

Freeholder/WIB Liaisons (7/13- 6/14)

Morris County

Hank Lyon (2013, 2014)

Sussex County

Dennis Mudrick (2013, 2014)

Warren County

Edward Smith (2014)

WIB Committee Chairs

Disability Committee:	Ann Marie Flake
Executive Committee:	David Hollowell
Literacy Committee:	David Hollowell
One-Stop Career Center Committee:	Marie Betlow
Oversight Committee:	Shared
Youth Investment Council:	Karen Kubert

One-Stop Career Centers

MORRIS COUNTY ONE-STOP CAREER CENTERS

Morristown: 30 Schuyler Place, 2nd Floor

Randolph: 13 Emery Avenue, 2nd Floor

SUSSEX COUNTY ONE-STOP CAREER CENTER

Newton: Sussex County Mall – Route 206

WARREN COUNTY ONE-STOP CAREER CENTER

Phillipsburg: 75 South Main Street

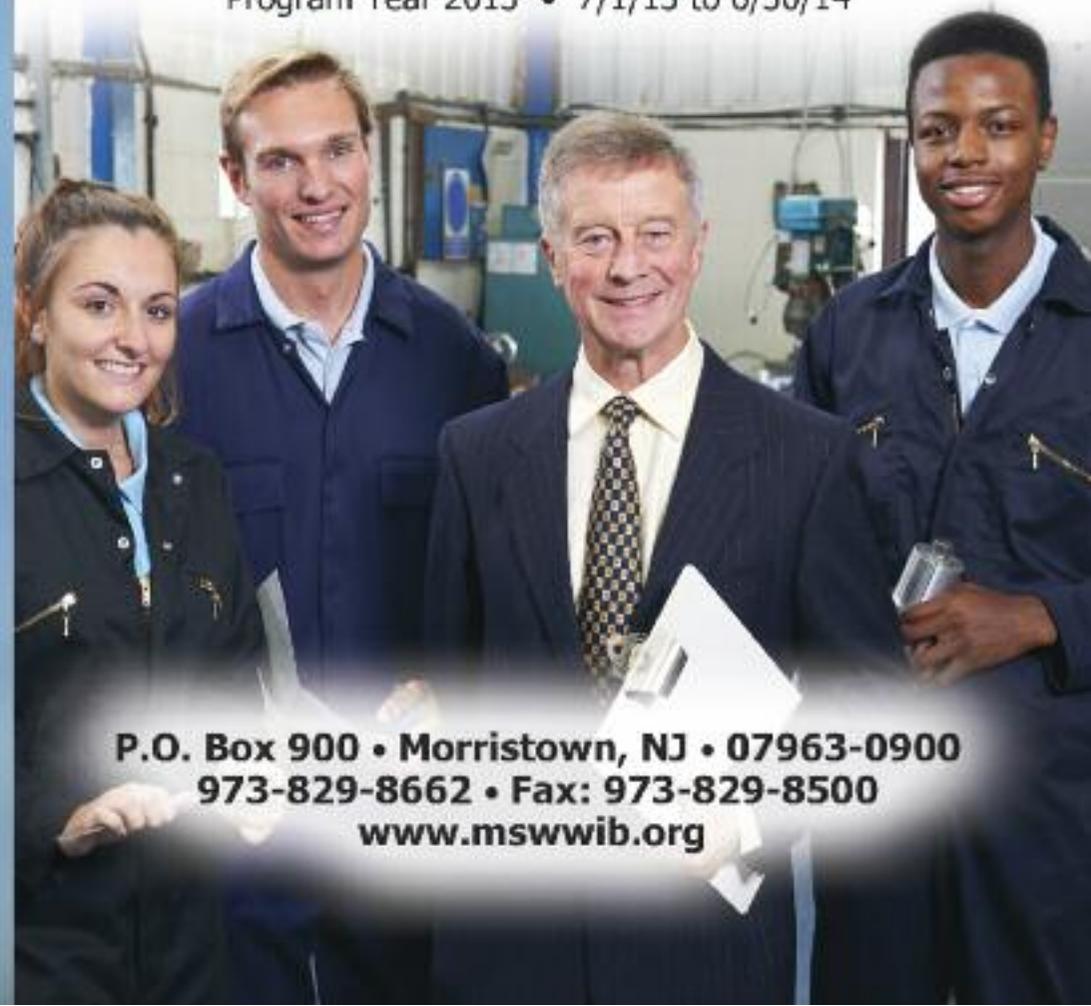
An electronic copy of this Annual Report can be found at the WIB website, www.mswwib.org.



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ANNUAL REPORT
Program Year 2013 • 7/1/13 to 6/30/14



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Workforce Investment Board Chair and Director Message

Program Year 2013 (7/2013-6/2014) ended on a positive note with steep reductions in area unemployment rates. Morris County's rate decreased from 6.6% in July 2013 to 5.1% in June 2014. In the same period, Sussex County's unemployment dropped from 8.0% to 5.7% and Warren County's from 7.6% to 5.1%. The labor market improvement provides increased job opportunities for One-Stop Career Center job seeker customers and welcome relief from the frustrating job search conditions of the recent past.

NJ Employability Skills Task Force

The State Employment and Training Commission, in response to employers' increasing need for workers with good "soft skills" (e.g., communications skills, interpersonal skills, work ethic values, etc.), convened the NJ Employability Skills Task Force. The Morris-Sussex-Warren Workforce Investment Board (WIB), along with business, government, education and non-profit leaders, serves on the task force. Its purpose is to raise awareness of the widely reported soft skills "gap", and align resources and stakeholders to fill it. Historically, the WIB has promoted the importance of soft skills and is pleased to be part of this vital initiative.

Performance Measures

In December 2013, the New Jersey Department of Labor and Workforce Development announced new performance metrics for Workforce Investment Act (WIA) Adult, Youth and Dislocated Worker programs. The individual metrics increased from 5% to 110%. Although the WIB has met all Program Year 2013 performance requirements, the new metrics place our stellar performance in meeting or exceeding measures in future program years at risk.

The WIB and Employment and Training Services remain challenged in finding appropriate WIA youth services providers and eligible youth. Exhaustive searches for providers with the capacity to meet complex WIA Youth program requirements have not yielded new providers, but have generated valuable discussions and insights on the future direction of youth services. The WIB is encouraged by provisions in the new Workforce Innovation and Opportunity Act (WIOA) that expand youth program eligibility and service options. The WIB envisions a youth program with a menu of services customized to lead every youth to sustainable employment and to provide tools and inspiration for life-long learning.

The WIB and its One-Stop Career Center Partners welcome the year's positive area labor market developments and look forward to serving jobseekers and businesses in innovative and effective ways during the coming year.



Chair



Director

WIB Program Funding

Program Year 2013 (7/13 - 6/14)

PROGRAM	FUNDING SOURCE	AMOUNT	TOTAL
DW Job Training	WIA	\$1,961,983	
Adult Job Training	WIA	\$968,324	
Youth Employment Services	WIA	\$1,051,881	
Total WIA			\$3,982,188
WFNJ/TANF	NJ LWD	\$746,339	
WFNJ GA/SNAP	NJ LWD	\$400,289	
WFNJ CAV/EEI	NJ LWD	\$19,796	
Total WFNJ			\$1,166,424
DHS TANF/GA	NJ DHS	\$343,638	
Total NJ DHS TANF/GA			\$343,638
WDPP	NJ LWD	\$100,000	
Total WDPP			\$100,000
WLL	NJ LWD	\$80,000	
Total WLL			\$80,000
NEG - Pharma		-	
Total Pharma NEG			-
Total WIB Funding			\$5,672,250

Glossary of Acronyms

CAV	Career Advancement Voucher
DHS	Department of Human Services
DW	Dislocated Workers
EEI	Early Employment Initiative
GA	General Assistance
LWD	Dept. of Labor & Workforce Development
NEG	National Emergency Grant
PHARMA	Pharmaceutical
SNAP	Supplemental Nutrition Assistance Program
TANF	Temporary Assistance for Needy Families
WDPP	Workforce Development Partnership Program
WFNJ	WorkFirst New Jersey
WIA	Workforce Investment Act
WLL	Workforce Learning Links

Morris • Sussex • Warren Workforce Investment Board

Program Year 2013 - WIA Performance

	ACTUAL	PLAN	%ACHIEVED
ADULT - Served: 281			
Adult Entered Employment	91.0 %	90.3 %	100.8 %
Adult Retention	91.0 %	97.0 %	93.8 %
Adult Average Earnings*	\$17,148	\$19,177	89.4 %
DISLOCATED WORKER - Served: 771			
DW Entered Employment	81.0 %	88.2 %	91.8 %
DW Retention	89.0 %	90.4 %	98.5 %
DW Average Earnings*	\$24,605	\$23,354	105.4 %
YOUTH - Served: 152			
Youth Attain Degree	87.0 %	85.0 %	102.4 %
Youth Placement	71.0 %	81.0 %	87.7 %
Literacy Numeracy	84.0 %	95.0 %	88.4 %

*Adult and Dislocated Worker Average Earnings are for six months.

In the upcoming year, the Morris-Sussex-Warren WIB will use any and all criteria established by the State Employment and Training Commission regarding skill level and competency guidelines to be used as a basis for the selection of skill training programs and competency curriculum in the local area.

WIA Customers Served

	ITAs/ Classroom Training	On-The-Job Training	E-Learning	Other**	Total
DW	301	20	88	376	785
ADULT	111	6	3	166	286
YOUTH*	-	-	-	156	156
PHARMACY NEG	49	-	-	64	113
WORKFORCE DEVELOPMENT PROGRAM	22	-	-	3	25

Above numbers include double counts for customers enrolled in more than one activity or title

* All youth are enrolled in comprehensive youth service programs

**Includes customers in various activities carried in from PY 2012

CUSTOMER COSTS AND TRAINING COURSES

How much does the WIB spend per customer?

Although the "cost per customer" is not an official WIA metric, former guidelines for these measures were \$6,000 per customer served and \$8,000 per customer exited. The efficient use of PY 2013 funds by the WIB and Employment and Training Services are reflected in the very low costs per customer:

	Guideline for Customer Served	MSW WIB Cost Per Customer Served	Guideline for Customer Exited	MSW WIB Cost Per Customer Exited
ADULT	\$6,000	\$2,296	\$8,000	\$5,041
DISLOCATED WORKER	\$6,000	\$2,052	\$8,000	\$3,794
YOUTH	\$6,000	\$5,052	\$8,000	\$7,313

What training courses did customers take?

The WIB and Employment and Training Services fund training in labor market demand occupations. The most customers were trained in these courses:

Course Name	Total
A and B CDL License Training	111
Job Readiness/Job Search (Work First NJ)	98
Workplace ESL with Basic Job Skills	54
Medical Assistant	21
Project Management	16
Medical Billing & Coding Specialist	15
Advanced Clinical Research	14
Certified Nurse Aid/Assistant	14
Mini MBA: Digital Marketing	12
Computerized Financial Accounting	11
Lead Your Career (Bio NJ)	10
HVAC AC/Plumbing	6
Clinical Data Management	5
Solar Technician Program	5