



WORKFORCE
DEVELOPMENT BOARD

CUMBERLAND · SALEM · CAPE MAY

Annual Report

July 2020- June 2021

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This Annual Report, which covers the period from July 1, 2020 to June 30, 2021, 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.



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. Barbra Gaba
Dr. Frederick Keating
Dr. Kimberly Ayres
Dr. Nancy Hudanich
Edward Geletka
Elizabeth Reed
Erich Florentine
Gary Green
Hugh McCaffery
Jack Swain
Jody Veler
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
Atlantic Cape May Community College, President
Rowan College Of South Jersey
Cumberland County Improvement Authority
CMCTSD Superintendent
Ocean First Bank
NJDOLOWD
Inspira Health Network
Green Technology Contractor, LLC
Southern New Jersey Steel
SCVTS Superintendent
Salem County Inter Agency
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

CUMBERLAND/SALEM/CAPE MAY WDB

PY 2020-2021 WIOA PERFORMANCE MEASURES

WIOA ESTIMATED PERFORMANCE*

PERIOD COVERED: JULY 1, 2020 THROUGH JUNE 30, 2021

| Overall Performance | |
|---------------------|---|
| Exceeded | 9 |
| Met | 4 |
| Not Met | 2 |

ADULT

| MEASUREMENT | STANDARD/GOAL | ACTUAL RESULTS | % OF GOAL | RESULTS |
|-----------------------|---------------|----------------|-----------|----------|
| Employment Rate Q2 | 72.6% | 72.7% | 100.2% | Exceeded |
| Employment Rate Q4 | 77.3% | 76.6% | 99.1% | Met |
| Credential Attainment | 59.5% | 68.6% | 115.3% | Exceeded |
| Skill Gains | 40.0% | 64.3% | 160.7% | Exceeded |
| Median Earnings | \$6,132.00 | \$5,304.83 | 86.51% | Not Met |

DISLOCATED WORKER

| MEASUREMENT | STANDARD/GOAL | ACTUAL RESULTS | % OF GOAL | RESULTS |
|-----------------------|---------------|----------------|-----------|----------|
| Employment Rate Q2 | 57.4% | 55.6% | 96.8% | Met |
| Employment Rate Q4 | 65.6% | 61.8% | 94.2% | Met |
| Credential Attainment | 67.1% | 79.2% | 118.1% | Exceeded |
| Skill Gains | 40.0% | 60.9% | 152.2% | Exceeded |
| Median Earnings | \$8,255.00 | \$7,645.88 | 92.6% | Met |

YOUTH

| MEASUREMENT | STANDARD/GOAL | ACTUAL RESULTS | % OF GOAL | RESULTS |
|-----------------------|---------------|----------------|-----------|----------|
| Employment Rate Q2 | 58.7% | 59.9% | 102.0% | Exceeded |
| Employment Rate Q4 | 60.1% | 61.0% | 101.5% | Exceeded |
| Credential Attainment | 50.0% | 83.3% | 166.7% | Exceeded |
| Skill Gains | 42.7% | 60.6% | 141.9% | Exceeded |
| Median Earnings | \$2,306.00 | \$1,317.20 | 57.12% | Not 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%

*Non-certified outcomes

PY 2020-21 Financial Status Report

Expenditures represent YTD cash + accruals+ obligations as reported to NJLWD on the official June 2021 Financial Report

| WIOA GRANTS | | WIOA ADULT | WIOA YOUTH | WIOA DISLOCATED | TOTAL WIOA |
|----------------------|----------------------------|--------------|--------------|-----------------|--------------|
| ADMIN | Staff W&FB | \$ 174,607 | \$ 211,980 | \$ 74,138 | \$ 460,725 |
| | Operating Costs | \$ 21,698 | \$ 26,119 | \$ 11,675 | \$ 59,492 |
| | TOTAL ADMIN EXPENDED YTD | \$ 196,305 | \$ 238,099 | \$ 85,813 | \$ 520,217 |
| PROGRAM | Staff W&FB | \$ 575,714 | \$ 598,934 | \$ 273,481 | \$ 1,448,129 |
| | Operating Costs | \$ 157,602 | \$ 45,617 | \$ 44,643 | \$ 247,862 |
| | Contracts | \$ 476,279 | \$ 589,936 | \$ 314,515 | \$ 1,380,730 |
| | Participant Support | \$ 6,596 | \$ 1,680 | \$ 4,763 | \$ 13,039 |
| | TOTAL PROGRAM EXPENDED YTD | \$ 1,216,191 | \$ 1,236,167 | \$ 637,402 | \$ 3,089,760 |
| GRAND TOTAL EXPENDED | | \$ 1,412,496 | \$ 1,474,266 | \$ 723,215 | \$ 3,609,977 |
| BUDGET | | \$ 2,434,237 | \$ 2,533,640 | \$ 1,022,339 | \$ 5,990,216 |
| % EXPENDED YTD | | 58.03% | 58.19% | 70.74% | 60.26% |
| AVAILABLE BALANCE | | \$ 1,021,741 | \$ 1,059,374 | \$ 299,124 | \$ 2,380,239 |

| WFNJ GRANTS | | WFNJ TANF | WFNJ GA/SNAP | TOTAL WFNJ |
|-------------------|----------------------------|--------------|--------------|--------------|
| ADMIN | Staff W&FB | \$ 127,309 | \$ 64,837 | \$ 192,146 |
| | Operating Costs | \$ 44,609 | \$ 47,515 | \$ 92,124 |
| | TOTAL ADMIN EXPENDED YTD | \$ 171,918 | \$ 112,352 | \$ 284,270 |
| PROGRAM | Work Subsidies | \$ - | \$ - | \$ - |
| | Education & Training | \$ 232,755 | \$ 180,212 | \$ 412,967 |
| | CAVP | \$ - | \$ - | \$ - |
| | Other Work Activities | \$ 287,909 | \$ 196,187 | \$ 484,096 |
| | Case Management | \$ 485,059 | \$ 298,496 | \$ 783,555 |
| | Needs Based Work Supports | \$ 43,562 | \$ 37,288 | \$ 80,850 |
| | Work Verification | \$ - | \$ - | \$ - |
| | On-The-Job Training (OJT) | \$ - | \$ - | \$ - |
| | TOTAL PROGRAM EXPENDED YTD | \$ 1,049,285 | \$ 712,183 | \$ 1,761,468 |
| | GRAND TOTAL EXPENDED | \$ 1,221,203 | \$ 824,535 | \$ 2,045,738 |
| BUDGET | | \$ 1,476,678 | \$ 973,583 | \$ 2,450,261 |
| % EXPENDED YTD | | 82.70% | 84.69% | 83.49% |
| AVAILABLE BALANCE | | \$ 255,475 | \$ 149,048 | \$ 404,523 |

| MISCELLANEOUS GRANTS | | WLL | COVID-19 CRF | TOTAL OTHER |
|----------------------|--|-----------|--------------|-------------|
| TOTAL EXPENDED YTD | | \$ 59,260 | \$ 64,649 | \$ 123,909 |
| BUDGET | | \$ 81,000 | \$ 64,649 | \$ 145,649 |
| % EXPENDED YTD | | 73.16% | 0.00% | 85.07% |
| AVAILABLE BALANCE | | \$ 21,740 | \$ - | \$ 21,740 |

| ALL NJLWD 2018-19 GRANTS | | TOTAL |
|--------------------------|--|--------------|
| TOTAL EXPENDED YTD | | \$ 5,779,624 |
| BUDGET | | \$ 8,586,126 |
| % EXPENDED YTD | | 67.31% |
| AVAILABLE BALANCE | | \$ 2,806,502 |

NOTES:

- (1) WIOA funds must be 80% expended or obligated by 6/30/21.
- (2) WFNJ funds must be 100% expended/obligated by 6/30/21. All obligations must be liquidated by 12/31/21.
- (3) Expenditure extension received for WLL - must be obligated by 8/30/21 and fully expended by 9/30/21.

**PY 2020-21 WDB EVALUATION REPORT
EXPANDING OUTREACH & RECRUITMENT SERVICES**

Prepared by: Allison Spinelli, Executive Director

The COVID-19 pandemic created a variety of challenges for the local area during the program year. Among the most impactful was the lack of access to people due to our limited in-person services. Social distance protocols limited the capacity for many services that were historically offered in a walk-in manner in our facilities. These protocols were also implemented in the work sites that have been used for work experience placement. The Workforce Development Board conducted an evaluation of the effect of enrollment levels for various programs to determine the need to modify our outreach and recruitment procedures. The focus of this evaluation covered a review youth program participant and work experience work site recruitment.

To begin this process, the Workforce Development Board (WDB) lead discussions with youth program providers and other partners at each of the quarterly Youth Council meetings. Through these discussions, the WDB was able to track and record challenges and successes in the recruitment of youth participants and work sites. While the enrollments increased slightly as the program year progressed, the average enrollment level of the local area youth providers was less than 25% of the contracted level of service. The challenges with worksite recruitment did not improve during the program year with several providers not begin successful in identifying any work sites for work experience services.

As a result of this evaluation, the local area created two pilot programs to assist the youth providers with recruitment. A performance-based program was developed to focus exclusively on the recruitment of youth program participants. The provider of this program is responsible to conduct outreach services and connect recruited youth to our Youth Program staff for placement in an appropriate youth program. The Youth Recruitment program is intended to supplement the recruitment efforts of the youth providers and extend the outreach efforts for our youth program services.

A second pilot program was designed to focus on the recruitment of work experience work sites for youth placement. This performance-based program identifies work experience opportunities in various agencies and industry sectors based on the results of the individual service strategies of the youth participants. This program also supplements the efforts of our youth providers and expands outreach and engagement of the work site partner agencies.

The efforts of these two programs will be reviewed at the end of their contracts to determine their effectiveness in increasing outreach and recruitment. If proven successful, this program model can be expanded to include other services and populations.

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

[illegible]