



2006 Workforce Investment Act Annual Report • 2006 Workforce Investment Act Annual Report

STATE OF NEW JERSEY

2006 WORKFORCE INVESTMENT ACT ANNUAL REPORT

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Jon S. Corzine, Governor
State of New Jersey

NEW JERSEY DEPARTMENT OF
LWD
LABOR AND WORKFORCE DEVELOPMENT
nj.gov/labor

David J. Socolow, Commissioner
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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

In New Jersey, the workforce investment system must meet twin challenges: maintaining our state's edge in highly-skilled workers who support innovation and value-added manufacturing and service businesses, while also providing training and education to New Jersey's most vulnerable workers, so that they can close the gap between their skills and the requirements of a fast-moving, knowledge-based economy. With the vision and strong support of Governor Jon S. Corzine and a continued commitment to performance under the Workforce Investment Act, New Jersey maintains its dedication to supporting economic growth with a steady supply of skilled workers.

The New Jersey Department of Labor and Workforce Development (NJLWD) leverages its resources and provides important linkages in the continuum of services offered by local and State agencies to support New Jersey residents in becoming more self-sufficient through education, training and employment opportunities. In close partnership with the Governor's Office of Economic Growth, the Commerce Commission, Departments of Corrections, Human Services, Children and Families, Community Affairs, the Juvenile Justice Commission, and the State Employment and Training Commission, the NJLWD has continued in the tradition of

supporting all New Jerseyans who strive to participate in a strong New Jersey economy, linking jobs to economic development, housing, workforce re-entry and social services.

Governor Corzine has promoted a statewide Strategic Plan for Economic Growth to increase the State's competitiveness in the global economy and leverage the State's advantages: a pool of talented workers; strategic location; quality of life; and innovative businesses. By leveraging the State's advantages, New Jerseyans will have access to an increase in well-paying jobs.

New Jersey uses a wealth of labor market information to help ensure its workforce system is focused on the occupations and skills in demand by our state's employers. Our Division of Labor, Planning and Analysis provides customer-focused occupational and career information designed to facilitate informed decisions that lead to customer self-sufficiency and a positive impact on the State's workforce and economy.

One new initiative involves a LMI tool that provides data on real time job openings in the State, which will serve as an occupational demand indicator by geographic area. In February 2007, we identified 33,000 job openings in New Jersey. These data can help individuals to make informed career decisions by providing information on wages, skill and educational level required to perform the job, and recommendations for short-term training for occupations in demand by geographic area. Additionally, those data can assist in the planning process for training dollars and help fill the knowledge gap by identifying the location, magnitude, and quantity of current job openings. These data can also be used to identify patterns of job growth, emerging occupations, and potential growth areas serving as a useful tool in monitoring the successes of the State's workforce development system in connecting job seekers with employers.

The New Jersey workforce system is strengthened by the regional workforce development strategies underway as part of three Workforce Innovation in Regional Economic

Development (WIRED) regions in 17 of New Jersey's 21 counties. We have also expanded the strategic alliance between the community college and workforce systems.

The focus of the State's WIRED initiatives aligns with the Governor's Economic Growth Strategic Plan which includes targeted industries driving the regional economies described by the WIRED regional collaboratives. Each WIRED region has benefited from the insights provided by the Industry Workforce Advisory Groups established by the Economic Growth Strategic Plans which identified the most critical workforce needs and the profile of skills demanded by key industries. New Jersey is defining industry-specific workforce strategies designed by collaboration among industry, academic and workforce partners to develop curricula for the development of the specific skills demanded by each industry group.

In December of 2006, State leaders brought together representatives from the local workforce development system, education and economic development agencies to discuss the critical role of the workforce development system in supporting the Governor's Economic Growth Strategy and converged on two goals: 1) aligning the local workforce development goals with the Economic Growth Strategy; and 2) optimizing the workforce development system by making it increasingly more flexible, efficient and effective. The State's local Workforce Investment Boards (WIBs) are engaging in a process to enhance the quality, nature and degree of collaboration between County Colleges and the One-Stop Career Centers statewide.

In Program Year 2006, we also established stronger links with several departments of State government. The State Legislature amended the Department of Community Affairs' State Rental Assistance Program to include a work requirement. Under this legislation, NJLWD is developing rules and a mechanism to link clients receiving rental assistance with education, training and job opportunities via the One-Stop Career Centers. The Department of Labor and Workforce Development partnered with the Department of Human Services to promote new

legislation recently enacted by the State Legislature to encourage participation by TANF recipients in work activities through the One-Stop Career Centers.

In an effort to maintain safe communities, the NJLWD, in conjunction with many state agencies, supports the Governor's Public Safety Agenda with a focus on providing juvenile and adult ex-offenders with programs and services to facilitate transition back into the community with appropriate work opportunities. Coordinated through the State Employment and Training Commission, the NJLWD, Attorney General's Office, Parole Board, Department of Corrections and the Juvenile Justice Commission are working together to expand and align training and education programming with industry driven work opportunities to ensure that individuals achieve the skills necessary to join the workforce upon release from prison.

Our strategies to meet the demands of the workforce and employers have enabled New Jersey to maintain high-quality program performance. Under WIA Title I, the State met 4 and exceeded 13 of its 17 performance goals negotiated with USDOL. While New Jersey has achieved program goals statewide, the NJLWD continues to support the local WIB Areas and One-Stop Career Centers with comprehensive technical assistance supplemented by the United States Department of Labor. The continued support of and partnership with the Regional Office helps ensure the State's ongoing ability to support and serve local areas with best practices and guidance, including important assistance to local areas that are not performing at the desired levels.

The quality of life in the 21st Century will depend in large measure on smart, leveraged investments by federal, State, and local education, workforce development and business community partners make to develop an environment conducive to economic growth, innovation, and prosperity. As reflected in this report, stakeholders in New Jersey's workforce development system have well positioned the State and made significant strides to ensure the

generation of new demand-driven opportunities for learning and individual development and integrate our State interests with a global economy.

Program Year 2006 Highlights of the Workforce Investment System

New Jersey presents the following highlights on programs and activities that occurred during Program Year 2006.

Workforce Innovation in Regional Economic Development (WIRED)

During the past year, New Jersey has significantly increased its role in the Workforce Innovation in Regional Economic Development (WIRED). This initiative is being implemented throughout the nation by the United States Department of Labor (USDOL). WIRED provides crucial seed-capital investment by the Federal government to facilitate strategic regional efforts to tie workforce development to economic development needs.

In last year's report, we were proud to note two regions in New Jersey participating in planning "virtual" WIRED projects. Since last year, USDOL has provided investments enabling these two efforts, in Northern New Jersey and in the Tri-State partnership with Pennsylvania and Delaware, to become full-fledged WIRED Generation 2 regions. This past spring, New Jersey was informed that yet another region in our State, Central New Jersey, was selected for a WIRED Generation 3 award. The total federal funding for these investments exceeds \$15 million.

WIRED initiatives now cover more than 80% of New Jersey. These projects focus on regional approaches, and targeted growth industries recognizing that workforce needs are determined more by regional labor market demands rather than political boundaries. This approach aligns well with Governor Corzine's Economic Growth Strategic Plan, which calls for efforts to target industry clusters essential to our state's economy.

Given the importance of the life sciences industry to the New Jersey economy, all of the WIRED projects have some connection to this business sector. The Delaware Valley Innovation Network (DVIN) focuses on Life Sciences in the Tri-State Region around Philadelphia; the Northern New Jersey effort, known as the Northern New Jersey Economic Innovation Alliance, includes Health Care; and Central Jersey, preferred to as Bio-1, targets the Bio-Pharma industry. We envision these individual regional efforts benefiting this important industry in the State by working collectively to share best practices across their respective partnerships.

These WIRED areas are all in different stages of developing an Implementation Plan that will present a set of blueprints designed to improve and increase delivery for system customers, establish measurable goals, provide a guide for the sustainability of the process, indicate how the investment will leverage appropriate resources, and clarify how the existing system will change to reflect the concepts associated with WIRED.

By the fall of 2008, New Jersey will share detailed programming steps and early results from our WIRED projects. We are honored and grateful for the investment by USDOL in New Jersey and we look forward to building coordinated regional systems to ensure that New Jersey's employers have the workforce they need to be competitive in the global economy.

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 bargaining representatives. In addition to offering assistance with unemployment insurance, counselors assist in describing the various programs and services available, answer questions, 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 2006, the Response Team provided services to 173 companies and 13,388 workers.

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.

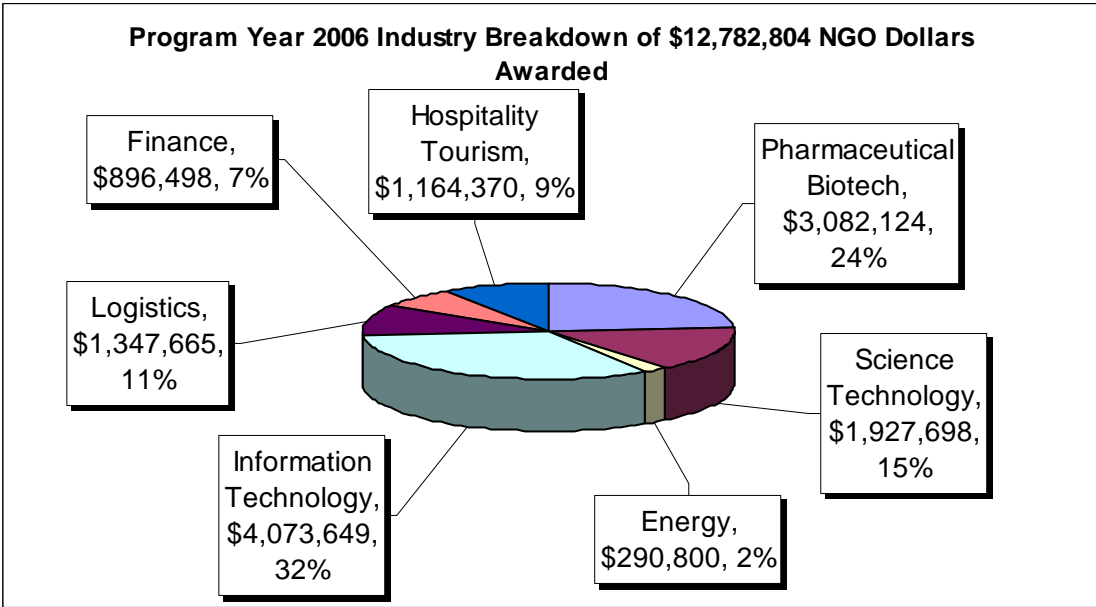
The goal of this competitive grant program is to produce a more highly-skilled and versatile workforce that contributes to New Jersey's ability to attract new business and creates an environment conducive to expansion. Through this program, businesses in New Jersey are able to remain competitive through skill upgrade training for full-time employees.

Customized Training Results				
Program Year 2006	# Grants	Grant Amount	# of Trainees	# Organizations Participating
CT Grants	162	\$14,236,179	37,547	192
Targeted Industry CT Grants	93	\$12,782,804	30,282	115
Totals	255	\$27,018,983	67,829	307
Program Year 2005	# Grants	Grant Amount	# of Trainees	# Organizations Participating
CTTS Grants	200	\$19,323,104	38,685	223

Totals	200	\$19,323,104	38,685	223
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During Program Year 2006, 255 grants were awarded in amounts ranging from \$5,600 to \$1,725,840 for a total funding of \$27,018,983, providing training for 67,829 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 Pharmaceutical/Biotechnology, Science/Technology, Information Technology, Logistics, Energy, Finance, and Hospitality/Tourism. In Program Year 2006, 93 grants were awarded to 115 businesses to train 30, 282 workers in these industries. 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 bonus points awarded for businesses in a revised group of targeted industries.

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. The Department of Labor and Workforce Development realizes that in order to achieve success in the workplace and self-sufficiency, all New Jersey's workers must be able to function at their highest potential skill levels.

During Program Year 2006, 94 literacy/basic skills grants were awarded in amounts ranging from \$5,050 to \$1,880,500, for a total of \$7,903,894. This funding will provide basic skills training to 22,565 job seekers and workers. In the second half of Program Year 2006, due to the improvements in the quality of the regular Customized Training grants awarded through the competitive process, NJLWD adopted the competitive process for all future Literacy Skills grants. The primary objective in moving to the competitive process was to create incentives for employers to more effectively improve basic literacy skills of incumbent workers in low-wage, low-skill occupations. Organizations or businesses awarded a Literacy Skills Grant were required to define results of improvement of workers' basic skills and validate the results through pre- and post-training assessments. During Program Year 2006, a total of 94 Literacy Skills grants in the amount of \$7,903,894 were awarded, and of that 59 grants were awarded under the competitive process. These grants will provide training to 7,267 job seekers and workers.

Literacy Skills Training Results				
Program Year 2006	# Grants	Grant Amount	# of Trainees	# Organizations Participating
CTTS Literacy Grants	35	\$4,609,814	15,298	87
Literacy NGO	59	\$3,294,080	7,267	102
Totals	94	\$7,903,894	22,565	189
Program Year 2005	# Grants	Grant Amount	# of Trainees	# Organizations Participating
CTTS Literacy Grants	44	\$5,752,752	16,547	44
Totals	44	\$5,752,752	16,547	44

There have been significant increases in the numbers and amount of funding for Basic Skills/Literacy grants awarded from Program Years 2005 and 2006. In Program Year 2005, 44 Basic Skills/Literacy grants were awarded compared with 94 Basic Skills/Literacy grants awarded in Program Year 2006, representing an increase of 113%. The overall results demonstrated an improvement in the quantity and quality in the delivery of service through the awarded Basic Skills/Literacy grants. Upon reviewing the successful outcomes achieved by competitively awarding Basic Skills/Literacy training grants, the improved process will continue to be utilized for future Basic Skills/Literacy grants.

The *Customized Training* or *Literacy Skills* application for financial assistance can be accessed online by visiting our website at:

http://lwd.dol.state.nj.us/labor/employer/training/incentives_training_index.html.

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 2006, 6,150 participants received training 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 and to date only 17% of the programs assessed have received an "effective" rating.

New Jersey literacy providers enrolled approximately 33,000 state residents in PY 2006 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 2006 funding distribution to literacy provider agencies totaled approximately \$15.7 million, resulting in an estimated cost of \$476 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 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. In program year 2006, approximately 39,000 New Jersey families received TANF benefits.

In program year July 1, 2006 to July 17, 2007 New Jersey's One-Stop Career Centers served the following number of WFNJ recipients in these service categories:

Report# - Title: WF-151 WFNJ Participants Served – Service Categories

Report Period: July 1, 2006 – July 17, 2007

Run Date: July 17, 2007

Report Level: Statewide

Service Category	TANF	GA Only	FS Only	GA + FS
Academic Learning	531	19	140	216
Alternative Work Experience	3,338	132	460	957
Basic Skills/Life Skills	690	22	341	210
Customized Training	15	0	4	4
Education Directly Related to Employment	62	1	3	3
English as a Second Language (ESL)	429	16	179	101
Job Search Workshop	2,599	163	774	1,482
Literacy Training	1,673	121	425	749
Occupational Skills Training	4,494	129	1,376	992
On the Job training (OJT)	271	11	92	107
Short-term Pre-Vocational Skills to Prepare for Employment or	899	2	52	28
Skills Upgrading and Retraining	116	1	34	14
Training Programs Operated by the Private Sector	11	0	4	0
WF – Self Directed Activity	5	4	7	56
Work Experience	1,599	63	380	425
Work-Related/Job Readiness Training	1,346	55	382	226
Workplace Training	655	19	19	138
Statewide Total	14,715	613	4,234	4,507

Apprenticeship

The Department of Labor and Workforce Development administers a number of workforce training programs promoting apprenticeship to youth, women, minorities and veterans.

The Youth Transition to Work (YTTW) program, funded through the State Workforce Development Partnership Act, awarded 14 grants in program year 2006, totaling \$2,623,373. These grants provided funding to consortia of employers, organized labor and schools to implement transition programs from school to registered apprenticeships. It is estimated that these grant programs will provide training to 2,100 students.

The Construction Trades Training Program for Women and Minorities (CTTP-WM), funded by NJLWD through an Memorandum of Understanding (MOU) with the NJ Schools Development Authority, awarded four grants in program year 2006, totaling \$1,578,816. The focus of the YTTW 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. It is anticipated that these grants will provide training to 415 women and minorities within the Abbott School Districts by the end of December 2007.

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 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. This initiative, funded by NJLWD through an

MOU with the NJ Department of Transportation, awarded three grants totaling \$418,663, with estimated training benefiting 130 participants through March 2008.

In an effort to continue to improve our youth, women and minority programs, NJLWD's Division of Labor, Planning and Analysis is implementing wage-based performance measurements and outcomes for the Youth Transition to Work Program, the Construction Trades Training Program for Women and Minorities, and the Highway Construction Trades Training Program for Women and Minorities. The analysis of the apprenticeship program results will be completed in Program Year 2007.

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 also awards Occupational Safety and Health grants funded through the Workforce Development Partnership Act. The Department awarded five grants in Program Year 2006, totaling \$1,175,650. These programs helped employers improve and strengthen workplaces 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.

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. Through Program Year 2006, 672 participants were enrolled for services in Smart STEPS. To ensure adequate funding to support participants through successful program completion, new participants are now only added as individuals graduate or drop out.

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 8th and 12th 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 2006, 41,566 customers were scheduled to participate and 11,311 individual job searches assessed. As an added value to our customers, a workshop designed to assess their job readiness and enhance participants' job search techniques and is used to facilitate return to work. There is some evidence that New Jersey's JSAAP program reduces the average duration of UI claims of participants by four weeks from the average potential duration, and one may presume this shortened duration is due in part to JSAAP participants finding employment. Furthermore, based

on a study completed in 2006, a significant percentage of JSAAP participants with at least two quarters of available follow-up data become reemployed after participating in the program.

State Rental Assistance Program (SRAP)

The New Jersey Department of Labor and Workforce Development (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 733 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 2006, 3,754 training grants were provided averaging \$3,142 per individual, for a total of \$11,795,068 awarded to the program's participants.

Department of Corrections/Probation Initiatives

Most of New Jersey's local One-Stop Career Centers have dedicated staff to work with job-seekers who have been incarcerated or who need bonding to secure employment. With federal bonding for Special Initiatives, the State has dedicated staff positions in the largest volume counties designed specifically to assist in identifying employers who hire ex-offenders and refer these customers to appropriate job opportunities. If remedial services, like physical or mental health services, are needed, these staff will refer customers to the Division of Vocational Rehabilitation Services or county social service agencies for assistance. Through MOU agreements with the NJ State Parole Board and the Probation Department of the Administrative Office of the Courts, individuals are routinely identified and referred to the One-Stop Career Centers by the correctional system. Ex-offenders can benefit from assessment, counseling, career exploration, and job-readiness and literacy services available through the One-Stop system. Employer incentives such as the federal bonding program and employer tax credits help to encourage the employment of qualified job seekers with a criminal background. During Program Year 2006, approximately 4,000 individuals were served under these initiatives.

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 awareness.

In Federal Fiscal Year 2006, 4,288 recipients of vocational rehabilitation services in the New Jersey were successfully rehabilitated and placed in jobs within one of the following occupational groups:

Professional/Management/Technical	17%
Clerical/Sales	30%
Service Occupations	24%
Other (bench work, agricultural processing, structural, machine trades, miscellaneous)	29%

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 who are 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 2006, 779 individuals received training services under the Trade Act. The program's entered employment rate was 63%; 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 2006, 804 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 with a committed effort 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, we work with recently-released veterans to find employment through case management.

Workforce 55+ - Senior Community Service Employment Program

The New Jersey Department of Labor and Workforce Development's Senior Community Service Employment Program, also known as WorkForce 55+ (WF55+), provides part-time paid community service employment assignments to unemployed individuals who are age 55 years old or more and have poor employment prospects. These assignments are designed to simulate the local job market and enable successful transition into 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.

Authorized by Title V of the Older Americans Act and federally funded by the US Department of Labor, NJLWD's WF55+ program received \$2,438,199 in Program Year 2006 for administration and support of 341 authorized positions. The State exceeded three of its four standards, including its goal to serve 152% over the authorized slot level through continuous recruitment and transition of participants into unsubsidized employment. While only collecting the data in Program Year 2006, the program exceeded its new Program Year 2007 Common Measure "Entered Employment Rate" and "Employment Retention Rate" standards.

The WF55+ program will develop new partnerships with entities that will provide opportunities in skill development for participants in demand occupations. To this end, the State will explore a regional approach to identifying viable older worker-friendly employers and other funding streams. The State and local Workforce Investment Boards will be a valuable resource in implementing this strategic approach.

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 to 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 2006, the New Jersey Youth Corps served 1,030 participants at its 12 locations statewide. Of these program participants, 72 entered a two- or four-year college, 363 entered employment, and 244 earned their GED or High School Diploma.

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 mutual job finding 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 2006, 886 individuals participated in the program, 1,691 training programs and workshops were conducted, and 695 PSG individuals found employment through the efforts of the Professional Service Group programs.

Navigator Program

New Jersey was awarded a two-year federal Work Incentive Grant by USDOL for a Disability Program Navigator (DPN) Initiative, effective through June 30, 2008. The Navigator grant gives 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 are being expanded in order to address any service access issues within the local workforce investment area. Twenty-two full-time equivalent Navigator positions are 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 (DVRS) 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.

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 2006, thirty-six individuals from the 18 Workforce Investment Board local areas received achievement 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 and image documentation and 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.

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 point of contact to State government for the business community. The primary purpose of the Business Outreach program is to keep businesses in New Jersey by assisting New Jersey companies to learn about and access available State programs and resources. During Program Year 2006, the State's BRCs conducted 1,205 positive recruitment events for employers and received 8,352 job orders.

The Employer Human Resources Support Services program provides free, confidential assistance to employers who need to improve management practices and establish sound workplace policies and programs for recruiting, selecting, training, developing, and retaining employees. The program serves about 2,500 employers each year.

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A. Workforce Investment Activities

New Jersey's Program Year 2006 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 2006 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 2006 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.

**New Jersey Workforce Investment Act Performance
Program Years 2005 and 2006**

Performance Measures	PY 2005 Goal	PY 2005 Actual	% of Goal	PY 2005 Results	PY 2006 Goal	PY 2006 Actual	% of Goal	PY 2006 Results
Adult								
Entered Employment	81%	77.9%	96.1%	Met	82%	83.7%	102.1%	Exceed
Retention	84%	81.2%	96.6%	Met	85%	81.0%	95.3%	Met
6 Month Ave Earnings ¹					\$11,750	\$11,885	101.2%	Exceed
Credential & Employment	56%	57.2%	102.0%	Exceed	57%	64.8%	113.6%	Exceed
Dislocated Worker								
Entered Employment	85%	82.5%	97.1%	Met	86%	87.9%	102.2%	Exceed
Retention	84%	87.8%	104.5%	Exceed	85%	86.2%	101.4%	Exceed
Wage Replacement	\$1,350	\$1,277	194%	Exceed	\$16,100	\$15,720	97.6%	Met
Credential & Employment	66%	68.3%	103.4%	Exceed	67%	69.4%	103.6%	Exceed
Older Youth								
Entered Employment	76%	73.5%	96.7%	Met	77%	74.7%	97.0%	Met
Retention	82%	88.1%	107.4%	Exceed	83%	86.5%	104.3%	Exceed
6 Month Ave Earnings ¹					\$3,408	\$4,307	126.4%	Exceed
Credential & Employment	50%	52.2%	104.4%	Exceed	51%	54.0%	105.9%	Exceed
Younger Youth								
Skills Attainment	81%	80.6%	99.5%	Met	83%	86.4%	104.0%	Exceed
Diploma or Equiv.	66%	64.2%	97.2%	Met	68%	75.1%	110.5%	Exceed
Retention	56%	61.7%	110.1%	Exceed	57%	58.8%	103.1%	Exceed
Customer Satisfaction								
Participants	75	77.2	102.9%	Exceed	76	77.1%	101.4%	Exceed
Employers	65	64.0	98.4%	Met	66	64.5%	97.7%	Met

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

Enrollments

During Program Year 2006, 6,131 participants were served in the WIA Adult Program, and 2,773 or 45.3% of the participants exited the program. The Dislocated Worker Program served 7,617 participants and 3,626 or 47.7% of the enrolled number exited the program. The Older Youth program served a total of 670 participants, with 288 or 43% of the participants exiting during the program year. In the Younger Youth program, 6,014 individuals were served with 2,474 or 41.2% participants exiting during the program year.

Participants Served by Program and Year

	Program Year 2005			Program Year 2006		
	Participants Served	Participants Exited	% of Exits	Participants Served	Participants Exited	% of Exits
Adult Program	5,996	3,090	51.5%	6,131	2,773	45.3%
Dislocated Workers	7,591	3,601	47.4%	7,617	3,626	47.7%
Older Youth	651	332	51%	670	288	43.0%
Younger Youth	7,526	4,037	53.6%	6,014	2,474	41.2%

Entered Employment

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

Program Year 2006 Entered Employment Rates

Program Year 2006	Participants Exited & Counted in Measure	Participants Employed in the 1 st Quarter After Exit	% of Participants Employed in 1 st Quarter
Adult	2,616	2,190	83.7
Dislocated Workers	3,590	3,134	87.3
Older Youth	241	180	74.7

Credentials and Skill Attainment

During the quarters counted for performance in Program Year 2006, 1,257 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 1,951 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, 155 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 2006 Credentials Achievement Rates

	Program Year 2005		Program Year 2006	
	Participants Employed in the 1st Quarter and Obtained a Credential by the End of the 3rd Quarter	% of Performance Goal Achieved	Participants Employed in the 1st Quarter and Obtained a Credential by the End of the 3rd Quarter	% of Performance Goal Achieved
Adult	1,284	102%	1,257	113.6%
Dislocated Worker	1,981	103.4%	1,951	103.6%
Older Youth	190	104.4%	155	105.9%

Younger Youth Programs

During Program Year 2006, 4,850 skill attainments were achieved by the younger youth who participated in the program. In addition, 516 younger youth obtained a diploma or equivalency during the program year and 701 younger youth achieved a positive retention result. All Younger Youth standards were exceeded during the program year.

Program Year 2006 Younger Youth Rates

	Program Year 2005		Program Year 2006	
	Actual	% Goal Achieved	Actual	% Goal Achieved
Skill Attainments	5,958	99.5%	4,850	104.0%
Diploma or Equivalency	618	97.2%	516	110.5%
Retention	758	110.1%	701	103.1%

Expenditures and Obligations:

During Program Year 2006, NJLWD expended a total of \$68,394,779 for programs under the Workforce Investment Act. The Adult Program expended \$18,201,317 from all program year resources. The Dislocated Worker Program expended \$14,452,675. For the combined Older and Younger Youth Programs, New Jersey expended \$15,843,949. The total reported Program Year 2006 expenditures for Statewide Activities, including Rapid Response, was \$15,400,172. The above figures for Program Year 2006 do not include total outstanding obligations \$14,423,130 (Administration: \$266,535; Adults: \$4,070,973; Dislocated Workers: \$2,974,241; Youth: \$4,078,292; Statewide Activities: \$365,557; and Rapid Response of \$2,667,531).

Cost Effectiveness – Program Year 2006

There was a total of \$48,497,842 expended under the Adult, Dislocated Worker, Older Youth and Younger Youth Programs. Including outstanding obligations, a total of \$59,621,349 was spent for the three programs resulting in an average cost per participant of \$3,216.

Program Year 2006 Cost Efficiency Summary Table

PY 2006	Total Participants Served	Funds Expended + Outstanding Obligations	Cost Per Participant
Total Participants	20,432*	\$59,621,348	\$2,918
Adult	6,131	\$22,272,290	\$3,633
Dislocated Workers	7,617	\$17,426,917	\$2,288
Youth	6,684	\$19,922,141	\$2,981

* During Program Year 2006, the State focused use of its WIA resources on training. The number of total WIA participants served includes primarily those who received training services. In most local areas, core, intensive and self-services are more likely paid for under other funding sources and customers receiving them only are not included in this count.

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

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**WIA Year-End Financial Statement
PY 2006**

July 1, 2006 thru June 30, 2007

Funding Sources	Available Funding	Expended	Outstanding Obligations	Available Balance	Percentage Available
Local Area					
Administration (PY06)	4,543,908	3,052,182	266,535	1,225,191	26.96%
Carry-in (PY04/05)	1,834,400	1,810,141	0	24,259	1.32%
Adult (PY06)	14,749,026	8,811,218	4,070,973	1,866,836	12.66%
Carry-in (PY04/05)	9,390,100	9,390,100	0	0	0.00%
Youth (PY06)	15,161,613	9,522,743	4,078,293	1,560,578	10.29%
In-School	10,111,075	6,229,798	2,118,545		
Out-School	5,050,538	3,292,945	1,959,748		
Carry-in (PY04/05)	6,542,388	6,321,106	0	221,282	3.38%
In-School	5,253,387	5,032,105	0		
Out-School	1,289,001	1,289,001	0		
Dislocated Worker (PY06)	12,799,531	8,558,733	2,974,241	1,266,556	9.90%
Carry-in (PY04/05)	6,010,503	5,893,942	0	116,561	1.94%
Statewide Activity					
Administration (PY06)	2,974,064	2,870,778	39,203	64,083	2.15%
Carry-in (PY04/05)	632,056	632,056	0	(0)	0.00%
Program (PY06)	5,948,128	5,161,949	326,354	459,825	7.73%
Carry-in (PY04/05)	1,828,915	1,828,915	0	0	0.00%
Rapid Response (PY06)	3,305,003	562,060	1,103,823	1,639,120	49.60%
Carry-in (PY04/05)	5,629,398	3,978,857	1,563,708	86,833	1.54%
Total PY 2006 Funding:	91,349,033	68,394,779	14,423,130	8,531,124	
				8,531,124	

Note

- (1) Carry-in "available fund" is based on prior year's obligation and available balances.
(2) Rapid Response carry-in budget is less than prior year's annual report of obligation and available balances due to approved (January 2007) reclassification.

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

Federal Financial Reports

<u>Description</u>	<u>Expenditures</u>		<u>Total</u>	<u>Outstanding</u>
	<u>PY04/05</u>	<u>PY06</u>	<u>Expenditures</u>	<u>Obligations</u>
Project Reemployment Opportunity Sys.	1,590,957	4,844,693	6,435,650	3,320
Labor Planning & Analysis	176,043	88,540	264,583	97,285
Rutgers	41,579	34,667	76,246	17,334
DHS Youth Corp	0	0	0	0
JAG Inc.	0	0	0	0
Incentive Awards	20,336	21,249	41,585	208,415
GSETA	0	172,800	172,800	0
Employment & Training Staff	562,305	2,545,136	3,107,441	5,263
SETC	69,751	325,642	395,393	33,940
Interdepartmental Agreement				
Credit from prior year	0	0	0	0
Older Worker	0	0	0	0
Total:	2,460,971	8,032,727	10,859,255	365,557

**WIA Cost of Program Activities
PY 2006
July 1, 2006 thru June 30, 2007**

Program Activity	Expenditures	Obligations	Total Federal Spending
Local Administration	4,862,323	266,535	5,128,858
Local Adults	18,201,317	4,070,973	22,272,290
Local Dislocated Workers	14,452,675	2,974,241	17,426,917
Local Youth	15,843,849	4,078,292	19,922,141
Rapid Response	4,540,917	2,667,531	7,208,448
Statewide Required Activities	10,493,698	365,557	10,859,255
<u>Statewide Allowable Activities</u>			
Project Reemployment Opportunity Sys.	6,435,650		
Labor Planning & Analysis	264,583		
Rutgers (CRC Surveys and etc.)	76,246		
Incentive Awards	41,585		
GSETA	172,800		
Employment & Training Staff	3,107,441		
SETC	395,393		
Statewide Allowable Activities-Obligations	365,557		
Total Statewide Allowable Activities:	10,859,255		
Total of All Federal Spending Listed Above	\$68,394,779	\$14,423,130	\$82,817,909

Workforce Services

In Program Year 2006, there were 20,432 participants who received services under WIA, but there are 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 256,847 distinct individuals during Program Year 2006. 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 2006 Individuals Receiving Training Services

Workforce Program	Individuals Receiving Training Services
Workforce Investment Act, Title I	8,123
Workforce Investment Act, Title II	33,000*
NJ Customized Training (CT)	67,829
NJ Customized Training Basic Skills (Literacy)	22,565
SMART STEPS	769
Trade Act	779
Work First New Jersey (WFNJ)	8,952
NJ Workforce Development Program (WDP)	5,325
NJ Workforce Learning Link (WLL)	6,406
Total	153,748

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

B. Evaluations of Workforce Development Activities

During Program Year 2006, the focus of evaluation efforts was the Workforce Development Partnership Programs Customized Training (CT) program and the Supplemental Workforce Fund for Basic Skills program. The Heldrich Center for Workforce Development at Rutgers University prepared a review of the customized training program. The report used in-depth case studies with ten grant recipients and a review of administrative data to profile the CT grants awarded under New Jersey's Workforce Development Partnership Program in Fiscal Years 2003 and 2004. During this period, the New Jersey Department of Labor and Workforce Development awarded a total of 363 CT grants totaling \$38 million to individual companies, consortia of companies, training organizations, and labor unions to assist them to provide training to current and future employees. Ninety-eight of these grants totaling \$4.6 million were awarded as part of the Basic Skills / Literacy Program.

The ten grants included in this study were selected because they represent five general categories of grants that were of specific interest to the State Employment and Training Commission (SETC) and the NJLWD. These include:

1. Grants to fund customer service skills training for the retail industry;
2. Grants to fund customer service skills training in the casino industry;
3. Grants to fund process improvement training for the manufacturing and wholesale trade, transportation and warehousing industries;
4. Grants to fund various types of training for companies in the life sciences industry; and
5. Grants to fund English as a Second Language and adult basic skills training for various industries.

Using evidence generated from interviews with individual grant administrators, company executives, training instructors, supervisors of individuals receiving training, and the individuals who received training themselves, the report explores the perceived effect of CT grants on recipient companies and their employees. Using New Jersey Unemployment Insurance wage records, the study examines the wage and employment outcomes of selected individuals who received training. Key findings included:

- Company executives interviewed reported that CT grants assisted the companies to increase the amount of training provided to employees. All of the thirteen employers interviewed reported 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 which had fewer than 100 employees reported they had limited training budgets and limited overall available resources, including the time and management necessary to execute a training program. The CT grant provided the capacity to provide training to their employees.

- Company executives also reported that the training funded by CT grants increased employee productivity and 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. This certification indicates to potential purchasers of the company's products that the company follows accepted quality practices. According to executives of two companies, 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 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 the 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 credits they received through the courses, some employees have enrolled in degree programs at the community college in order to obtain an Associate's 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.

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 to 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 industry requirements.

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. 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 indicated that they would not have been able to provide the training to employees and

to obtain certification 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.

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 built on skill standards developed nationally for the retail industry by the National Retail Federation. Individuals who complete the training program and pass an exam receive an industry-based credential that demonstrates to potential 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 in 2003 used the local community college to provide training to its employees on site at the company. Some employees who received business training funded by the grant earned college credit. Many of these individuals chose to continue their education at the community college after the grant-funded training. 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.

English as Second Language Training

As New Jersey has many immigrants, our workforce has 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." Both Customized Training grants, and the Literacy / Basic Skills grants can be used to provide important opportunities for New Jersey workers to receive English as a Second Language training. In 2003 and 2004, approximately one-third of all CT grants included a component of literacy and basic skills training. 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 would have provided it at a lower level, without the CT grants. Companies reported 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.

Apart from the study prepared by the Heldrich Center for the SETC, SETC staff undertook a special evaluation of consortia-based grants from the Supplemental Workforce Fund for Basic Skills. Recommendations emanating from that evaluation included recommendations to focus training on basic skills and ESL, to direct funds to Workforce Investment Board-based consortia, to reduce or eliminate matching requirements, and to modify the application process to better capture the proposed role of consortia.

Tables A through O, which were submitted electronically under separate cover, are also included as part of this annual report.

WIA Annual Report (ETA Form 9091)

State Name: NJ

Date Submitted: 09/13/2007

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	76.0	77.1	828.0	1,630.0	1,164.0	71.1
Employers	66.0	64.5	902.0	5,785.0	1,284.0	70.2

Table B - Adult Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	82.0	83.7	2,190
			2,616
Employment Retention Rate	85.0	81.0	2,116
			2,613
Average Earnings	11,750.0	11,885.0	23,937,112
			2,014
Employment and Credential Rate	57.0	64.8	1,257
			1,940

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	80.9	38	85.2	98	78.6	55	85.0	136
		47		115		70		160
Employment Retention Rate	76.1	35	82.1	87	70.4	38	81.8	135
		46		106		54		165
Average Earnings Rate	9,438.6	320,912	13,656.2	1,078,842	10,428.7	365,005	11,659.7	1,457,467
		34		79		35		125
Employment and Credential Rate	65.0	26	72.2	70	54.0	27	69.2	72
		40		97		50		104

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	84.9	1,446	81.6	744
		1,704		912
Employment Retention Rate	82.1	1,409	78.8	707
		1,716		897
Average Earnings Rate	12,042.0	15,955,372	11,584.5	7,981,740
		1,325		689

Table E - Dislocated Worker Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	86.0	87.3	3,134
			3,590
Employment Retention Rate	85.0	86.2	2,785
			3,230
Average Earnings	16,100.0	15,706.1	41,102,952
			2,617
Employment and Credential Rate	67.0	68.0	1,951
			2,871

Table F - Outcomes for Dislocated Worker Special Populations

Reported Information	Veterans		Individuals with Disabilities		Older Individuals		Displaced Homemakers	
Entered Employment Rate	85.7	168	87.0	40	80.2	404	100.0	3
		196		46		504		3
Employment Retention Rate	87.1	148	91.2	31	86.1	348	100.0	2
		170		34		404		2
Average Earnings Rate	18,061.6	2,456,381	16,195.3	453,469	15,881.1	5,097,836	16,011.0	16,011
		136		28		321		1
Employment and Credential Rate	68.2	118	63.2	24	61.0	219	100.0	1
		173		38		359		1

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	88.7	2,427	82.9	707
		2,737		853
Employment Retention Rate	86.5	2,063	85.5	722
		2,386		844
Average Earnings Rate	15,910.4	30,500,264	15,146.7	10,602,688
		1,917		700

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

Reported Information	Negotiated Performance Level	Actual Performance Level	
Placement in Employment or Education	0.0	40.4	1,278
			3,163
Attainment of Degree or Certificate	0.0	24.4	736
			3,017
Literacy and Numeracy Gains	0.0	16.4	18
			110

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

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	77.0	74.7	180
			241
Employment Retention Rate	83.0	86.5	193
			223
Average Earnings	3,408.0	4,307.2	809,746
			188
Credential Rate	51.0	54.0	155
			287

Table I - Outcomes for Older Youth Special Populations

Reported Information	Public Assistance Recipients		Veterans		Individuals with Disabilities		Out-of-School Youth	
EER Rate	83.3	5	100.0	1	60.0	27	76.3	132
		6		1		45		173
ERR Rate	66.7	2	0.0	0	75.8	25	87.9	152
		3		0		33		173
Average Earnings Rate	997.7	2,993	0.0	0	2,901.3	78,336	4,496.0	651,915
		3		0		27		145
Credential Rate	57.1	4	100.0	1	46.6	27	49.8	103
		7		1		58		207

Table J - Younger Youth (14 - 18) Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Skill Attainment Rate	83.0	86.8	4,850
			5,590
Youth Diploma or Equivalent Rate	68.0	75.2	516
			686
Retention Rate	57.0	58.6	701
			1,196

Table K - Outcomes for Younger Youth Special Populations

Reported Information	Public Assistance Recipients		Individuals with Disabilities		Out-of-School Youth	
Skill Attainment Rate	82.3	340	90.2	1,510	74.8	672
		413		1,674		898
Youth Diploma or Equivalent	83.3	30	88.3	181	58.4	149
		36		205		255
Retention Rate	54.4	31	57.6	151	68.3	246
		57		262		360

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	80.7	2,028 2,513	4,277.7	10,108,170 2,363	0.4	8 2,190	4,884.8	10,238,459 2,096	20.5
Dislocated Workers	86.2	2,744 3,182	101.1	41,873,332 41,436,944	0.4	13 3,134	6,611.4	19,391,255 2,933	22.5	545 2,427
Older Youths	74.1	172 232	3,983.7	788,769 198	0.0	0 180	2,650.7	437,369 165		

Table M - Participation Levels

Reported Information	Total Participants Served	Total Exiters
Total Adult Customers	13,414	6,192
Total Adult self-service only	0	0
WIA Adult	6,131	2,773
WIA Dislocated Worker	7,617	3,626
Total Youth (14-21)	6,684	2,762
Younger Youth (14-18)	6,014	2,474
Older Youth (19-21)	670	288
Out-of-School Youth	1,624	566
In-School Youth	5,060	2,196

Table N - Cost of Program Activities

Program Activity		Total Federal Spending
Local Adults		22272290.00
Local Dislocated Workers		17426917.00
Local Youth		19922141.00
Rapid Response (up to 25%) WIA Section 134(a)(2)(B)		7208448.00
Statewide Required Activities (up to 15%) WIA Section 134(a)(2)(B)		1059255.00
Statewide Allowable Activities WIA Section 134(a)(3)	Program Activity Description	
	Project Employment	0.00
	Labor Planning and A	0.00
	Rutgers CRC Surveys	0.00
	Incentive Awards	0.00
	GSETA	0.00
	Employment and Train	0.00
	SETC	0.00
	Total Statewide Allo	0.00
		0.00
		0.00
		0.00
Total of All Federal Spending Listed Above		77689051.00

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Table O - Local Performance

Local Area Name <u>Gloucester County WIB</u>	Total Participants Served	Adults	133
		Dislocated Workers	131
		Older Youth (19 - 21)	22
		Younger Youth (14 - 18)	58
ETA Assigned # <u>34055</u>	Total Exiters	Adults	74
		Dislocated Workers	81
		Older Youth (19 - 21)	14
		Younger Youth (14 - 18)	40

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	8.6	9.2
	Employers	8.1	7.5
Entered Employment Rates	Adults	86.0	90.6
	Dislocated Workers	87.0	93.0
	Older Youth	77.0	82.4
Retention Rates	Adults	86.0	94.1
	Dislocated Workers	85.0	95.2
	Older Youth	83.0	88.9
	Younger Youth	68.0	66.7
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	11750.0	13097.2
	Dislocated Workers	16100.0	15347.5
	Older Youth	3000.0	3549.7
Credential/Diploma Rates	Adults	71.0	81.0
	Dislocated Workers	74.0	91.2
	Older Youth	61.0	60.0
	Younger Youth	59.0	70.8
Skill Attainment Rate	Younger Youth	83.0	72.5
Placement in Employment or Education	Youth (14 - 21)	0.0	52.9
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	62.5
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	Not Met	Met	Exceeded
	0	5	12

Table O - Local Performance

Local Area Name <u>Monmouth County WIB</u>	Total Participants Served	Adults	299
		Dislocated Workers	473
		Older Youth (19 - 21)	50
		Younger Youth (14 - 18)	236
ETA Assigned # <u>34070</u>	Total Exiters	Adults	231
		Dislocated Workers	314
		Older Youth (19 - 21)	42
		Younger Youth (14 - 18)	174

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	8.6	9.1
	Employers	8.1	7.8
Entered Employment Rates	Adults	83.0	86.5
	Dislocated Workers	87.0	90.4
	Older Youth	77.5	66.7
Retention Rates	Adults	86.5	81.5
	Dislocated Workers	86.0	87.2
	Older Youth	81.5	77.8
	Younger Youth	58.0	78.0
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	11750.0	12200.0
	Dislocated Workers	16100.0	18307.1
	Older Youth	3500.0	2871.8
Credential/Diploma Rates	Adults	58.5	62.4
	Dislocated Workers	67.0	58.6
	Older Youth	52.0	51.2
	Younger Youth	71.0	76.0
Skill Attainment Rate	Younger Youth	85.0	92.9
Placement in Employment or Education	Youth (14 - 21)	0.0	58.1
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	59.8
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
	0	7	10

Table O - Local Performance

Local Area Name <u>Essex County WIB</u>	Total Participants Served	Adults	433
		Dislocated Workers	928
		Older Youth (19 - 21)	51
		Younger Youth (14 - 18)	190
ETA Assigned # <u>34050</u>	Total Exiters	Adults	25
		Dislocated Workers	81
		Older Youth (19 - 21)	5
		Younger Youth (14 - 18)	89

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	8.6	9.5
	Employers	8.1	7.3
Entered Employment Rates	Adults	80.0	82.1
	Dislocated Workers	86.0	89.3
	Older Youth	76.0	80.0
Retention Rates	Adults	84.5	73.6
	Dislocated Workers	86.0	87.7
	Older Youth	83.0	100.0
	Younger Youth	59.0	55.6
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	11750.0	12061.2
	Dislocated Workers	16100.0	15747.8
	Older Youth	3400.0	9047.0
Credential/Diploma Rates	Adults	55.5	65.2
	Dislocated Workers	67.5	69.0
	Older Youth	54.0	66.7
	Younger Youth	69.0	100.0
Skill Attainment Rate	Younger Youth	83.0	50.9
Placement in Employment or Education	Youth (14 - 21)	0.0	50.5
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	23.3
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	Not Met	Met	Exceeded
	1	4	12

Table O - Local Performance

Local Area Name <u>Cumberland Salem County WIB</u>	Total Participants Served	Adults	321
		Dislocated Workers	354
		Older Youth (19 - 21)	33
		Younger Youth (14 - 18)	341
ETA Assigned # <u>34090</u>	Total Exiters	Adults	247
		Dislocated Workers	216
		Older Youth (19 - 21)	16
		Younger Youth (14 - 18)	130

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	8.6	9.8
	Employers	8.1	8.0
Entered Employment Rates	Adults	84.0	87.4
	Dislocated Workers	86.0	87.1
	Older Youth	77.5	75.0
Retention Rates	Adults	81.0	75.8
	Dislocated Workers	85.0	84.3
	Older Youth	83.0	90.0
	Younger Youth	57.0	73.3
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	11750.0	9563.8
	Dislocated Workers	16100.0	14588.3
	Older Youth	3500.0	7209.2
Credential/Diploma Rates	Adults	55.0	44.0
	Dislocated Workers	67.0	66.5
	Older Youth	47.0	17.6
	Younger Youth	68.0	82.7
Skill Attainment Rate	Younger Youth	83.0	85.3
Placement in Employment or Education	Youth (14 - 21)	0.0	45.7
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	31.2
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	Not Met	Met	Exceeded
	1	8	8

Table O - Local Performance

Local Area Name <u>Passaic County WIB</u>	Total Participants Served	Adults	290
		Dislocated Workers	285
		Older Youth (19 - 21)	62
		Younger Youth (14 - 18)	1366
ETA Assigned # <u>34025</u>	Total Exiters	Adults	84
		Dislocated Workers	83
		Older Youth (19 - 21)	4
		Younger Youth (14 - 18)	323

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	8.6	10.0
	Employers	8.1	8.1
Entered Employment Rates	Adults	83.0	82.5
	Dislocated Workers	86.5	89.2
	Older Youth	78.0	85.7
Retention Rates	Adults	86.0	85.5
	Dislocated Workers	86.5	86.8
	Older Youth	84.0	100.0
	Younger Youth	61.0	62.1
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	11750.0	11316.1
	Dislocated Workers	16100.0	15998.5
	Older Youth	3450.0	5308.0
Credential/Diploma Rates	Adults	58.0	52.5
	Dislocated Workers	67.0	59.3
	Older Youth	53.0	85.7
	Younger Youth	69.0	60.0
Skill Attainment Rate	Younger Youth	86.0	88.1
Placement in Employment or Education	Youth (14 - 21)	0.0	32.9
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	0.9
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
	0	7	10

Table O - Local Performance

Local Area Name <u>Hudson County WIB</u>	Total Participants Served	Adults	265
		Dislocated Workers	539
		Older Youth (19 - 21)	38
		Younger Youth (14 - 18)	94
ETA Assigned # <u>34060</u>	Total Exiters	Adults	63
		Dislocated Workers	154
		Older Youth (19 - 21)	8
		Younger Youth (14 - 18)	78

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	8.6	7.4
	Employers	8.1	7.8
Entered Employment Rates	Adults	82.0	82.2
	Dislocated Workers	86.0	90.0
	Older Youth	77.0	88.9
Retention Rates	Adults	86.0	74.0
	Dislocated Workers	86.0	76.7
	Older Youth	85.0	87.5
	Younger Youth	59.0	53.7
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	11750.0	10651.6
	Dislocated Workers	16100.0	12906.7
	Older Youth	3450.0	4958.3
Credential/Diploma Rates	Adults	57.0	68.8
	Dislocated Workers	68.0	73.9
	Older Youth	55.0	44.4
	Younger Youth	69.0	92.2
Skill Attainment Rate	Younger Youth	83.0	94.7
Placement in Employment or Education	Youth (14 - 21)	0.0	49.5
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	59.7
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	Not Met	Met	Exceeded
	0	8	9

Table O - Local Performance

Local Area Name <u>NJDOL Trenton Central Office</u>	Total Participants Served	Adults	6
		Dislocated Workers	15
		Older Youth (19 - 21)	0
		Younger Youth (14 - 18)	0
ETA Assigned # <u>34990</u>	Total Exiters	Adults	1
		Dislocated Workers	2
		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	0.0
	Dislocated Workers	0.0	0.0
	Older Youth	0.0	0.0
Retention Rates	Adults	0.0	0.0
	Dislocated Workers	0.0	100.0
	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	10546.0
	Older Youth	0.0	0.0
Credential/Diploma Rates	Adults	0.0	0.0
	Dislocated Workers	0.0	0.0
	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
	0	0	0

Table O - Local Performance

Local Area Name <u>Mercer County WIB</u>	Total Participants Served	Adults	277
		Dislocated Workers	376
		Older Youth (19 - 21)	42
		Younger Youth (14 - 18)	241
ETA Assigned # <u>34030</u>	Total Exiters	Adults	116
		Dislocated Workers	158
		Older Youth (19 - 21)	15
		Younger Youth (14 - 18)	90

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	8.6	9.1
	Employers	8.1	7.8
Entered Employment Rates	Adults	79.0	92.6
	Dislocated Workers	86.5	82.4
	Older Youth	77.0	90.9
Retention Rates	Adults	86.5	87.9
	Dislocated Workers	88.0	87.2
	Older Youth	83.0	100.0
	Younger Youth	58.0	100.0
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	11750.0	10750.4
	Dislocated Workers	16100.0	14128.5
	Older Youth	3700.0	4477.0
Credential/Diploma Rates	Adults	57.0	80.8
	Dislocated Workers	63.0	65.8
	Older Youth	51.0	52.9
	Younger Youth	68.0	100.0
Skill Attainment Rate	Younger Youth	83.0	86.7
Placement in Employment or Education	Youth (14 - 21)	0.0	46.9
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	24.5
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	Not Met	Met	Exceeded
	0	5	12

Table O - Local Performance

Local Area Name <u>Greater Raritan WIB</u>	Total Participants Served	Adults	68
		Dislocated Workers	308
		Older Youth (19 - 21)	10
		Younger Youth (14 - 18)	21
ETA Assigned # <u>34110</u>	Total Exiters	Adults	40
		Dislocated Workers	140
		Older Youth (19 - 21)	10
		Younger Youth (14 - 18)	17

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	8.6	8.8
	Employers	8.1	7.8
Entered Employment Rates	Adults	84.0	94.7
	Dislocated Workers	87.0	92.3
	Older Youth	77.0	100.0
Retention Rates	Adults	86.5	90.9
	Dislocated Workers	86.0	90.5
	Older Youth	85.0	100.0
	Younger Youth	57.0	100.0
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	11750.0	16499.8
	Dislocated Workers	16100.0	25225.8
	Older Youth	3400.0	2530.1
Credential/Diploma Rates	Adults	57.0	61.9
	Dislocated Workers	67.0	72.8
	Older Youth	53.0	57.1
	Younger Youth	68.0	66.7
Skill Attainment Rate	Younger Youth	85.0	100.0
Placement in Employment or Education	Youth (14 - 21)	0.0	100.0
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	53.8
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
	1	2	14

Table O - Local Performance

Local Area Name <u>Burlington County WIB</u>	Total Participants Served	Adults	68
		Dislocated Workers	127
		Older Youth (19 - 21)	13
		Younger Youth (14 - 18)	117
ETA Assigned # <u>34045</u>	Total Exiters	Adults	81
		Dislocated Workers	150
		Older Youth (19 - 21)	2
		Younger Youth (14 - 18)	53

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	8.6	9.6
	Employers	8.1	7.6
Entered Employment Rates	Adults	91.6	95.7
	Dislocated Workers	88.0	93.8
	Older Youth	78.0	100.0
Retention Rates	Adults	89.0	88.2
	Dislocated Workers	87.0	90.6
	Older Youth	84.0	80.0
	Younger Youth	59.2	75.8
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	11750.0	12900.8
	Dislocated Workers	16100.0	14030.1
	Older Youth	3500.0	4077.8
Credential/Diploma Rates	Adults	66.0	86.0
	Dislocated Workers	73.5	84.1
	Older Youth	55.0	100.0
	Younger Youth	79.0	94.9
Skill Attainment Rate	Younger Youth	86.0	93.1
Placement in Employment or Education	Youth (14 - 21)	0.0	88.4
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	83.0
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
	0	4	13

Table O - Local Performance

Local Area Name <u>Bergen County WIB</u>	Total Participants Served	Adults	102
		Dislocated Workers	179
		Older Youth (19 - 21)	27
		Younger Youth (14 - 18)	267
ETA Assigned # <u>34040</u>	Total Exiters	Adults	59
		Dislocated Workers	132
		Older Youth (19 - 21)	17
		Younger Youth (14 - 18)	56

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	8.6	8.6
	Employers	8.1	8.7
Entered Employment Rates	Adults	86.0	73.1
	Dislocated Workers	86.0	78.4
	Older Youth	78.0	81.3
Retention Rates	Adults	86.0	80.2
	Dislocated Workers	86.0	85.5
	Older Youth	86.0	86.4
	Younger Youth	59.0	64.9
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	11750.0	10173.2
	Dislocated Workers	16100.0	16484.5
	Older Youth	3600.0	4227.1
Credential/Diploma Rates	Adults	68.0	72.8
	Dislocated Workers	71.0	77.2
	Older Youth	51.5	75.0
	Younger Youth	72.0	80.0
Skill Attainment Rate	Younger Youth	88.0	97.0
Placement in Employment or Education	Youth (14 - 21)	0.0	61.8
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	56.9
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
	0	5	12

Table O - Local Performance

Local Area Name <u>Newark WIB</u>	Total Participants Served	Adults	1029
		Dislocated Workers	795
		Older Youth (19 - 21)	83
		Younger Youth (14 - 18)	1324
ETA Assigned # <u>34020</u>	Total Exiters	Adults	281
		Dislocated Workers	205
		Older Youth (19 - 21)	19
		Younger Youth (14 - 18)	430

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	8.6	7.4
	Employers	8.1	9.1
Entered Employment Rates	Adults	76.0	77.7
	Dislocated Workers	84.0	87.8
	Older Youth	71.0	50.0
Retention Rates	Adults	82.0	74.4
	Dislocated Workers	83.0	81.1
	Older Youth	77.0	90.9
	Younger Youth	51.0	35.7
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	11750.0	10660.7
	Dislocated Workers	16100.0	12274.1
	Older Youth	2900.0	1948.8
Credential/Diploma Rates	Adults	51.0	49.4
	Dislocated Workers	61.0	55.7
	Older Youth	42.0	22.2
	Younger Youth	68.0	56.0
Skill Attainment Rate	Younger Youth	74.0	88.0
Placement in Employment or Education	Youth (14 - 21)	0.0	34.4
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	12.5
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	Not Met	Met	Exceeded
	5	7	5

Table O - Local Performance

Local Area Name <u>Morris Sussex Warren WIB</u>	Total Participants Served	Adults	132
		Dislocated Workers	523
		Older Youth (19 - 21)	19
		Younger Youth (14 - 18)	139
ETA Assigned # <u>34105</u>	Total Exiters	Adults	81
		Dislocated Workers	301
		Older Youth (19 - 21)	11
		Younger Youth (14 - 18)	103

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	8.6	8.6
	Employers	8.1	8.2
Entered Employment Rates	Adults	84.0	83.1
	Dislocated Workers	88.0	92.7
	Older Youth	77.0	100.0
Retention Rates	Adults	85.5	81.9
	Dislocated Workers	86.0	84.7
	Older Youth	85.0	100.0
	Younger Youth	61.0	88.3
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	11750.0	14696.5
	Dislocated Workers	16100.0	17314.3
	Older Youth	3800.0	7991.0
Credential/Diploma Rates	Adults	58.5	65.8
	Dislocated Workers	68.0	68.2
	Older Youth	52.0	60.0
	Younger Youth	70.0	74.6
Skill Attainment Rate	Younger Youth	84.0	84.9
Placement in Employment or Education	Youth (14 - 21)	0.0	64.1
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	50.6
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	92.9

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	3	14

Table O - Local Performance

Local Area Name <u>Camden County WIB</u>	Total Participants Served	Adults	207
		Dislocated Workers	201
		Older Youth (19 - 21)	29
		Younger Youth (14 - 18)	189
ETA Assigned # <u>34005</u>	Total Exiters	Adults	89
		Dislocated Workers	111
		Older Youth (19 - 21)	22
		Younger Youth (14 - 18)	132

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	8.6	8.7
	Employers	8.1	8.7
Entered Employment Rates	Adults	83.5	90.4
	Dislocated Workers	87.0	96.7
	Older Youth	76.0	54.5
Retention Rates	Adults	86.0	80.6
	Dislocated Workers	85.5	91.3
	Older Youth	84.0	86.7
	Younger Youth	57.0	47.7
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	11750.0	11475.0
	Dislocated Workers	16100.0	15544.3
	Older Youth	2600.0	4359.8
Credential/Diploma Rates	Adults	59.0	72.1
	Dislocated Workers	69.0	78.6
	Older Youth	51.0	43.5
	Younger Youth	68.0	28.9
Skill Attainment Rate	Younger Youth	84.0	79.8
Placement in Employment or Education	Youth (14 - 21)	0.0	38.2
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	32.3
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	Not Met	Met	Exceeded
	2	5	10

Table O - Local Performance

Local Area Name <u>Jersey City</u>	Total Participants Served	Adults	539
		Dislocated Workers	237
		Older Youth (19 - 21)	53
		Younger Youth (14 - 18)	408
ETA Assigned # <u>34015</u>	Total Exiters	Adults	178
		Dislocated Workers	92
		Older Youth (19 - 21)	13
		Younger Youth (14 - 18)	139

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	8.6	8.3
	Employers	8.1	7.8
Entered Employment Rates	Adults	83.0	87.4
	Dislocated Workers	86.0	92.3
	Older Youth	77.0	68.8
Retention Rates	Adults	86.0	80.9
	Dislocated Workers	86.0	84.3
	Older Youth	84.5	87.5
	Younger Youth	58.0	67.3
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	11750.0	12875.6
	Dislocated Workers	16100.0	12882.1
	Older Youth	3450.0	5358.9
Credential/Diploma Rates	Adults	62.0	75.5
	Dislocated Workers	67.0	79.7
	Older Youth	56.0	55.6
	Younger Youth	62.0	81.8
Skill Attainment Rate	Younger Youth	84.0	88.5
Placement in Employment or Education	Youth (14 - 21)	0.0	16.3
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	13.6
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	Not Met	Met	Exceeded
	0	7	10

Table O - Local Performance

Local Area Name <u>Atlantic Cape May WIB</u>	Total Participants Served	Adults	918
		Dislocated Workers	676
		Older Youth (19 - 21)	64
		Younger Youth (14 - 18)	474
ETA Assigned # <u>34035</u>	Total Exiters	Adults	442
		Dislocated Workers	256
		Older Youth (19 - 21)	27
		Younger Youth (14 - 18)	101

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	8.6	8.2
	Employers	8.1	8.3
Entered Employment Rates	Adults	86.0	88.3
	Dislocated Workers	94.0	92.0
	Older Youth	82.0	95.0
Retention Rates	Adults	85.0	85.3
	Dislocated Workers	91.0	89.7
	Older Youth	87.0	89.7
	Younger Youth	60.0	75.8
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	11750.0	11806.6
	Dislocated Workers	16100.0	14563.5
	Older Youth	3400.0	4019.6
Credential/Diploma Rates	Adults	60.0	71.8
	Dislocated Workers	70.0	76.9
	Older Youth	51.0	61.9
	Younger Youth	69.0	74.7
Skill Attainment Rate	Younger Youth	84.0	81.0
Placement in Employment or Education	Youth (14 - 21)	0.0	75.5
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	73.0
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
	0	5	12

Table O - Local Performance

Local Area Name <u>Ocean County WIB</u>	Total Participants Served	Adults	116
		Dislocated Workers	279
		Older Youth (19 - 21)	17
		Younger Youth (14 - 18)	138
ETA Assigned # <u>34080</u>	Total Exiters	Adults	103
		Dislocated Workers	242
		Older Youth (19 - 21)	14
		Younger Youth (14 - 18)	63

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	8.6	8.6
	Employers	8.1	9.2
Entered Employment Rates	Adults	85.5	84.6
	Dislocated Workers	88.0	89.1
	Older Youth	79.0	75.0
Retention Rates	Adults	85.0	86.7
	Dislocated Workers	86.5	91.8
	Older Youth	80.0	66.7
	Younger Youth	66.0	86.7
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	11750.0	12954.1
	Dislocated Workers	16100.0	14347.7
	Older Youth	3500.0	2635.0
Credential/Diploma Rates	Adults	66.0	77.4
	Dislocated Workers	75.0	84.8
	Older Youth	56.0	71.4
	Younger Youth	71.0	92.3
Skill Attainment Rate	Younger Youth	86.0	95.3
Placement in Employment or Education	Youth (14 - 21)	0.0	58.4
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	39.5
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	Not Met	Met	Exceeded
	1	4	12

Table O - Local Performance

Local Area Name <u>Middlesex County WIB</u>	Total Participants Served	Adults	177
		Dislocated Workers	619
		Older Youth (19 - 21)	26
		Younger Youth (14 - 18)	108
ETA Assigned # <u>34115</u>	Total Exitters	Adults	130
		Dislocated Workers	467
		Older Youth (19 - 21)	12
		Younger Youth (14 - 18)	163

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	8.6	8.5
	Employers	8.1	8.4
Entered Employment Rates	Adults	84.0	85.5
	Dislocated Workers	87.0	89.7
	Older Youth	79.0	66.7
Retention Rates	Adults	87.0	85.4
	Dislocated Workers	91.0	85.6
	Older Youth	91.0	100.0
	Younger Youth	59.0	58.0
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	11750.0	15422.0
	Dislocated Workers	16100.0	17570.0
	Older Youth	3400.0	3706.4
Credential/Diploma Rates	Adults	53.0	60.5
	Dislocated Workers	61.0	59.5
	Older Youth	51.0	54.5
	Younger Youth	73.0	73.1
Skill Attainment Rate	Younger Youth	85.0	79.9
Placement in Employment or Education	Youth (14 - 21)	0.0	37.1
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	22.5
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	Not Met	Met	Exceeded
	0	7	10

Table O - Local Performance

Local Area Name <u>Union County WIB</u>	Total Participants Served	Adults	756
		Dislocated Workers	513
		Older Youth (19 - 21)	32
		Younger Youth (14 - 18)	307
ETA Assigned # <u>34010</u>	Total Exiters	Adults	452
		Dislocated Workers	404
		Older Youth (19 - 21)	37
		Younger Youth (14 - 18)	295

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	8.6	8.1
	Employers	8.1	8.6
Entered Employment Rates	Adults	82.0	73.1
	Dislocated Workers	86.0	76.9
	Older Youth	78.0	72.4
Retention Rates	Adults	86.0	80.3
	Dislocated Workers	87.0	83.0
	Older Youth	83.0	68.2
	Younger Youth	58.0	56.6
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	11750.0	12287.3
	Dislocated Workers	16100.0	13273.1
	Older Youth	3400.0	4172.6
Credential/Diploma Rates	Adults	58.0	53.4
	Dislocated Workers	67.0	56.5
	Older Youth	53.0	63.2
	Younger Youth	74.0	72.7
Skill Attainment Rate	Younger Youth	85.0	94.6
Placement in Employment or Education	Youth (14 - 21)	0.0	30.7
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	9.6
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	Not Met	Met	Exceeded
	0	12	5

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).