

ANNUAL REPORT

2016 to 2017



Covering Hunterdon and Somerset Counties,
New Jersey

Published June 2018

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Violet Kocsis

Violet T. Kocsis

Chair | Greater Raritan Workforce
Development Board

Chief Human Resources Officer |
Hunterdon Healthcare System

Message from the Chair

As you read this Annual Report I will have transitioned out of my 2 year term as Chair of the Greater Raritan Workforce Development.

It has been a pleasure and an honor to work with my fellow business representatives, our educational, community, and non-profit partners, as well as the many individuals and organizations that contribute to developing the talent needed by employers.

Through the efforts of our partners, the staff of the GRWDB, and our One Stop Operator and Career Services personnel, we continue to successfully respond to legislated and regulatory requirements, including achieving performance outcomes, while thinking and acting strategically about the future.

The Workforce Innovation and Opportunity Act of 2014 placed new challenges on our Local Area, and I am proud of the engaged, serious, and deliberate manner in which our Board met these challenges. It is a testament to the high level of commitment of our individual Board members, serving as volunteers, that they take the time to understand, debate, and ultimately decide on the important policy, planning, and governance decisions before the Board.

The continually changing dynamics of employment, our economy, and ultimately employer demands for talent, require that we think strategically about the future. Through the collection and analysis of occupational demand data, an understanding of business trends, and input from many partners, the GRWDB is positioned to play a leadership role in ensuring an integrated and efficient workforce delivery system for job seekers and employers alike.

I look forward to remaining involved with the GRWDB and supporting our new Chair, Michelle Satanik, as she transitions into this important role. Michelle will bring a new and unique perspective to the Board as an employer in the hospitality industry, one of the largest industry sectors in both Hunterdon and Somerset counties.

Board Of Directors

Board Members & Freeholder Boards

The GRWDB is a public/private partnership comprised of business, education, labor, economic development, and volunteer community leaders who analyze local workforce conditions, oversee the use of federal funds, and set workforce investment policy. Members of the Greater Raritan Workforce Development Board are appointed by the Boards of Chosen Freeholders of the counties of Hunterdon and Somerset, NJ with a requirement that a majority of members be representatives of business. The full Board meets quarterly, while an elected Executive Committee conducts the affairs of the organization at monthly meetings held in-between the quarterly meetings of the Board.

Somerset County Board of Chosen Freeholders 2016

Patricia L. Walsh, Freeholder Director
Peter S. Palmer, Freeholder Deputy Director
Patrick Scaglione, Freeholder
Mark Caliguire, Freeholder
Brian D. Levine, Freeholder

Somerset County Board of Chosen Freeholders 2017

Peter S. Palmer, Freeholder Director
Patrick Scaglione, Deputy Freeholder Director
Patricia L. Walsh, Freeholder
Mark Caliguire, Freeholder
Brian D. Levine, Freeholder

Hunterdon County Board of Chosen Freeholders 2016

Suzanne Lagay, Freeholder Director
John E. Lanza, Deputy Freeholder Director
J. Matthew Holt, Freeholder
John King, Freeholder
Robert G. Walton, Freeholder

Hunterdon County Board of Chosen Freeholders 2017

John E. Lanza, Freeholder Director
John King, Deputy Freeholder Director
J. Matthew Holt, Freeholder
Suzanne Lagay, Freeholder
Robert G. Walton, Freeholder

Board Members 2016

Chair Violet Kocsis, Hunterdon Healthcare at Hunterdon Healthcare System
Vice Chair Paul Grzella, Courier News/Home News Tribune/
mycentraljersey.com
A.D. Amar, Seton Hall University at The Stillman School of Business
Christine Hammerstone, Hunterdon County Board of Social Services
Christopher Phelan, Hunterdon County Chamber of Commerce
Chrys Harttraft, Somerset County Vocational Technical School
Ed Turrene, Hunterdon County Polytech
George Echeverri, New Jersey Department of Labor/One Stop Career Center
Janice Fishbein, New Jersey Division of Vocational Rehabilitation
Jill Zabowski, Center for Educational Advancement **Joanne Hala**, United Way of Northern New Jersey
Kim Metz, Hunterdon County Vocational School
Mark Titus, Hunterdon County Library System
Maulik Shah, Invonto, Inc.
Michael Kerwin, Somerset County Business Partnership
Michele Boronkas, Raritan Valley Community College
Monica Mulligan, Greater Raritan Career Training Services
Patrick Scaglione, Somerset County Board of Chosen Freeholders Liaison
Paul Steck, Exothermic Molding, Inc.
Raj Menon, Unity Bank
Robert Longo, Bob Longo Consulting
Susan Brooks, IEEE
Suzanne Lagay, Hunterdon County Board of Chosen Freeholders Liaison
Terry Newhard, NORWESCAP
Thomas Borkowski, Amboy Bank
Thomas Cowen, Cowen Financial Services

MISSION & STRATEGY

MISSION STATEMENT

The Greater Raritan Workforce Development Board addresses the workforce needs of businesses in Somerset and Hunterdon Counties by engaging closely with employers across the region to understand the composition of their workforces, while developing a pipeline of skilled workers that meets employer demands. The Board accomplishes these goals by working closely with employers large and small, chambers of commerce, industry groups, economic development organizations, training and education institutions, and social service providers.

Strategic Priorities:

1. Focus on sector strategies consistent with the New Jersey State Economic Development Plan and the New Jersey Unified Workforce Investment Plan
2. Coordinate outreach to the business community among the various entities currently engaged in contacting businesses
3. Build strategic alliances with partners, including those in the economic development arena
4. Focus our strategies on career paths versus simply employment
5. Recognize the role that transportation plays in employment
6. Develop additional revenue streams to make the GRWDB a more sustainable organization

Meet Our Staff

The Greater Raritan Workforce Development Board exists to serve the future workforce needs of employers in Hunterdon and Somerset Counties, New Jersey. The GRWDB employs staff to implement Board policies and ensure continued focus on the mission, vision, and strategic priorities of the organization in a collaborative manner by engaging in shared planning and decision making. The GRWDB and its Staff work with a wide range of partners, from social services organizations, education and training providers to chambers of commerce, industry groups, state and federal agencies, as well as many more. By facilitating collaboration among these organizations, the GRWDB Staff maximizes the value of the workforce delivery system to employers.



John Maddocks

Director

P: 908-218-4300 x25 Email: jmaddocks@scbp.org

John serves as Vice President of Economic Development for the Somerset County Business Partnership and as the Director of the Greater Raritan Workforce Development Board. John's organizational responsibilities include business retention, expansion, and attraction and workforce development. John also leads the GRWDB business services function to ensure employers in both Hunterdon and Somerset counties have access to talent attraction and retention business resources. John brings a strong background in economic development to his work as the GRWDB Director.



Sandra Addison-Britto

Business and Financial Manager

P: 905-541-5723 Email: addison@co.somerset.nj.us

Sandra is the GRWDB Business and Financial Manager. Sandra manages approximately \$3.5 million in grant funding. She has been with GRWDB since 2014 and comes with a background in Non-Profit Financial Management.



Aubrey Flanagan

Business Services Specialist

P: 908-541-5785 Email: aflanagan@co.somerset.nj.us

Aubrey is the GRWDB Business Services Specialist and is responsible for coordinating the outreach to the local business community among the various entities currently engaged in contacting businesses. By building strategic alliances with workforce partners, Aubrey works to facilitate a seamless workforce delivery system in Somerset and Hunterdon counties, New Jersey by ensuring the effective and efficient distribution of business resources. Aubrey is a recent college graduate and comes with an educational background in Political Science and Public Administration.

Strategic Priorities in Action



2016-2017 Summary of Significant Achievements

- Our Local Area Plan 2016-2020 was approved by the State of NJ
- We competitively procured One Stop Operator services
- Our Business Services and Career Paths strategies continue to be successfully implemented
- We collaborated for success in serving the needs of employers
- We have kept an eye on the future through occupational demand analysis

LOCAL AREA PLAN 2016-2020

The Workforce Innovation and Opportunity Act (WIOA) requires Local Boards, in conjunction with both county's Boards of Chosen Freeholders, to participate in a regional planning process resulting in a comprehensive four-year plan, currently from 2016 to 2020. Coined the Local Area Plan, this strategic project ensures our workforce delivery system remains parallel with federal, state, regional and local priorities. Our Local Area Plan was submitted on December 15, 2016 and is available for your viewing at www.grwib.org.

COMPETITIVE ONE STOP OPERATOR PROCUREMENT

In July of 2017, the GRWDB competitively selected a One Stop Operator through a public procurement process, successfully fulfilling the new federal requirement detailed in the Workforce Innovation and Opportunity Act. The One Stop Operator works as a coordinator, convener, and manager of partners who serve the education and training needs of individuals leading to employment, which continues to create a flexible and seamless workforce delivery system. A Memorandum of Agreement between the GRWDB and the selected One Stop Operator, the County of Somerset, NJ, is now in place for the term of July 1, 2017 to June 30, 2018, with provisions for a one-year extension from July 1, 2018 to June 30, 2019.

COLLABORATING FOR SUCCESS

Through its network of partners, the Board learned of a local business's Request for Proposals for Economic Development Incentives and brought together the New Jersey Department of Labor and Workforce Development, Raritan Valley Community College, the Somerset County Business Partnership and Somerset County Government to put forth a single comprehensive local proposal for workforce education, training and recruitment based on the employer's intentions of significant expansion. Our local proposal supplemented the work of the State of NJ to provide a Grow NJ incentive and has led to at least one unique partnership between the employer and Raritan Valley Community College by delivering quality graduates from workforce development, associate degree, and baccalaureate degree programs based on the company's needs.

INVESTING IN EMPLOYERS

Ultimately, the goal of the Greater Raritan Workforce Development Board is to ensure that employers have access to the skilled workers they need for continued success in the marketplace. To accomplish this goal, the Board requires regular feedback from employers about current and projected skill needs. The Board solicits this feedback by engaging directly with employers in order to understand their workforce needs and consequently make connections to existing resources. Additionally, the Board leverages the resources and expertise of chambers of commerce, economic developers, and industry organizations across the region to understand the shifting needs of employers.

With this employer feedback, the Board encourages jobseekers to pursue in-demand skills and occupations through individual and customized training programs. These training programs are developed in partnership with employers, community colleges, vocational and technical schools, universities, and all different specialized training providers across the region and beyond.

WE ARE HERE FOR YOU

To ensure the region's workforce continues to meet the needs of employers, the Greater Raritan Workforce Development Board relies heavily on employers as our primary partner in shared-planning and decision making. The Board invites our local employers to join advisory groups, or the Board itself, to regularly contribute to our understanding of the region's workforce needs and to develop future strategies and priorities. We understand the needs of each business or individual are unique, and we seek to provide you with a customized level of service; if you are an employer in our region struggling to find the workers you need, please contact our GRWDB Staff at grwib@co.somerset.nj.us or **908-541-5785** to schedule a confidential discussion.

BUSINESS SERVICES and CAREER PATH IMPLEMENTATION

The Board offers services to connect businesses to attraction, retention, and training services to draw the skilled and dedicated workers they need to remain competitive. These services can range from referring clients and screening resumes to developing training programs and subsidizing new employee wages. The Business Services function of the Board takes the lead in building the critical partnerships and collaborations to efficiently and effectively serve the needs of employers.

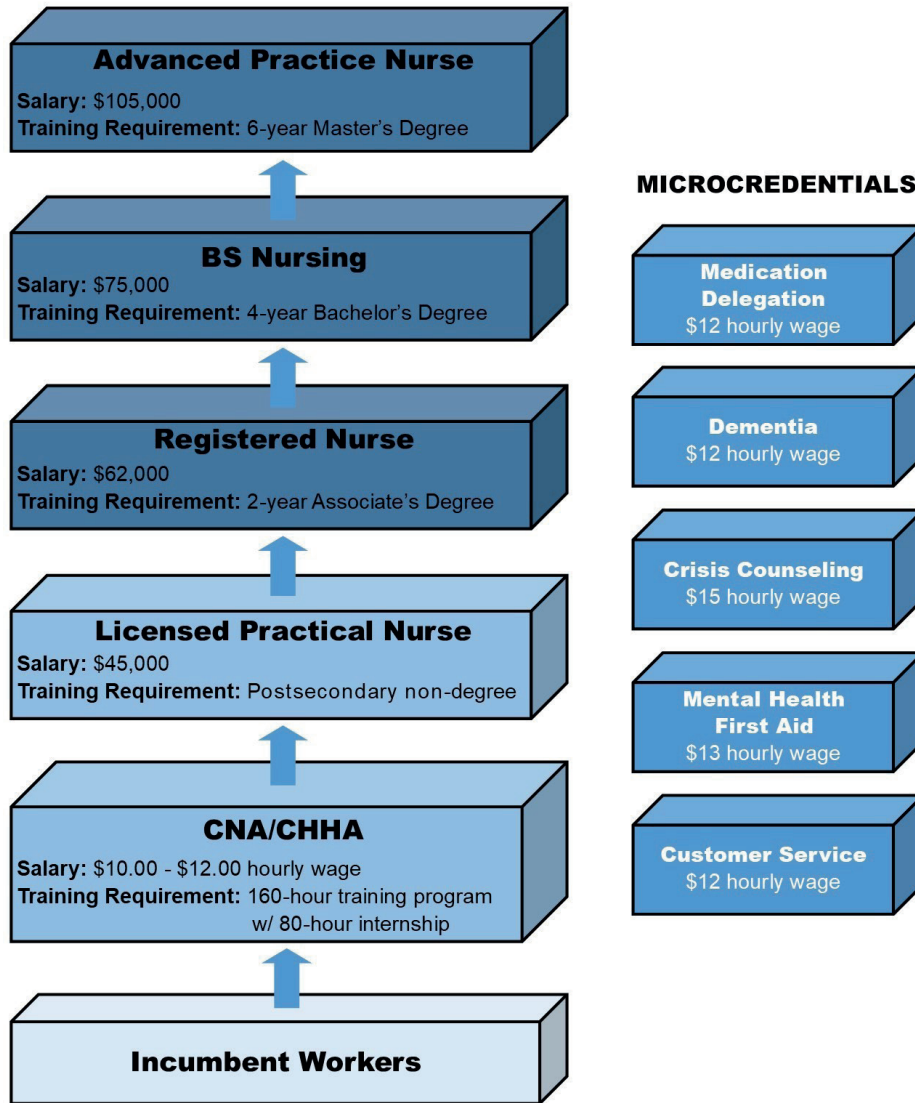
One of those collaborations is the Board's active participation in the Targeted Industry Partnership (TIP) Meetings hosted by the New Jersey Department of Labor and Workforce Development's Talent Networks, separated into the eight different targeted industries of Advanced Manufacturing, Construction & Utilities, Financial Services, Food Industry, Health Care, Life Sciences, Retail, Hospitality & Tourism as well as Transportation, Logistics & Distribution. Deemed the "architects," these organizations meet with businesses and other organizations, like local Workforce Development Boards, to collect the regional industry intelligence concerning employer needs and skill gaps. The information gathered at these TIP meetings is then synthesized into curricula and instruction programs by the sister Talent Development Centers, or the "builders."

The Board's involvement with the individual Talent Networks and Development Centers adds to the collection and dissemination of knowledge about the skills local businesses need and the training our residents require. In turn, this collaborative partnership continues to help coordinate the outreach to our local business community by connecting employers to our local resources, thus continuing to create an effectively orchestrated system of integrated programs and services.

Not only do the TIP Meetings present opportunities for the Board to inform and engage the business community, the Talent Networks and Development Centers also construct career paths, supported by industry-valued credentials, based on that regional intelligence the TIP Meetings produce. The Board consistently and enthusiastically supports the evolution of these career paths as the GRWDB strategically prioritizes the pursuit of career paths over simply seeking employment. This prioritization further cultivates pipelines of skilled and dedicated workers within the targeted industries while simultaneously and economically stimulating our residents and businesses. Refer to the below example of a Certified Nurse Aide or Home Health Aide's career path to become an Advanced Practice Nurse from the Healthcare Talent Network to see what an actual path with industry-valued credentials looks like. You may find more information concerning all of the career paths and Talent Networks at careerconnections.nj.gov.

Career Path Example:

from Nurse Aid to Advanced Practice Nurse



Demographic & Occupational Analysis

The federal Workforce Innovation and Opportunity Act, the framework in which all Workforce Development Boards operate, requires local Boards to research and perform analyses of the regional workforce and economic landscape, detailing local area information such as the needed knowledge and skills for our region or employment and training efforts, GRWDB created Community Demographic and Economic Profiles, as well as In-Demand Occupation Profiles, for both Hunterdon and Somerset Counties that inform the Board's decision-making around training and education investments to best meet the needs of local employers and job-seekers. The GRWDB's In-Demand Occupations Analysis is unique from other labor market reports as it:

- Connects new and replacement job data
- Details an inventory of the skills related to the individual occupation
- Identifies potential employers who may employ the individual occupation

In-Demand Occupations

Software Developers, Applications

Develop, create, and modify general computer applications software or specialized utility programs.

Source: O-Net

Employment Analysis

Overview

2017 Employment
3,026

Annual Openings
72

Projected Change (2017-2022)
141 New Jobs

Source: EMSI

Top 5 Industries (2017 Employment)

Industry	Employment
Custom Computer Programming	1,283
Computer Systems Design Services	1,023
News Syndicates	100
Corporate, Subsidiary, and Regional Office	80
Software Publishers	40

Source: EMSI

Median Hourly Earning

Location	Median Hourly Earning
Somerset County	\$49.56
New Jersey	\$45.44
United States	\$40.00

Source: EMSI

Online Job Postings Analysis

Occupation	Avg Monthly Postings*
Software Developers, Applications	668

*July 2016 - July 2017
Source: EMSI

Top Skills Requested

SKB	% of Postings with SKB
Java	42%
Software Development	24%
JavaScript	23%
Agile Software Development	23%
SQL	22%
jQuery	19%

Certifications Requested

Certification	% of Postings
Certified Information Systems Security Professional	10%
Certified Secure Software Lifecycle Professional	10%
Master Of Business Administration (MBA)	10%
Certified Ethical Hacker	10%
Sun Certified Java Programmer (SCJP)	10%

Greater Raritan Workforce Development Board | Somerset County, NJ | September 2017

Community Profile

Population

	Hunterdon County	New Jersey	United States
2010 Population	128,349	8,791,894	308,745,538
2017 Population	128,866	9,100,237	327,514,334
2022 Population (proj.)	129,730	9,324,373	341,323,594
2010-2017 % Change	0.4%	3.5%	6.1%
2017-2022 % Change	0.7%	2.5%	4.2%

Source: ESRI

Diversity - Percent of Total Population (2017)

Race/Ethnicity

- White Alone
- Black Alone
- American Indian Alone
- Asian Alone
- Pacific Islander Alone
- Some Other Race Alone
- Two or More Races

Source: ESRI

Educational Attainment

Highest Level

- Less than 9th Grade
- 9-12th Grade/No Diploma
- High School Diploma
- GED/Alternative Credential
- Some College/No Degree
- Associate's Degree
- Bachelor's Degree
- Graduate/Professional Degree

Source: ESRI

Greater Raritan Workforce Development Board | Hunterdon County, NJ | September 2017

Population & Demographics

Past and projected changes in population

Community Profile

Occupational Analysis, Broad Occupational Group - Hunterdon County

SOC	Description	2017 Jobs	2017 Hourly Earnings	Average Hourly Earnings	2017 Location Quotient
11-0000	Management Occupations	3,216	\$55.03	\$60.33	1.13
13-0000	Business and Financial Operations Occupations	3,164	\$35.08	\$37.31	1.21
15-0000	Computer and Mathematical Occupations	1,303	\$41.68	\$43.82	0.89
17-0000	Architecture and Engineering Occupations	993	\$38.40	\$39.71	1.16
19-0000	Life, Physical, and Social Science Occupations	583	\$37.36	\$39.54	1.38
21-0000	Community and Social Service Occupations	1,060	\$22.41	\$23.51	1.24
23-0000	Legal Occupations	525	\$48.26	\$50.47	1.23
25-0000	Education, Training, and Library Occupations	3,618	\$23.59	\$25.04	1.22
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	1,081	\$23.11	\$24.89	1.15
29-0000	Healthcare Practitioners and Technical Occupations	2,835	\$41.66	\$42.54	0.99
31-0000	Healthcare Support Occupations	1,565	\$14.67	\$15.06	1.06
33-0000	Protective Service Occupations	1,072	\$26.65	\$28.45	0.92
35-0000	Food Preparation and Serving Related Occupations	4,002	\$10.57	\$11.50	0.91
37-0000	Building and Grounds Cleaning and Maintenance Occupations	2,103	\$12.52	\$13.36	1.07
39-0000	Personal Care and Service Occupations	1,952	\$12.81	\$13.84	0.91
41-0000	Sales and Related Occupations	5,823	\$16.35	\$18.76	1.11
43-0000	Office and Administrative Support Occupations	7,268	\$17.13	\$17.86	0.93
45-0000	Farming, Fishing, and Forestry Occupations	413	\$12.79	\$13.60	1.03
47-0000	Construction and Extraction Occupations	2,907	\$23.25	\$24.53	1.25
49-0000	Installation, Maintenance, and Repair Occupations	1,812	\$21.99	\$22.48	0.91
51-0000	Production Occupations	1,987	\$16.44	\$17.50	0.65
53-0000	Transportation and Material Moving Occupations	2,825	\$14.17	\$15.29	0.82
55-0000	Military occupations	249	\$15.38	\$16.95	0.39
99-0000	Unclassified Occupation	0	\$0.00	\$0.00	0.00
Total (All Jobs)		52,355	\$25.27		

Source: EMSI

Greater Raritan Workforce Development Board | Hunterdon County, NJ | September 2017

In-Demand Occupations

Somerset County

Occupation	Annual Job Openings	New Jobs Projected by 2022
Customer Service Representatives	152	285
General and Operations Managers	108	170
Registered Nurses	103	236
Maintenance and Repair Workers, General	85	185
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	79	146

Source: Ersi

Hunterdon County

Occupation	Annual Job Openings	New Jobs Projected by 2022
Registered Nurses	25	15
General and Operations Managers	22	27
Claims Adjusters, Examiners, and Investigators	20	47
Insurance Sales Agents	16	40
Elementary School Teachers, Except Special Education	15	2

Source: Ersi

The following pages show the top occupation from Hunterdon and Somerset Counties. To receive a full copy of Somerset and Hunterdon's Community Economic and Demographic Profile and In-Demand Occupations Analyses, Contact the Greater Raritan Workforce Development Board Staff at grwib@co.somerset.nj.us or by phone at **(908) 541-5785**.

Top Occupation in Somerset County

Customer Service Representatives: 152 Annual Openings

Interact with customers to provide information in response to inquiries about products and services and to handle and resolve complaints.

Source: O-Net

Employment Analysis

Overview	Top 5 Industries (2017 Employment)	
2017 Employment	Industry	2017 Jobs
3,734	Management of Companies and Enterprises	322
Annual Openings	Wired Telecommunications Carriers	286
152	Insurance Carriers	246
Projected Change (2017-2022)	Professional and Commercial Equipment and Supplies Merchant Wholesalers	198
285 New Jobs	Business Support Services	192

Source: EMSI

Source: EMSI

Median Hourly Earnings

Somerset County	New Jersey	United States
\$20.46	\$17.78	\$15.31

Source: EMSI

Online Job Postings Analysis

Occupation	Avg Monthly Postings*	Avg Monthly Hires*	Postings to Hiring Ratio
Customer Service Representatives	159	158	1.01

*July 2016 - July 2017

Source: EMSI

Top Skills Requested

Skill	% of Postings with Skill
Merchandising	12%
Call Centers	10%
Finance	10%
Selling Techniques	9%
Pharmaceuticals	8%

Source: EMSI

Certifications Requested

Certifications	% of Postings with Certification
Commercial Driver's License (CDL)	0.42%
Certified Safety Auditor (American Society For Quality) ASQ Certified	0.19%
Certified Quality Engineer	0.19%
Medical Technologist	0.14%

Source: EMSI

Top Employers

Company
Wegmans Food Markets, Inc.
Inventiv Health, Inc.
Robert Half International Inc.
Family Dollar Stores, Inc.
Laboratory Corporation of America Holdings

Source: EMSI

*By number of online job ads

Top Occupation in Hunterdon County

Registered Nurses: 25 Annual Openings

Assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records.

Source: O-Net

Employment Analysis

Overview	Top 5 Industries (2017 Employment)	
2017 Employment	Industry	2016 Jobs
929	General Medical and Surgical Hospitals	631
Annual Openings	Office of Physicians (except Mental Health Specialists)	69
25	Nursing Care Facilities (Skilled Nursing Facilities)	40
Projected Change (2017-2022)	Home Health Care Services	30
15 New Jobs	Hospitals (State Government)	27

Source: EMSI

Source: EMSI

Median Hourly Earnings

Hunterdon County	New Jersey	United States
\$37.66	\$38.03	\$32.36

Source: EMSI

Online Job Postings Analysis

Occupation	Avg Monthly Postings*	Avg Monthly Hires*	Postings to Hiring Ratio
Registered Nurses	127	24	5.29

*July 2016 to July 2017

Source: EMSI

Top Skills Requested

Skill	% of Postings with Skill
Nursing	64%
Critical Care	18%
Advanced Cardiovascular Life Support (ACLS)	16%
Post-Anesthesia Care Unit	13%
Medical Surgical Nursing	11%

Source: EMSI

Certifications Requested

Certifications	% of Postings with Certifications
Registered Nurse	55.99%
Licensed Practical Nurse	7.76%
Licensed Vocational Nurses	2.12%
Advanced Practice Registered Nurse	1.87%
Associate Of Science In Nursing	1.50%

Source: EMSI

Top Employers

Company
Hunterdon Medical Center (inc)
Robert Wood Johnson University Hospital
Parallon Business Solutions, LLC
Supplemental Healthcare
Pediatric Services of America Inc

Source: EMSI

*By number of online job ads

Partners

Strategic Partners

To ensure that the local workforce system is flexible, seamless, and responsive to the needs of both job seekers and employers, The GRWDB continues to build collaborative partnerships among the various entities currently engaged in contacting businesses and jobseekers. The GRWDB is perfectly poised to help you navigate the network of workforce development partners through the inherent nature of its collaboration in bringing together business, education and training, labor, economic development, and volunteer community leaders. This coordinated outreach works to strategically integrate workforce development programs, services and incentives, leading to maximized efficiency and efficacy in the delivery of employer and jobseeker resources. To learn more about how each of these partnerships can benefit you or your business, please contact our staff.

Business Services Partners

- New Jersey Department of Labor and Workforce Development
 - Business Services Representatives
 - Employment Services and Veteran Workforce Programs
 - Talent Networks and Talent Development Centers
- New Jersey Economic Development Authority
- Raritan Valley Community College Workforce Training Center Career Programs
- Somerset County Business Partnership
- Hunterdon County Chamber of Commerce

Educational Institution Partners

- Raritan Valley Community College
- The Jointure for Community Adult Education, Inc.
- Hunterdon County Polytech Career & Technical Schools
- Somerset County Vocational & Technical Schools
- Hunterdon County Educational Services Commission

Government Partners

- Somerset County
 - Board of Chosen Freeholders
 - Department of Human Services
 - Office of Community Development
- Hunterdon County
 - Board of Chosen Freeholders
 - Department of Human Services
- New Jersey State Employment and Training Commission
- Garden State Employment and Training Association
- North Jersey Partners

Special Populations Partners

- NJ Department of Labor and Workforce Development
 - Senior Services
 - Division of Vocational Rehabilitation Services
 - Unemployment Insurance
- Hunterdon County
 - Division of Senior, Disabilities and Veterans Services
 - Division of Social Services
 - Center for Educational Advancement in Hunterdon County
 - United Way of Hunterdon County, New Jersey
- Somerset County
 - Office on Aging & Disability Services
 - Youth Services
 - Board of Social Services
 - United Way of Northern New Jersey

The list doesn't stop here. The world of workforce development is not only vast but forever evolving to improve the workforce delivery system, so please contact The GRWDB Staff via grwib@co.somerset.nj.us to learn about more ways your Workforce Development Board connects the countless local, state and national workforce and economic development agencies to effectively serve the needs of our regional employers.

Achieving Results

PROGRAM YEAR 2016 PERFORMANCE METRICS

Before tackling the workforce challenges facing the region, the Board must first ensure that it meets the essential metrics and benchmarks assigned to all workforce development boards. These metrics are negotiated with the governor and ensure the Board is effectively using federal and state dollars to serve job seekers and employers. A summary of PY 2016 Performance Metrics are below:

Adults					
Measurement	Numerator	Denominator	Negotiated	Actual	% of Goal
Employment Rate (Q2 post-exit)	226	295	83.3%	76.6%	92.0%
Employment Rate (Q4 post-exit)	214	295	71.1%	72.5%	102.0%
Median			\$6,037	\$8,599	142.4%
Credential Attainment	158	191	66.3%	82.7%	124.8%

Dislocated Workers					
Measurement	Numerator	Denominator	Negotiated	Actual	% of Goal
Employment Rate (Q2 post-exit)	169	212	85.4%	79.7%	93.3%
Employment Rate (Q4 post-exit)	159	202	77.0%	78.3%	101.7%
Median			\$7,907	\$11,240	142.2%
Credential Attainment	169	189	65.9%	89.4%	135.7%

Youth					
Measurement	Numerator	Denominator	Negotiated	Actual	% of Goal
Employment Rate (Q2 post-exit)	15	26	76.7%	57.7%	75.2%
Employment Rate (Q4 post-exit)	12	23	45.0%	52.2%	115.9%
Credential Attainment	1	1	82.8%	100.0%	120.8%

Success Story: WIOA



Kassandra came to the One Stop for assistance after being laid off due to reorganization at a local pharmaceutical company. Facing changes within the healthcare marketing, sales, and analyst industry Kassandra was aware that she needed to improve her marketability by obtaining current skills to help her continue on this career path.

After several meetings with a One Stop Training Services counselor where they considered different plans of action, Kassandra registered for the Rutgers School of Executive Education Mini MBA: Virtual Integrated Marketing Communications Program. This program provided the tools, skills, and insight needed to effectively manage and implement integrated marketing communications and strategies in high level positions within an organization.

While still enrolled in the program, Kassandra went on several interviews where she ultimately was rehired by her previous employer in a new role, with a higher salary, in which her training program at Rutgers was identified from both Kassandra and her interviewer as a contributing factor in receiving the job offer.

The One Stop routinely works with customers who come from all different type of industries with different levels of education and experience, and it is a pride of our counselors that we have the ability to work with, understand, and help those from such a diverse employment background to regain sustainable employment.

Success Story: One Stop Career Center's Workfirst NJ Job Readiness Program



Sonja was born in Cuba and fled the country with her children in the early 2000s, in the hope of making a better life for her family. In the process, she was forced to make the difficult decision to leave her husband behind until he could secure a way to join her.

Sonja arrived in the United States without a Green Card, and found herself unable to work and reliant upon Government Assistance while she navigated the long and very frustrating process of obtaining a Green Card. Because Sonja was given refugee status, she was eligible to receive TANF benefits and participate in the Greater Raritan One Stop's Workfirst NJ Job Readiness Program.

When she came to us as a Job Readiness Workshop participant in the WorkFirst NJ program, her positive attitude and focus on her goal of getting a job were apparent right away. She did not stop pursuing her dream until she had that Green Card in her hand, and once she did, there was no stopping her.

Through the Community Work Experience Program (CWEP), she was placed as a volunteer with Community Childcare Solutions, where her hard work, talent and enthusiasm earned her some much deserved attention, and resulted in her being offered a permanent, full time position.

Sonja is an example for all who meet her. Her smile is contagious, her outlook on life is unwaveringly sunny, and she has that rare ability to make everyone she encounters a little happier. She is truly a success story for the One Stop system and serves as a reminder that the One Stop can successfully and positively serve clients in our community with diverse backgrounds and life experiences.

Success Story: Youth



Steven, a high school graduate, officially enrolled with the Youth Employment Services (YES) program in June 2017. Between graduation from high school and enrollment YES, he held various positions at different employers, and was looking for employment in a field where there would be consistent work. As an individual who had an Individualized Education Plan (IEP) in high school, he qualified for the services of the program. With a mother who was the sole provider for her family and a father who did not live with them in the home, Steve wanted to find employment where he would be able to help his mother with bills. He entered the program with hopes of becoming a barber and working in a shop close to home. With the assistance of YES, he was put on a path to success through various employment readiness groups and job sampling at a local barbershop.

Through the TABE evaluation, we found that Steven was Basic Skills Deficient in mathematics and reading, but with the assistance of the YES tutoring program he made substantial gains in both subjects, giving him a boost of confidence moving forward in the program. After this step, Steven was referred to Middle Earth's Visions Work Readiness Program where he took part in numerous activities aimed at making himself more marketable for today's workforce. In this program, he obtained a credential in working with bloodborne pathogens, something that he agreed would be necessary in working in a barbershop. The program was also able to come to an agreement with a local barbershop for Steve to have an internship, where he had the opportunity to have an understanding of what it would be like to work in that type of setting. At the barbershop, while he was not able to work directly with customers, he was allowed to work on a mannequin and get feedback from the manager and other employees of the shop. This experience affirmed his ambition of becoming a barber.

Recently, Steven has enrolled in a training program, funded by our One Stop Career Center through a WIOA grant, to become a licensed barber. He has stayed in communication with the YES staff and has a promising career ahead of him upon completion of his training program. He has been able to secure part-time employment and is eager to begin his training next month. The YES staff will continue to work with Steven throughout his training and provide support as needed.

One Stop Dashboard

Below is a summary of the performance metrics tracked by the region's One Stops. In Hunterdon and Somerset Counties, One Stop Centers provide essential services to both job seekers and employers. The accomplishments of Program Year 2016 are presented below:

Performance Dashboard Program Year 2016

CORE SERVICES	
Workshops Conducted	23
Hunterdon County	11
Somerset County	12
Workshop Participation	519
Hunterdon County	149
Somerset County	370
Walk In Clients	334
Hunterdon County	164
Somerset County	170
Training Grant Orientations	695
Hunterdon County	102
Somerset County	493
Other	100
INTENSIVE SERVICES	
Training Grants Provided	264
Hunterdon County	43
Somerset County	183
Other	38
Youth Credentials Issued	33
Hunterdon County	13
Somerset County	20
WFNJ "To Work" Clients	284
Hunterdon County	93
Somerset County	191

Financials

The Board has a budget of \$3.5 million to support job seekers and employers in the two county region. This budget is derived from both federal and state resources. The budget is spread over a range of programs, including funding for support services, employer grants, and education and training services. A summary of Program Year 2017 revenue is presented in the table below:

Revenue Worksheet						
Program Year 2017						
July 1, 2017 - June 30, 2018						
Federal Workforce Grant Revenue	PY 2016 Actual	PY 2016 Administrative	PY 2016 Direct Services-Program	PY 2017 Actual	PY 2017 Administrative Actual	PY 2017 Direct Services-Program Actual
Workforce Investment Act Youth	577,734.00	57,773.40	519,960.60	461,539.00	46,153.90	415,385.10
Workforce Investment Act Adult & Dislocated	1,634,180.00	163,418.00	1,470,762.00	1,428,323.00	142,832.30	1,285,490.70
Workforce Development Partnership Program - Dislocated Worker - Employer Focus Allotment		-	-	-	-	-
Total	2,211,914.00	221,191.40	1,990,722.60	1,889,862.00	188,986.20	1,700,875.80
State Workforce Grant Revenue						
Workfirst New Jersey Temporary Assistance to Needy Families	841,512.00	100,981.44	740,530.56	715,285.00	85,834.20	629,450.80
Workfirst New Jersey General Assistance/ Supplemental Nutritional Aid Program	245,542.00	29,465.04	216,076.96	299,493.00	35,939.16	263,553.84
SNAP Only	70,164.00	8,419.68	61,744.32	63,148.00	7,577.76	55,570.24
Workfirst New Jersey Workforce Learning Link	51,000.00	-	51,000.00	91,000.00	-	91,000.00
Workfirst New Jersey Career Advancement Training (CAVP)	12,000.00	1,440.00	10,560.00	6,000.00	720.00	5,280.00
Workfirst New Jersey Work Verification	15,600.00	-	15,600.00	-	-	-
SmartSTEPS Program	1,605.00	105.00	1,500.00	-	-	-
Workfirst New Jersey Needs Based Work Support	50,000.00	-	50,000.00	75,000.00		75,000.00
Total	1,287,423.00	140,411.16	1,147,011.84	1,249,926.00	130,071.12	1,119,854.88
Total Federal and State	3,499,337.00	361,602.56	3,137,734.44	3,139,788.00	319,057.32	2,820,730.68

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