Camden County Workforce Development Board Annual Report

Program Year 2025-2026

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All of you have heard the saying “It takes a village.” A village is a small human settlement, a local community, and the people who live there. Our Village consists of commissioners, Jeff, the office team, our executive board, committee leaders, vendor partners, One Stop Career Center, employers, DOL, and the entire membership of the board. We come together to mainly serve those in Camden County, but always willing to help anyone who needs us.

Grateful for everyone,
Carl A. Donato Jr., Chair

“Never doubt that a small group of citizens can change the world; indeed, it is the only thing that ever has.”

Margaret Mead



Friends…

As I reflect on the past 12 months, I am deeply moved and proud by the measurable impact we have had on the residents we serve.

Thanks to the unwavering support of our Board, the One Stop Team, and the Workforce Board team, we have deepened our core mission.

As you go through the report, keep in mind that investing in our future workforce remains a top priority and achieving the benchmarks and goals established, along with enhancing the customer experience is our commitment to the residents of Camden County.

Jeffrey S. Swartz, Executive Director

Camden County Local Area Overview

- Leadership and Structure
- Mission and Core Values
- Vision
- SETC Certification

Leadership and Structure

WDB Staff
Jeffrey S. Swartz, Executive Director
Leslie Williams, Chief Financial Officer
Richelle Hardison, Program Evaluator/Program Manager
Debra Vaughn, Assistant to the Executive Director

Commissioner Liaisons
Commissioner Jonathan L. Young

Committee Chairs
Carl A. Donato Jr., Executive Committee, Abilities Committee
Patrick Abusi, Systems Performance Committee
Jeffrey S. Swartz, Operations Committee – Acting Chair
Ryan Thompson, Business Service & Outreach Team
Marlyn Kalitan, Pathways to Literacy Committee
Jill Roth-Gutman, Youth Investment Council

One-Stop Career Center(s)
Frank Cirii, Local Area Operations Director Nidia Sinclair, Director
101 Woodcrest Road, Suite 127, Cherry Hill NJ, 08003
856-549-0600
https://www.camdencounty.com/service/employment/one-stop-career-center/

Mission and Core Values

To create the BEST customer-driven delivery system for employment, training and education-related programs and services by providing strategic management, planning, implementation and evaluation to enhance the region's long term economic success for all citizens and organizations by:

- Providing leadership in all workforce issues.
- Providing a holistic delivery of services.
- Continually improving the quality of services for all customers.
- Empowering customers to make informed choices and take control of their careers.
- Providing and guaranteeing universal access to employment opportunities.
- Providing quality workers for all the region's employers.
- Creating partnerships and collaborating with government, private and non-profit stakeholders.

Vision

Camden County Workforce Development Board will enhance the quality of life for the residents of Camden County by supporting the development and retention of a world class workforce.

SETC Certification





Service Delivery

- Evaluation and Accountability
- External Environment Snapshot
- Challenges and Resolutions
- Innovations and Improvements
- Success Stories

Evaluation and Accountability

The Camden County Workforce Development Board evaluates its accountability, compliance and impact of services through a multi-layered framework governed by federal mandates, data analytics and fiscal oversight.

Fiscal integrity, accountability and transparency are critical for a high impact, data-driven workforce board.

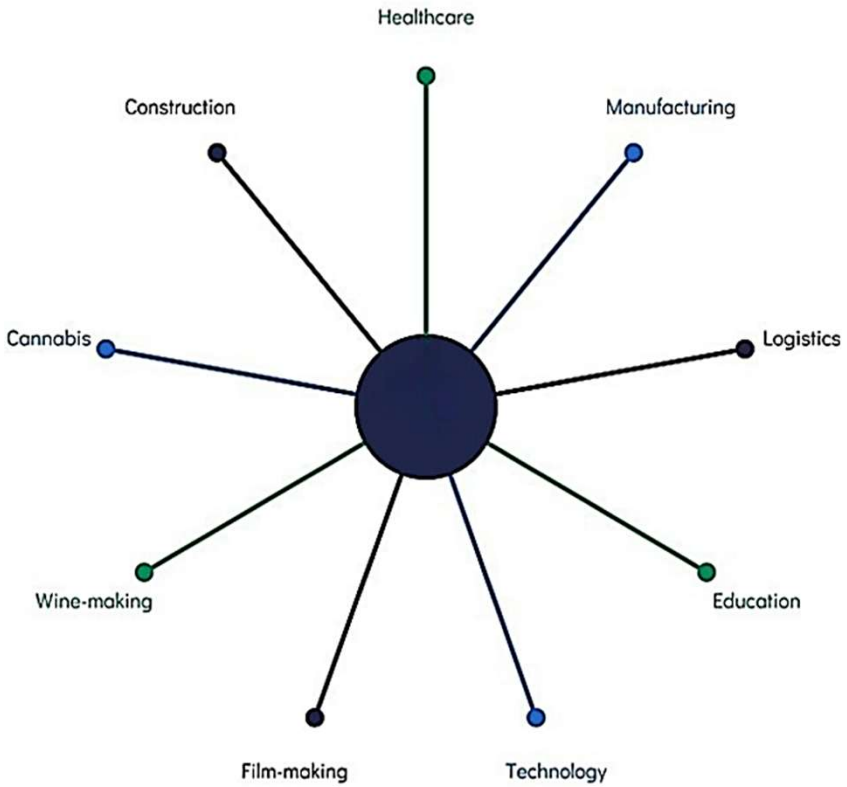
Our local Board assesses compliance through procurement standards and audits. These reviews help to prevent audit exceptions or unallowable expenses.

We monitor our service providers on a regular basis to ensure program success and service delivery compliance.

The Board drafts and updates four-year strategic plans detailing our service delivery programs.

To gauge long term employment trends, we deploy real-time data dashboard and scoreboards to visualize public data. Finally, through a case management system (AOSOS), we track the qualitative experiences of all of our job seekers.

External Environment Snapshot



Camden County's workforce system operates within a diverse South Jersey economy shaped by healthcare, education, logistics and transportation, professional services, manufacturing, construction, and the broader Philadelphia metropolitan labor market. These industries create opportunities for residents at different education and skill levels, but they also require the workforce system to address differences in wages, access to training, and advancement opportunities.

The most recent available labor market data indicates a county with improving employment levels but continuing workforce challenges. Employment opportunities are expanding in some sectors, particularly healthcare and professional services, while other sectors (including manufacturing, retail-related activities, and transportation) face uneven employment trends. This creates a need for a workforce strategy that responds to immediate employer demand while helping residents access sustainable employment and career advancement.

As outlined in our local plan modification, the WDB will continue to identify occupational pathways and required credentials, expand our partnership network to develop industry-specific curricula, while assessing barriers to entry.

Our constant communication with employers ensures training quality and job placement outcomes.

Challenges and Resolutions

Challenge: The need for language assistance and support services has increased, creating additional barriers for individuals seeking employment and workforce development opportunities.
Resolution: Participants experiencing language barriers are referred to community-based resources, including the Hispanic Family Center, Camden County College, and Goodwill Industries, for language assistance, education, and supportive services.
Impact: These referrals help participants overcome language barriers, access employment and educational opportunities, develop essential skills, and work toward greater self-sufficiency.

Challenge: Authorized immigrants may face barriers to securing and maintaining employment due to language limitations, housing insecurity, and difficulty navigating available community resources and support services.

Resolution: Authorized immigrants seeking assistance are referred to RISE, an organization that supports immigrant and refugee populations by connecting individuals and families with affordable housing, education and employment training, English as a Second Language (ESL) programs, healthcare access, public benefits, and information regarding legal rights.

Impact: Through referrals to these essential community resources and support services, authorized immigrant participants gain access to the assistance needed to overcome barriers, improve employment opportunities, and work toward long-term economic stability and self-sufficiency.

Challenge: An increase in the number of individuals with justice involvement has created additional barriers to employment, as individuals with criminal backgrounds often face challenges securing employment.

Resolution: Individuals are provided with referrals to community-based nonprofit organizations (NGOs) for supportive services, as well as resources and referrals to assist with the expungement of eligible criminal records.

Impact: Access to training opportunities and On-the-Job Training (OJT) helps individuals overcome employment barriers, develop marketable skills, and move forward toward greater economic stability and self-sufficiency.

Innovations and Improvements

New practice or innovative strategy

The Next Step Integrated Employment Model initiative is designed to strengthen participant readiness and establish a structured approach to preparing the Work First New Jersey (WFNJ) population for employment.

Instruction focuses on helping participants identify their occupational interests, understand employer expectations, evaluate employment opportunities, and develop realistic career pathways. The initiative seeks to better align participants' skills, interests, and abilities with local labor market demands, resulting in a more effective transition into occupational training, work experience opportunities, and ultimately, unsubsidized employment.

New practice or innovative strategy

A Career First Integrated Case Management and Workforce Participation Service Delivery Model has been implemented to provide a more consistent, coordinated, and individualized approach to serving participants. The model focuses on strengthening participant assessment, employment planning, activity assignments, compliance monitoring, and access to workforce development services. The model also emphasizes enhanced coordination among the Camden County Board of Social Services, One-Stop counselors, contracted service providers, and workforce development partners through standardized referral, communication, and reporting procedures. This integrated approach is intended to improve service coordination, strengthen accountability, and support participants in progressing toward meaningful employment and long-term self-sufficiency.

Success Stories

ADULT

From Multiple Jobs to a Career in Transportation

Anthony Franks, 35, of Sicklerville, worked multiple jobs as a delivery driver and concession attendant to make ends meet. After five years in the delivery industry, he recognized that obtaining a Commercial Driver's License (CDL-A) could open the door to higher-paying opportunities and career advancement. The Camden County One-Stop determined Anthony eligible for WIOA Adult funding to support his training.

In August 2025, Anthony selected Mike's Driving School based on its convenient location and comprehensive training package, which included forklift certification and preparation for Hazmat and Transportation Worker Identification Credential (TWIC) endorsements. While balancing the demands of two jobs, Anthony remained committed to completing his training and successfully passed his CDL-A road test on his second attempt, ahead of the course completion date.

After completing his training in November 2025, Anthony secured employment with Trusted Transportation Services in December 2025. His new position offers health insurance, paid sick leave, vacation time, and additional employee benefits. Earning more than $1,000 per week, Anthony has moved beyond juggling multiple jobs and is building a pathway toward greater financial stability and long-term economic self-sufficiency in the growing transportation and logistics industry.

DISLOCATED WORKER

From Unemployment to Career Success: The Impact of G-JOBS

After experiencing unemployment, Ms. Dionne King, a Camden resident, enrolled in the G-JOBS Program through the Camden County One-Stop Career Center. Through the program, she completed Microsoft Office training and earned certifications in additional computer applications, strengthening her technical skills and increasing her competitiveness in the job market. Ms. King credited the program, particularly instructor Nidia Sinclair and the G-JOBS team, with helping her rebuild her confidence, enhance her professional skills, and expand her employment opportunities.

Since August 2023, Ms. King has been employed as a Claims Examiner with the New Jersey Department of Labor and Workforce Development, Division of Unemployment Insurance. She expressed her gratitude to the Camden County Workforce Development Board and the One-Stop Career Center for the support and opportunities provided through G-JOBS. Although recognized as the program's success story, Ms. King believes the true success story is G-JOBS itself—a program that equips participants with the skills, encouragement, and opportunities needed to secure meaningful employment and pursue long-term career advancement.

Success Stories

YOUTH

Building a Future in Cybersecurity: Michael Green's Success Story

Michael Green, a 20-year-old participant, demonstrated the positive impact of the Camden County One-Stop Career Center's workforce development programs. Through his participation in both the Able-Bodied Adults Without Dependents (ABAWD) and WIOA Youth programs, Michael displayed commitment, resilience, and accountability while making significant strides in his personal and professional development.

During his work experience placement at Step With Purpose, a local daycare center, owner Shannon Ramsay praised Michael's performance and dedication. Michael expressed appreciation for the guidance and support he received from Ms. Ramsay and Ms. Reese and valued the opportunity to gain meaningful workplace experience.

Michael also recognized Jyi Peterson and Mikala Allen for their assistance and encouragement throughout his One-Stop experience. With the skills, confidence, and support gained through these programs, Michael is now pursuing a career in cybersecurity and has begun training with Networking Books, taking an important step toward his long-term career goals.

EMPLOYER PARTNER

Advancing Careers Through Incumbent Worker Training: Randi Beasley's Success Story

Ken Brahl, former Camden County Workforce Development Board Vice Chair and Senior Director of Labor Relations for Ravitz ShopRite, shared ShopRite's experience participating in the Incumbent Worker Training (IWT) Program. He introduced Randi Beasley, a 15-year ShopRite employee whose career advancement reflects the impact of the program.

Through the IWT Program, Randi completed 10 business courses at Camden County College, earning 30 college credits while maintaining an impressive A average. She successfully earned her Supermarket Management Certificate and has since advanced to a position as Training Supervisor, overseeing training for five ShopRite locations.

Randi also shared her personal journey, reflecting on her decision to join ShopRite without a high school diploma while balancing the responsibilities of being a wife and mother who homeschooled her children. She spoke proudly of her educational accomplishments and professional growth, demonstrating how employer-supported training and educational opportunities can help employees overcome barriers, build new skills, and advance their careers.



"Those of us who do this job and do this work, do it because we love it."

Nidia Sinclair - Director, Camden County One Stop Career Center

Performance Metrics and Funding

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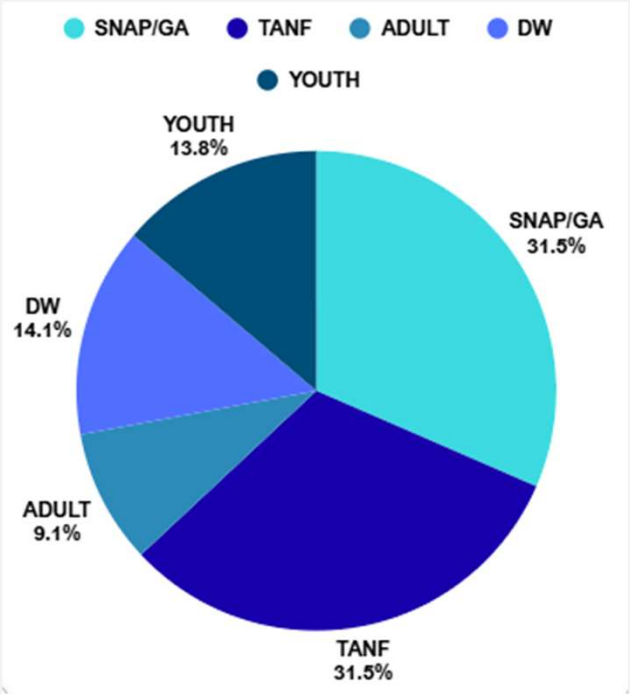
Performance Metrics *(2025-2026)*

Program		Achieved/ Exited	Target	Actual	Comments
Adult	Employment Rate Q2	*168/244*	*69.00%*	*68.85%*	*Target met @ 99.79%.*
	Employment Rate Q4	*140/197*	*70.20%*	*71.07%*	*Target exceeded @ 101.23%.*
	Median Earnings	*170 Cohort*	*$8,100.00*	*$8127.62*	*Target exceeded @ 100.34%.*
	Credential Attainment Q4	*128/140*	*64.00%*	*91.43%*	*Target exceeded @ 142.86%.*
	Measurable Skills Gain	*112/115*	*72.40%*	*97.39%*	*Target exceeded @ 134.52%.*
Dislocated Worker	Employment Rate Q2	*114/150*	*64.50%*	*76.00%*	*Target exceeded @ 117.83%.*
	Employment Rate Q4	*105/129*	*69.30%*	*81.40%*	*Target exceeded @ 117.45%.*
	Median Earnings	*114 Cohort*	*$9,765.00*	*$10,637.13*	*Target exceeded @ 108.93%.*
	Credential Attainment Q4	*101/129*	*72.00%*	*78.29%*	*Target exceeded @ 108.74%.*
	Measurable Skills Gain	*146/155*	*70.50%*	*94.19%*	*Target exceeded @ 133.61%.*
Youth	Employment Rate Q2	*86/139*	*65.90%*	*61.87%*	*Target met @ 93.89%.*
	Employment Rate Q4	*66/118*	*66.50%*	*55.93%*	
	Median Earnings	*79 Cohort*	*$3,584.00*	*$5279.36*	*Target exceeded @ 147.30%.*
	Credential Attainment Q4	*40/106*	*58.30%*	*37.74%*	
	Measurable Skills Gain	*114/117*	*74.00%*	*97.44%*	*Target exceeded @ 131.67%.*
Wagner Peyser	Employment Rate Q2	*2240/3888*	*54.00%*	*57.61%*	*Target exceeded @ 106.69%.*
	Employment Rate Q4	*2532/4314*	*60.00%*	*58.69%*	*Target met @ 97.82%.*
	Median Earnings	*2238 Cohort*	*$7,900.00*	*$7,968.72*	*Target exceeded @ 100.87%.*

WIOA Training by Industry Sector *(2025-2026)*

Industry Sector	# Enrolled in Training	Program with Highest Enrollment in Sector	Credentials for Program with Highest Enrollment
Healthcare	***96***	***Clinical Medical Assistant***	***49***
Transportation and Warehousing	***83***	***Commercial Driver License A***	***73***
Management of companies and Enterprises	***20***	***Project Management***	***5***
Information	***14***	***Network Security Specialist***	***2***
Construction	***9***	***Electrician***	***1***

Workforce Training for New Enrollments by Funding *(Program Year)*



WDB Program Funding *(2025-2026)*

Program / Source	Amount
WIOA / US DOL	
Adult	$1,794,781
Dislocated Worker	$2,386,328
Youth	$1,785,595
Total WIOA	***$5,966,704***
Work First New Jersey / NJ DOL	
TANF	
Work Activities Case Management	$1,641,000
Needs Based	$0.00
Work Verification	$50,000.00
GA/ SNAP	
GA Work Activities Case Management	$1,059,000
Needs Based	$0.00
Total WFNJ	***$2,750,000***
WLL / NJ DOL	***$0.00***
WIOA Data Reporting Analysis	***$12,971***
TOTAL FUNDING	**$8,729,675**

Glossary of Acronyms

CAV	Career Advancement Voucher
DHS	Department of Human Services
DOL	Department of Labor and Workforce Development
DW	Dislocated Worker
GA	General Assistance
SNAP	Supplemental Nutrition Assistance Program
TANF	Temporary Assistance for Needy Families
WDB	Workforce Development Board
WFNJ	Work First New Jersey
WIOA	Workforce Innovation and Opportunity Act
WLL	Workforce Learning Links

For the full list of acronyms, please use this link:
https://ccwib.com/images/ACRONYMS.pdf

camden county

WORKFORCE DEVELOPMENT BOARD

THE FUTURE WORKS HERE

