

## Freeholder/WIB Liaisons (7/10 - 6/11)

### Morris County

John Murphy ('10,'11)

### Warren County

Angelo Accetturo ('10)

Jason Sarnoski ('11)

### Sussex County

Harold Wirths ('10)

Parker Space ('11)

## WIB Committee Chairs

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

## One-Stop Career Centers

### MORRIS COUNTY ONE-STOP CAREER CENTERS

Dover: 107 Bassett Highway • Dover, NJ 07801

Morristown: 30 Schuyler Place • Morristown, NJ 07960

### SUSSEX COUNTY ONE-STOP CAREER CENTERS

Franklin: 12 Munsonhurst Road • Franklin, NJ 07416

Newton: Sussex County Mall – Rt. 206 • Newton, NJ 07860

### WARREN COUNTY ONE-STOP CAREER CENTER

Phillipsburg: 75 South Main Street • Phillipsburg, NJ 08865

*A complete list of all One-Stop Sites in the Morris, Sussex and Warren areas can be found on our website at [www.mswwib.org](http://www.mswwib.org).*

An electronic copy of this Annual Report can be found at the WIB website, [www.mswwib.org](http://www.mswwib.org).



P.O. Box 900 • Morristown, New Jersey • 07963-0900  
973-829-8400, Ext. 230 • Fax: 973-829-8500  
[www.mswwib.org](http://www.mswwib.org)



## 2011 ANNUAL REPORT

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## Workforce Investment Board Chair and Director Message

The WIB's role is planning and oversight of the One-Stop Career Center system in Morris, Sussex and Warren counties. Job seeker and business services are provided by the WIB's One Stop partners: the **New Jersey Department of Labor and Workforce Development, the New Jersey Division of Vocational Rehabilitation Services** and **Morris-Sussex-Warren Employment and Training Services**. In turn, these organizations have productive partnerships with county welfare agencies in Morris, Sussex and Warren counties and a network of effective social service and education providers.

Of these partners, the WIB is the most visible local entity, and is frequently recognized for its success. However, the total success of this effort cannot be attributed directly to the WIB. The major success in our area derives from the expertise, resourcefulness, diligence and continuing support of the New Jersey Department of Labor and Workforce Development, Morris-Sussex-Warren Employment and Training Services and the New Jersey Division of Vocational Rehabilitation Services. Acting in a coordinated manner, the partners have guided job seeker customers into sustainable employment, often through education or occupational training. Also, these partners have benefited area businesses by tailoring employee training to employer specifications through the On-the-Job Training program – thus enabling a constant supply of trained workers.

Our partners have been challenged by limited funding and a difficult economy and labor market. However, at every turn, they have risen to the occasion by sharing resources, coordinating programs and services and “going the extra mile” to ensure optimum results for One-Stop customers.

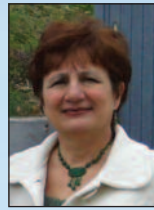
Although we highlight the positive results of the Pharmacy National Emergency Grant, the Disability Program Navigator and the On-the-Job Training program in this report, we gratefully acknowledge the daily work of all of our One-Stop partners, and the kudos they deserve as well. This dedicated group provides the foundation of a successful One-Stop Career Center system.

Consequently, when you hear of a future WIB achievement, please remember it is really a collective success of all of our One-Stop partners. We extend our hearty congratulations to each and every one of them!

  
Chair

  
Director

## On-the-Job Training



The On-the-Job Training program (OJT) reimburses employers for the extraordinary costs of training new employees. Training is provided by the employer and is based on a contractual training outline developed for the specific skill requirements of the job. The employer agrees to retain the trainee after training ends. OJT is considered valuable and effective because it directly serves business by training new employees to employer specifications and provides skill training and employment to One-Stop job seeker customers. Nationally, the OJT placement rate is 91% and the retention rate is 88%.

Joan Strehl is the OJT representative for Morris-Sussex-Warren Employment and Training Services. Joan's extensive experience and excellent customer relations skills have made our OJT program the largest and most successful in New Jersey. In Program Year 2010, the WIB received \$30,000 from the New Jersey Department of Labor and Workforce Development to mentor other New Jersey WIBs on OJT and to develop, with two other New Jersey WIBs, an OJT operations manual for statewide use. Joan's reputation as an OJT expert was instrumental in obtaining the WIB's grant, and the material and guidance she provided was invaluable in preparing the manual.



## Pharmacy National Emergency Grant

In January, the New Jersey Department of Labor and Workforce Development (LWD) awarded \$334,501 in National Emergency Grant (NEG) funding to the WIB to provide assistance to dislocated workers in the pharmacy industry. Former workers at six New Jersey pharmaceutical companies are eligible for services under the grant, which ends in September 2012. Greater Raritan WIB and BioNJ are also partners in this initiative.

In addition to providing counseling and training, project staff held four career events for eligible dislocated workers and other pharmacy industry job seekers. Keynote speakers included LWD Deputy Commissioner Richard Constable III and Assistant Commissioner Mary Ellen Clark. In addition, panels of industry professionals offered advice on transitioning from large pharmaceutical companies to biotech using social media in job search, and other relevant topics. Training providers and potential employers advised job seekers on training and employment options and opportunities. LWD has indicated that the Pharmacy NEG is its most successful National Emergency Grant to date.

Morris-Sussex-Warren Employment and Training Services Counselor Paul Cecala is responsible for activities under the Pharmacy NEG. Paul is an experienced career counselor whose expertise has greatly benefited NEG customers. His excellent interpersonal and counseling skills have facilitated NEG customer entry into training and subsequent employment. In addition, Paul has been commended by customers, LWD and other partners for his ability to coordinate services and activities to provide optimum outcomes for NEG and other pharmacy industry dislocated workers.

## WIB Program Funding

Program Year 2010 (7/10 - 6/11)

FUNDING PROGRAM	SOURCE	AMOUNT	TOTAL
DW Job Training	WIA	\$1,750,267	
Adult Job Training	WIA	\$590,662	
Youth Employment Services	WIA	\$612,330	
<b>Total WIA</b>			<b>\$2,953,259</b>
ARRA DW	ARRA	\$ 534,560	
ARRA OJT Grant	ARRA	\$143,000	
ARRA OJT Technical Assist.	ARRA	\$30,000	
ARRA DPN	ARRA	\$36,635	
<b>Total ARRA</b>			<b>\$744,195</b>
WFNJ/TANF	NJ LWD	\$669,889	
WFNJ GA/FS	NJ LWD	\$419,096	
WFNJ CAV/EEI	NJ LWD	\$15,150	
Emergency Contingency Funds/TANF	NJ LWD	\$47,443	
<b>Total WFNJ/TANF</b>			<b>\$1,151,578</b>
DHS TANF/GA	NJ DHS	\$343,638	
<b>Total NJ DHS TANF/GA</b>			<b>\$343,638</b>
WDPP	NJ LWD	\$47,246	
<b>Total WDPP</b>			<b>\$47,246</b>
WLL	NJ LWD	\$182,854	
<b>Total WLL</b>			<b>\$182,854</b>
BDI	NJ LWD	\$54,500	
<b>Total BDI</b>			<b>\$54,500</b>
NEG - Financial Sector		\$150,000	
PRP		\$334,501	
<b>Total NEG. &amp; PRP</b>			<b>\$484,501</b>
<b>Total WIB Funding</b>			<b>\$5,961,771</b>

### Glossary of Acronyms

ARRA	American Recovery & Reinvestment Act
BDI	Business Development Initiative
CAV	Career Advancement Voucher
DHS	Department of Human Services
DW	Dislocated Workers
EEI	Early Employment Initiative
FS	Food Stamps
GA	General Assistance
LWD	Dept. of Labor & Workforce Development
NEG	National Emergency Grant
PRP	Pharmaceutical Reemployment Project
TANF	Temporary Assistance for Needy Families
WDPP	Workforce Development Partnership Program
WFNJ	WorkFirst New Jersey
WIA	Workforce Investment Act
WIB	Workforce Investment Board
WLL	Workforce Learning Links

## Morris • Sussex • Warren Workforce Investment Board

Program Year 2010 - WIA Performance

	ACTUAL	PLAN	%ACHIEVED
<b>ADULT - Served: 110</b>			
Adult Entered Employment	80.9 %	85.5 %	94.6 %
Adult Retention	95.5 %	85.3 %	111.9 %
Adult Average Earnings	\$14,046	\$15,295	91.8 %
<b>DISLOCATED WORKER - Served: 310</b>			
DW Entered Employment	85.9 %	80.8 %	106.3 %
DW Retention	90.3 %	87.2 %	103.6 %
DW Average Earnings	\$22,089	\$17,144	128.8 %
<b>YOUTH - Served: 59</b>			
Youth Attain Degree	88.4 %	59.0 %	149.8 %
Youth Placement	61.0 %	59.0 %	103.4 %
Literacy Numeracy	91.2 %	45.0 %	202.6 %

Adult and Dislocated Worker Average Earnings are for six months.

## Program Year Highlights

### Disability Program Navigator



In Program Year 2010, the New Jersey Department of Labor and Workforce Development provided funding for Disability Program Navigators (DPN) throughout New Jersey. Donna Buchanan served as the Morris-Sussex-Warren DPN from April 2010 through June 2011.

Donna supported One-Stop Career Center services to persons with disabilities through informed assistance on workforce development issues and policies impacting One-Stop Career Center customers. She assisted persons with disabilities through services and information in One-Stops and she engaged and advocated with employers to facilitate employment for this target group. Donna has identified and addressed issues regarding accommodations for persons with disabilities at the One-Stop Career Centers through education, advocacy and providing informative materials and media.

Donna also supported the WIB Disability Committee, providing timely information on programs and initiatives and working with committee members to strengthen the network of service providers and advocates for persons with disabilities.

Finally, Donna wrote and published the Disability Access News (DAN), a quarterly news brief. The DAN featured articles on the Americans with Disabilities Act, disability etiquette, employment statistics and other news and events for the extended disability service community, including One-Stop Career Center staff and customers.

The WIB thanks and congratulates Donna on her excellent work!