

**Topic Area: EMPLOYMENT**

Goal #1: Increase availability and potential employment opportunities.

**Suggested Strategies:**

1. Provide employer symposiums that focus on cultural competency and improving the business climate.
2. Collaborative efforts of businesses, agencies and schools to incorporate job shadowing programs.
3. Improve access and availability to transportation for all portions of the County.
4. Conduct a needs assessment including focus groups with employers, consumers/ customers, and all other vested parties.
5. Implement needs assessment including proactive strategies for the successful training of potential employees.

**Accountability Measure(s):**

1. Collaboration between Employment and Training programs; One Stop/ Workforce Investment; non-profits and faith based community development agencies with the HSAC for development of Needs Assessment by 2009.
2. Establish a line of communication between the County Focus Group on Poverty and neighborhood organizations and the media by 2008.
3. County Economic Development; local government; Empowerment Zone and Revenue Allocation District (RAD) need to be more proactive in their communication as to the work that is being done to promote and encourage businesses to come to the County on a semi-annual basis.
4. One Stop/ Workforce Investment Board should conduct customer satisfaction surveys and focus groups to improve customer service. Reports should be submitted to the County Freeholders with findings and recommendations.

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Goal #2: Increase accessibility to quality education and training programs.

**Suggested Strategies:**

1. Strengthening families particularly in early childhood development.
2. Improve access and availability to transportation for all portions of the County.
3. Conduct a needs assessment including focus groups with employers, consumers/ customers, and all other vested parties.
4. Implement needs assessment including proactive strategies for the successful training of potential employees.
5. Increase the retention rate of high school students from freshman year to graduation.

**Accountability Measure(s):**

1. County Superintendent's Office Board of Education in each city/ municipality to monitor retention rates on an annual basis and make findings public information by 2008.
2. Cumberland County College; South Jersey Childcare Association; South Jersey Human Resources Association should be a partners in the process.
3. Tri County Community Action/ Resource & Referral should identify key child care providers who are interested in participating in programs that will help to strengthen the family as a whole.
4. County Planning & Development for transportation issues.

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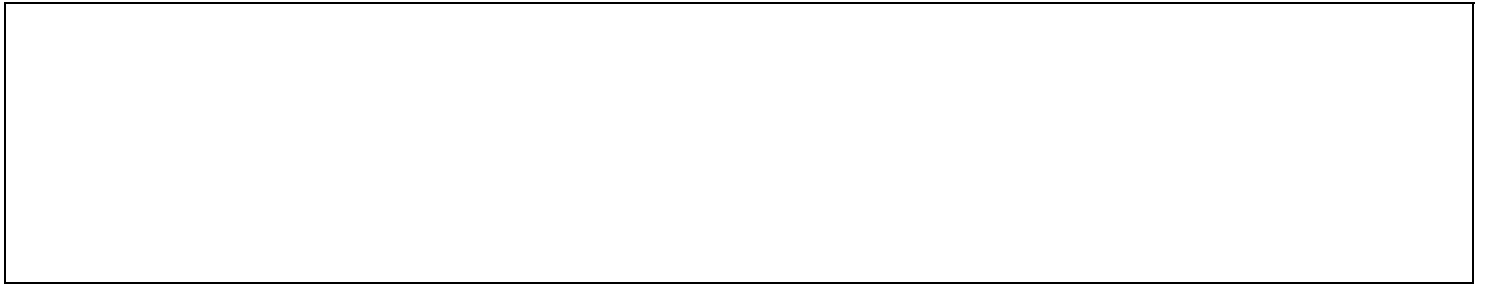
Goal #3: Increase the use of transferable skills for employability for those that are transitioning between jobs.

**Suggested Strategies:**

1. Improve access and availability to transportation for all portions of the County.
2. Conduct a needs assessment including focus groups with employers, consumers/ customers, and all other vested parties.
3. Implement needs assessment including proactive strategies for the successful training of potential employees.

**Accountability Measure(s):**

1. Collaboration between Employment and Training programs; One Stop/ Workforce Investment; non-profits and faith based community development agencies with the HSAC for development of Needs Assessment by 2009.
2. Conduct meetings with Department of Corrections and Parole Board establish a working relationship to assist with prisoner re-entry by 2008.



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Goal #4: Promote incentives for employers (businesses) to remain in the US.

**Suggested Strategies:**

1. Assess local businesses for barriers for conducting a profitable business in NJ.
2. Work with Legislators to find solutions for barriers to remain in the area.
3. Hold community forums within targeted areas to promote the need for individuals to get involved and VOTE!
4. Recruit, educate and train local community leaders to advocate for their community in the Municipal, County, State and Federal arenas.
5. Community education regarding Wage and Labor Laws ensuring that employers are paying minimum regardless of documentation.
6. Advocate for unified living wages for all employees.

**Accountability Measure(s):**

1. Conduct assessment through the County Planning & Development by 2008.
2. Non-profit and community-based organizations recruit key community leaders for advocacy training by 2008.
3. Hold bi-annual Community Forums with State and Federal Legislators beginning 2008 focusing on barriers with recommended solutions.