

STATE OF NEW JERSEY 2010 ANNUAL REPORT

# WORKFORCE INVESTMENT ACT



NEW JERSEY DEPARTMENT OF

# LWD

LABOR AND WORKFORCE DEVELOPMENT  
nj.gov/labor

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*This Workforce Investment Act (WIA) Annual Report reflects New Jersey's diligence at successfully building bridges between workforce system partners and between the workforce system and the State's employers and job seekers. The achievements reported in this document are the result of a partnership of federal, State, local and business community stakeholders working together to create an environment targeting growth, innovation, and prosperity.*

*Harold J. Wirths, Commissioner*

## Introduction

During Program Year 2010, New Jersey worked diligently building bridges between the organizations that make up the State's workforce system as well as building new bridges between the workforce system and New Jersey's employers and jobseekers. The State continued to experience high unemployment rates during Program Year 2010, taxing the capacity of the workforce and one-stop systems. The economic conditions called for an approach that would bring greater strength and synergy to our efforts. Connecting the many elements of the workforce system and meshing our capabilities enabled New Jersey to bring more focused and effective communication, inclusion and measurement to our efforts.

Many of these steps taken during PY 2010 have prepared New Jersey's workforce system for even greater strength in PY 2011 and beyond.

By integrating our economic intelligence and data resources with program activities, New Jersey is working to spur data-based, smart, economic and workforce development in the state. This approach, coupled with steps to enhance relationships and communication among State, local government agencies, education and community organizations will be key to developing a system that functions effectively and efficiently to prepare jobseekers with the skills necessary to succeed in jobs that meet the needs of New Jersey's employers.

We know that New Jersey's highly skilled workforce is one of the State's fundamental assets in attracting and retaining businesses and jobs in the Garden State. Integrating the insight of labor market intelligence with the strengths of the workforce development system has enabled New Jersey to focus on:

- Identifying and engaging employers in key industry clusters more directly in the workforce system
- Shaping talent development initiatives that meet the needs of employers in these sectors
- Connecting the right talent with the right employer and with the right skills development initiatives
- Integrating all of New Jersey's talent in workforce development efforts through Vocational Rehabilitation Services and other programs
- Engaging cutting-edge technology and a clear Web entry point to connect employers and talent

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During the past year, New Jersey focused on improving the communication between all of the partners in the One Stop system by listening to and including them in joint planning processes. Ensuring that our workforce services meet the needs of the 300,000+ job seekers including, dislocated workers; veterans; youth; and individuals with barriers to employment; ex-offenders; and persons with disabilities; as well as the nearly 10,000 employers in key industry sectors is crucial to our success.

## A. Program Year 2010 Highlights of the Workforce Investment System

Our workforce strategy includes four key goals: 1) open, transparent processes and accountability measurement in all we do; 2) improve the customer experience and efficiency for job seekers; 3) develop business industry sector focus in New Jersey's vital industries; and 4) strengthen partnerships and share best practices.

To ensure open transparent processes and accountability measurement we have been examining and improving processes and streamlining them where possible, especially processes which touch our jobseekers and employers. The Department has created a standardized customer flow through the One-Stop system and developed clear roles and responsibilities between the local Workforce Investment Board (WIB) directors and the State business services representatives to ensure consistent and clear prioritization and communications with employers. The Department has streamlined grant and reimbursement back-office processes to provide more accurate, efficient and timely processing. Internally, the Department is managing programs, grants and projects to defined outcomes and reviewing all metrics on a monthly basis through formalized dashboard reviews to better anticipate problems and issues and focus on achieving desired outcomes. The Department has trained over 144 State and local workforce professionals in project management and more than 80 professional staff in certified, job developer skills. In addition, the Department has held grant writing and "tool time" workshops to provide needed tools and skills to our workforce professionals.

To improve the customer experience and efficiency for job seekers, in addition to standardizing customer flow, which is aligned with the US Department of Labor's vision, the Department has tackled other customer issues to provide better service to all of our jobs seekers. Taking a hands-on approach toward connecting New Jersey's job seekers and employers, our Department

launched a new website, [www.Jobs4Jersey.com](http://www.Jobs4Jersey.com). Jobs4Jersey.com is a virtual One-Stop that links a vast array of State and federal data, websites, programs and services designed to assist employers and jobseekers with training, financial assistance and employment services. The Department plans to continuously update the website with new tools and information as they become available. The website's utilities currently link job seekers with over 150,000 job opportunities in New Jersey aggregated from over 2,400 sources. Nearly 10,000 New Jersey employers are registered to search the utility's resume database. In addition to an enhanced virtual presence, in order to meet our jobseekers where they are, the Department has begun delivering services to jobseekers in other innovative ways including job fairs and career events at libraries, community and faith-based organizations, community colleges and universities.

New Jersey is providing enhanced services for individuals affected by various events throughout the State through four ongoing National Emergency Grant (NEG)-funded initiatives. The existing programs are focused on the implications of the Base Realignment and Closure Commission's (BRAC) closing of Fort Monmouth, the continued impact of the closing or downsizing of many businesses affected by the financial crisis that began in 2008, and massive layoffs that impacted the pharmaceutical industry in northern New Jersey. The State's newest NEG initiative is focused on On-the-Job training opportunities and assistance to dislocated white-collar workers who have been unemployed for twenty-two (22) weeks or longer since January 1, 2008 and are unlikely to return to their previous occupation.

In PY 2010, the Division of Vocational Rehabilitation Services (DVRS), a Federal-State partnership, was more closely aligned within the Workforce Development directorate enhancing the services provided to persons with disabilities in this State.

To develop business industry sector focus, the

Department has embarked on several new initiatives, as well as, improving current successful programs. One new initiative is an expansion of WIRED and REDI grant experiences to build Talent Networks in New Jersey's key industries (Transportation, Logistics and Distribution, Life Sciences, Advanced Manufacturing, Financial Services, Health Care, Technology and Entrepreneurship). These talent networks provide a vehicle for employer input to New Jersey's workforce system and its education and community partners.

Using state funds, the Department awarded 604 Customized Training grants to an estimated 870 organizations to help upgrade the skill levels of their employees. These Customized Training grants, matched by employers, have assisted businesses in New Jersey's key industry sectors by providing training to approximately 107,342 employees in a variety of courses customized to the needs of the business. The return on this investment will strengthen New Jersey's economy by ensuring businesses remain competitive and create new jobs in New Jersey.

Coming full circle back to the year's "building bridges" theme, achieving our final goal is to *strengthen partnerships and share best practices* to help ensure the Department's efforts are effective, efficient and leveraged throughout the workforce system. The Department developed and distributes an e-newsletter, "Building Bridges," to federal, State and local partners, highlighting success stories and sharing information on what works throughout the State.

## **B. Strategies for Business Engagement**

The Department has placed a high priority on building stronger connections with employers, with a focus on the state's key industries.

### *Business Services*

Through the State's multiple Business Resource Centers (BRCs), which are located in and aligned with local

One-Stop Career Centers, the Business Outreach Program proactively interacts with and serves as the State's liaison to New Jersey's business community. The primary mission of the Business Outreach program is to help keep businesses healthy and successful in the State, by assisting New Jersey companies to learn about and access available State programs and resources. This year, the focus of the Business Services team was to align priorities and activities with local WIB Directors and the State's Business Action Center, upgrade business development skills and develop standard service offering materials. The Department's Business Services Representatives also assist employers in developing incumbent worker training projects and applying for on-the-job training grants. During Program Year 2010, the State's BRCs conducted rapid response events; 482 positive recruitment events for employers; and assisted employers in listing 17,203 job orders of one or more openings with the workforce system.

### *Talent Networks*

The Department has established six (6) separate, statewide Talent Networks focusing on key industries in the state in order to connect employers, job seekers, the state's One Stop Career Centers and educational institutions to achieve the common goal of helping job seekers obtain employment and to help employers find qualified employees. These Talent Networks, which are led by higher education institutions, non-profit organizations and industry associations selected competitively, are working to:

- Serve as the primary workforce development contact for the industry sector
- Encourage networking between job seekers, employers and education and training providers
- Support the efforts of the workforce development system and educational institutions to prepare workers for opportunities in key industry sectors
- Establish a Talent Development Advisory Group (TDAG), in partnership with the State Employment and Training Commission, to

obtain regular feedback on the workforce needs of employers to more effectively guide future workforce development efforts

Talent Networks have been established for the following industry sectors:

1. Transportation, Logistics and Distribution
2. Life Sciences (Pharmaceuticals, Biotechnology, Medical Devices)
3. Advanced Manufacturing
4. Financial Services
5. Health Care; and
6. Technology / Entrepreneurship

The Talent Network effort builds on the State's successful Regional Economic Development Initiative (REDI), which built partnerships engaging employers, the workforce development system and educational institutions in the Transportation, Logistics and Distribution; Life Sciences; and Green industries.

### **On-the-Job Training**

New Jersey is consolidating and streamlining its various On-the-Job (OJT) Training programs, funded through WorkPAYS2, National Emergency Grants and federal recovery funds to connect jobseekers with employment opportunities and to provide employers with incentives to hire and create jobs.

### **National Emergency Grants**

New Jersey currently is operating four National Emergency Grants (NEGs) to address wide-scale dislocated worker events. These NEGs are a critical component of the state's business engagement efforts.

**Financial Sector NEG:** The entire country experienced massive layoffs in the financial services industry and New Jersey was no exception. New Jersey received \$2.78 million in supplemental funding from the U.S. Department of Labor (USDOL) through the National Emergency Grant (NEG) to support workers dislocated as a result of the weakened financial services sector,

and to aid workers affected by specific mass layoffs in transitioning to in-demand occupations. The USDOL approved a request from New Jersey to modify the existing grant to extend the grant period to June 30, 2011. Through June 2011, 69 customers received services and 55 received training under this grant

**Fort Monmouth BRAC NEG:** As a result of the decision of the 2005 Base Realignment and Closure Commission, many of Fort Monmouth's missions are relocating to the Aberdeen Proving Ground in Maryland in September 2011. New Jersey has made a commitment to help the employees and businesses that will be affected by the Fort's closing. Using USDOL funding from the BRAC NEG, the Department of Labor and Workforce Development (LWD) and the Monmouth County WIB established a One-Stop Resource Center one-half mile from the Fort's gates, to assist employees with on-site professional employment counseling; confidential assessments of current skills and skill transferability; access to training programs to learn new skills; and job search assistance. The Center also provides affected businesses/employers with financial assistance from the New Jersey Economic Development Authority, customized employee training grants and other assistance from the Department's Business Representatives. Beginning in January 2010, this Resource Center relocated to the Fort Monmouth base property. Through June 2011, 974 customers received services and 258 received training under this grant. The USDOL approved a request from New Jersey to modify the existing grant to extend the grant period to June 30, 2012.

**ARRA On-the-Job Training (OJT) NEG:** Due to significant worker layoffs across the country, the USDOL, through the American Recovery and Reinvestment Act of 2009 (ARRA), funded an NEG to jump start re-employment for dislocated workers experiencing prolonged unemployment by allowing individuals the opportunity to receive training to upgrade their skills while earning a paycheck. New Jersey was awarded

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\$1.477 million to assist these dislocated workers. Through June 2011, 11 customers received services and 9 received training under this grant. The Grant period ends June 30, 2012.

**Pharmaceutical Re-employment NEG:** The USDOL approved New Jersey's application for the Pharmaceutical Re-Employment NEG to assist the state in addressing the significant challenge of assisting dislocated workers with highly specialized skill laid off from the pharmaceutical industry. In addition to relying upon and enhancing its current arsenal of services provided through the Workforce Development System, LWD has contracted with BioNJ, Inc. to work directly with companies to identify displaced workers. LWD and BioNJ, Inc. will identify job opportunities within the industry and to work with companies to identify career ladder opportunities and the educational requirements

necessary for advancement in those fields. In addition, LWD and BioNJ, Inc. will provide Web resources to One-Stop Career Center personnel and partner with them in assisting dislocated pharmaceutical workers make training and career decisions, including a candidate database and "talent inventory" of the talent available as a result of the downsizing. A format has been created to accomplish this objective and also to enable the site to provide hiring companies with a unique feature to assist them with their screening process. These partnerships will serve as a useful resource to the local One-Stop Career Centers, thereby strengthening the capacity of the Workforce Development System to assist highly skilled, dislocated pharmaceutical workers in their local area. Through June 2011, 115 customers received services and 53 received training under this grant. The Grant period ends September 30, 2012.

Business Activity	Outputs	Outcomes
<b>New Business Outreach</b>	1,046 Business Meetings	+ 800 Job Orders Placed New Cross-Functional Business Retention Strategies Created (Local Rapid Response efforts)
<b>Business Teams Created</b> (WIB, Economic Development, NJ Business Action Center, DOL Business Rep)	15 Business Teams 2 Regional Teams (Southern and Northern NJ) 115 Statewide Presentations; Workforce Resources	Establishment of a single point of contact for area/region to best meet employer needs in a holistic and business-friendly process. Local, state and federal cross agency and program resources leveraged to increase support and enhance services to the business customer to aid in workforce retention and growth. Cross Agency Business Tool Kits developed as support for business outreach to expand the breadth and knowledge of workforce incentives throughout the state.
<b>Employer Driven - Career Resource Fairs</b>	15 Statewide 711 Employers 10,350 Job Seekers	Strategically targeted Career Fairs focused on high demand sectors (TLD, Bio-Life Sciences) and high need populations (Youth, Hispanic, Ex-Offender)
<b>Sector/Industry Research</b>	7 WIB Areas	Local strategies for healthcare, hospitality/tourism, manufacturing, TLD, and Food Service industries – local findings will contribute to SETC statewide sector strategies and state plan in PY 2011.



## State Employment and Training Commission Efforts

The New Jersey State Employment and Training Commission's (SETC) primary focus during Program Year 2010 was on the development and assessment of the business sectors of the NJ Workforce System to ensure continued, and future, alignment of the workforce education and training investments with the NJ employer-driven labor-demand market. The following evaluation initiatives were launched in Program Year 2010 with the goal of strengthening the connection between the business and workforce development communities at the state and local levels.

### Business Development Initiative

The SETC and NJLWD jointly invested \$600,000 in 17 local WIB's to support the development and/or evolution of outreach and services to employers to maximize demand opportunities for job seekers in the workforce system. Each local area was awarded \$54,800 and required to develop a performance-based business development plan with measurable outcomes based on their local areas employer engagement needs. The following statewide aggregate results were reported for the period February 2011 through June 2011 and will be used as the basis for business development investments in Program Year 2011.

### Healthcare Workforce Council

Responding to the healthcare crisis, the State Employment and Training Commission was awarded a planning grant by the Federal Department of Human Services to convene a statewide employer-driven leadership Council to: identify the current and emerging workforce needs in New Jersey; and to strategically focus future investments in training and education programs. The 30 member Council convened in September 2010 and has identified three core drivers for healthcare workforce needs: 1) Federal Healthcare Reform; 2) Disparate Healthcare Workforce Data Sharing and Coordination; and 3) Gaps in Knowledge regarding current Healthcare Workforce Development

Investments in the State. This information forms the foundation on which the priority of workforce needs will be assessed and mapped in 2012. Once this evaluation has been completed, New Jersey will have an industry-needs and projections-based Healthcare Workforce Plan.

## **C. Workforce Investment Activities**

New Jersey's Program Year 2010 Workforce Investment Act (WIA) Annual Report reflects the State's commitment to build a coordinated and comprehensive workforce development system. The State exceeded or met all WIA Program Year 2010 common measures performance standards negotiated with the U.S. Department of Labor.

While New Jersey exceeded eight and met one of the individual common measures, the State's average percent of standard exceeded 100% within the Adult, Dislocated Worker, and Youth common 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 2010 results demonstrate that commitment and a capacity to prepare program participants to compete for and retain employment in the labor market. This fact, and the 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 is essential to prepare them for employment, and the services provided to our employers enables our business community to be more competitive in this global economy.

New Jersey became a common measures reporting state beginning in Program Year 2009. Under the common measures waiver approved by the USDOL/ETA on November 12, 2009 and renewed on June 29, 2010 for PY 2010, the State will no longer negotiate and

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New Jersey Workforce Investment Act Program Year 2010 Common Measures Performance Outcomes				
Common Measures	Goal	Actual	Percent of Goal Achieved	Measure Results
<b>Adult Program</b>				
Entered Employment	79.3%	81.6%	102.9%	Exceeded
Retention	79.2%	85.4%	107.8%	Exceeded
6 Month Average Earnings	\$12,463	\$12,135	97.4%	Met
<b>Dislocated Worker Program</b>				
Entered Employment	79.8%	83.1%	104.1%	Exceeded
Retention	79.9%	87.4%	109.4%	Exceeded
6 Month Average Earnings	\$15,869	\$18,010	113.5%	Exceeded
<b>Youth Program</b>				
Youth Placement	59.0%	62.6%	106.1%	Exceeded
Youth Degree Attainment	59.0%	75.1%	127.3%	Exceeded
Literacy & Numeracy	45.0%	56.2%	124.9%	Exceeded

report on the following performance measures under WIA Section 136 (b): WIA adult and dislocated worker credential rates; participant and employer customer satisfaction; older youth measures; and younger youth measures (outcomes for these measures will continue to be collected for informational purposes). The State will use the three adult and dislocated worker common performance measures to negotiate goals and report outcomes for the WIA adult and dislocated worker programs. The State will use the three, youth common performance measures to negotiate goals and report outcomes for the WIA youth program. The following table displays the State's common measures goals and the actual outcomes for the Program Year 2010.

Participants Served and Exited by Program Area			
Program	Participants Served	Participants Exited	% Exited to Served
Adult	53,229	43,404	81.5%
Dislocated Workers	12,897	5,376	41.7%
Youth	5,007	1,507	30.1%

### Entered Employment

The Entered Employment performance measure results below reflect standards that the State exceeded.

Entered Employment Rates			
Program	Participants Exited & Counted in Measure	Participants Employed in 1st Quarter After Exit	% of Participants Employed in 1st Quarter
Adult	3,149	2,569	81.6%
Dislocated Worker	5,104	4,243	83.1%

### Enrollments

During PY 2010, 53,229 participants were served in the WIA Adult Program, and 43,404, or 81.5 % of the participants, exited the program. The Dislocated Worker Program served 12,897 participants and 5,376, or 41.7% of the enrolled number, exited the program. The Youth program served a total of 5,007 participants, with 1,507, or 30.1% of the participants, exiting during the program year.

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## WIA Youth

The Workforce Investment Act (WIA) Title IB Youth Program is a federally funded program that provides services to economically disadvantaged youth between the ages of 14 and 21. The main objective of the program is to increase the focus on longer-term academic and occupation learning and provide long-term comprehensive service strategies, which will ultimately enrich lives through career advancement and life-long learning. WIA Youth services are available to in-school and out-of school youth who fall within one or more of the following categories: (1) deficient in basic literacy skills; (2) school dropout; (3) homeless, runaway or foster child; (4) pregnant or parenting; (5) offender; or (6) individual (including a youth with a disability) who requires additional assistance to complete an educational program or to secure and hold employment. Males age 18 and over are required to register with the Selective Service.

Total funding for Program Year 2010 was \$20,938,294. Funds totaling \$17,797,550 were distributed to eighteen (18) Workforce Investment Board areas.

Youth Population Served Under WIA	
Total Youth Participants	
Served	5,007
Exited	1,507
Age 14-18	4,081
Age 19-21	926
In-School Youth Participants	
Served	3,593
Exited	926
Out-of School Youth Participants	
Served	1,414
Exited	581
<i>Note: In-School and Out-of-School data is not captured by age.</i>	

WIA Youth Program Common Measure Performance Outcomes				
Common Measure	PY 2010 Goal	PY 2010 Actual	% of Goal Achieved	PY 2010 Results
Youth Placement	59.0%	62.6%	106.1%	Exceeded
Youth Degree Attainment	59.0%	75.1%	127.3%	Exceeded
Literacy/ Numeracy	45.0%	56.2%	124.9%	Exceeded

## 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. In PY 2010, New Jersey literacy providers enrolled approximately 26,563 State residents 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 served many more participants who did not meet the 12-hour threshold. The PY 2010 funding distribution to literacy provider agencies totaled approximately \$14.1 million. Based on assessed literacy placement at the time of entrance into the program, the program's cost per client ranged from \$200 to \$800. (Note: Estimates are provided as program reporting is not completed until December following the end of this report's program year.)

## **D. State Discretionary (15%) Fund Usage**

During Program Year 2010, New Jersey utilized the 15% Discretionary funds for both continuing initiatives and several new initiatives in line with our new workforce strategy.

Continuing initiatives included the successful Youth Corps program, the continuing implementation of a

Consumer Report Card / Eligible Training Provider List and a grant to the State Employment and Training Commission (SETC). The Department also funded the PROS (Project Reemployment Opportunity System) and grants to the Labor, Planning and Analysis Group to perform labor market analysis.

New initiatives included funding to New Jersey Institute of Technology to develop an online Reemployment Orientation (RO) using distance-learning technology to help recently unemployed individuals to understand – whether online at home, or in person in a One-Stop Center – the workforce system services available to them; how to find their local One-Stop Career Center; and effective job search techniques. The link to the RO Online module will be embedded at the end of the online UI claims application, emailed to all new UI recipients who have filed and provided an email address, and mailed via regular mail to any claimant without an email address. In addition, NJIT provided process-improvement and project-management coaching and training for more than 100 individuals in the State and local areas enabling LWD to streamline and improve services and processes.

Along with the SETC, the Department also co-funded a grant to each local area WIB Director to implement innovative business development projects. These projects have included economic development videos, marketing materials, workshops and industry research.

## **E. Initiatives and Activities to Improve Performance**

The Department and its workforce system partners have initiated a number of “best practices” designed to deliver enhanced services more efficiently, especially in the areas of reemployment and UI/workforce connectivity and integration strategies aimed at increasing the number of program participants finding jobs and achieving self-sufficiency. These efforts include:

### **1. Better Outreach Through Partnerships**

*Meeting Job Seekers Where they are - Job and Career Fairs:* New Jersey’s public workforce system, under the leadership of the Department and local Workforce Investment Boards (WIBs), introduced several programs implementing a holistic strategy to attract job-seekers and employers who historically have not recognized the value of our services. With a goal to redefine a public workforce system that has been seen as focused exclusively on lower-skilled/lower wage job-seekers, the Department and the WIBs created job fairs and resource events specifically for workers dislocated from \$40,000 per year jobs. The Department and the WIBs partnered with community-based organizations; industry and other employer groups; libraries; state and local economic development agencies; and the US Department of Labor; among others, to expand visibility and service delivery to higher skilled/higher paid job-seekers and, in the process, redefine for employers the type of job-seeker that we could deliver to meet their hiring needs.

Initiatives such as Project Connect and the Regional Employment Development Initiative (REDI) allowed the Department to partner with organizations with access to new customers who were reluctant to visit traditional One-Stop Career Centers. Likewise, by applying for National Emergency Grant funds to serve dislocated Financial Sector, Pharmaceutical, and other targeted unemployed workers, potential customers who would be unlikely to receive a Workforce Investment Act Adult/Dislocated training grant could be served by the public workforce system and prepared for demand occupations. Technology improvements, such as more online services, also attracted non-traditional customers to the public workforce system. Jobs4Jersey.com is the Department’s latest effort to make online services easier to navigate for employers and job-seekers alike.

The Department has partnered with local libraries, community colleges, faith-based and community-based

organizations to co-sponsor events that bring jobseekers together and connect them with our services and job opportunities.

Lessons learned serving non-traditional One-Stop customers helped shape strategies for more effective outreach to employers. One significant finding was that employers felt more comfortable attending events at what they considered to be, neutral locations away from the One-Stop Career Centers. The successful model that developed was a workshop for employers on a county college campus where employers could learn about workforce and other Department services. The model event occurred in Camden County during fall 2010 with more than 100 employers attending.

To more effectively serve the higher-end needs of the employer community, staff training became more essential to success. The historical geographic alignment of staff was overlaid with a sector focus allowing the Department to develop industry, staff experts. Learning the language and needs specific to various industries allowed for better candidate matches to employer job descriptions resulting in better outcomes and repeat employer customers.

*Project Connect:* The Department has initiated a “faith/community based agency” initiative called Project Connect to assist minorities who want to seek training and employment but feel intimidated at government agencies. The faith-based and community-based agencies work with minorities, providing assessment and resume updates and work with the local One-Stop Career Center to bridge the gap for the services needed. This initiative has broadened the scope of the One-Stop Career Center to increase the participant base.

## 2. Better Toolsets and Use of Technology

*Jobs4Jersey Initiative:* The Department launched a program entitled “Jobs4Jersey” that concentrates on

getting effective labor exchange tools into the hands of both our employer and jobseeker customers. The keystone of this effort is the Department’s new website “www.Jobs4Jersey.com,” a “virtual One-Stop portal” designed to bring together people searching for work with New Jersey employers. Employers and job-seekers alike are finding the new website offers a quick and easy portal to the vast and previously scattered assortment of state and federal data, Web links and programs designed to assist with training, financial assistance and advice. The site guides users to some of New Jersey’s best online tools for finding work, finding skilled employees and connecting to the many programs established to aid businesses and workers alike. Some of the features found at www.Jobs4Jersey.com include:

**Interactive Job Bank:** For jobseekers, this is a resource for posting their resume online while offering information on more than 150,000 jobs in New Jersey and another 410,000 jobs within a 50 mile radius of the State borders. For employers this is a data bank where businesses may directly post job opportunities and search resumes posted by job-seekers

**Talent Networks:** The Department’s innovative approach to linking talent; employers and workforce development communities specifically in six of New Jersey’s key industry clusters.

**Training and Tools:** To learn about educational opportunities, financial aid, training grants, apprenticeships; connect to the State’s Consumer Report Card to evaluate training providers; and utilize assessment and career discovery tools such as MySkillsMyFuture.

**Expert advice:** A portal to the State’s Business Representatives who can help companies with needs’ consultation, employee recruitment services, new and incumbent worker training grants, hiring incentives and government navigation.

Interactive Job Bank: New Jersey is using the innovative technology of Burning Glass Technologies to consolidate fragmented, online, workforce services into a single system and facilitate more efficient and effective labor exchange services to New Jersey's employer community and job seekers. The technology serves as the "front door" to jobseeker and employer services and is fully integrated with the State's AOSOS case management system to enhance tracking and reporting of the One-Stop system's services, outcomes and impact on the workforce.

The new technology includes, but is not limited to: more user-friendly Talent Network interfaces for job seekers and employers; more sophisticated skills and transferable skills-based matching of job seekers and employment opportunities; automated capture of user activities for reporting purposes; customer triage features that will allow One-Stop staff to target needed workforce services; an enhanced reports module that will facilitate operations management and performance evaluation; and automated "scouts" and alerts sent to system users notifying them of potential matches to their labor exchange needs (i.e. links to resumes matching opportunities sent to employers; opportunities matching their resumes sent to job seekers).

### 3. Better Decisions Based on Data

Using program and project reviews and dashboards, the Department regularly reviews the progress of programs, projects and grants to determine the effectiveness of these efforts. The Department is using ProveIT assessment tools throughout the state to support OJT initiatives and to provide documentation of skill gaps, training needs and ultimately, proofs of skill improvement and skill attainment.

The Department is using Labor Market Information (LMI) to inform decision-making throughout the workforce system:

Labor Market Information for Key Industries: To better

inform a variety of industry-specific workforce programs and to ensure that the State's training investments are aligned with industry needs, the Department has assigned specific Labor Market Analysts to focus on certain key industries. Each "industry analyst" serves as a resource for State and local workforce development staff and education partners concerning their industry sector. These analysts produce reports on workforce and economic trends in each industry. The reports are disseminated throughout the workforce development system as part of the Department's Labor Market Views publication system. The Department's "industry analysts" work closely with the Talent Networks to ensure that efforts are driven by the latest data and analysis.

Demand Occupations List: The Department developed a new Demand Occupation list to better guide training decisions by councilors and job seekers. This list uses a state-of-the-art methodology that builds on a wide variety of data sources to determine which occupations are expected to have a "significant excess of demand-over-supply for adequately trained workers." Given New Jersey's relatively small size, there is a single statewide list for all occupations.

This methodology considers many factors, incorporating data from a variety of sources, to determine whether an occupation is in demand. These include:

- Total employment in the occupation
- Long- and short-term projections of job openings
- Number of online job postings
- An estimate of unemployment levels in each occupation, and
- Recent employment experiences of individuals who have attended training funded by the One Stop Career Center system

The new methodology requires that occupations meet thresholds for total employment, labor supply and demand. This data is made available to Workforce

Investment Boards (WIBs), One-Stop Career Center counselors, instructors, and job seekers, so that all stakeholders are equipped to make data-informed decisions. A WIB may request an exception if, based on documented knowledge of the local labor market, it perceives that an occupation is in demand in its area.

*Labor Market Views Publication Series:* The Department has also developed a new regular series of targeted labor market reports that are distributed to more than 800 individuals in the workforce development system. The publications focus on demographic issues, economic trends and profiles of the state's key industries.

#### 4. Better Processes

**Customer Flow:** New Jersey is streamlining the manner in which it moves Unemployment Insurance (UI) customers along the reemployment process, from intake to job match, at the One Stop Career Centers. The new process mirrors the process currently used for both the Reemployment and Eligibility Assessment (REA) and Project Reemployment Opportunity System (PROS) programs by starting with an individualized job-search plan and following up with the customer to review their progress. This provides a client with more one-on-one time with One Stop personnel to focus on the job-seeker's situation. The pilot program has received higher levels of satisfaction both from customers and staff. In addition, rather than operate multiple reemployment processes for different groups of customers, New Jersey One Stop staff will be able to perfect a single process leading to greater efficiency and productivity. Emphasis has been placed on development of an Individual Work Search Plan and other needed services.

**Online Re-employment Orientation:** When a customer files for unemployment insurance payments, he or she is invited to come into a One Stop office and take part in a re-employment orientation session, or "RO." The RO presentation describes the various services the office can provide. The Online RO will provide that information via the internet – once a worker files for UI online, that

worker will automatically be directed to the Online RO, to receive actionable information on how to jump-start their job search using the most effective methods. The system will provide links to relevant information at each step of the way, and direct customers to visit their One Stop Center for a specific service when necessary. This system will be more efficient and effective for the customer and will free up the time of One Stop staff to provide more one-on-one service, rather than group orientations. The Online RO will be available to UI recipients at the time they file their initial claim and will thus send the message that job search activities start immediately, rather than waiting 6-12 weeks for an appointment at a One-Stop.

## F. New Jersey Usage of Workforce Investment Act Waivers

New Jersey currently has eight USDOL approved WIA waivers identified in Waivers Table 2 below. To track waiver usage for reporting and evaluation of the effectiveness of the waivers, the State developed and deployed in October 2010 a utility within the electronic case management system to more easily allow capture and report waiver usage. At the same time, the State issued a "New Jersey Waivers Documentation" Directive to provide guidance to OSCC delivery system regarding documentation of the use of the customer service waivers in customer file folders and America's One-Stop Operating System (AOSOS) case management system, where appropriate. Actual usage of those waivers by local area is arrayed in Waivers Table 1.

Other than the Common Measures Performance Reporting waiver, which applies to all Wagner-Peyser and WIA participants, the Youth Individual Training Account (ITA) waiver was most utilized during the program year. The Youth ITA waiver allowed 244 older, out-of-school youth (more than twice the number served under the waiver in PY 2009) to be enrolled in an ITA without being served as an adult. This option provides a positive, individualized service strategy for

## Program Year 2010 WIA Annual Report

Waivers Table 1. PY 2010 WIA Waivers Usage by Local Area								
Local Area	1. 50% Employer Match for Custom Training	2. A/DW Funds Trans. Limit WIA	3. Incumbent Worker Training	4. Youth ITAs	5. OJT Exempt - Credential Perform. Measure Calculation	6. Employer Reimbursement for OJT	7. Comm Meas. NJ State Waiver	8. ETPL NJ State Waiver
A/CM				29	4			
Bergen				11	8			
Burlington				23				
Camden				3	1	1		
C/Salem				50				
Essex					2	2		
Gloucester								
Gr. Raritan				1	3			
Hudson				8				
Jersey City				15				
Mercer				12				
Middlesex				62				
Monmouth				5				
M/S/W				1	7	15		
Newark				1	16	16		
Ocean				21				
Passaic								
Union				2				
Totals				244	41	34		

*\*The Common Measures Performance Reporting waiver applies to all One-Stop customers and is not documented for individual program participants. The One-Stop system served 297,550 WIA and Wagner-Peyser customers under this waiver as reported in the State's June 2011, ETA 9002A report.*

this youth group, which is not included in the traditional program. One WIB Director reported that this waiver was, “a huge help in working with our out-of-school youth as we can offer them training that leads to skill attainment and a job. When they know we can do that for them, they become more interested in being a part of the program, going through the work readiness, career assessment, et cetera prior to entering the ITA of their choice.”

While a number of local areas documented the use of waiver #5, “OJT Exemption from Credential

Performance Measure Calculations,” the reality is that the WIA performance measure negatively impacted by the use of OJT contracts (Credential Attainment) no longer exists under the State’s Common Measures Performance Reporting waiver. The State will not seek future extension of that waiver.

The Department, in cooperation with the State Employment and Training Commission, plans on conducting a more formal evaluation of the State’s utilization of WIA waivers and their effectiveness during Program Year 2011.



# Program Year 2010 WIA Annual Report

**WIA Waivers Table 2. New Jersey Program Year 2010 Waivers**

	Waivers	Description
1	50% match for Customized Training	Waiver of the requirement for a 50% employer contribution for Customized Training, to permit a sliding scale contribution for small and medium-sized businesses. Waiver allows for no less than a 10% match for employers with 50 or fewer employees and 25% for 51 through 100. Employers with over 100 would comply to statutory requirements of 50%.
2	Adult-DW funds transfer	Allows local areas to be responsive to the needs of their customers and provides greater flexibility in service provision. Allows transfer of up to 50% of a program year allocation between programs.
3	10% Local funds for Incumbent Worker Training	Would allow local areas to utilize up to 10% their Adult and Dislocated Worker funds to upgrade the skills of already employed individuals. Could assist areas to provide assistance/upgrading to working poor.
4	Youth ITAs	Allows youth to enroll in an Individual Training Account (ITA) without having to be served as an adult. Provides a positive, individualized option for youth which is not included in the traditional program.
5	OJT Exemption from WIA Credential Performance Measure Calculations	Excludes individuals participating in On-the-Job Training (OJT) from WIA performance measures. It allows the training program design to be more responsive to employer and the employee needs as it can be specifically created for that industry, business or worksite.
6	Employer Reimbursement for OJT	Changes the required employer contribution for OJT to a contribution based on a sliding scale based on the employer's size, creating the necessary flexibility for employers to provide the required contribution at a rate that more appropriately represents a business' costs.
7	Common Measures Performance Reporting	Allows the exclusive use of the Common Performance Measures for WIA Adult, Dislocated Worker, Youth, Wagner-Peyser, Veterans, and Trade Act programs, which streamlines the performance reporting system, encourages system integration, and enables local areas to better focus on delivery of customer services rather than costly administrative duties.
8	Eligible Training Provider List (ETPL)	Extends the period of initial eligibility and subsequent eligibility for training providers. The additional time is needed to ensure that the information that the State will make available to the public is reliable, accurate, and equitable to clients and to training providers. The State is in the final stages of developing regulations that will implement the State Eligible Training Provider List law.

## G. Status of State Evaluation Activities

In order to begin the process of continuous improvement and to build the foundation for evaluation of Workforce Development programs, this year the Department did extensive process definition, project management, and dashboard training and coaching. An example of process definition and improvement was the automation of the Work Opportunity Tax Credit program, thus turning a manual, error-prone process with a nine-month backlog for reimbursement processing to an automated front-end that businesses can enter data and receive their reimbursement within days rather than months, also reducing the tendency for errors.

All programs, projects and grants in Workforce Development created a standard dashboard which highlights, at a glance, the outcome metrics, compliance issues and funding spend-down with red, yellow, green stoplight charts. These dashboards are reviewed on a monthly basis by management and issues are uncovered, problems resolved and attention is paid to underperforming programs, as well as best practice sharing and lessons learned. To supplement and expand this effort, the Department has created a Performance Accountability team in the Labor Planning Analysis unit. This team is currently developing a set of metrics that will be calculated on a regular basis for all of the Department's workforce programs. These metrics build on the WIA Common Measures, but also will include measures of customer satisfaction, specific measures tied to the Department's employer engagement efforts, financial measures and additional job seeker outcome metrics. The Department will begin implementing these new metrics in fall 2011.

As part of this effort, the Department will launch a new customer satisfaction survey effort in fall 2011. This effort will include a web-based survey and targeted, intercept surveys of customers in One Stop Career Centers.

One of our key initiatives this year is to focus on our customers – both the jobseeker and the employer. To this end, the Department has begun to incorporate customer feedback on the front end through focus groups and on the back end through customer satisfaction surveys conducted by LPA. All of this work is to build a foundation for beginning to select programs for formal evaluations, working closely with the State Employment and Training Commission and the Department's Labor Planning and Analysis unit. This year we have also begun to include funding for a formal evaluation in every grant that we submit, relying on LPA to either conduct the formal evaluation or select another appropriate party to do it. In addition, after the close out of every grant, we conduct a "lessons-learned" session for future sharing and improvement.

## H. Costs of Workforce Investment Activities

### Expenditures and Obligations

During Program Year 2010, the Department expended a total of \$63,514,717 for programs under the Workforce Investment Act. The Adult Program expended \$14,198,654 from all program year resources. The Dislocated Worker Program expended \$16,786,696. For the combined Older and Younger Youth Programs, New Jersey expended \$16,351,564. The total reported Program Year 2010 expenditures for Statewide Activities and Rapid Response was \$16,177,803. These figures for Program Year 2010 do not include total outstanding obligations of \$23,276,429 (Adults: \$5,481,322; Dislocated Workers: \$5,960,771; Youth: \$3,056,468; Adult Statewide Activities: \$1,537,285; Youth Statewide Activities: \$685,695; Dislocated Worker Statewide Activities: \$1,994,888; and Rapid Response of \$4,560,000). In Program Year 2010 Administration Costs were included in the expenditures of each program area.

## Cost Effectiveness – Program Year 2010

A total of \$47, 336,914 was expended under Adult, Dislocated Worker, and Youth Programs. Including outstanding obligations, a total of \$61,835,475 was spent for the three programs resulting in an average cost per participant of \$869.29

**Table. Program Year 2010 Cost Efficiency Summary**

	Total Participants Served	Funds Expended + Outstanding Obligations	Cost Per Participant
Total Participants	71,133	\$61,835,475	\$869.29
Adult	53,229	\$19,679,976	\$369.72
Dislocated Workers	12,897	\$22,747,467	\$1,763.78
Youth	5,007	\$19,408,032	\$3,876.18

The WIA Financial Statement and Program Activities Cost Statements follow on the next two (2) pages.

# Program Year 2010 WIA Annual Report

**WIA Year-End Financial Statement  
PY 2010  
July 1, 2010 thru June 30, 2011**

Funding Sources	Available Fund.	Expended	Outstanding Obligations	Available Balance	Percentage Available
<u>Local Area</u>					
<b>Adult (PY10)</b>	17,683,112	9,126,479	5,481,322	3,075,311	17.39%
Carry-in (PY08/09)	5,072,175	5,072,175	0	0	0.00%
<b>Youth (PY10)</b>	17,797,550	12,148,496	3,056,468	2,592,586	14.57%
In-School	8,105,004	5,532,425	1,391,916		
Out-School	9,692,546	6,616,071	1,664,552		
Carry-in (PY08/09)	4,203,068	4,203,068	0	0	0.00%
In-School	2,409,219	2,409,219	0		
Out-School	1,793,849	1,793,849	0		
<b>Dislocated Worker (PY10)</b>	20,446,899	10,573,857	5,960,771	3,912,271	19.13%
Carry-in (PY08/09)	6,269,842	6,212,839	0	57,003	0.91%
<u>Statewide Activity</u>					
<b>Adult (PY10)</b>	3,086,163	494,620	1,537,285	1,054,258	34.16%
Carry-in (PY08/09)	2,710,272	2,710,272	0	0	0.00%
<b>Youth (PY10)</b>	3,140,744	1,046,915	685,695	1,408,134	44.83%
Carry-in (PY08/09)	894,961	894,961	0	0	0.00%
<b>Dislocated Worker (PY10)</b>	4,955,460	1,546,013	1,637,248	1,772,199	35.76%
Carry-in (PY08/09)	4,284,883	2,295,889	357,640	1,631,354	38.07%
<b>Rapid Response (PY10)</b>	7,634,039	3,022,491	4,560,000	51,548	0.68%
Carry-in (PY08/09)	4,336,068	4,166,642	0	169,426	3.91%
<b>Total PY 2010 Funding:</b>	<u>102,515,236</u>	<u>63,514,717</u>	<u>23,276,429</u>	<u>15,724,090</u>	
				<u>15,724,090</u>	

**Note**

(1) Carry-in available funding is based on prior year's obligation and available balances.

# Program Year 2010 WIA Annual Report

WIA Statewide 10% Allowable Activities Description PY 2010 July 1, 2010 thru June 30, 2011				
Federal Financial Reports				
Description	Expenditures		Total	Outstanding
	PY08/09	PY10	Expenditures	Obligations
Project Reemployment Opportunity System (PROS)	0	3,095,481	3,095,481	0
PROS: Labor Market Data Support	0	239,186	239,186	12,505
Delivery of Career Information	0	249,831	249,831	0
Youth Corps	16,336	322,032	338,368	0
Youth Corps: Veterans Energy Ambassadors Program	607,459	0	607,459	0
One Stop Process Improvement (NJ Inst of Technology)	0	72,000	72,000	127,562
Central Jersey Community Development	82,207	0	82,207	24,994
Training Provider Outcomes / ETPL (Rutgers Univ.)	18,614	30,672	49,286	27,741
Business Development Initiative (WIBs)	0	49,590	49,590	126,880
Capacity Building	0	1,064,176	1,064,176	0
Ft Monmouth BRAC	0	0	0	375,000
Entrepreneurial Training Program	0	0	0	1,049,880
Project Self Sufficiency Program for Displaced Homemakers	0	0	0	1,500,017
Adult Literacy Gap Assessment (Montclair State Univ.)	0	0	0	15,000
Jobs for Americas Graduates (JAG)	0	0	0	498,968
State Employment and Training Commission (SETC)	0	175,000	175,000	0
<b>Total:</b>	<b>724,616</b>	<b>5,297,968</b>	<b>6,022,584</b>	<b>3,758,547</b>

WIA Cost of Program Activities  
PY 2010  
July 1, 2010 thru June 30, 2011

Program Activity	Expenditures	Obligations
Local Adults	14,198,654	5,481,322
Local Dislocated Workers	16,786,696	5,960,771
Local Youth	16,351,564	3,056,468
Rapid Response	7,189,133	4,560,000
Statewide Activities (Includes 5% Administration)	8,988,670	4,217,868
Statewide 10% Allowable Activities		
Project Reemployment Opportunity System (PROS)	3,095,481	
PROS: Labor Market Data Support	239,186	
Delivery of Career Information	249,831	
Youth Corps	338,368	
Youth Corps: Veterans Energy Ambassadors Program	607,459	
One Stop Process Improvement (NJ Inst of Technology)	72,000	
Central Jersey Community Development	82,207	
Training Provider Outcomes / ETPL (Rutgers Univ.)	49,286	
Business Development Initiative (WIBs)	49,590	
Capacity Building	1,064,176	
State Employment and Training Commission (SETC)	175,000	
<b>Total Statewide Allowable Activities:</b>	<b>6,022,584</b>	
<b>Total of All Federal Spending Listed Above</b>	<b>\$63,514,717</b>	<b>\$23,276,429</b>

**Notes**

The report does not include America Recovery Re-investment Act expenses.

# Program Year 2010 WIA Annual Report

## Attachment A

### Workforce Investment Act (WIA) Annual Report Requirements for States Approved to Report Against the Common Performance Measures Only

OMB No. 1205-0420  
Expires: 12/31/2012

State Name New Jersey

Date Submitted September 30, 2011

### WIA Title IB Annual Report Form (ETA 9091)

#### II. Table Section

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						
Employers						

Table B- Adult Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	79.3%	81.6%	2,569
			3,149
Employment Retention Rate	79.2%	85.4%	1,764
			2,065
Average Earnings	\$12,463	\$12,135	\$19,598,251
			1,615
Employment and Credential Rate			Numerator
			Denominator

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	73.0%	81	75.0%	81	66.7%	22	75.1%	184
		111		108		33		245
Employment Retention Rate	84.2%	64	79.1%	53	85.7%	18	76.1%	105
		76		67		21		138
Average Earnings	\$11,231	\$617,721	\$ 12,938	\$595,130	\$8,407	\$134,512	\$12,724	\$1,170,630
		55		46		16		92
Employment and Credential Rate		Num		Num		Num		Num
		Den		Den		Den		Den

Note: Cross-hatched report cells are not calculated for states with the WIA Common Measures reporting waiver.

# Program Year 2010 WIA Annual Report

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	81.5%	1,816 2,229	81.8%
Employment Retention Rate	85.1%	1,272 1,494	86.2%	492 571
Average Earnings	\$12,183	\$13,925,199 1,143	\$12,019	\$5,673,052 472

Table E - Dislocated Worker Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	79.8%	83.1%	4,243 5,104
Employment Retention Rate	79.9%	87.4%	2,550 2,918
Average Earnings	\$15,869	\$18,010	\$42,413,591 2,355
Employment and Credential Rate			Numerator Denominator

Table F - Outcomes for Dislocated Worker Special Populations

Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
	Entered Employment Rate	74.2%	161 217	75.0%	18 24	76.3%	604 792	100.0%
Employment Retention Rate	84.6%	104 123	90.0%	18 20	82.0%	306 373	100.0%	1 1
Average Earnings	\$19,057	\$1,772,324 93	\$14,870	\$267,664 18	\$20,656	\$5,866,165 284	\$9,753	9,753 1
Employment and Credential Rate		Num Den		Num Den		Num Den		Num Den

Table G - Other Outcome Information for the Dislocated Worker Program

Reported Information	Individuals Who Received Training Services		Individuals Who Only Received Core and Intensive Services	
	Entered Employment Rate	82.9%	3,566 4,299	84.1%
Employment Retention Rate	86.8%	2,046 2,356	89.7%	504 562
Average Earnings	\$17,453	\$32,742,626 1,876	\$20,190	\$9,670,965 479

# Program Year 2010 WIA Annual Report

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

Reported Information	Negotiated Performance Level	Actual Performance Level	
Placement in Employment or Education	59.0%	62.6%	932
			1,490
Attainment of Degree or Certificate	59.0%	75.1%	966
			1,287
Literacy and Numeracy Gains	45.0%	56.2%	251
			447

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

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate			Numerator
			Denominator
Employment Retention Rate			Numerator
			Denominator
Six Months Earnings Increase			Numerator
			Denominator
Credential Rate			Numerator
			Denominator

Table I - Outcomes for Older Youth Special Populations

Reported Information	Public Assistance Recipients		Veterans		Individuals With Disabilities		Out-of-School Youth	
	Num	Den	Num	Den	Num	Den	Num	Den
Entered Employment Rate	Num	Den	Num	Den	Num	Den	Num	Den
Employment Retention Rate	Num	Den	Num	Den	Num	Den	Num	Den
Six Months Earnings Increase	Num	Den	Num	Den	Num	Den	Num	Den
Credential Rate	Num	Den	Num	Den	Num	Den	Num	Den

Table J - Younger Youth (14 - 18) Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Skill Attainment Rate			Numerator
			Denominator
Youth Diploma or Equivalent Rate			Numerator
			Denominator
Retention Rate			Numerator
			Denominator



# Program Year 2010 WIA Annual Report

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

Reported Information	Public Assistance Recipients		Individuals With Disabilities		Out-of-School Youth	
	Num	Den	Num	Den	Num	Den
Skill Attainment Rate	Num	Den	Num	Den	Num	Den
	Den	Den	Den	Den	Den	Den
Youth Diploma or Equivalent Rate	Num	Den	Num	Den	Num	Den
	Den	Den	Den	Den	Den	Den
Retention Rate	Num	Den	Num	Den	Num	Den
	Den	Den	Den	Den	Den	Den

**Table L - Other Reported Information**

Reported Information	12 Month Employment Retention Rate		12 Months Earnings Increase (Adults and Older Youth) or 12 Months Earnings Replacement (Dislocated Workers)		Placements 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	
	%	Num	%	Num	%	Num	\$	Num	%	Num
Adults	79.7%	1,458	100.3%	\$6,378,586	0.3%	7	\$5,014	\$12,007,753	18.9%	343
		1,829		1,650		2,569		2,395		1,816
Dislocated Workers	85.4%	2,043	100.3%	\$33,154,822	0.3%	14	\$7,446	\$29,440,429	24.0%	855
		2,392		\$33,047,872		4,243		3,954		3,566
Older Youth		Num		Num		Num		Num		
		Den		Den		Den		Den		

**Table M - Participation Levels**

Reported Information	Total Participants Served	Total Exitters
<b>Total Adult Customers</b>	65,442	48,415
Total Adults (self-service only)	44,780	40,122
WIA Adults	53,229	43,404
WIA Dislocated Workers	12,897	5,376
<b>Total Youth (14 - 21)</b>	5,007	1,507
Younger Youth (14 - 18)		
Older Youth (19 - 21)		
Out-of-School Youth	1,414	581
In-School Youth	3,593	926

**Table N - Cost of Program Activities**

Program Activity	Total Federal Spending
Local Adults	\$14,198,654
Local Dislocated Workers	\$16,786,696
Local Youth	\$16,351,564
Rapid Response (up to 25%) WIA Section 134(a)(2)(B)	\$7,189,133
Statewide Required Activities (Up to 15%) WIA Section 134(a)(2)(B)	\$8,988,670
<b>Program Activity Description</b>	
Statewide Allowable Activities (WIA Section 134(a)(3))	
Project Reemployment Opportunity	
Labor Planning & Analysis-PROS	
Labor Planning & Analysis-CIDS	
Youth Corp	
E-Corp	
New Jersey Institute of Technology	
Central Jersey Community Development	
Rutgers-Consumer Report Card	
WIB Interdepartmental Agreement	
Capacity Building	
SETC	
<b>Total of All Federal Spending Listed Above</b>	<b>\$63,514,717</b>

# Program Year 2010 WIA Annual Report

Table O- Local Performance (Include this chart for each local area in the state)

Local Area Name <u>Atlantic Cape May WIB</u>	Total Participants Served	Adults	1,172
		Dislocated Workers	499
		Older Youth (19 - 21) <i>Report Total Youth</i>	603
		Younger Youth (14 - 18)	
ETA Assigned # <u>34035</u>	Total Exiters	Adults	812
		Dislocated Workers	268
		Older Youth (19 - 21) <i>Report Total Youth</i>	151
		Younger Youth (14 - 18)	

Reported Information	Program Participants	Negotiated Performance	Actual
Customer Satisfaction	Employers		
	Adults	75.4%	85.3%
Entered Employment Rates	Dislocated Workers	76.5%	84.4%
	Older Youth		
Retention Rates	Adults	80.6%	83.9%
	Dislocated Workers	80.3%	88.1%
	Older Youth		
Average Earnings ( <i>Adults/DWs</i> )	Adults	\$8,296	\$11,232
	Dislocated Workers	\$10,811	\$13,587
Six Months Earnings Increase ( <i>Older Youth</i> )	Older Youth		
	Adults		
Credential/Diploma Rates	Dislocated Workers		
	Older Youth		
	Younger Youth		
Skill Attainment Rate	Younger Youth		
Placement in Employment or Education	Youth (14 - 21)	59.0%	66.9%
Attainment of Degree or Certificate	Youth (14 - 21)	59.0%	79.2%
Literacy and Numeracy Gains	Youth (14 - 21)	45.0%	42.6%

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).		

	Not Met	Met	Exceeded
Overall Status of Local Performance	0	1	8

# Program Year 2010 WIA Annual Report

Table O- Local Performance (Include this chart for each local area in the state)

<b>Local Area Name</b> <u>Bergen County WIB</u>	<b>Total Participants Served</b>	<b>Adults</b>	651	
		<b>Dislocated Workers</b>	963	
		<b>Older Youth (19 - 21)</b>	<i>Report Total Youth 360</i>	
		<b>Younger Youth (14 - 18)</b>		
<b>ETA Assigned #</b> <u>34040</u>	<b>Total Exiters</b>	<b>Adults</b>	370	
		<b>Dislocated Workers</b>	222	
		<b>Older Youth (19 - 21)</b>	<i>Report Total Youth 100</i>	
		<b>Younger Youth (14 - 18)</b>		

Reported Information	Program Participants	Negotiated Performance	Actual
<b>Customer Satisfaction</b>	<b>Employers</b>		
	<b>Adults</b>	80.1%	93.0%
<b>Entered Employment Rates</b>	<b>Dislocated Workers</b>	85.5%	94.0%
	<b>Older Youth</b>		
	<b>Younger Youth</b>		
<b>Retention Rates</b>	<b>Adults</b>	78.6%	84.5%
	<b>Dislocated Workers</b>	83.5%	88.1%
	<b>Older Youth</b>		
	<b>Younger Youth</b>		
<b>Average Earnings (Adults/DWs)</b>	<b>Adults</b>	\$9,424	\$11,179
<b>Six Months Earnings Increase (Older Youth)</b>	<b>Dislocated Workers</b>	\$15,568	\$19,546
	<b>Older Youth</b>		
<b>Credential/Diploma Rates</b>	<b>Adults</b>		
	<b>Dislocated Workers</b>		
	<b>Older Youth</b>		
	<b>Younger Youth</b>		
<b>Skill Attainment Rate</b>	<b>Younger Youth</b>		
<b>Placement in Employment or Education</b>	<b>Youth (14 - 21)</b>	59.0%	67.6%
<b>Attainment of Degree or Certificate</b>	<b>Youth (14 - 21)</b>	59.0%	97.0%
<b>Literacy and Numeracy Gains</b>	<b>Youth (14 - 21)</b>	45.0%	71.4%

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).		

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

# Program Year 2010 WIA Annual Report

Table O- Local Performance (Include this chart for each local area in the state)

<b>Local Area Name</b> <u>Burlington County WIB</u>	<b>Total Participants Served</b>	<b>Adults</b>	2,052
		<b>Dislocated Workers</b>	386
		<b>Older Youth (19 - 21) Report Total Youth</b>	129
		<b>Younger Youth (14 - 18)</b>	
<b>ETA Assigned #</b> <u>34045</u>	<b>Total Exitters</b>	<b>Adults</b>	1,878
		<b>Dislocated Workers</b>	314
		<b>Older Youth (19 - 21) Report Total Youth</b>	49
		<b>Younger Youth (14 - 18)</b>	

Reported Information		Negotiated Performance	Actual
<b>Customer Satisfaction</b>	<b>Program Participants</b>		
	<b>Employers</b>		
<b>Entered Employment Rates</b>	<b>Adults</b>	69.8%	67.9%
	<b>Dislocated Workers</b>	63.6%	74.4%
	<b>Older Youth</b>		
<b>Retention Rates</b>	<b>Adults</b>	78.5%	88.0%
	<b>Dislocated Workers</b>	83.0%	86.4%
	<b>Older Youth</b>		
	<b>Younger Youth</b>		
<b>Average Earnings (Adults/DWs)</b>	<b>Adults</b>	\$10,186	\$11,025
	<b>Dislocated Workers</b>	\$13,551	\$14,650
<b>Six Months Earnings Increase (Older Youth)</b>	<b>Older Youth</b>		
	<b>Adults</b>		
	<b>Dislocated Workers</b>		
<b>Credential/Diploma Rates</b>	<b>Older Youth</b>		
	<b>Adults</b>		
	<b>Dislocated Workers</b>		
	<b>Younger Youth</b>		
<b>Skill Attainment Rate</b>	<b>Younger Youth</b>		
<b>Placement in Employment or Education</b>	<b>Youth (14 - 21)</b>	59.0%	61.2%
<b>Attainment of Degree or Certificate</b>	<b>Youth (14 - 21)</b>	59.0%	64.9%
<b>Literacy and Numeracy Gains</b>	<b>Youth (14 - 21)</b>	45.0%	66.7%

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

	<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
<b>Overall Status of Local Performance</b>	0	1	8

# Program Year 2010 WIA Annual Report

Table O- Local Performance (Include this chart for each local area in the state)

Local Area Name <u>Camden County WIB</u>	Total Participants Served	Adults	799
		Dislocated Workers	937
		Older Youth (19 - 21) Report Total Youth	178
		Younger Youth (14 - 18)	
ETA Assigned # <u>34005</u>	Total Exiters	Adults	647
		Dislocated Workers	658
		Older Youth (19 - 21) Report Total Youth	108
		Younger Youth (14 - 18)	

Reported Information		Negotiated Performance	Actual
Customer Satisfaction	Program Participants		
	Employers		
Entered Employment Rates	Adults	74.1%	70.1%
	Dislocated Workers	77.8%	74.3%
	Older Youth		
Retention Rates	Adults	79.1%	78.2%
	Dislocated Workers	77.4%	82.4%
	Older Youth		
	Younger Youth		
Average Earnings (Adults/DWs)	Adults	\$8,292	\$11,275
Six Months Earnings Increase (Older Youth)	Dislocated Workers	\$12,838	\$14,805
	Older Youth		
Credential/Diploma Rates	Adults		
	Dislocated Workers		
	Older Youth		
	Younger Youth		
Skill Attainment Rate	Younger Youth		
Placement in Employment or Education	Youth (14 - 21)	59.0%	77.4%
Attainment of Degree or Certificate	Youth (14 - 21)	59.0%	61.7%
Literacy and Numeracy Gains	Youth (14 - 21)	45.0%	62.6%

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).		

	Not Met	Met	Exceeded
Overall Status of Local Performance	0	3	6

# Program Year 2010 WIA Annual Report

Table O- Local Performance (Include this chart for each local area in the state)

<b>Local Area Name</b>	<b>Total Participants Served</b>	<b>Adults</b>	1,056
<u>Cumberland Salem County</u>		<b>Dislocated Workers</b>	645
		<b>Older Youth (19 - 21) Report Total Youth</b>	542
		<b>Younger Youth (14 - 18)</b>	
<b>ETA Assigned #</b>	<b>Total Exitters</b>	<b>Adults</b>	743
<u>34090</u>		<b>Dislocated Workers</b>	236
		<b>Older Youth (19 - 21) Report Total Youth</b>	101
		<b>Younger Youth (14 - 18)</b>	

Reported Information	Program Participants	Negotiated Performance	Actual
<b>Customer Satisfaction</b>	<b>Employers</b>		
<b>Entered Employment Rates</b>	<b>Adults</b>	78.9%	84.1%
	<b>Dislocated Workers</b>	81.2%	85.9%
	<b>Older Youth</b>		
<b>Retention Rates</b>	<b>Adults</b>	74.3%	83.7%
	<b>Dislocated Workers</b>	85.0%	92.4%
	<b>Older Youth</b>		
	<b>Younger Youth</b>		
<b>Average Earnings (Adults/DWs)</b>	<b>Adults</b>	\$7,922	\$10,940
<b>Six Months Earnings Increase (Older Youth)</b>	<b>Dislocated Workers</b>	\$12,163	\$14,906
	<b>Older Youth</b>		
<b>Credential/Diploma Rates</b>	<b>Adults</b>		
	<b>Dislocated Workers</b>		
	<b>Older Youth</b>		
	<b>Younger Youth</b>		
<b>Skill Attainment Rate</b>	<b>Younger Youth</b>		
<b>Placement in Employment or Education</b>	<b>Youth (14 - 21)</b>	59.0%	74.7%
<b>Attainment of Degree or Certificate</b>	<b>Youth (14 - 21)</b>	59.0%	83.3%
<b>Literacy and Numeracy Gains</b>	<b>Youth (14 - 21)</b>	45.0%	47.1%

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).		

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

# Program Year 2010 WIA Annual Report

Table O- Local Performance (Include this chart for each local area in the state)

Local Area Name <u>Essex County WIB</u>	Total Participants Served	Adults	3,964
		Dislocated Workers	542
		Older Youth (19 - 21) <i>Report Total Youth 119</i>	
		Younger Youth (14 - 18)	
ETA Assigned # <u>34050</u>	Total Exitters	Adults	3,972
		Dislocated Workers	64
		Older Youth (19 - 21) <i>Report Total Youth 58</i>	
		Younger Youth (14 - 18)	

Reported Information		Negotiated Performance	Actual
Customer Satisfaction	Program Participants		
	Employers		
Entered Employment Rates	Adults	66.5%	62.5%
	Dislocated Workers	60.1%	76.5%
	Older Youth		
Retention Rates	Adults	78.3%	78.9%
	Dislocated Workers	77.9%	81.4%
	Older Youth		
	Younger Youth		
Average Earnings <i>(Adults/DWs)</i>	Adults	\$12,395	\$10,179
Six Months Earnings Increase <i>(Older Youth)</i>	Dislocated Workers	\$12,448	\$12,470
	Older Youth		
Credential/Diploma Rates	Adults		
	Dislocated Workers		
	Older Youth		
	Younger Youth		
Skill Attainment Rate	Younger Youth		
Placement in Employment or Education	Youth (14 - 21)	59.0%	52.4%
Attainment of Degree or Certificate	Youth (14 - 21)	59.0%	54.3%
Literacy and Numeracy Gains	Youth (14 - 21)	45.0%	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).		

	Not Met	Met	Exceeded
Overall Status of Local Performance	1	4	4

# Program Year 2010 WIA Annual Report

Table O- Local Performance (Include this chart for each local area in the state)

Local Area Name <u>Gloucester County WIB</u>	Total Participants Served	Adults	279
		Dislocated Workers	266
		Older Youth (19 - 21) Report Total Youth	90
		Younger Youth (14 - 18)	
ETA Assigned # <u>34055</u>	Total Exiters	Adults	230
		Dislocated Workers	189
		Older Youth (19 - 21) Report Total Youth	40
		Younger Youth (14 - 18)	

Reported Information		Negotiated Performance	Actual
Customer Satisfaction	Program Participants		
	Employers		
Entered Employment Rates	Adults	77.1%	86.4%
	Dislocated Workers	82.2%	75.0%
	Older Youth		
Retention Rates	Adults	78.4%	86.9%
	Dislocated Workers	85.4%	88.0%
	Older Youth		
	Younger Youth		
Average Earnings (Adults/DWs)	Adults	\$10,314	\$14,166
Six Months Earnings Increase (Older Youth)	Dislocated Workers	\$12,840	\$15,876
	Older Youth		
Credential/Diploma Rates	Adults		
	Dislocated Workers		
	Older Youth		
	Younger Youth		
Skill Attainment Rate	Younger Youth		
Placement in Employment or Education	Youth (14 - 21)	59.0%	55.6%
Attainment of Degree or Certificate	Youth (14 - 21)	59.0%	52.0%
Literacy and Numeracy Gains	Youth (14 - 21)	45.0%	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).		

	Not Met	Met	Exceeded
Overall Status of Local Performance	0	3	6



# Program Year 2010 WIA Annual Report

Table O- Local Performance (Include this chart for each local area in the state)

Local Area Name  <u>Greater Raritan</u>	Total Participants Served	Adults	260
		Dislocated Workers	635
		Older Youth (19 - 21) <i>Report Total Youth 23</i>	
		Younger Youth (14 - 18)	
ETA Assigned #  <u>34110</u>	Total Exiters	Adults	205
		Dislocated Workers	293
		Older Youth (19 - 21) <i>Report Total Youth 7</i>	
		Younger Youth (14 - 18)	

Reported Information		Negotiated Performance	Actual
Customer Satisfaction	Program Participants		
	Employers		
Entered Employment Rates	Adults	89.9%	77.8%
	Dislocated Workers	88.3%	86.7%
	Older Youth		
Retention Rates	Adults	86.1%	85.7%
	Dislocated Workers	82.7%	90.6%
	Older Youth		
	Younger Youth		
Average Earnings <i>(Adults/DWs)</i>	Adults	\$13,826	\$12,847
Six Months Earnings Increase <i>(Older Youth)</i>	Dislocated Workers	\$21,463	\$27,195
Credential/Diploma Rates	Older Youth		
	Adults		
	Dislocated Workers		
	Younger Youth		
Skill Attainment Rate	Younger Youth		
Placement in Employment or Education	Youth (14 - 21)	59.0%	75.0%
Attainment of Degree or Certificate	Youth (14 - 21)	59.0%	100.0%
Literacy and Numeracy Gains	Youth (14 - 21)	45.0%	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).		

	Not Met	Met	Exceeded
Overall Status of Local Performance	0	4	5

# Program Year 2010 WIA Annual Report

Table O- Local Performance (Include this chart for each local area in the state)

Local Area Name <u>Hudson County WIB</u>	Total Participants Served	Adults	865
		Dislocated Workers	1,007
		Older Youth (19 - 21) Report Total Youth	295
		Younger Youth (14 - 18)	
ETA Assigned # <u>34060</u>	Total Exiters	Adults	321
		Dislocated Workers	59
		Older Youth (19 - 21) Report Total Youth	67
		Younger Youth (14 - 18)	

Reported Information		Negotiated Performance	Actual
Customer Satisfaction	Program Participants		
	Employers		
Entered Employment Rates	Adults	81.3%	75.0%
	Dislocated Workers	88.7%	96.8%
	Older Youth		
Retention Rates	Adults	76.8%	83.3%
	Dislocated Workers	84.9%	81.4%
	Older Youth		
	Younger Youth		
Average Earnings (Adults/DWs)	Adults	\$10,049	\$10,266
Six Months Earnings Increase (Older Youth)	Dislocated Workers	\$16,434	\$17,066
	Older Youth		
Credential/Diploma Rates	Adults		
	Dislocated Workers		
	Older Youth		
	Younger Youth		
Skill Attainment Rate	Younger Youth		
Placement in Employment or Education	Youth (14 - 21)	59.0%	48.6%
Attainment of Degree or Certificate	Youth (14 - 21)	59.0%	86.8%
Literacy and Numeracy Gains	Youth (14 - 21)	45.0%	41.9%

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).		

	Not Met	Met	Exceeded
Overall Status of Local Performance	0	4	5

# Program Year 2010 WIA Annual Report

Table O- Local Performance (Include this chart for each local area in the state)

Local Area Name  <u>Jersey City WIB</u>	Total Participants Served	Adults	3,589
		Dislocated Workers	532
		Older Youth (19 - 21)	<i>Report Total Youth 257</i>
		Younger Youth (14 - 18)	
ETA Assigned #  <u>34015</u>	Total Exiters	Adults	2,538
		Dislocated Workers	100
		Older Youth (19 - 21)	<i>Report Total Youth 214</i>
		Younger Youth (14 - 18)	

Reported Information		Negotiated Performance	Actual
Customer Satisfaction	Program Participants		
	Employers		
Entered Employment Rates	Adults	88.2%	79.5%
	Dislocated Workers	90.2%	91.2%
	Older Youth		
Retention Rates	Adults	84.5%	86.6%
	Dislocated Workers	89.4%	97.3%
	Older Youth		
	Younger Youth		
Average Earnings (Adults/DWs)	Adults	\$11,302	\$13,267
Six Months Earnings Increase (Older Youth)	Dislocated Workers	\$13,057	\$17,837
Credential/Diploma Rates	Older Youth		
	Adults		
	Dislocated Workers		
	Older Youth		
Skill Attainment Rate	Younger Youth		
Placement in Employment or Education	Youth (14 - 21)	59.0%	55.4%
Attainment of Degree or Certificate	Youth (14 - 21)	59.0%	98.6%
Literacy and Numeracy Gains	Youth (14 - 21)	45.0%	40.0%

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).		

	Not Met	Met	Exceeded
Overall Status of Local Performance	0	3	6

# Program Year 2010 WIA Annual Report

Table O- Local Performance (Include this chart for each local area in the state)

Local Area Name  <u>    Mercer County WIB    </u>	Total Participants Served	Adults	416
		Dislocated Workers	719
		Older Youth (19 - 21) <i>Report Total Youth 175</i>	
		Younger Youth (14 - 18)	
ETA Assigned #  <u>    34030    </u>	Total Exiters	Adults	188
		Dislocated Workers	226
		Older Youth (19 - 21) <i>Report Total Youth 73</i>	
		Younger Youth (14 - 18)	

Reported Information		Negotiated Performance	Actual
Customer Satisfaction	Program Participants		
	Employers		
Entered Employment Rates	Adults	72.9%	85.3%
	Dislocated Workers	89.7%	89.6%
	Older Youth		
Retention Rates	Adults	66.3%	82.0%
	Dislocated Workers	72.9%	87.7%
	Older Youth		
	Younger Youth		
Average Earnings ( <i>Adults/DWs</i> )	Adults	\$12,011	\$11,371
Six Months Earnings Increase ( <i>Older Youth</i> )	Dislocated Workers	\$12,177	\$17,023
	Older Youth		
Credential/Diploma Rates	Adults		
	Dislocated Workers		
	Older Youth		
	Younger Youth		
Skill Attainment Rate	Younger Youth		
Placement in Employment or Education	Youth (14 - 21)	59.0%	42.6%
Attainment of Degree or Certificate	Youth (14 - 21)	59.0%	18.8%
Literacy and Numeracy Gains	Youth (14 - 21)	45.0%	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).		

	Not Met	Met	Exceeded
Overall Status of Local Performance	3	2	4

# Program Year 2010 WIA Annual Report

Table O- Local Performance (Include this chart for each local area in the state)

<b>Local Area Name</b> <u>Middlesex County WIB</u>	<b>Total Participants Served</b>	<b>Adults</b>	708
<b>ETA Assigned #</b> <u>34115</u>		<b>Dislocated Workers</b>	1,254
		<b>Older Youth (19 - 21) Report Total Youth 120</b>	
		<b>Younger Youth (14 - 18)</b>	
	<b>Adults</b>	528	
<b>Total Exitters</b>	<b>Dislocated Workers</b>	751	
	<b>Older Youth (19 - 21) Report Total Youth 66</b>		
	<b>Younger Youth (14 - 18)</b>		

Reported Information		Negotiated Performance	Actual
<b>Customer Satisfaction</b>	<b>Program Participants</b>		
	<b>Employers</b>		
<b>Entered Employment Rates</b>	<b>Adults</b>	74.1%	72.9%
	<b>Dislocated Workers</b>	72.7%	78.3%
	<b>Older Youth</b>		
<b>Retention Rates</b>	<b>Adults</b>	82.4%	76.5%
	<b>Dislocated Workers</b>	81.6%	81.0%
	<b>Older Youth</b>		
	<b>Younger Youth</b>		
<b>Average Earnings (Adults/DWs)</b> <b>Six Months Earnings Increase (Older Youth)</b>	<b>Adults</b>	\$11,574	\$16,103
	<b>Dislocated Workers</b>	\$14,917	\$19,555
	<b>Older Youth</b>		
<b>Credential/Diploma Rates</b>	<b>Adults</b>		
	<b>Dislocated Workers</b>		
	<b>Older Youth</b>		
	<b>Younger Youth</b>		
<b>Skill Attainment Rate</b>	<b>Younger Youth</b>		
<b>Placement in Employment or Education</b>	<b>Youth (14 - 21)</b>	59.0%	60.0%
<b>Attainment of Degree or Certificate</b>	<b>Youth (14 - 21)</b>	59.0%	73.7%
<b>Literacy and Numeracy Gains</b>	<b>Youth (14 - 21)</b>	45.0%	38.6%

<b>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).</b>		

	<b>Not Met</b>	<b>Met</b>	<b>Exceeded</b>
<b>Overall Status of Local Performance</b>	0	4	5

# Program Year 2010 WIA Annual Report

Table O- Local Performance (Include this chart for each local area in the state)

Local Area Name  <u>Monmouth County WIB</u>	Total Participants Served	Adults	5,586
		Dislocated Workers	687
		Older Youth (19 - 21) <i>Report Total Youth</i>	210
		Younger Youth (14 - 18)	
ETA Assigned #  <u>34070</u>	Total Exiters	Adults	4,458
		Dislocated Workers	450
		Older Youth (19 - 21) <i>Report Total Youth</i>	134
		Younger Youth (14 - 18)	

Reported Information		Negotiated Performance	Actual
Customer Satisfaction	Program Participants		
	Employers		
Entered Employment Rates	Adults	69.1%	77.8%
	Dislocated Workers	70.6%	76.2%
	Older Youth		
Retention Rates	Adults	72.1%	85.3%
	Dislocated Workers	75.8%	88.3%
	Older Youth		
	Younger Youth		
Average Earnings ( <i>Adults/DWs</i> )	Adults	\$9,968	\$14,285
Six Months Earnings Increase ( <i>Older Youth</i> )	Dislocated Workers	\$16,893	\$20,278
Credential/Diploma Rates	Older Youth		
	Adults		
	Dislocated Workers		
	Older Youth		
Skill Attainment Rate	Younger Youth		
Placement in Employment or Education	Youth (14 - 21)	59.0%	49.1%
Attainment of Degree or Certificate	Youth (14 - 21)	59.0%	59.8%
Literacy and Numeracy Gains	Youth (14 - 21)	45.0%	76.9%

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).		

	Not Met	Met	Exceeded
Overall Status of Local Performance	0	1	8

# Program Year 2010 WIA Annual Report

Table O- Local Performance (Include this chart for each local area in the state)

Local Area Name  <u>Morris Sussex Warren WIB</u>	Total Participants Served	Adults	4,491
		Dislocated Workers	1,150
		Older Youth (19 - 21) Report Total Youth	105
		Younger Youth (14 - 18)	
ETA Assigned #  <u>34105</u>	Total Exitters	Adults	3,427
		Dislocated Workers	532
		Older Youth (19 - 21) Report Total Youth	76
		Younger Youth (14 - 18)	

Reported Information	Program Participants	Negotiated Performance	Actual
Customer Satisfaction	Employers		
	Adults	85.5%	80.9%
Entered Employment Rates	Dislocated Workers	80.8%	85.9%
	Older Youth		
	Younger Youth		
Retention Rates	Adults	85.3%	95.5%
	Dislocated Workers	87.2%	90.3%
	Older Youth		
	Younger Youth		
Average Earnings (Adults/DWs)	Adults	\$15,295	\$14,046
Six Months Earnings Increase (Older Youth)	Dislocated Workers	\$17,144	\$22,089
	Older Youth		
Credential/Diploma Rates	Adults		
	Dislocated Workers		
	Older Youth		
	Younger Youth		
Skill Attainment Rate	Younger Youth		
Placement in Employment or Education	Youth (14 - 21)	59.0%	61.0%
Attainment of Degree or Certificate	Youth (14 - 21)	59.0%	88.4%
Literacy and Numeracy Gains	Youth (14 - 21)	45.0%	91.2%

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

	Not Met	Met	Exceeded
Overall Status of Local Performance	0	2	7

# Program Year 2010 WIA Annual Report

Table O- Local Performance (Include this chart for each local area in the state)

Local Area Name  <u>Newark WIB</u>	Total Participants Served	Adults	2,280
		Dislocated Workers	665
		Older Youth (19 - 21) <i>Report Total Youth 583</i>	
		Younger Youth (14 - 18)	
ETA Assigned #  <u>34020</u>	Total Exiters	Adults	1,311
		Dislocated Workers	128
		Older Youth (19 - 21) <i>Report Total Youth 44</i>	
		Younger Youth (14 - 18)	

Reported Information		Negotiated Performance	Actual
Customer Satisfaction	Program Participants		
	Employers		
Entered Employment Rates	Adults	85.6%	87.4%
	Dislocated Workers	88.3%	96.9%
	Older Youth		
Retention Rates	Adults	79.7%	94.0%
	Dislocated Workers	75.2%	96.9%
	Older Youth		
	Younger Youth		
Average Earnings ( <i>Adults/DWs</i> )	Adults	\$9,039	\$11,453
Six Months Earnings Increase ( <i>Older Youth</i> )	Dislocated Workers	\$9,553	\$12,676
	Older Youth		
Credential/Diploma Rates	Adults		
	Dislocated Workers		
	Older Youth		
	Younger Youth		
Skill Attainment Rate	Younger Youth		
Placement in Employment or Education	Youth (14 - 21)	59.0%	88.4%
Attainment of Degree or Certificate	Youth (14 - 21)	59.0%	93.0%
Literacy and Numeracy Gains	Youth (14 - 21)	45.0%	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).		

	Not Met	Met	Exceeded
Overall Status of Local Performance	0	0	9



# Program Year 2010 WIA Annual Report

Table O- Local Performance (Include this chart for each local area in the state)

Local Area Name <u>Ocean County WIB</u>	Total Participants Served	Adults	546
		Dislocated Workers	503
		Older Youth (19 - 21) <i>Report Total Youth</i>	281
		Younger Youth (14 - 18)	
ETA Assigned # <u>34080</u>	Total Exitters	Adults	459
		Dislocated Workers	361
		Older Youth (19 - 21) <i>Report Total Youth</i>	84
		Younger Youth (14 - 18)	

Reported Information		Negotiated Performance	Actual
Customer Satisfaction	Program Participants		
	Employers		
Entered Employment Rates	Adults	71.3%	78.6%
	Dislocated Workers	75.5%	81.8%
	Older Youth		
Retention Rates	Adults	75.4%	82.5%
	Dislocated Workers	74.2%	87.5%
	Older Youth		
	Younger Youth		
Average Earnings <i>(Adults/DWs)</i>	Adults	\$12,696	\$13,017
Six Months Earnings Increase <i>(Older Youth)</i>	Dislocated Workers	\$13,851	\$15,011
	Older Youth		
Credential/Diploma Rates	Adults		
	Dislocated Workers		
	Older Youth		
	Younger Youth		
Skill Attainment Rate	Younger Youth		
Placement in Employment or Education	Youth (14 - 21)	59.0%	53.6%
Attainment of Degree or Certificate	Youth (14 - 21)	59.0%	54.5%
Literacy and Numeracy Gains	Youth (14 - 21)	45.0%	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).		

	Not Met	Met	Exceeded
Overall Status of Local Performance	0	2	7

# Program Year 2010 WIA Annual Report

Table O- Local Performance (Include this chart for each local area in the state)

Local Area Name <u>Passaic County WIB</u>	Total Participants Served	Adults	4,649
		Dislocated Workers	720
		Older Youth (19 - 21) Report Total Youth	752
		Younger Youth (14 - 18)	
ETA Assigned # <u>34025</u>	Total Exiters	Adults	3,659
		Dislocated Workers	127
		Older Youth (19 - 21) Report Total Youth	32
		Younger Youth (14 - 18)	

Reported Information		Negotiated Performance	Actual
Customer Satisfaction	Program Participants		
	Employers		
Entered Employment Rates	Adults	80.9%	82.7%
	Dislocated Workers	85.2%	86.4%
	Older Youth		
Retention Rates	Adults	76.3%	82.1%
	Dislocated Workers	75.8%	87.3%
	Older Youth		
	Younger Youth		
Average Earnings (Adults/DWs)	Adults	\$10,244	\$11,069
Six Months Earnings Increase (Older Youth)	Dislocated Workers	\$14,989	\$16,547
	Older Youth		
Credential/Diploma Rates	Adults		
	Dislocated Workers		
	Older Youth		
	Younger Youth		
Skill Attainment Rate	Younger Youth		
Placement in Employment or Education	Youth (14 - 21)	59.0%	72.2%
Attainment of Degree or Certificate	Youth (14 - 21)	59.0%	85.2%
Literacy and Numeracy Gains	Youth (14 - 21)	45.0%	62.5%

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).		

	Not Met	Met	Exceeded
Overall Status of Local Performance	0	0	9

# Program Year 2010 WIA Annual Report

Table O- Local Performance (Include this chart for each local area in the state)

Local Area Name <u>Union County WIB</u>	Total Participants Served	Adults	2,146
		Dislocated Workers	687
		Older Youth (19 - 21) Report Total Youth	186
		Younger Youth (14 - 18)	
ETA Assigned # <u>34010</u>	Total Exiters	Adults	1,390
		Dislocated Workers	351
		Older Youth (19 - 21) Report Total Youth	104
		Younger Youth (14 - 18)	

Reported Information		Negotiated Performance	Actual
Customer Satisfaction	Program Participants		
	Employers		
Entered Employment Rates	Adults	82.7%	91.6%
	Dislocated Workers	89.3%	96.9%
	Older Youth		
Retention Rates	Adults	83.4%	88.2%
	Dislocated Workers	85.4%	86.9%
	Older Youth		
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	\$10,727	\$12,783
	Dislocated Workers	\$13,679	\$15,133
	Older Youth		
Credential/Diploma Rates	Adults		
	Dislocated Workers		
	Older Youth		
Skill Attainment Rate	Younger Youth		
Placement in Employment or Education	Youth (14 - 21)	59.0%	79.2%
Attainment of Degree or Certificate	Youth (14 - 21)	59.0%	69.8%
Literacy and Numeracy Gains	Youth (14 - 21)	45.0%	60.7%

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

Overall Status of Local Performance	Not Met	Met	Exceeded
	0	0	9

# Program Year 2010 WIA Annual Report

Table O- Local Performance (Include this chart for each local area in the state)

Local Area Name <u>NJDOL Trenton Central</u>	Total Participants Served	Adults	5,138
		Dislocated Workers	82
		Older Youth (19 - 21) Report Total Youth	0
		Younger Youth (14 - 18)	
ETA Assigned # <u>34120</u>	Total Exiters	Adults	4,413
		Dislocated Workers	50
		Older Youth (19 - 21) Report Total Youth	0
		Younger Youth (14 - 18)	

Reported Information		Negotiated Performance	Actual
Customer Satisfaction	Program Participants		
	Employers		
Entered Employment Rates	Adults	0.0%	71.4%
	Dislocated Workers	0.0%	87.5%
	Older Youth		
Retention Rates	Adults	0.0%	87.5%
	Dislocated Workers	0.0%	91.4%
	Older Youth		
	Younger Youth		
Average Earnings (Adults/DWs)	Adults	\$0	\$26,331
Six Months Earnings Increase (Older Youth)	Dislocated Workers	\$0	\$26,511
	Older Youth		
Credential/Diploma Rates	Adults		
	Dislocated Workers		
	Older Youth		
	Younger Youth		
Skill Attainment Rate	Younger Youth		
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 and 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).		

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