



WORKFORCE
DEVELOPMENT BOARD

CUMBERLAND · SALEM · CAPE MAY

Annual Report

July 2016 – June 2017

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This Annual Report, which covers the period from July 1, 2016 to June 30, 2017, has been prepared by the Executive Director of the Cumberland/Salem/Cape May Workforce Development Board – in accordance with the bylaws.

Allison Spinelli, Executive Director of the Cumberland/Salem/Cape May Workforce Development Board, has submitted this report to the Workforce Development Board members and the State Employment and Training Commission (SETC).

All dollar amounts used in this Annual Report are current U.S. dollars. Funds allocated to projects are accounted for at the county level in tables and text. As a result of rounding, numbers in tables may not add to totals and percentages in figures may not add to 100.

A MESSAGE FROM OUR CHAIRMAN:

Since the inception of the federal Workforce Investment Act (WIA) in 1998, and continuing with the Workforce Innovation and Opportunity Act (WIOA) of 2014, our Workforce Board has adopted a local and recently a more solidified regional strategy to maximize and leverage workforce development resources throughout the southern part of New Jersey. In our local area, the One-Stop Career Center system is the cornerstone of service delivery for job development and job search assistance, training referrals and placements, and employer outreach for workforce development services. Our goal is to ensure coordinated delivery of information and services throughout the system.

To maintain our strong momentum with talent development and economic growth, we will continue to do the following:

- Provide employers with access to demand-driven, nimble and flexible skilled talent.
- Develop strong strategic alliances, partnerships and collaborations at every level of the educational, economic development and workforce delivery system.
- Align and integrate the workforce and economic development strategies of the state.

The bold and innovative strategies supported through these investments will continue to advance a robust and well-trained talent pipeline to help employers stay competitive by providing a first-in-class workforce.

In addition to spurring demand-driven workforce models that develop talent through career pathways, the board continues to oversee the implementation of the new federal Workforce Innovation Opportunity Act (WIOA), which calls for the integration of existing workforce programs into market-driven services.

In the following report, you will find many accomplishments from 2016. Under the Workforce Development leadership, we remain committed to providing worker training solutions that provide job seekers with the tools to be successful in today's 21st century economy and a dependable talent pipeline to help employers continue to advance the economies of Cumberland, Salem, and Cape May Counties.

Alberto Lopez

Chairman
Cumberland/Salem/Cape May
Workforce Development Board



Chris Christie
Governor

Kim Guadagno
Lieutenant Governor



Aaron R. Fichtner, Ph.D., Commissioner
Department of Labor & Workforce Development

Dennis M. Bone, Chairman
State Employment and Training Commission

December 20, 2017

Ms. Allison Spinelli, Executive Director
Department of Workforce Development
Center for Workforce & Economic Development
3322 College Drive, PO Box 1500
Vineland, NJ 08362-1500

Dear Ms. Spinelli:

On behalf of New Jersey's workforce partners, we wish to thank you and your team for your commitment and efforts to strengthen New Jersey's workforce. We are providing the attached performance measures outcomes to your local area to support the transition from the Workforce Investment Act (WIA) to the Workforce Innovation and Opportunity Act (WIOA).

The WIOA indicators shown in the attached tables include participants carried into Program Year 2016 (PY16) beginning July 1, 2016, as well as new participants, in order to provide a PY16 estimate of your performance under the new indicators. This total population of participants have been used by the NJ Department of Labor and Workforce Development (NJLWD) to calculate the outcomes using WIOA Performance Indicator definitions. The WIOA Title I programs performance outcomes are not final nor certified with the US Department of Labor (USDOL); these outcomes are provided for informational purposes only. Please note that the new USDOL 90 percent threshold for meeting a measure has been applied, as indicated in the attached tables.

We ask that you conduct a review of your local area programmatic outcomes and use this information to strengthen local area practices and program choices to support continuous improvement and customer success.

Additionally, the local area Workforce Development Board Annual Report for PY 2016 should reference the transition from WIA to WIOA. Rather than including these non-certified outcomes, the local area may focus on qualitative performance data, and indicate that Program Year 2016 WIOA primary indicators outcomes for the state were reported to USDOL and are expected to be published at <https://www.doleta.gov/performance/results/>. The WDB annual report must be submitted to the SETC no later than **February 28, 2017**.

If you require programmatic assistance, please contact the WDB Coordination and Support Team, led by John Bicica, John.Bicica@dol.nj.gov. If you have questions about the attached tables, or how these outcomes were calculated, please contact the Office of Research and Information, Workforce Research & Analytics, led by David Ramsay, David.Ramsay@dol.nj.gov.

Thank you again for your cooperation and efforts during Program Year 2016. If you have any other questions, please do not hesitate to contact Gary Altman at (609) 633-0605.

Sincerely,

Gary H. Altman
Acting SETC Executive Director

Aaron R. Fichtner, Ph.D.
LWD Commissioner

Attachment

c: Adalberto Lopez
Sheri Stephens
Terri Bryan
Kathleen Lockbaum
John Bica
Robert Grimmie
Patricia Moran
David Ramsay
Jeffrey N. Stoller
Catherine Starghill



New Jersey Department of Labor and Workforce Development

Cumberland-Salem-CapeMay WDB

Program Year 2016 Workforce Innovation and Opportunity Act (WIOA)

WIOA Estimated Performance - The WIOA indicators shown in the following tables include participants carried into Program Year 2016 (PY16) beginning July 1, 2016, as well as new participants, in order to provide a PY16 estimate of your performance under the new indicators. This total population of participants have been used to calculate the outcomes using WIOA Performance Indicator definitions.

Overall Performance	
Exceeded	5
Met	2
Not Met	4

Adults

Measurement	Numerator	Denominator	Negotiated	Actual	% of Goal	Results
Employment Rate (Q2 post-exit)	136	183	73.2%	74.3%	101.5%	Exceeded
Employment Rate (Q4 post-exit)	170	224	56.3%	75.9%	134.8%	Exceeded
Median			\$4,906	\$5,224	106.5%	Exceeded
Credential Attainment	130	209	66.3%	62.2%	93.8%	Met

Dislocated Workers

Measurement	Numerator	Denominator	Negotiated	Actual	% of Goal	Results
Employment Rate (Q2 post-exit)	138	184	86.2%	75.0%	87.0%	Not Met
Employment Rate (Q4 post-exit)	155	211	78.6%	72.6%	92.3%	Met
Median			\$5,845	\$5,948	101.8%	Exceeded
Credential Attainment	152	197	65.9%	77.2%	117.1%	Exceeded

Youth

Measurement	Numerator	Denominator	Negotiated	Actual	% of Goal	Results
Employment Rate (Q2 post-exit)	53	170	73.6%	31.2%	42.4%	Not Met
Employment Rate (Q4 post-exit)	57	191	40.0%	29.8%	74.6%	Not Met
Credential Attainment	80	124	76.5%	64.5%	84.3%	Not Met

State Negotiated Performance Levels Green: Exceeded - greater than 100% of target, Yellow: Met - between 90% and 100% of target, Red: Not Met - less than 90% of target

PY 2016-17 Financial Status Report

Expenditures represent YTD cash + accruals+ obligations as reported to NJLWD on the official June 2017 Financial Report

WIOA GRANTS		WIOA ADULT	WIOA YOUTH	WIOA DISLOCATED	TOTAL WIOA
ADMIN	Staff W&FB	\$ 46,037	\$ 71,183	\$ 52,457	\$ 169,677
	Operating Costs	\$ 52,807	\$ 58,003	\$ 46,092	\$ 156,902
	TOTAL ADMIN EXPENDED YTD	\$ 98,844	\$ 129,186	\$ 98,549	\$ 326,579
PROGRAM	Staff W&FB	\$ 429,551	\$ 228,366	\$ 372,350	\$ 1,030,267
	Operating Costs	\$ 102,223	\$ 44,332	\$ 97,183	\$ 243,738
	Contracts	\$ 820,924	\$ 787,177	\$ 603,276	\$ 2,211,377
	Participant Support	\$ 11,182	\$ -	\$ 14,078	\$ 25,260
	TOTAL PROGRAM EXPENDED YTD	\$ 1,363,880	\$ 1,059,875	\$ 1,086,887	\$ 3,510,642
GRAND TOTAL EXPENDED		\$ 1,462,724	\$ 1,189,061	\$ 1,185,436	\$ 3,837,221
BUDGET		\$ 1,757,040	\$ 1,596,754	\$ 1,338,834	\$ 4,692,628
% EXPENDED YTD		83.25%	74.47%	88.54%	81.77%
AVAILABLE BALANCE		\$ 294,316	\$ 407,693	\$ 153,398	\$ 855,407

WFNJ GRANTS		WFNJ TANF	WFNJ GA/SNAP	WFNJ SNAP Only	TOTAL WFNJ
ADMIN	Staff W&FB	\$ 127,612	\$ 65,613	\$ 13,231	\$ 206,456
	Operating Costs	\$ 106,872	\$ 31,167	\$ 1,277	\$ 139,316
	TOTAL ADMIN EXPENDED YTD	\$ 234,484	\$ 96,780	\$ 14,508	\$ 345,772
PROGRAM	Work Subsidies	\$ -	\$ -	\$ -	\$ -
	Education & Training	\$ 564,360	\$ 310,371	\$ 116,744	\$ 991,475
	CAVP	\$ 12,198	\$ -	\$ -	\$ 12,198
	Other Work Activities	\$ 983,614	\$ 436,910	\$ 7,601	\$ 1,428,125
	Case Management	\$ 451,341	\$ 298,741	\$ 37,935	\$ 788,017
	Needs Based Work Supports	\$ 65,000	\$ 55,000	\$ -	\$ 120,000
	Work Verification	\$ 50,931	\$ -	\$ -	\$ 50,931
	On-The-Job Training (OJT)	\$ 3,046	\$ 5,032	\$ 2,942	\$ 11,020
	TOTAL PROGRAM EXPENDED YTD	\$ 2,130,490	\$ 1,106,054	\$ 165,222	\$ 3,401,766
	GRAND TOTAL EXPENDED	\$ 2,364,974	\$ 1,202,834	\$ 179,730	\$ 3,747,538
BUDGET		\$ 2,431,028	\$ 1,209,853	\$ 185,929	\$ 3,826,810
% EXPENDED YTD		97.28%	99.42%	96.67%	97.93%
AVAILABLE BALANCE		\$ 66,054	\$ 7,019	\$ 6,199	\$ 79,272

MISCELLANEOUS GRANTS		WLL	SMART STEPS	TOTAL OTHER
TOTAL EXPENDED YTD		\$ 132,000	\$ -	\$ 132,000
BUDGET		\$ 132,000	\$ 4,815	\$ 136,815
% EXPENDED YTD		100.00%	0.00%	96.48%
AVAILABLE BALANCE		\$ -	\$ 4,815	\$ 4,815

ALL NJLWD 2015-16 GRANTS		TOTAL
TOTAL EXPENDED YTD		\$ 7,716,759
BUDGET		\$ 8,656,253
% EXPENDED YTD		89.15%
AVAILABLE BALANCE		\$ 939,494

NOTES:

- (1) WIOA funds must be 80% expended or obligated by 6/30/17.
- (2) WFNJ funds must be 100% expended/obligated by 6/30/17. All obligations must be liquidated by 12/31/17.
- (3) The May report did not include Cape May expenditures for April and May 2017. Those reports were received after the May report was submitted and will be included in the June financial report.

Cumberland's Workforce Director Allison Spinelli Honored by GSETA



The Garden State Employment and Training Association awarded Cumberland County Workforce Investment Director Allison Spinelli with the coveted Harry L. Wheeler Professional Service Award on Wednesday, September 14, 2016 during an awards ceremony in Atlantic City.

Freeholder Deputy Director Darlene Barber, who is also Liaison to the County's Workforce Investment Board, said "I can't think of anyone

more deserving of this award than Allison. She continues to strive for excellence through the high quality of programs offered, as well as through her willingness to be leader in partnerships and collaboration."

The Harry L. Wheeler Professional Service Award is presented to a member of the Association who has made significant contributions to the Association and has demonstrated exemplary leadership within the State and local Workforce Development Areas.

Deputy Director Barber echoed the remarks made by the Association President, Eileen Higgins. The Deputy said, "Allison has earned a reputation as an innovator, partner and leader, not only on the local level but throughout the region and across the State. When the Board of Chosen Freeholders embarked on the project to construct a Center for Workforce and Economic Development on the Campus at Cumberland County College, she embraced the concept and quickly took a leadership role to ensure that the project came to fruition. Allison has also led the effort to create one of the largest designated workforce development areas in New Jersey. She championed the effort to expand the Cumberland/Salem partnership to include Cape May and this collaboration is working great. We are so pleased that the Garden State Employment and Training Association have recognized one of our County Stars."

The Garden State Employment and Training Association was founded in 1975 as a private, not for profit organization. It has functioned as a forum for New Jersey's Workforce Development Professionals to share their expertise and promote professional development. The mission of the Association is to provide leadership, and promote quality and excellence for the advancement of New Jersey's workforce development system, its customers and its professionals.

Photo Caption: Cumberland County Workforce Development Executive Director Allison Spinelli (left) was awarded the Harry L. Wheeler Professional Service Award. Pictured with Spinelli, Cumberland County Freeholder Deputy Director Darlene Barber.

Cumberland and Salem Welcome Cape May to Workforce Development Partnership

Cumberland County Freeholder Deputy Director Darlene Barber recently announced that a formal agreement has been sanctioned by the State Employment and Training Commission and the respective County Boards of Chosen Freeholders for the new Cumberland Salem Cape May Workforce Development Partnership. This partnership was created with the addition of Cape May County's Workforce Development initiative to the former Cumberland Salem Workforce Development Board.

The new three county Cumberland Salem Cape May Workforce Development Board covers the employment and training interests of:

- 1067 square miles of land area which represents 15% of the State's total land area
- Three counties that share a contiguous Delaware Bay coastline
- Land mass areas linked by the largest county, Cumberland, serving as the hub
- What is now the 2nd largest service area in terms of size in NJ
- A total collective population of approximately 320,200 individuals
- A total collective labor force of approximately 153,800 individuals
- Nearly 8,000 private sector business establishments

Freeholder Director Joe Derella said the three-county partnership will not only enable all three counties to leverage their collective resources, it will create enhanced labor exchange possibilities for both job seekers and employers. He explains, "This new partnership is better aligned with New Jersey's regional approach to service delivery."

Freeholder Deputy Director Barber explained that three workforce boards will also result in multiple service options to more accurately address the training, education and workforce development needs of the residents of each county. "One of the many benefits is the opportunity to expand partnerships that currently exist for economic development, tourism and other related purposes in the three-county area."

Allison Spinelli, Executive Director of Cumberland County's Department of Workforce Development notes that administrative efficiencies and economies projected to be expanded as a result of this new partnership pertain to functions such as financial management, information systems, reporting and procurement. "We are thankful to Salem and Cape May counties for their willingness to work together to create a more inclusive workforce partnership."

In the upcoming year, the Cumberland Salem Cape May Workforce Development Board will use any and all criteria established by the State Employment & Training Commission regarding skill level and competency guidelines to be used for the basis for the selection of skill training programs and competency curriculum in the local area.



Board Members

Chairman - Bert Lopez
Co-Chair - Sheri Stephens

Albert Kelly
Anna DeNovellis
Anthony Chiesa
Charles Hassler
Cheryl Golden
Dawn Hunter
Denise Beckson
Donna Groome
Dr. Dina Elliott
Dr. Michael Gorman
Dr. Yves Salomon-Fernandez
Eleanor Mesiano
Eric Krise
Erich Florentine
Gary Green
Glen Donelson
Hugh McCaffery
Jack Swain
James Watson
Jeff Berger
Jennifer Van Seters
Jody Hirata
Joe Delmar
Juanita Nazzario
Kathleen Lockbaum
Kathleen Mills
Keane Zimmerman
Leslie Gimeno
Louis Joyce
Marie Gittone
Melanie Ernest
Michael Ashworth
Patricia Constantino
Patricia Harrison
Patricia Irwin
Peggy Nicolosi
Rachel Catalana
Richard Murad
Stephanie Ojeda
Vicki Clark

Atlantic City Electric
Groupe SEB USA

Gateway CAP
Wawa, Inc.
NJDOLWD
IBEW Local 94
Cumberland County Board of Social Services
Vineland Chamber of Commerce
Morey's Piers, Beachfront Waterparks & Resorts
Cape May County Department of Human Services
CCVTS Superintendent
SCC President
CCC President
Omni Baking Company
Eric M. Krise Electrical Contractor, LLC
Inspira Health Network
Green Technology Services
Mid-Atlantic States Career & Education Center
Southern New Jersey Steel
SCVTS Superintendent
Cumberland County Improvement Authority
Local 322 Plumbers/Pipefitters
AtlantiCare
Cooperative Business Assistance Corporation
PSEG
HSAC
Salem County Board of Social Services
Salem County Economic Development
Manager DVR
Cape May County Department of Planning
South Jersey Economic Development District
Family Success Center
Salem HSAC & IAC
Chemours
PathStone Corporation
Vineland Housing Authority
The ARC of Salem
Superintendent of Salem County School District
Cumberland Dairy/Innovative Foods
Courier Systems
ARC International/Durand Glass
Cape May County Chamber of Commerce