Labor	2016 - 2019
Marcia McNeel Manager Employment Services NJDLW/ One-Stop Career Center	One-Stop Partners/ State Representative	2015 - 2018
Lauren Murphy Director Passaic County Workforce Development Center	One-Stop Operator	MANDATED
Harvey J. Nutter Executive Director Greater Paterson OIC	One-Stop Partners	2016 - 2019
VACANT Executive Director Human Services of Passaic County	One-Stop Partners	RESIGNED
Janet Aguilar Supervisor Unemployment Insurance NJDLW/ One-Stop Career Center	One-Stop Partners/ State Representative	2016 - 2019
Rosemary Petrizzo Manager Division of Vocational Rehabilitation Services	One-Stop Partners/ State Representative	2015 - 2018
Yvonne Zuidema Executive Director United Way of Passaic County	Community-Based Organization	2016 - 2019
Rev. Carolyn McCombs Executive Director New Destiny Family Success Center, Inc.	Community-Based Organization	2016 - 2019
VACANT Director Clifton Main Library	Community-Based Organization	RETIRED
Barry Ford Deputy Chief Program Officer New Jersey Community Development Corporation	Community-Based Organization	2016 - 2019

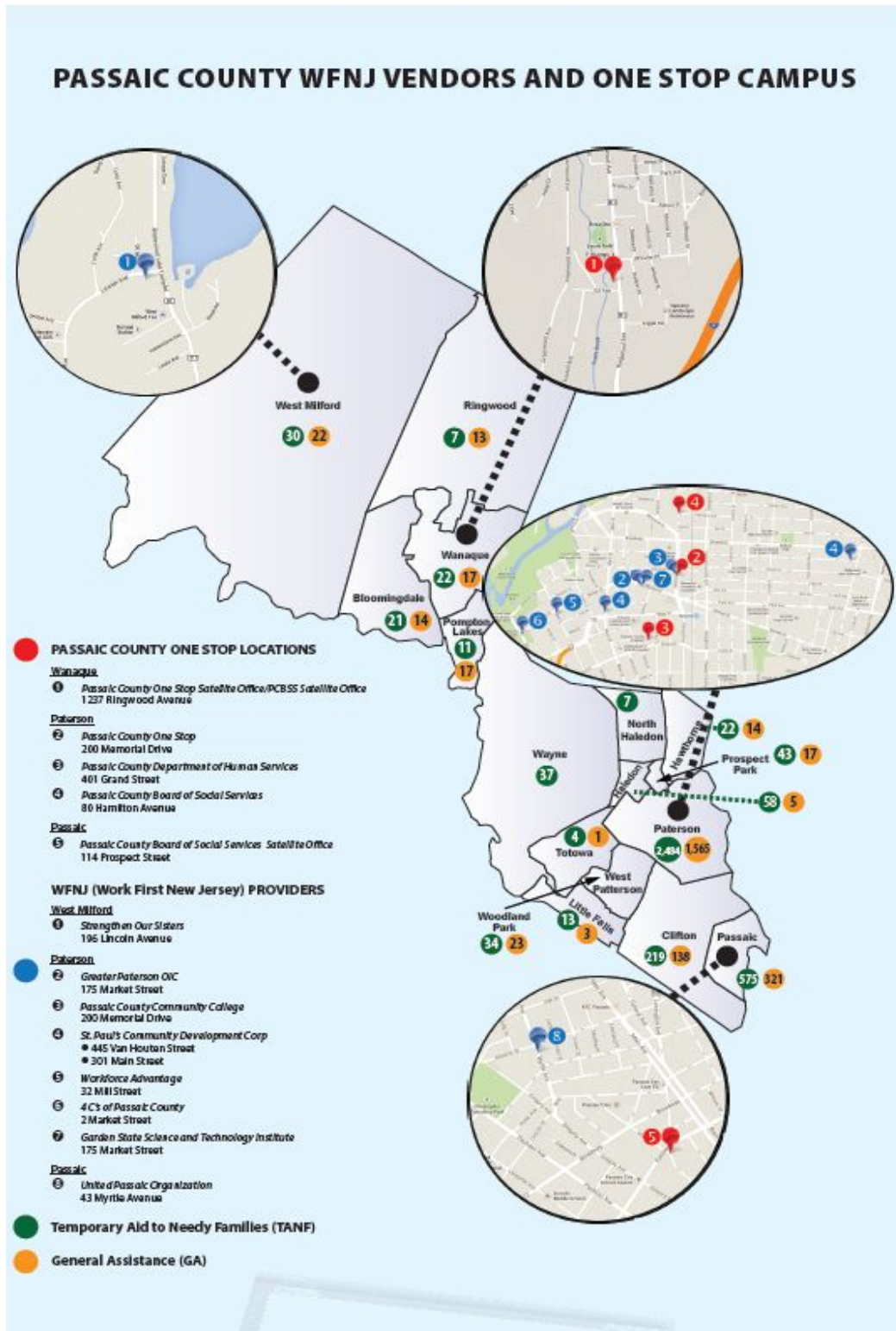
Deborah Hoffman Executive Director Economic Development	Economic Development	2015 - 2018
Kathleen Muldoon Executive Director WPU Small Business Development Center	Economic Development	2014 - 2017
Dr. Steven Rose President Passaic County Community College	Education/ County College	2016 - 2019
Bernadette Tiernan Executive Director WPU/ Continuing & Professional Education	Education	2016 - 2019
Diana Lobosco Superintendent Passaic County Technical Institute	Education	2015 - 2018
Gwendolyn Morris Career Counselor Berkeley College	Education	2015 - 2018
Susan Ronga Program Director Paterson Adult & Continuing Education	Education	2017 - 2020
Erica Crenshaw Transition Coach New Jersey Youth Corps	Education	2017 - 2020
VACANT Superintendent Paterson Board of Education	Education	2016 - 2019
Dr. Elizabeth McQuaid Superintendent West Milford Board of Education	Education	2016 - 2019
Robert Davis Executive Superintendent of Schools NJDOE/ County of Passaic	Education/ State Representative	MANDATED
Alan Concha Vice-President HoHoKus School of Trade & Technical Sciences	Other: Proprietary School	2015 - 2018

Highlight of Last Year Accomplishments

- The Workforce Development has focused on assisting all unemployed people in the system from youth to dislocated workers to those whom have PhDs. One of the areas of focus has been to target manufacturing and similar businesses. We have been aggressively working with our businesses support organization to inform local owners about the services we have for workers and understanding their needs for current and future employment.
- The Workforce development board has continued to partner with William Paterson University and the Date to dream program that hosted 300 students at a conference with those whom have special needs or disability as it relates to higher education.
- The Workforce Development board worked with New Destiny Family Center to sponsor the 10th annual faith-based conference for job development. There were over 100 participants whom participated in various seminar and job development related activities.
- The Workforce Development Board has Received its recertification and completed all requirements.
 1. Board Membership was above 51%
 2. Created a Youth Transition Plan
 3. We established Local Area Designation
 4. Approval of prior year budget
 5. We met all Local Performance Measures
 6. We executed MOU with partners
 7. We executed MOU with Board and Freeholders.
- Our 2016-2017 budget goals were reflected new priorities including:
 1. Implementation of new marketing plan and goals;
 2. Consultant line was add to hire a facilitator for the strategic plan
 3. Resources were shifted to reflect new priorities of subcommittee as result of current strategic plan
 4. State mandated policy that staff are not reflected in the salary line item.

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.:

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

Harold J. Wirths, 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

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

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

Total Participants Served	Adults	3,568
	Dislocated Workers	262
	Older Youth (19-21)	174
	Younger Youth (14-18)	556
Total Exiters	Adults	2,975
	Dislocated Workers	134
	Older Youth (19-21)	149
	Younger Youth (14-18)	471

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%	79.0%
	Dislocated Workers	94.7%	85.0%
	Older Youth	0.0%	50.0%
Retention Rates	Adults	89.9%	83.0%
	Dislocated Workers	91.6%	85.0%
	Older Youth	0.0%	76.0%
	Younger Youth	0.0%	0.0%
Average Earnings	Adults	\$12,654.00	\$12,793.00
	Dislocated Workers	\$17,640.00	\$157,198.00
Six Months Earning Increase	Older Youth	\$0.00	\$-22.00
Credential/Diploma Rates	Adults	0.0%	2.0%
	Dislocated Workers	0.0%	0.0%
	Older Youth	0.0%	15.0%
	Younger Youth	0.0%	23.0%
Skill Attainment Rate	Younger Youth	0.0%	100.0%
Placement in employment or Education	Youth (14-21)	78.0%	43.0%
Attainment of Degree or Certificate	Youth (14-21)	86.0%	23.0%
Literacy or Numeracy Gains	Youth (14-21)	46.0%	50.0%

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
Total	382

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
Total	355	253



Passaic County One-Stop Career Center

2015 WorkFirst New Jersey TANF/GA

7/1/15 - 6/30/16

Contract #	Organization	Program	Type	Cost	Funding	Level of Service
15031	Calvary Baptist Community Center	Intermediate ABE-Pre-GED	BREM/CWEP	150,000	TANF/ GA	40
15032	Garden State Science	Occupational Banking	Occupational	100,000	TANF/ GA	20
15033	Greater Paterson OIC	Intensive Employability	BREM/CWEP	180,000	TANF/ GA	60
15034	Greater Paterson OIC	Showcase-Recompliance	BREM/CWEP	200,000	TANF	250
15035	Greater Paterson OIC	Occupational Computer Skills	Occupational	225,000	TANF/ GA	60
15036	Passaic County Community College	HSE - High School Equivalency	BREM/CWEP	150,000	TANF/ GA	40
15037	Passaic County Community College	Industry Centered Training Program	BREM/CWEP	225,000	TANF/ GA	60
15038	Passaic County Community College	Intensive Math	BREM/CWEP	150,000	TANF/ GA	60
15039	Passaic County Community College	Retail Training Program	BREM/CWEP	225,000	TANF/ GA	60
15040	Paterson Public Schools	HSE - High School Equivalency	BREM/CWEP	150,000	TANF	40
15041	Paterson Public Schools	Beginning-Intermediate ESL	ESL/ CWEP	150,000	TANF/ GA	60
15042	St. Paul's CDC	Beginner ABE - SOAR	BREM/CWEP	150,000	TANF/ GA	60
15043	St. Paul's CDC	Occupational - Culinary	Occupational	225,000	TANF/ GA	60
15044	Workforce Advantage	Beginner ABE	BREM/CWEP	150,000	TANF/ GA	60
15045	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
				2,780,000		1320

Youth Programs - WIOA 2015 - 2016

Contract #	Location	Provider	Program	Cost	Fund Source	Level of Service
15071	Passaic	Catapult Learning, LLC	Career Starters-Passaic	179,970	WIA-Youth	45
15072	Clifton	Catapult Learning, LLC	Career Starter-County Wide	179,970	WIA-Youth	45
15073	Paterson	Paterson Public Schools/Paterson Adult School	New Jersey Youth Corps	270,000	WIA-Youth	60
15074	Paterson	New Jersey Community Development Corporation	Paterson Great Falls Youth Build Program	185,000	WIA-Youth	60
TOTAL				814,940		210



Contact Information:

Workforce Development Board of Passaic
County
200 Memorial Drive
Paterson, New Jersey 07505
(973) 569-4020 Office
(973) 742-3030 Fax
www.wdbpc.org

Social Media Networks:

