



**One Stop Partner Meeting  
Thursday, December 15th, 2022**

**AGENDA**

- I. Welcome and Introductions
- II. Partner Program and Operation Updates
- III. Performance Reporting & Service Updates
- IV. Identifying Gaps in Services & Planning for the Future
- V. Tentative Schedule for Program Year 2022
  - Spring, 2023 – Location TBD
  - June 14<sup>th</sup>, 2023 – Virtual

# CAREER TRAINING SERVICES

## ONE STOP OPERATOR'S REPORT

Program Year 2022

One-Stop Operator November Update

November

### Creating a highly effective One-Stop by investing in staff professional development

In an ever-changing economic landscape, It is important that One-Stop staff can continue to develop flexible, new, and innovative ways to serve job seekers in our community. It is also important that everyone is working from the same foundational, core competencies so that job seekers throughout Somerset & Hunterdon all receive the same high level of services no matter their background or employment goal.

Starting in November, One-Stop Training Services staff have been enrolled in the National Association for Workforce Development Professionals (NAWDP) Core Competency Training. This training includes different modules such as customer service methodology, diversity in workforce development, labor market intelligence, principals of communication, and workforce development structure, policies, and programs.

At the completion of this training, One-Stop staff will be able to apply for the Certified Workforce Development Professional certification (CWDP) which is an industry recognized credential



*Jillian, Jaylen, and Chris from the One-Stop Career Training Center attend a Probation Job and Resource fair at the Somerset County History Courthouse on 11/4/22.*

### Probation Job & Educational Fair – November 4<sup>th</sup>

One-Stop staff and other community partners gathered for the 2<sup>nd</sup> Vicinage 13 Probation Job & Educational Fair in November. This opportunity allowed us to share our resources and to meet individually with job seekers on probation in Somerset & Hunterdon Counties. Often, a criminal background can be a barrier to obtaining employment that can be very challenging to overcome. Bringing together both employers with immediate hiring needs, along with different community resources is a quick and effective way to help lower some of the barriers these individuals often face. It is also an opportunity to market One-Stop services and to demonstrate to employers the many ways in which our system can help to solve their hiring needs.

### Expanded One-Stop Career Training Services Hours

#### Now Available!

#### New One-Stop Training Services Center Hours

**Monday – 8:30am – 7:00pm**

**Tuesday – Friday – 8:30am – 4:30pm**

*Appointments are recommended.*

*Expanded hours are part of an evolving process to create accessible services that can meet the needs of a changing workforce.*

### October One-Stop Training Services Snapshot:

**New Customers Served: 57**

**New Training Grants Provided: 6**

**WFNJ Referrals received: 19**

**Active WFNJ Clients: 8**

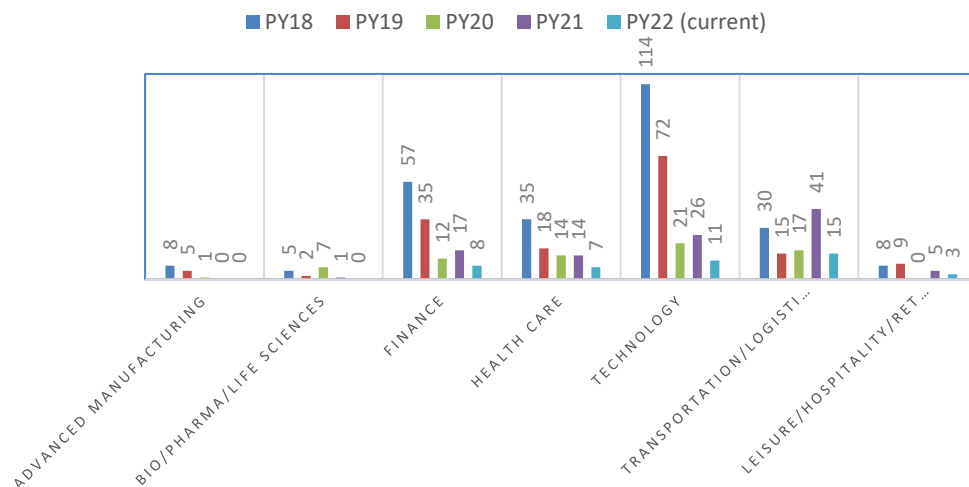
**Youth Employment Services Referrals: 3**

**Active Youth Employment Services Clients: 54**

**Individualized Career Assessments provided: 8**

**One-Stop Training Grants by Industry** shows the breakdown of training grants written in Greater Raritan based on the industry the training is for. These industry categories were identified in a previous local plan by the GRWDB as being locally in-demand and high growth.

## ONE-STOP TRAINING GRANTS BY INDUSTRY



## Locations of One-Stop Customers Served between July 1, 2019 - June 30th, 2022

### Hunterdon County

Town	Registered
<b>Total</b>	<b>1051</b>
FLEMINGTON	288
WHITEHOUSE STATION	104
LEBANON	76
ANNANDALE	64
CLINTON	57
GLEN GARDNER	49
CALIFON	44
RINGOES	43
HIGH BRIDGE	42
LAMBERTVILLE	42
PITTSTOWN	42
HAMPTON	39
STOCKTON	38
ASBURY	33
FRENCHTOWN	33
MILFORD	23
THREE BRIDGES	10
BLOOMSBURY	8
OLDWICK	4
POTTERSVILLE	3
BAPTISTOWN	2
SERGEANTSVILLE	2
WHITEHOUSE	2
QUAKERTOWN	1
READINGTON	1
ROSEMONT	1

### Somerset County

Town	Registered
<b>Total</b>	<b>2335</b>
BRIDGEWATER	383
HILLSBOROUGH	370
SOMERVILLE	271
SOMERSET	214
BASKING RIDGE	190
BOUND BROOK	132
MANVILLE	118
RARITAN	89
BEDMINSTER	76
PLAINFIELD	75
SOUTH BOUND BROOK	66
BELLE MEAD	61
SKILLMAN	61
BERNARDSVILLE	51
FRANKLIN PARK	40
NESHANIC STATION	31
MARTINSVILLE	25
WARREN	21
FAR HILLS	15
LYONS	12
WATCHUNG	11
ROCKY HILL	6
GLADSTONE	4
KINGSTON	4
PEAPACK	3
LIBERTY CORNER	2
PLUCKEMIN	2
FLAGTOWN	1
BLAWENBURG	1



# Conquering Your Fear of Speaking in Public

Thursday  
January 5<sup>th</sup>, 2023  
10:00 am – 12:00 pm

## Speaker:

Jan Goodman,  
Community Outreach Specialist/  
Career Coach  
Greater Raritan  
One-Stop  
Career Center  
Training Services

*Do you get nervous when interviewing or making presentations at company meetings?*

*Do you find it hard to make conversations at gatherings and social events?*

*Do you freeze up in awkward social situations?*

*If so this workshop is for you!* It is for anybody who wants to improve their speaking skills in both formal and informal situations. Learn important strategies to gain the confidence and the skills to interact with others, to speak in informal situations, and to make presentations in front of small groups.

## Learning Objectives

During this workshop you will learn to:

- Speak with more confidence in one-on-one conversations.
- Feel more confident speaking socially or in small meeting groups.
- Practice these skills in a supportive setting.

***Please note this is a virtual workshop via Zoom. To attend this workshop and register please click on the link below:***

<https://sclsnj.libnet.info/event/7051462>

***This program is in collaboration with the Greater Raritan One-Stop Career Center and the Somerset County Library System (SCLS)***

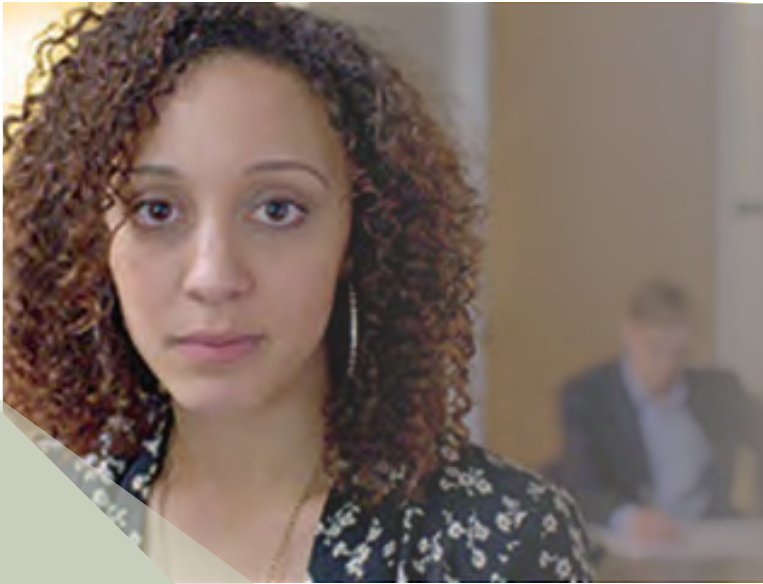


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# Defeating Unconscious Bias: 5 Strategies



*"Human beings are poor examiners, subject to superstition, bias, prejudice, and a PROFOUND tendency to see what they want to see rather than what is really there."*  
— Scott Peck

**DATE: Thursday,  
February 2<sup>nd</sup>, 2023**

**TIME: 10:00 am – 12:00 pm**

***In collaboration with the  
Somerset County Library System***

**Speaker: Jan Goodman**  
Community Outreach Specialist,  
Greater Raritan One-Stop Career Center

Let's face it, everybody has some unconscious bias. This is not in the context of talking about a preference for Mexican food or an inclination toward the color blue. The focus here is on those inflexible beliefs about whole categories of people that keep us from seeing others accurately, from making fair and appropriate decisions, and from building the kind of harmonious relationships that make our lives more successful.

Clearly, biases are bad news. On the other hand, the good news is that biases do not make us bad people. Human nature is to lump people into categories. Because of this predisposition, we are vulnerable to unconsciously believing the messages that bombard us from family, media, experience, and society as a whole. But we are not stuck with our unconscious biases; we can defeat them.

The "Defeating Unconscious Bias" workshop is designed to address the hidden biases that can affect hiring, team building and challenges the ability to create inclusivity in both professional and personal settings. A 14 minute video accompanies this training offering 5 simple, actionable, and memorable strategies to enhance workplace productivity and innovation by addressing bias. The authenticity and diversity of the scenarios utilized keeps participants attention, and the solutions suggested support change without blame.



**Please note this is a virtual  
workshop via Zoom.  
To attend this workshop  
please click  
on the link below:**

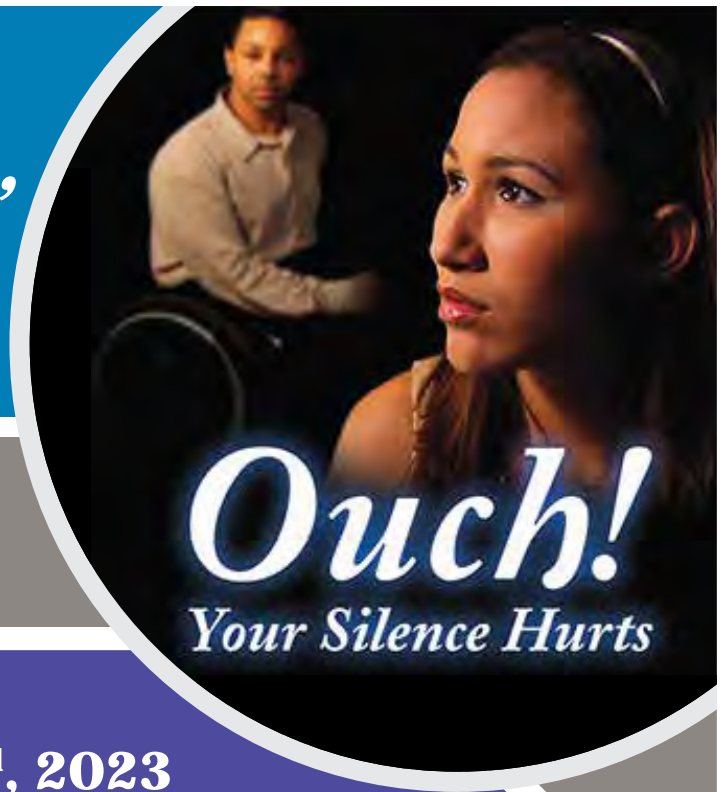
**<https://sclsnj.libnet.info/event/7067447>**

***This program is being offered in partnership with the  
Greater Raritan One-Stop Career Center and the  
Somerset County Library System (SCLS).***



# ***“Ouch! That Stereotype Hurts”*** **Workshop**

***“Saying Nothing Serves to Condone Bias.”***



**DATE: Thursday, March 2<sup>nd</sup>, 2023**  
**TIME: 10:00 am – 12:00 pm**

By attending this workshop participants will experience the impact of stereotypical comments, jokes and emails. The program will help explore why people don't speak up against stereotypes and other biased behaviors. Six techniques will be explored for speaking up.

This workshop has the audience think about whether they are equally respectful and effective with a “diverse” range of people including those that are similar and different. While we may never be completely free of all bias, we can work toward communicating in a bias-free way. This curriculum helps participants:

- Improve written and verbal communication by eliminating communication “static”.
- Ensure that one’s message gets across – while conveying respect for others.
- Provides insight into the impact of language choices.
- Teaches ways to successfully recover when something inappropriate is expressed.
- Teaches participants how to speak up effectively if others stereotype or make biased or demeaning comments.
- Enhances one’s credibility and influence as a communicator.

Staying silent in the face of demeaning comments, stereotypes or bias allows these attitudes and behaviors to thrive. Yet, most people who want to speak up don't know how. So, we say nothing. Biased, stereotypical, or otherwise demeaning communication undermines morale, teamwork, and productivity. “This undermines our ability to create inclusivity where all people are welcomed, treated with respect and able to do their best. As this program points out, “One voice — your voice — can make a difference.” And that is the beginning of building a world where all people feel included, respected, and able to do their best...”

***Please note this is a virtual workshop via Zoom. To attend this workshop and register please click on the link below:***



**<https://sclsnj.libnet.info/event/7067426>**

***This program is in collaboration with the Greater Raritan One-Stop Training Center and the Somerset County Library System (SCLS).***



Greater Raritan One Stop  
Division of Vocational Rehabilitation Report

New Customer Monthly Report November, 2022  
Hunterdon/Raritan Combined Report  
2022 Program Year  
November 1, 2022 - November 30, 2022

**NEW CUSTOMERS**

1) Served through end of last report	84
2) New customers served this month	17
3) Total served to date	101

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**CUSTOMER DETERMINED ELIGIBLE**

1) Determined eligible through end of last report	77
2) New customers determined eligible	18
3) Total eligible to date	95

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**SUCCESSFUL CLOSURES** (employment maintained for 90 days minimum)

1) Successful closures through last report	19
2) Successful closures this month	3
3) Total successful closures to date	22

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Completed by: Elizabeth Conte      Elizabeth.Conte@dol.nj.gov  
Submitted: November, 2022    Phone (908) 704-3030  
Numbers reflect customers served from all funding sources (including WIOA)

# The Greater Raritan Workforce Development Board:

*Local Area Plan Discussion - What's next for the workforce system in Hunterdon and Somerset Counties?*

Paul Grzella Director



# *Some career ice-breaker questions?*

Take a few minutes to think about the following jobs and what their median compensation is in Hunterdon and Somerset Counties. What do you think is the correct answer for each occupation? And do you think people in these professions are paid above or below the national average?

- **Computer Programmers**  
A) \$90,345   B) \$105,634   C) \$113,529   D) \$121,430
- **Maintenance Technicians**  
A) \$42,859   B) \$49,316   C) \$58,701   D) \$70,540
- **Wait Staff / Servers**  
A) \$27,518   B) \$30,525   C) \$36,200   D) \$39,403
- **School Principals**  
A) \$105,632   B) \$114,749   C) \$122,568   D) \$131,741
- **Truck Drivers**  
A) \$51,842   B) \$58,403   C) \$62,432   D) \$68,298
- **Project Managers**  
A) \$85,983   B) \$96,503   C) \$102,848   D) \$113,848
- **Register Nurses**  
A) \$77,533   B) \$84,056   C) \$90,084   D) \$97,560

# Computer Programmers

## Talent Is 25% More Expensive, While the Cost of Living May Make Attraction Difficult

...

In 2021, the median compensation for Computer Programmers in your area is \$113,529. Based on the national median wage of \$91,086 for this position, this means you will spend about 25% more to employ Computer Programmers here. However, their actual purchasing power will be 5% less than the national median when we adjust for regional cost of living (which is 31% higher than average). This may make it harder to attract talent to the region at this price.



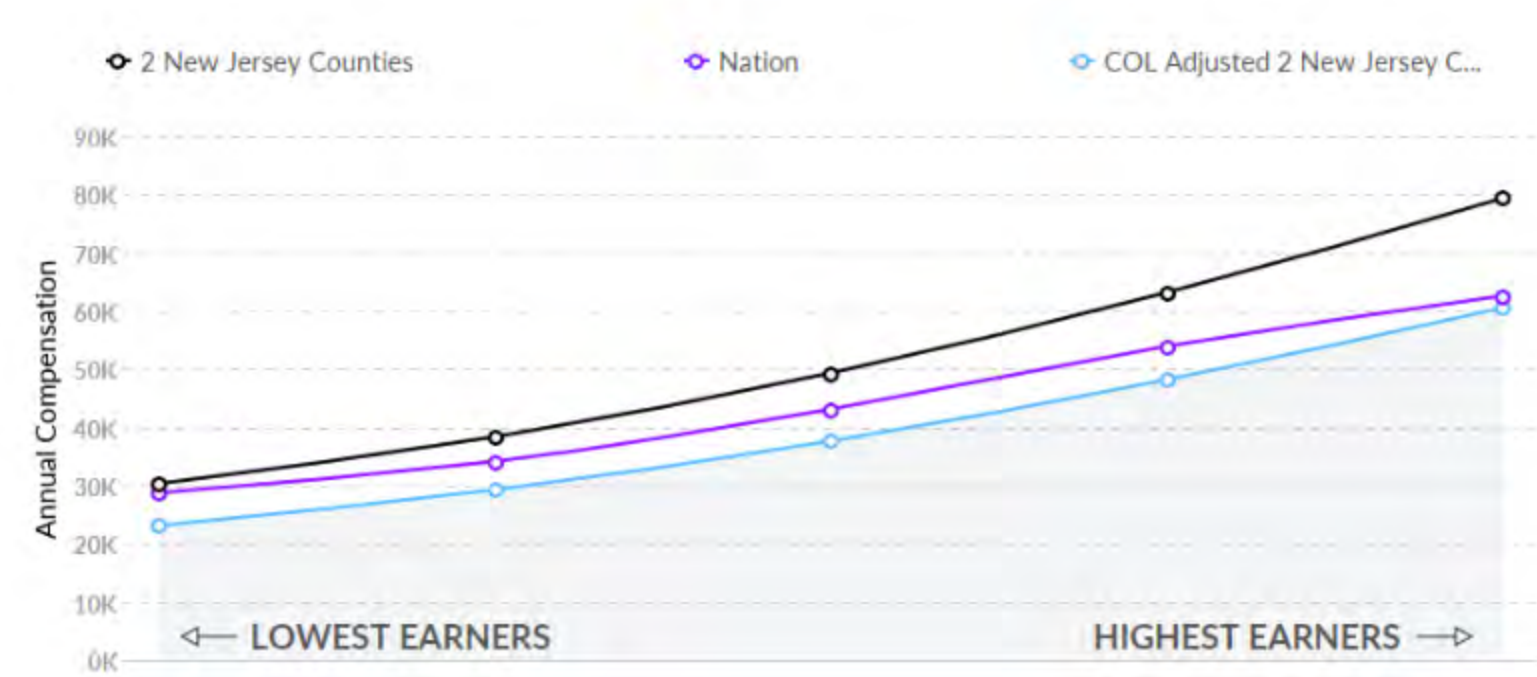
Source: Lightcast Q4 2022 Data Set | [www.economicmodeling.co](http://www.economicmodeling.co)  
Prepared by New Jersey Department of Labor & Workforce  
Development, December 2022

# Maintenance Technicians

## Talent Is 14% More Expensive, While the Cost of Living May Make Attraction Difficult



In 2021, the median compensation for Maintenance Technicians in your area is \$49,316. Based on the national median wage of \$43,100 for this position, this means you will spend about 14% more to employ Maintenance Technicians here. However, their actual purchasing power will be 13% less than the national median when we adjust for regional cost of living (which is 31% higher than average). This may make it harder to attract talent to the region at this price.



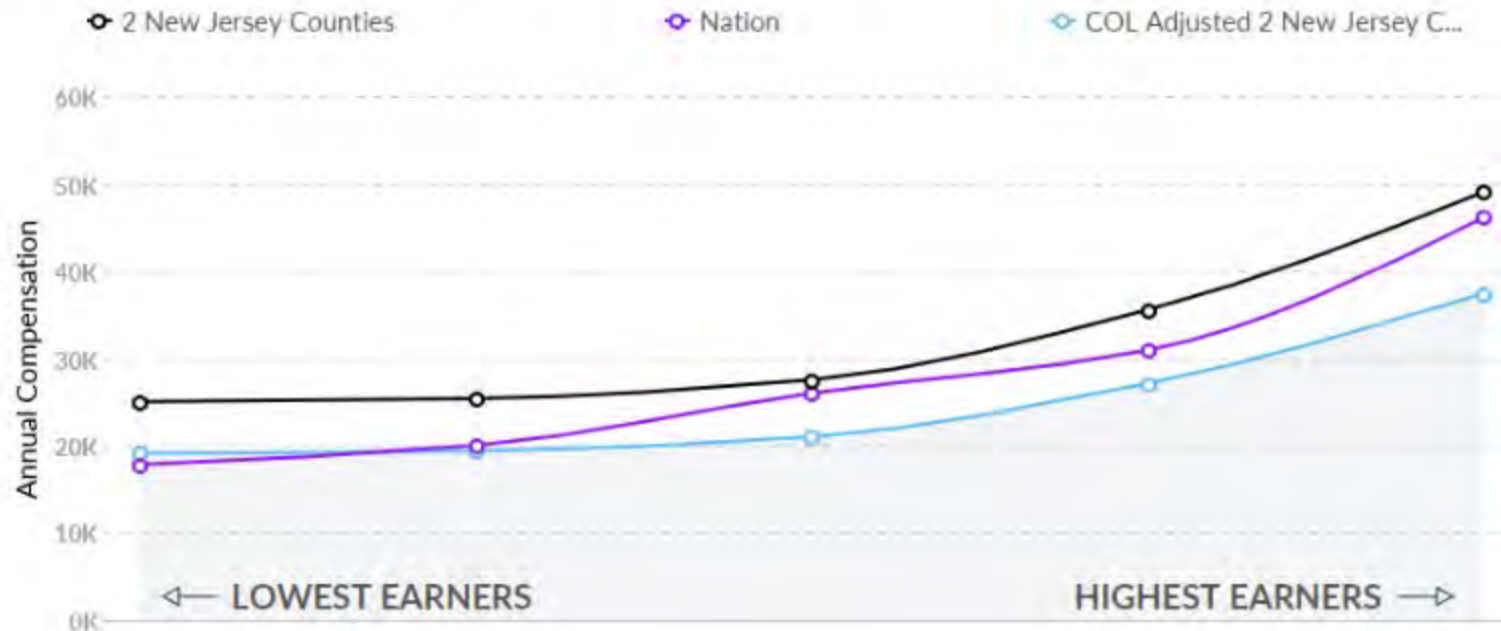
Source: Lightcast Q4 2022 Data Set | [www.economicmodeling.co](http://www.economicmodeling.co)  
Prepared by New Jersey Department of Labor & Workforce Development, December 2022

## Wait Staff/Servers

Talent Is 6% More Expensive, While the Cost of Living May Make Attraction Difficult



In 2021, the median compensation for Wait Staff/Servers in your area is \$27,518. Based on the national median wage of \$25,985 for this position, this means you will spend about 6% more to employ Wait Staff/Servers here. However, their actual purchasing power will be 19% less than the national median when we adjust for regional cost of living (which is 31% higher than average). This may make it harder to attract talent to the region at this price.

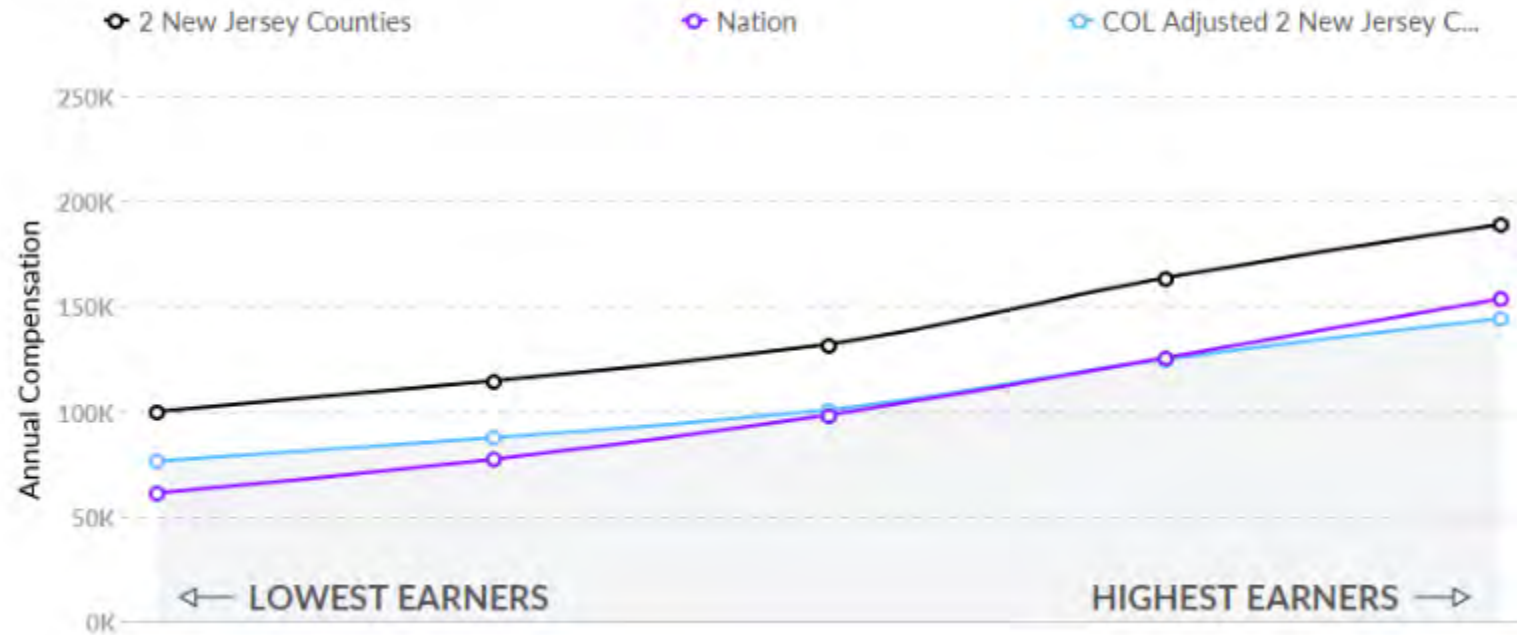


Source: Lightcast Q4 2022 Data Set | [www.economicmodeling.co](http://www.economicmodeling.co)  
Prepared by New Jersey Department of Labor & Workforce Development, December 2022

# School Principals

## Talent Is 34% More Expensive

In 2021, the median compensation for School Principals in your area is \$131,741. Based on the national median wage of \$98,092 for this position, this means you will spend about 34% more to employ School Principals here. However, their actual purchasing power will be 2% greater than the national median when we adjust for regional cost of living (which is 31% higher than average).



Source: Lightcast Q4 2022 Data Set | [www.economicmodeling.co](http://www.economicmodeling.co)  
Prepared by New Jersey Department of Labor & Workforce  
Development, December 2022

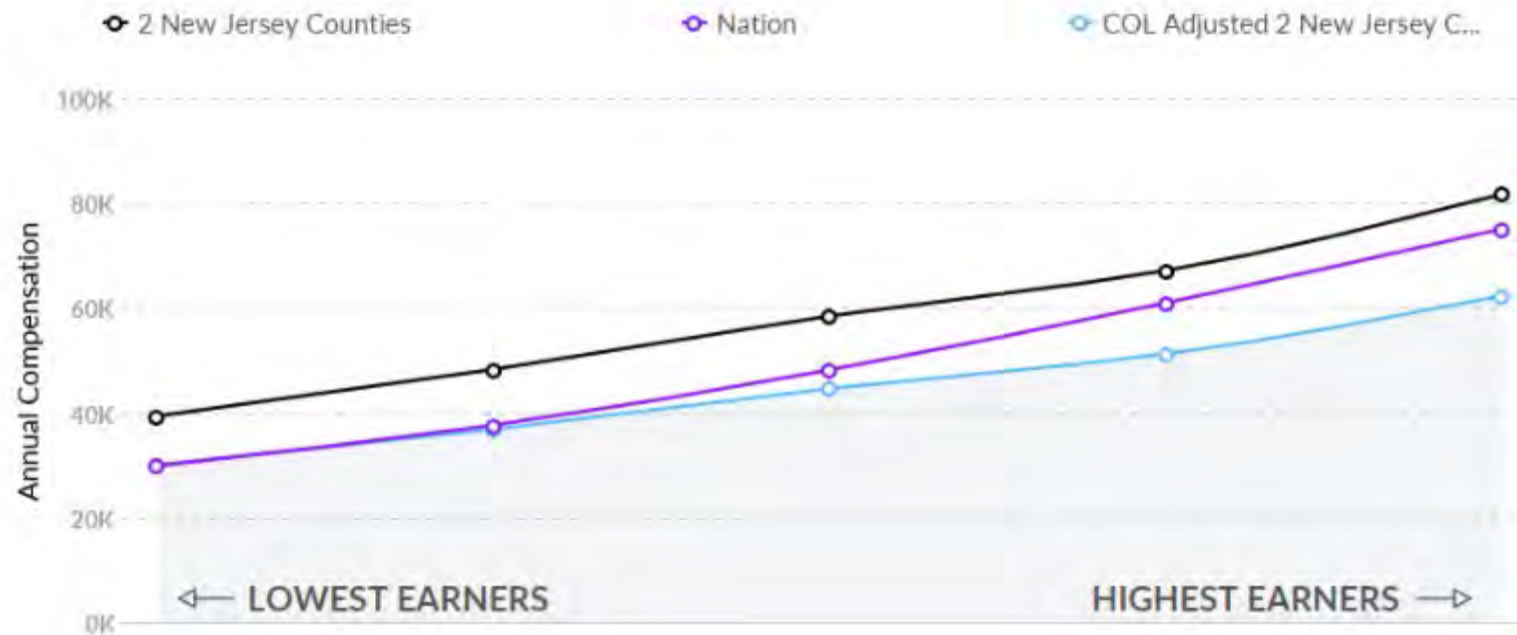


## Truck Drivers

### Talent Is 21% More Expensive, While the Cost of Living May Make Attraction Difficult



In 2021, the median compensation for Truck Drivers in your area is \$58,403. Based on the national median wage of \$48,101 for this position, this means you will spend about 21% more to employ Truck Drivers here. However, their actual purchasing power will be 7% less than the national median when we adjust for regional cost of living (which is 31% higher than average). This may make it harder to attract talent to the region at this price.



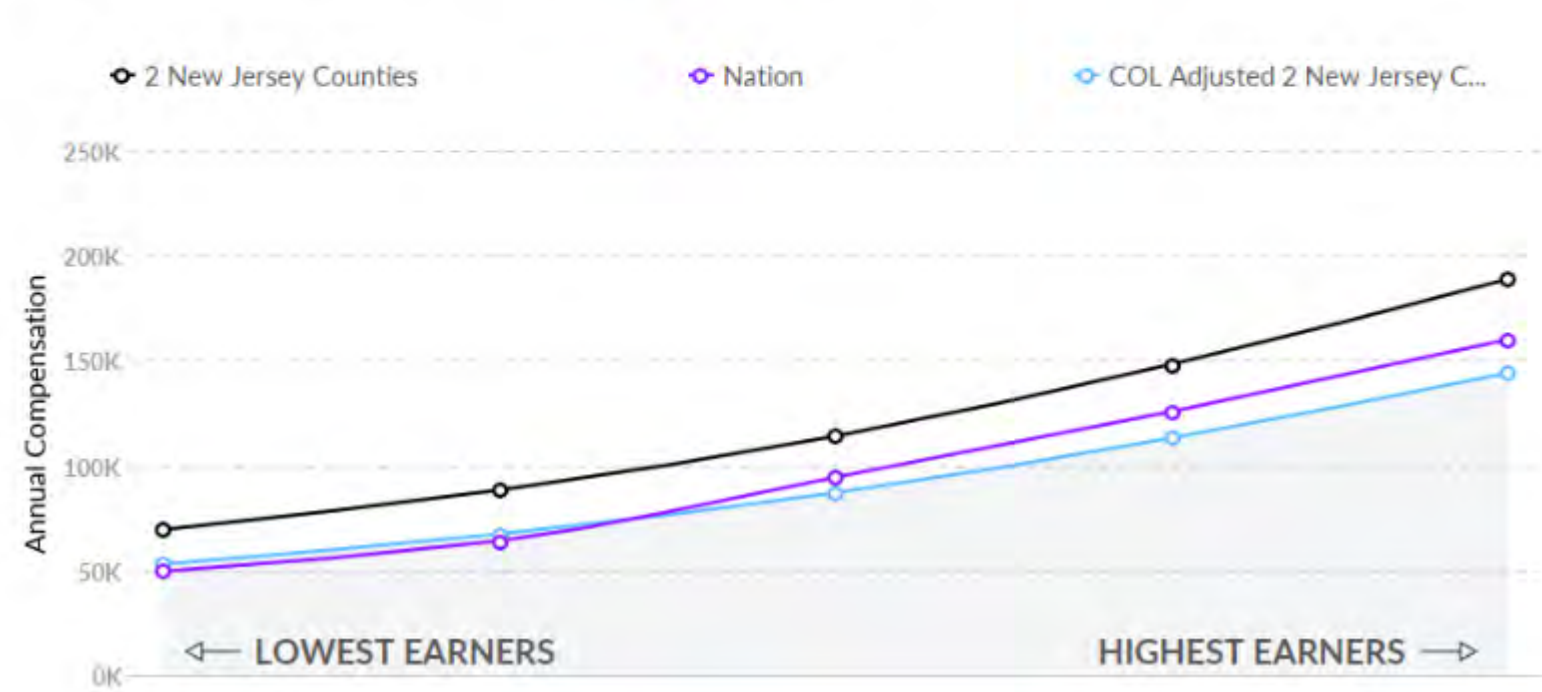
Source: Lightcast Q4 2022 Data Set | [www.economicmodeling.co](http://www.economicmodeling.co)  
Prepared by New Jersey Department of Labor & Workforce  
Development, December 2022

# Project Managers

## Talent Is 21% More Expensive, While the Cost of Living May Make Attraction Difficult



In 2021, the median compensation for Project Managers in your area is \$113,848. Based on the national median wage of \$94,283 for this position, this means you will spend about 21% more to employ Project Managers here. However, their actual purchasing power will be 8% less than the national median when we adjust for regional cost of living (which is 31% higher than average). This may make it harder to attract talent to the region at this price.



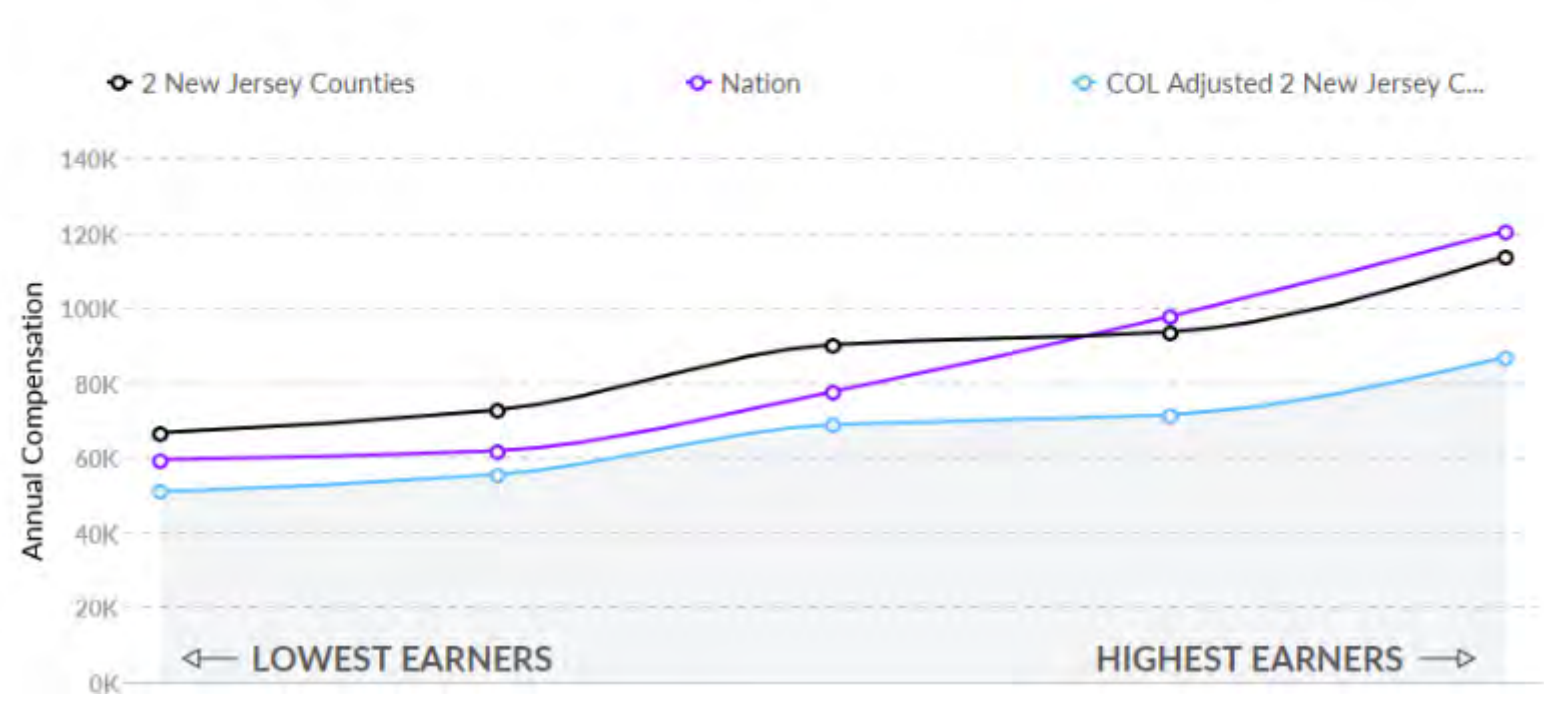
Source: Lightcast Q4 2022 Data Set | [www.economicmodeling.co](http://www.economicmodeling.co)  
Prepared by New Jersey Department of Labor & Workforce Development, December 2022

# Registered Nurses

## Talent Is 16% More Expensive, While the Cost of Living May Make Attraction Difficult



In 2021, the median compensation for Registered Nurses in your area is \$90,084. Based on the national median wage of \$77,533 for this position, this means you will spend about 16% more to employ Registered Nurses here. However, their actual purchasing power will be 11% less than the national median when we adjust for regional cost of living (which is 31% higher than average). This may make it harder to attract talent to the region at this price.



Source: Lightcast Q4 2022 Data Set | [www.economicmodeling.co](http://www.economicmodeling.co)  
Prepared by New Jersey Department of Labor & Workforce Development, December 2022

# Workforce Development Board (WDB) Basics

- Workforce Development Boards are mandated under the federal Workforce Innovation and Opportunity Act of 2014 (WIOA) – there are 17 statewide.
- The WDBs are a business-led quasi-“Board of Directors” who...
  - Identify the needs of the local job market
  - Leverage and integrate resources
  - Promote workforce investments and programs with local, state and federal partners
  - Connect job seekers to career information, programs and opportunities
  - Connect hiring employers with job seekers
- The roles of the Greater Raritan Workforce Development Board (GRWDB) include:
  - Overseeing the One-Stop Career Centers in Somerville and Flemington
  - Defining a local mission - vision with priorities and strategies to integrate publicly funded workforce services and job training programs into a system that’s **flexible, seamless, and responsive to the needs of workers and businesses**
- The **full Board** of the GRWDB meets quarterly and is supported by an Executive Committee. The GRWDB also has four committees which meet throughout the year to help plan strategy and consider new initiatives. These are the **Disabilities Committee**, the **Literacy Committee**, the **Operations Committee**, and the **Youth Committee**. These committees include members of the full Board as well as community members interested in taking part in the conversation.
- The full-time staff supporting the GRWDB includes a director, a business manager, a job developer, and a Pathways to Recover Navigator.



# *Workforce Development Board Governance Responsibilities*

The Workforce Innovation and Opportunity Act (WIOA) highlights 14 around which Chief Elected Officials and Local Workforce Development Boards share governance responsibilities. These include:

- Local and Regional Planning
- Labor Market Information
- Convening, Brokering, Leveraging
- Employer Engagement
- Career Pathways Development
- Proven and Promising Practices
- Technology
- Program Oversight
- Local Performance Accountability Measures
- Infrastructure Costs
- Selection of One-Stop Operators and Career Service Providers
- Coordination with Education Providers
- Budget and Administration
- Accessibility for Individuals with Disabilities





# GRWDB Strategic Priorities

**MISSION and VISION:** “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 jobseekers.”

Connect sector  
strategies with  
employment growth  
potential

Strategize alliances to  
result in employment  
outcomes

Coordinate  
comprehensive  
outreach to businesses  
and job seekers

Develop career path  
investments,  
including direct  
programming

Recognize  
transportation as an  
integral component of  
employment

Develop additional  
revenue streams

# *Linking the Public Workforce System with ...*



# *What is the Purpose of a Local Plan*

Local Area Plans are required by WIOA. In New Jersey, each Local WDB completed a four-year plan in 2017; the document was updated in 2019. Local plans, which should align with the vision of the state plan as well as a regional plan, must include the following elements:

- An analysis of the regional economic conditions
- An analysis of the workforce in the region and the knowledge and skills needed to meet the employment needs of the employers in the region
- The local board's strategic vision and goals for preparing an educated and skilled workforce
- A strategy to work with the entities that carry out the core programs to align resources available to the local area, to achieve the strategic vision and goals
- A description of the workforce development system in the local area and strategies to deliver services and expand employment and training opportunities for eligible individuals.
- The strategies and services that will be used in the local area to facilitate engagement of employers, coordinate workforce development with economic development, UI programs, rapid response and other partners
- The one-stop delivery system in the local area including all its components, supportive services and partnerships
- How the local board will coordinate education and workforce investment activities with relevant secondary and postsecondary education programs
- The competitive process to be used to award the One-Stop Operator, career services, youth programming, sub-grants and contracts in the local area for WIOA activities
- How the local workforce development board shall provide oversight, planning and policy direction and how local board staff will ensure that the board remains aware of what is necessary for them to fulfill their role
- The local levels of performance to be used to measure the performance of the local area
- The actions the local board will take toward becoming or remaining a high-performing board
- A description of how training services will be provided
- Other documentation and attestations as required by DOL.

## *What Else Should the Local Plan include?*

According to the guidance document provided to Local WDBs by the New Jersey State Employment and Training Commission, the Local Plan should begin with a discussion of mission, vision and goals and follow a prescribed style. Throughout the document, Local Areas should ensure the documents emphasize the following:

- ***Integration of required One-Stop partners and services into One-Stop Career Centers*** – what are the actions and steps your Local Area plans to take over the next four years to build up the relationships and connection across partners and services, including with youth providers?
- • ***Customization of services for employers and jobseekers*** – what are the actions and steps your Local Area plans to take to expand service options – specifically related to work-based learning, supportive services, job placement supports, follow-up services, and virtual services - and ensure the individualization of strategies and solutions for job seekers and employers, including for youth?
- • ***Strengthening local governance*** – what are the actions and steps your Local Area plans to take to ensure that LWDB functions and One-Stop Career Center service delivery operations comply with WIOA regulations and maximize the impact of these resources in your local workforce system?

# Questions to be answered for Local Plan

- *Are there populations we are missing or should outreach to more aggressively?*
- *Are our strategies around outreach, service delivery and follow-up supports adequate? Are we reaching the local partners, stakeholders and community influencers who can help engage job seekers and employers? For our counties, this also includes targets of the Migrant Seasonal Farmworker (MSFW) initiative.*
- *What new ideas and approaches to barrier resolution can be utilized, including, but not limited to, digital equity and education?*
- *Are roles and responsibilities clearly established among partners, including the Workforce Development Board, the One-Stop Operator, the Career Services vendor, the Youth Services vendor and the WorkFirst NJ vendor? As a corollary, is service integration a priority among partners?*
- *What assistance can (and should) Board and Committee members play in the procurement process for vendor services?*
- *Are we leveraging state program partners, including Business Services Representatives, Apprenticeship and Industry Partnership units?*
- *What more should we do to engage job seekers?*
- *What more should we do to engage employers?*



# Economy Overview

475,571

## Population (2021)

Population grew by 20,592 over the last 5 years but is projected to decrease by 2,834 over the next 5 years.

242,041

## Total Regional Employment

Job decreased by 4,400 over the last 5 years but are projected to grow by 10,611 over the next 5 years

\$107.8L

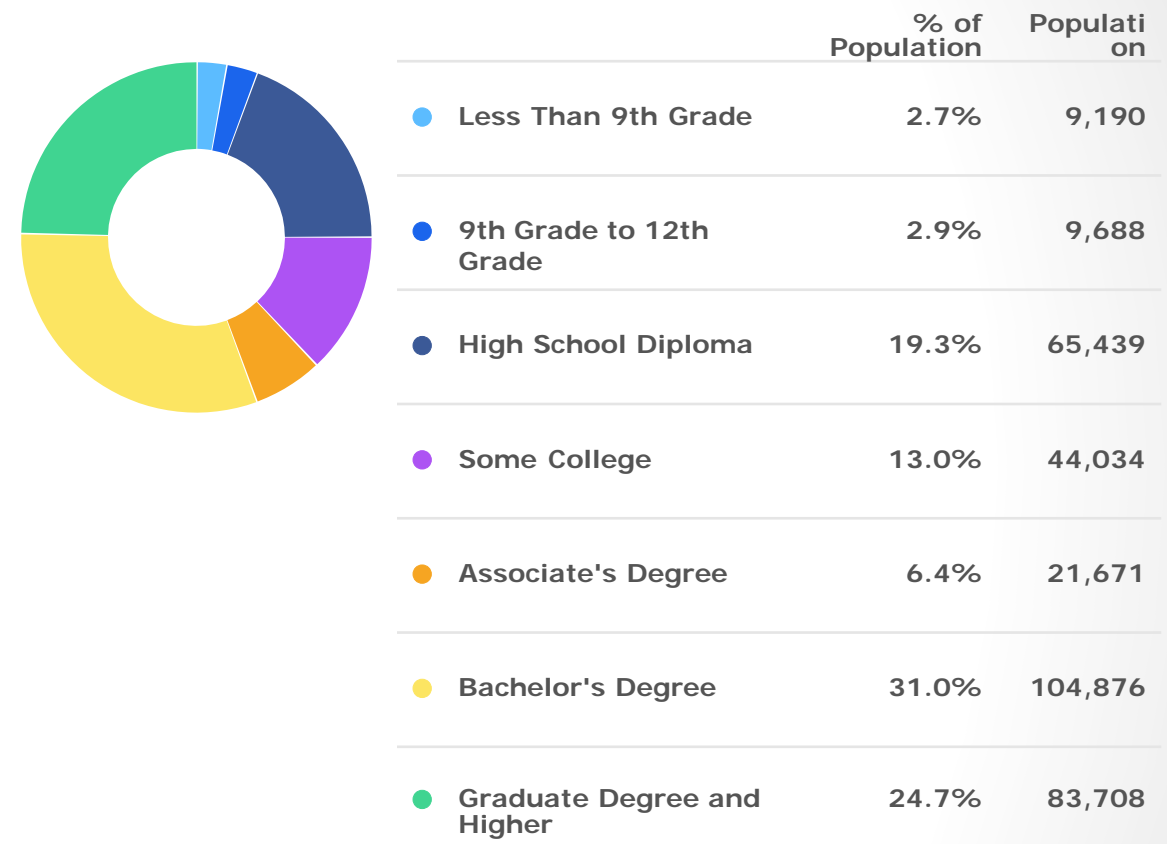
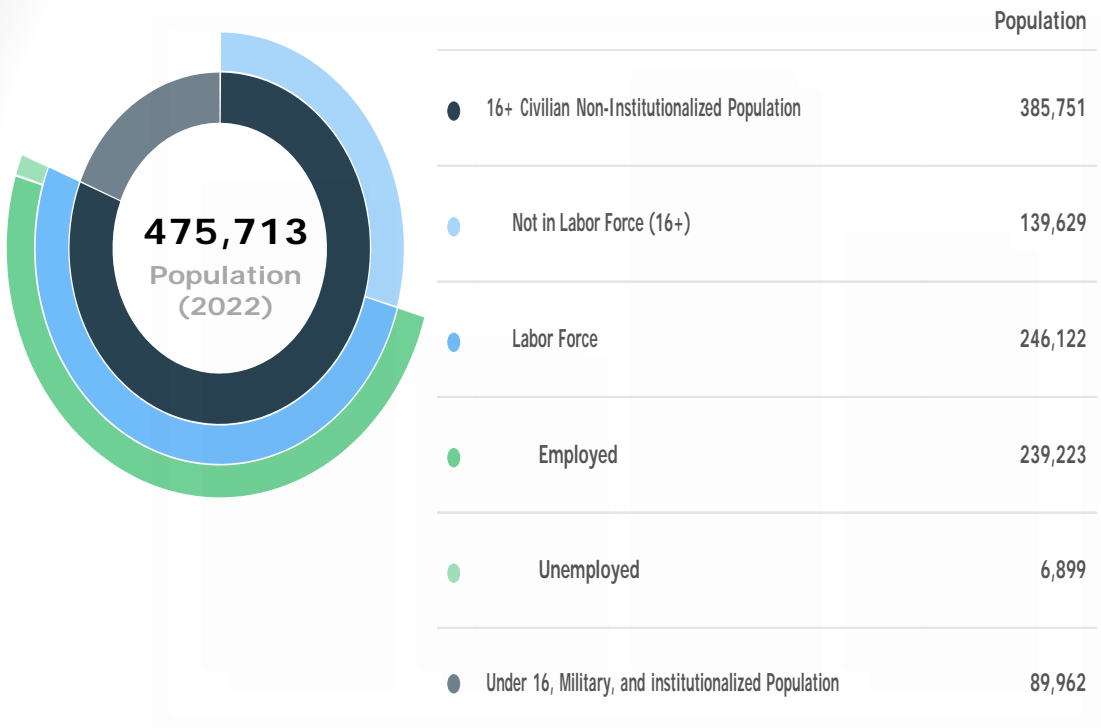
## Avg. Earnings Per Job (2021)

Regional average earnings per job are \$30.1K above the national average earnings of \$77.8K per job.

## Takeaways

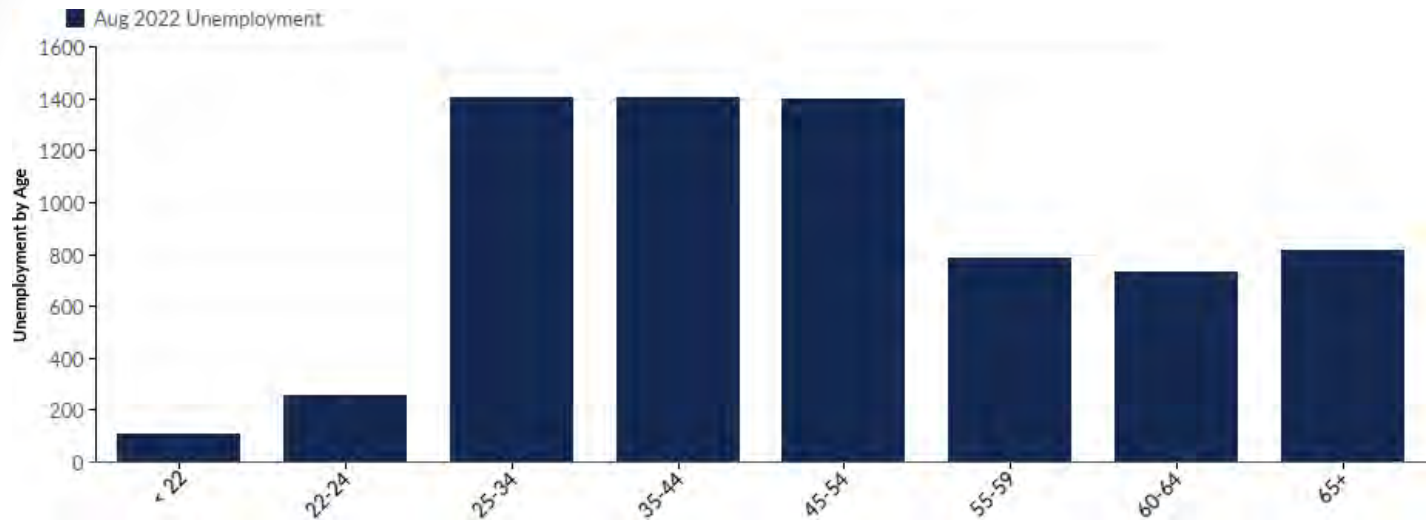
- As of 2021 the region's population increased by 4.5% since 2016, growing by 20,592. Population is expected to decrease by 0.6% between 2021 and 2026, losing 2,834.
- From 2016 to 2021, jobs declined by 1.8% in Hunterdon and Somerset Counties from 246,442 to 242,041. This change fell short of the national growth rate of 1.9% by 3.7%. As the number of jobs declined, the labor force participation rate decreased from 65.1% to 62.8% between 2016 and 2021.
- The August 2022 unemployment rate was 2.80%, decreasing from 3.64% five years ago.
- Concerning educational attainment, 31.0% of the selected regions' residents possess a Bachelor's Degree (10.5% above the national average), and 6.4% hold an Associate's Degree (2.4% below the national average).
- The top three industries in 2021 are Management of Companies and Enterprises (headquarters operations), Education and Hospitals (Local Government), and Restaurants and Other Eating Places.

# August 2022 Labor Force Breakdown and Educational Attainment



# Unemployment in Hunterdon and Somerset Counties

## Unemployment by Age



Age	Unemployment (Aug 2022)	% of Unemployed
< 22	1081	57%
22-24	255	3.70%
25-34	1,402	20.32%
35-44	1,403	20.34%
45-54	1,400	20.29%
55-59	786	11.39%
60-64	732	10.61%
65+	812	11.77%
Total	6,899	100.00%

## Unemployment by Gender

Gender	Unemployment (Aug 2022)	% of Unemployed
Females	3,829	55.50%
Males	3,070	44.50%
Total	6,899	100.00%

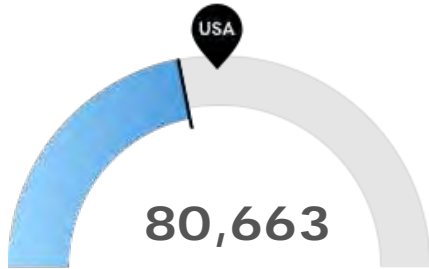
## Unemployment by Race

Race	Unemployment (Aug 2022)	% of Unemployed
American Indian /Alaskan Native	34	0.49%
Asian	449	6.51%
Black/African American	1,592	23.08%
Native Hawaiian/Pacific Islander	38	0.55%
White	4,786	69.37%
Total	6,899	100.00%

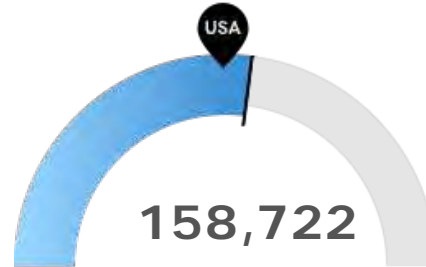
## Unemployment by Ethnicity

Ethnicity	Unemployment (Aug 2022)	% of Unemployed
Hispanic/Latino	1,376	19.94%
Not Hispanic/Latino	5,523	80.06%
Total	6,899	100.00%

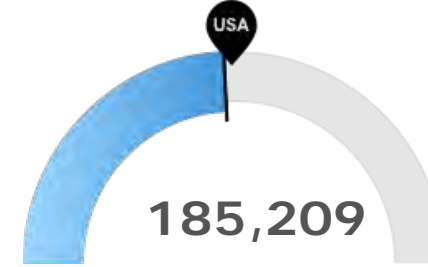
# Population Characteristics



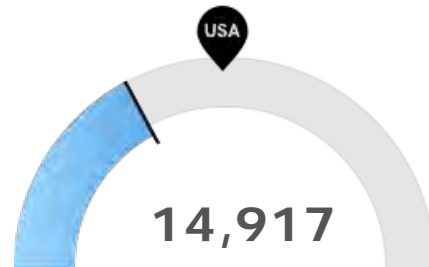
The area has 80,663 **millennials** (ages 25-39). The national average for an area this size is 97,143.



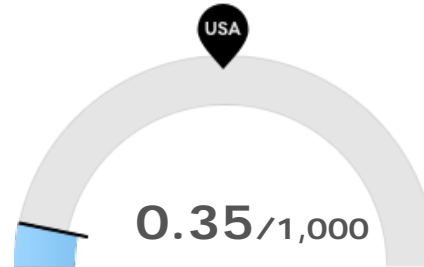
**Retirement risk** is high in the area. The national average for an area this size is 141,357 people 55 or older, while there are 158,722 here.



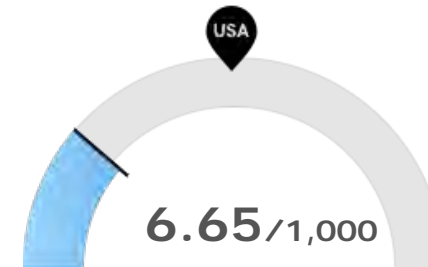
**Racial diversity** is about average in the area. The national average for an area this size is 193,528 racially diverse people, while there are 185,209 here.



The area has 14,917 **veterans**. The national average for an area this size is 24,583.

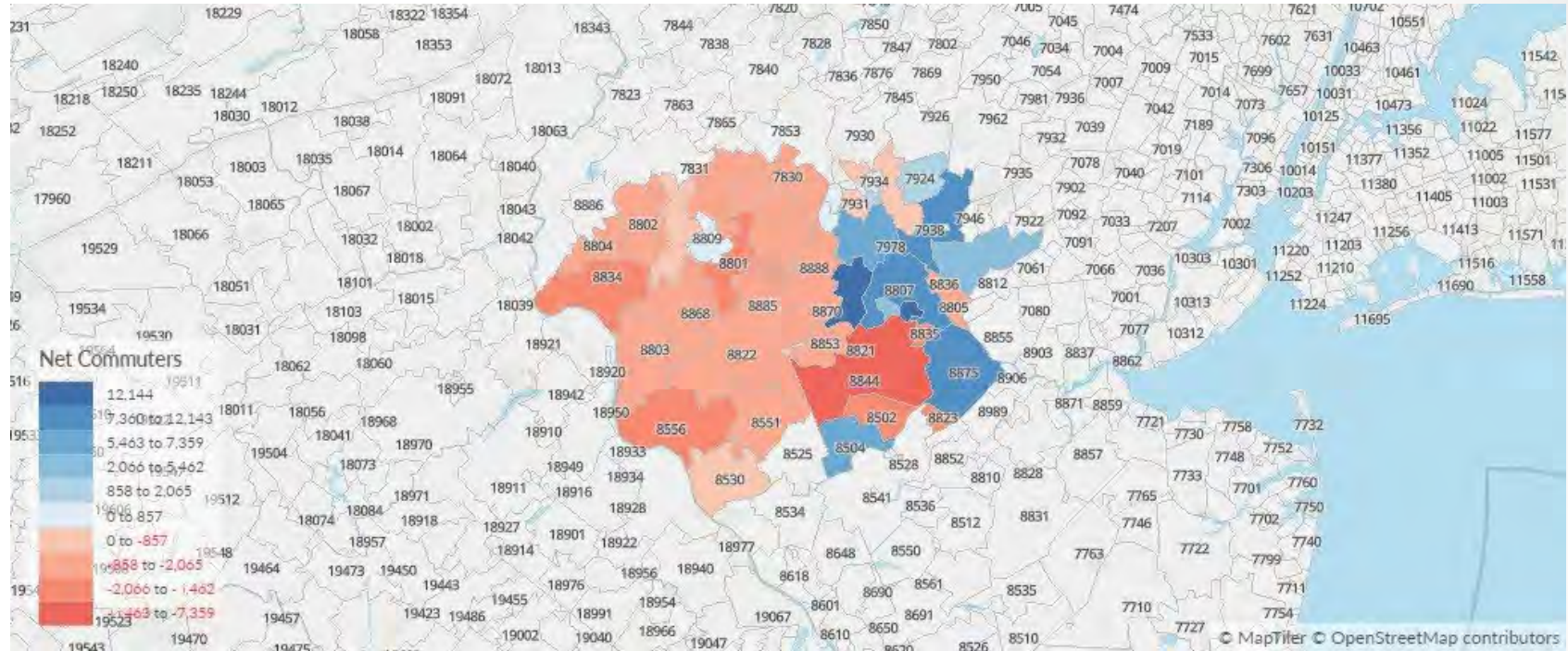


The area has 0.35 **violent crimes** per 1,000 people. The national rate is 3.62 per 1,000 people.



The area has 6.65 **property crimes** per 1,000 people. The national rate is 17.91 per 1,000 people.

# Place of Work vs. Place of Residence



## Where Talent Works

ZIP	Name	2021 Unemployment
08873	Somerset	33,007
08807	Bridgewater	28,202
08876	Somerville	25,484
07920	Basking Ridge	20,501
08844	Hillsborough	17,439

## Where Talent Lives

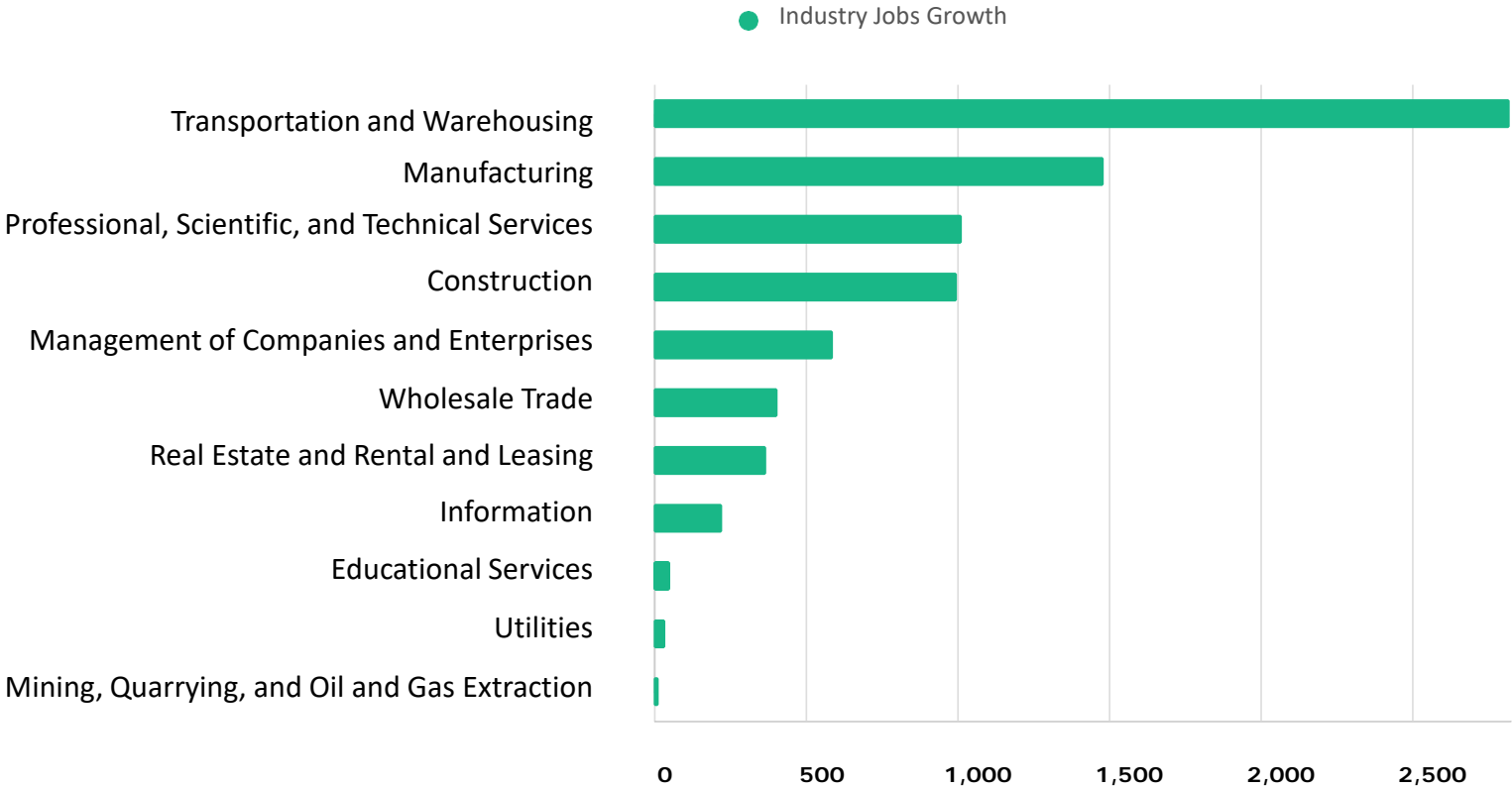
ZIP	Name	2021 Workers
08873	Somerset	25,424
08844	Hillsborough	23,434
08807	Bridgewater	20,842
08822	Flemington	16,830
08876	Somerville	13,340



# Largest Industries

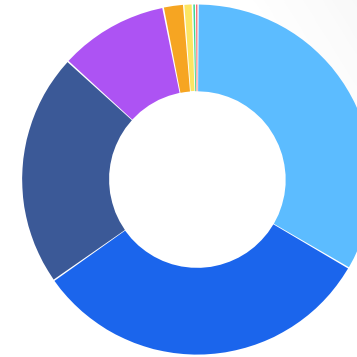


# Top Growing Industries



# Business Characteristics

Online profiles for your workers mention **30,499 companies** as employers, with the top 10 appearing below. In the last 12 months, 5,741 companies in your area posted job postings, with the top 10 appearing below.



Top Companies	Profiles	Top Companies Posting	Unique Postings
Verizon Communications	2,142	Johnson & Johnson	3,341
Johnson & Johnson	1,914	Verizon Communications	2,967
Sanofi	1,219	Sanofi	1,063
AT&T	1,170	Randstad	958
Merck	778	Cognizant Technology Solutions	902
Hunterdon Medical Center	726	Daiichi Sankyo	871
Chubb	534	Chubb	799
Bank of America	475	Robert Half	747
Bristol-Myers Squibb	468	Hunterdon Medical Center	676
MetLife	427	RWJBarnabas Health	638

Number of employees      Percentage      Business Count

1 to 4 employees      33%      7,222

5 to 9 employees      31.8%      6,894

10 to 19 employees      21.5%      4,663

20 to 49 employees      10.1%      2,186

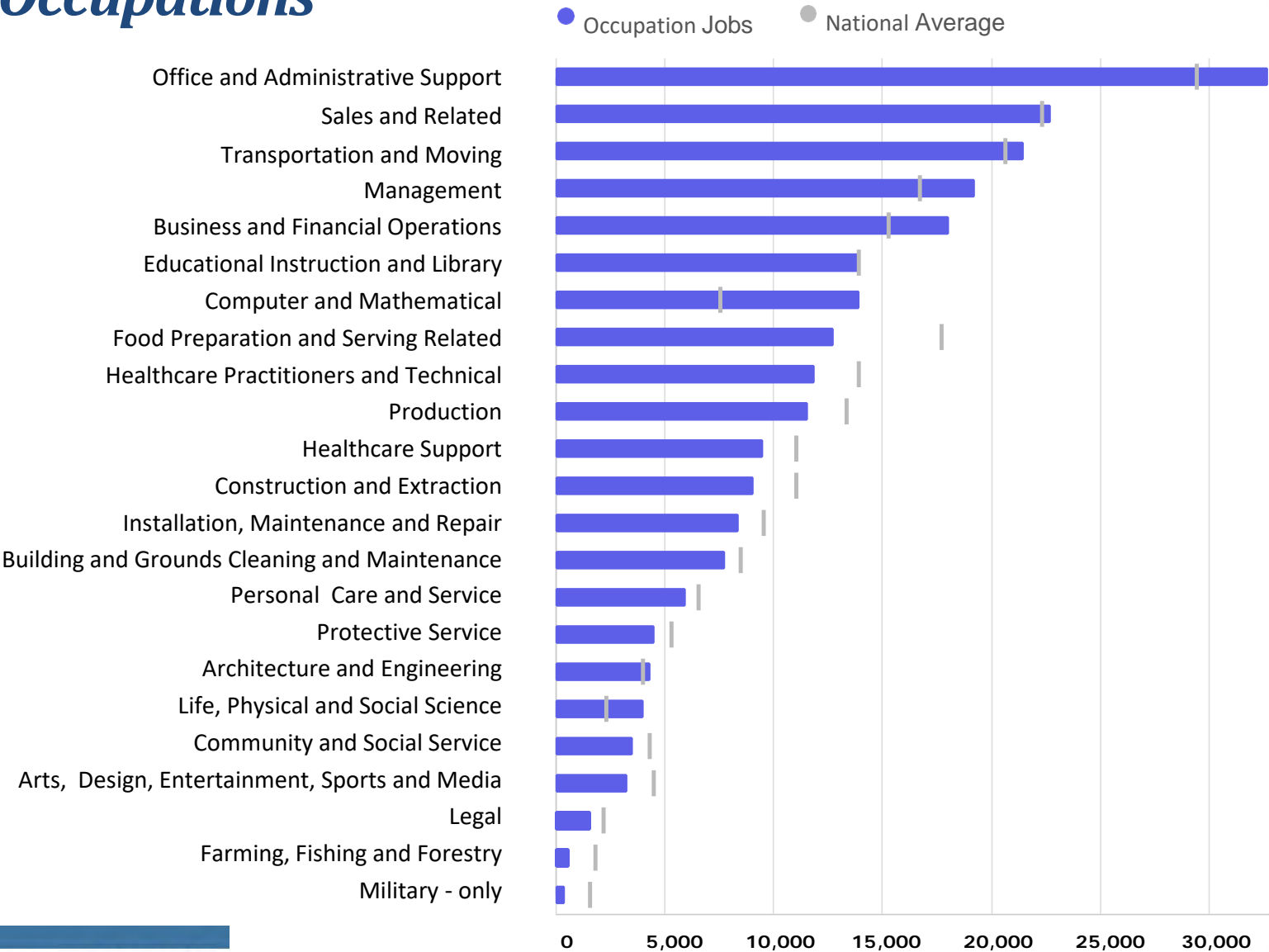
50 to 99 employees      1.9%      412

100 to 249 employees      0.8%      173

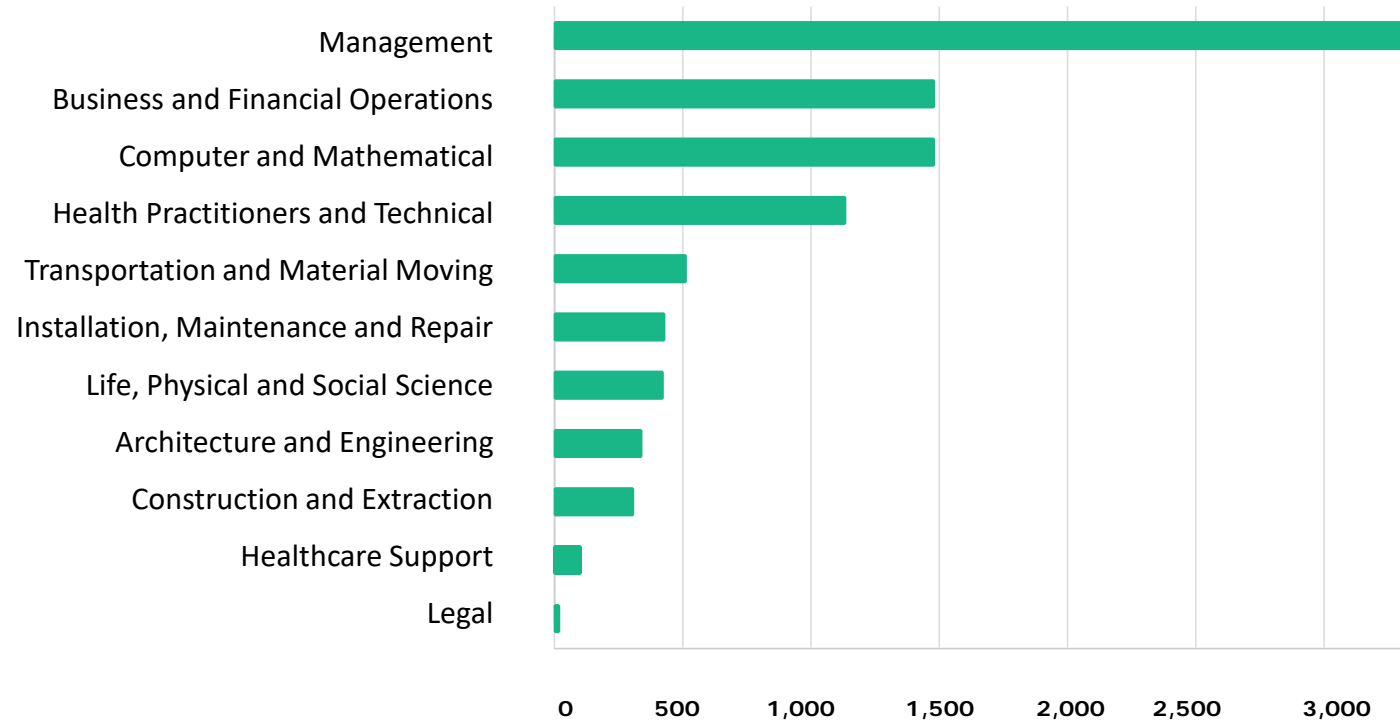
250 to 499 employees      0.3%      61

500+ employees      0.2%      49

# Largest Occupations

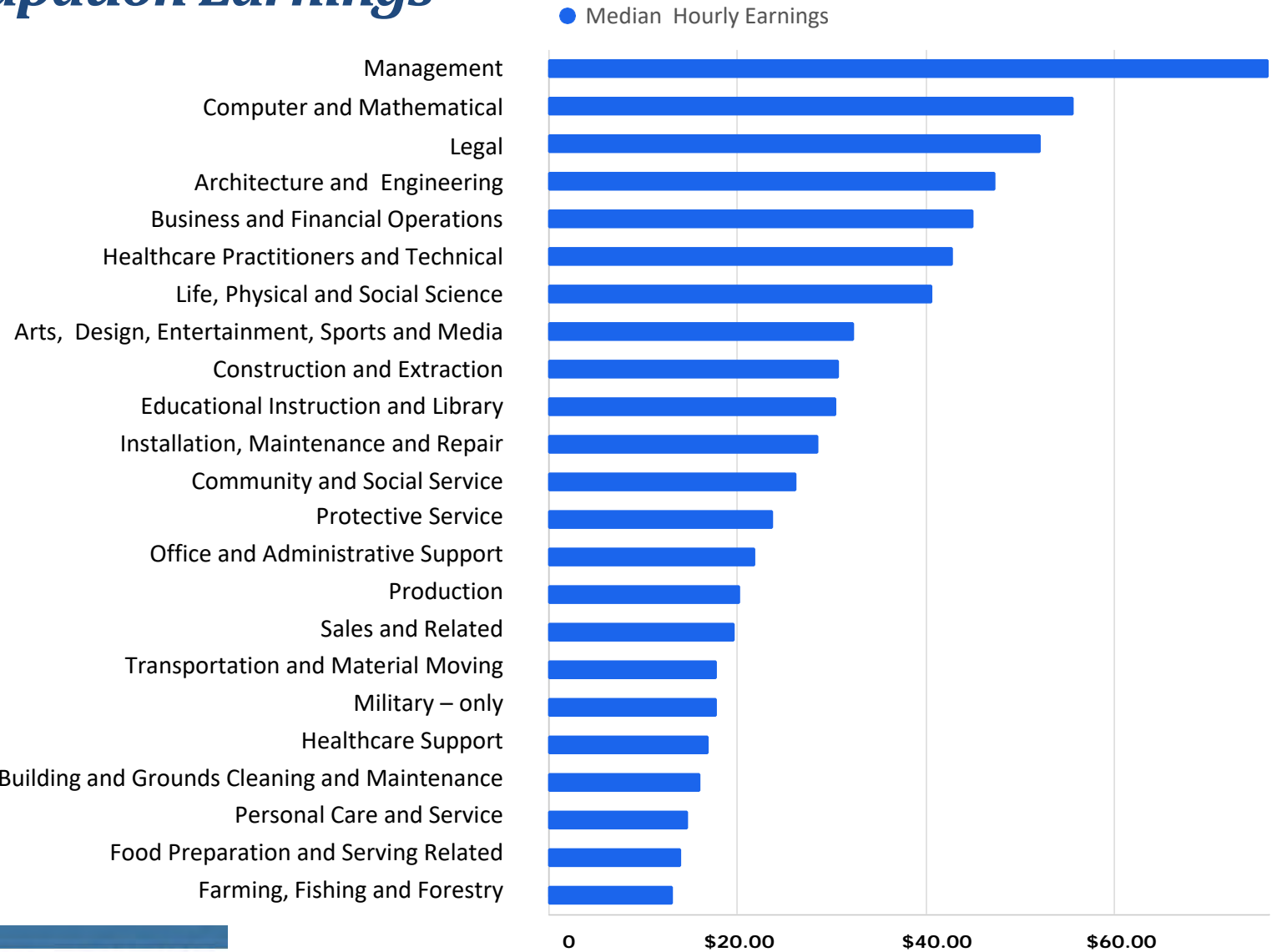


# Top Growing Occupations





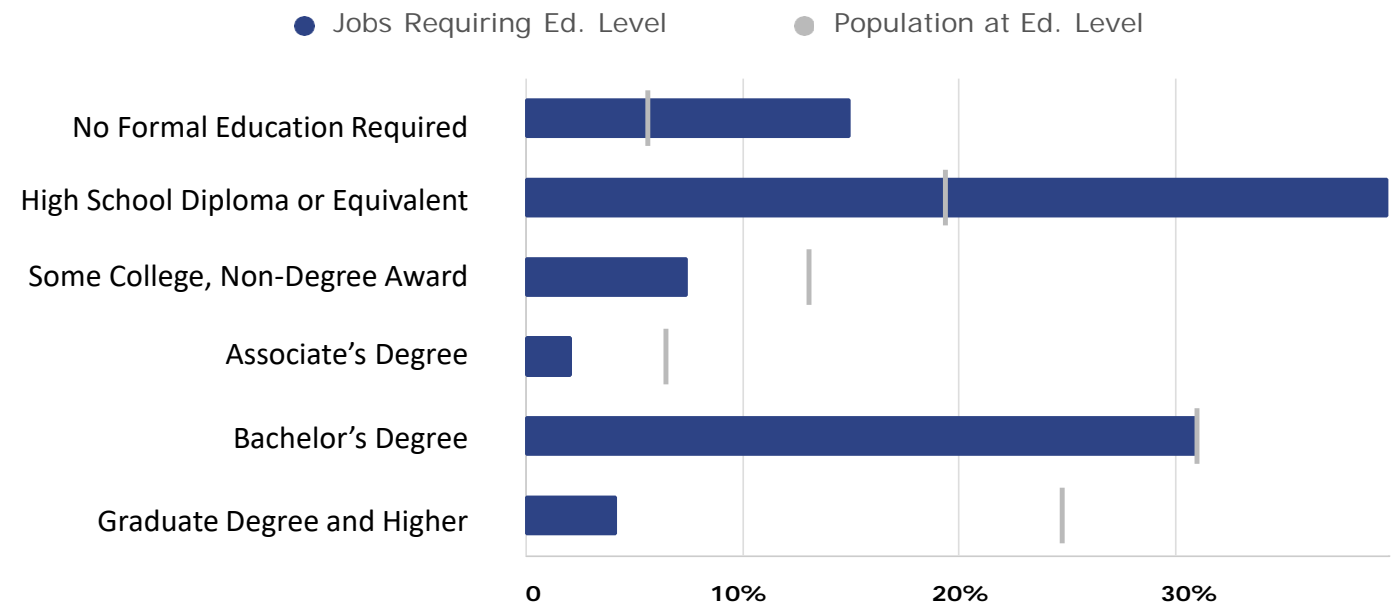
# Top Occupation Earnings



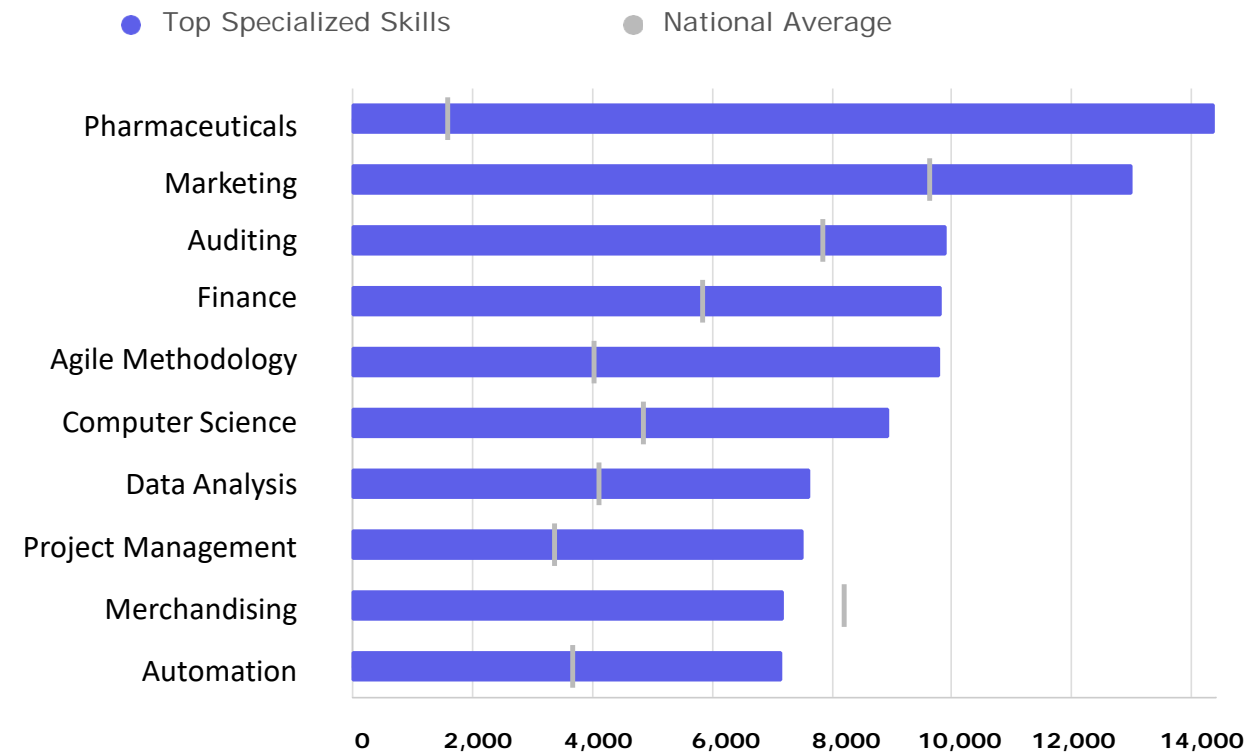
# Top Posted Occupations



# Underemployment



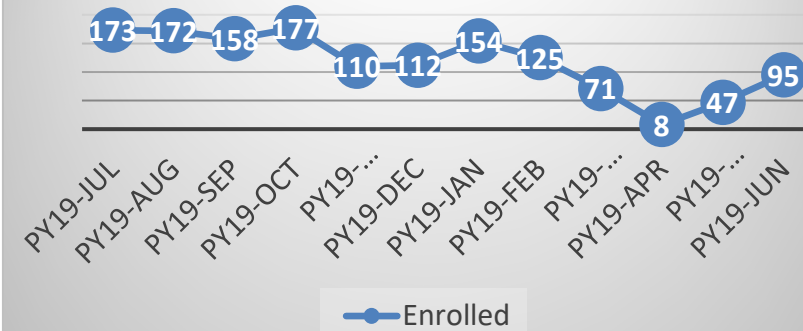
# In-Demand Skills



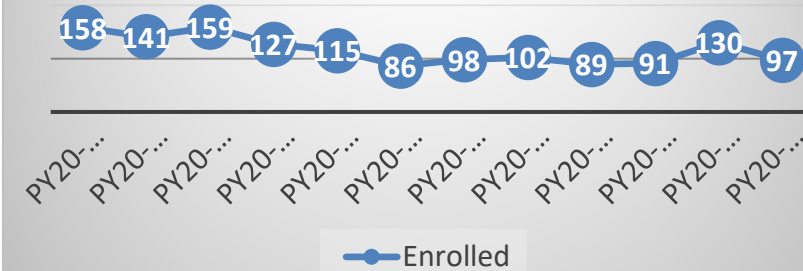
# Greater Raritan One-Stop Customers from July 1, 2019, and June 30, 2022

Hunterdon County		Somerset County	
Town	Registered	Town	Registered
<b>Total</b>	<b>1,051</b>	<b>Total</b>	<b>2,335</b>
FLEMINGTON	288	BRIDGEWATER	383
WHITEHOUSE STATION	104	HILLSBOROUGH	370
LEBANON	76	SOMERVILLE	271
ANNANDALE	64	SOMERSET	214
CLINTON	57	BASKING RIDGE	190
GLEN GARDNER	49	BOUND BROOK	132
CALIFON	44	MANVILLE	118
RINGOES	43	RARITAN	89
HIGH BRIDGE	42	BEDMINSTER	76
LAMBERTVILLE	42	PLAINFIELD	75
PITTSBURY	42	SOUTH BOUND BROOK	66
HAMPTON	39	BELLE MEAD	61
STOCKTON	38	SKILLMAN	61
ASBURY	33	BERNARDSVILLE	51
FRENCHTOWN	33	FRANKLIN PARK	40
MILFORD	23	NESHANIC STATION	31
THREE BRIDGES	10	MARTINSVILLE	25
BLOOMSBURY	8	WARREN	21
OLDWICK	4	FAR HILLS	15
POTTERSVILLE	3	LYONS	12
BAPTISTOWN	2	WATCHUNG	11
SERGEANTSVILLE	2	ROCKY HILL	6
WHITEHOUSE	2	GLADSTONE	4
QUAKERTOWN	1	KINGSTON	4
READINGTON	1	PEAPACK	3
ROSEMONT	1	LIBERTY CORNER	2
		PLUCKEMIN	2
		FLAGTOWN	1
		BLAWENBURG	1

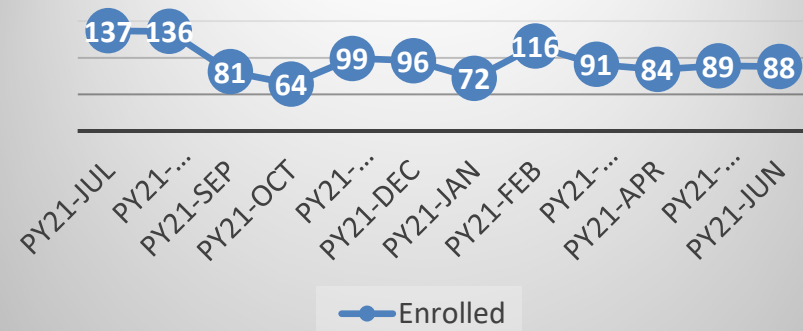
## Program Year 2019



## Program Year 2020



## Program Year 2021

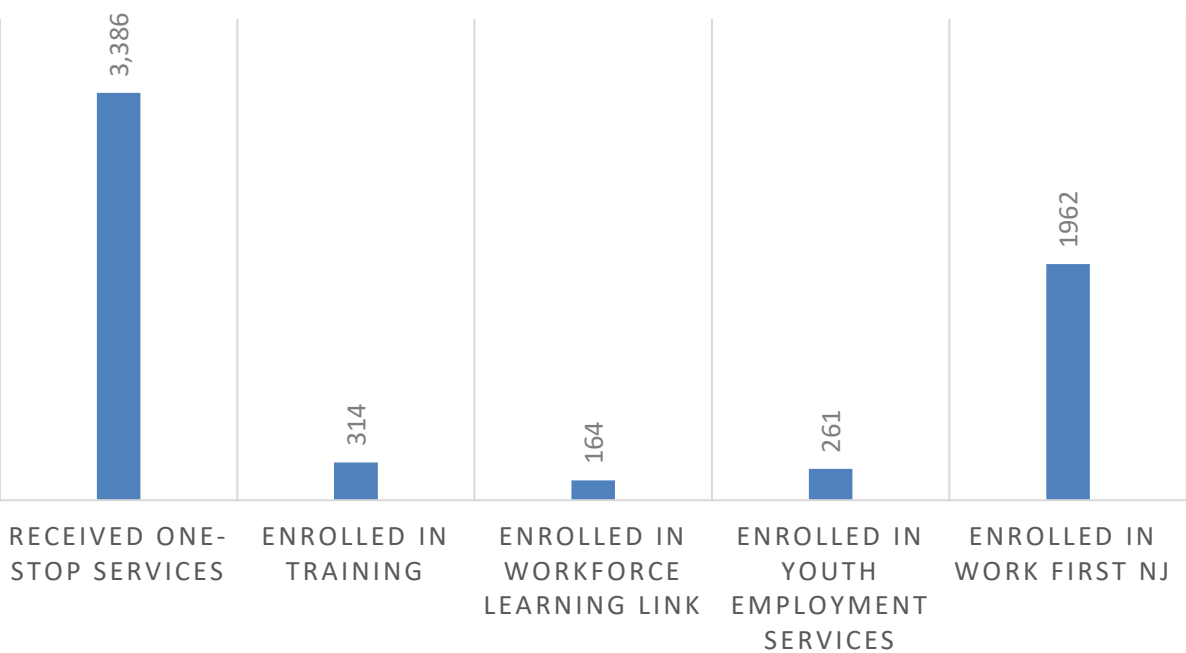




# Total Greater Raritan One-Stop Participants Compared to Training Services Participants, and Earnings Change Comparison

Comparison between total individuals served by Greater Raritan One-Stop and total individuals enrolled in Training, Learning Link, Youth Employment Services, and Work First NJ

PROGRAM YEARS 2019, 2020, 2021  
COMBINED

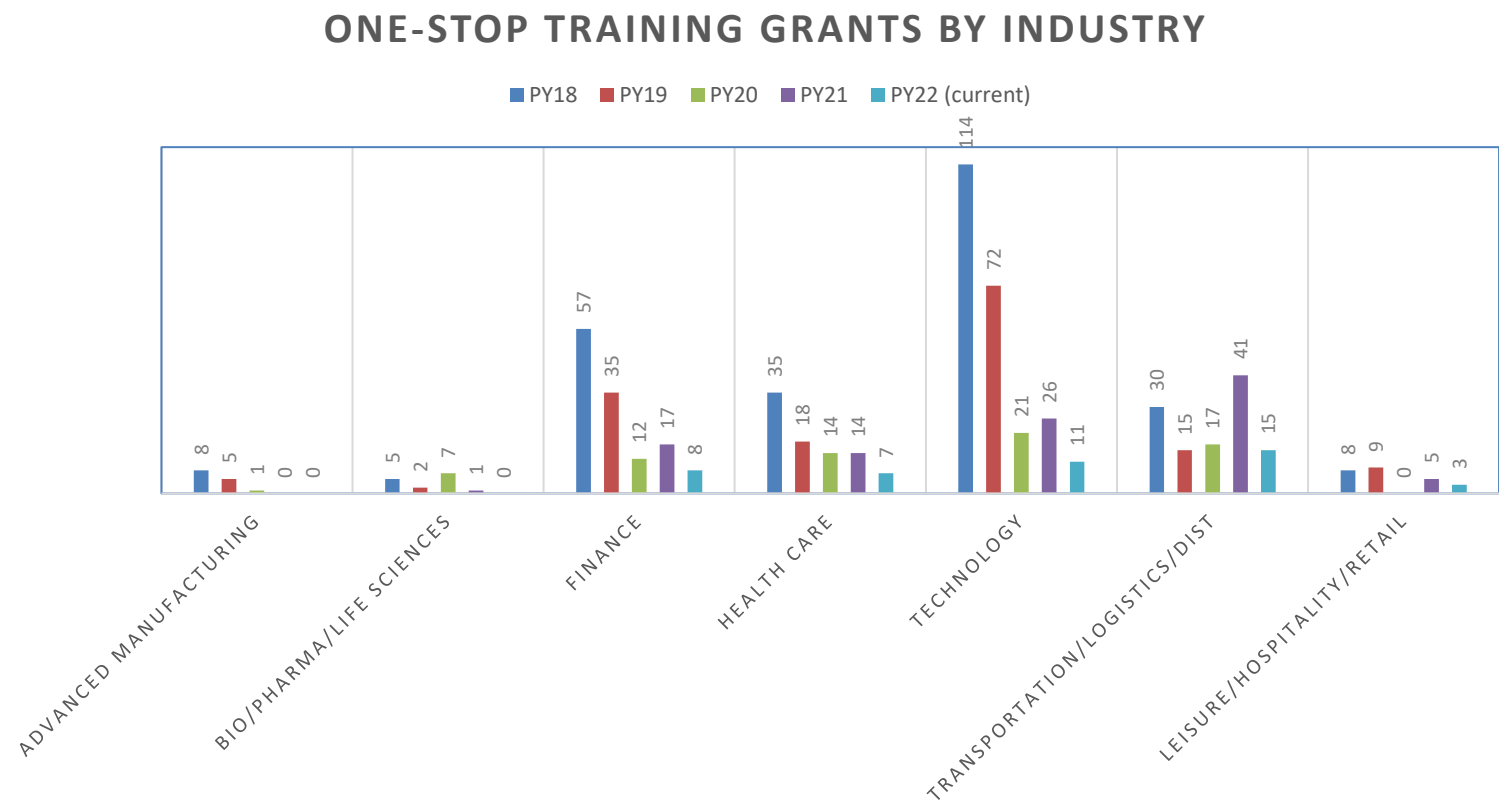


Earnings change for One-Stop Customers between July 1, 2020 – Sept. 6, 2022. This data represents the difference between One-Stop participants average earnings in the six months before One-Stop registration and the average earnings 6-9 months after One-Stop participation

	Total Registration	Earnings Change (Avg)
Greater Raritan WDB	3,948.00	15,333.19
Morris-Sussex-Warren WDB	8,089.00	12,860.61
Bergen County WDB	6,060.00	9,613.97
Burlington County WDB	3,519.00	7,735.23
Union County WDB	6,766.00	5,686.81
Essex County WDB	8,515.00	4,315.06
Passaic County WDB	8,072.00	3,728.71
Hudson County WDB	3,980.00	3,480.77
Total	48,949.00	8,014.60

This data is reported by FutureWorks BI with data provided by Greater Raritan One-Stop through the New Jersey Department of Labor and Workforce Development

# Greater Raritan One Stop Career Training Center Grants By Industry



# Combined Greater Raritan Performance from Program Year 2021 to Program Year 2022

This data represents the percent of the state goals that has met during the period between July 1, 2019, and June 30, 2022.

	Employment Q2 Adult	Employment Q2 DW	Employment Q2 Youth	Employment Q4 Adult	Employment Q4 DW
Cumberland/Salem/Cape May	104.5 %	101.3 %	107.3 %	106.1 %	101.3 %
Ocean County	96.7 %	99.7 %	99.4 %	91.7 %	106.3 %
Morris-Sussex-Warren	100.5 %	99.3 %	101.0 %	95.2 %	101.9 %
Atlantic County	102.2 %	97.6 %	120.0 %	97.4 %	105.2 %
Camden County	103.0 %	96.8 %	116.6 %	98.5 %	101.5 %
Essex County	86.8 %	94.4 %	109.1 %	83.2 %	93.2 %
Greater Raritan	77.6 %	93.2 %	132.4 %	79.2 %	97.7 %
Hudson County	96.7 %	89.0 %	93.6 %	91.2 %	88.9 %
Gloucester County	107.3 %	86.9 %	102.8 %	101.0 %	96.2 %
Bergen County	80.4 %	86.1 %	77.9 %	76.3 %	92.2 %
Passaic County	99.3 %	85.9 %	80.8 %	89.5 %	86.9 %
Mercer County	89.1 %	85.6 %	93.7 %	82.6 %	85.2 %
Burlington County	109.6 %	85.5 %	93.4 %	101.2 %	95.0 %
Jersey City	94.2 %	85.3 %	96.1 %	82.3 %	81.8 %
Monmouth County	97.5 %	80.0 %	106.2 %	105.6 %	81.5 %
Newark	103.9 %	79.5 %	122.5 %	89.8 %	91.2 %
Union County	106.5 %	78.3 %	116.8 %	94.2 %	81.0 %
Middlesex County	96.8 %	77.2 %	103.3 %	94.1 %	86.7 %

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

# Local Impact on State Total Performance

The left slide of the chart represents the total impact each local area has on the state total performance in Program Year 2021.  
The larger the square, the more individuals that are counting towards the state performance goals from that area.

**PY21 –  
Dislocated  
Worker –  
Employment  
2nd Quarter after  
Program Exit**



# Local Impact on State Total Performance

The left slide of the chart represents the total impact each local area has on the state total performance in Program Year 2021. The larger the square, the more individuals that are counting towards the state performance goals from that area.

PY21 – Adult Low Income – Employment 2nd Quarter after Program Exit





# Local Impact on State Total Performance

The left slide of the chart represents the total impact each local area has on the state total performance in Program Year 2021.  
The larger the square, the more individuals that are counting towards the state performance goals from that area.

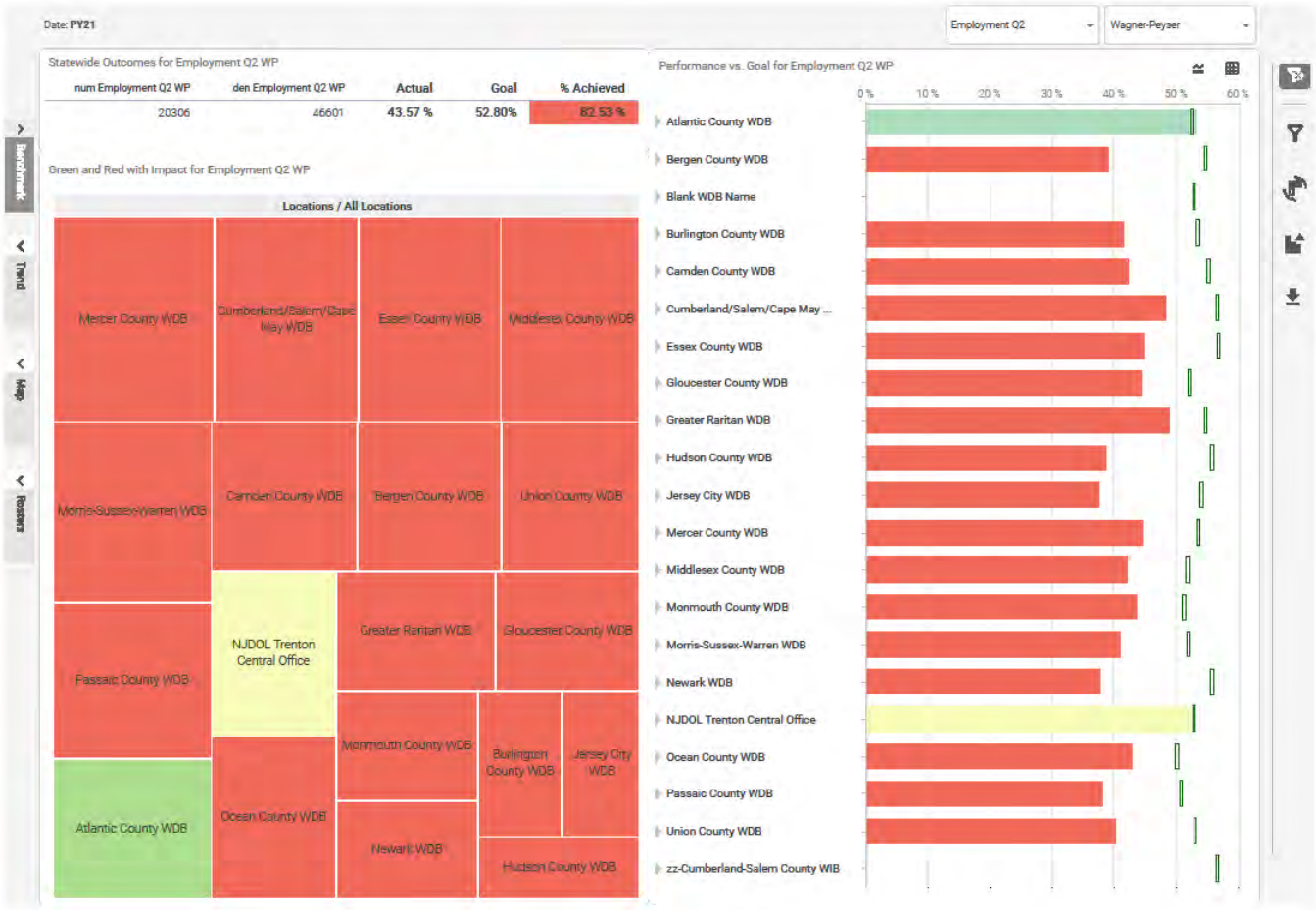
PY21 – Youth –  
Employment 2nd  
Quarter after  
Program Exit



# Local Impact on State Total Performance

The left slide of the chart represents the total impact each local area has on the state total performance in Program Year 2021.  
The larger the square, the more individuals that are counting towards the state performance goals from that area.

PY21 –  
Wagner Peyser /  
Employment  
Services



# SkillUp Greater Raritan Course Analysis

Since February 2020, 3,024 individuals have registered to use SkillUp Greater Raritan. In the past year, customers added 1,787 learning tracks to their plans. More than 3,580 training hours were completed in the course tracks; 288 trackers were completed 100% with digital badges earned. Greater Raritan also added 1Huddle gaming courses for the Summer Youth Employment Program, with 57 program participants completing this new module.

## Most Popular Skill Tracks

1. Active Listening
2. Email Essentials
3. Communication
4. Business Etiquette
5. Cultural Sensitivity
6. Decision Making
7. Getting Information
8. Team Skills
9. Workplace Harassment
10. Discovering Your Strengths
11. MS Excel 2019 101
12. Business Math
13. Grammar 101
14. MS Excel 2016
15. HIPAA
16. Accounting
17. Basic First Aid
18. Grammar 102
19. LinkedIn
20. Microsoft Office 365: Teams
21. MS Excel 2019 102
22. MS Word 2019 101
23. Python 101
24. Critical Thinking Essentials
25. Emotional Intelligence
26. MS Excel 2016 (Intermediate)
27. QuickBooks Pro 2017
28. Accounting Software- QuickBooks
29. Anger Management
30. Business Writing
31. MS PowerPoint 2019 101
32. Working with Difficult People
33. Administration
34. COVID-19
35. MS Office 365 101
36. Problem Solving
37. Workplace Skills
38. Academic Skills
39. Compensation and Benefits
40. Creative Thinking MS Word 2019 102
41. Professional Networking
42. Public Speaking
43. Resolving Conflicts
44. Working from Home
45. Communicating with Supervisors, Peers, or Subordinates
46. MS PowerPoint 2016
47. Presentation Skills
48. Tableau
49. Accounting Basics
50. Coaching

## Most Popular Certification Tracks

1. 77-727 Microsoft Office Specialist Excel 2016
2. Certified Business Analysis Professional (CBAP)
3. 77-725 Microsoft Office Specialist: Word 2016
4. HRCI – Professional in Human Resources (PHR)
5. MO-200: Microsoft Office Excel 2019
6. 77-418 Microsoft Office Specialist - Word 2013
7. Certified Associate in Project Management (CAPM)®
8. MO-300: Microsoft PowerPoint 2019
9. Project Management Professional (PMP)
10. MO-100: Microsoft Word 2019
11. SHRM CERTIFIED PROFESSIONAL (SHRM-CP)
12. 77-731 Microsoft Office Specialist: Outlook 2016
13. ASQ – Six Sigma Yellow Belt
14. CompTIA A+ 220-1101
15. 77-729 Microsoft Office Specialist: PowerPoint 2016

## Top 20 Tracks Completed 100%

Track Name	# Completed	Track Name	# Completed
Getting Started!	162	Anger Management	8
Active Listening	16	SkillUp Entry-Level Job Readiness	8
Communication	14	Grammar 101	7
Email Essentials	14	Discovering Your Strengths	6
Business Etiquette	13	MS Excel 2019 101	5
Cultural Sensitivity	13	Working with Difficult People	5
Decision Making	13	Grammar 102	4
Team Skills	12	HIPAA	4
Workplace Harassment	12	Microsoft Office Specialist - 2013	3
Getting Information	10	Administration	3

# Accomplishments – Highlights Since 2020

Innovation and adaptability were and continue to be crucial to system partners successes, as does collaboration among all system partners, to help streamline services and identify opportunities to braid funding and programs. Of note:

- The GRWDB repositioned its **website** as the primary source for programs and services as well as data. The **Data** page includes quarterly jobs reports produced by the NJDOL Office Research and Information, and an exclusive **Unemployment Tracker** going back to March 2020. In 2021, the GRWDB also posted a **Performance Dashboard** presenting data previously available in Excel and a **Finance Dashboard** tracking the expenditures of all account strings. From Jan. 1 to Nov. 22, 2023, the site has 10,421 visitors with 20,020 pages views. The most viewed pages are the home page, resources/jobseekers, calendar and resources/employers. Of the viewers, 55.78 used a desktop and 42.96 used a mobile device.
- GRWDB staff post regularly on **LinkedIn, Facebook and Twitter**, and the Board has published a **newsletter** twice a year since 2019. **News releases** about board programs and services are shared several times a month with dozens of traditional and emerging media outlets. The Training Center also maintains a **text alert service** with weekly notices to more than 1,000 individuals.
- The GRWDB has pursued new state funding opportunities, including the **Pathways to Recovery Program** (2022) which is supported by a new vendor partner, Prevention Links, The GRWDB also received **Summer Youth Employment Program** funding, in 2020, 2021 and 2022. For 2022, the GRWDB received funding for 40 youth, along with **American Rescue Plan funding** from Somerset County for 20 more positions. In all, 57 youth participated in the program.
- The GRWDB received **American Rescue Plan funding** from Somerset County (\$38,000) and Hunterdon County (\$12,000) **for in-demand training opportunities** at RVCC's Workforce Training Center. As of Nov. 22, funding for 14 youth in two programs has been encumbered and more than half of the funds are available to support additional students in 2023.
- **SkillUp / Metrix** was first piloted and introduced systemwide in February 2020 by the GRWDB and partners. It has been used as a way to engage job seekers, including sending mass outreach emails to UI recipients. Since being launched, more than 3,000 community members have used the system, which is now statewide.
- The GRWDB launched a **Chromebook loaner program** 20 months ago, working with the Somerset County Library System, the One-Stop Operator and the WFNJ vendor. The 40 Chromebook-fleet has been utilized by 93 WFNJ customers, supporting a new local WFNJ service-delivery model. In January of 2023, five more Chromebooks are planned for Learning Link customers.



## *Accomplishments - Highlights Since 2020 (continued)*

- The GRWDB launched a **Resume Portal**, which is available to the general public and is being used in conjunction with existing resume assistance provided by Training Center staff. Job seekers can create a resume and cover letter; the site also uses AI software to provide feedback and suggestions on resumes and LinkedIn profiles.
- The GRWDB and partners presented a **Disabilities Job Fair/Info Session** in October 2021 (110 in attendance), a **Youth Job Fair/Info Session** in April 2022 (150 in attendance) and a **multi-county Job Fair** with an outside partner, a Bridgewater Hindu Temple in May 2022 (500-plus in attendance).
- The board of the GRWDB has adopted **15 policies** in the past three years which codify how system services are to be delivered by partners. These policies aim to support customers more expansively and include **On-The-Job Training** and **Incumbent Worker Training** procedures that can be utilized by employers in the two counties. One of these policies, **on Supportive Services**, has been used by the Training Center to provide many ancillary supports, including certification exam payment, licenses, bus and train passes, books and more.
- The Board's **updated MOU** has been accepted by Somerset County – it is currently in review by Hunterdon County. This MOU (dating from 2013) needs to be updated as part of the process for the procurement of career services, envisioned for July 2023.
- The area's state **Business Services Representatives** captained a **Job Match project** which is supported by GRWDB and Training Center team members; emails on more than 9,000 jobs have been sent out to 2.3 million individuals in the state AOSOS system. The BSRs also conducted more than 70 **virtual recruitments** attracting more than 3 300 individuals. In the fall of 2022, the local BSR returned to **in-person recruitments**, focusing on small sector-specific events; a mobile van also was used for an event.
- The **Greater Raritan Training Center** moved quickly to a **hybrid model** of service delivery across all Title I services. This model continues today with in-person, virtual, phone or a combination as needed. **Employment Services and DVRS** also recently opened to in-person and is following a similar strategy, including for a reinvigorated **Jersey Job Club**. One-Stop Career Training Services and GRWDB staff also provided continuation of many services through virtual workshops, resume assistance and in-person services, and these services continue today.
- **WorkFirst NJ (WFNJ) services** (though voluntary) were provided without interruption by changing to a virtual and hybrid classroom model (utilizing Google classroom.) WFNJ services were also improved and streamlined through collaborative meetings with all partners



# *Do these still make sense for 2023 and beyond?*

**MISSION and VISION:** *“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 jobseekers.”*

## **STRATEGIC PRIORITIES**

- *Focus on sector strategies consistent with the New Jersey State (Economic Development) Plan and the New Jersey Combined (workforce development) Plan.*
- *Build strategic alliances with partners, including those in the economic development arena.*
- *Coordinate outreach to the business community among the various entities currently engaged in contacting businesses.*
- *Focus strategies on career paths versus simply employment.*
- *Recognize the role that transportation plays in employment.*
- *Develop additional revenue streams and be innovative about finances.*
- *Develop, host and promote career-related programming and resources as appropriate for job seekers and businesses.*

# *Do these still make sense for 2023 and beyond?*

*The GRWDB envisions a flexible, seamless and robust workforce training and education system where:*

- *Continuous improvement is embraced throughout the workforce training and education system.*
- *Workforce training and education resources meet the present and future talent needs of employers.*
- *Customer service and performance outcome expectations are exceeded.*
- *There is increased engagement of employers in workforce development planning and policy implementation.*
- *There are expanded opportunities and outcomes for employers and job seekers through increased market penetration with a focus on serving the needs of local businesses.*
- *There are expanded opportunities and outcomes for youth populations with a focus on sustainable wage career employment.*

# Questions to be answered for Local Plan

- *Are there populations we are missing or should outreach to more aggressively?*
- *Are our strategies around outreach, service delivery and follow-up supports adequate? Are we reaching the local partners, stakeholders and community influencers who can help engage job seekers and employers? For our counties, this also includes targets of the Migrant Seasonal Farmworker (MSFW) initiative.*
- *What new ideas and approaches to barrier resolution can be utilized, including, but not limited to, digital equity and education?*
- *Are roles and responsibilities clearly established among partners, including the Workforce Development Board, the One-Stop Operator, the Career Services vendor, the Youth Services vendor and the WorkFirst NJ vendor? As a corollary, is service integration a priority among partners?*
- *What assistance can (and should) Board and Committee members play in the procurement process for vendor services?*
- *Are we leveraging state program partners, including Business Services Representatives, Apprenticeship and Industry Partnership units?*
- *What more should we do to engage job seekers?*
- *What more should we do to engage employers?*

## *Have we addressed these questions?*

According to the guidance document provided to Local WDBs by the New Jersey State Employment and Training Commission, the Local Plan should begin with a discussion of mission, vision and goals and follow a prescribed style. Throughout the document, Local Areas should ensure the documents emphasize the following:

- ***Integration of required One-Stop partners and services into One-Stop Career Centers*** – what are the actions and steps your Local Area plans to take over the next four years to build up the relationships and connection across partners and services, including with youth providers?
- ***Customization of services for employers and jobseekers*** – what are the actions and steps your Local Area plans to take to expand service options – specifically related to work-based learning, supportive services, job placement supports, follow-up services, and virtual services - and ensure the individualization of strategies and solutions for job seekers and employers, including for youth?
- ***Strengthening local governance*** – what are the actions and steps your Local Area plans to take to ensure that LWDB functions and One-Stop Career Center service delivery operations comply with WIOA regulations and maximize the impact of these resources in your local workforce system?

## *Thank You For Your Time -- And One More Ask!*

We welcome your further input in the development of the GRWDB's Local Plan.

We will be working on this document over the next three months. Once completed, the plan has to be posted on the GRWDB website for 30 days to allow for adequate public comment; any comment has to be included for the submission to the NJ SETC. The plans are to be in place by June 30, 2023.

Board and committee participation is welcomed, encouraged and needed for the review of the Local Plan prior to its posting for public comment. GRWDB staff members need at least three Local Plan Review Committee members – we anticipate meeting two to three times between now and the end of February. Interested members can contact Paul Grzella at [grzella@co.somerset.nj.us](mailto:grzella@co.somerset.nj.us) or Joanne Hala at [joanna.hala@unitedwaynnj.org](mailto:joanna.hala@unitedwaynnj.org).



# BUILD YOUR RESUME IN HEAL+HCARE

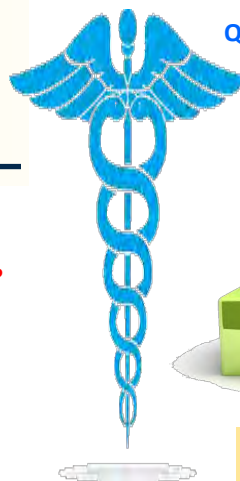


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**FROM 11:00 A.M.-12:00 P.M. EST**

Contact: Suvra Datta: [suvrad@kaizentek.com](mailto:suvrad@kaizentek.com) | (732) 766-5274  
Ravi Kiran: [ravikiranm@kaizentek.com](mailto:ravikiranm@kaizentek.com) | (732) 762-6075



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