

State of New Jersey
Department of Labor and
Workforce Development

**Workforce Investment Act
Program Year 2005
Annual Report**

October 2, 2006

New Jersey Facts

Population: 8,717,900

Labor Force: 4,469,700

Resident Employment: 4,263,100

Unemployment Rate: 4.6%

**New Jersey
Workforce Services**

One-Stop Career
Center Registrants: 269,277

Workforce Investment Act
Participants: 21,709

Work First New Jersey
Training Participants: 10,156

Workforce Development Program
Training Grants Issued: 3,439

Trade Act Training Participants: 760

NJ Customized Training Skills and
Literacy Training Participants: 55,364

Individuals Receiving Workforce Training
Services (All programs): 125,082

One-Stop Customers Securing
Employment After Service:
132,297

**State of New Jersey
Workforce Investment Act
Program Year 2005 Annual Report**

Introduction

Governor Jon S. Corzine has developed an Economic Growth Strategy that will build an environment in New Jersey conducive to economic growth, innovation, and prosperity. The plan will make New Jersey a leader in creating and sustaining well-paying jobs. With focus on the competitive global economy, New Jersey is working hard to keep and attract business. New Jersey's four strategic advantages for economic growth are our talented people, strategic location, quality of life and innovative businesses. The State's priorities for economic growth include:

- Market New Jersey for economic growth by partnering with the State's businesses and helping them to grow and prosper;
- Develop a world-class workforce by assisting the State's students and jobseekers to obtain the skills and education needed in a competitive global economy;
- Promote sustainable growth with an emphasis on the State's cities and make strategic infrastructure investments to support economic growth while protecting the environment;
- Nurture the development of new technologies and ensure that the State continues to be a leader in innovation;
- Encourage entrepreneurship and the growth of small, minority-owned, and women-owned businesses; and
- Enhance the global competitiveness of New Jersey's businesses.

The training and services provided through our workforce programs will provide individuals in New Jersey with the skills and knowledge that the employers need for their business to be competitive. With the necessary training and services, these individuals will be

able to obtain employment that will allow them to be self-sufficient and to contribute to the economy.

Workforce Investment Act Programs

The New Jersey Department of Labor and Workforce Development (LWD) continues to foster the integration of “to work” services and partnerships within the One-Stop Career Center system in order to create a unified and comprehensive workforce development system that is responsive to the needs of workers and employers.

The State’s “to work” programs and services were consolidated under a single administrative umbrella at the LWD as a result of Public Law 2004, Chapter 39 that authorized this reorganization and consolidation of the State’s workforce system. Employment-directed and workforce activities, including the Work First New Jersey, General Assistance, Food Stamp and the New Jersey Youth Corps programs were transferred from the New Jersey Department of Human Services to LWD. Adult Basic Education and English as a Second Language (ESL) programs, the joint registration and approval of registered apprenticeship programs, and the approval authority for private vocational schools were transferred from the State Department of Education to LWD.

The Strategic Five-Year Unified State Plan for New Jersey’s Workforce Investment System was updated to reflect all of the organizational and programmatic changes that occurred during this program year. As stated in the updated Unified State Plan for the period July 1, 2005 through June 30, 2007, “The original State Plan provided the foundation for New Jersey’s employer driven One-Stop Career Center System, the consolidation of “to work” programs within a reconstituted New Jersey Department of Labor and Workforce Development, a viable Consumer Report Card for training providers, a focus on skills and literacy, and a multitude of other State and local initiatives to sustain and improve New Jersey’s workforce.” All of the local

Workforce Investment Boards' plans have been updated to reflect this consolidation of employment programs at the local level. The goal of these local plans is to create a unified workforce investment system that addresses the needs of the employer community and meets the needs of students, workers, and those seeking employment. Workforce services for all job seekers and employers, financed through a variety of funding resources, are planned through the local Workforce Investment Boards and operated by the One-Stop Career Centers.

During Program Year 2005, New Jersey prepared for the implementation of the new USDOL mandated Common Measures performance standards effective July 1, 2006. A team of LWD and local area staff participated in the USDOL sponsored training held in the spring. LWD and the Garden State Employment and Training Association (GSETA) hosted four regional training sessions for local One-Stop Career Center staff on Common Measures and their impact on operations, data collection and performance.

New Jersey has had the benefit of being selected to participate in two of the USDOL Workforce Innovation in Regional Economic Development (WIRED) Virtual Programs. WIRED considers the regional implications of economic development on the workforce. By marrying the two systems, the desired result is a workforce that not only has the skills to strengthen business, but it acts as a valuable economic tool to attract more targeted business to the area.

Along with Pennsylvania and Delaware, we are working on a WIRED program that focuses on the life sciences and its role in the southwestern part of our State. In northern New Jersey, we have an eight local workforce area region that, in addition to life sciences, is also looking at clusters including advanced manufacturing, logistics/transportation and communications/arts. Ultimately, these projects look to ensure these regions are viable economic entities within the global market place.

WIRED further recognizes the importance of the partnerships created under the Workforce Investment Act. By expanding and empowering the partnerships, achieving the goals of WIA and other federal and State programs becomes more universal and inclusive.

Highlights of the Workforce Investment System for Program Year 2005

New Jersey presents the following highlights on programs and activities that occurred during Program Year 2005.

Business Outreach and Resource 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 then access available State programs and resources. Staff is assigned a work territory comprised of one or two counties. The Division of Business Services also facilitates State and regional Employer Councils, which are a forum for businesses to discuss issues of interest.

The eighteen (18) Business Resource Centers (BRCs) provide business solutions to small and mid-sized employers and help link employers to job seekers. Aligned with our One-Stop Career Centers, the BRCs' principal focus is to address workforce development requirements of small business owners and facilitate their access to state and local government agencies for business assistance. In partnership with key state departments, economic development agencies, local Workforce Investment Boards, Small Business Development Centers, and community colleges, we are building a network to support businesses around the State.

During Program Year 2005, the State's BRCs conducted 1,282 positive recruitment events for employers and received 9,581 job orders.

Employer Human Resources Support Services

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. It provides both very low cost seminars on HR management and supervision, and individual employer services on topics such as job restructuring, employee handbooks, employee turnover and absenteeism, and dealing with problem employees. The program serves about 2,500 employers each year.

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 with completing all required forms, operate on-site career centers, conduct job seeking skills workshops, develop resumes and coordinate job development services. During Program Year 2005, the Response Team provided services to 208 companies and 15,889 workers.

Customized Training

In today's economy, trained and effective workers can mean the difference between a competitive business and an extinct business. The Customized Training initiative is a component of the Workforce Development Partnership program funded by an allocation from employers and

workers. Our Customized Training Unit can help employers tailor training programs that improve their workers' production capabilities and their bottom line.

Once the development and cost estimates are prepared, the employer can then complete a Customized Training or Literacy Skills application for financial assistance online by visiting our website at: <http://www.nj.gov/labor/bsr/custrain.html>.

During the Program Year, 38,817 employees from 258 companies and organizations received services under the Customized Training program.

Navigator Program

New Jersey was awarded a Navigator Grant by USDOL that 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 (OSCC). During Project Access's operation, selected staff developed experience and expertise in increasing the ability and accessibility of the OSCCs to provide services to persons with disabilities. Under the Navigator Grant, the goals and outcomes of Project Access are being reviewed to determine what, if any, outstanding access issues need to be addressed within the local workforce investment area. Navigators will provide technical information, agency contacts and training needed for the OSCCs to institutionalize provision of reasonable accommodations to persons with disabilities.

The State Employment and Training Commission (SETC) Disability Issues Committee's mission is to promote and develop policy statements and recommendations to enhance options for individuals with disabilities in the Workforce Development System. This committee's advice and expertise is being used by LWD and the Navigator Program Manager to ensure the design and implementation of an effective and efficient program.

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 LWD's Workforce New Jersey 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. Since the start of the program in May 2005, a total of 47,907 individuals have been scheduled to participate and 17,016 individual job searches have been assessed. As an added value to our customers, 13,508 individuals have attended a workshop that is designed to enhance the participants' job search techniques and assess their job readiness.

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. Through the establishment (with State resources) of over 50 Workforce Learning Links (WLL) at the One-Stop Career Centers and partner agencies, adult education and literacy training has been made 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 2005, 6,247 participants received training services in the Workforce Learning Link labs.

New Jersey Works

LWD funds a dynamic series of employment-related programs that are broadcast on NJN in co-production with The Employment Channel. The production series, “*New Jersey Works*,” is designed to explore employment opportunities and services in New Jersey. Each episode is built around a single theme, and subject updates are incorporated when each episode is repeated. NJN provides on-air promotion of the series, and there is consistency in the “branding” associated with the series. Topics explored in the series have included occupational careers, the Self-Employment Assistance (SEA) program, job opportunities for Senior Citizens, job issues facing our returning veterans, and success stories from some of our welfare recipients. The goal of the New Jersey Works Program is to focus attention on current job and training information, programs and initiatives offered by LWD to serve the workforce, information on public/private partnerships, profiles of New Jersey companies and other innovative employment-related information. Each year, twenty new episodes are produced.

State Rental Assistance Program (SRAP)

The New Jersey Department of Labor and Workforce Development (LWD) 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 State Rental Assistance Program 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 OSCC system in order to be eligible for the for the program

and to help transition them to self-sufficiency. The program is designed to coordinate the efforts of DCA and LWD in providing the services and support necessary to help those receiving a State rental assistance grant to become employed.

Workforce Development Partnership Program

New Jersey's State-funded Workforce Development Partnership Program provides displaced workers with individual grants for training to upgrade their skills in high-demand occupations. During Program Year 2005, 4,671 individuals received services under the program; there were 3,439 training grants awarded averaging \$3,402 per individual; and to date, *52.5% of the program exiters were employed in the quarter after exit. (* Note: The 52.5% is not a final figure as one quarter of post exit wage data is not yet available.)

Department of Corrections/Probation Initiatives

Department staff is participating with the Department of Corrections (DOC) and the Administrative Office of the Courts (County Probation Departments) to develop program services for One-Stop customers with criminal records to obtain employability development and job placement services. Programs include:

- Going Home Reentry Project for Serious and Violent Offenders
- Responsible Parenting Initiative for Parolees in Community Based Half-Way Houses
- Offender Workforce Development Specialist for One-Stop Career Centers
- Federally Funded Fiduciary Bonding Services

During Program Year 2005, 3,116 individuals were served under these initiatives.

Smart STEPS

The Supplemental Workforce Development Benefits Program (Smart STEPS) 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. Since the implementation of the program, 661 participants have been enrolled for services in the Smart STEPS program.

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. Program enrollees must devote at least 35 hours weekly to starting a business, as a substitute for the regular UI requirement of actively seeking work. 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 2005, 584 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 and available employment-related services.

New Jersey has taken an active role in promoting the hiring of veterans. The Local Veterans Employment Representatives (LVER) have been tasked with a committed effort to work with the employers of New Jersey in hiring veterans.

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. A key part of the program is the services available through the LWD's One-Stop Career Centers.

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 2005, 3,224 individuals received services under the program, 1,845 participated in training programs and workshops, and 848 PSG individuals were hired through the efforts of the Professional Service Group programs.

New Jersey Youth Corps

The New Jersey Youth Corps is a Statewide program designed to help individuals who are 16 to 25 years of age and want 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 2005, the New Jersey Youth Corps served 1,057 participants of whom 83 entered a two or four year college; 347 entered employment; and 259 earned their GED or HS Diploma.

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 2005, 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 is designing a new system to replace the web of antiquated and unconnected computer systems that support the UI benefits program with a single comprehensive UI benefits system: the New Jersey State Unemployment Compensation Claimant and Employer Service System (NJ SUCCESS).

NJ SUCCESS will eliminate unnecessary business processes and develop a new customer-driven program. It will also result in greater staff efficiencies and better customer satisfaction for workers and employers in the State of New Jersey. Most importantly, the NJ SUCCESS system will help claimants find jobs. By removing unnecessary bureaucracy, claimants will have more time to focus on reemployment, and claimants will be electronically linked to the One-Stop System for automated job matches.

A. Workforce Investment Activities

New Jersey's Program Year 2005 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 2005 performance standards negotiated with the U.S. Department of Labor.

While New Jersey exceeded ten (10) and met seven (7) individual performance measures, the State's average percent of standard exceeded 100% within each of the Adult, Dislocated Worker, Youth and Customer Satisfaction performance measure cohorts, potentially qualifying the State for incentive monies for the first time. These results were achieved with negotiated goals that, in many cases, were significantly higher than those of the previous year.

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 2005 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 reflects 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 below the State's performance measure goals and actual outcomes for the last two program years.

**New Jersey Workforce Investment Act Performance
Program Years 2004 and 2005**

Performance Measures	PY 2004 Goal	PY 2004 Actual	% of Goal	PY 2004 Results	PY 2005 Goal	PY 2005 Actual	% of Goal	PY 2005 Results
Adult								
Entered Employment	74%	84.37%	114%	Exceed	81%	77.9%	96.1%	Met
Retention	82%	91.08%	111%	Exceed	84%	81.2%	96.6%	Met
Earnings Change	\$3,408	\$3,988	117%	Exceed	\$3,500	\$4,404	125.8%	Exceed
Credential & Employment	48%	63.04%	131%	Exceed	56%	57.2%	102.0%	Exceed
Dislocated Worker								
Entered Employment	82%	89.5%	109%	Exceed	85%	82.5%	97.1%	Met
Retention	88%	94.58%	107%	Exceed	84%	87.8%	104.5%	Exceed
Wage Replacement	101%	107.08%	106%	Exceed	-\$1,350	\$1,277	194%	Exceed
Credential & Employment	65%	69.85%	107%	Exceed	66%	68.3%	103.4%	Exceed
Older Youth								
Entered Employment	73%	78.42%	107%	Exceed	76%	73.5%	96.7%	Met
Retention	80%	83.82%	105%	Exceed	82%	88.1%	107.4%	Exceed
Earnings Change	\$3,268	\$3,492	107%	Exceed	\$3,350	\$3,724	111.1%	Exceed
Credential & Employment	40%	56.67%	142%	Exceed	50%	52.2%	104.4%	Exceed
Younger Youth								
Skills Attainment	72%	90.23%	125%	Exceed	81%	80.6%	99.5%	Met
Diploma or Equiv.	56%	73.12%	131%	Exceed	66%	64.2%	97.2%	Met
Retention	55%	58.28%	106%	Exceed	56%	61.7%	110.1%	Exceed
Customer Satisfaction								
Participants	73	76.9	105%	Exceed	75	77.2	102.9%	Exceed
Employers	70	63.7	91%	Met	65	64.0	98.4%	Met

Enrollments

During Program Year 2005, 5,996 participants were served in the WIA Adult Program, and 3,090 or 51.5% of the participants exited the program. The Dislocated Worker Program served 7,591 participants and 3,601 or 47.4% of the enrolled number exited the program. The Older Youth program served a total of 651 participants, with 332 or 51% of the participants exiting during the program year. In the Younger Youth program, 7,526 individuals were served and 4,037 exits were reported.

Participants Served by Program and Year

	Program Year 2004			Program Year 2005		
	Participants Served	Participants Exited	% of Exits	Participants Served	Participants Exited	% of Exits
Adult Program	5,646	2,892	51%	5,996	3,090	51.5%
Dislocated Workers	7,541	3,788	50%	7,591	3,601	47.4%
Older Youth	768	361	47%	651	332	51%
Younger Youth	9,054	3,528	39%	7,526	4,037	53.6%

Entered Employment

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

Program Year 2005 Entered Employment Rates

Program Year 2005	Participants Exited & Counted in Measure	Participants Employed in the 1 st Quarter After Exit	% of Participants Employed in 1 st Quarter
Adult	2,863	2,230	77.9%
Dislocated Workers	3,780	3,119	82.5%
Older Youth	302	222	73.5%

Credentials and Skill Attainment

During the quarters counted for performance in Program Year 2005, 1,284 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 1,981 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, 190 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 2005 Credentials Achievement Rates

	Program Year 2004		Program Year 2005	
	Participants Employed in the 1 st Quarter and Obtained a Credential by the End of the 3 rd Quarter	% of Performance Goal Achieved	Participants Employed in the 1 st Quarter and Obtained a Credential by the End of the 3 rd Quarter	% of Performance Goal Achieved
Adult	1,453	131%	1,284	102%
Dislocated Worker	2,338	107%	1,981	103.4%
Older Youth	221	142%	190	104.4%

Younger Youth Programs

During Program Year 2005, 5,958 skill attainments were achieved by the younger youth who participated in the program. This is an increase in the actual number of skill attainments reported compared to last program year. In addition, 618 younger youth obtained a diploma or equivalency during the program year; and 758 younger youth achieved a positive retention result -110.1% of the goal and is an increase from the results reported for the previous year.

Program Year 2005 Younger Youth Rates

	Program Year 2004		Program Year 2005	
	Actual	% Goal Achieved	Actual	% Goal Achieved
Skill Attainments	5,806	125%	5,958	99.5%
Diploma or Equivalency	650	131%	618	97.2%
Retention	841	106%	758	110.1%

Expenditures and Obligations:

During Program Year 2005, LWD expended a total of \$76,643,244 for programs under the Workforce Investment Act. The Adult programs expended \$19,331,768 from all program year resources. The Dislocated Worker programs expended \$19,941,856. For the combined Older and Younger Youth Programs, New Jersey expended \$17,794,076. The total reported Program Year 2005 expenditures for Statewide Activities, including Rapid Response, was \$13,554,972. The above figures for Program Year 2005 do not include outstanding obligations for Adults of \$4,525,385; Dislocated Workers of \$4,309,355; Statewide Activities of \$2,029,323; and Rapid Response of \$250,235.

Cost Effectiveness – Program Year 2005

There was a total of \$57,067,700 expended under the Adult, Dislocated Worker, Older Youth and Younger Youth Programs. Including outstanding obligations, a total of \$70,001,527 was spent for the three programs resulting in an average cost per participant of \$3,216.

Program Year 2005 Cost Efficiency Summary Table

PY 2005	Total Participants Served	Funds Expended + Outstanding Obligations	Cost Per Participant
Total Participants	21,764*	\$70,001,527	\$3,216
Adult	5,996	\$23,857,153	\$3,979
Dislocated Workers	7,591	\$24,251,211	\$3,195
Youth	8,177	\$21,893,163	\$2,677

* During Program Year 2005, 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.

**WIA Cost of Program Activities
Cumulative Spending For
Fiscal Years 2003 - 2005**

Program Activity	Total Federal Spending
Local Adults	\$41,133,152
Local Dislocated Workers	51,768,676
Local Youth	48,191,148
Rapid Response	10,624,302
Statewide Required Activities	32,985,278
Statewide Allowable Activities	
Project Reemployment Opportunity System	\$15,990,605
Labor Planning & Analysis Rutgers (CRC, Surveys, etc)	2,796,992
Dept. of Human Services-Youth Corp.	961,757
JAG, Inc.	1,215,279
Incentive Awards	38,950
GSETA	508,932
Employment and Training Staff	322,000
SETC	9,532,363
Interdepartmental Agreement	965,095
Older Worker	555,000
Total Statewide Allowable Activities	98,305
Total Statewide Allowable Activities	\$32,985,278
Total of All Federal Spending Listed Above	\$ 184,702,556

Notes: Does not include outstanding obligations for Adult \$4,525,385, Youth \$4,099,087; Dislocated Worker \$4,309,355; Statewide Activities \$2,029,323; and Rapid Response \$250,235.

The following is a breakout of the \$32,985,278 in cumulative expenditures for Program Years 2003 through 2005 reported under the Statewide Allowable Activities in the “WIA Cost of Program Activities” table immediately above.

PY 2005 Federal Financial Report

Description	Expenditures		Total	Outstanding
			Expenditures	Obligations
	PY 03/04	PY 05		
Project Reemployment Opportunity System	11,073,154	4,917,451	15,990,605	1,448,559
Labor Planning & Analysis	2,069,143	727,849	2,796,992	27,397
Rutgers	801,834	159,923	961,757	41,579
DHS Youth Corp	1,215,279	0	1,215,279	0
JAG, Inc	38,950	0	38,950	0
Incentive Awards	508,932	0	508,932	291,046
GSETA	161,000	161,000	322,000	0
Employment and Training Staff	6,686,217	2,846,146	9,532,363	50,991
SETC	649,855	315,240	965,095	69,751
Interdepartmental Agreement	555,000	0	555,000	100,000
Older Worker	64,031	34,274	98,305	0
Total:			32,985,278	2,029,323

Workforce Services

In Program Year 2005, there were 21,764 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 269,277 distinct individuals during Program Year 2005, a small increase over the 266,044 individuals served in Program Year 2004. 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 numbers of individuals receiving training services in our workforce programs.

Program Year 2005 Individuals Receiving Training Services

Workforce Program	Individuals Receiving Training Services
Workforce Investment Act, Title I	8,116
Workforce Investment Act, Title II	41,000*
NJ Customized Training (CT)	38,817
NJ Customized Training Basic Skills (Literacy)	16,547
Trade Act	760
Work First New Jersey (WFNJ)	10,156
NJ Workforce Development Program (WDP)	3,439
NJ Workforce Learning Link (WLL)	6,247
Total	125,082

* Estimated – Final Program Year 2005 WIA Title II data is being compiled and not due until December 2006.

B. Evaluations of Workforce Investment Act Activities

New Jersey performs ongoing evaluations to continuously improve core, intensive, and training services in order to achieve high-level performance and high level outcomes from the Statewide workforce investment system. The evaluations are designed in conjunction with the SETC and WIBs and include analysis of customer feedback and outcome and process measures consistent with national evaluations and the New Jersey Unified State Plan.

New Jersey provides data for national evaluation through the America's One-Stop Operating System and has provided WIBs with the capacity to evaluate their own data through the Performance Matters program.

Additionally, the SETC has reviewed dislocated worker services in conjunction with its evaluations of State funded programs and has reestablished the chartering process that was begun, but set aside due to the consolidation of workforce activities mandated by State law. The chartering criteria are part of New Jersey's State Workforce Investment Plan. The chartering process will be implemented during this coming year.

The vision for the State's One-Stop System goes well beyond integration. As mentioned above, it seeks a System that is fully capable of providing the types of services businesses and individuals need to be successful in a customer-focused and friendly manner. In order to ensure the One-Stop System in New Jersey meets these high expectations, the SETC is developing a One-Stop Chartering system. This system will ensure that there is a common understanding among Workforce Investment Boards and One-Stop Partners about the expectations for a high quality of service delivery through One-Stop Career Centers. Furthermore, the Charter will communicate to job seekers and employers that New Jersey's Comprehensive One-Stop Career Centers have received a quality endorsement.

The SETC, in conjunction with State and local partners that include WIB Directors and One-Stop Operators has developed chartering criteria. These criteria, based upon the strategic New Jersey Unified State Plan, will serve as the baseline for assessing and issuing charters. The Chartering process will assess the extent to which Comprehensive One-Stop Career Centers:

- Offer programs and services that are customer need-based, are integrated and appear seamless to the customers;

- Offer programs and services that are delivered in a user-friendly, efficient and effective manner;
- Have a management structure between and among the WIB, One-Stop Partners and One-Stop Operator that ensures high quality services and maximum participation of all partnering organizations and their resources;
- Have facilities and services designed to promote universal access, customer choice and integration; and
- Have a WIB-developed system of accountability that includes quality standards and continuous improvement to support the further development of each One-Stop.

New Jersey's Chartering process is designed to promote excellence in workforce development. It is to be viewed a quality endorsement signifying that the One-Stop Career Center meets or exceeds New Jersey's expectation for a high performing Center. Chartering criteria can be found in the New Jersey Unified State Plan on the SETC website at <http://www.njsetc.net/>.

Currently, the SETC has undertaken an evaluation of customized training. The evaluation will use in-depth site visits to answer the following questions:

- What is the impact of customized training grants on business outcomes, such as worker productivity, competitiveness, revenues, and market share?
- How significant are the permanent benefits to businesses of receiving customized training grants, i.e. are the gains mostly short or long-term?
- How can the grant process improve in helping businesses meet their goals?

State Name: _____ • Which types of training Date Submitted: _____

(contextual learning during on-the-job training, classroom training, or distance learning) seem most effective at increasing the skills of employees?

For grants that include basic literacy activities, the evaluation will answer the following questions:

- To what extent are the basic literacy programs meeting standards established by the National Reporting System for Adult Education (NRS)?
- To what extent are the basic literacy programs incorporating Equipped for the Future (EFF) teaching principles for workplace literacy programs?

Some grants intended to impact employment outcomes of individuals receiving on-the-job training will also be studied, including:

- How effective are CT grants at assisting individuals to obtain the skills necessary to be successful in their current and future jobs?
- What are the employment and retention outcomes of individuals receiving training through the CT grants? To what extent are these outcomes attributable to the training received through the CT grant?
- How can the program be improved to ensure that training is most beneficial to individuals?

The results of this study will be available later during Program Year 2006.

**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	75.0	76.9	673.0	1,550.0	954.0	70.8
Employers	65.0	64.0	901.0	5,838.0	1,272.0	70.8

Table B - Adult Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	81.0	77.9	2,230
			2,863
Employment Retention Rate	84.0	81.2	2,120
			2,612
Average Earnings	3,500.0	4,404.4	10,847,961
			2,463
Employment and Credential Rate	56.0	57.2	1,284
			2,246

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	70.3	83	82.3	79	77.6	45	70.8	136
		118		96		58		192
Employment Retention Rate	76.4	81	82.1	69	76.5	39	83.4	126
		106		84		51		151
Average Earnings Rate	6,901.7	703,972	5,730.4	429,783	4,174.9	200,394	3,516.8	474,762
		102		75		48		135
Employment and Credential Rate	45.5	35	70.9	56	51.1	23	46.9	60
		77		79		45		128

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	76.1	1,502	81.9	728
		1,974		889
Employment Retention Rate	82.2	1,485	78.9	635
		1,807		805
Average Earnings Rate	4,729.7	7,964,870	3,701.0	2,883,090
		1,684		779

Table E - Dislocated Worker Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	85.0	82.5	3,119
			3,780
Employment Retention Rate	84.0	87.8	3,091
			3,521
Average Earnings	-1,350.0	1,277.5	4,205,428
			3,292
Employment and Credential Rate	66.0	68.3	1,981
			2,899

Table F - Outcomes for Dislocated Worker Special Populations

Reported Information	Veterans		Individuals with Disabilities		Older Individuals		Displaced Homemakers	
Entered Employment Rate	86.5	167	63.6	28	71.6	348	100.0	1
		193		44		486		1
Employment Retention Rate	85.8	157	81.8	27	84.7	349	100.0	2
		183		33		412		2
Average Earnings Rate	-1,329.2	-220,653	481.0	14,910	-1,983.7	-718,113	-4,749.0	-9,498
		166		31		362		2
Employment and Credential Rate	66.7	104	56.3	18	59.1	205	0.0	0
		156		32		347		0

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	83.5	2,324	79.7	795
		2,783		997
Employment Retention Rate	88.0	2,291	87.2	800
		2,604		917
Average Earnings Rate	1,165.8	2,818,872	1,586.4	1,386,556
		2,418		874

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

Reported Information	Negotiated Performance Level	Actual Performance Level	
Placement in Employment or Education	0.0	43.0	1,694
			3,943
Attainment of Degree or Certificate	0.0	23.0	853
			3,708
Literacy and Numeracy Gains	0.0	57.1	4
			7

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

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	76.0	73.5	222
			302
Employment Retention Rate	82.0	88.1	208
			236
Six Month Earnings Increase	3,350.0	3,724.4	722,536
			194
Credential Rate	50.0	52.2	190
			364

Table I - Outcomes for Older Youth Special Populations

Reported Information	Public Assistance Recipients		Veterans		Individuals with Disabilities		Out-of-School Youth	
EER Rate	30.8	4	0.0	0	80.0	28	73.4	168
		13		0		35		229
ERR Rate	90.9	10	0.0	0	87.1	27	87.6	149
		11		0		31		170
Six Month Earnings Increase Rate	2,273.7	20,463	0.0	0	3,263.6	78,327	3,631.1	508,360
		9		0		24		140
Credential Rate	33.3	5	0.0	0	51.0	26	51.8	141
		15		0		51		272

Table J - Younger Youth (14 - 18) Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Skill Attainment Rate	81.0	80.6	5,958
			7,392
Youth Diploma or Equivalent Rate	66.0	64.2	618
			963
Retention Rate	56.0	61.7	758
			1,228

Table K - Outcomes for Younger Youth Special Populations

Reported Information	Public Assistance Recipients		Individuals with Disabilities		Out-of-School Youth	
Skill Attainment Rate	65.4	421	87.1	1,853	74.9	687
		644		2,128		917
Youth Diploma or Equivalent	71.7	43	78.8	156	54.2	155
		60		198		286
Retention Rate	50.0	19	61.2	213	63.3	259
		38		348		409

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	81.8	2,291 2,802	4,051.2	10,723,485 2,647	0.6	14 2,230	4,740.4	10,111,244 2,133	22.2
Dislocated Workers	87.1	3,287 3,774	112.9	53,327,144 47,239,602	0.3	8 3,119	7,096.8	21,212,466 2,989	25.9	601 2,324
Older Youths	70.2	174 248	3,318.5	670,344 202	0.0	0 222	2,780.6	572,806 206		

Table M - Participation Levels

Reported Information	Total Participants Served	Total Exiters
Total Adult Customers	13,315	6,542
Total Adult self-service only	0	0
WIA Adult	5,996	3,090
WIA Dislocated Worker	7,591	3,601
Total Youth (14-21)	8,177	4,369
Younger Youth (14-18)	7,526	4,037
Older Youth (19-21)	651	332
Out-of-School Youth	1,574	786
In-School Youth	6,603	3,583

Table N - Cost of Program Activities

Program Activity	Total Federal Spending	
Local Adults	41133152.00	
Local Dislocated Workers	51768676.00	
Local Youth	48191148.00	
Rapid Response (up to 25%) WIA Section 134(a)(2)(B)	10624302.00	
Statewide Required Activities (up to 15%) WIA Section 134(a)(2)(B)	32985278.00	
Statewide Allowable Activities WIA Section 134(a)(3)	Program Activity Description	
	Project Reemployment	15990605.00
	Labor Planning and A	2796992.000
	Rutgers (CRC Surveys	961757.0000
	Department of Human	1215279.000
	JAG, Inc.	38950.0000
	Incentive Awards	508932.0000
	GSETA	322000.0000
	Employment and Train	9532363.000
	SETC	965095.0000
	Interdepartmental Ag	555000.0000
	Older Worker	98305.0000
Total of All Federal Spending Listed Above		184702556.0

Table O - Local Performance

Local Area Name <u>Camden</u>	Total Participants Served	Adults	171
		Dislocated Workers	154
		Older Youth (19 - 21)	36
		Younger Youth (14 - 18)	270
ETA Assigned # <u>34005</u>	Total Exiters	Adults	148
		Dislocated Workers	157
		Older Youth (19 - 21)	21
		Younger Youth (14 - 18)	149

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	8.6	9.4
	Employers	8.1	8.9
Entered Employment Rates	Adults	82.5	91.3
	Dislocated Workers	86.0	90.0
	Older Youth	75.0	72.7
Retention Rates	Adults	85.0	82.2
	Dislocated Workers	84.5	85.7
	Older Youth	83.0	90.9
	Younger Youth	56.0	46.7
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	3800.0	5055.1
	Dislocated Workers	-864.0	2578.3
	Older Youth	2500.0	3649.1
Credential/Diploma Rates	Adults	58.0	64.2
	Dislocated Workers	68.0	74.1
	Older Youth	50.0	50.0
	Younger Youth	66.0	66.7
Skill Attainment Rate	Younger Youth	83.0	84.8
Placement in Employment or Education	Youth (14 - 21)	0.0	44.6
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	13.9
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	3	14

Table O - Local Performance

Local Area Name <u>Union</u>	Total Participants Served	Adults	645
		Dislocated Workers	640
		Older Youth (19 - 21)	52
		Younger Youth (14 - 18)	356
ETA Assigned # <u>34010</u>	Total Exiters	Adults	394
		Dislocated Workers	461
		Older Youth (19 - 21)	35
		Younger Youth (14 - 18)	351

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	8.6	7.7
	Employers	8.1	9.0
Entered Employment Rates	Adults	81.0	80.1
	Dislocated Workers	85.0	72.9
	Older Youth	77.0	74.2
Retention Rates	Adults	85.0	78.8
	Dislocated Workers	86.0	85.0
	Older Youth	82.0	88.1
	Younger Youth	57.0	52.9
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	3500.0	3307.8
	Dislocated Workers	-1259.0	1120.2
	Older Youth	3350.0	3441.6
Credential/Diploma Rates	Adults	57.0	61.7
	Dislocated Workers	66.0	78.9
	Older Youth	52.0	64.9
	Younger Youth	73.0	66.7
Skill Attainment Rate	Younger Youth	83.0	93.4
Placement in Employment or Education	Youth (14 - 21)	0.0	30.4
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	20.8
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	9	8

Table O - Local Performance

Local Area Name <u>Jersey City</u>	Total Participants Served	Adults	512
		Dislocated Workers	308
		Older Youth (19 - 21)	57
		Younger Youth (14 - 18)	805
ETA Assigned # <u>34015</u>	Total Exiters	Adults	255
		Dislocated Workers	85
		Older Youth (19 - 21)	36
		Younger Youth (14 - 18)	544

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	8.6	8.3
	Employers	8.1	8.0
Entered Employment Rates	Adults	82.0	71.9
	Dislocated Workers	85.0	77.9
	Older Youth	76.0	67.6
Retention Rates	Adults	85.0	87.7
	Dislocated Workers	85.0	86.5
	Older Youth	83.5	76.9
	Younger Youth	57.0	50.3
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	3550.0	3380.4
	Dislocated Workers	-1350.0	356.1
	Older Youth	3400.0	3658.4
Credential/Diploma Rates	Adults	60.0	63.9
	Dislocated Workers	66.0	77.6
	Older Youth	55.0	53.7
	Younger Youth	60.0	61.7
Skill Attainment Rate	Younger Youth	83.0	78.9
Placement in Employment or Education	Youth (14 - 21)	0.0	29.6
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	13.1
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	10	7

Table O - Local Performance

Local Area Name <u>Newark</u>	Total Participants Served	Adults	944
		Dislocated Workers	396
		Older Youth (19 - 21)	76
		Younger Youth (14 - 18)	1567
ETA Assigned # <u>34020</u>	Total Exiters	Adults	475
		Dislocated Workers	167
		Older Youth (19 - 21)	24
		Younger Youth (14 - 18)	564

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	8.6	9.0
	Employers	8.1	9.0
Entered Employment Rates	Adults	75.0	57.6
	Dislocated Workers	83.0	74.3
	Older Youth	70.0	46.7
Retention Rates	Adults	81.0	70.9
	Dislocated Workers	84.0	84.9
	Older Youth	76.0	90.9
	Younger Youth	50.0	45.0
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	3300.0	3701.9
	Dislocated Workers	-911.0	1535.0
	Older Youth	2500.0	3754.3
Credential/Diploma Rates	Adults	50.0	35.6
	Dislocated Workers	60.0	46.2
	Older Youth	40.0	11.8
	Younger Youth	66.0	27.9
Skill Attainment Rate	Younger Youth	72.0	46.9
Placement in Employment or Education	Youth (14 - 21)	0.0	26.1
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	13.5
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
	7	3	7

Table O - Local Performance

Local Area Name <u>Passaic</u>	Total Participants Served	Adults	203
		Dislocated Workers	193
		Older Youth (19 - 21)	61
		Younger Youth (14 - 18)	1707
ETA Assigned # <u>34025</u>	Total Exiters	Adults	81
		Dislocated Workers	85
		Older Youth (19 - 21)	5
		Younger Youth (14 - 18)	727

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	8.6	9.9
	Employers	8.1	7.7
Entered Employment Rates	Adults	82.0	91.1
	Dislocated Workers	85.5	90.9
	Older Youth	77.0	63.6
Retention Rates	Adults	85.0	87.5
	Dislocated Workers	85.5	87.8
	Older Youth	83.0	81.8
	Younger Youth	59.0	56.2
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	3350.0	4974.3
	Dislocated Workers	-1396.0	1067.0
	Older Youth	3400.0	3658.5
Credential/Diploma Rates	Adults	57.0	55.8
	Dislocated Workers	66.0	60.9
	Older Youth	52.0	54.5
	Younger Youth	67.0	68.5
Skill Attainment Rate	Younger Youth	85.0	95.1
Placement in Employment or Education	Youth (14 - 21)	0.0	45.5
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	7.3
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
	0	6	11

Table O - Local Performance

Local Area Name <u>Mercer</u>	Total Participants Served	Adults	284
		Dislocated Workers	307
		Older Youth (19 - 21)	28
		Younger Youth (14 - 18)	135
ETA Assigned # <u>34030</u>	Total Exiters	Adults	108
		Dislocated Workers	171
		Older Youth (19 - 21)	4
		Younger Youth (14 - 18)	5

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	8.6	8.8
	Employers	8.1	7.2
Entered Employment Rates	Adults	78.0	77.4
	Dislocated Workers	85.5	84.0
	Older Youth	76.0	100.0
Retention Rates	Adults	86.0	80.8
	Dislocated Workers	87.0	85.8
	Older Youth	82.0	100.0
	Younger Youth	57.0	42.9
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	3700.0	5261.3
	Dislocated Workers	-1086.0	1955.7
	Older Youth	3600.0	6502.5
Credential/Diploma Rates	Adults	56.0	61.7
	Dislocated Workers	62.0	63.2
	Older Youth	50.0	100.0
	Younger Youth	66.0	25.0
Skill Attainment Rate	Younger Youth	81.0	75.0
Placement in Employment or Education	Youth (14 - 21)	0.0	62.5
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	50.0
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
	2	6	9

Table O - Local Performance

Local Area Name <u>Atlantic/Cape May</u>	Total Participants Served	Adults	691
		Dislocated Workers	499
		Older Youth (19 - 21)	79
		Younger Youth (14 - 18)	367
ETA Assigned # <u>34035</u>	Total Exiters	Adults	283
		Dislocated Workers	176
		Older Youth (19 - 21)	57
		Younger Youth (14 - 18)	259

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	8.6	8.3
	Employers	8.1	8.0
Entered Employment Rates	Adults	85.0	82.4
	Dislocated Workers	93.0	85.1
	Older Youth	81.0	86.1
Retention Rates	Adults	84.0	79.8
	Dislocated Workers	90.0	90.6
	Older Youth	86.0	100.0
	Younger Youth	59.0	74.7
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	3700.0	4309.3
	Dislocated Workers	-1178.0	141.6
	Older Youth	3350.0	4592.6
Credential/Diploma Rates	Adults	59.0	69.1
	Dislocated Workers	69.0	76.3
	Older Youth	50.0	68.8
	Younger Youth	67.0	70.3
Skill Attainment Rate	Younger Youth	82.0	84.1
Placement in Employment or Education	Youth (14 - 21)	0.0	51.7
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	30.5
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>Bergen</u>	Total Participants Served	Adults	148
		Dislocated Workers	305
		Older Youth (19 - 21)	16
		Younger Youth (14 - 18)	208
ETA Assigned # <u>34040</u>	Total Exiters	Adults	136
		Dislocated Workers	252
		Older Youth (19 - 21)	25
		Younger Youth (14 - 18)	276

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	8.6	8.4
	Employers	8.1	6.4
Entered Employment Rates	Adults	85.0	70.7
	Dislocated Workers	85.0	77.7
	Older Youth	77.0	76.0
Retention Rates	Adults	85.0	77.5
	Dislocated Workers	85.0	90.9
	Older Youth	85.0	93.3
	Younger Youth	58.0	68.6
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	4300.0	4942.6
	Dislocated Workers	-1458.0	-769.6
	Older Youth	3500.0	3454.9
Credential/Diploma Rates	Adults	67.0	66.7
	Dislocated Workers	70.0	71.5
	Older Youth	50.0	50.0
	Younger Youth	70.0	66.7
Skill Attainment Rate	Younger Youth	86.0	95.1
Placement in Employment or Education	Youth (14 - 21)	0.0	47.9
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	32.4
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	0.0

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

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

Table O - Local Performance

Local Area Name <u>Burlington</u>	Total Participants Served	Adults	129
		Dislocated Workers	203
		Older Youth (19 - 21)	7
		Younger Youth (14 - 18)	140
ETA Assigned # <u>34045</u>	Total Exiters	Adults	78
		Dislocated Workers	150
		Older Youth (19 - 21)	19
		Younger Youth (14 - 18)	110

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	8.6	9.1
	Employers	8.1	7.6
Entered Employment Rates	Adults	90.6	95.9
	Dislocated Workers	87.0	92.0
	Older Youth	77.0	76.2
Retention Rates	Adults	88.0	95.8
	Dislocated Workers	85.0	90.8
	Older Youth	83.0	87.5
	Younger Youth	58.2	73.8
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	3550.0	3315.8
	Dislocated Workers	-1197.0	-235.1
	Older Youth	3400.0	4764.9
Credential/Diploma Rates	Adults	65.0	88.7
	Dislocated Workers	72.5	85.6
	Older Youth	53.0	56.3
	Younger Youth	78.0	92.2
Skill Attainment Rate	Younger Youth	85.0	88.6
Placement in Employment or Education	Youth (14 - 21)	0.0	56.1
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	44.3
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
	0	3	14

Table O - Local Performance

Local Area Name <u>Essex</u>	Total Participants Served	Adults	460
		Dislocated Workers	823
		Older Youth (19 - 21)	47
		Younger Youth (14 - 18)	273
ETA Assigned # <u>34050</u>	Total Exiters	Adults	60
		Dislocated Workers	67
		Older Youth (19 - 21)	8
		Younger Youth (14 - 18)	141

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	8.6	9.3
	Employers	8.1	7.2
Entered Employment Rates	Adults	79.0	79.2
	Dislocated Workers	85.0	85.0
	Older Youth	75.0	42.9
Retention Rates	Adults	83.5	85.5
	Dislocated Workers	85.0	85.4
	Older Youth	82.0	0.0
	Younger Youth	58.0	68.4
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	3400.0	2727.2
	Dislocated Workers	-800.0	1665.6
	Older Youth	3350.0	0.0
Credential/Diploma Rates	Adults	54.5	65.9
	Dislocated Workers	66.5	78.0
	Older Youth	53.0	14.3
	Younger Youth	67.0	94.3
Skill Attainment Rate	Younger Youth	81.0	87.8
Placement in Employment or Education	Youth (14 - 21)	0.0	55.5
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	22.5
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	0.0

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

Overall Status of Local Performance	Not Met	Met	Exceeded
	4	2	11

Table O - Local Performance

Local Area Name <u>Gloucester</u>	Total Participants Served	Adults	104
		Dislocated Workers	140
		Older Youth (19 - 21)	18
		Younger Youth (14 - 18)	65
ETA Assigned # <u>34055</u>	Total Exiters	Adults	53
		Dislocated Workers	68
		Older Youth (19 - 21)	8
		Younger Youth (14 - 18)	31

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	8.6	8.1
	Employers	8.1	7.5
Entered Employment Rates	Adults	84.0	90.0
	Dislocated Workers	86.0	93.5
	Older Youth	76.0	100.0
Retention Rates	Adults	85.0	83.3
	Dislocated Workers	84.0	92.9
	Older Youth	82.0	100.0
	Younger Youth	67.0	58.8
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	3500.0	4345.0
	Dislocated Workers	-1208.0	4960.2
	Older Youth	2875.0	5429.3
Credential/Diploma Rates	Adults	70.0	75.0
	Dislocated Workers	73.0	90.4
	Older Youth	60.0	100.0
	Younger Youth	58.0	60.0
Skill Attainment Rate	Younger Youth	81.0	93.2
Placement in Employment or Education	Youth (14 - 21)	0.0	52.2
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	100.0
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>Hudson</u>	Total Participants Served	Adults	243
		Dislocated Workers	583
		Older Youth (19 - 21)	30
		Younger Youth (14 - 18)	162
ETA Assigned # <u>34060</u>	Total Exiters	Adults	82
		Dislocated Workers	216
		Older Youth (19 - 21)	11
		Younger Youth (14 - 18)	91

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	8.6	7.7
	Employers	8.1	8.0
Entered Employment Rates	Adults	81.0	61.7
	Dislocated Workers	85.0	65.0
	Older Youth	76.0	75.0
Retention Rates	Adults	85.0	81.7
	Dislocated Workers	85.0	77.0
	Older Youth	84.0	68.8
	Younger Youth	58.0	70.5
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	3500.0	3514.7
	Dislocated Workers	-1036.0	156.8
	Older Youth	3400.0	2775.6
Credential/Diploma Rates	Adults	56.0	58.1
	Dislocated Workers	67.0	60.4
	Older Youth	53.0	72.7
	Younger Youth	68.0	92.5
Skill Attainment Rate	Younger Youth	81.0	92.0
Placement in Employment or Education	Youth (14 - 21)	0.0	48.9
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	50.5
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
	2	8	7

Table O - Local Performance

Local Area Name <u>Monmouth</u>	Total Participants Served	Adults	375
		Dislocated Workers	507
		Older Youth (19 - 21)	46
		Younger Youth (14 - 18)	316
ETA Assigned # <u>34070</u>	Total Exiters	Adults	223
		Dislocated Workers	281
		Older Youth (19 - 21)	29
		Younger Youth (14 - 18)	185

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	8.6	8.7
	Employers	8.1	8.4
Entered Employment Rates	Adults	82.0	88.1
	Dislocated Workers	86.0	90.5
	Older Youth	76.5	80.0
Retention Rates	Adults	85.5	81.5
	Dislocated Workers	85.0	89.1
	Older Youth	80.5	100.0
	Younger Youth	57.0	88.6
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	3550.0	4662.9
	Dislocated Workers	-1188.0	4151.6
	Older Youth	3400.0	3656.4
Credential/Diploma Rates	Adults	57.5	61.3
	Dislocated Workers	66.0	67.7
	Older Youth	51.0	57.1
	Younger Youth	69.0	73.0
Skill Attainment Rate	Younger Youth	83.0	98.5
Placement in Employment or Education	Youth (14 - 21)	0.0	59.4
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	25.7
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	1	16

Table O - Local Performance

Local Area Name <u>Ocean</u>	Total Participants Served	Adults	144
		Dislocated Workers	302
		Older Youth (19 - 21)	10
		Younger Youth (14 - 18)	202
ETA Assigned # <u>34080</u>	Total Exiters	Adults	106
		Dislocated Workers	191
		Older Youth (19 - 21)	6
		Younger Youth (14 - 18)	131

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	8.6	9.0
	Employers	8.1	8.4
Entered Employment Rates	Adults	84.5	82.2
	Dislocated Workers	87.0	89.3
	Older Youth	78.0	100.0
Retention Rates	Adults	84.0	84.0
	Dislocated Workers	85.5	91.3
	Older Youth	80.0	84.6
	Younger Youth	63.0	63.6
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	3300.0	6726.1
	Dislocated Workers	-1404.0	945.3
	Older Youth	3400.0	4085.0
Credential/Diploma Rates	Adults	65.0	78.5
	Dislocated Workers	74.0	85.9
	Older Youth	55.0	64.3
	Younger Youth	70.0	69.2
Skill Attainment Rate	Younger Youth	84.0	95.9
Placement in Employment or Education	Youth (14 - 21)	0.0	41.9
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	16.9
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	2	15

Table O - Local Performance

Local Area Name <u>Cumberland/Salem</u>	Total Participants Served	Adults	425
		Dislocated Workers	472
		Older Youth (19 - 21)	28
		Younger Youth (14 - 18)	338
ETA Assigned # <u>34090</u>	Total Exiters	Adults	351
		Dislocated Workers	286
		Older Youth (19 - 21)	16
		Younger Youth (14 - 18)	178

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	8.6	9.2
	Employers	8.1	8.1
Entered Employment Rates	Adults	83.0	85.0
	Dislocated Workers	85.0	84.5
	Older Youth	76.5	66.7
Retention Rates	Adults	80.0	72.5
	Dislocated Workers	84.0	82.1
	Older Youth	82.0	80.0
	Younger Youth	56.0	68.8
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	3400.0	4634.1
	Dislocated Workers	-1034.0	-24.1
	Older Youth	3400.0	4356.1
Credential/Diploma Rates	Adults	54.0	31.6
	Dislocated Workers	66.0	55.5
	Older Youth	46.0	23.1
	Younger Youth	66.0	65.8
Skill Attainment Rate	Younger Youth	81.0	89.8
Placement in Employment or Education	Youth (14 - 21)	0.0	54.7
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	33.1
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	7	8

Table O - Local Performance

Local Area Name <u>Morris/Sussex/Warren</u>	Total Participants Served	Adults	183
		Dislocated Workers	569
		Older Youth (19 - 21)	19
		Younger Youth (14 - 18)	132
ETA Assigned # <u>34105</u>	Total Exiters	Adults	138
		Dislocated Workers	332
		Older Youth (19 - 21)	6
		Younger Youth (14 - 18)	78

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	93.3
	Dislocated Workers	87.0	88.4
	Older Youth	76.0	100.0
Retention Rates	Adults	84.5	87.4
	Dislocated Workers	85.0	91.3
	Older Youth	84.0	100.0
	Younger Youth	60.0	69.1
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	3550.0	5344.9
	Dislocated Workers	-1418.0	-1541.6
	Older Youth	3700.0	3494.9
Credential/Diploma Rates	Adults	57.5	73.6
	Dislocated Workers	67.0	70.5
	Older Youth	51.0	66.7
	Younger Youth	68.0	84.7
Skill Attainment Rate	Younger Youth	83.0	89.5
Placement in Employment or Education	Youth (14 - 21)	0.0	71.6
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	68.8
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	57.1

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		
	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>Greater Raritan</u>	Total Participants Served	Adults	92
		Dislocated Workers	330
		Older Youth (19 - 21)	11
		Younger Youth (14 - 18)	15
ETA Assigned # <u>34110</u>	Total Exiters	Adults	41
		Dislocated Workers	192
		Older Youth (19 - 21)	11
		Younger Youth (14 - 18)	7

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	8.6	8.5
	Employers	8.1	8.1
Entered Employment Rates	Adults	83.0	91.4
	Dislocated Workers	86.0	90.6
	Older Youth	76.0	100.0
Retention Rates	Adults	85.5	93.3
	Dislocated Workers	85.0	91.2
	Older Youth	84.0	100.0
	Younger Youth	56.0	100.0
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	3500.0	13214.8
	Dislocated Workers	-1800.0	618.0
	Older Youth	3350.0	-40.5
Credential/Diploma Rates	Adults	56.0	68.6
	Dislocated Workers	66.0	68.9
	Older Youth	52.0	36.4
	Younger Youth	66.0	0.0
Skill Attainment Rate	Younger Youth	83.0	100.0
Placement in Employment or Education	Youth (14 - 21)	0.0	100.0
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	18.2
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
	3	1	13

Table O - Local Performance

Local Area Name <u>Middlesex</u>	Total Participants Served	Adults	240
		Dislocated Workers	732
		Older Youth (19 - 21)	16
		Younger Youth (14 - 18)	262
ETA Assigned # <u>34115</u>	Total Exiters	Adults	78
		Dislocated Workers	225
		Older Youth (19 - 21)	11
		Younger Youth (14 - 18)	182

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	8.6	8.3
	Employers	8.1	8.3
Entered Employment Rates	Adults	83.0	87.9
	Dislocated Workers	86.0	82.2
	Older Youth	78.0	66.7
Retention Rates	Adults	85.0	83.8
	Dislocated Workers	90.0	90.2
	Older Youth	89.0	71.4
	Younger Youth	58.0	73.3
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	3650.0	5046.2
	Dislocated Workers	-1050.0	5131.1
	Older Youth	3350.0	3028.0
Credential/Diploma Rates	Adults	52.0	62.8
	Dislocated Workers	60.0	69.8
	Older Youth	50.0	44.4
	Younger Youth	71.0	72.3
Skill Attainment Rate	Younger Youth	83.0	81.5
Placement in Employment or Education	Youth (14 - 21)	0.0	53.3
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	30.2
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
	0	8	9