



NASWA

Winter Policy Forum

February 28 to March 2, 2005

Presenter JoAnn Hammill



Background

The State Employment and Training Commission's White Paper, *A Workforce In Transition*, discussed the fragmented workforce development in NJ.

Vision of the Governor: To consolidate the State's "To Work" programs to build a coordinated system that has the ability to close the skills gap and produce a skilled workforce.

NJ is committed to strengthening the One-Stop Career Center System to meet the employment and career development goals of individuals and the needs of employers. TANF recipients must be included in the population served by the One-Stop Career System.



Consolidation Goals

- Create a unified, comprehensive workforce system
- Coordinate workforce and support services
- Eliminate duplication
- Extend opportunities for economic self-sufficiency
- Increase educational, training, and employment opportunities for the TANF/GA/FS population
- Facilitate long-term economic success for the State
- Provide a single access point for all employment and training services



Consolidation Goals

- Promote a business-focused labor force strategy
- Strengthen New Jersey's reputation as a State with highly skilled workers
- Encourage and fund innovative, long-term, and comprehensive post-employment services that support retention and advancement (i.e. distance learning).



Consensus Building

- Governor's Summit and Budget speech in January 2003 announced the consolidation
- Statewide meetings held by the Commissioners of Labor, Education, and Human Services. Specific groups were addressed:
 - Chief Elected Officials, Workforce Investment Boards
 - Educational Institutions
 - County Welfare Directors
 - Disability Community & Community Based Organizations
- Meetings held with US Departments of Health and Human Services and Education to discuss the consolidation
- Several critical interdepartmental workgroups were formed to discuss the strategies for consolidation



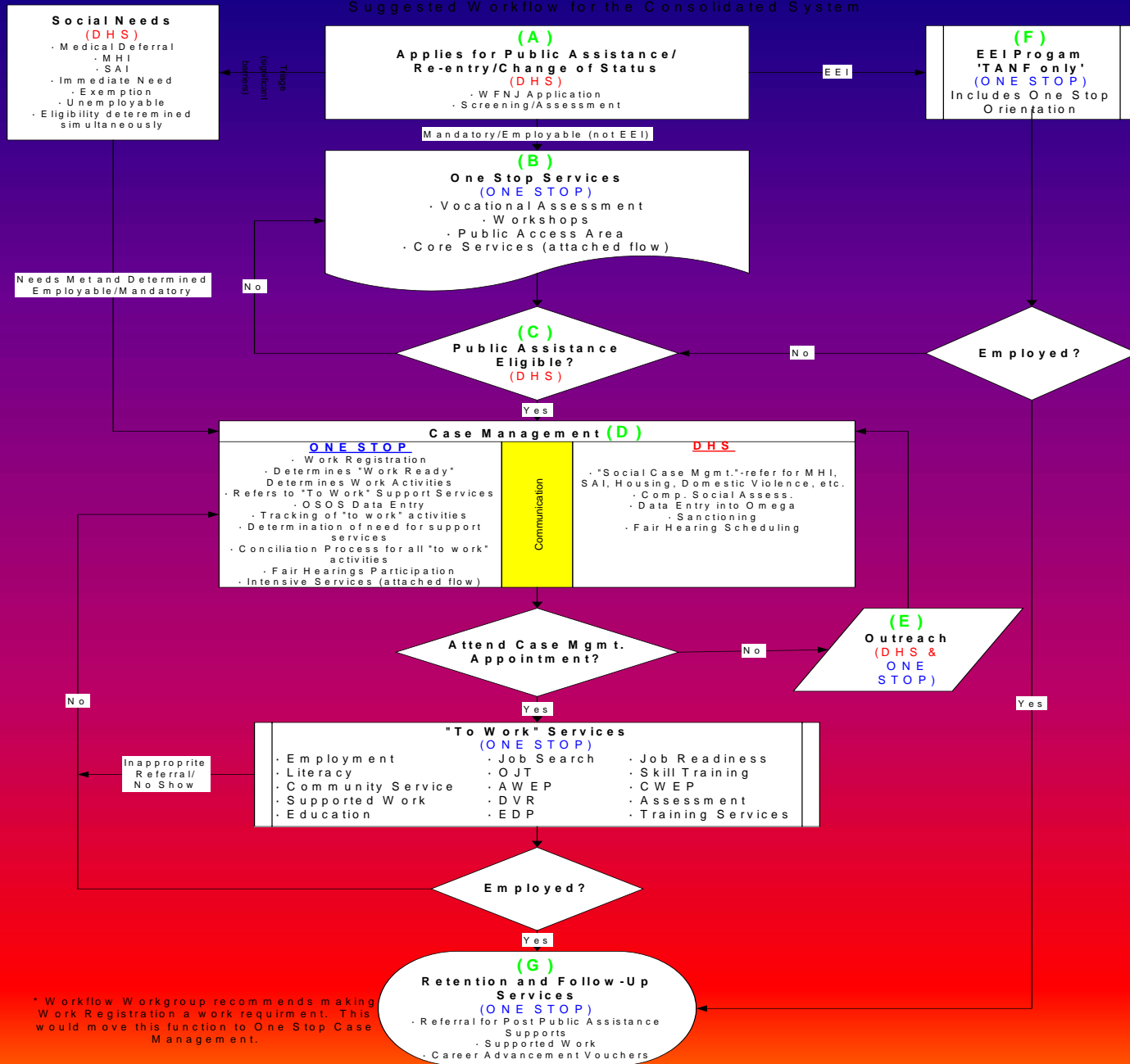
Serving the TANF/GA/FS Customers

- The welfare agency is the first point of contact into the system
- Customers meet with case managers; an assessment is conducted; and barriers are identified, such as:
 - Homelessness
 - Domestic violence
 - Emergency assistance/immediate need
 - Medical conditions
 - Mental health
 - Substance abuse
 - Disabilities
- The welfare agency assists the customer to become work ready
- Once the customer is determined to be work ready, the customer is referred to the One-Stop Career Center



Template for Change

TEMPLATE FOR CHANGE: Welfare Customer Suggested Workflow for the Consolidated System



* Workflow Workgroup recommends making Work Registration a work requirement. This would move this function to One Stop Case Management.



Serving TANF Population in the One-Stop

- Customers are referred to the One-Stop upon determination of eligibility for public assistance
- All One-Stop services and activities will be available to the TANF, FS and GA populations
- Case managers at the One-Stop develop an employment plan and assist customers with meeting self-sufficiency goals
- Case managers from welfare agencies and the One-Stop will maintain constant communication



Barriers Presented at the One-Stop

- Case managers will be cross-trained
- Customers will have access to case managers and social workers at the welfare agency
- Welfare agencies will locate staff at the One-Stops to provide work support services onsite.
- One-Stop will refer customers back to the welfare agency so barriers can be addressed



Camden County One-Stop: A Successful Collaboration

- Extensive process mapping procedure involving all partners
- Seven partners are located at the One-Stop
- County Welfare agency has staff collocated at the One-Stop
- TANF, Food Stamp, and GA Job Search is provided in the One-Stop
- Camden has the highest success rate in NJ for the Early Employment Initiative program
- Hours of One-Stop are expanded to meet customer needs
- Services provided on-site: orientations, workshops, literacy programs, job readiness, computer literacy, civil service testing, assessment, and GED testing



Camden County: A Successful Collaboration

- One of NJ's pilot sites for Workplace Literacy with creation of Workforce Learning Link center
- Established a Childcare Drop-Off Center
- Houses the State's first One-Stop Business Resource Center
- Job Fairs conducted on-site two times each month

The public assistance population has access to all of these services



Local Planning Process

- SETC initiated the planning process with the 17 Workforce Investment Areas in New Jersey
- Local areas proposed plans for the integration of services to TANF, FS and GA customers into their One-Stop Career Center Systems
- Labor & SETC are providing technical assistance to local areas
- Final Plans were received in February 2004
- Full implementation took place on July 1, 2004



New Jersey's Consolidated Workforce Development System

Next Steps— WIA Reauthorization