

BUILDING THE TALENT CONNECTION

NEW JERSEY'S 2011 WORKFORCE INVESTMENT ACT ANNUAL REPORT



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BUILDING *THE* TALENT CONNECTION

Building the Talent Connection The 2011 Workforce Investment Act Annual Report

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BUILDING THE TALENT CONNECTION



During the past year, the New Jersey Department of Labor and Workforce Development has made strategic investments to connect jobseekers and employers, to assist individuals to obtain the skills and tools they need to find employment and to build a skilled workforce for the state's key industries.

Building the Talent Connection: The 2011 Workforce Investment Act (WIA) Annual Report is more than an accounting of Workforce Investment Act (WIA) funds invested in New Jersey's employment and training programs during the past year. It also describes many of the innovative service delivery *strategies* we have adopted to maximize the impact of those WIA dollars — through internal process improvements and external partnerships with business, education, government and non-profit organizations.

This report reflects the success of those efforts. In Program Year 2011, LWD served a growing number of jobseekers, employers, veterans and jobseekers with special challenges — while meeting or exceeding all nine of its WIA performance goals for serving New Jersey's Adult, Youth and Dislocated clients. The Department is already taking steps to preserve these gains for the long term by embracing strong new performance measures, and by incorporating its new strategies into the State Unified Workforce Investment Plan for 2012-2017.

We are pleased to share this summary of the past year's achievements, and look forward to working with our expanding network of public- and private-sector partners to help even more jobseekers and businesses regain their competitive edge in the year ahead.

Sincerely,
Harold J. Wirths
Commissioner

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OVERVIEW

New Jersey's greatest competitive economic advantage is a highly skilled workforce that has traditionally driven economic growth in the State. Increasingly in a global, knowledge-based economy, New Jersey residents must possess the skills that will enable them to obtain jobs and have productive careers.

Technological change, global trade and the Great Recession of 2008-2009 have challenged long-standing approaches to delivering services to jobseekers and employers. To respond to the twin challenges of long-term unemployment and a shortage of skilled workers in some industries and occupations, New Jersey has transformed its traditional workforce development programs into a comprehensive talent development system, responsive to the evolving skill needs of employers in key industry sectors and grounded in an understanding of effective job-search and skill-development strategies which can connect New Jersey's talent to the labor market.

In the past two years, the State has made significant progress towards this vision. The State has strengthened services through its One-Stop Career Centers and partner programs. The State has launched the Jobs4Jersey.com website, which harnesses cutting-edge technology to help New Jerseyans quickly connect to jobs, training, education and job-search resources. In addition, the State has set the foundation for innovation and transformation through the newly created, industry-focused Talent Networks (TNs), managed by universities, industry associations and nonprofit organizations, and connecting jobseekers, employers, educational institutions and workforce programs in new, creative ways.

The Department of Labor and Workforce Development (LWD) has developed new

methods of serving a diverse group of unemployed workers of all ages and skill levels, across all industries and at every stage in their careers. LWD responded to new challenges with a creative mix of internal process reforms, state-of-the-art technology, timely partnerships with outside organizations and a coordinated strategy to leverage critical resources.

This report describes many of these efforts and provides a summary of activities funded by the Workforce Investment Act (WIA), a critical component of the states' workforce development programs. Top priorities include:

Targeting investments to assist jobseekers with special challenges: persons with disabilities, veterans, youth and the long-term unemployed at all stages of their careers.

Implementing system integration to leverage public, private and nonprofit sector resources.

Creating quicker connections between employers with job openings and qualified jobseekers with the specific skills needed to attain and retain those positions.

Promoting stronger partnerships between workforce development programs, employers, community colleges, higher education institutions and state library networks to share timely information and insight into the State's and region's key industries and labor markets.

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To preserve the progress achieved in Program Year 2011, the State Employment and Training Commission (SETC) has adopted a new Unified Workforce Investment Plan for 2012–2017. That State Plan embraces four **Core Values** that will guide LWD’s investment in employment and training resources during the next five years:

1. Driving Investments Based on Industry Needs

Talent Development Investments will be based on the specific skill needs of key New Jersey industry sectors.

2. Meeting Jobseekers Where They Are

Re-employment services will reach a larger

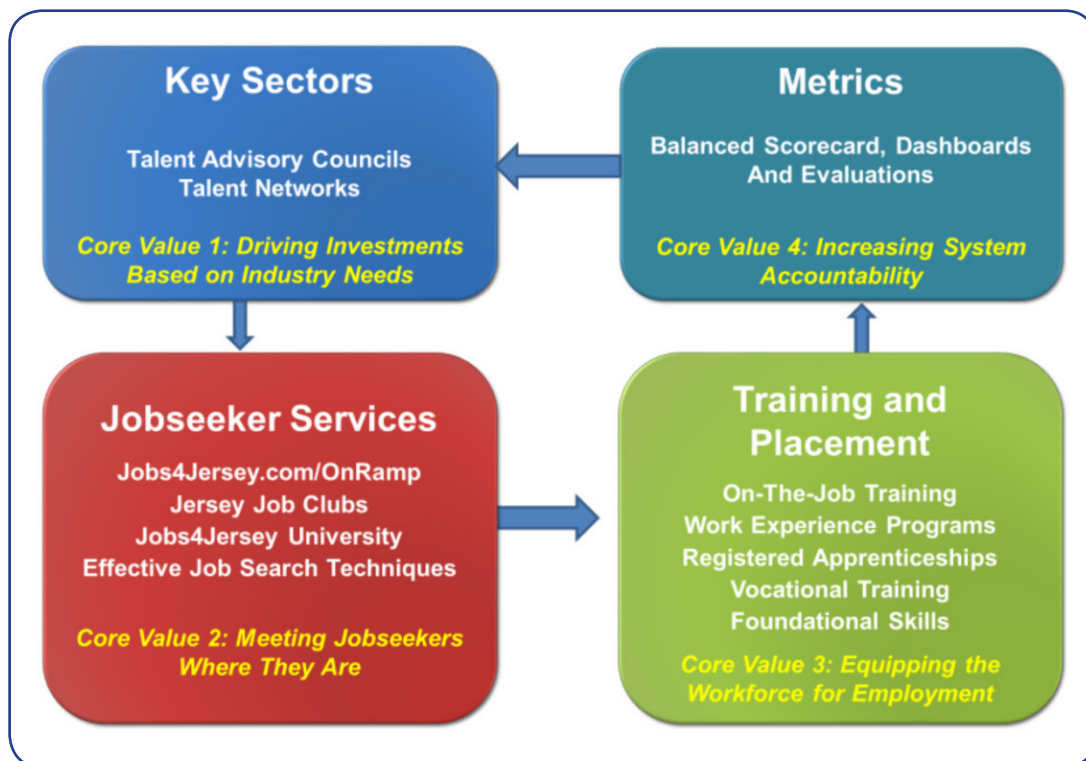
audience of jobseekers through broader public–private partnerships and optimizing technology.

3. Equipping the Workforce for Employment

Basic Skills, Literacy and Workforce Readiness will serve as the critical foundation for all of the State’s talent development initiatives.

4. Increasing System Accountability

Enhanced performance metrics and processes will increase the accountability of New Jersey’s employment and training services, and will help improve customer service to jobseekers and employers alike.



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TALENT CONNECTION STRATEGIES

The 2011 Program Year was marked by innovative new approaches to meeting New Jersey's employment and training needs.

CORE VALUE 1. DRIVING INVESTMENTS BASED ON INDUSTRY NEEDS

Knowledge of the regional economy, the skill needs of businesses and the capabilities of the New Jersey labor force is vital to making informed investments. To target these investments more effectively, New Jersey identified six key industry clusters. Frequent communication between government, educators and business leaders within these clusters has helped inform the development of new efforts responsive to employers' existing and emerging talent needs.

Talent Networks: In 2011, New Jersey created six Talent Networks in the industry sectors which hold 50% of the jobs and 2/3 of NJ's wages. These are strategic partnerships of employers, educators and workforce development professionals working together to strengthen the workforce for their industries. After identifying skills gaps, network partners design educational and training programs to

William White, Recruiter

Talascend, a global recruiting company, specializing in engineering jobs, construction jobs, manufacturing jobs and healthcare jobs.



"When I left the Army after eight years I expected to be able to pick up a job quite easily. Two years into my job hunt I fell into, what I call "employment depression." I then decided to attend every job fair I could find. The very first one that I heard about was the Veterans Job Fair aboard the Battleship New Jersey. Luckily for me I met this great staffing firm while I was there and now that I have a position as a recruiter at Talascend. I have made it my personal ambition to find jobs for as many people as I can. The NJ Department of Labor and Workforce Development was there to help me attain my career, I just hope I can return the favor."

meet their needs. Talent Networks cultivate skilled labor pools through active involvement with Workforce Investment Boards, One-Stop Career Centers, and other potential sources of



John Houghton, President & CEO

Nephros Inc., is a commercial stage medical device company that develops and sells liquid purification filters.

"The New Jersey Department of Labor and Workforce Development Life Science Talent Network enabled me to connect directly with a rich group of talented people, avoiding the normal time consuming process of wading through resumes and telephone screening. Through one of the many professionally organized meetings I was introduced to an individual who had the energy and drive we were seeking for one of our sales management positions in NJ. Based on this positive experience I expect to be further utilizing the services of the NJ LSTN as we grow our company presence."

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talent – with the ultimate goal of connecting New Jersey employers with trained employees in six key industry sectors in New Jersey. The Talent Networks also host networking events, job fairs, and virtual job fairs online to connect qualified jobseekers with companies seeking to hire people with the right skills.

The six Talent Networks are in the following industries:

- Advanced Manufacturing (managed by New Jersey Institute of Technology)
- Finance (managed by Newark Alliance)
- Health Care (managed by Rutgers University)
- Life Sciences (managed by BioNJ)
- Technology & Entrepreneurship (managed by the New Jersey Technology Council)
- Transportation, Logistics & Distribution (managed by Rutgers University)

Building Skills of the Current Workforce:

LWD's Customized Training and Literacy grant program provides funds to companies to assist them to provide training to their employees, with a focus on frontline workers. These grants leverage significant investments from the companies themselves. During Program Year 2011, more than 550 employers were able to train nearly 65,000 incumbent workers with a total of \$22.6 million in State matching grants.

On-the-Job Training (OJT) Programs:

LWD provides a number of subsidized wage programs to encourage hiring and training individuals with barriers to employment including ex-offenders, individuals with disabilities and former welfare recipients. For example, a two-year \$750,000 State-funded grant to assist parolees in obtaining employment includes OJT as a key component.

Industry-Focused Training Programs to Meet Skill Gaps: LWD's industry Talent Development Partnership program provides funds to support the creation of training opportunities that directly lead to employment within the State's targeted industry sectors. These programs coordinate and link vocational skill training with current employer job openings, involve multiple employers in the design and implementation of the effort and provide a pathway to employment for unemployed individuals. Programs were launched in the metal fabrication and machine tool industries and will soon be launched in the mortgage finance industry.

Program Highlight: Machining Training

An eight-week CNC Machining Training, held by Passaic County Technical Institute (PCTI) as a subcontractor to the industry Talent Development Partnership grant program, ended in August 2012 with 14 students graduating.

All 14 students succeeded in obtaining the nationally recognized NIMS Certification for Measurements, Material & Safety, Machining Level I. In addition, following a recommendation from PCTI, all 14 students completed an OSHA certification and 13 of 14 students finished online training modules at Tooling-U. These two latter tests were not required by the grant, but certainly are a valuable addition to the students' resumes.

At the end of the program, a job fair was held at PCTI where 28 representatives from 14 manufacturing companies interviewed all 14 students. As a result of the job fair and follow up interviews, seven employers made a total of 12 offers to seven students (one student received four offers, two students received two offers). PCTI continues to reach out to

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employers to help the remainder of the candidates with placement:

National Emergency Grants: A series of NEGs have had a positive impact on several targeted re-employment efforts.

Program Highlight: Pharma NEG

Hundreds of laid-off workers in the Life Sciences industry have found new work since 2010 thanks to New Jersey's Pharmaceutical National Emergency Grant (NEG), which provides eligible jobseekers from five major companies with up to \$5,000 in training funds. It has gone on to receive additional funding and a one-year extension to serve added locations.

The Morris County and Greater Raritan One-Stop Career Centers are working closely together to administer this grant. They have hosted a series of orientations, workshops and networking events to highlight their extensive services and resources. At the close of each orientation session, jobseekers are immediately provided a follow-up appointment at the One-Stop Career Centers where they meet in smaller groups and individual sessions to further the processing of their requests for training.

A related partnership formed in 2011 between LWD and BioNJ, the private, nonprofit trade organization for the bio-technology industry in New Jersey, has helped bring re-employment services to a large targeted audience of dislocated professionals from New Jersey's Life Sciences industry. This group of jobseekers rarely visits the One-Stop Career Centers, and is largely unaware of the wide array of employment and training services offered through the One-Stop System.

BioNJ, through its networks and relationships, invites the participation of key industry headhunters, career coaches, professional organizations, and a wide variety of colleges and universities — all with relevant course offerings. In collaboration with BioNJ, the NEG team also has created a recommended list of training and education programs, which are generally high-level courses, short in duration, that can give jobseekers skills highly recognized and valued by the Life Sciences industry.

To date, 321 have received job counseling, 149 have completed training, and 110 are re-employed.

CORE VALUE 2. MEETING JOBSEEKERS WHERE THEY ARE

New Jersey's highly diverse labor force encompasses workers of many ages, skills and levels of education. Reaching more jobseekers requires new approaches and partnerships with community colleges, libraries and nonprofit and faith-based organizations. Using cutting-edge technology New Jersey is using high-tech strategies for serving more customers with access to the Internet, while face-to-face initiatives such as Jersey Job Clubs continue to serve many clients in need of "high-touch" resources.

Connecting Jobseekers and Employers - *Jobs4Jersey.com*: In 2011, LWD developed and launched *Jobs4Jersey.com* as a single point of information and assistance for jobseekers and employers. The website helps guide jobseekers and employers through the maze of State and Federal services and offers a unique tool to help people find new careers and to help employers find qualified employees. LWD's free website combines a powerful job-search engine with extensive links to State and Federal data resources

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and the employment services of a virtual One-Stop Career Center.

Online Job Matching Tool – OnRamp: One of the latest tools in the *Jobs4Jersey.com* suite of tools is OnRamp, *Jobs4Jersey.com*'s premier job-search tool. Using new smart technology, OnRamp helps jobseekers build a resume or upload an existing resume. OnRamp uses smart technology to automatically translate a person's resume into a detailed profile of their workplace skills, and then matches them to similar skills sought by employers in job postings from more than 2,400 job sites. OnRamp contains approximately 90,000 positions listed in New Jersey -- and more than 250,000 more openings available within 50 miles of the State's borders.

By September 2012, more than 130,000 individuals posted resumes and were registered with OnRamp, receiving automatic e-mail alerts linking them to relevant job openings in and around New Jersey.

In summer 2012, LWD launched the OnRamp service for employers, a new Internet tool that helps employers find the skilled workers necessary to remain competitive in a volatile, global market. OnRamp also uses state-of-the-art technology, allowing employers to conduct a talent search of the resumes posted on OnRamp by listing specific skills, not merely job titles. Employers who need to fill dozens of different positions can adjust the company's account at OnRamp to direct search results to specific department heads. Employers also may mark reviewed resumes, keep track of candidates who were contacted and isolate the candidates who are being advanced. More than 2,000 employers registered to use this tool in its first two months.

Helping Jobseekers Enhance Their Job Search Through Networking: In summer 2012, LWD launched the Jersey Job Clubs — a

new program designed to help unemployed jobseekers secure a job more quickly by providing the most current and up-to-date 21st Century job-search and training information in a supportive group atmosphere.

Jersey Job Clubs are operating out of One-Stop Career Centers statewide. Open to all jobseekers, the goal is to focus and reinvigorate the employment searches of people who are out of work in New Jersey, particularly the long-term unemployed. Each club hosts a minimum of six workshops each week that instruct members on effective job search techniques, interview preparation and labor market information that can expose them to the fastest growing industry sectors in the state.

The Jersey Job Clubs teach jobseekers the skills for becoming self-sufficient and successful in their search for work, and participants will have a limited time to take full advantage of all the services offered by the Job Clubs. Toward the end of a six-month tenure in a Job Club, if a participant has not yet found employment, One-Stop counselors will offer more intensive counseling services. The clubs are open to all jobseekers, whether or not they are collecting unemployment insurance, and the clubs will accept any jobseekers, regardless of the type of job they previously held.

Re-employment Eligibility & Assessment Program (REA2): The Re-employment and Eligibility Assessment (REA) 2 program was launched in March 2012 to reenergize and reignite the job search of individuals who have been on unemployment insurance for 26 weeks. LWD partnered with all 19 of New Jersey's community colleges to provide the reemployment assessments on their campuses. Individuals are provided valuable information on career assessment tools that help identify the occupations and industries where they will most likely find

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success in their quest for employment. The REA2 orientation also informs jobseekers about the value of using the free OnRamp skill-matching tool at the State website, *Jobs4Jersey.com*. Participants receive labor market data informing them where prospective jobs may be, the salaries attached to those positions and the skills needed to land those jobs. The REA also offers people a review of One-Stop Career Center re-employment and job preparation services.

Assisting Veterans: Although they have served their country and in the process developed critical skills, many veterans struggle to make the transition to the civilian labor market. More than 50 staff members at One-Stop Career Centers statewide specialize in job counseling services that reach more than 14,000 veterans. Special events also bring veterans together with New Jersey employers, such as a recent veterans job fair aboard the USS Battleship New Jersey in Camden that attracted nearly 400 jobseekers and 50 employers with nearly 3,000 job openings to discuss.

Assisting Individuals with Disabilities: Through the Division of Vocational Rehabilitation Services (DVRS), a dedicated staff of over 200 trained counselors throughout the One-Stop Career Center system, work with individuals to develop a training and employment plan and provide transition and post-employment support. Programs include assessment, providing assistive technology, supported employment, and long-term follow along support where appropriate. DVRS provides funding and oversight to 29 Community Rehabilitation Programs operating sheltered Workshop programs in 31 locations throughout NJ. The 12 Centers for Independent Living in New Jersey receive funding for promoting self-advocacy.

Assisting Individuals to Achieve Self-Sufficiency to move from Welfare to Work: LWD is partnering with the Department of Human Services, through the Work First/Temporary Assistance for Needy Families (WFNJ/TANF) and WFNJ/General Assistance (WFNJ/GA) that make up the state's welfare program to help individuals and families achieve self-sufficiency by providing training, programs and support to help move them from Welfare to Work.

- The **WorkForce 55+** program assists seniors on a limited income by providing paid work experience.
- The **Smart Steps** program, re-started in September, assists individuals formerly on welfare to return to higher education. Smart Steps supports individuals who are enrolled full-time in community college or a four-year institution to stay in school and complete their education.
- **WorkPAYS** program has helped to employ over 500 individuals since 2010 through an employer reimbursement program. Employers are eligible to receive 100% reimbursement for a period of 3 months and 50% for the next 3 months if they hire eligible workers and train them. FY 2012 funding for WorkPAYS is \$5 million.

Assisting Ex-Offenders reenter the workplace: All One-Stop Career Centers have a designated ex-offender specialist to provide specialized level of service to help over 5,000 individuals' reentry into society and the workforce upon release from prison. This year through a partnership and funding from the NJ State Parole Board, LWD launched the Parolee Employment Placement Program to provide assessment, job coaching and placement for three regional centers for parolees.

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CORE VALUE 3. EQUIPPING THE WORKFORCE FOR EMPLOYMENT

Moving New Jersey's workers to the next job, the next skill level or the next career requires a broad array of placement, learning, training and education options. As with all learning, a strong foundation of basic skills and knowledge is required before workers can successfully master the advanced skill levels where wages and benefits are best.

Helping New Jerseyans Strengthen their Literacy and Basic Skills: Every New Jerseyans must have basic and literacy skills to obtain employment, and the State has various programs to assist individuals to obtain these skills either through classroom training or self-paced computer based training at our Workforce Learning Link facilities in our One-Stop locations. WIA Title II funds made it possible to provide English and Civics instruction to nearly 26,000 students – more than 3,000 individuals above the program's original goal.

- The Workforce Investment Act Title II Adult Basic Education and English Language/Civics program assists adult individuals with basic education and English as a Second Language needs from low literacy through adult secondary levels.
- Funding for the Adult Basic Education and Family Literacy Grant Program for FY 2012 was \$13 million with approximately 26,000 adults receiving basic skills instruction and family literacy services, including over 900 senior women 60 years of age or older and nearly 3,400 young females between 16 and 24 years of age.
- The Supplemental Fund for Basic Skills provides funding for the Workforce Learning Links technology-assisted instructional

Wayne Richardson, President

Laborer's Local 55, one of the nation's first local unions dedicated exclusively to residential construction and energy efficiency retrofitting.



"I heard about the pre-apprenticeship training program with the New Jersey Institute for Social Justice from a friend. The 10-week course was excellent and exposed me to the various trades. The course also prepared me to take the test, which I did pass, to register for an apprenticeship. As a result of the skills and knowledge I acquired through that pre-apprenticeship program, I became a business agent for Laborers Local 108. Subsequently, I was appointed president of Laborers Local 55, which is based in Newark but has statewide jurisdiction. I also serve on the Central Planning Board in Newark where I help to set the agenda for development in the city."

programs to improve reading, math, English, basic computer and work readiness skills.

Assisting Youth to Prepare for Employment:

Many young New Jerseyans struggle to find their way to a stable career. The Department of Labor and Workforce Development has a variety of programs to help young people stay in school, prepare for future careers and to follow a path to a career. These include:

- **Youth Transitions to Work Program** (YTTW) introduces New Jersey's youth to apprenticeship opportunities. Funding is provided to a consortium of employers, organized labor and schools to implement transition programs from school to

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registered apprenticeships. The program is funded through the State Workforce Development Partnership Act. In FY 2012 eight grants were awarded totaling \$1.25 million with an estimated 1,154 students enrolled.

- **New Jersey Youth Corps (NJYC)** has 11 year-round, voluntary programs which engage more than 1,100 young adults ages 16-25 who have dropped out of high school into full-time community service, training, and educational activities with the goal to get them to complete their GED's and enroll in college or find a job.

Eleven New Jersey Youth Corps sites serve youth in Asbury Park, Camden, Elizabeth, Jersey City, Newark, New Brunswick, Paterson, Pleasantville, Phillipsburg, Trenton, and Vineland. Each program site provides a minimum of sixty Corpsmembers a program of academic instruction, employability and life skills, counseling and transition services, and simulated work experiences through

community service. Corpsmembers provide upwards of 150,000 hours of community service for over 100 non-profit and government organizations each year.

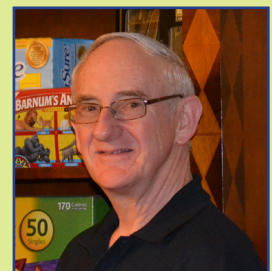
During fiscal year 2011, 377 graduates entered employment, 152 entered college, 23 returned to a regular high school, and 102 were either placed in vocational or technical schools, entered the military, entered an apprenticeship program, or entered an Americorps Program.

- **Jobs for America's Graduates (JAG)** New Jersey piloted JAG programs for more than 50 students in Asbury Park, Camden and Newark at risk for not graduating high school. A special anti-dropout routine combining classroom study, community service and after-school work opportunities resulted in a 90% graduation rate for participants in Asbury Park and Camden.

Larry Shapiro, Vice President & CFO

Accurate Box Company is one of the largest independent box manufacturers of litho laminated packaging in the United States.

"The Department of Labor and Workforce Development has been an incredibly valuable partner to the Accurate Box Company for many years. The Literacy Training grant awarded to our company gave us the resources to train about a quarter of our production employees including printing press machine operators, pre-press technicians, die-cutting machine operators, finishing department personnel and shipping and receiving folks, as well as office personnel and supervisory staff in courses from English as a Second Language to personal computer and communication skills. When the skills of our workers are elevated, efficiency is heightened, our ability to remain cost competitive is enhanced, and our business is put in a stronger position to be more successful. We certainly are better able to compete as a New Jersey manufacturer in these difficult economic times. Beyond this, we are better able to outfit our people with better skills sets which will potentially provide them with the growth possibilities when such opportunities open up in our organization."



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Program Highlight

Jobs for America's Graduates (JAG) is a national program, piloted in New Jersey this year in Camden, Newark and Asbury Park. Over 50 at-risk students are participating in a special job-focused program which includes classroom, community service and after-school work. Through JAG, students stay in and graduate from high school as evident by the 90% graduation rate in Asbury Park and Camden for JAG students in the first year of the program. Students maintain after-school and summer jobs with the confidence to develop and achieve career and educational goals.

Through a Memorandum of Understanding between LWD and New Jersey Department of Education, JAG is being piloted in three New Jersey High Schools in Asbury Park, Newark and Camden with unacceptable dropout rates. Each high school has high per pupil costs, but low graduation rates. JAG will provide an additional \$8,000 to \$10,000 per pupil in the hope of combating the drop-out rate.

Each JAG program has a dedicated JAG specialist and counselor who work with and motivate JAG students to stay in school, graduate and go on to college, work, or take additional training after graduation. Classes are about 20–25 students. Life skills and employability skills as well as visits and registration at the local One-Stop are important components of the program. Students have opportunities to attend field trips to colleges and trade schools. Business leaders provide presentations on employer expectations, and students are assisted and encouraged to obtain part-time jobs while in school. A 90% graduation rate for JAG participants in Asbury Park and Camden was achieved in Program Year 2011.

Jim Carriero, Operations Manager

Stauff Corporation, leading developer, manufacturer, and supplier of pipework equipment and hydraulic components.



"Basically, 'need' found 'opportunity' thanks to the CNC Machinist Program at Passaic County Technical Institute. We spent several months trying to find a person to fill a position in our machine shop only to find the skills we required were not readily available. Thanks to the CNC Machinist program, we were able to fill the position with a qualified candidate."

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CORE VALUE 4. INCREASING SYSTEM ACCOUNTABILITY

During the 2011 program year, LWD implemented new processes targeted to increase the accountability of employment and training services and to improve customer service to jobseekers and employers alike. For example, to ensure that the workforce development system is responsive to customers and that it produces results, standard monthly dashboard reviews for every grant, program and project in Workforce Development are conducted. This ensures accountability for outcomes, compliance, and fund spending, while also providing an early-warning management tool for mid-course corrections.

In addition, efforts were begun to prioritize the development of an enhanced set of performance metrics and processes that will increase accountability and transparency and improve customer service. The broader set of metrics will include the Common Measures, as well as metrics related to financial issues, service and flow, and customer satisfaction.

Specific initiatives include:

- Dashboards and Regular Reviews
- Strategic Grant Committee and NGO process
- Standardized and streamlined processes
- Process and Project Training and Coaching
- Black Belt Training Program

**Charlene M. Smith,
Telecom Administrator**



"After sending out more than 150 resumes with little to no success, I joined the Dover Jersey Job Club in April 2012. I arrived there with a big chip on my shoulders because I thought that I was doing my best to get a job. However, I quickly learned many tips to tweak my resume that helped to build my confidence, which in turn helped me to move up in the selection process in jobs I applied for. I knew that I was in the right place after I found out that I was beat out for two of the jobs for which I applied by other Jersey Job Club participants. Even though there are many members of the Dover Jersey Job Club, I often felt like I was the only one there because of the time that the leader, Elena Collins, spent assisting me. Using the skills and tips that I learned at the Job Club, I am happy to report that I will be starting my new position in just a few short weeks."

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STATUS OF STATE EVALUATION ACTIVITIES

The activities described in the previous pages in support of Core Value 4 (Increasing System Accountability) are key components to the constant monitoring of program performance. More specifically, all programs, projects and grants in Workforce Development have 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.

In addition, the Department's Performance Accountability team in Labor Planning and Analysis continues to work with the State Employment and Training Commission's (the state WIB)

Performance Committee in the development of 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 jobseeker outcome metrics.

The State Unified Workforce Plan for 2012–2017 outlines LWD's evaluation activities going forward. These will include an independent evaluation of the One-Stop Career Centers' processes and a quasi-experimental outcomes evaluation.

All of these initiatives will be supported by work under the State's Workforce Data Quality Initiative grant for the creation of a workforce longitudinal data system.

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SUMMARY OF WORKFORCE INVESTMENT ACT ACTIVITIES

Information on Workforce System Participants

New Jersey's workforce system served over 265,000 participants during Program Year 2011. The majority of participants (93.5%) were unemployed at the time of registration. Participants were evenly divided between males and females, and were diverse in terms of age and race/ethnic background.

New Jersey Workforce System Participants Profile

Participant Description	Count	% of Total
Total	265054.0	100.0
Veterans & Eligibles	16,571	6.3
Person w/Disability	3,749	1.4
Employment Status @ Registration		
Employed	17,131	6.5
Unemployed	247,923	93.5
UI Claimant	137,871	52
Sex		
Male	124,385	49.8
Female	125,276	50.2
Age		
Under 18	1,862	0.7
18-44	141,896	53.5
45-54	63,358	23.9
55+	48,908	18.5
Race/Ethnic		
African American	71,483	27
American/Alaskan Native	1,282	0.5
Asian	10,009	3.8
Hispanic	42,452	16
Hawaiian/Pacific Islander	821	0.3
White	119,109	44.9
Education Level		
In School	12,739	4.8
Less than HS	29,491	11.1
HS Grad/GED	105,860	39.9
Post Secondary	81,903	30.9

Source: June 2012 ETA 9002A

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In Program Year 2011, the State of New Jersey exceeded 8 and met one of the 9 WIA common measures performance standards for Adult, Dislocated Worker and Youth cohorts negotiated with the U.S. Department of Labor – with an overall average of more than 100% of standard. (New Jersey has been a common measures reporting state since Program Year 2009.) These results reflect the commitment of LWD administration and program staff to deliver effective workforce services and training to clients at the State and local levels.

Under the common measures waiver approved by the USDOL/ETA on November 12, 2009 and renewed on June 27, 2011 for PY 2011, the State no longer negotiates and reports 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 2011.

**New Jersey Workforce Investment Act Program Year 2011
Common Measures Performance Outcomes**

Common Measures	Goal	Actual	Percent of Goal Achieved	Measure Results
Adult Program				
Entered Employment	79.3%	84.3%	106.3%	Exceeded
Retention	79.2%	85.9%	108.5%	Exceeded
6 Month Avg. Earnings	\$12,463	\$12,435	99.8%	Met
Dislocated Worker Program				
Entered Employment	79.8%	83.6%	104.8%	Exceeded
Retention	79.9%	87.7%	109.8%	Exceeded
6 Month Avg. Earnings	\$15,869	\$17,508	110.3%	Exceeded
Youth Program				
Youth Placement	59.0%	66.6%	112.9%	Exceeded
Youth Degree Attainment	59.0%	75.6%	128.1%	Exceeded
Literacy & Numeracy	45.0%	67.8%	150.7%	Exceeded

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Enrollments

During PY 2011, 7,742 participants were served in the WIA Adult Program, and 3,030, or 39.1% of the participants, exited the program. The Dislocated Worker Program served 10,893 participants and 4,699, or 43.1% of the enrolled num-

ber, exited the program. The Youth program served a total of 5,277 participants, with 1,989, or 37.7% of the participants, exiting during the program year.

**Workforce Investment Act
Participants Served and Exited by Program Area**

Program	Participants Served	Participants Exited	% Exited to Served
Adult	7,742	3,030	39.1%
Dislocated Workers	10,893	4,699	43.1%
Youth	5,277	1,989	37.7%

Entered Employment

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

**Workforce Investment Act
Entered Employment Rates**

Program	Participants Exited & Counted in Measure	Participants Employed in 1st Quarter After Exit	% of Participants Employed in 1st Quarter
Adult	3,274	2,761	84.3%
Dislocated Workers	5,244	4,383	83.6%

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.

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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 (in-

cluding 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.

Youth Population Served Under WIA

Total Youth Participants	
Served	5,277
Exited	1,989
Age 14-18	4,128
Age 19-21	1,149
In-School Youth Participants	
Served	3,482
Exited	1,173
Out-of School Youth Participants	
Served	1,795
Exited	816

Note: In-School and Out-of-School Data is not captured by age.

WIA Youth Program Common Measure Performance Outcomes

Common Measure	PY 2011 Goal	PY 2011 Actual	% of Goal Achieved	PY 2011 Results
Youth Placement	59.0%	66.6%	112.9%	Exceeded
Youth Degree Attainment	59.0%	75.6%	128.1%	Exceeded
Literacy/Numeracy	45.0%	67.8%	150.7%	Exceeded

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New Jersey Usage of WIA Waivers

New Jersey currently has nine USDOL approved WIA waivers (identified in Waivers Table 2 below).

To better evaluate the effectiveness of these waivers, the State deployed a utility within its electronic case management system in

2010 to more easily track waiver usage. At the same time, the State issued a “New Jersey Waivers Documentation” Directive to guide 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. Local area usage of waivers is arrayed in Waivers Table 1.

Waivers Table 1. PY 2011 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	9 Comp Procurement of 3 Youth Program Elements
A/CM				YES	YES	YES	YES	N/A	
Bergen				YES	YES		YES	N/A	
Burlington			YES	YES	YES		YES	N/A	
Camden				YES			YES	N/A	
C/Salem				YES	YES		YES	N/A	
Essex				YES			YES	N/A	YES
Gloucester				YES			YES	N/A	
Gr. Raritan			YES	YES	YES	YES	YES	N/A	YES
Hudson				YES			YES	N/A	
Jersey City				YES	YES		YES	N/A	
Mercer				YES		YES	YES	N/A	YES
Middlesex				YES			YES	N/A	
Monmouth				YES			YES	N/A	
M/S/W					YES		YES	N/A	
Newark					YES	YES	YES	N/A	YES
Ocean				YES			YES	N/A	YES
Passaic				YES	YES	YES	YES	N/A	
Union							YES	N/A	
Total WIBs	0	0	2	15	9	5	18	N/A	5

*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 265,054 WIA and Wagner-Peyser customers under this waiver as reported in the State’s June 2012, ETA 9002A report.

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Other than the Common Measures Performance Reporting waiver, which applies to all Wagner-Peyser and WIA participants, the Youth Individual Training Account (ITA) Waiver #4 was most utilized during the program year. The Youth ITA waiver allowed 265 older, out-of-school youth to be enrolled in an ITA without being served as an adult. This option provides a positive, individualized service strategy for 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 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. Recognizing the value of the OJT, New Jersey will continue to extend the option of documenting use of that waiver to the local areas as the State’s own performance measures dashboard under development may include a credentials related performance measure.

Regarding waivers for which there is no local area report of usage during Program Year 2011, a subsequent Waiver Usage survey conducted during August 2012 yielded the following feedback:

Waiver #1: 50% Match for Customized Training: Local Areas advised either: 1) they received no applicable requests for this kind of training; or 2) local businesses had accessed this kind of training through different grants, including the State’s Customized Training program.

Waiver #2: Adult-Dislocated Worker Fund Transfer: While a number of local areas made fund transfers between the two programs during Program Year 2011, none of the transfers exceeded the limits under WIA. Some local areas noted the use of the waiver in previous years and expressed appreciation for having the flexibility the waiver provides.

Waiver #3: 10% of local funds for Incumbent Worker Training: Used only on two local areas during Program Year 2011, a couple local areas noted that given the high unemployment rate, their focus has been on the “hardest to serve” population first.

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 2012.

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WIA Waivers Table 2. New Jersey Program Year 2011

	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 with 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% of 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.
9	Competitive Procurement for Youth Program Elements	Waiver of the requirement for competitive procurement of service providers for three youth program elements – supportive services, follow-up services, and work experience.

BUILDING THE TALENT CONNECTION

Cost of Workforce Investment Activities

Expenditures and Obligations

During Program Year 2011, the Department expended a total of \$80,208,888 for programs under the Workforce Investment Act. The Adult Program expended \$18,354,656 from all program year resources. The Dislocated Worker Program expended \$24,748,736. For the combined Older and Younger Youth Programs, New Jersey expended \$17,752,619. The total reported Program Year 2011 expenditures for Statewide Activities and Rapid Response was \$19,352,877. These figures for Program Year 2011 do not include total outstanding obligations of \$16,985,096 (Adults: \$4,477,086; Dislocated Workers: \$4,765,166; Youth: \$4,778,583; Adult Statewide Activities: \$29,355;

Youth Statewide Activities: \$164,922; Dislocated Worker Statewide Activities: \$41,383; and Rapid Response of \$2,728,601). In Program Year 2011 Administration Costs were included in the expenditures of each program area.

Cost Effectiveness – Program Year 2011

A total of \$60,856,011 was expended under Adult, Dislocated Worker, and Youth Programs. Including outstanding obligations, a total of \$74,876,846 was spent for the three programs resulting in an average cost per participant of \$3,131.35.

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

Table. Program Year 2011 Cost Efficiency Summary

	Total Participants Served	Funds Expended + Outstanding Obligations	Cost Per Participant
Total Participants	23,912	\$74,876,846	\$3,131.35
Adult	7,742	\$22,831,742	\$2,949.08
Dislocated Workers	10,893	\$29,513,902	\$2,709.44
Youth	5,277	\$22,531,202	\$4,269.70

BUILDING THE TALENT CONNECTION

WIA Year-End Financial Statement PY 2011 July 1, 2011 thru June 30, 2012

<u>Funding Sources</u>	<u>Available Fund.</u>	<u>Expended</u>	<u>Outstanding Obligations</u>	<u>Available Balance</u>	<u>Percentage Available</u>
<u>Local Area</u>					
Adult (PY11)	19,171,215	10,452,114	4,477,086	4,242,015	22.13%
Carry-in (PY09/10)	8,556,633	7,902,542	0	654,091	7.64%
Youth (PY11)	19,344,685	12,224,639	4,778,583	2,341,463	12.10%
In-School	9,194,786	5,878,894	2,351,827		
Out-School	10,149,899	6,345,745	2,426,756		
Carry-in (PY09/10)	5,527,993	5,527,980	0	14	0.00%
In-School	2,785,458	2,845,980	0		
Out-School	2,742,536	2,682,000	0		
Dislocated Worker (PY11)	24,040,747	15,173,065	4,765,166	4,102,516	17.06%
Carry-in (PY09/10)	9,873,042	9,575,671	0	297,371	3.01%
<u>Statewide Activity</u>					
Adult (PY11)	1,009,011	960,210	119	48,682	4.82%
Carry-in (PY09/10)	2,597,333	2,334,383	29,236	233,714	9.00%
Youth (PY11)	1,018,141	1,018,141	0	0	0.00%
Carry-in (PY09/10)	2,247,976	2,083,054	164,922	0	0.00%
Dislocated Worker (PY11)	1,610,053	1,541,882	166	68,005	4.22%
Carry-in (PY09/10)	5,416,564	5,187,699	41,217	187,648	3.46%
Rapid Response (PY11)	6,550,266	3,599,193	1,019,965	1,931,108	29.48%
Carry-in (PY09/10)	4,780,974	2,628,315	1,708,636	444,023	9.29%
Total PY 2011 Funding:	<u>111,744,633</u>	<u>80,208,888</u>	<u>16,985,096</u>	<u>14,550,650</u>	
				<u>14,550,650</u>	

Note

BUILDING THE TALENT CONNECTION

WIA Statewide 10% Allowable Activities Description

PY 2011

July 1, 2011 thru June 30, 2012

Federal Financial Reports

Description	Expenditures		Total	Outstanding
	PY09/10	PY11	Expenditures	Obligations
Project Reemployment Opportunity System (12)	0	2,492,152	2,492,152	285
Labor Planning & Analysis-CIDS (12)	0	167,896	167,896	0
Youth Corp (12)	0	0	0	0
SETC Business Initiative	200,000	0	200,000	0
NJIT	129,263	47,236	176,499	2,900
Central Jersey Community Dev	24,994	0	24,994	0
Rutgers - Consumer Report Card	27,741	58,738	86,479	27,741
Entrepreneurial Training Program	878,832	0	878,832	0
Project Self Sufficiency Program	1,453,141	0	1,453,141	46,876
Montclair State Evaluation	20,000	0	20,000	0
JAG	384,447	0	384,447	115,146
	0	0	0	0
Total:	3,118,418	2,766,022	5,884,440	192,948

WIA Cost of Program Activities

PY 2011

July 1, 2011 thru June 30, 2012

Program Activity	Expenditures	Obligations	Total Federal Spending
Local Adults	18,354,656	4,477,086	22,831,742
Local Dislocated Workers	24,748,736	4,765,166	29,513,902
Local Youth	17,752,619	4,778,583	22,531,202
Rapid Response	6,227,508	2,728,601	8,956,109
Statewide Activities (includes 5% Administration)	13,125,369	235,660	13,361,029
Statewide 10% Allowable Activities			
Project Reemployment Opportunity System (12)	2,492,152		
Labor Planning & Analysis-CIDS (12)	167,896		
Youth Corp (12)	0		
SETC Business Initiative	200,000		
NJIT	176,499		
Central Jersey Community Dev	24,994		
Rutgers - Consumer Report Card	86,479		
Entrepreneurial Training Program	878,832		
Project Self Sufficiency Program	1,453,141		
Montclair State Evaluation	20,000		
JAG	384,447		
Total Statewide Allowable Activities:	5,884,440		
Total of All Federal Spending Listed Above	\$80,208,888	\$16,985,096	\$97,193,984

BUILDING THE TALENT CONNECTION

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

State Name New Jersey

Date Submitted

September 30, 2012

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						
Employers						

Table B- Adult Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	79.3%	84.3%	2,761 3,274
Employment Retention Rate	79.2%	85.9%	2,678 3,118
Average Earnings	\$12,463	\$12,435	\$30,502,285 2,453
Employment and Credential Rate			Numerator Denominator

BUILDING THE TALENT CONNECTION

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	72.6%	122	79.5%	97	65.7%	23	76.3%	200
		168		122		35		262
Employment Retention Rate	81.3%	74	80.0%	88	81.3%	26	88.3%	203
		91		110		32		230
Average Earnings	\$11,552	\$739,304	\$ 14,415	\$1,182,019	\$9,952	\$248,790	\$13,869	\$2,537,992
		64		82		25		183
Employment and Credential Rate		Num		Num		Num		Num
		Den		Den		Den		Den

Table D - Other Outcome Information for the Adult Program

Reported Information	Individuals Who Received Training Services		Individuals Who Only Received Core and Intensive Services	
Entered Employment Rate	84.3%	2,019	84.4%	742
		2,395		879
Employment Retention Rate	86.6%	1,963	84.1%	715
		2,268		850
Average Earnings	\$12,549	\$22,311,271	\$12,135	\$8,191,014
		1,778		675

Table E - Dislocated Worker Program Results

Reported Information	Negotiated Performance Level		Actual Performance Level	
Entered Employment Rate	79.8%	83.6%	4,383	
			5,244	
Employment Retention Rate	79.9%	87.7%	4,291	
			4,891	
Average Earnings	\$15,869	\$17,508	\$70,153,463	
			4,007	
Employment and Credential Rate			Numerator	
			Denominator	

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Table F - Outcomes for Dislocated Worker Special Populations

Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
Entered Employment Rate	83.9%	203	92.9%	26	75.4%	635	0.0%	0
		242				28		
Employment Retention Rate	88.6%	194	87.5%	14	86.4%	628	0.0%	0
		219		16		727		0
Average Earnings	\$17,637	\$3,245,290	\$14,704	\$191,147	\$19,796	\$11,580,852	\$0	0
		184		13		585		0
Employment and Credential Rate		Num		Num		Num		Num
		Den		Den		Den		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	83.5%	3,780	84.2%	603
		4,528		716
Employment Retention Rate	87.5%	3,639	89.3%	652
		4,161		730
Average Earnings	\$17,068	\$57,774,307	\$19,902	\$12,379,156
		3,385		622

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

Reported Information	Negotiated Performance Level	Actual Performance Level
Placement in Employment or Education	59.0%	66.6%
		1,218
		1,830
Attainment of Degree or Certificate	59.0%	75.6%
		1,241
		1,641
Literacy and Numeracy Gains	45.0%	67.8%
		421
		621

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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
Entered Employment Rate	Num	Num	Num	Num
	Den	Den	Den	Den
Employment Retention Rate	Num	Num	Num	Num
	Den	Den	Den	Den
Six Months Earnings Increase	Num	Num	Num	Num
	Den	Den	Den	Den
Credential Rate	Num	Num	Num	Num
	Den	Den	Den	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

Table K - Outcomes for Younger Youth Special Populations

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

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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	
Adults	82.4%	2,528 3,068	\$5,397	\$15,063,935 2,791	0.8%	22 2,761	\$5,418	\$13,740,163 2,536	26.5%	536 2,019
Dislocated Workers	87.3%	4,177 4,785	124.1%	\$70,884,458 \$57,135,863	0.5%	24 4,383	\$7,253	\$29,714,063 4,097	33.4%	1,262 3,780
Older Youth		Num Den		Num Den		Num Den		Num Den		

Table M - Participation Levels

Reported Information	Total Participants Served	Total Exits
Total Adult Customers	109,645	68,226
Total Adults (self-service only)	91,690	60,855
WIA Adults	99,432	63,885
WIA Dislocated Workers	10,893	4,699
Total Youth (14 - 21)	5,277	1,989
Younger Youth (14 - 18)	4,128	1,504
Older Youth (19 - 21)	1,149	485
Out-of-School Youth	1,795	816
In-School Youth	3,482	1,173

Table N - Cost of Program Activities

Program Activity	Total Federal Spending
Local Adults	\$22,831,742
Local Dislocated Workers	\$29,513,902
Local Youth	\$22,531,202
Rapid Response (up to 25% WIA Section 134(a)(2)(B))	\$8,956,109
Statewide Activities (Includes 5% Administration) WIA Section 134(a)(2)(B)	\$13,361,029
	Program Activity Description
	Project Reemployment Opportunity \$2,492,152.00
	Labor Planning & Analysis-CIDS \$167,896.00
	Youth Corp \$0.00
	SETC Business Initiative \$200,000.00
	New Jersey Institute of Technology \$176,499.00
	Central Jersey Community Development \$24,994.00
	Rutgers - Consumer Report Card \$86,479.00
	Entrepreneurial Training Program \$878,832.00
	Project Self Sufficiency Program \$1,453,141.00
	Montclair State Evaluation \$20,000.00
	JAG \$384,447.00
	Total of All Federal Spending Listed Above
	\$97,193,984

BUILDING THE TALENT CONNECTION

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

Local Area Name		Adults	3,413
Atlantic Cape May WIB	Total Participants Served	Dislocated Workers	406
		Older Youth (19 - 21)	101
		Younger Youth (14 - 18)	376
ETA Assigned #		Adults	2,169
34035	Total Exiters	Dislocated Workers	258
		Older Youth (19 - 21)	98
		Younger Youth (14 - 18)	315

Reported Information	Program Participants	Negotiated Performance Level	Actual Performance
Customer Satisfaction	Employers		
	Adults	75.4%	83.7%
Entered Employment Rates	Dislocated Workers	76.5%	86.2%
	Older Youth		
	Adults	80.6%	82.2%
Retention Rates	Dislocated Workers	80.3%	82.8%
	Older Youth		
	Younger Youth		
Average Earnings (Adults/DWs)	Adults	\$8,296	\$11,984
Six Months Earnings Increase (Older Youth)	Dislocated Workers	\$10,811	\$14,506
	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%	62.2%
Attainment of Degree or Certificate	Youth (14 - 21)	59.0%	61.4%
Literacy and Numeracy Gains	Youth (14 - 21)	45.0%	57.8%

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

BUILDING THE TALENT CONNECTION

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

Local Area Name Bergen County WIB	Total Participants Served	Adults	3,739
		Dislocated Workers	985
		Older Youth (19 - 21)	36
		Younger Youth (14 - 18)	359
ETA Assigned # 34040	Total Exters	Adults	2,018
		Dislocated Workers	119
		Older Youth (19 - 21)	12
		Younger Youth (14 - 18)	108

Reported Information		Negotiated Performance Level	Actual Performance
Customer Satisfaction	Program Participants		
	Employers		
Entered Employment Rates	Adults	80.1%	96.7%
	Dislocated Workers	85.5%	94.2%
	Older Youth		
Retention Rates	Adults	78.6%	87.9%
	Dislocated Workers	83.5%	90.2%
	Older Youth		
	Younger Youth		
Average Earnings (Adults/DWs)	Adults	\$9,424	\$13,593
Six Months Earnings Increase (Older Youth)	Dislocated Workers	\$15,568	\$16,872
Credential/Diploma Rates	Older Youth		
	Younger Youth		
	Adults		
	Dislocated Workers		
Skill Attainment Rate	Younger Youth		
Placement in Employment or Education	Youth (14 - 21)	59.0%	73.7%
Attainment of Degree or Certificate	Youth (14 - 21)	59.0%	97.5%
Literacy and Numeracy Gains	Youth (14 - 21)	45.0%	86.7%

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).		

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

BUILDING THE TALENT CONNECTION

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

Local Area Name Burlington County WIB	Total Participants Served	Adults 3,975
		Dislocated Workers 286
		Older Youth (19 - 21) 18
		Younger Youth (14 - 18) 92
ETA Assigned # 34045	Total Exiters	Adults 2,683
		Dislocated Workers 209
		Older Youth (19 - 21) 10
		Younger Youth (14 - 18) 40

Reported Information		Negotiated Performance Level	Actual Performance
Customer Satisfaction	Program Participants		
	Employers		
Entered Employment Rates	Adults	69.8%	69.0%
	Dislocated Workers	63.6%	75.9%
	Older Youth		
Retention Rates	Adults	78.5%	85.3%
	Dislocated Workers	83.0%	86.0%
	Older Youth		
	Younger Youth		
Average Earnings (Adults/DWs)	Adults	\$10,186	\$12,144
Six Months Earnings Increase (Older Youth)	Dislocated Workers	\$13,551	\$14,130
	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%	68.3%
Attainment of Degree or Certificate	Youth (14 - 21)	59.0%	76.9%
Literacy and Numeracy Gains	Youth (14 - 21)	45.0%	26.7%

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).		

	Not Met	Met	Exceeded
Overall Status of Local Performance	1	1	7

BUILDING THE TALENT CONNECTION

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 4149 Dislocated Workers 722 Older Youth (19 - 21) 71 Younger Youth (14 - 18) 130		
ETA Assigned # <u>34005</u>	Total Exitters	Adults 2,101 Dislocated Workers 554 Older Youth (19 - 21) 61 Younger Youth (14 - 18) 81		
Reported Information	Program Participants	Negotiated Performance Level	Actual Performance	
Customer Satisfaction	Employers			
Entered Employment Rates	Adults	74.1%	67.6%	
	Dislocated Workers	77.8%	74.7%	
	Older Youth			
Retention Rates	Adults	79.1%	75.7%	
	Dislocated Workers	77.4%	82.6%	
	Older Youth			
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	\$8,292	\$11,213	
	Dislocated Workers	\$12,838	\$14,997	
	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%	55.8%	
Attainment of Degree or Certificate	Youth (14 - 21)	59.0%	64.2%	
Literacy and Numeracy Gains	Youth (14 - 21)	45.0%	69.7%	
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 0	Met 4	Exceeded 5

BUILDING THE TALENT CONNECTION

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

Local Area Name <u>Cumberland Salem County</u>	Total Participants Served	Adults 2,557 Dislocated Workers 506 Older Youth (19 - 21) 117 Younger Youth (14 - 18) 433	
ETA Assigned # <u>34090</u>	Total Exiters	Adults 1,487 Dislocated Workers 337 Older Youth (19 - 21) 46 Younger Youth (14 - 18) 187	
Reported Information	Program Participants	Negotiated Performance Level	Actual Performance
Customer Satisfaction	Employers		
Entered Employment Rates	Adults	78.9%	80.8%
	Dislocated Workers	81.2%	83.8%
	Older Youth		
Retention Rates	Adults	74.3%	80.9%
	Dislocated Workers	85.0%	94.8%
	Older Youth		
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Younger Youth		
	Adults	\$7,922	\$10,619
	Dislocated Workers	\$12,163	\$14,517
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%	70.0%
Attainment of Degree or Certificate	Youth (14 - 21)	59.0%	67.2%
Literacy and Numeracy Gains	Youth (14 - 21)	45.0%	56.8%
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

BUILDING THE TALENT CONNECTION

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

Local Area Name Essex County WIB	Total Participants Served	Adults 6,106
		Dislocated Workers 510
		Older Youth (19 - 21) 66
		Younger Youth (14 - 18) 105
ETA Assigned # 34050	Total Exiters	Adults 3,589
		Dislocated Workers 96
		Older Youth (19 - 21) 5
		Younger Youth (14 - 18) 46

Reported Information	Program Participants	Negotiated Performance Level	Actual Performance
Customer Satisfaction	Employers		
	Adults	66.5%	83.1%
Entered Employment Rates	Dislocated Workers	60.1%	79.0%
	Older Youth		
	Adults	78.3%	90.3%
Retention Rates	Dislocated Workers	77.9%	88.3%
	Older Youth		
	Younger Youth		
Average Earnings (Adults/DWs)	Adults	\$12,395	\$13,718
Six Months Earnings Increase (Older Youth)	Dislocated Workers	\$12,448	\$14,002
	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%	80.0%
Attainment of Degree or Certificate	Youth (14 - 21)	59.0%	75.0%
Literacy and Numeracy Gains	Youth (14 - 21)	45.0%	75.0%

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

BUILDING THE TALENT CONNECTION

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 2292
		Dislocated Workers 237
		Older Youth (19 - 21) 24
		Younger Youth (14 - 18) 50
ETA Assigned # <u>34055</u>	Total Exiters	Adults 1,140
		Dislocated Workers 153
		Older Youth (19 - 21) 15
		Younger Youth (14 - 18) 29

Reported Information		Negotiated Performance Level	Actual Performance
Customer Satisfaction	Program Participants		
	Employers		
Entered Employment Rates	Adults	77.1%	90.4%
	Dislocated Workers	82.2%	82.9%
	Older Youth		
Retention Rates	Adults	78.4%	92.9%
	Dislocated Workers	85.4%	89.9%
	Older Youth		
	Younger Youth		
Average Earnings (Adults/DWs)	Adults	\$10,314	\$13,320
Six Months Earnings Increase (Older Youth)	Dislocated Workers	\$12,840	\$15,847
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%	73.6%
Attainment of Degree or Certificate	Youth (14 - 21)	59.0%	62.9%
Literacy and Numeracy Gains	Youth (14 - 21)	45.0%	61.5%

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

BUILDING THE TALENT CONNECTION

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

Local Area Name <u>Greater Raritan WIB</u>	Total Participants Served	Adults Dislocated Workers Older Youth (19 - 21) Younger Youth (14 - 18)	1841 620 32 34
ETA Assigned # <u>34110</u>	Total Exiters	Adults Dislocated Workers Older Youth (19 - 21) Younger Youth (14 - 18)	962 210 23 18
Reported Information	Program Participants	Negotiated Performance Level	Actual Performance
Customer Satisfaction	Employers		
Entered Employment Rates	Adults	89.9%	80.8%
	Dislocated Workers	88.3%	78.0%
	Older Youth		
Retention Rates	Adults	86.1%	83.3%
	Dislocated Workers	82.7%	93.2%
	Older Youth		
Average Earnings (<i>Adults/DWs</i>) Six Months Earnings Increase (<i>Older Youth</i>)	Adults	\$13,826	\$13,146
	Dislocated Workers	\$21,463	\$28,411
	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%	58.3%
Attainment of Degree or Certificate	Youth (14 - 21)	59.0%	20.0%
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).			
Overall Status of Local Performance		Not Met 2	Met 5
			Exceeded 2

BUILDING THE TALENT CONNECTION

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

Local Area Name Hudson County WIB	Total Participants Served	Adults 1,876 Dislocated Workers 1,054 Older Youth (19 - 21) 83 Younger Youth (14 - 18) 226
ETA Assigned # 34060	Total Exiters	Adults 978 Dislocated Workers 38 Older Youth (19 - 21) 37 Younger Youth (14 - 18) 73

Reported Information	Program Participants	Negotiated Performance Level	Actual Performance
Customer Satisfaction	Employers		
Entered Employment Rates	Adults	81.3%	83.3%
	Dislocated Workers	88.7%	86.7%
	Older Youth		
Retention Rates	Adults	76.8%	92.0%
	Dislocated Workers	84.9%	83.1%
	Older Youth		
	Younger Youth		
Average Earnings (Adults/DWs)	Adults	\$10,049	\$13,145
Six Months Earnings Increase (Older Youth)	Dislocated Workers	\$16,434	\$19,496
	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%	51.5%
Attainment of Degree or Certificate	Youth (14 - 21)	59.0%	60.2%
Literacy and Numeracy Gains	Youth (14 - 21)	45.0%	46.7%

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	3	6

BUILDING THE TALENT CONNECTION

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

Local Area Name		Adults	6,699
Jersey City WIB	Total Participants Served	Dislocated Workers	373
		Older Youth (19 - 21)	28
		Younger Youth (14 - 18)	259
ETA Assigned #		Adults	3,829
34015	Total Exiters	Dislocated Workers	99
		Older Youth (19 - 21)	13
		Younger Youth (14 - 18)	198

Reported Information	Program Participants	Negotiated Performance Level	Actual Performance
Customer Satisfaction	Employers		
	Adults	88.2%	88.8%
Entered Employment Rates	Dislocated Workers	90.2%	98.4%
	Older Youth		
	Adults	84.5%	89.8%
Retention Rates	Dislocated Workers	89.4%	95.2%
	Older Youth		
	Younger Youth		
Average Earnings (Adults/DWs)	Adults	\$11,302	\$14,030
Six Months Earnings Increase (Older Youth)	Dislocated Workers	\$13,057	\$18,512
	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%	61.6%
Attainment of Degree or Certificate	Youth (14 - 21)	59.0%	96.7%
Literacy and Numeracy Gains	Youth (14 - 21)	45.0%	85.0%

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

BUILDING THE TALENT CONNECTION

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

Local Area Name		Adults	2558
Mercer County WIB	Total Participants Served	Dislocated Workers	569
		Older Youth (19 - 21)	72
		Younger Youth (14 - 18)	127
ETA Assigned #		Adults	1,261
34030	Total Exiters	Dislocated Workers	256
		Older Youth (19 - 21)	22
		Younger Youth (14 - 18)	49

Reported Information	Program Participants	Negotiated Performance Level	Actual Performance
Customer Satisfaction	Employers		
	Adults	72.9%	85.7%
Entered Employment Rates	Dislocated Workers	89.7%	89.4%
	Older Youth		
	Adults	66.3%	86.3%
Retention Rates	Dislocated Workers	72.9%	81.6%
	Older Youth		
	Younger Youth		
Average Earnings (Adults/DWs)	Adults	\$12,011	\$10,679
Six Months Earnings Increase (Older Youth)	Dislocated Workers	\$12,177	\$15,743
	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%	91.7%
Attainment of Degree or Certificate	Youth (14 - 21)	59.0%	88.9%
Literacy and Numeracy Gains	Youth (14 - 21)	45.0%	61.5%

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	2	7

BUILDING THE TALENT CONNECTION

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

Local Area Name Middlesex County WIB	Total Participants Served	Adults	5,372
		Dislocated Workers	833
		Older Youth (19 - 21)	87
		Younger Youth (14 - 18)	72
ETA Assigned # 34115	Total Exters	Adults	3,074
		Dislocated Workers	554
		Older Youth (19 - 21)	31
		Younger Youth (14 - 18)	36

Reported Information	Program Participants	Negotiated Performance Level	Actual Performance
Customer Satisfaction	Employers		
	Adults	74.1%	74.1%
Entered Employment Rates	Dislocated Workers	72.7%	72.8%
	Older Youth		
	Adults	82.4%	81.3%
Retention Rates	Dislocated Workers	81.6%	84.5%
	Older Youth		
	Younger Youth		
Average Earnings (Adults/DWs)	Adults	\$11,574	\$15,812
Six Months Earnings Increase (Older Youth)	Dislocated Workers	\$14,917	\$19,656
	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%	62.7%
Attainment of Degree or Certificate	Youth (14 - 21)	59.0%	67.6%
Literacy and Numeracy Gains	Youth (14 - 21)	45.0%	39.6%

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).		

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

BUILDING THE TALENT CONNECTION

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 8,113	Dislocated Workers 623	Older Youth (19 - 21) 59	Younger Youth (14 - 18) 150
ETA Assigned # <u>34070</u>	Total Exiters	Adults 5,874	Dislocated Workers 399	Older Youth (19 - 21) 45	Younger Youth (14 - 18) 76
Reported Information	Program Participants	Negotiated Performance Level		Actual Performance	
Customer Satisfaction	Employers				
Entered Employment Rates	Adults	69.1%		82.5%	
	Dislocated Workers	70.6%		80.8%	
	Older Youth				
Retention Rates	Adults	72.1%		79.7%	
	Dislocated Workers	75.8%		87.2%	
	Older Youth				
Average Earnings (Adults/DWs)	Adults	\$9,968		\$12,338	
Six Months Earnings Increase (Older Youth)	Dislocated Workers	\$16,893		\$18,846	
Credential/Diploma Rates	Older Youth				
	Younger Youth				
	Younger Youth				
Skill Attainment Rate	Younger Youth				
Placement in Employment or Education	Youth (14 - 21)	59.0%		57.0%	
Attainment of Degree or Certificate	Youth (14 - 21)	59.0%		88.9%	
Literacy and Numeracy Gains	Youth (14 - 21)	45.0%		79.7%	
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	1	8	

BUILDING THE TALENT CONNECTION

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

Local Area Name Morris Sussex Warren WIB	Total Participants Served	Adults 7,637	Dislocated Workers 1,172	Older Youth (19 - 21) 14	Younger Youth (14 - 18) 102
ETA Assigned # 34105	Total Exiters	Adults 5,652	Dislocated Workers 594	Older Youth (19 - 21) 8	Younger Youth (14 - 18) 52
Reported Information	Program Participants	Negotiated Performance Level		Actual Performance	
Customer Satisfaction	Employers				
Entered Employment Rates	Adults	85.5%		88.5%	
	Dislocated Workers	80.8%		87.4%	
	Older Youth				
Retention Rates	Adults	85.3%		98.0%	
	Dislocated Workers	87.2%		89.9%	
	Older Youth				
Average Earnings (Adults/DWs)	Adults	\$15,295		\$18,045	
	Dislocated Workers	\$17,144		\$21,807	
	Older Youth				
Six Months Earnings Increase (Older Youth)	Adults				
	Dislocated Workers				
	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%		80.4%	
Attainment of Degree or Certificate	Youth (14 - 21)	59.0%		83.9%	
Literacy and Numeracy Gains	Youth (14 - 21)	45.0%		96.0%	
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).					
Overall Status of Local Performance		Not Met	Met	Exceeded	
		0	0	9	

BUILDING THE TALENT CONNECTION

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

Local Area Name		Adults	2,954
Newark WIB	Total Participants Served	Dislocated Workers	588
		Older Youth (19 - 21)	155
ETA Assigned #		Younger Youth (14 - 18)	726
34020	Total Exiters	Adults	1,304
		Dislocated Workers	195
		Older Youth (19 - 21)	6
		Younger Youth (14 - 18)	38

Reported Information		Negotiated Performance Level	Actual Performance
Customer Satisfaction	Program Participants		
	Employers		
Entered Employment Rates	Adults	85.6%	90.3%
	Dislocated Workers	88.3%	94.3%
	Older Youth		
Retention Rates	Adults	79.7%	90.9%
	Dislocated Workers	75.2%	89.7%
	Older Youth		
	Younger Youth		
Average Earnings (Adults/DWs)	Adults	\$9,039	\$10,730
Six Months Earnings Increase (Older Youth)	Dislocated Workers	\$9,553	\$12,816
	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%	90.7%
Attainment of Degree or Certificate	Youth (14 - 21)	59.0%	97.3%
Literacy and Numeracy Gains	Youth (14 - 21)	45.0%	54.5%

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

BUILDING THE TALENT CONNECTION

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

Local Area Name Ocean County WIB	Total Participants Served	Adults 4,151 Dislocated Workers 389 Older Youth (19 - 21) 48 Younger Youth (14 - 18) 281
ETA Assigned # 34080	Total Exiters	Adults 2,250 Dislocated Workers 256 Older Youth (19 - 21) 19 Younger Youth (14 - 18) 47

Reported Information	Program Participants	Negotiated Performance Level	Actual Performance
Customer Satisfaction	Employers		
Entered Employment Rates	Adults	71.3%	84.9%
	Dislocated Workers	75.5%	84.6%
	Older Youth		
Retention Rates	Adults	75.4%	83.6%
	Dislocated Workers	74.2%	86.7%
	Older Youth		
Average Earnings (Adults/DWs)	Adults	\$12,696	\$13,022
	Dislocated Workers	\$13,851	\$15,269
	Older Youth		
Six Months Earnings Increase (Older Youth)	Adults		
	Dislocated Workers		
	Older Youth		
Credential/Diploma Rates	Adults		
	Dislocated Workers		
	Older Youth		
Skill Attainment Rate	Younger Youth		
	Younger Youth		
Placement in Employment or Education	Youth (14 - 21)	59.0%	67.9%
Attainment of Degree or Certificate	Youth (14 - 21)	59.0%	84.8%
Literacy and Numeracy Gains	Youth (14 - 21)	45.0%	97.0%

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).		

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

BUILDING THE TALENT CONNECTION

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	5,926
		Dislocated Workers	511
		Older Youth (19 - 21)	102
		Younger Youth (14 - 18)	451
ETA Assigned # <u>34025</u>	Total Exiters	Adults	3,468
		Dislocated Workers	120
		Older Youth (19 - 21)	3
		Younger Youth (14 - 18)	12

Reported Information	Program Participants	Negotiated Performance Level	Actual Performance
Customer Satisfaction	Employers		
	Adults	80.9%	94.1%
Entered Employment Rates	Dislocated Workers	85.2%	95.2%
	Older Youth		
Retention Rates	Adults	76.3%	92.5%
	Dislocated Workers	75.8%	92.9%
	Older Youth		
	Younger Youth		
Average Earnings (Adults/DWs)	Adults	\$10,244	\$12,137
Six Months Earnings Increase (Older Youth)	Dislocated Workers	\$14,989	\$17,891
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%	76.2%
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	0	9

BUILDING THE TALENT CONNECTION

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

Local Area Name Union County WIB	Total Participants Served	Adults	4,096
ETA Assigned # 34010		Dislocated Workers	437
		Older Youth (19 - 21)	36
	Younger Youth (14 - 18)	154	
	Total Exiters	Adults	2,105
		Dislocated Workers	219
		Older Youth (19 - 21)	31
		Younger Youth (14 - 18)	99

Reported Information	Program Participants	Negotiated Performance Level	Actual Performance
Customer Satisfaction	Employers		
	Adults	82.7%	91.5%
Entered Employment Rates	Dislocated Workers	89.3%	92.6%
	Older Youth		
Retention Rates	Adults	83.4%	87.5%
	Dislocated Workers	85.4%	88.9%
	Older Youth		
	Younger Youth		
Average Earnings (Adults/DWs)	Adults	\$10,727	\$13,518
Six Months Earnings Increase (Older Youth)	Dislocated Workers	\$13,679	\$14,445
	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%	70.2%
Attainment of Degree or Certificate	Youth (14 - 21)	59.0%	68.8%
Literacy and Numeracy Gains	Youth (14 - 21)	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).		

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