

**Special points of interest:**

- WIB Holds Youth Providers Expo
- NORWESCAP Presents Poverty Forums
- Local GED Test Centers Honored

## WIB Holds Youth Providers Expo

The WIB held a Youth Providers Expo on October 23 at the Office of Temporary Assistance in Morristown. Assistant Coordinator of the WIB **Barbara Miller** and Ronnie Kauder of the Employment & Training Institute shared labor market tools and best practices with attending youth providers.

The labor market tools can help identify jobs currently in demand, the skills needed to get those jobs, how to assist youth in exploring career options with those jobs in mind, and how to match youth customers' skills with jobs in demand. (see box for "Internet Tools for Career Planning for Youth")

In addition, several youth providers gave an overview of their successful program elements and led a discussion on youth best practices, i.e., what actually works in youth programs.

The **Family Support Organization** stressed involving both youth and family; youth input and involvement in their own process; a supportive and trusting relationship with adults; focusing on the positives and not the negatives; and, teaching self-advocacy.

The **New Jersey Youth Corps** discussed making the youth a part of the team; helping them see themselves as part of the big picture; expanding their background, experience and exposure; giving them someone who believes in them until they believe in themselves; providing structure, support and nurturing; connecting them with available adults; and, helping them understand others.

### Internet Tools for Career Planning for Youth

careerinfonet.org  
rileyguide.com  
careeronestop.org  
nextsteps.org  
careervoyages.gov  
onetcenter.org

**Phillipsburg School-Based Youth Services** emphasized students being there for themselves, not because they "have" to; developing a relationship with school counselors so providers can contact youth before they drop out; providing access to a full spectrum of services including health, mental health, transportation and counseling; creating a positive setting conducive to learning including activities and snacks; and, having a small staff to student ratio.

General discussion ideas included: helping with documentation; working with families, especially the immigrant population; partnering with colleges and businesses to learn what is wanted in an entry-level employee, what education/training is needed, and helping youth to make the connection; funding drivers' licenses; helping with photo ID; and, providing after hours programs.

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## Patten Chosen to Serve on CTE Advisory Council

WIB Director **Jack Patten** was recently asked to serve on the New Jersey Career and Technical Education (CTE) Advisory Council. In this capacity, Patten represents all County and Regional Workforce Investment Boards in the state.

The Council's vision is "to prepare all students for their role as citizens and for career opportunities of the 21<sup>st</sup> century." In that vein, it will lay the groundwork for the Perkins 5-Year Plan by addressing strategies to:

- *promote integration of rigorous academic and career standards*
- *provide high quality, intensive, sustained professional development for teachers, administrators and counselors*
- *recruit and retain CTE teachers, counselors and underrepresented groups in teaching*

**"This is an excellent initiative for aligning local training with high-demand, high-skill, high-wage occupations."**

- Jack Patten

- *develop and implement Programs of Study*
- *focus on high-demand, high-skill or high-wage occupations*
- *meet or exceed state's performance measures*
- *link secondary and postsecondary education*
- *improve instruction for special populations*

The CTE Council's goal is "to provide high quality programs, measured by program performance standards." Those performance standards and measures are:

- *successful placement after exit*
- *retention in program (post secondary)*
- *non-traditional student participation*
- *non-traditional student completion*

The Perkins 5-Year Plan can be viewed at: [www.nj.gov/education/voc/plan/plan.pdf](http://www.nj.gov/education/voc/plan/plan.pdf)



**Next WIB  
Open Meeting:**

**January 31**

**Save the Date!**

## Labor Market Information "Crosswalk" Project

Barbara Miller, Assistant Coordinator of the WIB, has taken the lead on a major project creating a "crosswalk" between data in the Standard Occupational Code (SOC) and the North American Industrial Code System (NAICS).

One of the challenges in effectively using labor market information is reconciling SOC job titles with the NAICS. To address this challenge, Barbara is developing a crosswalk document placing SOC job titles in their appropriate NAICS industries to better utilize available labor market data and projections.

The crosswalked information will be used to plan programs and training based on knowledge of exact occupations in various industries.

The crosswalk will bridge the gap between occupational and industrial labor market information to better identify employment trends in the WIB area.

### WIB Word Submissions

Please e-mail submissions to:  
[ssullivan@co.morris.nj.us](mailto:ssullivan@co.morris.nj.us)

# NORWESCAP Presents Five Poverty Forums

## Warren County Forum Stresses Earned Income Tax Credit

On November 9, **Terry Newhard**, **WIB member** and CEO/Executive Director of the anti-poverty non-profit NORWESCAP, led a sobering forum at Centenary College in Hackettstown on the growing poverty rate.

Warren County Freeholder Everett A. Chamberlain gave the opening remarks at the fourth in a series of five poverty forums. Approximately 90 participants explored possible ways to eradicate poverty. While there was a large number of non-profits, government agencies and community activists present, it was noted that the media, clergy, business leaders, political and other opinion leaders need to be brought to the table on poverty. As Newhard observed, "Poverty is not a red county or blue county problem; it is purple in nature with no degree of partisanship, and needs to be treated in a proactive fashion."

The following ideas for eradicating poverty were discussed:

- A broad-based effort to help collect Earned Income Tax Credit (EITC) dollars for low-income families using the collaborative efforts of business, non-profits, government agencies, and a host of volunteers. Terry Newhard reported that low-income Morris, Sussex, Warren, Hunterdon and Somerset families are losing more than \$217 million dollars, money that would make a great impact on the standards and lives of low-income families and the economy in general.

- A "Middle Start" program for eighth graders. This program, which would be similar to Head Start for young children, would be for middle schoolers who need a vast system of mentors, community resources and other interventions often found lacking in low-

income schools, as well as some middle class communities now in transition.

- Development of a unified and non-duplicative case management system that would link state, county and non-profits together to deal with low-income issues in an efficient, cost effective manner in a time of severe budget retraction.

- Development of a resource book to supplement networks found now in the 211 County Human Services referral system. The book, which would be displayed in retail sectors of low-income communities, would be similar to "First Call for Help" and would provide an additional lifeline for low-income citizens.

In closing, Newhard reminded attendees that "New Jersey overall ranks 48<sup>th</sup> in food stamp coverage and 45<sup>th</sup> in school lunch programs. He encouraged all to continue to work for change.



*The Morris Sussex Warren Workforce Investment Board is an equal opportunity employer with equal opportunity programs.*

*Auxiliary aids and services are available upon request to individuals with disabilities.*

### About NORWESCAP

- Community Action Agency founded in 1965 as part of the "War on Poverty"
- Budget in 2006 of 22 million dollars
- Administrative cost of less than 8 cents per dollar
- Over 100 funding & community partners
- Staff of 240 serve 30,000 people annually
- 15 member Board of Trustees
- For every administrative dollar, NORWESCAP leverages \$52 for direct services

## Morris County Job and Career Fair

by Sean Hendricks

The 2007 Morris County Job and Career Fair was held October 9 at the Morris County Firefighters and Police Training Academy from 11-3.

The event was spearheaded by LWD Business Representatives Sean Hendricks and Ken Nerbak, and was sponsored by the New Jersey Department of Labor & Workforce Development (LWD) in partnership with the Morris/Sussex/Warren **Workforce Investment Board** (WIB), Morris County Chamber of Commerce, County College of Morris, Morris County One-Stop-Career Centers, Dover Professional Service Group and Morris County Economic Development Corporation. LWD Business Representatives and staff from Employment Services and Employment & Training Services were on hand to speak with employers and job seekers.

In addition to the wide range of employment opportunities offered the residents of Morris County, LWD Veterans Representative Joe Siegel arranged to have the VA Medical truck on site for the morning. Attending veterans were able to receive medical treatments and flu shots as well as meet with a Veterans Representative and employers at the Fair.

Due to space constraints, the event was limited to 36 area employers who were chosen on a first come, first serve basis. The 200+ job seekers were able to interact with such companies as Hitachi, Raymond and Flanigan, Tiffany & Company, Satyam, GlaxoSmithKline, Colgate Palmolive, Lakeland Bank and JCP&L.

Plans are already in the works for another job fair in the spring of 2008 with a goal to expand to 50 employers.

"The mind, once expanded to the dimensions of larger ideas, never returns to its original size."

- Oliver  
Wendell Holmes

## Local GED Test Centers Honored

The New Jersey Department of Education held their GED Examiners Annual Meeting at Mercer County Community College on Friday, November 16. At that meeting, awards were presented to test centers for the following categories:

- highest number of tests administered, and
- highest passing rates during 2006

Out of 39 GED test centers in the state of New Jersey, all three counties of the Morris/Sussex/Warren Workforce Investment Board received an award in the category of highest passing rates. Sussex County received First Place, Warren County received Third Place and Morris County received Honorable Mention.

Congratulations to all!

### Employment & Training Links

[www.njsetc.net](http://www.njsetc.net)

#### **NJ State Employment & Training Commission (SETC)**

*The Commission's mission is to ensure that New Jersey's workers, students and those seeking employment meet the knowledge and skill needs of the business community and economic development efforts. This mission is accomplished through the many public and private entities that compose New Jersey's workforce investment system. The purpose of this website is to portray the skills demanded by the employer community.*