

November 2014

New Jersey Workforce Investment Annual Report: 2013-2014



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

Chris Christie, *Governor*
Harold J. Wirths, *Commissioner*

Introduction

For nearly five years, New Jersey has worked to refocus its workforce programs into a talent development system. This report summarizes some of the highlights of those efforts ,and provides an overview of the major priorities for the coming year.

The recently passed Workforce Innovation and Opportunity Act (WIOA) is clearly aligned with the strategic direction New Jersey has taken. WIOA offers an opportunity for the New Jersey Department of Labor & Workforce Development (LWD) to build upon many of its innovative and successful efforts to date.

Through its Talent Networks and focused outreach efforts, New Jersey has worked to build strong partnerships with employers. As WIOA places a renewed emphasis on creating a employer-driven workforce system, this state is well positioned to build additional industry-education partnerships.

LWD has expanded its partnerships with the state's community colleges. The Department has also worked to expand its outreach to high schools, training providers and the state's four year colleges and universities. These partnerships with educators at all levels are critical to LWD's ability to more effectively assist individuals to find employment, develop careers ,and build a skilled, competitive workforce in New Jersey. WIOA's new emphasis on helping individuals obtain industry-valued credentials is consistent with the State's ongoing efforts.

Finally, WIOA places a strong emphasis on performance outcomes with a new set of unified performance metrics for all Workforce Investment Act programs for adults, dislocated workers, youth and literacy programs, the Wagner-Peyser Employment services program and the Vocational Rehabilitation Services programs. On-going efforts to implement new performance measures and dashboards, and to disseminate performance information through the Department's online consumer report card for training programs, have positioned us to be national leaders in this area.

New Jersey's workforce development system is built on many strong partnerships. LWD will continue to work closely with employers, with our many partners in state government, with local Workforce Investment Boards, with city and county governments, with community colleges and educational institutions at all levels and with community and faith based organizations.

4 Priorities

New Jersey's workforce development system is focused on four critical priorities as LWD works to help individuals find new jobs and careers in order to build a skilled, talented and competitive workforce. Together with state and local partners, the Department has developed a detailed strategy to enhance the effectiveness of its Workforce Investment Act, Wagner-Peyser, Vocational Rehabilitation and other workforce programs.

Reemployment

Goal: Reducing the amount of time that individuals are unemployed

LWD is pioneering new approaches to engage individuals soon after they lose their jobs and to work in partnership with community colleges, libraries and community organizations to reach and serve unemployed and underemployed people.

Opportunity

Goal: Increasing the number of people who are on a pathway to economic opportunity

LWD is working with employers, community organizations and workforce partners to help all New Jersey job seekers master the essential skills they need to obtain and maintain employment and to achieve self-sufficiency for themselves and their families.

Alignment

Goal: increasing the number of NJ residents who have an industry-valued, post-secondary credential

Working closely with educational institutions at all levels, LWD helps New Jerseyans obtain credentials that are valued by employers. These achievements may range from apprenticeships and certificates to short term occupational training programs, to a four year bachelor's degree, to an advanced or professional degree.

Accountability

LWD has been entrusted with a significant amount of federal and state workforce funds. The Department is responsible for ensuring that all job seeker and employer customers can receive high quality, effective and cost-efficient services.

Reemployment
Meeting Jobseekers
Where They Are

Opportunity
Equipping the
Workforce
for Employment

Alignment
Driving Investments
Based on
Industry Needs

Accountability
Increasing System
Accountability

Next Steps & Key Initiatives

4 Steps

New Jersey seeks to achieve its priority workforce goals in four key steps:

1. Understand the workforce and skill needs of employers
2. Inform job seekers about job and career opportunities
3. Build enduring, high quality industry-education partnerships to ensure that LWD investments stay focused on the most critical employer skill needs
4. Measure progress and make changes as needed

4 Initiatives

New Jersey continues to support the outreach efforts of its signature employment and training initiatives

—NEW JERSEY'S—
Talent Networks

Jobs4Jersey.com
WHERE TALENT MEETS OPPORTUNITY



Recovery4Jersey
Skills4Jersey
Opportunity4Jersey

Rebuilding NJ's Economy

1. Understand the workforce and skill needs of employers

The New Jersey Department of Labor & Workforce Development (LWD), in partnership with local Workforce Investment Boards and other organizations, supports re-employment and training services that give job seekers the specific skills and labor market information they need to meet the fast-changing hiring needs of the state's employers. The LWD staff has found that combining the latest labor market data with direct feedback from employers in key industries is an effective way to connect qualified workers with businesses with job openings.

Several years ago, the Department began by assigning Labor Market Analysts within the Office of Research & Information to closely follow the seven New Jersey industry clusters that already employ a majority of workers, pay above average wages, and have the best prospects for future employment opportunities. The initial target industries included:

- Advanced Manufacturing
- Financial Services
- Health Care
- Life Sciences (Pharmaceuticals/ Biotechnology/ Medical Technology)
- Retail, Hospitality & Tourism
- Technology & Entrepreneurship and
- Transportation, Logistics & Distribution

In 2014, the labor market information team became part of a new Workforce Research and Analytics (WRA) unit to provide better data and information to public policymakers as well as employers, educators, and the general public. In April, the team produced up-to-date industry profiles of all 7 sectors, with special emphasis on the occupations, skill sets and career paths most likely to lead to employment growth in the near future.

A special 55-page report, ***Occupational Employment & Wages 2012: A Detailed Analysis of New Jersey's Occupational Landscape***, was also released. It drew upon recent Occupational Employment Statistics (OES) wage surveys of New Jersey employers to create charts and graphs that vividly illustrate the high-demand jobs and skills statewide. The report was distributed to all One-Stop offices (American Job Centers) and local Workforce Investment Boards – and proved to be a valuable tool for counselors in offering career pathways information for job seekers. The report was cited by the U.S. DOL – ETA as exceeding the standards for the Workforce Information Grant (WIG), and should be continued.

Throughout 2014, Talent Network staff offered online and in-person technical assistance to job seekers and employers, and hosted a variety of job fairs and industry events year-round to help employers and skilled workers connect. Network activities ranged from identifying critical sector skills gaps to helping design more relevant training and education curricula.

1. Understand the workforce and skill needs of employers

The WRA industry reports reflect employer feedback and insights, generated by companies active in the seven Talent Network organizations that LWD has funded since 2011 to follow workforce trends in New Jersey's seven target industries. Each Talent Network has a host agency – typically a major university, non-profit group or trade association – which builds strategic partnerships among New Jersey employers, educators and workforce development professionals with an interest in their sector.



Current Priority: Demand Credential List

New Jersey employers have told LWD that all New Jerseyans will need some **post-secondary, industry recognized credential** if they hope to obtain family-supporting jobs and careers in the future. The new Workforce Innovation & Opportunity Act (WIOA) also calls for state action of this kind. These credentials can take many forms: from an apprenticeship or short term occupational training program -- to a four year bachelor's degree or advanced/ professional degrees.

In response, LWD's Workforce Research & Analytics unit will create an online **Demand Credential List** by 2015 to replace the Department's current demand occupation list. Once again, the Department's professional data team and industry specialists will solicit input from leading employers and business groups so that job seekers, educators, and training providers can quickly learn which of the many credentials available are truly valued by employers, portable and likely to lead to real employment opportunities.

2. Inform Job Seekers about Job and Career Opportunities

Job seekers and students must have up to date, accurate and actionable information about their job and career options and have access to good quality advice and assistance to find a job and career. The state's One Stop Career Centers, the heart of LWD's service delivery system, are increasingly integrating their in-person job counseling outreach with new data resources and digital tools.

During the past year, LWD took important steps to engage more individuals soon after they lose their jobs, and to work in partnership with community colleges, libraries and community organizations to reach and serve unemployed people. The foundation was laid for launching a new generation of online resources to make free job information and re-employment services more accessible than ever in every region of New Jersey. Efforts to integrate technical and in-person services were also embraced with a goal of reducing the amount of time that dislocated NJ workers are unemployed.



Mai  a top priority in 2014. Since its launch in 2012, this online resource has given hundreds of thousands of visitors extensive information on job opportunities, training providers, labor market information, and career strategies within New Jersey

and nearby labor markets. In particular, the portal's powerful skill-based OnRamp job-search engine uses innovative software to match the key skills contained in a job seeker's online resume to job openings from employers seeking those exact skills and experience.

By late 2014, more than 325,000 job seekers had registered with OnRamp -- seeking to connect with some of the 13,000 employers who have posted job openings at every skill level over the past two years. Recent Jobs4Jersey.com job listings totaled 158,000 within the state -- and more than 237,000 jobs located within 50 miles of the New Jersey border.

The state's 23 local Jersey Job Clubs, and six statewide industry-specific Talent Network Job Clubs, also help job seekers acquire the skills and tools they need to find employment. Based at One-Stop Centers throughout New Jersey, each Job Club has a career development professional available to help individuals develop a successful job search strategy.

The Clubs offer regular workshops on job search strategies and tips on effective networking that can lead to employment. They also host events where local employers and other job seekers share their insights into the local economy and industry sectors. Jobseekers are welcome to register online and make full use of all the resources available at the Jersey Job Club for six months. Anyone still seeking employment after six months may be referred to more intensive assistance services.

2. Inform Job Seekers about Job and Career Opportunities

In 2014, a new series of Career Awareness brochures was produced by LWD's Office of Research & Information with input from the seven Talent Networks and based on an analysis of labor market data and job postings. By year's end, close to 55,000 paper copies had been distributed statewide with informative charts and the latest data on skills, occupations and career paths in the state's seven key industries. Digital versions are also available online at Jobs4Jersey.com's "Explore Careers" resource, and include links to the New Jersey Training Opportunity web site, and a Career Video Library, as well as printable PDF versions.

The popular brochures are now being used across the state by school counselors, college staff, training providers, One-Stop Career Centers, librarians, vocational-technical instructors, and government policy makers. As changes in the economy and technology continue to impact current skill needs, up to date content will be quickly posted on the Jobs4Jersey and Talent Network web sites.



2. Inform Job Seekers about Job and Career Opportunities

Current Priority Path to Employment

LWD staff members are currently developing a **standard job search and career planning process** called the **Path to Employment**. It will ultimately permit the Department to connect and coordinate all of its in-person and on-line services in order to deliver more effective and efficient customer service. The Path to Employment will also guide future professional development efforts for training state and local workforce staff members.

Current Priority: Jobs4Jersey.com Updates

LWD is already working on a **redesign of the Jobs4Jersey web site** to make it more user-friendly. At the same time, the Department is identifying new **state of the art digital tools** that will make it easier for individuals to plan and execute their job search. These tools complement, rather than *replace*, LWD's critical in-person services statewide.

Current Priority: Expanded Career Awareness Content

In the future, **all job seekers and all students will need better access to information on jobs and careers** to help them to make informed decisions about work and education. In 2014-15, the Department will expand its recent career awareness efforts -- identifying additional career pathways where job growth is expected to be high, and providing individuals with information on the stackable credentials and training providers that New Jersey employers respect most.

3. Build high quality partnerships to keep LWD investments focused on high-demand skills

The Department actively encourages partnerships between employers, training providers and educators to help ensure that LWD supports training and education in skill areas in greatest demand by employers seeking new hires. Ongoing communication keeps LWD staff up to date on changes in technology and business that will impact the specific skill requirements at all levels.

Industry-education skill partnerships and the concept of “targeted sector demand training” have influenced a variety of LWD programs in recent years:

- The Opportunity4Jersey training grant program enabled the Department to select a jobseeker’s training options based on expected demand for the skills involved -- rather than the traditional approach where individuals were free to use up training subsidies on outdated, low-demand instruction. LWD also began requiring training providers to establish partnerships with employers with high-demand skill requirements in advance of submitting an application for funding. A metal fabrication program supported by LWD using this new approach saw the job placement rate for its trainees jump by nearly 30% compared to past programs.

Today, there is an Opportunity4Jersey training grant program in every targeted industry sector identified by the Department. LWD continues to award grants to qualified training providers who establish a partner relationship with a New Jersey employer or consortia of employers from one of the state’s targeted industry sectors where immediate job openings or “soon upon graduation” openings exist. During fiscal year 2013, the 109 employers partnering with Opportunity4Jersey training providers indicated a desire to hire jobseekers graduating from the program.

- **Recovery4Jersey** offers On-the-Job training grants to New Jersey employers who fill critical positions by hiring a formerly unemployed individual. The program provides 50% of a new employees salary for up to 6 months, up to a cap of a \$10,000. To date, 700 individuals have found employment through this program.
- LWD’s **Skills4Jersey training grants** continue to help New Jersey employers cover the cost of upgrading the skills of their current employees -- and/or train new employees --for purposes of retaining highly skilled and high wage jobs in New Jersey. In Fiscal Year 2014, 114 Skills4Jersey grants totaling \$10.1 million were distributed to qualified employers statewide.

3. Build high quality partnerships to keep LWD investments focused on high-demand skills

- In 2014, the Department's Division of Vocational Rehabilitation Services (DVRS) assisted 4,031 individuals with a disability to achieve integrated, competitive employment. DVRS partnered with a wide range of employers, including Toys-R-Us, to help recruit new employees, while LWD held special events to match Federal employers and contractors to qualified job applicants with disabilities.

Current Priority: Expanding the Number of High Quality Partnerships

In the year ahead, LWD is committed to supporting the creation of more High Quality Partnerships, defined as those that:

- Meet critical employer needs
- Involve a significant role for multiple employers (or one large employer)
- Allow employers to have input into curriculum
- Incorporate experiential learning, internships, structured learning experiences
- Allow for further education and training / stackable credentials
- Support partnerships with other feeder education and training programs
- Feature an employer commitment to interview or consider program completers

4. Measure progress and make changes as needed

In support of the Department's commitment to ensuring that all investments are effective, LWD is working to implement a new set of performance metrics for all workforce programs. These balanced scorecard metrics will be used to produce regular program dashboards that will assist staff and partners to better manage programs. The new Workforce Research and Analytics unit in the Office of Research and Information was formed, in part, to develop and implement the performance dashboards.

Perhaps the most significant element of the new Workforce Innovation and Opportunity Act (WIOA) is the identification of the key performance metrics that will apply to all four titles of the act – WIA, Wagner-Peyser, WIA Title II literacy services and Vocational Rehabilitation Services. These metrics emphasize employment as the primary goal of all of our services and emphasizes the importance of credentials, and are entirely consistent with the new set of balanced scorecard metrics already adopted by the New Jersey State Employment & Training Commission (SETC) for all LWD workforce development programs.

The Department's online "consumer report card" on training providers, available at NJTOPPS.org, is a critical part of this broader effort, providing job seekers and the general public with information on the employment outcomes of training programs listed on the state's Eligible Training Provider List. WIOA includes a renewed federal commitment to performance accountability for training programs. New Jersey has been recognized as a national leader in this area.

4. Measure progress and make changes as needed

Current Priority:

Implement a New Set of Metrics

LWD will combine its balanced scorecard metrics and the metrics from WIOA **for all of our workforce programs** . It will also develop program performance dashboards to give LWD staff, partners and the public valuable information on the effectiveness of all of our workforce programs and training providers .

Current Priority:

Strengthen the Eligible Training Provider List

NJ's ETPL and NJTopps.org were identified as best practices in a recent national report. LWD will build on this strong foundation to ensure that the Department has high quality outcome information on ALL training programs in New Jersey and that we are ensuring that **all** of our customers use that information when they choose a training provider and program.

APPENDIX A

Status of State Evaluation Activities

Appendix A: Status of State Evaluation Activities

An evaluation of New Jersey's workforce development services began in late 2013. The Heldrich Center for Workforce Development at Rutgers, the State University of New Jersey was selected by a review panel based on its response to a request for proposals issued to state colleges and universities. A final report will be issued in early 2015.

Below is a brief summary of the four areas of the scope of work and current status.

(1) Analysis of Administrative and Performance Data

The evaluator has analyzed administrative, programmatic, and metrics data to answer the following research questions:

- What are the demographic characteristics of One-Stop job seeker customers, as compared to all unemployed individuals?
- What are the characteristics of employer customers of One-Stop Career Centers and to what extent are they representative of all employers in the state?
- What is the mix of services for job seeker customers?
- What is the mix of services for employer customers?
- Are there patterns of employment outcomes based on demographics of participants and/or location of One-Stop?

This analysis was used to assist in the selection of One-Stop Career Centers for site visits in part 2.

APPENDIX A

(2) One-Stop Career Center Processes

The evaluation uses qualitative research methods to evaluate job seeker and employer customer experiences in the State's One-Stop Career Centers. Structured interviews with central office staff, and an electronic survey of field staff have been conducted. Nine One-Stop Career Centers have been selected for site visits that will include additional interviews and focus groups to examine key process questions. The sites were selected using analysis of based on analysis of administrative data and regional characteristics.

Select research questions:

- What is the process by which job seeker customers are selected to participate in long term occupational training? What are the effective components of this process? Are there areas for improvement?
- What are the benefits and challenges of group provision of services (e.g., the Jersey Job Clubs) compared to traditional one-on-one service provision?
- How has OnRamp on Jobs4Jersey.com, the state's innovative talent-matching system, impacted service delivery from both a customer (jobseeker and employer) and staff perspective?

APPENDIX A

(3) Customer Satisfaction

The evaluation assesses general levels of customer satisfaction with services and will determine customers' perceptions of the impact of the services and includes customer satisfaction surveys of job seeker and employer customers across the state. These surveys pilot the customer satisfaction measures for a Balanced Scorecard approach to performance metrics for workforce development programs. Three waves of jobseeker surveys have been conducted and analysis is underway, including a text analysis of open-ended questions.

Select research questions include:

- What is the overall profile of customer satisfaction?
- To what extent do job seeker and employer customers report that the services helped them meet their needs (for a new job, training, qualified workers, etc.)?
- What One-Stop services do customers value the most? What services do they value least? Are there customer needs that are not being met?

APPENDIX A

(4) Quasi-Experimental Evaluation of Training Services

The evaluators are using a quasi-experimental methodology to assess the effectiveness of short-term occupational training. After creating longitudinal data files of training participants who completed training and trainees who did not complete training with matched pre-training and post-training wages statistical matching methods were used to create two comparison groups of individuals who were as similar as possible to the individuals who completed occupational skills training. Analysis is still underway.

Research questions include:

- What are the differences in employment and earnings outcomes of training recipients compared to non-recipients? Is this sustained over time?
- What is the profile of those who receive training grants by type of provider and field of training? Do participants in some types of programs have better outcomes than those from other programs?
- What are outcomes in programs tied to the state's key industry sectors?
- What are the characteristics of individuals who benefit the most from training?

APPENDIX B

New Jersey Workforce Investment Act Activities

Appendix B: New Jersey Workforce Investment Act Activities

New Jersey met or exceeded all WIA Program Year 2013 common measures performance standards negotiated with the U.S. Department of Labor. 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 2013 results demonstrate that commitment and a capacity to prepare program participants to compete for and retain employment in the labor market.

New Jersey became a common measures reporting state beginning in Program Year 2009. Under the common measures waiver approved by the USDOL/ETA on November 12, 2009 and renewed on December 13, 2012 for PY 2012 through PY 2017 as part of New Jersey's Unified State Plan, the State will no longer negotiate and report on the following performance measures under WIA Section 136 (b): WIA adult and dislocated worker credential rates; participant and employer customer satisfaction; older youth measures; and younger youth measures (outcomes for these measures will continue to be collected for informational purposes). The State will use the three adult and dislocated worker common performance measures to negotiate goals and report outcomes for the WIA adult and dislocated worker programs. The State will use the three youth common performance measures to negotiate goals and report outcomes for the WIA youth program. The following table displays the State's common measures goals and the actual outcomes for the Program Year 2013.

APPENDIX B

Table 1. Common Measures Performance Outcomes

Common Measures	Goal	Actual	Percent of Goal Achieved	Measure Results
Adult Program				
Entered Employment	84.6%	82.9%	98.0%	Met
Retention	86.4%	84.9%	98.3%	Met
6 Month Avg. Earnings	\$12,856	\$13,031	101.4%	Exceeded
Dislocated Worker Program				
Entered Employment	83.3%	82.7%	99.3%	Met
Retention	87.5%	86.6%	99.0%	Met
6 Month Avg. Earnings	\$18,365	\$18,234	99.3%	Met
Youth Program				
Youth Placement	66.8%	66.5%	99.6%	Met
Youth Degree Attainment	75.0%	73.5%	98.0%	Met
Literacy & Numeracy	56.2%	64.3%	114.4	Exceeded

APPENDIX B

Enrollments

During PY 2013, 4,812 participants were served in the WIA Adult Program, and 3,349 or 69.6% of the participants, exited the program. The Dislocated Worker Program served 6,790 participants and 3,940, or 58.0% of the enrolled number, exited the program. The Youth program served a total of 4,112 participants, with 2,311, or 56.2% of the participants, exiting during the program year.

Table 2. WIA Participants Served and Exited by Program Area

Program	Participants Served	Participants Exited	% Exited to Served
Adult	4,812	3,349	69.6%
Dislocated Workers	6,790	3,940	58.0%
Youth	4,112	2,311	56.2%

Entered Employment

The Entered Employment performance measure results in Table 3 reflect standards that the State met.

Table 3. WIA Title 1 Entered Employment Rate Outcomes

Program	Participants Exited & Counted in Measure	Participants Employed in 1st Quarter After Exit	% of Participants Employed in 1st Quarter
Adult	3,208	2,658	82.9%
Dislocated Worker	4,060	3,359	82.7%

APPENDIX B

WIA Youth

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

Table 4. Youth Population Served Under WIA Title 1

Total Youth Participants	
Served	4,112
Exited	2,311
Age 14-18	3,115
Age 19-21	997
In-School Youth Participants	
Served	2,493
Exited	1,461
Out-of School Youth Participants	
Served	1,619
Exited	850

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

Table 5. WIA Youth Program Common Measure Performance Outcomes

Common Measure	PY 2013 Goal	PY 2013 Actual	% of Goal Achieved	PY 2013 Results
Youth Placement	66.8%	66.5%	99.6%	Met
Youth Degree Attainment	75.0%	73.5%	98.0%	Met
Literacy/Numeracy	56.2%	64.3%	114.4%	Exceeded

APPENDIX B

New Jersey Workforce System Participants Profile

Table 6. Participant Profile

Participant Description	Count	% of Total
Total	238,791	100.0
Veterans & Eligibles	12,970	5.4
Person w/Disability	3,946	1.7
Employment Status @ Registration		
Employed	25,199	10.6
Unemployed	213,592	89.4
UI Claimant	128,950	54.0
Sex		
Male	114,739	48.0
Female	118,883	49.8
Undisclosed	5,169	2.2
Age		
Under 18	1,869	0.8
18-44	124,794	52.3
45-54	60,361	25.3
55+	50,548	21.2
Race/Ethnic		
African American	65,791	27.6
American/Alaskan Native	1,328	0.6
Asian	9,593	4.0
Hispanic	37,459	15.7
Hawaiian/Pacific Islander	692	0.3
White	109,364	45.8
Education Level		
In School	14,753	6.2
Less than HS	21,661	9.1
HS Grad/GED	123,172	51.6
Post Secondary	89,407	37.4
Source: June 2014 ETA 9002A		

APPENDIX B

Table 1. PY 2013 WIA Waivers Usage by Local Area

New Jersey Usage of Workforce Investment Act Waivers

New Jersey currently has ten USDOL-approved WIA Waivers (identified in WIA Waivers Table 2). 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 an updated “New Jersey Waivers Documentation” Directive to guide the 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 Table 1.

Local Area	1. 50% Employer Contribution for Customized Training	2. A/DW Funds Transfer	3. Incumbent Worker Training	4. Youth ITAs	5. Employer Reimbursement for OJT	6. Common Measures * NJ State Waiver	7. ETPL NJ State Waiver	8. Competitive Procurement of 3 Youth Program Elements	9. OJT Exempt from Credential Performance Measure Calculation	10. Requirement of Providing Local Incentive Grants
Atlantic/Cape May				Yes		Yes	N/A		Yes	N/A
Bergen						Yes	N/A		Yes	N/A
Burlington				Yes		Yes	N/A	Yes		N/A
Camden				Yes		Yes	N/A			N/A
Cumberland/Salem				Yes		Yes	N/A			N/A
Essex				Yes		Yes	N/A			N/A
Gloucester						Yes	N/A			N/A
Greater Raritan					Yes	Yes	N/A			N/A
Hudson				Yes		Yes	N/A			N/A
Jersey City				Yes		Yes	N/A			N/A
Mercer				Yes		Yes	N/A		Yes	N/A
Middlesex				Yes		Yes	N/A			N/A
Monmouth						Yes	N/A			N/A
M/S/W						Yes	N/A		Yes	N/A
Newark				Yes		Yes	N/A			N/A
Ocean				Yes		Yes	N/A			N/A
Passaic						Yes	N/A			N/A
Union						Yes	N/A			N/A
Total	0	0	0	11	1	18	N/A	1	4	N/A

* 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 (238,791) WIA and Wagner-Peyser customers under this waiver as reported in the State's June 2014 ETA 9002 report.

APPENDIX B

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 the most utilized during the program year. The Youth ITA waiver allowed 141 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. While a number of local areas documented the use of OJT Exemption from Credential Performance Measure Calculation #9, 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 area as the State's own performance measures dashboard under development may include a credential related performance measure.

APPENDIX B

Table 2. New Jersey Program Year 2013 Waivers

	Waivers	Description
1	50% Employer contribution 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 250 employees. Employers with over 250 employees 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	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.
6	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.
7	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.
8	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.
9	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.
10	Requirement of Providing Local Incentive Grants	Waiver of the requirement to provide Local Incentive Grants to ensure that the state may prioritize the use of the Governor's Reserve Funds for the required activities deemed most essential to the basic functions of the workforce investment system.

APPENDIX B

Costs of Workforce Investment Activities

Expenditures and Obligations

During Program Year 2013, the Department expended a total of \$73,538,684 for programs under the Workforce Investment Act. The Adult Program expended \$18,642,329 from all program year resources. The Dislocated Worker Program expended \$21,462,326. For the combined Older and Younger Youth Programs, New Jersey expended \$18,816,776. The total reported Program Year 2013 expenditures for Statewide Activities and Rapid Response was \$14,617,233. These figures for Program Year 2013 do not include total outstanding obligations of \$13,683,909 (Adults: \$3,840,819; Dislocated Workers: \$3,778,207; Youth: \$5,755,476; Adult Statewide Activities: \$3,835; Youth Statewide Activities: \$7,614; Dislocated Worker Statewide Activities: \$5,501; and Rapid Response of \$292,457). In Program Year 2013 Administration Costs were included in the expenditures of each program area.

Cost Effectiveness – Program Year 2013

A total of \$58,921,431 was expended under Adult, Dislocated Worker, and Youth Programs. Including outstanding obligations, a total of \$72,295,933 was spent for the three programs resulting in an average cost per participant of \$3,412.43.

Table 1. Program Year 2013 Cost Efficiency Summary

	Total Participants Served	Funds Expended + Outstanding Obligations	Cost Per Participant
Total Participants	15,714	\$72,295,924	\$4,601.73
Adult	4,812	\$22,483,148	\$4,672.31
Dislocated Workers	6,790	\$25,240,533	\$3,717.31
Youth	4,112	\$24,572,243	\$5,975.74

APPENDIX B

Table 2. WIA Title I Year-End Financial Statement

Program Year 2013
July 1, 2013 thru June 30, 2014

Funding Sources	Available Fund.	Expended	Outstanding Obligations	Available Balance	Percentage Available
Local Area					
Adult (PY13)	19,798,906	11,243,235	3,840,819	4,714,852	23.81%
Carry-in (PY11/12)	7,454,119	7,399,094	0	55,025	0.74%
Youth (PY13)					
In-School	13,228,390	4,207,349	3,064,423		
Out-School	7,122,981	6,790,315	2,691,053		
	20,351,371	10,997,664	5,755,476	3,598,231	17.68%
Carry-in (PY11/12)					
In-School	7,776,526	7,016,043	0		
Out-School	803,069	803,069	0		
	8,579,595	7,819,112	0	760,483	8.86%
Dislocated Worker (PY13)	23,996,463	14,128,779	3,778,207	6,089,477	25.38%
Carry-in (PY11/12)	7,514,162	7,333,547	0	180,615	2.40%
Statewide Activity					
Adult (PY13)	1,042,048	270,018	875	771,155	74.00%
Carry-in (PY11/12)	1,094,811	800,513	2,960	291,338	26.61%
Youth (PY13)	1,071,125	1,063,511	7,614	0	0.00%
Carry-in (PY11/12)	834,762	834,762	0	0	0.00%
Dislocated Worker (PY13)	1,714,033	544,507	1,326	1,168,200	68.16%
Carry-in (PY11/12)	1,497,146	1,082,083	4,175	410,888	27.44%
Rapid Response (PY13)	8,571,899	7,803,018	127,276	641,605	7.48%
Carry-in (PY11/12)	2,384,472	2,218,821	165,181	470	0.02%
Total PY 2013 Funding:	<u>105,904,912</u>	<u>73,538,664</u>	<u>13,683,909</u>	<u>18,682,339</u>	
				<u>18,682,339</u>	

Note

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

APPENDIX B

Table 3. WIA Statewide 5% Allowable Activities Description

PY 2013

July 1, 2013 thru June 30, 2014

Federal Financial Reports

Description	Expenditures		Total Expenditures	Outstanding Obligations
	PY11/12	PY13		
One Stop Programs and Support	2,600,913	1,301,921	3,902,834	14,488
SETC	116,445	108,314	224,759	261
ETPL-ORI	0	215,178	215,178	0
NJIT - Consumer Report Card	0	13,800	13,800	0
Rutgers - Consumer Report Card	0	25,265	25,265	2,201
Older Worker	0	213,559	213,559	0
Total:	2,717,358	1,878,036	4,595,394	16,950

APPENDIX B

Table 4. WIA Title I Cost of Program Activities

Program Year 2013

July 1, 2013 thru June 30, 2014

Program Activity	Expenditures	Obligations	Total Federal Spending
Local Adults	18,642,329	3,840,819	22,483,148
Local Dislocated Workers	21,462,326	3,778,207	25,240,533
Local Youth	18,816,776	5,755,476	24,572,252
Rapid Response	10,021,839	292,457	10,314,296
Statewide Activities	4,595,394	16,950	4,612,344
Statewide 5% Allowable Activities			
One Stop Programs and Support (13)	3,902,834		
SETC (13)	224,759		
ETPL-ORI (13)	215,178		
NJIT - Consumer Report Card (13)	13,800		
Rutgers - Consumer Report Card (13)	25,265		
Older Worker	213,559		
Total Statewide Allowable Activities:	4,595,394		
Total of All Federal Spending Listed Above	\$73,538,664	\$13,683,909	\$87,222,573