



State of New Jersey  
**2007 Workforce  
Investment Act  
Annual Report**



NEW JERSEY DEPARTMENT OF  
**LWD**  
LABOR AND WORKFORCE DEVELOPMENT  
n | . g o v / l a b o r

**Jon S. Corzine**  
Governor  
**David J. Socolow**  
Commissioner

## Table of Contents

Introduction	1
Program Year 2007 Highlights of the Workforce Investment System	
WIRED Grants	10
Rapid Response Team	11
Office of Grants Operations (OGO)	11
Customized Training Program	11
Literacy Skills Training	13
Apprenticeship	15
Youth Transitions to Work (YTTW)	15
Construction Trades Training Program for Women and Minorities (CTTP-WM)	15
Highway Construction Trades Training Program for Women & Minorities (HCTTP-WM)	16
Occupational Safety & Health Grants	17
Green Initiatives	17
Workforce Learning Links	18
WIA Title II Activities	18
Work First New Jersey	19
Smart STEPS	20
Job Search Assistance and Assessment Program	20
State Rental Assistance Program (SRAP)	21
Workforce Development Partnership Program	21
Vocational Rehabilitation Services	21
Trade Act	22
Self-Employment Assistance (SEA)	23
Hire-A-Vet Program	23
Workforce 55+ - Senior Community Service Employment Program	24
Professional Service Group (PSG)	25
New Jersey Youth Corps	25
Navigator Program	25
Students Training Achievement Recognition (STAR) Awards	26
UI Modernization	27
Business Services	28
Report Section A. Workforce Investment Act Title I Activities	29
Report Section B. Evaluations of Workforce Development Activities	37
Tables A-N	



This WIA Annual Report reflects New Jersey's deep commitment to the continuous improvement of its world-class workforce development system. The achievements reported in this document are the result of a successful partnership of federal, State, local and business community stakeholders working together to create an environment conducive to economic growth, innovation, and prosperity.

David J. Socolow, Commissioner  
New Jersey Department of Labor and Workforce Development

## Introduction

The challenges of developing New Jersey's world-class workforce to meet the present and emerging needs of the state's innovation economy has required the workforce investment system to take a focused approach to meeting the needs of highly skilled workers who support the productivity of innovative and high-value-added businesses and providing training and education to the most vulnerable workers to help them close the gap between their skills and those required in a rapidly evolving, knowledge-based economy. With the vision and unwavering support of Governor Jon S. Corzine, and a continuing commitment to performance under the Workforce Investment Act, New Jersey remains dedicated to supporting economic growth by developing the necessary supply of skilled and able workers.

By developing partnerships and coordinating resources, the New Jersey Department of Labor and Workforce Development (NJLWD) has been able to leverage the capability of state and local agencies to build stronger support for New Jersey's workers to achieve greater self-sufficiency and productivity through education, training and employment opportunities. Working in close partnership with the Governor's Office of Economic Growth; the Commerce Commission; the Commission on Higher Education; the Departments of Human Services, Children and Families, Corrections, the Juvenile Justice Commission and the State Employment

and Training Commission, NJLWD has maintained its continuing support for all New Jerseyans striving to succeed in a vibrant New Jersey economy, linking jobs to economic development, housing, workforce reentry and social services.

Governor Corzine is committed to growing our state's economy and enhancing employment opportunities for New Jersey's workforce based on data-driven decisions and policies. The NJLWD has conducted several important studies, including analyzing Camden City's Economic Prospects, future growth in Atlantic City, gang activities in New Jersey's cities, the impact of New Jersey's minimum wage, and options for the redevelopment of Fort Monmouth. The data analysis provided by the Department also played a crucial role in shaping the Governor's Economic Growth Strategy.

In addition to providing decision-makers in the public and private sector with key economic data, NJLWD provides wide ranging demographic data through a process called deep linking. Data users can now select summary or detailed data tables from the Census Bureau's website for both the Decennial Census and the most recent year of American Community Survey including detailed demographic, economic, and social characteristics of New Jersey's people, households, and housing units.

NJLWD is committed to educating the workforce and guiding workforce development activities. NJLWD has begun to offer "real time" information so that job seekers can make informed career decisions based on up-to-date information on wages, the skills and educational level required to perform the jobs, and recommendations for short-term training for in-demand occupations. These data not only can assist job seekers and counselors in identifying the location, magnitude, and quantity of current job openings, they also provide planning input to identify patterns of job growth and emerging occupations as well as potential growth areas.

NJLWD plays a key role in Governor Corzine's economic growth strategy by promoting economic growth through industry partnerships with education and training institutions.

Governor Corzine's Economic Growth Strategy created Innovation Partnership Institutes, a joint project of the Departments of Education, NJLWD and the Commission on Higher Education to encourage substantive partnerships between specific industry sectors of the State's business community and New Jersey educational institutions. These collaborations have fostered employment opportunities that provide high wages, good benefits, and viable career ladders within targeted, high-growth industries, while they also help to meet the needs of the state's employers for a workforce with the skills required for success in an innovation-based economy.

In 2007, the first three Innovation Partnership Institutes completed development of cutting-edge industry-specific curricula for the Life Sciences, Information Technology, and Financial Services industries at the four-year college, community college and high school levels. In 2008, four new Innovation Partnership Institutes have been funded to pursue similar curriculum development tailored to the particular needs of the Transportation and Logistics, Advanced Manufacturing, Energy Efficiency, and Clean Energy Technology industries.

NJLWD maintains a regional focus on business through Workforce Innovation in Regional Economic Development (WIRED). New Jersey has the distinction of being the "most WIRED" state in the nation with 18 of the State's 21 counties included in WIRED efforts.

New Jersey has three WIRED grants: NJEIA (Northern NJ); Bio – 1 (Central NJ) and; DVIN (a Southern NJ partnership with Pennsylvania and Delaware). Our regional efforts include a heavy emphasis on the life sciences, including bio-technology as New Jersey's large pharmaceutical and bio-related industries evolve in response to in the developments in the field. Other sectors that are part of these WIRED initiatives include: transportation, logistics and distribution, health careers, entertainment, arts, retail and entrepreneurship.

During 2008, New Jersey's WIRED regions moved from concept to reality with each region hiring staff and launching WIRED-related efforts including: employer studies,

collaborative efforts to support new program development and the strengthening of regional partnerships.

As part of this regional approach, NJLWD leveraged the WIRED grants with a state-funded \$1.5 million Regional Employment Development Initiative (REDI) grant to expand the positive outcomes of WIRED to all New Jersey counties.

This initiative contributes to sustaining WIRED beyond the three-year program period and is designed to reduce redundancies in the workforce system by coordinating and aligning state and local efforts to match job seekers with employers in sectors of strategic importance in the regions. This strategy focuses on dislocated workers and out of school youth, areas hardest hit by the recent federal rescissions.

NJLWD forged new relationships with local partners in the area of green jobs during program year 2007. Under Governor Corzine's Energy Master Plan, State agencies are coordinating efforts to promote the creation of clean energy and energy-efficiency industries and to help train workers in "green collar" occupations. NJLWD awarded a \$1.1 million grant to develop a New Jersey Center for Energy and Environmental Training with a Trenton-based non-profit organization. This program will design and establish industry-recognized job certification and training programs focused on energy efficiency auditing and conservation performance improvement. This grant will not only support the growth of new, green, globally competitive businesses by providing them with a pool of trained, credentialed workers, but it will also help promote economic growth by training workers who are traditionally underserved such as urban youth, women, lower-income individuals and ex-offenders. This initiative is an exciting expansion of the Department's green initiatives in its Youth Corps program which also targets underserved and out of school youth.

In support of Governor Corzine's economic agenda, NJLWD's focus on business ranges from large scale efforts to retain a core of skilled, high-tech workers at Fort Monmouth, to leveraging our regional WIRED grants to expand training opportunities statewide.

The Department is using National Emergency Grant (NEG) funding to conduct an in-depth Workforce Study and provide technical assistance to the Fort Monmouth contractor community and other businesses that will be affected by the planned closing of the base. NJLWD has established the Fort Monmouth Resource Center less than one-half-mile from the base to provide all of the conventional One-Stop Career Centers (OSCC) services, including resources for businesses in the Fort Monmouth region.

NJLWD, in partnership with New Jersey's Economic Development Authority (NJEDA), Small Business Development Center, Monmouth County Workforce Investment Board and the New Jersey Department of Treasury, have provided technical assistance forums on topics ranging from "Change Management and Retooling a Business" to "How New Jersey Purchases Technology."

NJLWD has also used the NEG funding to study ways to reconstitute the highly skilled, high-tech workforce of Fort Monmouth. The Department is working with U.S. Army officials to develop a plan that will allow some employees and mission functions to remain in New Jersey while the Army transitions the mission to its new home at the Aberdeen Proving Ground in Maryland.

NJLWD continues to offer a range of services to groups of workers facing challenges to employment. The Department creates employment opportunities for women and minorities through a continued focus on apprenticeships in construction. Governor Corzine's administration has three coordinated efforts to increase the numbers of women and minorities entering union apprenticeship programs in the building and construction trades. These

opportunities provide high-quality on-the-job and classroom training and lead to excellent high-wage career paths.

Under the Highway Construction Trades Training Program for Women and Minorities and the School Construction Trades Training Program for Women and Minorities, the NJLWD awarded grants to comprehensive programs to recruit women and minorities to participate in pre-apprenticeship training programs in order to expand registered apprenticeship opportunities. The New Jersey Build program allows women and minorities to obtain training in the construction trades with the goal of securing employment in construction jobs.

NJEDA and NJLWD have developed a partnership so that corporations receiving state incentives or EDA loans refer job opportunities to the New Jersey's OSCC system. NJLWD also has developed a stronger linkage between our Customized Training (CT) program and the OSCC. Successful CT grant applicants work in conjunction with their local OSCC on their grant applications and employ the OSCC to fill their job openings.

NJLWD's Customized Training literacy programs have been expanded to provide services in conjunction with local workforce partners to serve residents of Public Housing Authorities. This initiative demonstrates the Department's commitment to identify and assist New Jersey's most vulnerable workers by strengthening their literacy skills so that they can obtain gainful employment and increase their earnings.

NJLWD's Unemployment Insurance, Vocational Rehabilitation and Workforce divisions are working closely together and continue to assess and adjust workflows to address reduced staffing and funding levels to ensure a seamless execution of services.

NJLWD is part of a broad base of state agencies coordinating their efforts under Governor Corzine's Public Safety Plan. Under this plan NJLWD is working to prevent crime and recidivism through employment and training services by working with other state agencies to increase the educational and employment opportunities of incarcerated and recently-released



individuals. NJLWD's staff is utilizing assessments, counseling, career exploration, job coaching, job-readiness and literacy services to address the special needs of these individuals and is actively identifying employers who will hire ex-offenders. As part of the "Another Chance" program (AC), the Department has contracted with community-based organizations in Trenton, Newark and Camden to provide a job coach to guide and mentor transitioning offenders in finding and keeping jobs. The job coach works closely with OSCC staff to provide support during this critical phase of reentry. In addition, the Department has provided support to the cities of Camden and Newark for the implementation of comprehensive fatherhood programs that will also serve ex-offenders.

NJLWD's Labor Planning and Analysis Division, in conjunction with the State Employment and Training Commission, delivered a comprehensive study of how businesses view prospective workers reentering communities and the results are being used to further shape the AC program. The report identified demand occupations and industries receptive to, and with a demonstrated interest in, prospective reentry workers. It also evaluated the educational agenda and curriculum in the State's corrections system to ensure reentrants are prepared with relevant education and nationally recognized credentials.

The Department's Learning Link program was expanded under the AC program to provide important literacy services in six state correctional facilities that will strengthen the correction system's educational strategy by strengthening and improving the literacy skills of incarcerated individuals.

We anticipate the AC program will serve as a model for new reentry initiatives competing for discretionary Federal funding. The AC program's best practices, relationships, state, local and community agency coordination will provide a framework to support reentry initiatives launched in the state.

NJLWD's Division of Vocational Rehabilitation (DVRS) is also an important partner in the Reentry and Prevention/Intervention strategies of the Governor's Public Safety Plan. The Division's community based mentoring model was replicated in the reentry program to ensure reentrants have strong support and guidance in the process of seeking and maintaining employment. Under the Prevention/Intervention strategy, the state's Juvenile Justice Commission has built a strong link between the Department's Vocational Rehabilitation services and its emancipated juveniles to ensure those leaving the system return to a supportive OSCC system in a seamless and caring process.

A second component of the Governor's Public Safety Plan focuses on the State's at risk youth. Under the Prevention/Intervention strategy component, NJLWD launched a summer youth demonstration strategy with two components: unsubsidized employment via Summer HEAT; and expansion of the Department's Youth Corps program with Summer Youth Corps and Youth Corps After Hours initiatives.

The Summer HEAT pilot program helped nearly 1,000 at-risk youth, from five cities to obtain unsubsidized employment. Summer HEAT was a public private collaboration between the NJLWD and local partners, local elected officials, Workforce Investment Boards, One-Stop operators and community based organizations. This successful initiative will be continued in the summer of 2009.

Collaboration, integration and partnership are important aspects of the NJLWD's initiatives with local and private sector partners. NJLWD looks forward to the continuation of the initiatives highlighted in this report and to strengthening the performance of its workforce investment system.

NJLWD will move forward with new partners in the upcoming year to continue to develop a world-class workforce to keep New Jersey businesses competitive in the global economy. We bid farewell this year to John Heldrich, Chairman of the SETC, and in the new

program year we will also bid farewell to Henry Plotkin, PhD, Executive Director of the SETC. Together, these men pioneered important reforms that dramatically improved New Jersey's workforce investment system. While we will miss their leadership and support, they have left a strong foundation and a system ready to take on new challenges.

In the coming year, the Department will work across state lines to support our workers and employers. We will continue to solidify partnerships with our state, local and private-sector partners to refine our strategies, increase the responsiveness of the system and our ability to forecast and respond to change.

New Jersey has enjoyed significant federal support from the national and regional offices of the U.S. Department of Labor, Employment & Training. We look forward to the continued support of Governor Corzine and his administration in our commitment to better the lives of New Jersey's workforce and support business growth in the Garden State with a supply of skilled and productive workers.

## **Program Year 2007 Highlights of the Workforce Investment System**

New Jersey presents the following highlights on programs and activities that occurred during Program Year 2007.

### **Workforce Innovation in Regional Economic Development (WIRED)**

WIRED (Workforce Innovation in Regional Economic Development) is a federal initiative that looks at workforce development from a regional perspective. It is based upon a concept that a labor market is seen as something that is not limited by local borders, but instead focuses on access and availability. With thirty-nine WIRED projects established throughout the United States, New Jersey has the distinction of being the “most WIRED state” with only three counties not included in any of the three efforts in which New Jersey is a part.

During Program Year 2007, WIRED moved from concept to reality. Each of the three regions has hired staff, and is undertaking WIRED-related efforts. These efforts include program establishment, employer studies, strengthening of partnerships and working in collaboration. The three WIRED regions are:

1. North Jersey Partners
2. Bio – 1 (Central NJ)
3. DVIN (partnership with Pennsylvania and Delaware includes South Jersey)

In addition to establishing regional efforts, our WIRED regions are also working to leverage additional funds to sustain the initiative. This past year, Governor Jon S. Corzine and Labor and Workforce Development Commissioner David J. Socolow established the Regional Employment Development Initiative (REDI) as an additional investment to be linked to the WIRED regions to enhance and extend each WIRED project.

New Jersey’s regional efforts place a heavy emphasis on the life sciences including biotechnology as the State’s large bio-related industry evolves in response to changes in the field. Other

sectors involved include transportation/logistics/distribution, health careers, entertainment/arts/retail and entrepreneurship.

### **Rapid Response Team**

In 1985, NJLWD established the nation's first statewide Rapid Response team to provide immediate aid to dislocated workers who lose their jobs as a result of a company closing or a mass layoff. The involvement and participation of State and local resources are structured according to the individual company needs, time considerations, and the service plans developed in cooperation with the employers, employees and, when appropriate, organized labor. In addition to offering assistance with unemployment insurance, counselors or staff assist in describing the various programs and services available, assist individuals complete all required forms, operate on-site career centers, conduct job seeking skills workshops, develop resumes and coordinate job development services. During Program Year 2007, the Response Team provided services to 217 companies and 19,883 workers.

### **Office of Grants Operations (OGO)**

The Office of Grants Operations (OGO) offers four types of funding for training programs: Customized Training, Literacy Skills Training, Apprenticeship and Occupational Safety and Health (OSH) training. Below is a description of each of these programs along with the details and results of all grants awarded in program years 2007 and 2008.

### **Customized Training**

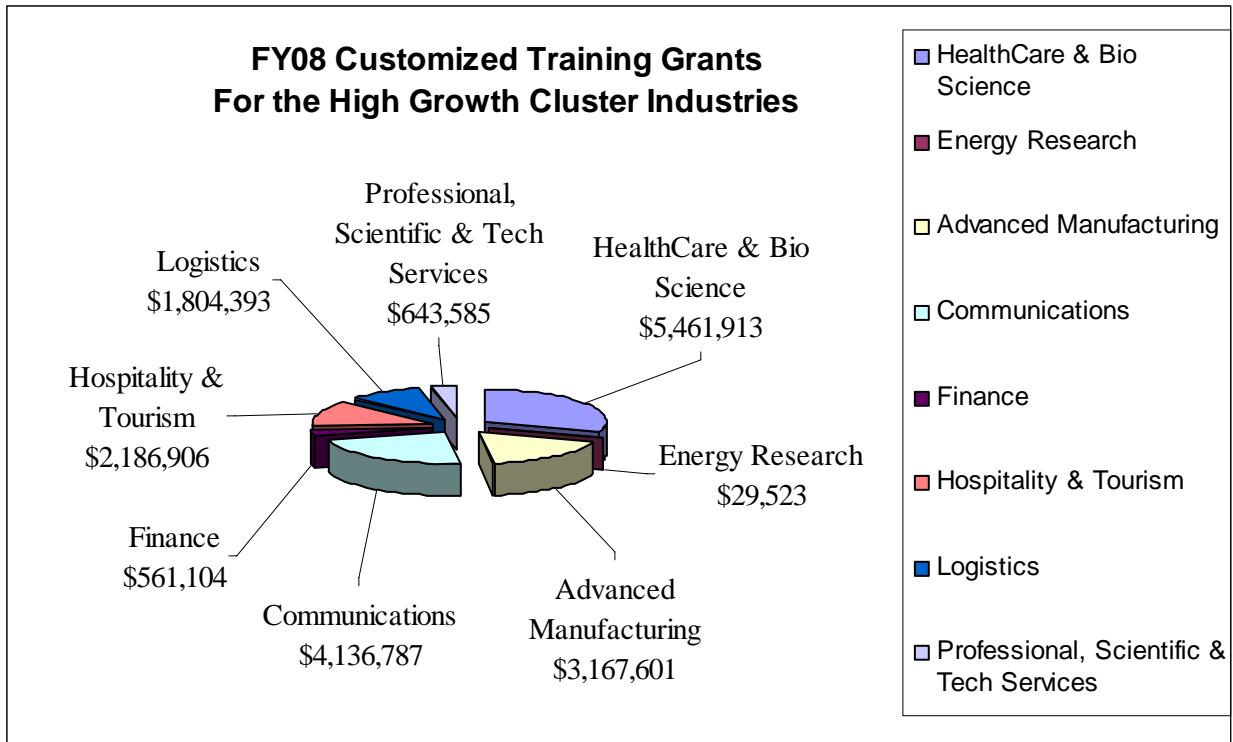
New Jersey's Workforce Development Partnership (WDP) Program was established in 1992. One provision of the WDP law provides grant funding for customized skills training for workers and businesses located in New Jersey. The Customized Training program is designed to benefit both employees and businesses by enhancing the skills of incumbent workers, thereby increasing their productivity and the competitiveness of the employer. This investment by the State is designed to encourage the creation of new jobs, the retention of existing jobs and increased wages for the trained workers. The Customized Training Program is a key component in the Governor's Economic Growth Strategy.

The goal of this competitive grant program is to produce a more highly-skilled and versatile workforce that contributes to New Jersey's ability to attract, retain or expand businesses in the state. Through this program, businesses in New Jersey are able to remain competitive through skill upgrade training for full-time employees.

<b>Customized Training Results</b>				
<b>Program Year 2007</b>	<b># Grants</b>	<b>Grant Amount</b>	<b># of Trainees</b>	<b># Organizations Participating</b>
<b>CT Grants</b>	<b>215</b>	<b>\$27,431,208</b>	<b>60,482</b>	<b>410*</b>
<b>*Based on supplied grantee data as of 8/04/08</b>				
<b>Program Year 2006</b>	<b># Grants</b>	<b>Grant Amount</b>	<b># of Trainees</b>	<b># Organizations Participating</b>
<b>CT Grants</b>	<b>255</b>	<b>\$27,018,983</b>	<b>67,829</b>	<b>223</b>
<b>Totals</b>	<b>255</b>	<b>\$27,018,983</b>	<b>67,829</b>	<b>223</b>

During Program Year 2007, 215 grants were awarded in amounts ranging from \$1,314 to \$2,418,000 for a total funding of \$27,431,208, providing training for 60,482 workers.

To align the Customized Training grant program with Governor Corzine's Economic Growth Strategy, the Department set aside funds to train workers in certain targeted high-growth industries in 2006. These funds were awarded competitively to develop industry-specific training solutions. The targeted industries were Health Care and Bio-Science, Energy Research, Advanced Manufacturing, Communications, Finance, Hospitality and Tourism, Logistics, and Professional, Scientific, & Technical Services. The chart below shows the distribution by percentage and dollar amount awarded to each industry.



Due to the successful outcomes achieved through competitively awarding Customized Training grants to businesses in the high-growth industry clusters, NJLWD expanded the competitive award process for all Customized Training grants in 2007 with additional consideration awarded to businesses in high growth clusters.

**Literacy Skills Training**

The New Jersey Supplemental Workforce Fund for Basic Skills (SWFBS) was established in 2001, to provide funding for basic skill programs that promote adult literacy in the workplace by training both unemployed and incumbent workers. The incumbent worker portion of the SWFBS funds a competitive literacy/basic skills training grant program, with a priority on awarding grants that clearly demonstrate meaningful outcomes such as wage gain, career advancement and job creation for workers in low-wage, lower-skilled occupations. In order to achieve success in the workplace and self-sufficiency, all of New Jersey’s workers must be able to function at their highest potential skill levels.

In Fiscal Year 2008, OGO embarked on a special initiative to develop solutions to improve the basic literacy skills of incumbent workers in low-wage, lower skill occupations living in New Jersey’s Housing Authority residences and/or receiving Section 8 vouchers. Grants were awarded on a

competitive basis to the strongest applicants who demonstrated that the training will improve low wage workers' basic communication skills, basic computer skills, basic math skills and English as a second language (ESL) skills along with other work readiness skills as defined by the Work Readiness Profile. Grants were awarded to Long Branch, Paterson, Jersey City, Camden, and Asbury Park totaling \$420,970 to train 490 residents.

During Program Year 2007, 35 literacy/basic skills grants were awarded in amounts ranging from \$10,644 to \$761,308, for a total of \$4,273,550. This funding will provide basic skills training to 12,893 job seekers and workers.

<b>Literacy Skills Training Results</b>				
<b>Program Year 2007</b>	<b># Grants</b>	<b>Grant Amount</b>	<b># of Trainees</b>	<b># Organizations Participating</b>
<b>CTTS Literacy Grants</b>	<b>35</b>	<b>\$4,273,550</b>	<b>12,403</b>	<b>270*</b>
<b>Housing Authority Grants</b>	<b>5</b>	<b>\$420,897</b>	<b>490</b>	<b>5</b>
<b>Total</b>	<b>40</b>	<b>\$4,694,447</b>	<b>12,893</b>	<b>275</b>
<b>Program Year 2006</b>	<b># Grants</b>	<b>Grant Amount</b>	<b># of Trainees</b>	<b># Organizations Participating</b>
<b>*Based on supplied grantee data as of 8/04/08</b>				
<b>CTTS Literacy Grants</b>	<b>94</b>	<b>\$8,059,594</b>	<b>21,009</b>	<b>94</b>

The *Customized Training* or *Literacy Skills* grant applications can be accessed online by visiting our website at: [http://lwd.dol.state.nj.us/labor/employer/training/incentives\\_training\\_index.html](http://lwd.dol.state.nj.us/labor/employer/training/incentives_training_index.html).



## **Apprenticeship**

The NJLWD administers workforce training programs promoting apprenticeship opportunities to youth, women, minorities and veterans.

### ***Youth Transitions to Work (YTTW)***

The Youth Transitions to Work (YTTW) program, funded through the State Workforce Development Partnership Act, awarded 14 grants in program fiscal year 2008, totaling \$2,624,963. These grants provide funding to consortia of employers, organized labor and schools to implement transition programs from school to registered apprenticeships.

During the past three years of the YTTW program, 5,838 students were enrolled in the program and 415 students have been placed into registered apprenticeship programs. NJLWD expects additional placements to occur as the grants end September 30, 2008.

<b>Youth Transitions to Work (YTTW) Results</b>					
<b><u>Fiscal Year</u></b>	<b><u># Grants</u></b>	<b><u>Total Grant Amount</u></b>	<b><u># of Students Enrolled</u></b>	<b><u># Placed into Apprenticeships</u></b>	<b><u># Placed into Trade Related Employment</u></b>
FY06	15	\$2,673,992	1,597	117	68
FY07	14	\$2,619,873	2,470	172	123
FY08 *	14	\$2,624,963	1,771	126	64

\* Results as of 6/30/08 – Contract period ends on 9/30/08

### ***Construction Trades Training Program for Women and Minorities (CTTP-WM)***



In 2002, the New Jersey State Legislature passed the Educational Facilities Construction and Financing Act, N.J.S.A. 18A:7G-1 et. seq., which provided approximately \$8.6 billion dollars to rebuild New Jersey's schools with an emphasis on those located within the Abbott School Districts. Under New Jersey law, one-half of one percent of all construction project dollars must be utilized to train individuals in the area of the building and construction trades. The construction projects and

subsequently the one-half of one percent construction dollars are administered by the New Jersey Schools

Development Authority (formerly the New Jersey Schools Construction Corporation). The NJSDA sends monies (amounts vary by fiscal year) to the NJLWD, through a Memorandum of Understanding (MOU). NJLWD administers the Construction Trades Training Program for Women and Minorities (CTTP-WM) with these construction dollars.

The focus of the CTTP-WM grants is to increase employment opportunities for women and minorities and to provide training in construction-related skills so that they may benefit from jobs created by school construction projects in local communities. To participate in these programs, individuals must live within one of the thirty-one Abbott School Districts. NJLWD awarded four grants for FY08 totaling \$1,200,000, funded through the NJ SDA. Two additional grants were awarded through LWD totaling \$549,748 and are funded through LWD's Supplemental Workforce Fund for Basic Skills. It is anticipated that these grants will provide training to 175 women and minorities within the Abbott School Districts, will have placed at least 88 individuals into registered apprenticeship positions and the remaining individuals placed into quality construction jobs paying at least \$10.80 per hour by the end of the grant period of March 31, 2009.

### Construction Trades Training Program for Women and Minorities (CTTP-WM) Results

<u>Fiscal Year</u>	<u># Grants</u>	<u>Total Grant Amount</u>	<u># of Participants Enrolled</u>	<u># of Participants Completed</u>	<u># Placed into Apprenticeships</u>	<u># Placed into Trade Related Employment</u>
FY06	4	\$1,383,136	195	171	136	8
FY07	4	\$1,619,046	281	238	83	52
FY08 *	6	\$1,749,748	32	30	16	1

\* Results as of 6/30/08 - Contract period is 4/1/08 - 3/31/09

### *Highway Construction Trades Training Program for Women and Minorities (HCTTP-WM)*

Another initiative, new to the Department in Program Year 2006, also involves training of women, minorities and veterans with the goal of job placement in the highway construction industry. The Highway Construction Trades Training Program for Women and Minorities (HCTTP-WM) will increase employment opportunities for women, minorities and veterans in highway construction projects throughout New Jersey. One grant was awarded for Fiscal Year 2008 in the amount of \$240,000, with

training estimated to benefit 24 participants with all 24 participants being placed into a registered apprenticeship position.

**.Highway Construction Trades Training Program for Women and Minorities (HCTTP-WM) Results**

<u>Fiscal Year</u>	<u># Grants</u>	<u>Total Grant Amount</u>	<u># of Participants Enrolled</u>	<u># of Participants Completed</u>	<u># Placed into Apprenticeships</u>	<u># Placed into Trade Related Employment</u>
FY08*	1	\$240,000	30	30	2	n/a

\* Results are as of 5/31/08. The FY08 contract period is 3/1/08 to 2/28/09

Additional information on Apprenticeship Programs can be accessed online by visiting our website at: <http://lwd.dol.state.nj.us/labor/employer/training/Apprenticeship.html>.

**Occupational Safety & Health Grants**

NJLWD awards Occupational Safety and Health grants funded through the Workforce Development Partnership Act. The Department awarded five grants in Program Year 2007, totaling \$1,175,650. These programs helped employers improve workplace safety by offering comprehensive health and safety training programs that meet Federal OSHA standards. The primary objective of the OSH grant is to increase awareness of OSHA standards and ultimately reduce the number and severity of injuries in the workplace. It is estimated that these grants will provide training to 3,261 participants.

**Green Initiatives**

NJLWD has embarked upon an initiative focusing on “Green Collar” Alternative Energy, Energy Efficiency, and Environmental Cleanup occupations. A grant for a one year period (6/30/08 – 6/29/09) in the amount of \$1,148,125 was awarded to ISLES (NJ Center for Energy and Environmental Training). The grantee will develop curriculum and training models to assist workers and employers that seek re-training of their workforce. The program will also assist traditionally underserved workers including urban youth, women and ex-offenders. Participants will be able to obtain certification in energy technology or the environmental field.

## **Workforce Learning Links**



Without adequate literacy skills, an individual's career options, advancement and wage gains can be severely limited. Therefore, adult education and literacy is a top priority in New Jersey. Using State SWFBS resources, over 50 Workforce Learning Links (WLL) have been established at the One-Stop Career Centers and partner agencies to make adult education and literacy training available at the local level. The WLL is an innovative program that merges computer-based, self-paced learning with staff-assisted instruction in a workshop setting. The WLL offers training in GED preparation, math, reading, writing, financial literacy, life skills, workplace literacy, English as a second language and basic computer skills. The goals of this program are to raise the literacy levels of participants, improve their employability and salaries, and strengthen the economy. During Program Year 2007, 6,431 participants received literacy services in the Workforce Learning Link Labs.

## **WIA Title II Activities**

The WIA Title II grant program plays an important role in the continuum of New Jersey's educational and training services, funding literacy and basic skills education programs to help adults become literate, get a secondary school education, or learn English. The national program was recently recognized by the federal Office of Management and Budget as an "effective" program after undergoing a comprehensive assessment using the Program Assessment Rating Tool (PART). "Effective" is the highest rating that can be achieved.

New Jersey literacy providers enrolled approximately 34,000 state residents in PY 2007 in literacy programs funded under WIA Title II. Since an enrollment cannot be recorded until a participant has received a minimum of 12 hours of instructional services, the program likely serves many more participants who did not meet the 12 hour threshold. The PY 2007 funding distribution to literacy provider agencies totaled approximately \$15.6 million, resulting in an estimated cost of \$459

per customer enrolled. (Note: Estimates are provided as program reporting is not completed until December following the end of the program year.)

**Work First New Jersey**

New Jersey’s One-Stop Career Centers help individuals and families achieve self-sufficiency by moving Temporary Assistance for Needy Families (TANF) clients from welfare to work. The One-Stop Career Centers provide a variety of workforce development services to recipients of welfare benefits, general assistance, and food stamps, through a partnership with the Work First New Jersey (WFNJ) program. WFNJ builds and expands upon the foundation of the basic principles set forth in the Federal Personal Responsibility and Work Opportunity Reconciliation Act of 1996 that established the Temporary Assistance for Needy Families (TANF) block grant program. In 1996 New Jersey had just under 100,000 families collecting TANF benefits. For program year 2007, approximately 39,000 New Jersey families received TANF benefits.

During Program Year 2007, New Jersey’s One-Stop Career Centers provided the following services to WFNJ recipients:

Report# - Title: WF-151 WFNJ Participants Served – Service Categories  
 Report Period: July 1, 2007 – June 30, 2008  
 Report Level: Statewide

<b>Service Category</b>	<b>TANF</b>	<b>GA Only</b>	<b>FS Only</b>	<b>GA + FS</b>
Academic Learning	553	26	201	268
Alternative Work Experience	4,425	102	485	896
Basic Skills/Life Skills	627	26	398	244
Customized Training	49	1	8	4
Education Directly Related to Employment	72	0	5	3
English as a Second Language (ESL)	354	7	199	106
Job Search Workshop	3,328	197	997	2,173
Literacy Training	1,485	75	571	760
Occupational Skills Training	4,985	104	1,711	1,158
On the Job training (OJT)	304	14	102	127
Short-term Pre-Vocational Skills to Prepare for Employment or	821	6	54	120
Skills Upgrading and Retraining	103	0	23	7
Training Programs Operated by the Private Sector	172	0	9	2
Work Experience	2,873	83	380	782
Work-Related/Job Readiness Training	1,159	35	408	293
Workplace Training	593	16	39	177
<b>Statewide Total (Count of individual program participants. Not s sum of lines)</b>	<b>16,616</b>	<b>553</b>	<b>5,080</b>	<b>5,456</b>

## **Smart STEPS**



The Supplemental Workforce Development Benefits Program (Smart STEPS) is funded by the State Workforce Development Partnership Act, and provides replacement Work First New Jersey (WFNJ) cash assistance and support services and benefits for individuals pursuing a two-year or four-year degree granting program from an accredited college or university. To be considered for Smart STEPS, the customer must be a current WFNJ cash assistance recipient or a former WFNJ cash assistance recipient who has left the WFNJ program within the past 12 months, or must be eligible for, but not receiving WFNJ cash assistance payments. In addition, the applicant must care for children or other dependent family members unable to care for themselves. To qualify for the program, the course of study must potentially lead to employment in a demand occupation in New Jersey or the participant's job-search area. During Program Year 2007, 542 participants were enrolled for services in Smart STEPS. To ensure adequate funding to support participants through successful program completion, no new participants are being added at this time.

## **Job Search Assistance and Assessment Program**

New Jersey was again awarded a federal grant to conduct Reemployment Eligibility Assessments (REA) also known as the Job Search Assistance and Assessment Program (JSAAP). This program is a joint effort of NJLWD's Workforce Development program area and the Division of Unemployment Insurance. This program serves as an intervention for claimants who are actively collecting unemployment benefits between the 8<sup>th</sup> and 12<sup>th</sup> weeks. Participating individuals are scheduled for assessment and reemployment workshops at the One-Stop Career Center and referred to appropriate core and intensive services. In Program Year 2007, 38,267 customers were scheduled to participate and 18,153 individual job searches assessed.

### **State Rental Assistance Program (SRAP)**

The NJLWD and the New Jersey Department of Community Affairs (DCA), in accordance with P.L. 2005, Chapter 66, have implemented the State Rental Assistance Program (SRAP). SRAP provides a five-year rental subsidy, with a possible two-year extension, to participants not currently holding a federal Section 8 voucher. SRAP participants under the age of 65 who are not disabled are required to register for employment and training services through their local One-Stop Career Center and to seek the counseling required to obtain employment.

The SRAP was developed to assist participants who cannot afford housing. Participants are required to access the various employment and training services available to the public through the One-Stop Career Center system in order to be eligible for the program and to help transition them to self-sufficiency. The program is designed to coordinate the efforts of DCA and NJLWD in providing the services and support necessary to help those receiving a State rental assistance grant to become employed. There have been 1,711 SRAP recipients referred for services to the One-Stop Career Centers since October 2005.

### **Workforce Development Partnership Training for Dislocated Workers**

New Jersey's State-funded Workforce Development Partnership Program (WDP) provides dislocated and displaced workers with individual grants up to \$4,000 for training to upgrade their skills in high-demand occupations. Some grants up to \$6,000 are available if remedial educational services are necessary. The program enables individuals to upgrade their skills to satisfy business demands for a high quality labor force and return to full employment. While in training, individuals are able to collect their unemployment insurance benefits.

During Program Year 2007, 2,757 training grants were provided averaging \$3,557 per individual, for a total of \$ 9,807,571 awarded to the program's participants.

### **Vocational Rehabilitation Services**

The Division of Vocational Rehabilitation Services within NJLWD provides services that enable individuals with disabilities to find jobs or keep their existing jobs. As a recipient of federal funds from

Title IV of the Workforce Investment Act, the Division of Vocational Rehabilitation Services is a core participant in the One-Stop Career Centers and has participated in activities to improve the accessibility of the physical plant and the programs that are offered at these locations.

All job-ready applicants are encouraged to access these services and explore the various job opportunities that are available in the One-Stop Career Centers. The Division of Vocational Rehabilitation Services also participates in the Work Opportunity Tax Credit program and offers numerous services to employers including technical assistance on the American with Disabilities Act, disability issues in the workplace, and overall disability awareness.

In Program Year 2007, 4,369 recipients of vocational rehabilitation services in New Jersey were successfully rehabilitated and placed in jobs within one of the following occupational groups:

Professional/Management/Technical	18%
Clerical/Sales	31%
Service Occupations	24%
Other (bench work, agricultural processing, structural, machine trades, miscellaneous)	27%

### **Trade Act**



Trade Adjustment Assistance (TAA) is available to workers who lose their jobs or whose hours of work and wages are reduced as a result of increased foreign imports. Under the Trade Act of 1974, as amended, workers whose employment is adversely affected by increased imports may be eligible for benefits to help them prepare for and obtain suitable employment. TAA benefits may include training, testing, counseling, a job search allowance and a relocation allowance.

TAA benefits also include weekly Trade Readjustment Allowances (TRA) that may be payable to eligible workers following their exhaustion of unemployment benefits. Usually, TRA benefits will be paid only if an individual is enrolled in an approved training program. Effective December 2002, TAA also includes health insurance premium assistance for those



individuals participating in approved TAA training or those receiving a training waiver, which can pay 65% of an individual's qualified health insurance premiums when the individual pays the other 35%.

During program year 2007, 784 individuals received training services under the Trade Act. The entered employment rate for TAA was 64%; the employment retention rate was 94%; and the wage replacement at six months after exit was 97%.

### **Self-Employment Assistance (SEA)**

The Self-Employment Assistance program provides counseling, technical assistance, and entrepreneurial training grants to unemployed workers who want to establish their own businesses. SEA classroom training is conducted at New Jersey's community colleges. As a substitute for the regular UI requirement of actively seeking work, program enrollees must devote at least 35 hours weekly to starting a business. Activities that count toward the 35-hour requirement include development of a business plan, product development, market research, equipment purchases and classroom training. In Program Year 2007, 869 individuals received services from the Self-Employment Assistance Program.

### **Hire-A-Vet Program**



The Jobs for Veterans Act, Public Law 107-288, called for the creation of the President's National Hire Veterans Committee within the United States Department of Labor. The committee was charged with facilitating the employment of veterans through participation in America's national labor exchange. A website (<http://www.hirevetsfirst.gov/employer.asp>) was developed to provide employers with nationwide access to qualified veterans searching for employment opportunities. The website also provides veterans with information about the One-Stop Career Centers, whose services are a key part of the program, and available employment-related services.

New Jersey has taken an active role in promoting the hiring of veterans. The Local Veterans Employment Representatives (LVERs) have been tasked to work with the employers of New Jersey in hiring veterans by discussing job development and the elements of job retention.

Designed to assist America's recovering wounded, REALifelines gives individual attention to those who need it most. After a wounded or injured veteran has been treated at a military facility, and if they are either moving to or live in New Jersey, they are referred to the Disabled Veterans Outreach Program (DVOP) specialist in their area. Through our initiative to help veterans who were formerly incarcerated, the State works with recently-released veterans to find employment.

### **Workforce 55+ - Senior Community Service Employment Program**

The NJLWD Senior Community Service Employment Program (SCSEP), known as WorkForce 55+ (WF55+), provides unemployed individuals with poor employment prospects, age 55 years and over, with part-time paid community service employment (CSE) assignments, which will simulate the local job market, thus facilitating the successful transition onto unsubsidized jobs in private industry and/or the public sector. Program participants reenter the mainstream of community life by working in community service employment-based assignments that help meet community service needs by filling service delivery gaps. The program contributes to the growth and well being of the WF55+ participants, as well as the communities in which they live.

The program seeks to develop new partnerships with entities that will provide opportunities in skill development for program participants in demand occupations. To this end, we will explore a regional approach in identifying viable older worker friendly employers as well other funding streams. The State and local Workforce Investment Boards (WIB) will be a valuable resource in implementing this approach.

The program is authorized by Title V of the Older Americans Act and federally funded by the U.S. Department of Labor. In Program Year 2007 (July 1, 2007 – June 30, 2008), NJLWD received \$2,662,392 to administer its WF55+ program statewide with 341 authorized positions. NJ's goal was to serve 155% over the authorized or modified slot level by the continuous recruitment and transition of participants onto unsubsidized employment. The program exceeded the service level goal by serving 165% over its authorized slots. The Common Measures Entered Employment goal of 33% was exceeded at 35%. During Program Year 2007, WF55+ also exceeded its performance measure goals for the following core measures: Community Service, Average Earnings and Most-In-Need. The NJLWD program looks forward to continuing to provide quality services to New Jersey's mature workers.

### **Professional Service Group**

Sponsored by and located in ten One-Stop Career Centers statewide, the Professional Service Group (PSG) is a dynamic self-help organization of professionals helping professionals find new employment. The PSG mission is to provide peer support, networking opportunities and job search assistance to facilitate timely and effective return to work of its members and staffing assistance to employers. Program participants represent a diverse group of highly skilled jobseekers. During Program Year 2007, 741 individuals participated in the program and 156 PSG individuals found employment through the efforts of the Professional Service Group programs.

### **New Jersey Youth Corps**



The New Jersey Youth Corps is a statewide program designed to help individuals who are 16 to 25 years of age complete their high school education and gain valuable work experience. Through a combination of classes for the GED test and community service, Youth Corps members acquire the knowledge and skills necessary to secure gainful employment, job training or post-secondary education. Personal and career counseling assist the students overcome barriers to success. Community service assignments are designed to develop employability skills, team work and commitment. Work sites are project-oriented and include urban renewal, renovation and construction, landscaping, park beautification, child and senior care, hospital service and clerical and administrative support for the project organizations. In Program Year 2007, the New Jersey Youth Corps served 1,033 participants at its 12 locations statewide. Of these program participants, 68 entered a two- or four-year college, 413 entered employment, and 260 earned their GED or High School Diploma.

### **Navigators Program**

A Work Incentive Grant from USDOL for a Disability Program Navigator (DPN) Initiative was effective through June 30, 2008. The Navigator grant gave the State the opportunity to incorporate and

institutionalize the experience and best practices of Project Access, which contributed to provision of increasingly effective services to jobseekers with disabilities through the statewide network of One-Stop Career Centers. Under the Navigator Grant, the goals and outcomes of Project Access were expanded in order to address any service access issues within the local workforce investment area. Navigator positions were used to provide technical information, agency contacts and training needed for the One-Stop Career Centers to institutionalize provision of reasonable accommodations to persons with disabilities toward a goal of universal access to One-Stop resources and services.

The Navigator initiative works in coordination with the Division of Vocational Rehabilitation (DVR) and the State Employment and Training Commission (SETC) Disability Issues Committee and shares the mission to promote and develop enhanced options for individuals with disabilities in the workforce development system.

The State received limited funding to continue the DPN initiative for a third year, but has streamlined the service delivery strategy by reducing the Navigator staffing to 3 full time positions assigned to work regionally in New Jersey. These Navigators will continue their coordination with local One-Stop Career Center resources and will work closely with regional economic development efforts under the WIRED initiatives to include a disability perspective in workforce innovation with employers.

### **Students Training Achievement Recognition (STAR) Awards**

The Garden State Employment and Training Association (GSETA) and its sponsors have joined together to acknowledge youth and adults who have achieved personal and employment goals despite extraordinary barriers. In Program Year 2007, thirty-six individuals from the 18 Workforce Investment Board local areas received acknowledgement and cash awards. These individuals are honored through the STAR awards at an annual conference held in June of each year. Through their hard work and dedication, the participants have found ways to overcome obstacles they encountered to stay in or to complete school, complete a vocational training program, and find and keep a job.

## **UI Modernization**

New Jersey has undertaken an Unemployment Insurance Modernization initiative, which includes the replacing of its existing antiquated and outdated mainframe computer system with state-of-the-art technology through a web-based application, image documentation and a workflow solution known as “New Jersey State Unemployment Compensation Claimant and Employer Service System” (NJ SUCCESS).

NJ SUCCESS will result in greater staff efficiencies leading to better customer service and satisfaction for New Jersey’s workers and employers. NJ SUCCESS will help claimants find jobs by eliminating unnecessary Unemployment Insurance claims processes, thereby allowing claimants more time to focus on reemployment and affording claimants the opportunity to be electronically linked to the One-Stop System for automated job matches.

In the early spring of 2008, NJLWD conducted a thorough reassessment of their needs and determined that, while the capabilities within NJ SUCCESS remain solid in most respects, the current schedule and implementation approach does not satisfy the State’s current and most pressing operational needs. In response to this analysis, NJLWD has worked together with the Design, Development and Implementation Vendor, Accenture, to identify an alternative development and implementation approach for a subset of NJ SUCCESS deliverables that is intended to: (1) Accelerate benefit realization to address critical needs associated with the current economic downturn; (2) Decrease the workload for NJLWD staff; (3) Reduce the complexity and period of adoption by NJLWD personnel; and (4) Increase



the ability for State employees to support and maintain the system.

This alternative approach is called the “Self Service Initiative” which will consist of 3 releases of UI functionality. The 3 releases include the following functionality: (1) Virtual Call Center, (2) Web Claims without Agent Intervention and Implementation of the O\*NET Auto-coder to enhance the Reemployment Opportunities, and (3) Bi-directional Electronic Communication with Employer Agents. This initiative will also include an assessment, which will identify and assess alternative solutions to address the functional design of NJ SUCCESS and the core principles that defined the UI Modernization effort.

## **Business Services**

Through the State's eighteen (18) Business Resource Centers (BRCs), which are located in and aligned with local One-Stop Career Centers, the Business Outreach Program proactively interacts with New Jersey's business community and serves as a liaison to State government for the business community. The primary purpose of the Business Outreach program is to keep businesses in the state by assisting New Jersey companies to learn about and access available State programs and resources. During Program Year 2007, the State's BRCs conducted 2,175 positive recruitment events for employers and received 9,738 job orders.

\* \* \* Balance of this page is intentionally left blank. \* \* \*

**A. Workforce Investment Activities**

New Jersey's Program Year 2007 Workforce Investment Act (WIA) Annual Report reflects the State's commitment to build a coordinated and comprehensive workforce development system. The State met or exceeded all WIA Program Year 2007 performance standards negotiated with the U.S. Department of Labor.

While New Jersey exceeded thirteen (13) and met four (4) individual performance measures, the State's average percent of standard exceeded 100% within the Adult, Dislocated Worker, and Youth performance measure cohorts. Since the inception of the Workforce Investment Act, New Jersey has consistently demonstrated its commitment to provide outstanding workforce services to the individuals and employers of the State. Program Year 2007 results demonstrate that commitment and a capacity to prepare program participants to compete for and retain employment in the labor market. This fact and actual performance levels achieved reflect the dedication and hard work of administration and program staff at State and local levels. Providing the right mix of workforce services and training to program participants to prepare them for employment and the services provided to our employers enables our business community to be more competitive in this global economy. The table on the next page displays the State's performance measure goals and actual outcomes for the last two Program Years.

\* \* \* Balance of this page is intentionally left blank. \* \* \*

**New Jersey Workforce Investment Act Performance  
Program Years 2006 and 2007**

<b>Performance Measures</b>	<b>PY 2006 Goal</b>	<b>PY 2006 Actual</b>	<b>% of Goal</b>	<b>PY 2006 Results</b>	<b>PY 2007 Goal</b>	<b>PY 2007 Actual</b>	<b>% of Goal</b>	<b>PY 2007 Results</b>
<b>Adult</b>								
Entered Employment	82%	83.7%	102.1%	Exceed	83%	85.4%	102.9%	Exceed
cRetention	85%	81.0%	95.3%	Met	86%	85.1%	99.0%	Met
6 Month Ave Earnings <sup>1</sup>	\$11,750	\$11,885	101.2%	Exceed	\$11,900	\$12,177	102.3%	Exceed
Credential & Employment	57%	64.8%	113.6%	Exceed	59%	65.3%	110.7%	Exceed
<b>Dislocated Worker</b>								
Entered Employment	86%	87.9%	102.2%	Exceed	87%	88.6%	101.8%	Exceed
Retention	85%	86.2%	101.4%	Exceed	90%	88.7%	98.6%	Met
Wage Replacement	\$16,100	\$15,720	97.6%	Met	\$16,100	\$15,698	97.5%	Met
Credential & Employment	67%	69.4%	103.6%	Exceed	68%	70.6%	103.8%	Exceed
<b>Older Youth</b>								
Entered Employment	77%	74.7%	97.0%	Met	78%	85.7%	109.9%	Exceed
Retention	83%	86.5%	104.3%	Exceed	84%	89.2%	106.2%	Exceed
Earnings Change	\$3,408	\$4,307	126.4%	Exceed	\$3,950	\$4,122	104.4%	Exceed
Credential & Employment	51%	54.0%	105.9%	Exceed	52%	63.4%	121.9%	Exceed
<b>Younger Youth</b>								
Skills Attainment	83%	86.4%	104.0%	Exceed	84%	90.3%	107.5%	Exceed
Diploma or Equiv.	68%	75.1%	110.5%	Exceed	69%	67.6%	98.0%	Met
Retention	57%	58.8%	103.1%	Exceed	58%	65.1%	112.2%	Exceed
<b>Customer Satisfaction</b>								
Participants	76	77.1%	101.4%	Exceed	78	80.8%	103.6%	Exceed
Employers	66	64.5%	97.7%	Met	68	68.4%	100.6%	Exceed

<sup>1</sup> – “6 Month Average Earnings” performance measure replaced “Earnings Change” in PY 2006.

**Enrollments**

During Program Year 2007, 14,578 participants were served in the WIA Adult Program, and 2,968 or 20.4% of the participants exited the program. The Dislocated Worker Program served 7,724 participants and 3,650 or 47.3% of the enrolled number exited the program. The Older Youth program served a total of 693 participants, with 365 or 52.7% of the participants exiting during the program year.



In the Younger Youth program, 5,169 individuals were served with 2,128 or 41.2% participants exiting during the program year.

### Participants Served by Program and Year

	Program Year 2006			Program Year 2007		
	Participants Served	Participants Served	Participants Served	Participants Served	Participants Exited	% of Exits
Adult Program	6,131	2,773	45.3%	14,578	2,968	20.4%
Dislocated Workers	7,617	3,626	47.7%	7,724	3,650	47.3%
Older Youth	670	288	43.0%	693	365	52.7%
Younger Youth	6,014	2,474	41.2%	5,169	2,128	41.2%

### Entered Employment

The Entered Employment performance measure results arrayed immediately below all reflect standards that the State met.

### Program Year 2007 Entered Employment Rates

Program Year 2007	Participants Exited & Counted in Measure	Participants Employed in the 1 <sup>st</sup> Quarter After Exit	% of Participants Employed in 1 <sup>st</sup> Quarter
Adult	2,908	2,484	85.4
Dislocated Workers	3,646	3,232	88.6
Older Youth	265	227	85.7

### Credentials and Skill Attainment

During the quarters counted for performance in Program Year 2007, 1,467 Adult Program participants who secured employment by the end of the first quarter after exit also obtained a credential by the end of the third quarter after exit. For the Dislocated Worker Program, there were 2,072 individuals employed by the end of the first quarter who also obtained a credential by the end of the third quarter after exit. In the Older Youth Program, 199 individuals were employed by the end of the first quarter and obtained a credential by the end of the third quarter after exit. All credential performance measures were exceeded as reflected in the table immediately below.

### Program Year 2007 Credentials Achievement Rates

	Program Year 2006		Program Year 2007	
	Participants Employed in the 1 <sup>st</sup> Quarter and Obtained a Credential by the End of the 3 <sup>rd</sup> Quarter	% of Performance Goal Achieved	Participants Employed in the 1 <sup>st</sup> Quarter and Obtained a Credential by the End of the 3 <sup>rd</sup> Quarter	% of Performance Goal Achieved
<b>Adult</b>	1,257	113.6%	1,467	110.7%
<b>Dislocated Worker</b>	1,951	103.6%	2,072	103.8%
<b>Older Youth</b>	155	105.9%	199	121.9%

### Younger Youth Programs

During Program Year 2007, 4,321 skill attainments were achieved by the younger youth who participated in the program. In addition, 759 younger youth obtained a diploma or equivalency during the program year and 543 younger youth achieved a positive retention result. Two of three Younger Youth standards were exceeded and the third one met during the program year.

### Program Year 2007 Younger Youth Rates

	Program Year 2006		Program Year 2007	
	Actual	% Goal Achieved	Actual	% Goal Achieved
<b>Skill Attainments</b>	4,850	104.0%	4,321	107.5%
<b>Diploma or Equivalency</b>	516	110.5%	759	98.0%
<b>Retention</b>	701	103.1%	543	112.2%

### Expenditures and Obligations:

During Program Year 2007, NJLWD expended a total of \$69,079,859 for programs under the Workforce Investment Act. The Adult Program expended \$16,022,008 from all program year resources. The Dislocated Worker Program expended \$17,617,067. For the combined Older and Younger Youth Programs, New Jersey expended \$15,692,887. The total reported Program Year 2007 expenditures for Statewide Activities, including Rapid Response, was \$14,941,823. The above figures for Program Year 2007 do not include total outstanding obligations \$5,633,999 (Administration: \$84,083; Adults:

\$1,416,555; Dislocated Workers: \$1,778,271; Youth: \$2,323,771; Statewide Activities: \$17,789; and Rapid Response of \$13,530).

**Cost Effectiveness – Program Year 2007**

There was a total of \$49,331,962 expended under the Adult, Dislocated Worker, Older Youth and Younger Youth Programs. Including outstanding obligations, a total of \$54,850,559 was spent for the three programs resulting in an average cost per participant of \$1,948.

**Program Year 2007 Cost Efficiency Summary Table**

<b>PY 2007</b>	<b>Total Participants Served</b>	<b>Funds Expended + Outstanding Obligations</b>	<b>Cost Per Participant</b>
<b>Total Participants</b>	28,164	\$54,850,559	\$1,948
<b>Adult</b>	14,578	\$17,438,563	\$1,196
<b>Dislocated Workers</b>	7,724	\$19,395,338	\$2,511
<b>Youth</b>	5,862	\$18,016,658	\$3,073

The WIA Financial Statement and Program Activities Cost Statements follow on the next page.

\* \* \* Balance of this page is intentionally left blank. \* \* \*

**WIA Year-End Financial Statement  
PY 2007**

**July 1, 2007 thru June 30, 2008**

<b>Funding Sources</b>	<b>Available Funding</b>	<b>Expended</b>	<b>Outstanding Obligations</b>	<b>Available Balance</b>	<b>Percentage Available</b>
<b>Local Area</b>					
<b>Administration (PY07)</b>	4,609,688	3,420,141	84,083	1,105,464	23.98%
Carry-in (PY05/06)	1,503,058	1,385,933	0	117,125	7.79%
<b>Adult (PY07)</b>	12,194,868	10,094,610	1,416,555	683,703	5.61%
Carry-in (PY05/06)	5,937,809	5,927,398	0	10,411	0.18%
<b>Youth (PY07)</b>	13,047,683	9,834,643	2,323,771	889,270	6.82%
In-School	8,711,044	6,288,155	1,254,827		
Out-School	4,336,639	3,546,488	1,068,944		
Carry-in (PY05/06)	5,860,152	5,858,244	0	1,908	0.03%
In-School	5,860,152	5,858,244	0		
Out-School	0	0	0		
<b>Dislocated Worker (PY07)</b>	16,139,936	13,263,926	1,778,271	1,097,739	6.80%
Carry-in (PY05/06)	4,357,358	4,353,141	0	4,217	0.10%
<b>Statewide Activity</b>					
<b>Administration (PY07)</b>	3,270,392	3,270,392	0	0	0.00%
Carry-in (PY05/06)	103,286	103,286	0	0	0.00%
<b>Program (PY07)</b>	6,432,779	4,348,117	17,789	2,066,873	32.13%
Carry-in (PY05/06)	563,084	563,084	0	0	0.00%
<b>Rapid Response (PY07)</b>	7,318,765	4,763,056	13,530	2,542,179	34.74%
Carry-in (PY05/06)	1,893,888	1,893,888	0	0	0.00%
<b>Total PY 2007 Funding:</b>	<b>83,232,746</b>	<b>69,079,859</b>	<b>5,633,999</b>	<b>8,518,889</b>	<b>8,518,889</b>

**Note**

- (1) Carry-in "available fund" is based on prior year's obligation and available balances.  
(2) Statewide Activity Program carry-in budget is less than prior year's annual report of obligation and available balances due to budget transfer to the Adult and Dislocated Worker programs approved in March 2008.

**WIA Statewide Allowable Activities Description  
PY 2006  
July 1, 2007 thru June 30, 2008**

**Federal Financial Reports**

<u>Description</u>	<u>Expenditures</u>		<u>Total Expenditures</u>	<u>Outstanding Obligations</u>
	<u>PY05/06</u>	<u>PY07</u>		
Project Reemployment Opportunity Sys.	538,139	3,350,971	3,889,110	455
Labor Planning & Analysis	0	793,683	793,683	0
Rutgers	0	34,667	34,667	17,334
GSETA	0	169,050	169,050	0
Employment & Training Staff	127,977	3,046,570	3,174,547	0
SETC	0	223,822	223,822	0
<b>Total:</b>	<b>666,116</b>	<b>7,618,763</b>	<b>8,284,879</b>	<b>17,789</b>

**WIA Cost of Program Activities  
PY 2007  
July 1, 2007 thru June 30, 2008**

<u>Program Activity</u>	<u>Expenditures</u>	<u>Obligations</u>	<u>Total Federal Spending</u>
Local Administration	4,806,074	84,083	4,890,157
Local Adults	16,022,008	1,416,555	17,438,563
Local Dislocated Workers	17,617,067	1,778,271	19,395,338
Local Youth	15,692,887	2,323,771	18,016,657
Rapid Response	6,656,944	13,530	6,670,474
Statewide Required Activities	8,284,879	17,789	8,302,668
<b><u>Statewide Allowable Activities</u></b>			
Project Reemployment Opportunity Sys.	3,889,110		
Labor Planning & Analysis	793,683		
Rutgers (CRC Surveys and etc.)	34,667		
GSETA	169,050		
Employment & Training Staff	3,174,547		
SETC	223,822		
Statewide Allowable Activities-Obligations	8,284,879		
<b>Total of All Federal Spending Listed Above</b>	<b>\$69,079,859</b>	<b>\$5,633,999</b>	<b>\$74,713,857</b>

## **Workforce Services**

In Program Year 2007, a total of 27,731 program participants and 8,216 individuals who took advantage of self-service opportunities only, received services under WIA, but there were thousands of additional customers who received core, intensive and self-services through the State's network of One-Stop Career Centers. The One-Stop system should be measured by the total number of customers served. The system and facilities provide a continuum of services and include many people not counted specifically under WIA. While not evident in the reported number of participants, the State's One-Stop Career Center system served 247,653 distinct individuals during Program Year 2007. The numbers are a non-duplicative count and are reflective of the volume of customers who are using the One-Stop Career Centers in New Jersey. These customer records do not show up in the WIA Annual Report as they may have accessed only self, core and intensive workforce development system services. While they may not show in the final WIA numbers, case management system records show each customer used One-Stop resources and availed themselves of a variety of workforce services.

The State's commitment to developing a world-class workforce by assisting the State's students and jobseekers to obtain the skills and education needed in a competitive global economy is reflected in the table on the next page and its numbers of individuals receiving training services in our workforce programs.

### **Program Year 2007 Individuals Receiving Training Services**

<b>Workforce Program</b>	<b>Individuals Receiving Training Services</b>
<b>Workforce Investment Act, Title I</b>	12,891
<b>Workforce Investment Act, Title II</b>	34,000*
<b>NJ Customized Training (CT)</b>	60,482
<b>NJ Customized Training Basic Skills (Literacy)</b>	12,403
<b>SMART STEPS</b>	542
<b>Trade Act</b>	784
<b>Work First New Jersey (WFNJ)</b>	16,083
<b>NJ Workforce Development Program (WDP)</b>	5,423
<b>NJ Workforce Learning Link (WLL)</b>	5,749
<b>Total</b>	<b>148,357</b>

\* Estimated – Final Program Year 2006 WIA Title II data is being compiled and not due until December 2007.

## **B. Evaluations of Workforce Development Activities**

The 2007 Workforce Development Partnership Program evaluation used in-depth case studies with ten grant recipients and a review of administrative data to profile the Customized Training (CT) grants awarded. The report was prepared by the Heldrich Center at Rutgers University for the State Employment and Training Commission.

Using evidence generated from interviews with individual grant administrators, company executives, training instructors, supervisors of individuals receiving training, and the individuals who received training, this report explores the perceived effect of CT grants on recipient companies and their employees. The report used New Jersey Unemployment Insurance wage records to examine the wage and employment outcomes of selected individuals who received training and makes recommendations that could be used to inform future CT grant decisions.

The ten grants included in the study were selected because they represent five general categories of grants that were of specific interest to the State Employment and Training Commission and the New Jersey Department of Labor and Workforce Development. These include: grants to fund customer service skills training for the retail industry, grants to fund customer service skills training in the casino industry, grants to fund process improvement training for the manufacturing and wholesale trade, transportation and warehousing industries, grants to fund various types of training for companies in the life sciences industry, and grants to fund English as a second language and adult basic skills training for various industries.

### **Key Findings:**

- *Company executives interviewed for this profile reported that CT grants assisted the companies to increase the amount of training provided to employees.*

All of the thirteen employers interviewed reported that the training funded by the CT grant would either not have occurred or would have been far less comprehensive without the receipt of the grant. In addition, the four employers interviewed that had fewer than 100 employees reported that they had limited training budgets and limited overall available resources, including the time and management necessary to execute a training program. The CT grant assisted them to obtain the resources and capacity necessary to provide training to their employees.

- ***Company executives also reported that the training funded by CT grants assisted companies to increase employee productivity and increase the economic competitiveness of the company.***

For example, small manufacturing companies participating in a consortia organized by a local economic development organization used the CT grant to provide process improvement training to their employees, enabling the companies to receive ISO-9000 certification. According to executives of two companies interviewed, this certification has been crucial to each company's attempts to retain existing customers and to obtain new ones.

In addition, executives of casinos that participated in a consortia organized by Atlantic Cape Community College reported that ESL training provided to housekeeping and facilities employees helped to increase their productivity. Two casino employers interviewed for this study reported that increasing the English language proficiency of employees improved the efficiency of their working environment by enabling communication between employees and their co-workers, supervisors and customers.

- ***All of the more than thirty individuals interviewed who received training funded by CT grants reported that they benefited from that training.***

For example, a manufacturer of generic pharmaceuticals used the CT grant to partner with the local community college to provide a wide variety of courses to employees, including good laboratory practices, introduction to microbiology, and chemical hygiene for laboratories. Inspired by the college credit they received through the courses, some employees have enrolled in degree programs at the community college in order to obtain an associates degree.

In addition, individuals reported that the six-week training course offered by the Retail Skills Center at the Jersey Gardens Mall (a program supported by (a series) of CT grants) helped them to obtain employment in retail stores, by providing them with improved communication and retail skills, such as how to deal with difficult customers and how to make change properly.



- *Four promising practices emerged from this research which could be used by the Department of Labor and Workforce Development, in conjunction with existing criteria and program requirements, to guide future CT grant decisions.*

### **1 - Industry / Higher Education Partnerships:**

The Atlantic Cape Community College Casino Training Consortium, which has been funded (by a series of) CT grants since 1995, has become an important training resource for the casino industry. At the beginning of each CT grant period, staff of the Atlantic Cape Community College work closely with individuals from the industry to identify the priority skill needs of each participating casino and then design a training plan that meets the needs of all participating casinos. As a result of the longstanding relationship between the college and the industry, staff and faculty of the college have developed an understanding of the needs of the industry ensuring that future efforts are tailored to the needs of the industry.

### **2 - Training for Small Companies Organized by Consortia:**

The awarding of grants to consortia, led by local economic development agencies or educational institutions, can allow small companies, who often have limited training budgets and capacity, to provide training to their employees.

A consortium administered by the Union County Economic Development Corporation (UCEDC) provided small manufacturing companies with an opportunity to obtain ISO 9000 certification. This certification indicates to potential purchasers of the company's products that the company follows accepted quality practices. To obtain ISO certification, companies involved in the consortium provided training to their employees in efficiency controls, resulting in higher productivity of employees and the company as a whole.

Two companies interviewed for this report indicated that the company would not have been able to provide the ISO-9000 certification training to employees without the assistance of the UCEDC and without funding from the CT grant. In addition, companies participating in the consortium reported that they benefited from the involvement of other similar

companies in the grant, through guidance they received from peer companies and through the development of business partnerships that continued after the grant period.

### **3 - Training Programs That Provide Individuals With College Credit Or An**

#### **Industry-Recognized Credential:**

Training programs that provide trainees with college credits or an industry-recognized credential appear to have the most potential to benefit individuals receiving training. The Retail Skills Center at Jersey Garden Mall uses a training curriculum that is built on skill standards developed nationally for the retail industry. Individuals who complete the training program and pass an exam receive an industry –based credential that demonstrates to possible employers that the individual has the necessary skills to succeed in an entry-level retail industry job.

A pharmaceutical manufacturer that received a CT grant during the study period used the local community college to provide training to their employees on site at the company. Some employees who received business training funded by the grant earned college credit. Many of these individual chose to continue their education at the community college after the grant-funded training ended. The community college now offers a Business Management Associate’s Degree program to the company’s employees on-site at the company and twenty employees of the company enrolled in this program by the end of the grant period.

### **4 - English as Second Language Training:**

As a state with many immigrants, there is a significant need for English as a Second Language training. In 2005, 27% of New Jersey residents over the age of 5 lived in a household where a language other than English is spoken. In addition, 84% of these residents lived in a household where English was spoken less than “very well.” CT grants, both through the Literacy / Basic Skills program and through the primary grant program, can be used to provide important opportunities for New Jersey workers to receive English as a Second Language training.

During the study period, approximately one-third of all Customized Training (CT) grants were used wholly or partially to provide literacy and basic skills training. Many of these grants were awarded through the CT program's Literacy / Basic Skills Program. The most common form of literacy and basic skills training funded by CT grants is English as a Second Language (ESL) training.

Two casinos and three manufacturing companies included in this study provided ESL training to their employees. According to individuals interviewed for this study, the five companies typically hire individuals with low and moderate levels of formal education to fill positions with limited skill requirements. The labor pool for these types of positions, which include housekeeping jobs in casinos and low skill production jobs in the manufacturing industry, includes a large number of individuals with limited English skills. English language skills are not a formal requirement for these positions.

As a result, companies reported that they would not have provided ESL training, or provided it at a lower level, without the CT grants. Companies reported, however, that the ESL training increased the productivity of workers, by increasing their ability to communicate with co-workers, supervisors and, in the case of casinos, with customers.

- ***The New Jersey Department of Labor and Workforce Development should use current and new methods to calculate performance measures for the Customized Training program.***

In order to facilitate the monitoring of program results and to inform the management of the program, the New Jersey Department of Labor and Workforce Development should calculate performance measures for the program on a regular basis, building on existing data collection efforts.

All companies and consortia that receive a CT grant are required to submit a close-out report at the end of the grant period that summarizes the training provided with grant funds, the number of jobs created as a result of the grant and the number of jobs retained as a result of the grant. The Department of Labor and Workforce Development should make modest modifications to the close-out report to allow for the calculation and reporting of this information. For example,

companies could be asked to respond to a series of questions about the perceived effect of the training on employee productivity.

Grantees are also required to report information on individuals who receive on-the-job training through the CT grant. The Department should also consider requiring grantees to submit similar information of individuals who receive other types of training. Finally, the Department should use New Jersey Unemployment Insurance wage records to determine the employment status and earnings levels of all individuals after they complete training.

## WIA Annual Report (ETA Form 9091)

State Name:           NJ          

Date Submitted:           08/21/2008          

### WIA Title IB

### Annual Report Form (ETA 9091)

**I. Narrative Section**

- A. A discussion of the cost of workforce investment activities relative to the effect of the activities on the performance of participants.
- B. A description of State evaluations of workforce investment activities, including:
  - 1. The questions the evaluation will/did address;
  - 2. A description of the evaluation's methodology; and
  - 3. Information about the timing of feedback and deliverables.

**II. Table Section**

**Table A - Workforce Investment Act Customer Satisfaction Results**

Customer Satisfaction	Negotiated Performance Level	Actual Performance Level - American Customer Satisfaction Index	Number of Surveys Completed	Number of Customers Eligible for the Survey	Number of Customers Included in the Sample	Response Rate
Participants	78.0	80.9	477.0	1,052.0	673.0	70.9
Employers	68.0	68.4	936.0	2,393.0	1,181.0	79.3

**Table B - Adult Program Results**

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	83.0	85.4	2,484
			2,908
Employment Retention Rate	86.0	85.1	2,274
			2,672
Average Earnings	11,900.0	12,177.2	25,547,846
			2,098
Employment and Credential Rate	59.0	65.3	1,467
			2,245

**Table C - Outcomes for Adult Special Populations**

Reported Information	Public Assistance Recipients Receiving Intensive or Training Services		Veterans		Individuals with Disabilities		Older Individuals	
Entered Employment Rate	78.1	25	87.7	93	73.1	57	74.9	161
		32		106		78		215
Employment Retention Rate	80.6	25	88.1	89	78.6	44	85.5	130
		31		101		56		152
Average Earnings Rate	11,965.4	299,135	14,789.1	1,168,340	12,448.2	485,480	11,851.4	1,422,172
		25		79		39		120
Employment and Credential Rate	63.3	19	72.4	63	60.9	42	56.4	84
		30		87		69		149

**Table D - Other Outcome Information for the Adult Program**

Reported Information	Individuals Who Received Training Services		Individuals Who Only Received Core and Intensive Services	
Entered Employment Rate	82.7	1,704	92.1	780
		2,061		847
Employment Retention Rate	84.9	1,590	85.5	684
		1,872		800
Average Earnings Rate	12,326.0	18,057,566	11,833.0	7,490,280
		1,465		633

**Table E - Dislocated Worker Program Results**

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	87.0	88.6	3,232
			3,646
Employment Retention Rate	90.0	88.7	3,155
			3,558
Average Earnings	16,100.0	15,697.7	46,433,896
			2,958
Employment and Credential Rate	68.0	70.6	2,072
			2,933

**Table F - Outcomes for Dislocated Worker Special Populations**

Reported Information	Veterans		Individuals with Disabilities		Older Individuals		Displaced Homemakers	
Entered Employment Rate	87.7	185	86.1	31	83.3	428	50.0	1
		211		36		514		2
Employment Retention Rate	86.1	173	86.5	32	85.9	378	100.0	3
		201		37		440		3
Average Earnings Rate	17,967.3	2,928,667	14,107.4	423,222	14,636.9	5,137,547	8,325.0	16,650
		163		30		351		2
Employment and Credential Rate	66.5	123	83.9	26	65.4	263	50.0	1
		185		31		402		2

**Table G - Other Outcome for the Dislocated Worker Program**

Reported Information	Individuals Who Received Training Services		Individuals Who Only Received Core and Intensive Services	
Entered Employment Rate	87.7	2,513	92.2	719
		2,866		780
Employment Retention Rate	88.7	2,453	88.4	702
		2,764		794
Average Earnings Rate	15,810.2	36,268,693	15,309.0	10,165,203
		2,294		664

**Table H.1 - Youth (14 - 21) Program Results**

Reported Information	Negotiated Performance Level	Actual Performance Level	
Placement in Employment or Education	0.0	54.1	1,320
			2,441
Attainment of Degree or Certificate	0.0	41.3	925
			2,238
Literacy and Numeracy Gains	0.0	30.6	93
			304

**Table H.2 - Older Youth (19 - 21) Program Results**

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	78.0	85.7	227
			265
Employment Retention Rate	84.0	89.2	223
			250
Average Earnings	3,950.0	4,122.2	890,402
			216
Credential Rate	52.0	63.4	199
			314

**Table I - Outcomes for Older Youth Special Populations**

Reported Information	Public Assistance Recipients		Veterans		Individuals with Disabilities		Out-of-School Youth	
EER Rate	0.0	0	0.0	0	82.1	23	85.1	188
		0		0		28		221
ERR Rate	50.0	2	100.0	1	83.9	26	91.0	182
		4		1		31		200
Average Earnings Rate	-22.8	-91	4,168.0	4,168	3,839.0	92,135	4,178.4	722,859
		4		1		24		173
Credential Rate	0.0	0	0.0	0	80.0	36	59.7	151
		0		0		45		253

**Table J - Younger Youth (14 - 18) Results**

Reported Information	Negotiated Performance Level	Actual Performance Level	
Skill Attainment Rate	84.0	90.3	4,321
			4,784
Youth Diploma or Equivalent Rate	69.0	67.6	759
			1,122
Retention Rate	58.0	65.1	543
			834

**Table K - Outcomes for Younger Youth Special Populations**

Reported Information	Public Assistance Recipients		Individuals with Disabilities		Out-of-School Youth	
Skill Attainment Rate	86.2	293	90.8	1,376	79.6	724
		340		1,516		910
Youth Diploma or Equivalent	54.3	38	82.2	250	56.1	169
		70		304		301
Retention Rate	76.3	29	60.9	137	69.0	247
		38		225		358

**Table L - Other Reported Information**

Reported Information	12 Month Employment Retention Rate		12 Month Earning Increase (Adults and Older Youth) or 12 Months Earning Replacement (Dislocated Workers)		Placement in Non-traditional Employment		Wages At Entry Into Employment For Those Individuals Who Entered Unsubsidized Employment		Entry Into Unsubsidized Employment Related to the Training Received of Those Who Completed Training Services	
	Adults	82.0	2,229 2,718	3,973.1	10,043,989 2,528	0.5	13 2,484	5,013.6	11,751,914 2,344	17.0
Dislocated Workers	86.5	3,091 3,575	98.8	46,822,682 47,382,763	0.2	7 3,232	6,530.5	19,924,586 3,051	17.3	435 2,513
Older Youths	78.9	194 246	3,998.0	815,600 204	0.0	0 227	2,855.7	591,122 207		

**Table M - Participation Levels**

Reported Information	Total Participants Served	Total Exiters
Total Adult Customers	21,869	6,428
Total Adult self-service only	8,216	20
WIA Adult	14,578	2,968
WIA Dislocated Worker	7,724	3,650
Total Youth (14-21)	5,862	2,493
Younger Youth (14-18)	5,169	2,128
Older Youth (19-21)	693	365
Out-of-School Youth	1,470	732
In-School Youth	4,392	1,761



**Table N - Cost of Program Activities**

Program Activity	Total Federal Spending	
Local Adults	16022008.00	
Local Dislocated Workers	17617067.00	
Local Youth	15692887.00	
Rapid Response (up to 25%) WIA Section 134(a)(2)(B)	6656944.00	
Statewide Required Activities (up to 15%) WIA Section 134(a)(2)(B)	0.00	
Statewide Allowable Activities WIA Section 134(a)(3)	Program Activity Description	
	Project Reemployment Opportunity System	3889110.00
	Labor Planning and Analysis	793683.00
	Rutgers	34667.00
	GSETA	169050.00
	Employment and Training Staff	3174547.00
	SETC	223822.00
		0.00
		0.00
		0.00
		0.00
Total of All Federal Spending Listed Above	64273785.00	

\* \* \* This page is intentionally blank \* \* \*

**Table O - Local Performance**

Local Area Name <u>Greater Raritan WIB</u>	Total Participants Served	Adults	173
		Dislocated Workers	362
		Older Youth (19 - 21)	13
		Younger Youth (14 - 18)	17
ETA Assigned # <u>34110</u>	Total Exiters	Adults	30
		Dislocated Workers	177
		Older Youth (19 - 21)	8
		Younger Youth (14 - 18)	10

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	8.6	8.6
	Employers	8.1	7.5
Entered Employment Rates	Adults	85.0	82.4
	Dislocated Workers	88.0	91.4
	Older Youth	78.0	100.0
Retention Rates	Adults	87.5	92.5
	Dislocated Workers	91.0	93.5
	Older Youth	86.0	87.5
	Younger Youth	58.0	90.0
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	16912.50	16490.50
	Dislocated Workers	26487.30	24484.30
	Older Youth	2593.25	2735.80
Credential/Diploma Rates	Adults	59.0	65.6
	Dislocated Workers	68.0	75.9
	Older Youth	54.0	71.4
	Younger Youth	69.0	60.0
Skill Attainment Rate	Younger Youth	86.0	100.0
Placement in Employment or Education	Youth (14 - 21)	0.0	93.3
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	33.3
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	0.0

Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
	0	5	12

**Table O - Local Performance**

Local Area Name <u>Burlington County WIB</u>	Total Participants Served	Adults	820
		Dislocated Workers	188
		Older Youth (19 - 21)	41
		Younger Youth (14 - 18)	150
ETA Assigned # <u>34045</u>	Total Exiters	Adults	53
		Dislocated Workers	111
		Older Youth (19 - 21)	6
		Younger Youth (14 - 18)	36

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	8.6	9.5
	Employers	8.1	7.6
Entered Employment Rates	Adults	92.6	82.4
	Dislocated Workers	89.0	81.1
	Older Youth	79.0	100.0
Retention Rates	Adults	90.0	90.4
	Dislocated Workers	92.0	95.2
	Older Youth	85.0	100.0
	Younger Youth	60.2	70.7
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	13233.53	13723.20
	Dislocated Workers	14854.35	13892.10
	Older Youth	4179.95	1873.00
Credential/Diploma Rates	Adults	68.0	75.5
	Dislocated Workers	74.5	74.2
	Older Youth	52.0	66.7
	Younger Youth	80.0	89.7
Skill Attainment Rate	Younger Youth	87.0	91.9
Placement in Employment or Education	Youth (14 - 21)	0.0	84.8
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	89.2
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	0.0

Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
	1	5	11

**Table O - Local Performance**

Local Area Name <u>Newark WIB</u>	Total Participants Served	Adults	1016
		Dislocated Workers	719
		Older Youth (19 - 21)	54
		Younger Youth (14 - 18)	370
ETA Assigned # <u>34020</u>	Total Exiters	Adults	605
		Dislocated Workers	517
		Older Youth (19 - 21)	32
		Younger Youth (14 - 18)	300

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	8.6	7.8
	Employers	8.1	9.0
Entered Employment Rates	Adults	83.0	66.9
	Dislocated Workers	87.0	74.1
	Older Youth	78.0	52.6
Retention Rates	Adults	86.0	80.3
	Dislocated Workers	90.0	83.5
	Older Youth	84.0	88.9
	Younger Youth	58.0	35.7
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	10927.53	11840.90
	Dislocated Workers	12887.70	13544.00
	Older Youth	1997.73	4441.80
Credential/Diploma Rates	Adults	59.0	49.3
	Dislocated Workers	68.0	54.5
	Older Youth	52.0	27.3
	Younger Youth	69.0	14.9
Skill Attainment Rate	Younger Youth	84.0	84.8
Placement in Employment or Education	Youth (14 - 21)	0.0	29.3
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	10.0
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	0.0

Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
	4	7	6

**Table O - Local Performance**

Local Area Name <u>Ocean County WIB</u>	Total Participants Served	Adults	252
		Dislocated Workers	275
		Older Youth (19 - 21)	11
		Younger Youth (14 - 18)	114
ETA Assigned # <u>34080</u>	Total Exiters	Adults	83
		Dislocated Workers	191
		Older Youth (19 - 21)	9
		Younger Youth (14 - 18)	49

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	8.6	9.3
	Employers	8.1	8.9
Entered Employment Rates	Adults	86.5	89.3
	Dislocated Workers	89.0	93.5
	Older Youth	80.0	100.0
Retention Rates	Adults	86.0	87.5
	Dislocated Workers	91.5	92.9
	Older Youth	81.0	91.7
	Younger Youth	67.0	100.0
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	13277.85	10951.10
	Dislocated Workers	15065.40	14196.60
	Older Youth	2700.88	5304.10
Credential/Diploma Rates	Adults	68.0	84.0
	Dislocated Workers	76.0	90.0
	Older Youth	57.0	77.8
	Younger Youth	66.0	94.1
Skill Attainment Rate	Younger Youth	87.0	98.6
Placement in Employment or Education	Youth (14 - 21)	0.0	73.4
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	59.7
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	100.0

Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
	0	2	15

**Table O - Local Performance**

Local Area Name <u>Essex County WIB</u>	Total Participants Served	Adults	585
		Dislocated Workers	1081
		Older Youth (19 - 21)	40
		Younger Youth (14 - 18)	331
ETA Assigned # <u>34050</u>	Total Exiters	Adults	25
		Dislocated Workers	74
		Older Youth (19 - 21)	2
		Younger Youth (14 - 18)	92

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	8.6	9.8
	Employers	8.1	8.4
Entered Employment Rates	Adults	81.0	94.1
	Dislocated Workers	87.0	83.3
	Older Youth	77.0	72.7
Retention Rates	Adults	85.5	90.0
	Dislocated Workers	91.0	88.6
	Older Youth	84.0	91.7
	Younger Youth	60.0	52.9
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	12362.53	13051.10
	Dislocated Workers	16535.40	14465.00
	Older Youth	9273.18	5536.50
Credential/Diploma Rates	Adults	57.5	70.0
	Dislocated Workers	68.5	65.6
	Older Youth	55.0	30.8
	Younger Youth	70.0	78.9
Skill Attainment Rate	Younger Youth	84.0	73.1
Placement in Employment or Education	Youth (14 - 21)	0.0	50.9
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	16.3
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	0.0

Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
	2	7	8

**Table O - Local Performance**

Local Area Name <u>Middlesex County WIB</u>	Total Participants Served	Adults	401
		Dislocated Workers	572
		Older Youth (19 - 21)	43
		Younger Youth (14 - 18)	77
ETA Assigned # <u>34115</u>	Total Exiters	Adults	87
		Dislocated Workers	343
		Older Youth (19 - 21)	26
		Younger Youth (14 - 18)	86

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	8.6	8.4
	Employers	8.1	8.4
Entered Employment Rates	Adults	85.0	81.4
	Dislocated Workers	88.0	87.9
	Older Youth	80.0	80.0
Retention Rates	Adults	88.0	81.9
	Dislocated Workers	96.0	84.0
	Older Youth	92.0	100.0
	Younger Youth	60.0	61.5
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	15807.55	13362.90
	Dislocated Workers	18448.50	17259.30
	Older Youth	3798.65	3960.70
Credential/Diploma Rates	Adults	51.0	49.5
	Dislocated Workers	58.0	48.2
	Older Youth	52.0	66.7
	Younger Youth	74.0	88.5
Skill Attainment Rate	Younger Youth	86.0	79.8
Placement in Employment or Education	Youth (14 - 21)	0.0	58.3
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	64.0
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	50.0

Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
	0	10	7



**Table O - Local Performance**

Local Area Name <u>Bergen County WIB</u>	Total Participants Served	Adults	293
		Dislocated Workers	252
		Older Youth (19 - 21)	16
		Younger Youth (14 - 18)	284
ETA Assigned # <u>34040</u>	Total Exiters	Adults	56
		Dislocated Workers	113
		Older Youth (19 - 21)	19
		Younger Youth (14 - 18)	59

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	8.6	9.0
	Employers	8.1	9.3
Entered Employment Rates	Adults	86.0	88.6
	Dislocated Workers	86.0	89.8
	Older Youth	79.0	100.0
Retention Rates	Adults	86.0	87.8
	Dislocated Workers	87.0	91.2
	Older Youth	87.0	83.3
	Younger Youth	60.0	90.5
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	10427.33	14069.80
	Dislocated Workers	17309.25	18238.00
	Older Youth	4332.68	3443.80
Credential/Diploma Rates	Adults	70.0	84.8
	Dislocated Workers	72.0	84.4
	Older Youth	52.5	85.0
	Younger Youth	60.0	83.6
Skill Attainment Rate	Younger Youth	89.0	97.8
Placement in Employment or Education	Youth (14 - 21)	0.0	88.4
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	92.1
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	27.3

Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
	1	1	15

**Table O - Local Performance**

Local Area Name <u>NJDOL Trenton Central Office</u>	Total Participants Served	Adults	398
		Dislocated Workers	33
		Older Youth (19 - 21)	0
		Younger Youth (14 - 18)	0
ETA Assigned # <u>34990</u>	Total Exiters	Adults	1
		Dislocated Workers	1
		Older Youth (19 - 21)	0
		Younger Youth (14 - 18)	0

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0	0.0
	Employers	0.0	0.0
Entered Employment Rates	Adults	0.0	50.0
	Dislocated Workers	0.0	100.0
	Older Youth	0.0	0.0
Retention Rates	Adults	0.0	100.0
	Dislocated Workers	0.0	50.0
	Older Youth	0.0	0.0
	Younger Youth	0.0	0.0
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	0.0	
	Dislocated Workers	0.0	21448.0
	Older Youth	0.0	0.0
Credential/Diploma Rates	Adults	0.0	50.0
	Dislocated Workers	0.0	50.0
	Older Youth	0.0	0.0
	Younger Youth	0.0	0.0
Skill Attainment Rate	Younger Youth	0.0	0.0
Placement in Employment or Education	Youth (14 - 21)	0.0	0.0
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	0.0
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	0.0

Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded

**Table O - Local Performance**

Local Area Name <u>Morris Sussex Warren WIB</u>	Total Participants Served	Adults	936
		Dislocated Workers	516
		Older Youth (19 - 21)	9
		Younger Youth (14 - 18)	110
ETA Assigned # <u>34105</u>	Total Exitters	Adults	74
		Dislocated Workers	343
		Older Youth (19 - 21)	7
		Younger Youth (14 - 18)	83

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	8.6	8.8
	Employers	8.1	8.7
Entered Employment Rates	Adults	85.0	93.3
	Dislocated Workers	89.0	92.6
	Older Youth	78.0	88.9
Retention Rates	Adults	86.5	90.6
	Dislocated Workers	91.0	88.9
	Older Youth	86.0	87.5
	Younger Youth	62.0	89.7
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	15064.43	13420.60
	Dislocated Workers	18179.70	16953.30
	Older Youth	3900.00	3016.60
Credential/Diploma Rates	Adults	60.5	80.7
	Dislocated Workers	69.0	81.6
	Older Youth	52.0	63.6
	Younger Youth	71.0	83.1
Skill Attainment Rate	Younger Youth	85.0	92.8
Placement in Employment or Education	Youth (14 - 21)	0.0	78.6
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	70.0
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	80.0

Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
	1	3	13

**Table O - Local Performance**

Local Area Name <u>Union County WIB</u>	Total Participants Served	Adults	1034
		Dislocated Workers	314
		Older Youth (19 - 21)	31
		Younger Youth (14 - 18)	287
ETA Assigned # <u>34010</u>	Total Exiters	Adults	442
		Dislocated Workers	236
		Older Youth (19 - 21)	13
		Younger Youth (14 - 18)	38

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	8.6	8.3
	Employers	8.1	8.6
Entered Employment Rates	Adults	83.0	93.4
	Dislocated Workers	87.0	93.7
	Older Youth	79.0	100.0
Retention Rates	Adults	87.0	87.9
	Dislocated Workers	92.0	89.3
	Older Youth	84.0	97.3
	Younger Youth	59.0	81.3
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	12594.18	12971.70
	Dislocated Workers	13936.65	14371.40
	Older Youth	4277.33	4643.90
Credential/Diploma Rates	Adults	60.0	85.9
	Dislocated Workers	68.0	80.6
	Older Youth	54.0	65.4
	Younger Youth	75.0	83.3
Skill Attainment Rate	Younger Youth	86.0	97.6
Placement in Employment or Education	Youth (14 - 21)	0.0	76.6
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	85.7
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	0.0

Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
	0	2	15

**Table O - Local Performance**

Local Area Name <u>Atlantic Cape May WIB</u>	Total Participants Served	Adults	761
		Dislocated Workers	550
		Older Youth (19 - 21)	51
		Younger Youth (14 - 18)	553
ETA Assigned # <u>34035</u>	Total Exiters	Adults	386
		Dislocated Workers	320
		Older Youth (19 - 21)	35
		Younger Youth (14 - 18)	156

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	8.6	8.0
	Employers	8.1	8.0
Entered Employment Rates	Adults	87.0	89.9
	Dislocated Workers	95.0	89.1
	Older Youth	83.0	94.7
Retention Rates	Adults	86.0	85.9
	Dislocated Workers	92.0	89.1
	Older Youth	88.0	91.3
	Younger Youth	61.0	71.3
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	12102.18	10324.50
	Dislocated Workers	15291.15	14488.20
	Older Youth	4120.50	4298.30
Credential/Diploma Rates	Adults	62.0	73.1
	Dislocated Workers	71.0	77.3
	Older Youth	52.0	60.7
	Younger Youth	70.0	75.5
Skill Attainment Rate	Younger Youth	85.0	84.3
Placement in Employment or Education	Youth (14 - 21)	0.0	83.2
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	80.4
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	0.0

Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
	0	8	9

**Table O - Local Performance**

Local Area Name <u>Monmouth County WIB</u>	Total Participants Served	Adults	2073
		Dislocated Workers	397
		Older Youth (19 - 21)	35
		Younger Youth (14 - 18)	209
ETA Assigned # <u>34070</u>	Total Exiters	Adults	175
		Dislocated Workers	291
		Older Youth (19 - 21)	34
		Younger Youth (14 - 18)	135

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	8.6	9.3
	Employers	8.1	7.6
Entered Employment Rates	Adults	84.0	88.2
	Dislocated Workers	88.0	86.6
	Older Youth	78.5	73.3
Retention Rates	Adults	87.5	83.2
	Dislocated Workers	91.0	89.7
	Older Youth	82.0	76.0
	Younger Youth	59.0	64.3
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	12505.00	12383.20
	Dislocated Workers	19295.80	17077.00
	Older Youth	2943.80	1947.30
Credential/Diploma Rates	Adults	60.5	63.0
	Dislocated Workers	68.0	62.9
	Older Youth	53.0	47.6
	Younger Youth	71.0	75.0
Skill Attainment Rate	Younger Youth	86.0	81.1
Placement in Employment or Education	Youth (14 - 21)	0.0	50.6
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	24.6
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	18.2

Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
	1	11	5

**Table O - Local Performance**

Local Area Name <u>Cumberland Salem County WIB</u>	Total Participants Served	Adults	429
		Dislocated Workers	313
		Older Youth (19 - 21)	50
		Younger Youth (14 - 18)	370
ETA Assigned # <u>34090</u>	Total Exiters	Adults	259
		Dislocated Workers	199
		Older Youth (19 - 21)	21
		Younger Youth (14 - 18)	150

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	8.6	9.7
	Employers	8.1	7.8
Entered Employment Rates	Adults	85.0	88.7
	Dislocated Workers	87.0	92.9
	Older Youth	78.5	94.1
Retention Rates	Adults	81.0	81.3
	Dislocated Workers	88.0	90.1
	Older Youth	84.0	90.5
	Younger Youth	58.0	71.4
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	9761.08	9859.60
	Dislocated Workers	14733.00	14839.80
	Older Youth	4465.00	4094.30
Credential/Diploma Rates	Adults	49.0	61.3
	Dislocated Workers	68.0	74.9
	Older Youth	41.0	57.1
	Younger Youth	69.0	78.4
Skill Attainment Rate	Younger Youth	84.0	85.5
Placement in Employment or Education	Youth (14 - 21)	0.0	60.0
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	45.5
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	0.0

Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
	0	2	15

**Table O - Local Performance**

Local Area Name <u>Hudson County WIB</u>	Total Participants Served	Adults	590
		Dislocated Workers	448
		Older Youth (19 - 21)	40
		Younger Youth (14 - 18)	78
ETA Assigned # <u>34060</u>	Total Exiters	Adults	65
		Dislocated Workers	55
		Older Youth (19 - 21)	8
		Younger Youth (14 - 18)	36

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	8.6	7.6
	Employers	8.1	8.5
Entered Employment Rates	Adults	83.0	92.7
	Dislocated Workers	87.0	91.3
	Older Youth	78.0	100.0
Retention Rates	Adults	87.0	84.4
	Dislocated Workers	91.0	85.6
	Older Youth	86.0	83.3
	Younger Youth	60.0	54.2
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	10918.30	12455.90
	Dislocated Workers	13552.35	15532.40
	Older Youth	5081.95	3669.80
Credential/Diploma Rates	Adults	59.0	70.8
	Dislocated Workers	69.0	67.8
	Older Youth	56.0	85.7
	Younger Youth	70.0	89.5
Skill Attainment Rate	Younger Youth	84.0	93.7
Placement in Employment or Education	Youth (14 - 21)	0.0	56.8
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	20.0
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	0.0

Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
	1	6	10



**Table O - Local Performance**

Local Area Name <u>Jersey City</u>	Total Participants Served	Adults	1789
		Dislocated Workers	166
		Older Youth (19 - 21)	32
		Younger Youth (14 - 18)	367
ETA Assigned # <u>34015</u>	Total Exiters	Adults	113
		Dislocated Workers	47
		Older Youth (19 - 21)	31
		Younger Youth (14 - 18)	269

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	8.6	7.8
	Employers	8.1	8.5
Entered Employment Rates	Adults	84.0	95.6
	Dislocated Workers	87.0	96.5
	Older Youth	78.0	67.9
Retention Rates	Adults	87.0	92.7
	Dislocated Workers	91.0	92.2
	Older Youth	85.5	90.9
	Younger Youth	59.0	58.1
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	13197.90	13815.80
	Dislocated Workers	13526.10	11608.50
	Older Youth	5492.98	5865.60
Credential/Diploma Rates	Adults	64.0	93.8
	Dislocated Workers	68.0	89.6
	Older Youth	57.0	55.2
	Younger Youth	61.0	81.0
Skill Attainment Rate	Younger Youth	85.0	97.4
Placement in Employment or Education	Youth (14 - 21)	0.0	48.4
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	73.8
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	23.3

Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
	0	5	12

**Table O - Local Performance**

Local Area Name <u>Mercer County WIB</u>	Total Participants Served	Adults	286
		Dislocated Workers	382
		Older Youth (19 - 21)	51
		Younger Youth (14 - 18)	213
ETA Assigned # <u>34030</u>	Total Exiters	Adults	89
		Dislocated Workers	150
		Older Youth (19 - 21)	25
		Younger Youth (14 - 18)	195

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	8.6	8.6
	Employers	8.1	8.1
Entered Employment Rates	Adults	76.0	89.1
	Dislocated Workers	87.5	93.1
	Older Youth	78.0	88.2
Retention Rates	Adults	87.5	79.7
	Dislocated Workers	93.0	83.6
	Older Youth	84.0	73.7
	Younger Youth	59.0	75.0
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	11018.75	11828.90
	Dislocated Workers	14834.40	15247.20
	Older Youth	4588.93	3588.60
Credential/Diploma Rates	Adults	59.0	69.8
	Dislocated Workers	63.0	76.0
	Older Youth	52.0	69.6
	Younger Youth	69.0	85.4
Skill Attainment Rate	Younger Youth	84.0	89.0
Placement in Employment or Education	Youth (14 - 21)	0.0	47.1
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	22.5
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	0.0

Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
	1	3	13

**Table O - Local Performance**

Local Area Name <u>Passaic County WIB</u>	Total Participants Served	Adults	1543
		Dislocated Workers	454
		Older Youth (19 - 21)	69
		Younger Youth (14 - 18)	1400
ETA Assigned # <u>34025</u>	Total Exiters	Adults	125
		Dislocated Workers	176
		Older Youth (19 - 21)	8
		Younger Youth (14 - 18)	243

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	8.6	9.9
	Employers	8.1	7.6
Entered Employment Rates	Adults	84.0	88.2
	Dislocated Workers	87.5	91.3
	Older Youth	79.0	87.5
Retention Rates	Adults	87.0	76.6
	Dislocated Workers	91.5	89.5
	Older Youth	85.0	80.0
	Younger Youth	62.0	70.0
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	11598.90	14532.20
	Dislocated Workers	16797.90	16056.90
	Older Youth	5440.70	6750.20
Credential/Diploma Rates	Adults	60.0	57.1
	Dislocated Workers	68.0	75.4
	Older Youth	54.0	62.5
	Younger Youth	70.0	100.0
Skill Attainment Rate	Younger Youth	87.0	90.4
Placement in Employment or Education	Youth (14 - 21)	0.0	34.8
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	5.6
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	0.0

Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
	0	6	11

**Table O - Local Performance**

Local Area Name <u>Gloucester County WIB</u>	Total Participants Served	Adults	164
		Dislocated Workers	173
		Older Youth (19 - 21)	29
		Younger Youth (14 - 18)	70
ETA Assigned # <u>34055</u>	Total Exiters	Adults	88
		Dislocated Workers	101
		Older Youth (19 - 21)	19
		Younger Youth (14 - 18)	47

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	8.6	9.3
	Employers	8.1	9.0
Entered Employment Rates	Adults	87.0	91.7
	Dislocated Workers	88.0	92.4
	Older Youth	78.0	68.8
Retention Rates	Adults	87.0	90.5
	Dislocated Workers	90.0	93.4
	Older Youth	84.0	100.0
	Younger Youth	69.0	63.3
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	13715.53	12854.70
	Dislocated Workers	16214.10	13839.60
	Older Youth	3638.75	3402.60
Credential/Diploma Rates	Adults	73.0	81.1
	Dislocated Workers	75.0	91.4
	Older Youth	62.0	55.6
	Younger Youth	60.0	61.9
Skill Attainment Rate	Younger Youth	84.0	93.5
Placement in Employment or Education	Youth (14 - 21)	0.0	76.0
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	78.6
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	0.0

Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
	0	6	11

**Table O - Local Performance**

Local Area Name <u>Camden County WIB</u>	Total Participants Served	Adults	499
		Dislocated Workers	497
		Older Youth (19 - 21)	78
		Younger Youth (14 - 18)	169
ETA Assigned # <u>34005</u>	Total Exiters	Adults	212
		Dislocated Workers	199
		Older Youth (19 - 21)	62
		Younger Youth (14 - 18)	145

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	8.6	8.1
	Employers	8.1	8.8
Entered Employment Rates	Adults	84.5	96.6
	Dislocated Workers	88.0	98.8
	Older Youth	78.0	100.0
Retention Rates	Adults	87.0	84.7
	Dislocated Workers	90.5	91.4
	Older Youth	85.0	95.2
	Younger Youth	58.0	62.1
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	11761.88	11489.10
	Dislocated Workers	16306.50	15217.70
	Older Youth	4469.00	5032.70
Credential/Diploma Rates	Adults	61.0	75.3
	Dislocated Workers	70.0	86.1
	Older Youth	52.0	94.4
	Younger Youth	69.0	76.1
Skill Attainment Rate	Younger Youth	85.0	93.3
Placement in Employment or Education	Youth (14 - 21)	0.0	71.6
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	61.4
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	78.7

Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
	0	4	13

States/grantees are not required to respond to these reporting requirements unless they display an OMB approval number. Respondents' obligation to reply to these reporting requirements are mandatory per WIA section 185 (29 U.S.C. 2935) and WIA Regulations 20 CFR 667.300(e)(2); Wagner-Peyser Act section 10 (29 U.S.C. 491), Older Americans Act section 503(f)(3) and (4) (42 U.S.C. 3056a(f)(3) and (4)), and TAA Regulations 20 CFR 617.57. Public reporting burden for the collection of information is estimated to average 400 hours per response, including time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this information collection, including suggestions for reducing this burden, to the Employment and Training Administration, U.S. Department of Labor, Office of Performance and Technology, Division of System Accomplishments, 200 Constitution Avenue, N.W., Washington, DC, 20210 (Paperwork Reduction Project No. 1205-0420).