



WORKFORCE  
DEVELOPMENT BOARD

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CUMBERLAND · SALEM · CAPE MAY

# Annual Report

July 2018- June 2019

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This Annual Report, which covers the period from July 1, 2018 to June 30, 2019, 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 levels 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.

# CUMBERLAND/SALEM/CAPE MAY WDB

## PY 2018-2019 WIOA PERFORMANCE MEASURES

### WIOA ESTIMATED PERFORMANCE\*

PERIOD COVERED: JULY 1, 2018 THROUGH JUNE 30, 2019

#### Overall Performance

|          |   |
|----------|---|
| Exceeded | 4 |
| Met      | 3 |
| Not Met  | 2 |

### ADULT

| MEASUREMENT           | STANDARD/GOAL | ACTUAL RESULTS | % OF GOAL | RESULTS  |
|-----------------------|---------------|----------------|-----------|----------|
| Employment Rate Q2    | 73.2%         | 77.2%          | 105.5%    | Exceeded |
| Employment Rate Q4    | 61.2%         | 78.5%          | 128.3%    | Exceeded |
| Credentail Attainment | 68.7%         | 67.6%          | 98.3%     | Met      |

### DISLOCATED WORKER

| MEASUREMENT           | STANDARD/GOAL | ACTUAL RESULTS | % OF GOAL | RESULTS  |
|-----------------------|---------------|----------------|-----------|----------|
| Employment Rate Q2    | 86.2%         | 75.3%          | 87.3%     | Not Met  |
| Employment Rate Q4    | 78.7%         | 72.2%          | 91.8%     | Met      |
| Credentail Attainment | 73.5%         | 76.7%          | 104.3%    | Exceeded |

### YOUTH

| MEASUREMENT           | STANDARD/GOAL | ACTUAL RESULTS | % OF GOAL | RESULTS  |
|-----------------------|---------------|----------------|-----------|----------|
| Employment Rate Q2    | 69.6%         | 52.5%          | 75.4%     | Not Met  |
| Employment Rate Q4    | 40.0%         | 57.6%          | 144.0%    | Exceeded |
| Credentail Attainment | 67.0%         | 61.5%          | 91.7%     | Met      |

The WIOA Title 1 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 USDOL 90 percent threshold for meeting a measure has been applied , as indicated in the about tables.

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

\*Non-certified outcomes



**PY 2018-19 Financial Status Report**

*Expenditures represent YTD cash + accruals+ obligations as reported to NJLWD on the official June 2019 Financial Report*

| WIOA GRANTS          |                            | WIOA ADULT   | WIOA YOUTH   | WIOA DISLOCATED | TOTAL WIOA   |
|----------------------|----------------------------|--------------|--------------|-----------------|--------------|
| ADMIN                | Staff W&FB                 | \$ 63,390    | \$ 78,009    | \$ 64,388       | \$ 205,787   |
|                      | Operating Costs            | \$ 33,387    | \$ 36,290    | \$ 29,737       | \$ 99,414    |
|                      | TOTAL ADMIN EXPENDED YTD   | \$ 96,777    | \$ 114,299   | \$ 94,125       | \$ 305,201   |
| PROGRAM              | Staff W&FB                 | \$ 309,529   | \$ 336,400   | \$ 284,176      | \$ 930,105   |
|                      | Operating Costs            | \$ 84,981    | \$ 73,536    | \$ 80,230       | \$ 238,747   |
|                      | Contracts                  | \$ 742,407   | \$ 777,754   | \$ 493,533      | \$ 2,013,694 |
|                      | Participant Support        | \$ 16,014    | \$ 12,997    | \$ 21,794       | \$ 50,805    |
|                      | TOTAL PROGRAM EXPENDED YTD | \$ 1,152,931 | \$ 1,200,687 | \$ 879,733      | \$ 3,233,351 |
| GRAND TOTAL EXPENDED |                            | \$ 1,249,708 | \$ 1,314,986 | \$ 973,858      | \$ 3,538,552 |
| BUDGET               |                            | \$ 1,543,403 | \$ 1,663,879 | \$ 1,103,357    | \$ 4,310,639 |
| % EXPENDED YTD       |                            | 80.97%       | 79.03%       | 88.26%          | 82.09%       |
| AVAILABLE BALANCE    |                            | \$ 293,695   | \$ 348,893   | \$ 129,499      | \$ 772,087   |

| WFNJ GRANTS          |                            | WFNJ TANF    | WFNJ GA/SNAP | TOTAL WFNJ   |
|----------------------|----------------------------|--------------|--------------|--------------|
| ADMIN                | Staff W&FB                 | \$ 149,316   | \$ 84,848    | \$ 234,164   |
|                      | Operating Costs            | \$ 76,726    | \$ 65,645    | \$ 142,371   |
|                      | TOTAL ADMIN EXPENDED YTD   | \$ 226,042   | \$ 150,493   | \$ 376,535   |
| PROGRAM              | Work Subsidies             | \$ -         | \$ -         | \$ -         |
|                      | Education & Training       | \$ 545,033   | \$ 312,604   | \$ 857,637   |
|                      | CAVP                       | \$ 19,635    | \$ -         | \$ 19,635    |
|                      | Other Work Activities      | \$ 514,603   | \$ 363,674   | \$ 878,277   |
|                      | Case Management            | \$ 589,513   | \$ 427,339   | \$ 1,016,852 |
|                      | Needs Based Work Supports  | \$ 52,000    | \$ 44,000    | \$ 96,000    |
|                      | Work Verification          | \$ 44,749    | \$ -         | \$ 44,749    |
|                      | On-The-Job Training (OJT)  | \$ -         | \$ -         | \$ -         |
|                      | TOTAL PROGRAM EXPENDED YTD | \$ 1,765,533 | \$ 1,147,617 | \$ 2,913,150 |
| GRAND TOTAL EXPENDED |                            | \$ 1,991,575 | \$ 1,298,110 | \$ 3,289,685 |
| BUDGET               |                            | \$ 2,028,142 | \$ 1,298,110 | \$ 3,326,252 |
| % EXPENDED YTD       |                            | 98.20%       | 100.00%      | 98.90%       |
| AVAILABLE BALANCE    |                            | \$ 36,567    | \$ -         | \$ 36,567    |

| MISCELLANEOUS GRANTS | WLL        | SMART STEPS | SYEPP      | TOTAL OTHER |
|----------------------|------------|-------------|------------|-------------|
| TOTAL EXPENDED YTD   | \$ 150,000 | \$ -        | \$ 70,787  | \$ 220,787  |
| BUDGET               | \$ 150,000 | \$ 2,408    | \$ 218,227 | \$ 370,635  |
| % EXPENDED YTD       | 100.00%    | 0.00%       | 0.00%      | 59.57%      |
| AVAILABLE BALANCE    | \$ -       | \$ 2,408    | \$ 147,440 | \$ 149,848  |

| ALL NJLWD 2018-19 GRANTS | TOTAL        |
|--------------------------|--------------|
| TOTAL EXPENDED YTD       | \$ 7,049,024 |
| BUDGET                   | \$ 8,007,526 |
| % EXPENDED YTD           | 88.03%       |
| AVAILABLE BALANCE        | \$ 958,502   |

**NOTES:**

- (1) WIOA funds must be 80% expended or obligated by 6/30/19.  
(2) WFNJ funds must be 100% expended/obligated by 6/30/19. All obligations must be liquidated by 12/31/19.

**PY 2018-19 WDB EVALUATION REPORT**  
**EVALUATION OF SERVICES TO JUSTICE-INVOLVED POPULATIONS**

**Prepared by: Allison Spinelli, Executive Director**

The Cumberland Salem Cape May Workforce Innovation Plan identifies ex-offenders and other justice-involved populations as a service priority constituent group. The Cumberland Salem Cape May Workforce Development Board conducted an evaluation of the service delivery to this priority population. The focus of this evaluation covered access to service and tracking of service delivery to ex-offenders and other justice-involved populations.

To begin this process, the Workforce Development Board (WDB) reviewed demographic reports for the last two years to identify participants in this constituent group. While ex-offenders represent a larger than average population in the three-county region, the service delivery reports did not reflect the same representation. A closer look at the data revealed a deficiency in data collection for this prior population as it relied solely on self-identification.

The WDB also reviewed processes in place to connect this population to our workforce development services. While the services were accessible and readily available to this population, linkages between the agencies that provide services did not formalize referral and outcome information sharing. This created a system of making a connection to services absent of the necessary follow-up to ensure success.

As a result of that process, recommendations were made to strengthen the referral process and data collection. In partnership with the Cumberland County Prosecutors Office and the Division of Social Service, a new program was created to service our justice involved populations. *Choose Work* helps individuals find and maintain employment in Cumberland County. The program has several pathways for entry and aims to build career skills for long-term employment and stability. By “choosing work”, individuals can become more financially stable, integrated within their communities, and may be able to avoid certain charges on their criminal records.

Three pathways were created to expand access to services and ensure complete capture of data. Pathway 1 offers a connection directly through Municipal Court. Eligible defendants who apply and are approved to participate by the Municipal Prosecutor will have an opportunity to have their charges dismissed after completion of the Choose Work program. Charges will be held for up to 90 days while an individual completes the Choose Work program. To help the individual navigate the program, the individual will be assigned someone in Workforce Development to track their progress.

Pathway 2 provides a connection through Child Support. At the time of child support order establishment, a condition to participate in Choose Work may be added to the order. The goal is to provide education and skills training to non-custodial parents (NCPs) in order to increase their ability to pay child support. Engaging the NCPs from the beginning of the order establishment can assist in the payment of the support orders, avoiding the accumulation of child support and other negative consequences that occur for nonpayment.

Pathway 3 dedicates Workforce Innovation and Opportunity Act (WIOA) Out-of-School Youth funding to provide a youth services contract devoted to justice involved youth. Participation in this program will help

disconnected and disengaged young people secure employment. Connections to Workforce Development will assist them with job training, education, skills training, employment or apprenticeship opportunities.

This evaluation was completed by WDB staff with input from WDB members and other One-Stop Partner agencies. The resulting report was presented to the WDB at the January 2021 WDB meeting.





## Board Members

*Chairman-Bert Lopez*  
*Co-Chair- Sherri Stephens*

*Atlantic City Electric*  
*Groupe SEB USA*

Andrew Bulakowski  
Anna Villanueva  
Cheryl Golden  
Dawn Hunter  
Denise Beckson  
Donna Groome  
Dr. Kimberly Ayres  
Dr. Nancy Hudanich  
Dr. Shelly Schneider  
Edward Geletka  
Elizabeth Reed  
Eric Krise  
Erich Florentine  
Gary Green  
Hugh McCaffery  
Jack Swain  
Jeff Berger  
Jody Hirata  
Marva Ferguson  
Melanie Ernest  
Melissa Niles  
Kathleen Lockbaum  
Leslie Gimeno  
Louis Joyce  
Patricia Harrison  
Thomas Wysocki  
Vicki Clark

Carpenters Local 255  
Bridor USA  
Cumberland County Division of Social Services  
Vineland Chamber of Commerce  
Morey's Piers, Beachfront Waterparks & Resorts  
Cape May County Department of Human Services  
Cumberland County Improvement Authority  
CMCTSD Superintendent  
Higher Ed Entity (incl. Comm College)  
Ocean First Bank  
NJDOLOWD  
Eric M. Krise Electrical Contractor, LLC  
Inspira Health Network  
Green Technology Contractor, LLC  
Southern New Jersey Steel  
SCVTS Superintendent  
Local 322 Plumbers/Pipefitters  
Cooperative Business Assistance Corporation  
DVRS Representative  
Salem HSAC & IAC  
HSAC  
Salem County Board of Social Services  
Cape May County Department of Planning  
South Jersey Economic Development District  
Vineland Housing Authority  
Wysocki Electric  
Cape May County Chamber of Commerce