



*where businesses find the right people  
and people find the right jobs*

[www.wibpc.org](http://www.wibpc.org)

# Who We Are

## Workforce Investment Board of Passaic County

The Workforce Investment Board (WIB) of Passaic County is a gateway to our area's workforce development system and its One-Stop services. The WIB is a public/private partnership formed through the Workforce Investment Act of 1998, which created workforce investment boards throughout the country. This federal legislation was created to enable the workforce development system to be demand-driven and responsive to the needs of employers and workers.

The mission of the Workforce Investment Board of Passaic County is to provide the leadership and direction that leverages all workforce investment resources to create a system that is built on quality standards, strong interagency cooperation, and innovative ideas so that every employer and resident has access to and benefits from the workforce programs and services needed to be successful in the workplace.

The Workforce Investment Board provides planning and coordination, which are the key principles that form the foundation of New Jersey's unified workforce investment system. This allows the workforce system to adequately respond to clients' needs within the One-Stop Career Center system.

The Passaic County One-Stop Career Center system is funded by the United States Department of Labor and the New Jersey Department of Labor and Workforce Development. It is overseen by the Workforce Investment Board of Passaic County under the auspices of the Passaic County Board of Chosen Freeholders. The Passaic County One-Stop Career Center is an Equal Opportunity Employer with Equal Opportunity Programs. Auxiliary aids and services are available upon request to individuals with special needs.

# Passaic County Demographics

## Geographic Location

The County of Passaic spans one hundred and eighty-five square miles situated in the middle of the Northern New Jersey region, which is home to almost half of New Jersey's population. Northern New Jersey is the economic engine that drives the State of New Jersey. Demographically, the Northern New Jersey region is home to a diverse, well-educated population that allows for New Jersey businesses to draw from a world-class workforce.

The County of Passaic is comprised of sixteen municipalities. According to the United States Census Bureau's 2007 estimates, the county's population totaled 492,115 residents. The majority of the county's population is concentrated in its three largest municipalities: the City of Paterson, New Jersey's third largest city with a population of 135,831 residents; the City of Clifton with a population of 83,207 residents and the City of Passaic with a population of 70,059 residents.

## General Statistics for Passaic County

(2008 Estimates American Community Survey Data)

Indicator	Value
Population	492,115
Median Household Income	\$68,987
Per Capita Income	\$26,588
Poverty Rate (all people)	14.4%
Unemployment Rate	6.8%
Number in Labor Force	245,425/ 65.2%
High School Graduates	109,553/ 34.6%
Bachelors Degree	57,656/ 18.2%
Graduate or Professional Degree	21,703/ 6.9%

# What We Do

## For Employers

Our One-Stop Career Center staff at all locations helps employers find and recruit qualified workers, post job openings in our online database, and arrange screening and recruitments for businesses.

Our Business Resource Center at 52 Church Street, Paterson offers their employers customized recruitment programs to find and recruit qualified workers; customized training programs designed specifically to meet the workforce needs of eligible organizations; business planning and development available through our partner, the William Paterson University Small Business Development Center; Labor Market Information to help employers make informed human resource decisions; On-the-Job Training programs; knowledge of current tax credit programs for businesses, downsizing and layoff assistance to help retrain and re-employ your laid off workers; and facilities for interviews and meetings with access to computers, fax machines, and phones.

## For Job Seekers

The One-Stop Career Center system is committed to helping job seekers find the right job. The following services are available through our One-Stop Career Centers:

- Free use of computer, telephone, copier, and fax for job seeking activities at most locations
- Job search assistance
- Career Beacon Workshops with resume development
- Division of Vocational Rehabilitation Services
- Educational and occupational Training
- On-The-Job Training (OJT) programs
- 55+ Program
- Referrals for public assistance and health care
- Self directed job search
- Transportation information services
- Assessment and career counseling services
- Financial aide or tuition assistance
- Small businesses access

## For Youth

One-Stop Career Centers help youth ages 14 – 21

- Find their talents with aptitude tests, career counselors, career exploration, and planning
- Continue their education with information on finishing high school or obtaining a GED, vocational training opportunities, internships, mentoring, leadership development, lifelong learning, and information on tuition assistance
- Find a job with online resuming posting, job search databases, resume assistance, interviewing skills, computer and job-ready skills, summer youth programs, access to computers, phones, fax machine and copiers for job seeking activities.

## Special Programs and Services:

- 21<sup>st</sup> Century Community Learning Centers/After School Career Academies
- Summer Youth Work Experience
- SHARE Network Access Points
- News and Events Blog
- Workforce Calendar and numerous resources for employers, jobseekers, and youth on [www.wibpc.org](http://www.wibpc.org)
- On-the-Job Training
- Passaic County Employment Network (PCEN)

## ONE-STOP CAREER CENTER LOCATIONS

### Paterson

52 Church Street  
Paterson, NJ 07505  
973-340-3400 Ext 7200

370 Broadway  
Paterson, NJ 07501  
973-977-4350

### Clifton

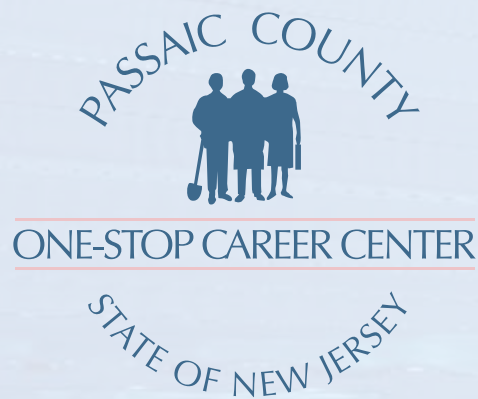
388 Lakeview Avenue  
Clifton, NJ 07011  
973-340-3400 Ext. 7129

### Administrative Headquarters

388 Lakeview Avenue  
Clifton, NJ 07011  
973-340-3400

### Passaic

25 Howe Avenue  
Passaic, NJ 07055  
973-916-2648



It is my pleasure, on behalf of the Workforce Investment Board of Passaic County, to present the annual report of accomplishments and results achieved under the Workforce Investment Act (WIA) for Program Year 2008 - 2009. The report provides an overview of our One-Stop Career Center system's successes that reflect the shared commitment among a broad mix of State and local partner organizations to continually prepare our workforce with the skills demanded by an ever-changing economy.

Passaic County's economy is currently experiencing difficulties similar to those of the rest of the nation. We are moving from a housing-driven slow-down to a consumer-driven recession, with a substantial loss of jobs over the last year. The county's unemployment is 11.2 percent compared to the state's 9.8 percent. Passaic County residents are being hit on all sides, with rising job losses, sharp drops in the housing market and in stock market wealth, and increasingly tightening access to credit.

In the coming years, it becomes even more important that our workforce, education, and economic development systems work closely together to help Passaic County's current and future workers as they navigate these challenging economic conditions. Our systems are strategic assets for Passaic County's workers and businesses in our efforts to renew and reinvigorate our local economy.

Our County is situated in the upper northeastern portion of New Jersey, and is a wonderfully diverse area which ranges from city and suburban areas that offer a wide range of historical, entertainment, dining, and shopping venues to the rural tranquility and beautiful vistas of the northernmost portion of our County. The newly opened Center City mall in downtown Paterson and Passaic County Community College in Passaic City are gleaming indications of urban revitalization taking place in the local area.

The Workforce Investment Board develops and sponsors strategic approaches through innovation, collaboration, and investment that are helping to extend the reach of training and education programs. Highlighted in this report are some of the many successful workforce partnerships that have developed over the last year. The projects demonstrate a dedication on the part of organizations and individuals in the private and public sectors to improve the quality and competitiveness of our residents, communities, and businesses. It is my hope that these project models will continue to serve as inspiration and guidance for others seeking solutions to Passaic County's complex economic and workforce challenges in the years to come.

Sincerely,

Cathy C. Smith, Chairman  
Workforce Investment Board of Passaic County



Over the last several years, the Workforce Investment Board of Passaic County has worked to strengthen its organizational structure, so that it can fulfill its mission as set forth by the New Jersey State Employment and Training Commission (SETC). According to SETC, the mission of WIBs throughout the State of New Jersey is to be a tool for developing a highly skilled workforce in the State of New Jersey. The Workforce Investment Board of New Jersey plays an important role in determining how resources should be used to prepare citizens in the County of Passaic for New Jersey's jobs. Toward that end, the WIB of Passaic County has undergone several initiatives to expand our capacity to achieve our mission.



Highlights include:

- Establishment of an Annual Goal-Setting event, where each committee meets to discuss its goals and objectives for the following year. This event results in the development of a framework whereby each committee can monitor its progress toward achieving its stated goals and activities on a quarterly basis. Development of a unique brand for the Workforce Investment Board and One-Stop Career Center that has been carried out through the development of marketing materials and the workforce investment system's website ([www.wibpc.org](http://www.wibpc.org)).
- Development of a Strategic Plan for the WIB's Faith-Based Committee, which is the result of a grant that the WIB received from Performance Excellence Partners through the United States Department of Labor.
- Conducting our Annual Faith-Based and Non-Profit Community Conference, in partnership with William Paterson University Office of Continuing and Professional Education and William Paterson Small Business Development Center. In 2009, the conference attendance remained consistent, with 150 attendees. We were able to secure sponsorship dollars from PSE&G, North Jersey Federal Credit Union, Sobel and Company, and Walmart.
- Increasing the use of technology in the operation of the WIB. There are several committees that have begun to conduct their meeting via teleconference. In addition, we have developed wikis for each committee to store meeting materials, research papers, and other items that may be important to their work.

The Workforce Investment Board of Passaic County has made significant strides in building its organizational capacity so that it can remain a viable and current organization in the County of Passaic. In order to continue our strides forward, we must all work to ensure that the WIB maintains its governance structure. This report is an opportunity for the WIB to reach out to the business community to communicate the important role that the WIB has in preparing our county's workforce for the world of work. Our hope is that you become enthusiastic about what you read in this report and decide to reach out to us to join us in our mission to PREPARE CITIZENS IN THE COUNTY OF PASSAIC FOR NEW JERSEY'S JOBS!

Sincerely,

Lanisha D. Makle, Executive Director  
Workforce Investment Board of Passaic County

# 2008/2009 Workforce Investment Board Members

## **Hon. Tahesha Way**

Freeholder Director  
Passaic County Board of Chosen Freeholders

## **Lanisha Makle**

Executive Director  
Workforce Investment Board of Passaic County

## **Cathy C. Smith** (WIB Chair)

Assistant Vice-President, Business Relations  
HSBC Bank USA

## **Sheila Owens**

Employee Development Specialist  
Mercedes-Benz, USA

## **Travis L. Williams**

President  
Expressive Consulting Group

## **Tarona Lee**

President/CEO  
TLL Human Resources, LLC

## **Lou Capadonna**

Manager, Sales & Employer Services  
NJ Transit

## **Yvonne Zuidema**

President  
United Way of Passaic County

## **Rev. Randall Lassiter**

Senior Pastor  
Greater Faith Church of the Abundance

## **Ray Stever**

Vice-President  
Passaic County Labor Council

## **Dr. Steven Rose**

President  
Passaic County Community College

## **Bernadette Tiernan**

Executive Director, Continuing & Professional  
Education  
William Paterson University

## **Diana Lobosco**

Superintendent  
Passaic County Technical Institute

## **Deborah Hoffman**

Director, Economic Development  
County of Passaic

## **Natalie Provenzale** (One-Stop Operator)

Executive Director  
Passaic County Workforce Development Center

## **Mark Schiffer**

Executive Director  
Passaic County Board of Social Services

## **Pamela Owen, Esq.**

Director, Department of Human Services  
County of Passaic

**Joan Lynyak**

Local Manager  
NJLWD-Division of Vocational  
Rehabilitation

**Lawrence Ghiorse**

Claims Supervisor II  
NJLWD- Unemployment Insurance

**Harvey Nutter**

Executive Director  
Greater Paterson OIC

**Maria Magda**

Executive Director  
Hispanic Multipurpose Center

**Kenneth Morris, Jr.**

Director  
St. Joseph's Regional Medical Center  
Government and Community Affairs

**Jamie Dykes II**

President  
Greater Paterson Chamber of  
Commerce

**Alan Concha**

Vice-President/Director  
HoHoKus School of Trade and  
Technical Services

**Kathleen Kellett**

Principal  
Paterson Adult and Continuing  
Education

**Jaylin Thomas**

Manager  
McMaster-Carr Supply Co.

**Lourdes Cortez**

President/CEO  
North Jersey Federal Credit Union

**Kathleen Muldoon**

Regional Director  
WPU SBDC

**Timothy Luing**

President  
Dover Business College

**Thomas Grant\***

Workforce Manager  
Paterson One-Stop Career Center

\* Special remembrance for his  
contribution to the Passaic County  
Workforce System

**If you are interested in serving on the Workforce Investment Board  
of Passaic County, please visit [www.wibpc.org](http://www.wibpc.org) for an application  
packet.**



**Passaic County, New Jersey  
Grants Summary  
Year Ending June 30, 2009**

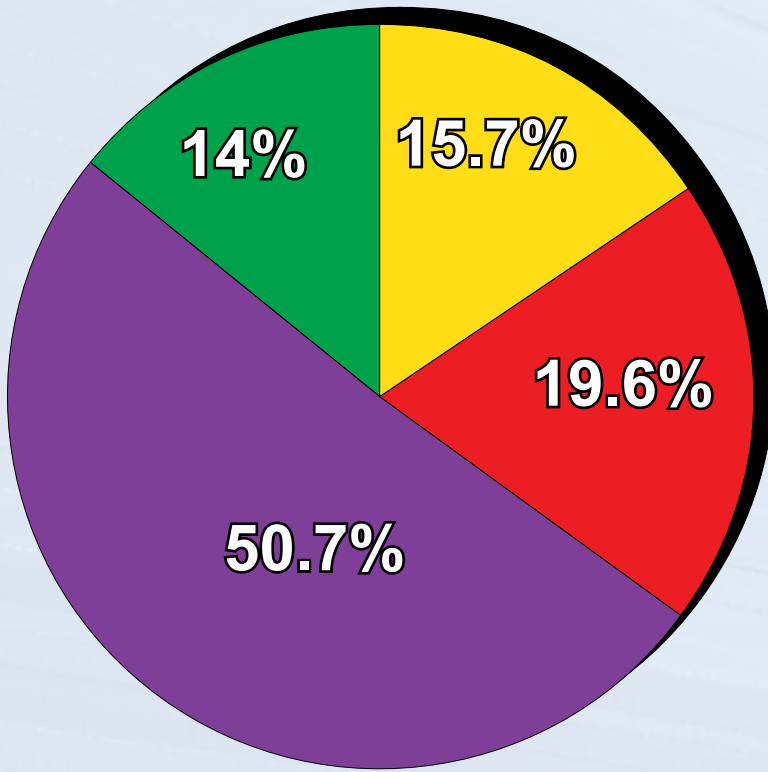
**WIA Title 1**

Grants	Budget	Month	Expenditures			C.T.D.	Obligations	Available Balance
			6/30/07 PY06	6/30/08 PY07	6/30/09 PY08			
Adult	4,866,121	66,972	1,059,501	1,863,740	1,537,741	4,460,982	101,865	303,274
Youth	5,028,340	88,264	1,738,146	1,652,528	1,603,293	4,993,967	5,183	29,190
Dislocated Worker	3,417,445	131,634	723,203	1,281,721	912,195	2,917,119	321,361	178,965
Incentive Awards	0	0	0	0	0	0	0	0
<b>Totals</b>	<b>\$13,311,906</b>	<b>\$286,871</b>	<b>\$3,520,850</b>	<b>\$4,797,989</b>	<b>\$4,053,229</b>	<b>\$12,372,068</b>	<b>\$428,409</b>	<b>\$511,429</b>

**State**

Grants	Budget	Month	Expenditures			C.T.D.	Obligations	Available Balance
			6/30/07 PY06	6/30/08 PY07	6/30/09 PY08			
WLL	788,062	48,752	0	397,069	390,992	788,062	0	0
WIB Admin.	10,000	0	0	10,000	0	10,000	0	0
WDP	144,809	6,103	0	71,583	73,226	144,809	0	0
Smart Steps	5,618	0	0	5,618	0	5,618	0	0
NJ Build	0	0	0	0	0	0	0	0
WFNJ	12,979,030	2,050,132	0	5,641,164	6,932,614	12,573,778	405,248	4
Summer Heat	125,231	0	0	38,020	61,347	99,367	0	25,865
TANF Healthcare	0	0	0	0	0	0	0	0
Summer Heat Transp.	80,000	4,703	0	0	7,030	7,030	0	72,970
Summer Heat Educ.	32,600	0	0	0	350	350	0	32,250
Navigator	23,723	0	0	23,723	0	23,723	0	0
<b>Totals</b>	<b>14,189,073</b>	<b>2,109,690</b>	<b>0</b>	<b>6,187,177</b>	<b>7,465,559</b>	<b>13,652,736</b>	<b>405,248</b>	<b>131,089</b>
<b>Total Workforce</b>	<b>\$27,500,979</b>	<b>\$2,396,560</b>	<b>\$3,520,850</b>	<b>\$10,985,166</b>	<b>\$11,518,788</b>	<b>\$26,024,804</b>	<b>\$833,657</b>	<b>\$642,518</b>

# Individual Training Accounts July 1, 2008 - June 30, 2009



	Number	Percentage
Adult	84	15.7
Dislocated Worker	105	19.6
WDPP	272	50.7
TANF/GA	75	14.0
TOTAL	536	100%

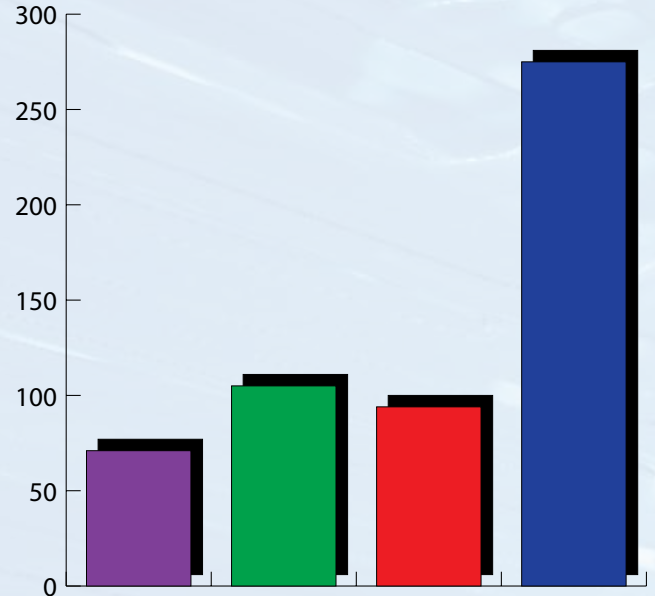
- Adult**
  - 18 years of age or older
  - Low income individual as determined by local WIB priority system
  - Citizen or legal alien
  - Selective Service Registration
  
- Dislocated Worker**
  - 18 years of age or older
  - Citizen or legal alien
  - Selective Service Registration
  - AND classified as one of the following:
    - Terminated/laid off and eligible for or exhausted UI compensation
    - Terminated/laid off due to permanent closure or substantial layoff at plant or facility
    - Was self-employed, but is now unemployed
    - Displaced Homemaker - dependent upon *income* (not public assistance) of family member
  
- Workforce Development Partnership Program (WDPP)**
  - Permanently separated from his/her employment, or laid off and unlikely to return due to substantial reduction in work opportunities in individual's job classification
  
- Temporary Assistance for Needy Families (TANF) Federal Welfare Program  
General Assistance (GA) State Welfare Program**

# Youth Service Statistics July 1, 2008 - June 30, 2009

## In-School Youth

- Summer Work Experience
- Paterson Public Schools
- Passaic County Technical Institute
- Passaic High School

	Target	Actual
Passaic County Technical Institute	100	71
Passaic High School	120	105
Paterson Public Schools	162	94
Summer Work Experience	0	275
<b>Total</b>	<b>382</b>	<b>545</b>



## Out-of-School Youth

- Paterson Public Schools/NJ Youth Corps
- Catapult Learning

	Target	Actual
Paterson Public Schools-NJ Youth Corps	50	41
Catapult Learning	45	31
<b>Total</b>	<b>95</b>	<b>72</b>

