



WORKFORCE  
DEVELOPMENT BOARD

CUMBERLAND · SALEM · CAPE MAY

# Annual Report

July 2017 – June 2018

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This Annual Report, which covers the period from July 1, 2017 to June 30, 2018, 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 level 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 2017-2018 WIOA PERFORMANCE MEASURES

**WIOA ESTIMATED PERFORMANCE\***  
**PERIOD COVERED: JULY 1, 2017 THROUGH JUNE 30, 2018**

Overall Performance

Exceeded	4
Met	2
Not Met	3

### ADULT

MEASUREMENT	STANDARD/GOAL	ACTUAL RESULTS	% OF GOAL	RESULTS
Employment Rate Q2	73.2%	87.3%	119.3%	Exceeded
Employment Rate Q4	56.3%	110.9%	197.0%	Exceeded
Credential Attainment	67.3%	56.0%	83.2%	Not Met

### DISLOCATED WORKERS

MEASUREMENT	STANDARD/GOAL	ACTUAL RESULTS	% OF GOAL	RESULTS
Employment Rate Q2	86.2%	72.2%	83.8%	Not Met
Employment Rate Q4	78.6%	74.0%	94.1%	Met
Credential Attainment	66.4%	77.20%	116.3%	Exceeded

### YOUTH

MEASUREMENT	STANDARD/GOAL	ACTUAL RESULTS	% OF GOAL	RESULTS
Employment Rate Q2	73.6%	66.4%	90.2%	Met
Employment Rate Q4	40.0%	131.0%	327.5%	Exceeded
Credential Attainment	76.5%	0.0%	0.0%	Not Met

The WIOA Title I programs performance outcomes are not final nor certified with the US Department of Labor (USDOL); these outcomes are provided for informational purposes only. USDOL considers PY 17-18 an implementation year. Therefore, no sanctions will be imposed for failure to meet standards.

Please note that the new USDOL 90 percent threshold for meeting a measure has been applied, as indicated in the above 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 2017-18 Financial Status Report**

*Expenditures represent YTD cash + accruals+ obligations as reported to NJLWD on the official June 2018 Financial Report*

WIOA GRANTS		WIOA ADULT	WIOA YOUTH	WIOA DISLOCATED	TOTAL WIOA
ADMIN	Staff W&FB	\$ 40,262	\$ 69,474	\$ 48,771	\$ 158,507
	Operating Costs	\$ 26,923	\$ 42,868	\$ 25,776	\$ 95,567
	TOTAL ADMIN EXPENDED YTD	\$ 67,185	\$ 112,342	\$ 74,547	\$ 254,074
PROGRAM	Staff W&FB	\$ 289,490	\$ 109,258	\$ 339,354	\$ 738,102
	Operating Costs	\$ 84,433	\$ 74,381	\$ 67,568	\$ 226,382
	Contracts	\$ 726,538	\$ 843,508	\$ 527,380	\$ 2,097,426
	Participant Support	\$ 9,836	\$ 18,901	\$ 16,071	\$ 44,808
	TOTAL PROGRAM EXPENDED YTD	\$ 1,110,297	\$ 1,046,048	\$ 950,373	\$ 3,106,718
GRAND TOTAL EXPENDED		\$ 1,177,482	\$ 1,158,390	\$ 1,024,920	\$ 3,360,792
BUDGET		\$ 1,474,854	\$ 1,751,983	\$ 1,154,628	\$ 4,381,465
% EXPENDED YTD		79.84%	66.12%	88.77%	76.70%
AVAILABLE BALANCE		\$ 297,372	\$ 593,593	\$ 129,708	\$ 1,020,673

WFNJ GRANTS		WFNJ TANF	WFNJ GA/SNAP	WFNJ SNAP Only	TOTAL WFNJ
ADMIN	Staff W&FB	\$ 117,334	\$ 49,639	\$ 6,031	\$ 173,004
	Operating Costs	\$ 40,600	\$ 37,644	\$ 7,691	\$ 85,935
	TOTAL ADMIN EXPENDED YTD	\$ 157,934	\$ 87,283	\$ 13,722	\$ 258,939
PROGRAM	Work Subsidies	\$ -	\$ -	\$ -	\$ -
	Education & Training	\$ 612,931	\$ 350,787	\$ 100,635	\$ 1,064,353
	CAVP	\$ 3,842	\$ -	\$ -	\$ 3,842
	Other Work Activities	\$ 552,116	\$ 364,292	\$ -	\$ 916,408
	Case Management	\$ 634,400	\$ 307,207	\$ 50,306	\$ 991,913
	Needs Based Work Supports	\$ 65,000	\$ 55,000	\$ -	\$ 120,000
	Work Verification	\$ -	\$ -	\$ -	\$ -
	On-The-Job Training (OJT)	\$ -	\$ -	\$ -	\$ -
	TOTAL PROGRAM EXPENDED YTD	\$ 1,868,289	\$ 1,077,286	\$ 150,941	\$ 3,096,516
	GRAND TOTAL EXPENDED	\$ 2,026,223	\$ 1,164,569	\$ 164,663	\$ 3,355,455
BUDGET		\$ 2,056,518	\$ 1,164,569	\$ 164,663	\$ 3,385,750
% EXPENDED YTD		98.53%	100.00%	100.00%	99.11%
AVAILABLE BALANCE		\$ 30,295	\$ -	\$ -	\$ 30,295

MISCELLANEOUS GRANTS	WLL	SMART STEPS	TOTAL OTHER
TOTAL EXPENDED YTD	\$ 193,000	\$ -	\$ 193,000
BUDGET	\$ 193,000	\$ 4,815	\$ 197,815
% EXPENDED YTD	100.00%	0.00%	97.57%
AVAILABLE BALANCE	\$ -	\$ 4,815	\$ 4,815

ALL NJLWD 2015-16 GRANTS	TOTAL
TOTAL EXPENDED YTD	\$ 6,909,247
BUDGET	\$ 7,965,030
% EXPENDED YTD	86.74%
AVAILABLE BALANCE	\$ 1,055,783

**NOTES:**

- (1) WIOA funds must be 80% expended or obligated by 6/30/18.  
(2) WFNJ funds must be 100% expended/obligated by 6/30/18. All obligations must be liquidated by 12/31/18.





## Cumberland Welcomes Cape May to Workforce Development Partnership

Cumberland County Freeholder Deputy Director Darlene Barber announced in August 2016 that a formal agreement has been sanctioned by the State Employment and Training Commission and the respective County Boards of Chosen Freeholders for the new Cumberland Salem Cape May Workforce Development Partnership. This partnership was created with the addition of Cape May County's Workforce Development initiative to the former Cumberland Salem Workforce Development Board.

The new three county Cumberland Salem Cape May Workforce Development Board covers the employment and training interests of:

- 1067 square miles of land area which represents 15% of the State's total land area
- Three counties that share a contiguous Delaware Bay coastline
- Land mass areas linked by the largest county, Cumberland, serving as the hub
- What is now the 2nd largest service area in terms of size in NJ
- A total collective population of approximately 320,200 individuals
- A total collective labor force of approximately 153,800 individuals
- Nearly 8,000 private sector business establishments

Freeholder Director Joe Derella said the three county partnership will not only enable all three counties to leverage their collective resources, it will create enhanced labor exchange possibilities for both job seekers and employers. He explains, "This new partnership is better aligned with New Jersey's regional approach to service delivery."

Freeholder Deputy Director Barber explained that three workforce boards will also result in multiple service options to more accurately address the training, education and workforce development needs of the residents of each county. "One of the many benefits is the opportunity to expand partnerships that currently exist for economic development, tourism and other related purposes in the three county area."

Allison Spinelli, Executive Director of Cumberland County's Department of Workforce Development notes that administrative efficiencies and economies projected to be expanded as a result of this new partnership pertain to functions such as financial management, information systems, reporting and procurement. "We are thankful to Salem and Cape May counties for their willingness to work together to create a more inclusive workforce partnership."

Since the partnership announcement, Cape May County has become a valued addition to the Cumberland Salem Workforce Development Partnership.

**Photo Caption:** Cape May County Administration Offices



## PY 2017-18 WDB EVALUATION REPORT EVALUATION OF YOUTH SERVICES

Prepared by: Allison Spinelli, Executive Director

The Workforce Innovation and Opportunity Act (WIOA) created an opportunity to expand youth services in many ways. Cumberland Salem Cape May Workforce Development Board conducted an evaluation of the contracted youth services to evaluate their effectiveness in implementing the new legislation. The focus of this evaluation covered three primary areas: recruitment and level of service, provision of required program elements, and outcomes and performance.

To begin this process, the Workforce Development Board (WDB) reviewed the monitoring reports for the last two years. We found significant differences in recruitment methods used by the youth service providers. The youth services providers who used community outreach methods to identify and recruit eligible youth had significantly higher level of service results than the providers who relied on partner agencies for referrals to youth services. Youth providers that continued to focus on outreach to their agency's primary client base also presented low levels of service.

WIOA youth services include fourteen required elements that support the attainment of a secondary school diploma or its equivalent, entry into post-secondary education and career readiness. A review of each program found that while the required elements were available, the degree to which they prepared youth for their future goals varied by youth service provider. A web-based platform for providing career and college readiness activities that includes an assessment tool was identified to be implemented in the next program year for the delivery of these services. This will allow the WDB to consistently evaluate the youth service providers service delivery.

Lastly, the WDB conducted a review of performance and outcomes for prior program year youth contracts. There was a direct connection between the lower levels of service and inconsistent service delivery and poor performance and outcomes. We also found that programs that offered industry valued credentials other than a high school equivalency achieved higher performance outcomes.

As a result of that process, recommendations were made to the contracting agencies to discontinue funding under-performing contracts and issue a Request for Proposal (RFP) for industry-focused youth programs that will better prepare youth for the workforce. While the focus on the required program elements is necessary, the WDB recommends the availability of youth services that include additional hands-on experience through internships or apprenticeship. Future RFP documents will include recruitment methods and other service provisions that were identified as successful during this review.

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In the upcoming year, the Cumberland Salem Cape May Workforce Development Board 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 areas.



## Board Members

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

Anna DeNovellis  
Cheryl Golden  
Dawn Hunter  
Denise Beckson  
Donna Groome  
Dr. Kimberly Ayers  
Dr. Nancy Hudanich  
Dr. Yves Salomon-Fernandez  
Edward Geletka  
Elizabeth Reed  
Eric Krise  
Erich Florentine  
Gary Green  
Hugh McCaffery  
Jack Swain  
Jeff Berger  
Jody Hirata  
Melissa Niles  
Kathleen Lockbaum  
Keane Zimmerman  
Leslie Gimeno  
Louis Joyce  
Melanie Ernest  
Michael Ashworth  
Patricia Harrison  
Vicki Clark

*Atlantic City Electric*  
*Groupe SEB USA*

Wawa, Inc.  
Cumberland County Board of Social Services  
Vineland Chamber of Commerce  
Morey's Piers, Beachfront Waterparks & Resorts  
Cape May County Department of Human Services  
Cumberland County Improvement Authority  
Cape May County Technical School District  
CCC President  
Ocean First Bank  
NJDOLWD  
Eric M. Krise Electrical Contractor, LLC  
Inspira Health Network  
Green Technology Services  
Southern New Jersey Steel  
SCVTS Superintendent  
Local 322 Plumbers/Pipefitters  
Cooperative Business Assistance Corporation  
HSAC  
Salem County Board of Social Services  
Manager DVR  
Cape May County Department of Planning  
South Jersey Economic Development District  
Salem HSAC & IAC  
Chemours  
Vineland Housing Authority  
Cape May County Chamber of Commerce

\*Reorganization of Workforce Development Board membership to be consistent with the new legislation under WIOA.