



**Camden County  
Workforce Development Board**  
*Supporting the Development and Retention of a World Class Workforce*

Gregg T. DeBaere, Chair  
Jeffrey S. Swartz, Executive Director

**SYSTEMS PERFORMANCE COMMITTEE MEETING**  
**Friday, May 19th, 2017**

**ATTENDANCE:**

	Members	Meeting Date						
		25-Nov-15	19-Feb-16	20-May-16	17-Aug-16	2-Dec-16	24-Feb-17	19-May-17
<b>Weil, Robert CHAIR</b>	Conner Strong & Buckelew Companies Inc.	X	X	X	X	X	X	X
Abusi, Pat	RailRoad Construction of South Jersey		X	X	X	X	X	
Bryant, Janice	Camden County One-Stop	X	X	X	X	X	X	X
Mayfield, KathLeen S	Camden County One-Stop Operator	X	X	X	X	X	X	X
Pape, Barbara	Camden County One-Stop	X	X	X	X		X	
Pranzatelli, Joe	Camden County College, Blackwood							
Volk, C. Ann	NJ Dept of Education, County Superintendent	X	X	X				X
Joshua A. Friedman	Director, CC Resource Center					X		X
Swartz, Jeffrey S., Exec. Director	WDB	X		X	X		X	X
Primas, Theo	WDB	X	X	X	X	X	X	X
Stubblefield, Lelia	WDB	X	X		X			
Varallo, Kathleen	WDB				X	X	X	X
Williams, Leslie J	WDB		X	X	X	X		

**WELCOME:**

Chair, Robert (Bob) Weil called the meeting to order at 9:05am, welcomed attendees and asked for roundtable introductions.

**Master Budget Review PY16-17: Barbara Pape**

Barbara Pape, One-Stop, Fiscal Manager, submitted and reported on the Master Budget and Fund Balance Report through the end of March 31st, 2017. There were no changes to the Master Budget Actual Report for PY16-17 since it was handed out at the February, 2017 Systems Performance Meeting. It looks like we will be able to commit PY15-16 grant funds received from WIOA. All expected funding is included in the budget.

Jeffrey S. Swartz, WDB Executive Director, reported on a letter received from the State rescinding One Hundred Ten Thousand dollars of Workfirst NJ funding. Jeff said these are funds that are highly restricted to certain program areas. Kathleen Mayfield, One-Stop Operator said this was expected since participation of customers is down across the board. Kathy Mayfield said that Ken Brahl, WDB Executive Committee, Ravitz Family Markets, called her to express concerns about a 10% decrease in the amount of food stamp sales at Shoprite stores. Kathy said she offered to look at the data reports and respond with her findings. When she looked at reports through January 2017, she found them to be consistent with the decreases Ken was seeing in his sales reports. It seems like county residents are working, or working in many in non-traditional jobs. Many TANF and GA customers have timed out or are being closed out

due to work experience requirements. The Committee discussed some of the reasons for the decreases. Bob Weil, WDB Vice Chair, said this decrease might reflect negatively on us unless we can perhaps celebrate successes we have achieved. Kathy suggested that the WDB annual report could include some positive language to that effect.

Barbara said that WorkFirst NJ funds are still underspent. All funding requests have been filled and we still have a balance of funds remaining in the budget that have not been awarded. Jeff said that customers are coming in for jobs. They are not currently interested in training. Kathy said that perhaps the answer lies in that if the Talent Development Networks are doing what they intended to do, they will be creating higher quality training programs that result in a credential and yield a better paying position so that individuals are more attracted. She said the last round of Opportunity Partnerships grants from the State came out for Certified Nurses Assistants (CNA). Jeff said there are many employers that are hiring for CNA. He said the key is to educate the employer that there needs to be more career development within those positions. The turnover rate affects the employer in terms of cost. It also affects the patients that build a bond with these service professionals. When the service professional leaves the position due to lack of job growth opportunity, it upsets the entire system. The employer needs to do a better job at laying out their expectations and a career path before a person is hired. Kathy said the Cooper Medical Coding Initiative may serve as a new kind of model that starts with a quality training program, internships and results in a real career path.

Joshua Friedman, Resource Center Director, said there is a lot more focus being placed on stackable credentials and now he better understands what they are all about, perhaps this is where we should be placing our training dollars. Joshua said he had his staff attend a webinar on the subject of stackable credentials. He said he would forward the associated power point presentation to the committee.

The United States spends over \$400 billion a year on postsecondary education. By most measures, the country is not getting a good return on this investment. Too many U.S. students emerge from our secondary and postsecondary educational institutions without the knowledge, skills, or credentials necessary to meet the challenges of the 21st century's increasingly global and technology-based jobs market.

As the world's labor markets evolve, so do the demands on its educational systems. This suggests how a new system of well-designed career pathways could address more effectively the demand-side needs of employers and the supply-side needs of individual workers.

At the core of such a system are portable and stackable credentials that enable students of all ages to build careers with family-sustaining, middle class incomes. In such a system, students have the opportunity to both learn and earn by acquiring shorter term credentials with clear labor market value even as they continue to build on these to access more advanced jobs and higher wages. And employers, educational institutions, and students can have confidence that the credentials they are working towards are recognized across the county, the state and perhaps even around the world.

Jeff said this is a conversation we should be having with employers.

### Additional Budget Notes

All expected funding is included in the budget.

Full contract balances and salary, fringe benefits and OE costs projected through June, 30<sup>th</sup>, 2017 are included in the obligations column. The percentage of expenditures versus obligations should be in the 50%-60% range at this time.

The Paid or Accrued column reflects amounts paid and payable as of June 30, 2017. The percentage of expenses column should be in the 90%-100% range at this time.

The WIA Youth contactors are required to be at least 70% expended as of June 30, 2017. None of the contractors are on track to meet this target. The Contract Accrual Report provides current detailed information for review.

The WorkFirstNJ CWEP/BREM contracts are shown as 100% obligated, however payments are dependent upon performance achievements. Again, the contractor's expected expenditures are not on track. Detailed contract information is included in the Contract Accrual Report.

Barbara reported that the Individual Training Agreement (ITA) enrollments remains extremely low for this time of year.

Adult – enrolled 99; need 25 more by June

Dislocated Worker – enrolled 101; need 107 more by June

TANF enrolled 5; need 50-80 more by June

Snap/ABAWD – enrolled 2; need 20-32 more by June

GA/Snap – enrolled 2; need 10-16 more by June

Our carryover adult funding, from the previous year, which must be spent by June 2017, have been allocated. Our current adult funding provided for PY 16-17 has not been fully allocated.

### General Fiscal Issues

The WIOA Youth funds have a Work Experience mandate equal to a minimum of 20% of program funding. We passed that 20% of funding requirement on to the Youth providers, and some are spending this, however, the balance of the money not contracted also has the same requirement. The One-Stop must expend funds for work experience. Nothing has been spent to date. These funds are subject to re-capture if not spent.

The Committee discussed an RFP for a Youth Vendor who would be used for the purposes of placing youth in OJT positions around the County. The committee also discussed ideas for reaching out to County agencies such as youth camps, fire halls, police departments, etc., as a courtesy to let them know these funds existed. Kathy suggested that the requirement for reporting and supervision should be included so the agency understands their responsibilities.

Cooper Medical Coding project was approved at the last meeting. Bob Weil questioned how the funds would be distributed and how our budget would be affected. Kathy said the additional training funds approved for the project will be based on the individual's specific eligibility. (See example below)

### Cooper Project Funding:

1. Hopeworks – As an Individual Training Provider, Funding will be determined by the eligibility of the individual customer entering the program. So while we anticipate that the majority of the funding will be for eligible WIOA Out of School Youth(Federal), there may also be individuals who will be funded with WorkFirst NJ (public assistance recipients) funds (State). There may also be some adults who would again be either eligible WIOA Adults (Federal) or WorkFirst NJ (State).
2. Camden County College – is an approved individual Training Provider – same as above plus PELL (Federal) if the student is eligible.

### PROGRAM EVALUATOR’S REPORT TO SYSTEMS PERFORMANCE COMMITTEE 5/19/17

- Training Provider Contracts (ITA)
  - Procurement
    - (36) ITA vendors are currently eligible to receive CCRC referrals.
  - Abundant School
    - WDB has received complaints/allegations including submitting fraudulent time sheets; enrolling ineligible students; and TABE-tutoring during class hours.
    - I made site visits on 3/20/17 & 4/4/17 and had a lengthy discussion with the owner, Natalie Denize. I was satisfied with her version of the facts, and it appeared that her accuser was a disgruntled former employee.
    - I also communicated my observations and conclusions with Bob Grimmie and Deshahn Lawrence of NJLWD.
    - Abundant School is currently in good standing with LWD and COEI (ETPL).
- WIOA
  - YMCA
    - Provider had to relocate from proposed location (Waterfront Technology Center) due to purchase of the building by Camden County. Provider has moved into new space at 808 Market Street as of 2/1/17.
    - Recruitment activities were interrupted, and provider had no enrollments during the first 25% of contract period.
    - Per the contract, an immediate written corrective action was required and submitted.
    - Three (3) eligibility packages have been approved, with actual enrollments pending TABE testing.
    - Two (2) additional eligibility packages are pending approval.

- Monitoring
  - OEO - 2/14/17
  - The Work Group -3/9/17
  - YMCA - 5/2/17 (follow -up required)
- Procurement
  - RFP for 2017 OSY services was released on 5/16/17. Tech conference scheduled for 5/25/17.
  - Proposals due on 6/6/17. Proposal review scheduled for 6/8/17.
- Workfirst
  - Lack of referrals from CCBSS is a continuing cause for concern among some providers.
  - Monitoring
    - PREP (Image and Attitude) - 2/6/17
    - Center for Family Services - 2/8/17
    - OEO - 2/14/17
    - Camden County College - 2/15/17
    - Robeson CDC - 2/17/17
- Camden County One-Stop Operator
  - The WDB is continuing the process of procurement of the One Stop Operator.

The tentative schedule for 2016-2017 System Performance Committee meetings is as follows:

Friday, August 18, 2017@9:00am  
 Friday, November 17, 2017@9:00am

Submitted by:

*Kathleen Varallo*

Administrative Assistant