



# ANNUAL REPORT

## 2019 to 2020



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Our story is ever-evolving, particularly in 2020 as the COVID-19 pandemic took hold of New Jersey, the nation and the world. Here's a look at how the Greater Raritan Workforce Development Board and its system partners evolved – and will continue to transform -- our work to meet the needs of employers and job seekers in Hunterdon and Somerset Counties, New Jersey



## —OUR CHAIR— —VIOLET KOCSIS—



Violet Kocsis serves as Senior Vice President Corporate Services and Chief Human Resources Officer for Hunterdon Healthcare System, a leading healthcare provider in Hunterdon County, New Jersey, and adjoining counties that employs a workforce of approximately 2,700 people.

Ms. Kocsis joined Hunterdon Healthcare in 1994. She has served as Chief Human Resources Officer for Hunterdon Healthcare since 2008 and was promoted to assume the additional role of Senior Vice President of Corporate Services in 2019. She has responsibility for the organization's strategic human capital function, leading initiatives and projects integrating business strategy and workforce performance across the enterprise, along with oversight of administrative service areas.

Ms. Kocsis holds a bachelor's degree with a concentration in Human Resources and a MBA from DeSales University. She is a Fellow with the American College of Healthcare Executives and is SHRM-SCP.

Ms. Kocsis serves as the Chair of the Greater Raritan Workforce Development Board (GRWDB) and is a past Treasurer. She was appointed to the board by the Hunterdon County Board of Commissioners in 2011. She also serves as Treasurer for goHunterdon and has served on the board since 2007.

### **How did you get involved with the GRWDB?**

I've been involved in numerous workforce development and related taskforces over the years. A former director of the then-Workforce Investment Board and I were serving on committee together and she invited me to share perspectives on a WIB taskforce which subsequently led to Board service.

### **What is the biggest lesson you learned as a result of being a member of the GRWDB?**

The Board needs to be in a constant state of readiness to help support the staff and system team members in new directions and programs. We don't know what this may look like in the future, but I think we do know that circumstances, needs and the resulting services will evolve. Our core service offerings need to adapt and pivot as necessary to meet the changing demands of those we serve -- employers and job seekers.

### **What are the most important GRWDB services you think a private business and a job seeker should know about as they go about their work?**

- SkillUp, the newest service in the GRWDB tool kit, providing on-line learning in employability skills and earning in-demand certifications.
- Market Trends for in-demand occupations and credentials, especially now, when many people have been uprooted and need to consider the pursuit of new employment opportunities.
- Employer support activities

### **What do you think the focus should be going forward for the Greater Raritan Workforce Development Board?**

Pursuing multiple virtual avenues to connect with employers, job seekers and incumbent workers for skills training so that we can further support employers in finding talent, and job seekers can pursue in-demand career and advancement opportunities.

### **What impacts has the COVID-19 pandemic had on your work, and how should the pandemic's impact be woven into the direction and strategies of the GRWDB?**

One of the biggest impacts of COVID-19 has been how we communicate with others. Virtual communication replaced face-to-face communication due to social distancing. So, there was a new set of social norms and technical competencies that we had to learn. We have re-envisioned the interview process, job fairs, and on-boarding and meetings. Opportunities exist to support employers and job seekers in these areas, especially in the areas of technical and employability skills.

# OUR BOARD AND COMMITTEES

Local workforce development system stakeholders -- business, education, labor, economic development, and volunteer community leaders -- support the work of the Greater Raritan Workforce Development Board (GRWDB). In collaboration with GRWDB staff and system team members, board analyze workforce conditions, oversee the use of federal and state funds, and set workforce goals and strategy. To ensure that workforce investments in Hunterdon and Somerset counties meet employer needs, the GRWDB is required to have a majority of local business representation. GRWDB members are appointed by the Board of County Commissioners in Hunterdon and Somerset Counties, New Jersey. The full board of the GRWDB meets quarterly and is supported by an Executive Committee which meets as needed.

The GRWDB also has four committees which each meet at least four times throughout the year to help plan strategy and consider new initiatives in specific areas. These are the Disabilities Committee, the Literacy Committee, the One-Stop Committee, and the Youth Committee. These committees include members of the full Board as well as community members from various constituencies interested in taking part in the conversation. Upcoming meetings and events (all virtual for the next several months) [can be found here](#). All are welcomed!

## Board Members 2020

- **Chair Violet Kocsis**, SVP of Corporate Services and Chief Human Resources Officer, Hunterdon Healthcare System
- **Vice Chair Susan Brooks**, Senior Director, IEEE Corporate Governance
- **A.D. Amar**, Professor of Business, Seton Hall University
- **Laura Begg**, Senior Director Talent Management, Sapphire Digital
- **Jacki Belin**, Vice President of Student Affairs, Raritan Valley Community College
- **Todd Bonsall**, Superintendent, Hunterdon County Vocational School District
- **Elizabeth Conte**, Representative, NJ Department Vocational Rehabilitation Services Representative
- **Ron Douglas**, Manager, NJ Department of Labor & Workforce Development Employment Services
- **Joanne Hala**, Associate Director, United Way of Northern New Jersey
- **Chrys Harttraft**, Superintendent, Somerset County Vocational Technical School
- **Maureen Kurdziel**, Vice President, American Arbitration Association
- **Fran Leddy**, Adult Literacy Programs Coordinator, Hunterdon County Educational Services Commission
- **Howard Matalon**, Partner, Employment Practices, OlenderFeldman LLP
- **Meagan O'Reilly**, Director, Hunterdon County Human Services
- **Christopher Phelan**, President/CEO, Hunterdon County Chamber of Commerce
- **Marc Saluk**, Economic Development Director, County of Hunterdon
- **Michelle Satanik**, Area General Manager, Valor Hospitality
- **Daniel J. Sebban**, Council Representative, Northeast Council of Carpenters
- **Sejal Dave Sharma**, Director of Business Development, Robert Wood Johnson University Hospital Somerset
- **Nicolette Sherman**, Human Resources, Oyster Point Pharma
- **Christina Shockley**, Apprenticeship Coordinator

## Ex-Officio Members

- **Monica Mulligan**, One-Stop Operator, Greater Raritan One-Stop Career Center
- **Brian Levine**, Freeholder Liaison, County of Somerset, NJ
- **Zach Rich**, Freeholder Liaison, County of Hunterdon, NJ

### 2020 Hunterdon County Board of Chosen Freeholders

Shaun C. Van Doren, Freeholder Director  
Susan Soloway, Freeholder Deputy Director  
J. Matthew Holt, Freeholder  
John E. Lanza, Freeholder  
Zach T. Rich, Freeholder

### 2020 Somerset County Board of Chosen Freeholders

Shanel Y. Robinson, Freeholder Director  
Sara Sooy, Freeholder Deputy Director  
Brian G. Gallagher, Freeholder  
Brian D. Levine, Freeholder  
Melonie Marano, Freeholder

## Join the GRWDB

Interested community members are invited to explore the work of the GRWDB by attending board meetings and joining one of the GRWDB's four committees. GRWDB staff are also available to meet with potential board members to expand the conversation.

Learn more about supporting the economic vitality of Hunterdon and Somerset counties and becoming a committee member of the GRWDB by contacting [info@thegrwdb.org](mailto:info@thegrwdb.org) or calling GRWDB Director Paul Grzella at (908) 203-6044.

# OUR MISSION— AND OUR WORK—



**“Through policy, oversight, and planning, The Greater Raritan Workforce Development Board (GRWDB) ensures that workforce training and education are responsive to and meet the needs of employers and job seekers.”**

At the beginning of 2020, the GRWDB staff and partners launched a series of in-person programs and presentations to introduce services to employers and job seekers in the two counties. As the COVID-19 pandemic took hold in March, the workforce system partners had to evolve and find new ways to do business and reach customers. While the offices in Somerville and Flemington closed to the public in March, team members of all system partners continue to do their jobs virtually, either on-site or from their home offices.

## Here are some notable system accomplishments:

- **Three** team members of the Greater Raritan workforce area worked with the Somerset County Public Information Office to create **videos highlighting the system's services and program offerings**. Chris Peake, direct services coordinator for the Greater Raritan One-Stop Career Training Center, Teresa Edwards, the center's office manager, and GRWDB Director Paul Grzella, represented the system's partners. Two videos were produced, one focusing on [business services](#) and the other on [job seeker services](#). The videos can be viewed on the home and resources pages of [www.thegrwdb.org](http://www.thegrwdb.org).
- [SkillUp Greater Raritan](#), an online learning portal free to use for residents and employers in the two counties, was introduced in February of 2020. In April, GRWDB staff started weekly webinars introducing community members to the platform. By the end of 2020, **752 users** had signed up for the program.
- A **Job Match Project** launched in collaboration by the State Business Representatives, the GRWDB and Employment Services connected newly open positions in the two counties with job seekers whose skills matched the positions' requirements. In 2020, **438,982** emails were sent to job seekers about **1,615** jobs. From those positions, **1,114** job seekers applied for the openings. As part of the project, new job openings in both counties are posted on [the resources – job seekers link](#) of the GRWDB site; a link to the state [COVID-19 jobs portal](#) also can be found there.
- The **One-Stop Career Center Training Services workshops** usually done in person went virtual in 2020. Community Outreach Specialist/Career Coach Jan Goodman presented **18** workshops and has at least two per month scheduled in the first months of 2021. **GRWDB staff** developed five new virtual workshops around SkillUp, system services and careers. Several of these workshops have been recorded and can be listened to on-demand on the [resources – job seekers link](#) of the site. Details on all webinar and programs can be found on the [calendar link](#) of the site; these entries include downloadable flyers created by the Somerset County Graphics Department.
- The GRWDB's **mobile site** has grown to **554** subscribers. Text “ONESTOP” to 565-12 on your mobile phone to subscribe to text messages with information on upcoming job readiness workshops, company recruitment events, job fairs, and other employment opportunities.
- The GRWDB's **One-Stop Operator**, Monica Mulligan, provides monthly reports of system activities, which are shared with the board and posted on the [About tab](#) of the site.
- The GRWDB successfully competed for **two New Jersey Department of Labor grant opportunities**. In the late spring, the GRWDB received a \$105,600 **Summer Youth Employment Program** grant. During the program, eight youth experienced virtual internships with four employers. In the fall, in a first-time collaboration, the Consortium of the GRWDB and the Workforce Development Board of Middlesex County received \$277,750 in **COVID-19 Dislocated Worker Grants**.





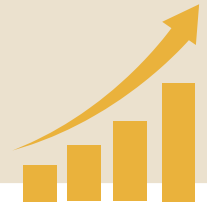
# OUR MISSION— AND OUR WORK—



- The four committees of the GRWDB – the **Disabilities, Literacy, One-Stop and Youth committees** – continued to meet virtually throughout 2020. The committees' work included production of a [Disabilities Resource Guide of Services](#) and a [Literacy Resource Guide of Services](#). Special outreach programs for literacy services also were conducted, in-person in the winter and then virtually in the latter half of the year. More information on the board and committees of the GRWDB (including the 2021 meeting dates) can be found on the [Board and Committees tab](#) of the site.
- Four workforce boards in Central Jersey presented **Drive-Thru Job Fairs** on the same day in October. The GRWDB Drive-Thru Job Fair at the Somerset Patriots' TD Bank Ballpark in Bridgewater drew more than **250 job seekers** who picked up packets of information from more than 70 companies. Another 250 packets were given out to different sites throughout the two counties. The workforce boards have begun planning another Drive-Thru event for early 2021.
- System partners of the GRWDB have organized **virtual Information Sessions** for employers looking to hire job seekers. In late 2020 and early 2021, seven info sessions were conducted for Amazon, which opened a new large facility in the Somerset section of Franklin. Individual information sessions have been conducted for Walmart and SHI, and more sessions are being planned by the areas' State Business Representatives.
- To understand what employers in Hunterdon and Somerset counties are thinking and experiencing during unprecedented times, the GRWDB launched an ongoing [Employer Survey](#) designed to help the board consider how it can direct local resources. The brief survey focusing on hiring and job skills can be answered by all types of employers of all sizes. The survey link is on the [resources – employers](#) tab of the site.
- The GRWDB kept the community updated with **three newsletters** issued in 2020, along with a few dozen news releases shared with different publications around the region. Keep current with the GRWDB by viewing our newsletter and latest news releases on the [Stay Informed tab](#) of the site. And follow us on LinkedIn, Twitter and Facebook.



# OUR LABOR MARKET INFORMATION



Data helps drive direction and decisions for the Greater Raritan Workforce Development Board (GRWDB).

Labor Market Information (LMI) data on county, area and state trends is provided in real time by the New Jersey Department of Labor and Workforce Development (NJDOLEWD) Office of Research and Information.

Weekly data sets supplied by the NJDOLEWD were used to develop a new directional feature on the GRWDB web site – [the Greater Raritan Unemployment Tracker](#). The tracker, updated weekly since March 2020, is designed to create a picture of which sectors, occupations and demographic groups have been most impacted since the pandemic began. The platform includes information by county, municipality, age, educational levels, gender and ethnicity, and includes a mapping by occupational risk. Developed in conjunction with the Somerset County GIS team, this tracker will continue to be modified in 2021 to help the board and its partners plan direction and strategy.

Every quarter, the GRWDB continues to provide analytics on job trends in the two counties. This [report](#) from the fall, shows the impact of the COVID-19 pandemic on workers in Hunterdon and Somerset counties and around the state; it also details job opening information in the two counties by city, industries, employers, occupations, baseline skills and certifications demand.

Quarterly data sets for the past two years, along with a variety of other data resources, can be on the GRWDB's [Labor Market Information Research & Analysis](#) page. This resource page will continue to be expanded and refined in 2021, as a key tool for board members and staff, GRWDB partners and the community. Additional LMI resources may be found on the state NJDOLEWD's digital platform: [https://nj.gov/labor/lpa/LMI\\_index.html](https://nj.gov/labor/lpa/LMI_index.html).



# OUR PERFORMANCE

Like any organization, data matters to the Greater Raritan Workforce Development Board (GRWDB). The GRWDB needs to understand the data to help plan system strategy and direction.

One key drawer in the GRWDB's toolkit is Performance Matters from Futurework. This web-based intelligence system, utilized state- and nation-wide, tracks, analyzes and compares localized performance Workforce Innovation and Opportunity Act (WIOA) Title I and III data for Adult, Dislocated Worker, Youth and Wagner-Peyser customers. This data can be compiled into individualized reports; in addition, in 2020, Futurework added a COVID-19 reports field to help local boards understand the impact of the pandemic on the people they are assisting. Performance measures can be tracked quarterly and in a myriad of different ways. Here are Greater Raritan's key performance metrics in employment and credentialing for PY 2019 for the Wagner-Peyser, Adult, Dislocated Worker and Youth populations served from July 1, 2019 to June 30, 2020.

## DEFINITIONS:

**Adult:** A person who is age 18 or older.

**Credential:** Training resulting in industry-recognized credential for career pathways

**Den:** Denominator, total clients in category receiving services

**Dislocated Worker (DW):** A person who has been terminated or laid off, or who has received a notice of termination or layoff, from employment or was self-employed but is unemployed as a result of general economic conditions in the community

**Employment Q2:** Is working in unsubsidized employment in second quarter after exiting program

**Employment Q4:** Is working in unsubsidized employment in fourth quarter after exiting program

**Program Year (PY):** Runs from July 1 to June 30

**LWDB:** Local Workforce Development Board

**Median Earnings:** The quarterly earnings of participants in unsubsidized employment in second quarter after exiting program

**Num:** Numerator, total clients who successfully completed program

**Wager-Peyser (WP):** A jobseeker utilizing the programs offered by Employment Services in the One-Stop system

**Youth:** Out-of-school youth not less than 16 and not more than 24 years of age.

LEGEND	
Red	Less than 90% Achieved
Yellow	90 to 100% Achieved
Green	Greater than 100% Achieved

GREATER RARITAN PY 2019			
	Actual	LWDB Plan	% LWDB Achieved
num Employment Q2 WP	1304		
den Employment Q2 WP	2158		
<b>Employment Q2 WP</b>	<b>60.4%</b>	<b>59.2%</b>	<b>102.1%</b>
num Employment Q4 WP	1390		
den Employment Q4 WP	2232		
<b>Employment Q4 WP</b>	<b>62.3%</b>	<b>60.2%</b>	<b>103.4%</b>
num Employment Q2 Adult	24		
den Employment Q2 Adult	39		
<b>Employment Q2 Adult</b>	<b>61.5%</b>	<b>84.0%</b>	<b>73.3%</b>
num Employment Q4 Adult	33		
den Employment Q4 Adult	46		
<b>Employment Q4 Adult</b>	<b>71.7%</b>	<b>76.8%</b>	<b>93.4%</b>
num Credential Adult	33		
den Credential Adult	43		
<b>Credential Adult</b>	<b>76.7%</b>	<b>69.0%</b>	<b>111.2%</b>
num Skill Gains Adult	8		
den Skill Gains Adult	16		
<b>Skill Gains Adult</b>	<b>50.0%</b>	<b>0.0%</b>	
num Employment Q2 DW	158		
den Employment Q2 DW	214		
<b>Employment Q2 DW</b>	<b>73.8%</b>	<b>85.9%</b>	<b>86.0%</b>
num Employment Q4 DW	150		
den Employment Q4 DW	221		
<b>Employment Q4 DW</b>	<b>67.9%</b>	<b>78.0%</b>	<b>87.0%</b>
num Credential DW	183		
den Credential DW	216		
<b>Credential DW</b>	<b>84.7%</b>	<b>74.0%</b>	<b>114.5%</b>
num Skill Gains DW	66		
den Skill Gains DW	117		
<b>Skill Gains DW</b>	<b>56.4%</b>	<b>0.0%</b>	
num Employment Q2 Youth	16		
den Employment Q2 Youth	25		
<b>Employment Q2 Youth</b>	<b>64.0%</b>	<b>73.7%</b>	<b>86.8%</b>
num Employment Q4 Youth	12		
den Employment Q4 Youth	20		
<b>Employment Q4 Youth</b>	<b>60.0%</b>	<b>54.0%</b>	<b>111.1%</b>
num Credential Youth	4		
den Credential Youth	4		
<b>Credential Youth</b>	<b>100.0%</b>	<b>74.5%</b>	<b>134.2%</b>
num Skill Gains Youth	2		
den Skill Gains Youth	5		
<b>Skill Gains Youth</b>	<b>40.0%</b>	<b>0.0%</b>	
<b>Median Earnings Q2</b>	<b>Median</b>	<b>Plan</b>	<b>% Achieved</b>
Adult	\$4,627	\$6,287	<b>73.60%</b>
DW	\$11,122	\$8,031	<b>138.48%</b>
WP	\$9,020	\$6,032	<b>149.53%</b>



## OUR FINANCES



The federal and state funding provided to the Greater Raritan Workforce Development Board (GRWDB) supports direct services and outreach efforts to job seekers and employers in Hunterdon and Somerset counties. In June of 2020, with funding levels uncertain because of the COVID pandemic, the full Board adopted Program Year 2020 budgets to fund Career Services and Workforce Development Board operations through Sept. 30, 2020. Subsequent updated budgets have been adopted throughout the program year as additional funds were received. All budgets can be viewed on the [meeting packages link](#) of the GRWDB site, in the Full GRWDB Meeting Agenda section.

Program Year 2020 funding includes a first-time venture in which the GRWDB is collaborating with the Workforce Development Board of Middlesex County on a COVID-19 training grant opportunity focusing on workers who have become unemployed because the pandemic. In addition, in the late spring of 2019, the GRWDB received a \$132,000 grant for a new Summer Youth Employment Program. The funding for this program, completed in October 2020, was part of Program Year 2019.

The charts, shown below, detail how the federal and state funds are spent by category and what additional support programs and resources the funding supports. In addition, throughout the year the board receives a variety of in-kind support services from its partners.

Greater Raritan Workforce Development Board Career Services Program Year 2020 Annual Budget (July 1, 2020 to June 30, 2021)		
BUDGET SUMMARY		PY 2020 Program Budget
<b>Revenue</b>		
WIOA Adult & Dislocated Worker		1,114,226.10
Workforce Partnership Program - DW COVID19		250,250.00
CARES GRANT -COVID19 DW		73,423.41
WIOA Youth		336,987.00
WFNJ		637,147.68
WLL		46,000.00
<b>Sub-total PY20 Revenue</b>		<b>2,458,034.19</b>
Carry-In PY 19 WIOA Funds		94,232.70
Carry-In PY 19 WFNJ Funds		111,475.87
<b>Total Career Services Revenue</b>		<b>2,663,742.76</b>
<b>Expense</b>		
Career Salaries (Program 12 Staff)		493,211.64
Career Services Fringe (Program 12 Staff)		246,309.89
WDB Salaries (Program 1 Staff)		8,560.00
WDB Fringe (Program 1 Staff)		4,274.86
Conference & Training		1,500.00
Memberships		2,000.00
Occupancy Somerset		96,993.62
Occupancy Hunterdon		11,576.32
One Stop Operator		25,000.00
Assessment Tool		3,400.00
Travel		600.00
Supplies		5,000.00
Technology		5,000.00
Operating		5,000.00
Contracts		
ITA's & Incumbent Worker		550,840.00
Supportive Services		4,700.00
Other Training Opportunities		18,800.00
Workforce Partnership Program DW - COVID19 Contracts Middlesex County		125,125.00
Workforce Partnership Program DW - ITA's		115,000.00
Workforce Partnership Program DW - Supportive Services		10,125.00
CARES Grant - Reimbursement COVID19 Expenditures		73,423.41
TANF Contracts		327,805.18
WFNJ: GA, GA/SNAP, SNAP Contracts		214,737.00
Work Force Learning Link		46,000.00
Youth Contracts		106,845.00
Youth Work Experience - Visions(20% Youth Program Funds)		67,397.40
Youth ITA's		6,596.00
Youth Other		4,250.00
CAVP		3,477.76
Work Verification		3,000.00
SmartSteps		-
Needs Based: Transportation		-
Other/Operating		77,194.67
<b>Total Career Services PY 20 Budget</b>		<b>2,663,742.76</b>

Greater Raritan Workforce Development Board GRWDB Admin PY 20 Budget July 1, 2020 - June 30, 2021		
BUDGET SUMMARY		Annual PY 20 Admin Budget
<b>Revenue</b>		
WIOA Adult & Dislocated Worker		123,802.90
WIOA Youth		37,443.00
Workforce Partnership Program - DW COVID19		27,500.00
CARES Grant -DW COVID19		-
WFNJ		78,154.32
<b>Sub-total PY20 Revenue</b>		<b>266,900.22</b>
PY 19WIOA Funds (PY19 CARRY-IN)		5,465.27
PY 19 WFNJ (PY19 CARRY-IN)		11,144.81
<b>Total Revenue</b>		<b>550,410.52</b>
<b>Expense</b>		
WDB Salaries (2 Staff)		132,617.00
WDB Fringe (Admin 2 Staff)		66,228.14
Career Services (1Staff)		24,345.50
Career Services Fringe (1 Staff)		12,158.14
Conference & Training		1,500.00
Occupancy		12,036.02
Travel		100.00
Marketing		1,500.00
Memberships		1,500.00
Other/Operating		11,915.42
Supplies		1,500.00
Technology		1,500.00
<b>Total WDB Admin PY 20 Budget</b>		<b>266,900.22</b>



## OUR SUCCESS STORIES



File Photo

Team members in the One-Stop Career Training Services Center regularly share stories about some of the customers assisted throughout the year. These stories are highlighted on the [Resources – Job Seekers page](#) of the GRWDB web site, as a way to show the impact the region's workforce system has on those who live in the two counties. Here are two additional examples:

### He transferred existing skills to move in a new direction

Pietro came to the One-Stop after being laid off from a pharmaceutical company after years of working as a Strategy Manager. Pietro was taken off-guard by the layoff, as he had been assured that his position was secure despite of a major company reorganization. When he met with his One-Stop counselor, he was still processing this major life change, and shared his feelings of sadness for the loss of his employment and his trepidation about the future. He was not sure what direction to take – the wind had been completely taken out of his sails. He felt like he was completely rudderless on a stormy sea.

Pietro's One-Stop case manager worked with him on focusing on his strengths and identifying all of the skills he already possessed in order to re-frame this sudden layoff as an opportunity for professional growth. With continued reassurance and encouragement, Pietro adopted a new mindset focused on his career evolution. He became energized and motivated to set new goals for himself and was ready to grab the helm, set sail and conquer the open water that was before him.

Pietro enrolled in a four-month business course offered through Rutgers University. Two weeks after completing the class, he called his One-Stop case manager to let her know that he landed a job with a Fortune 500 company as a Commercial Manager, making 10 percent more than he did at his job with the pharmaceutical company. He expressed his gratitude for all of the time that was given to him to help him set his new course and asked that she send a message back to the team letting them know that their efforts help to change the world, one person at a time.

### She built her skills for a new career

When Linda walked into the One-Stop Career Training Services Center, she brought with her an extensive background managing a warehouse facility. While she had been laid off from that position, she did share with her One-Stop counselor that she had gone back to school while still employed and earned a bachelor's degree in Business with an emphasis in Human Resources. Her goal was to utilize her education to make a move into the human resource field.

This was indeed a bold and ambitious goal. While Linda was very interested in making a major career change, she had no experience working in this field, which can often be an impediment in obtaining employment in this highly competitive industry sector. Linda worked with the One-Stop Community Outreach Specialist, who administered Multiple Natures, a career assessment, which confirmed that she was a good match for pursuing a career in human resources career and for making a career change.

The One-Stop team researched with Linda her career opportunities and found that even with additional HR training it would be very challenging for her to obtain employment without any requisite experience in the field. So, Linda began to volunteer in an HR department in a small, local business so that she could begin to gain hands-on experience. She also became involved in networking events at the Society for Human Resources (SHRM) that put her in touch with key individuals in the field.

With some experience now added to her resume, Linda worked with the One-Stop to enroll in training and obtain a certification in human resources. Soon after completing training, Linda landed a job as a recruiter for an organization that serves individuals with disabilities. Linda was thankful for the support and guidance she received through the One-Stop. She also was so impressed with the array of services offered through the One-Stop system that in her new job-recruiter role, she plans on using the services offered by a system partner, the NJDOL Business Services Representatives, to set up recruitment events to find qualified individuals for her organization.

## OUR PARTNERS

The mission and vision of the Greater Raritan Workforce Development Board are built on collaborative partnerships. System partners connect employers and job seekers to the services offered by a variety of local, county and state public and private entities, resulting in a system which is flexible, seamless, robust and proactive. Here are some of our current partners. If you don't see your organization on the list, and want to see how you can become involved, reach out to us.

### Business Services Partners

New Jersey Department of Labor and Workforce Development, including Business Services Representatives, Employment Services, Veterans Workforce Program, the New Jersey Office of Apprenticeship, and the Industry Partnership Initiative

New Jersey Business Action Center

New Jersey Economic Development Authority

Raritan Valley Community College Workforce Training Center

Hunterdon County Chamber of Commerce and Hunterdon County Economic Development

Somerset County Business Partnership and Somerset County Economic Development

RideWise

goHunterdon

### Educational Institution Partners

Raritan Valley Community College

The Jointure for Community Adult Education

Hunterdon County Educational Services Commission

Hunterdon County Vocational School District

Somerset County Vocational and Technical Schools

### Special Populations Partners

**NJ Department of Labor and Workforce Development** – Senior Services; Division of Vocational Rehabilitation Services; Unemployment Insurance

**Hunterdon County** – Division of Senior, Disabilities and Veterans Services, Division of Social Services, Center for Educational Advancement, United Way of Hunterdon County

**Somerset County** – Office on Aging and Disability Services, Youth Services, Board of Social Services, Community Development, Alternatives, EmPOWER Somerset, Healthier Somerset, Literacy Volunteers of Somerset County, Matheny School, Middle Earth, Midland School, United Way of Northern New Jersey

### Government Partners

Somerset County, including Board of County Commissioners, Department of Human Services, and Office of Economic Development

Hunterdon County, including Board of County Commissioners, and Department of Human Services

The Somerset County Library System of New Jersey, the Hunterdon County Library System, Franklin Township Public Library, Bernards Township Library

Greater Raritan One-Stop Career Training Services

New Jersey State Employment and Training Commission (NJ SETC)

Garden State Employment and Training Association (GSETA)

North Jersey Partners

### Learn more

Visit [www.thegrwdb.org](http://www.thegrwdb.org), follow the GRWDB on Facebook, Twitter and LinkedIn, or contact us directly for more information. We are happy to meet – virtually or in person -- with any business, community agency or public body in Hunterdon and Somerset counties to explain how we do work and how this work benefits different stakeholders. In the first half of 2021, system partners will continue to offer an array of programs and services on virtual platforms, and plan to return to a combination of virtual and in-person outreach in the latter half of the year. Contact:



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