

Special points of interest:

- *Great Success for Free Online Training Program*
- *Most Recent Unemployment Rates*
- *Earning & Learning: Options Under the WIA*

Great Success for Free Online Training Program

NJP Offers Medical Billing and Coding

North Jersey Partners (NJP), of which the WIB is a member, recently announced that NJP was offering free online training courses through the WIRED grant. Over 500 individuals are now participating in the free courses in Medical Billing and Coding (MBC).

Health Service Site Administrator **Robert C. Spellman, Jr.** said the federally-funded training included “an array of online courses provided by MED-COM, a producer of healthcare training materials, and a certificate in MBC offered by Essex County College upon completion of 10 mandatory online core courses.”

Medical billing and coders assign codes to specific illnesses, injuries and medical procedures under a system of coding used across the healthcare system, from doctors' offices, hospitals and nursing home facilities to insurance companies.

As an occupation, Medical Billing and Coding offers a great deal of growth and flexibility; the majority of MBC professionals become certified, with some starting their own medical billing business from home. The U. S. Department of Labor reports that the demand for these professionals is, and will remain, high.

Eligibility to participate in the training program includes being a U. S. citizen and a resident of Morris, Sussex, Warren, Bergen, Passaic, Hudson, Essex, Middlesex or Union County. Applicants must also have basic computer, reading and writing skills, and knowledge of the Internet.

“We are looking for this program to be rolled out statewide, if it proves to work successfully. We will be looking to partner with the Workforce Investment Boards / One-Stop Career Centers and the local community colleges to develop a new paradigm in the way healthcare staff and professionals are trained.”

- Robert C. Spellman, Jr., MHA

The goals of this training initiative are to: improve and increase healthcare employee retention; help improve the NJ unemployment rate by placing individuals in jobs; attract people from dying industries to healthcare; enhance skills for new and existing employees; and, outline a clear road map for students and employees to achieve career advancement, promotions or wage increases.

Inside this issue:

Free Online Training a Success	1
SYP Success Stories	2
Recent Unemployment Rates	2
Earning and Learning	3
MCST Careers and Skills Training	4
WIB Officers and Staff	4
Milestones	4

Success Stories from Summer Youth Program

Morris-Sussex-Warren Employment & Training Services is pleased to share some success stories from their Summer Youth Employment Program this past summer.

Seventeen year-old Robert dropped out of high school during the eleventh grade. Prior to his participation in the Summer Youth Employment Program, he had enrolled in the Jobs and More Program (JAM) at Phillipsburg School-Based Youth Services in Warren County.

Robert worked in maintenance for NORWESCAP during the summer program, impressing his supervisor by being a very conscientious employee. During this time, he continued with GED preparation classes through the JAM Program.

In September, NORWESCAP hired Robert as an Assistant Technician in maintenance for their Weatherization Program.

Although he had been hired for a full-time job, Robert diligently pursued his classes with JAM, passed his examinations, and received his GED in October.

James had several significant barriers to employment when he applied for participation in the Summer Youth Employment Program. The eighteen year-old was an ex-juvenile offender nearing completion of a residential drug treatment program, and had been in special education programs since the fourth grade. These factors, combined with being economically disadvantaged and having no work history, made his employment prospects unfavorable.

However, James proved to be a very motivated employee. The supervisor at his worksite (a municipal housing authority) saw a potential worth developing in James, and encouraged and coached him on the job as a maintenance technician. He also saw James demonstrate leadership abilities with other youth program participants at his worksite, and even with the other maintenance crew members. The supervisor saw management potential in James and said he had been looking for a worker like him for a long time. The supervisor was so impressed with James' performance, the housing authority hired him after the summer program ended, and provided him with an apartment as well.



Next WIB
Open Meeting:

January 28

Save the Date!

Most Recent Unemployment Rates Tri-County Area and State

	Jul 2009	Aug 2009	Sep 2009	Oct 2009	Nov 2009
<i>Morris</i>	7.6 %	7.4 %	7.6 %	7.1 %	7.1 %
<i>Sussex</i>	8.9 %	8.7 %	8.5 %	8.2 %	8.6 %
<i>Warren</i>	9.4 %	9.4 %	8.7 %	9.1 %	9.5 %
<i>New Jersey</i>	9.6 %	9.4 %	9.6 %	9.3 %	9.4 %

Earning & Learning

Options under the Workforce Investment Act

Excerpt from an article by Ronnie Kauder and Neil Ridley, which can be found at:

www.clasp.org/admin/site/publications/files/EarnLearn.pdf

The recession that began in December 2007 has produced the worst labor market conditions in more than two decades. Adults with limited work experience, low education and skill levels and other barriers to employment



face the greatest challenges, especially at a time of rising unemployment. These individuals can benefit from “earn while you learn” strategies that provide both needed income and opportunities for skill development. Such strategies are particularly appealing to adults who need to support themselves and their families while building valuable skills.

This paper focuses on two program strategies that combine work and learning: **on-the-job training and paid work experience combined with skill development**. Both strategies emphasize the value of work in providing income, cultivating workplace skills and building an employment history. On-the-job training (OJT) enables an individual to obtain work experience and skills training after being hired and to continue employment at the end of training. Paid work experience provides an individual with a time-limited learning experience in a workplace and typically leads to unsubsidized employment, though not necessarily with the host employer.

Additional promising strategies that combine work and learning include:

Transitional Jobs programs that combine time-limited subsidized employment with other services to help individuals with barriers to employment enter the workforce;

Work-study programs that provide part-time employment and enable students to finance post-secondary education; and

Registered apprenticeship programs that combine on-the-job training with classroom instruction and prepare individuals for careers in skilled occupations.

Although these “earn while you learn” strategies have the potential to serve disadvantaged adults and dislocated workers, they have not been extensively used under the Workforce Investment Act (WIA), partly because of limited funding. The American Recovery and Reinvestment Act (the Recovery Act), which was enacted in February 2009, effectively doubles the resources available for most workforce programs and presents new opportunities to increase use of on-the-job training, paid work experience and other strategies that combine work and learning.

This paper can be found in its entirety at:

www.clasp.org/admn/site/publications/files/EarnLearn.pdf

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.

Newsletter Submissions

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MCST Committed to Careers and Skills Training

Morris County School of Technology Adult Education

The Morris County School of Technology has announced that registration for Adult Education classes begins January 4, 2010. The wide selection of courses can be found at their website, www.mcvtcs.org. These courses can help to start a new career path or enhance skills for continued employment.

The Spring 2010 session begins the week of February 8 with courses taught by working professionals in air conditioning & heating, auto body, building trades, computers and health occupations. In addition to these term classes, the school offers comprehensive apprenticeship training and full-time HVAC, cosmetology and practical nursing programs beginning in September.

Aspiring and seasoned teachers can take specific workshops at the Educational Technology Training Center which will help build skills to incorporate technology in all types of lessons. Students enjoy communicating and learning through techniques that use their innate ability to use technology. Educators are introduced to the world of podcasting, blogging and Wikis.

HVAC classes include: *Air Conditioning & Refrigeration 1, Energy Solu-*

tions for the Home and Boiler Operator's License Preparation. Building Trades topics run the gamut from *Blueprint Reading, CAD and Carpentry 1 & 2* through *Plumbing and Welding.* Popular Health Occupation classes focus on specific skills like *EKG Technology, Phlebotomy, and Pharmacy Technician*, each of which can lead to certification.

MCST also offers programs jointly with County College of Morris. These include general computer courses and specific application training, as well as introductory/intermediate levels of Chinese, Italian and Spanish.

Again, registration begins January 4. Morris County or out-of-county residents may register online at www.mcvtcs.org, by phone at 973-627-4600, ext. 245, or by mail at: Morris County School of Technology, 400 East Main Street, Denville, NJ 07834. The School advises early enrollment as classes fill quickly.

"Learning is not a spectator sport - it is an active, not passive, enterprise."

- D. Blocher

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Milestones

Goodbye and good luck to Gretchen Haas, who recently retired as Coordinator of Operations after 16 years with Morris-Sussex-Warren Employment & Training Services. Gretchen was long involved with literacy in the tri-county area and served on the WIB's Literacy Committee.

Gretchen's position has been assumed by Claudia Sandanato, who has 20 years of experience in talent development, performance improvement and workplace learning and training. Welcome, Claudia!