

New Jersey

**TALENT DEVELOPMENT
INNOVATIONS**



WORKFORCE INVESTMENT ANNUAL REPORT 2015 - 2016

October 2016

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Introduction

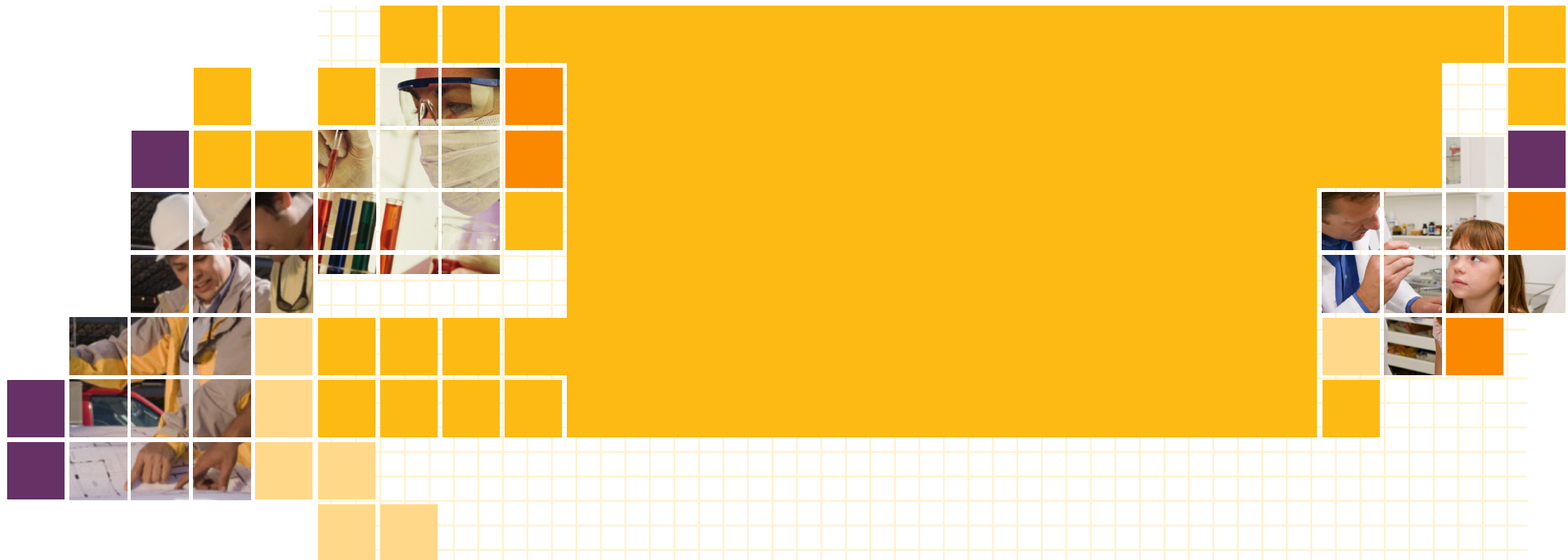
Innovation has driven New Jersey's growth and prosperity for many years. Maintaining that competitive edge in the 21st Century requires a knowledge-based economy, supported by a highly-skilled workforce and a state-of-the-art talent development strategy to guide its training and education system.

Passage of the federal Workforce Innovation and Opportunity Act (WIOA) in 2014 served as a powerful catalyst for transforming the State of New Jersey's workforce development strategies. At the center of New Jersey's workforce development strategies is increasing the

number of residents with an industry-valued credential or degree through high-quality partnerships and integrated investments. To accomplish this, New Jersey has worked to:

- ensure that the department's workforce investments are aligned with the needs of employers; and
- expand the number of residents who have access to high-quality career guidance and job search assistance.

In Program Year 2015, key elements of the Talent Development System were put in place with input and support from New Jersey stakeholders. This report highlights several of the recent state-level initiatives.



New Jersey's Talent Development Strategy

The Mission of New Jersey's Talent Development Strategy

New Jersey will increase the number of residents with an industry-valued credential or degree through high-quality partnerships and integrated investments.

Today, more New Jersey residents are working than ever before. New Jersey's economy grew by 83,600 private sector jobs in 2015 alone, and the state has added more than 250,000 private sector jobs over the past six years. During this period of growth and recovery, New Jersey has built a talent development system that is ensuring more people have the skills, abilities, and connections to pursue economic opportunities and ensuring that the state has the skilled workforce needed to support and sustain economic growth.

This talent development system includes:

1. New partnerships with employers across the state's seven key industries;
2. Strong collaborations between workforce programs, education, and higher education;
3. The use of technology to better connect jobseekers and employers;
4. Better labor market intelligence to inform workforce investments; and
5. Innovative partnerships between the state, local governments, community- and faith-based organizations, and educational institutions.

WORKFORCE PROGRAMS CAN MAKE CRITICAL INVESTMENTS IN TALENT DEVELOPMENT

New Jersey workforce development system, spanning more than 35 different programs, is a critical foundation for an expanded talent development system. These programs are strategic investments that can yield significant returns.

When they become focused on broader goals and a common mission, they can be a powerful catalyst, developing and strengthening lasting partnerships with:

- employers, groups of employers and industry associations;
- organized labor;
- community colleges and higher education;
- career and technical education high schools and comprehensive high schools;
- libraries; and
- community- and faith-based organizations

Working together will strengthen all of these important organizations and institutions, helping them to increase their capacity to provide key services, helping them to connect to individual employers, and helping them to ensure that their programs are aligned with the needs of the labor market. These partnerships will also help these institutions play a more productive role in the labor market.

NEW JERSEY'S TALENT DEVELOPMENT STRATEGY IS FOCUSED ON FIVE CRITICAL THEMES

Theme 1: Building Career Pathways with a focus on Industry-Valued Credentials

Theme 2: Expanding High-Quality, Employer-Driven Partnerships

New Jersey's Talent Development Strategy

Theme 3: Providing Career Navigation Assistance through One-Stop Career Centers and Broad Partnerships

Theme 4: Strengthening Governance through Effective Workforce Development Boards and Regional Collaborations

Theme 5: Ensuring System Integrity through Metrics and Greater Transparency

These themes run through LWD's workforce development investments in Program Year 2015, which include the creation of **Targeted Industry Partnerships**, an **Industry-valued Credential List**, **Talent Development Centers**, and **New Jersey Career Connections**.

Key Definitions

- **01** A **high-quality, employer-driven partnership** features:
 - Private sector employers, actively working with their public and non-profit colleagues to focus upon the specific jobs and skills in demand by the region's leading sectors.
 - A clear mission and well-defined roles for all of the partner organizations.
 - Distinct career pathways, defined by a series of degrees, certificates, and other credentials that employers value and look for in hiring.
 - Widespread use of timely industry and workforce data, ensuring that partners' employment and training investments target authentic job opportunities—not declining occupations and obsolete skills.
 - Practical, collaborative learning experiences where trainees apply lessons from the classroom in real-world settings through internships, mentorships, or apprenticeships.
 - Clear measures of program effectiveness so partners can see meaningful outcomes in terms of trainee job placement and credentials earned.
 - Reliable, sustainable funding streams.

- **02** **Career pathways** are a series of education and training experiences resulting in industry-valued credentials leading to employment, promotion, and/or advanced education. Career Pathways are industry-focused, have diverse entry and exit points, and include integration of adult basic skills, digital literacy, employability skills, and work-based learning, including registered apprenticeships.

Talent Development Innovations 2015-2016

The major workforce projects for Program Year 2015 were focused on expanding high-quality, employer-driven partnerships and high-quality career navigation and job search assistance services for residents. Ultimately, these programs seek to increase the number of New Jersey residents with an industry-valued credential or degree.

EXPANDING HIGH-QUALITY, EMPLOYER-DRIVEN PARTNERSHIPS

TARGETED INDUSTRY PARTNERSHIPS

Since 2012, LWD's seven Talent Networks have worked to connect employers with jobseekers trained to fill critical jobs in New Jersey's leading industry sectors: Advanced Manufacturing; Financial Services; Health Care; Life Sciences; Retail, Hospitality, and Tourism; Technology; and Transportation, Logistics, and Distribution. The Talent Networks, led by colleges, universities, and business organizations with knowledge and expertise in their specific industries, have built partnerships with employers, educational institutions, and workforce organizations while providing assistance to students and jobseekers.

Beginning in 2016, each of the Talent Networks have worked closely with employers, local Workforce Development Boards, educational institutions, and other stakeholders to develop high-quality, employer-driven partnerships, known as Targeted Industry Partnerships (TIPs), across the state. Each Talent Network seeks to promote these new partnerships in regions of New Jersey with high concentrations of employers in their specific industry. To build these partnerships, the Talent Networks:

- engage and convene employers to identify common skill gaps and workforce needs and identify the skills, abilities, and credentials that are in demand;
- facilitate the development of a workforce plan for each TIP to respond to identified workforce needs and opportunities; and

- create a strategy for building and sustaining the partnership through commitments from employers, Workforce Development Boards, educational institutions, and other key stakeholders.

NJLWD is committing a minimum of \$5 million to support the implementation of the strongest workforce investment ideas developed by the Targeted Industry Partnerships.

INDUSTRY-VALUED CREDENTIALS LIST

New Jersey's ability to compete in the 21st Century's global economy depends on giving 35% of its workforce (1.4 million employees) more opportunities to acquire valuable work credentials beyond high school. The critical importance of post-secondary credentials became clear during the Great Recession of 2008-10. As the Lumina Foundation found, four of every five jobs lost nationwide during that slowdown were held by Americans with a high school diploma or less. In contrast, jobs for workers with a bachelor's degree or more actually increased during those years, with an additional 10 million jobs opening up for them nationally since 2010.

To help New Jersey jobseekers identify the specific credentials that employers are seeking, the Department has developed an initial list of Industry-Valued Credentials based on extensive analysis of New Jersey labor market data and detailed feedback from employers statewide.

Talent Development Innovations 2015-2016

A credential is defined as “a recognized degree, diploma, certificate, or certification awarded for an occupation.” Industry-valued credentials have the following characteristics:

- Valued and demanded by employers
- Portable – skills learned are transferable and provide broad opportunities
- Stackable – skills learned may lead to opportunities for continuous or advanced training and education
- Lead to higher wages, career advancement, and/or increased job security

The initial Industry-Valued Credential List will be reviewed and updated quarterly by the state Credentials Review Board (CRB). That panel includes senior staff from New Jersey’s local One-Stop Career Centers and Workforce Development Boards as well as the NJ State Employment & Training Commission, NJ Department of Education, NJ Secretary of Higher Education, and NJ Department of Labor & Workforce Development. Interested parties are invited to continue offering comments and suggestions to continually improve the List’s content and accuracy.

TALENT DEVELOPMENT CENTERS

Building upon New Jersey’s commitment to align the

state’s workforce with the needs of employers, LWD has launched three new Talent Development Centers to promote partnerships between key industries and the state’s colleges and universities. The three Talent Development Centers serve as “centers for excellence” for providing workforce training and skill development focused on a specific, key industry in New Jersey:

- Advanced Manufacturing at Camden County College;
- Health Care at Rutgers University; and
- Transportation, Logistics & Distribution at Union County College.

Each Talent Development Center:

- received \$900,000 in state funds to provide workforce development training programs in their respective industries.
- serve as an anchor for expanded high-quality, employer-driven partnerships.
- expand the capacity of the state’s higher education institutions to provide education and training aligned with the needs of the state’s key industries.
- provide industry-focused training for dislocated workers and currently employed/incumbent workers

EXPANDING HIGH-QUALITY CAREER NAVIGATION AND JOB SEARCH ASSISTANCE SERVICES

NEW JERSEY CAREER CONNECTIONS

The NJ Department of Labor and Workforce Development’s New Jersey Career Connections initiative seeks to ensure that all New Jerseyans have the tools and resources they need to have successful careers. Through this initiative, Government, nonprofit, and educational institutions, including One-Stop Career Centers, community colleges, public libraries, and

community-based and faith-based organizations, work together to provide personalized, comprehensive, and effective career navigation assistance, both online and in person, to jobseekers throughout the state.

At its core, New Jersey Career Connections consists of three simple parts: a **service model**, a **network of partners**, and a **website**.

Talent Development Innovations 2015-2016

Service Model

The New Jersey Department of Labor and Workforce Development, with input from partners, has developed a career navigation framework, consisting of expert insights and actionable guidance, that follows three steps: *Plan*, *Prepare*, and *Succeed*. This model simplifies job search and career planning efforts while ensuring that all services are provided in a common manner.

The New Jersey Career Connections career navigation framework is called *The Path to Employment*. Each step of the process provides information and activities that jobseekers might utilize throughout their search for employment.

In the *Plan* stage, jobseekers are encouraged to assess their current skills and interests and explore the job market, as well as apply for funding assistance, if needed, and prepare a personal budget. Next, in the *Prepare* stage, jobseekers can consider activities such as researching and attending skills trainings, sharpening existing skills, building and enhancing a resume, and learning interview and job search techniques. Ultimately, in the *Succeed* stage, jobseekers pursue their chosen job opportunities with confidence, applying the tools and skills they acquired throughout their New Jersey Career Connections experience to realize their career goals and aspirations.

Network of Partners

When fully launched, New Jersey Career Connections will consist of nearly 100 locations where individuals can get career navigation assistance. These locations will include 29 One-Stop Career Centers, 19 community colleges, public libraries throughout the state, and a wide array of community- and

faith-based organizations.

The state's 29 *One-Stop Career Centers*, operated by local Workforce Development Boards in partnerships with the state, will be the foundation for the New Jersey Career Connections network, providing intensive assistance and access to training for jobseekers.

The state's 19 *community colleges* provide critical education and training to over 400,000 students, helping them make informed career decisions and find careers. New Jersey Career Connections will inform the career navigation services of community colleges.

The Department of Labor and Workforce Development awarded grants to *local libraries and library systems* across the state to provide career navigation assistance to local residents.

Community- and faith-based organizations throughout New Jersey provide literacy, training, and job-search assistance, often in partnership with the Department of Labor and Workforce Development and local Workforce Development Boards. New Jersey Career Connections will assist in the service delivery of these organizations.

By the winter of 2016, jobseekers will be able to obtain in-person assistance at One-Stop Career Centers, community colleges, and public libraries throughout the state. Via a statewide "train-the-trainer" initiative conducted in the fall of 2016, hundreds of individuals have been trained as "Career Coaches" to provide New Jersey Career Connections services to jobseekers.

Talent Development Innovations 2015-2016

Website

Launched in the summer of 2016, The New Jersey Career Connections website delivers the service model across the network and directly to users, providing interactive tools, resources, and advice. The website is optimized for mobile use and designed to

enable a fluid user experience. The website includes a job board, a career navigation module, an interactive directory of training programs, plus information on hundreds of careers and related topics. Among other functions, careerconnections.nj.gov helps jobseekers learn how to network, find employment, and prepare for interviews.



Status of State Evaluation Activities

New Jersey's local One-Stop Career Centers serve more than 260,000 job-seeking customers each year. In preparation for the state's implementation of the Workforce Innovation and Opportunity Act (WIOA), the New Jersey Department of Labor and Workforce Development (LWD), in partnership with the State Employment and Training Commission (SETC), commissioned the John J. Heldrich Center for Workforce Development at Rutgers University to conduct an in-depth evaluation of One-Stop Career Center operations and services.

The effort included four distinct activities:

- Process evaluation
- Quasi-experimental evaluation of occupational skills training
- Customer satisfaction survey
- Data summary of the characteristics of customers served

The findings of the work demonstrate that occupational training programs help jobseekers earn more and that the Jersey Job Club program is providing meaningful assistance to jobseekers looking to reconnect to the labor market.

The evaluation also indicated areas for improvement:

- One-Stop Career Center operations should be flexible enough to reflect local diversity
- Update/streamline processes leading to education/training as these lead to higher employment and earnings
- Improve access to technology and computer literacy
- Talent Networks hold promise for clients; continue to integrate with One-Stop system
- With resource constraints, ensure that staff leading group efforts share best practices
- Build upon co-location to realize the advantages of coordination and integration
- Address human resource needs, allocations and development
- Continuous improvement of customer service

Continuous improvement of customer service was an area of special

concern. The Heldrich Center's customer satisfaction survey of New Jersey jobseekers who were One-Stop Career Center customers generated 1,082 responses—a return rate of 20 percent. A separate survey of employer One-Stop customers generated responses from more than 100 companies statewide. The overall Heldrich Center evaluation study recommended improved training and development of One-Stop Career Center staff and better coordination of employment services among the One-Stops and their partner agencies.

LWD and SETC have and will continue to take steps to strengthen provision of employment and training services:

- The new **New Jersey Career Connections** website further integrates the job search experience in an easy-to-use online platform.
- The Talent Network effort to establish career paths now includes **Talent Development Centers** and **Targeted Industry Partnerships**—all designed to align state workforce development efforts with the hiring needs of New Jersey employers.
- The Department has developed an initial list of **Industry-Valued Credentials** based on extensive analysis of New Jersey labor market data and detailed feedback from employers statewide.
- A state partnership with the **Garden State Employment and Training Association** has been established to develop the skills and abilities of state and local workforce staff.

Each area of improvement identified in the Heldrich Center evaluation shall be addressed to the benefit of clients and employers served.

New Jersey Workforce Investment Act Activities

New Jersey met or exceeded all WIA Program Year 2015 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.

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 2015.

During Program Year 2015, New Jersey continued to utilize the Common Measures Performance Reporting waiver, as provided under WIA. Other waivers available under WIA ended in Program Year 2014. New Jersey did not request any waivers under WIOA, which commenced in Program Year 2015.

Table 1 Common Measures Performance Outcomes

Common Measures	Goal	Actual	% of Goal Achieved	Measure Results
Adult Program				
Entered Employment	85.1%	78.2%	91.9%	Met
Retention	86.4%	85.7%	99.2%	Met
6 Month Avg. Earnings	\$13,039	\$14,058	107.8%	Exceeded
Dislocated Worker Program				
Entered Employment	83.3%	81.6%	98.0%	Met
Retention	87.5%	86.2%	98.5%	Met
6 Month Avg. Earnings	\$18,500	\$18,971	102.5%	Exceeded
Youth Program				
Youth Placement	68.5%	61.2%	89.3%	Met
Youth Degree Attainment	75.0%	62.0%	82.7%	Met
Literacy & Numeracy	60.0%	53.4%	89.0%	Met

New Jersey Workforce Investment Act Activities (cont.)

ENROLLMENTS

During PY 2015, 6,914 participants were served in the WIA Adult Program, and 4,973 or 71.9% of the participants, exited the program. The Dislocated Worker Program served 5,906 participants and 3,901, or 66.1% of the enrolled number, exited

the program. The Youth program served a total of 4,771 participants, with 3,029, or 63.5% of the participants, exiting during the program year.

Table 2 WIA Staff Assisted Participants Served and Exited by Program Area

Program	Participants Served	Participants Exited	% Exited to Served
Adult	6,914	4,973	71.9%
Dislocated Workers	5,906	3,901	66.1%
Youth	4,771	3,029	63.5%

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 1 st Quarter After Exit	% of Participants Employed in 1 st Quarter
Adult	3,574	2,795	78.2%
Dislocated Worker	3,541	2,888	81.6%

New Jersey Workforce Investment Act Activities (cont.)

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	4,771
Exited	3,029
Age 14-18	3,339
Age 19-21	1,432
In-School Youth Participants	
Served	2,332
Exited	1,713
Out-of School Youth Participants	
Served	2,439
Exited	1,316

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 2015 Goal	PY 2015 Actual	% of Goal Achieved	PY 2015 Results
Youth Placement	68.5%	61.2%	89.3%	Met
Youth Degree Attainment	75.0%	62.0%	82.7%	Met
Literacy / Numeracy	60.0%	53.4%	89.0%	Met

New Jersey Workforce Investment Act Activities (cont.)

NEW JERSEY WORKFORCE SYSTEM PARTICIPANTS PROFILE

Table 6 Participants Profile

Participant Description	Count	% of Total
Total	170,535	100.0
Veterans & Eligibles	8,559	5.0
Person w/Disability	3,415	2.0
Employment Status @ Registration		
Employed	24,101	14.1
Unemployed	146,434	85.9
UI Claimant	95,423	56.0
Sex		
Male	81,918	48.0
Female	86,121	50.5
Undisclosed	2,496	1.5
Age		
Under 18	1,996	1.2
18-44	87,622	51.4
45-54	41,786	24.5
55+	38,711	22.7
Race/Ethnic		
African American	48,448	28.4
American/Alaskan Native	1,158	0.7
Asian	7,171	4.2
Hispanic	25,502	15.0
Hawaiian/Pacific Islander	622	0.4
White	77,897	45.7
Education Level		
In School	11,121	6.5
Less than HS	14,998	8.8
HS Grad/GED	85,771	50.3
Post Secondary	66,688	39.1

Source: June 2016 ETA 9002A

Costs of Workforce Investment Activities

EXPENDITURES AND OBLIGATIONS

During Program Year 2015, the Department expended a total of \$78,998,533 for programs under the Workforce Investment Act. The Adult Program expended \$21,106,251 from all program year resources. The Dislocated Worker Program expended \$23,703,229. For the combined Older and Younger Youth Programs, New Jersey expended \$21,306,373. The total reported Program Year 2015 expenditures for Statewide Activities and Rapid Response was \$12,882,680. These figures for Program Year 2015 do not include total outstanding obligations of \$13,705,177 (Adults: \$3,015,561; Dislocated Workers: \$4,114,222;

Youth: \$3,435,608; Adult Statewide Activities: \$551,855; Youth Statewide Activities: \$353,751; Dislocated Worker Statewide Activities: \$808,735; and Rapid Response of \$1,425,445). In Program Year 2015 Administration Costs were included in the expenditures of each program area.

COST EFFECTIVENESS – PROGRAM YEAR 2015

Including outstanding obligations, a total of \$76,681,244 was spent under Adult, Dislocated Worker, and Youth Programs resulting in an average cost per participant of \$4,359.12.

Table 1 Program Year 2015 Cost Efficiency Summary

	Total Participants Served	Funds Expended + Outstanding Obligations	Cost Per Participant
Total Participants	17,591	\$76,681,244	\$4,359.12
Adult	6,914	\$24,121,812	\$3,488.84
Dislocated Workers	5,906	\$27,817,451	\$4,710.03
Youth	4,771	\$24,741,981	\$5,185.91

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

Costs of Workforce Investment Activities (cont.)

Table 2 WIA Title I Year-End Financial Statement

- Program Year 2015
- July 1, 2015 thru June 30, 2016

<u>Funding Sources</u>	<u>Available Fund</u>	<u>Expended</u>	<u>Outstanding Obligations</u>	<u>Available Balance</u>	<u>Percentage Available</u>
Local Area					
Adult (PY15)	20,239,770	11,188,272	3,015,561	6,035,937	29.82%
Carry-in (PY13/14)	10,529,244	9,917,979	0	611,265	5.81%
Youth (PY15)	20,954,059	10,473,916	3,435,608	7,044,535	33.62%
In-School	3,143,109	1,548,255	515,341		
Out-School	17,810,950	8,925,661	2,920,267		
Carry-in (PY13/14)	11,743,300	10,832,457	0	910,843	7.76%
In-School	3,992,722	3,683,035	0		
Out-School	7,750,578	7,149,422	0		
Dislocated Worker (PY15)	22,079,549	11,454,452	4,114,222	6,510,875	29.49%
Carry-in (PY13/14)	12,919,287	12,248,777	0	670,510	5.19%
Statewide Activity					
Adult (PY15)	2,248,863	161,017	519,097	1,568,749	69.76%
Carry-in (PY13/14)	2,052,018	1,823,449	32,758	195,811	9.54%
Youth (PY15)	2,328,228	1,994,625	333,604	-1	0.00%
Carry-in (PY13/14)	1,513,741	1,493,594	20,147	0	0.00%
Dislocated Worker (PY15)	3,396,852	446,924	761,370	2,188,558	64.43%
Carry-in (PY13/14)	3,002,333	2,671,843	47,365	283,125	9.43%
Rapid Response (PY15)	8,492,133	5,277,622	1,203,257	2,061,254	24.27%
Carry-in (PY13/14)	2,067,553	-936,394	222,188	2,781,759	134.54%
Total PY 2015 Funding:	123,566,930	78,998,533	13,705,177	30,863,220	
				30,863,220	

Note

- (1) Carry-in available funding is based on prior year's obligation and available balances.
- (2) Rapid Response PY13/14 negative expenditure due to reclassification of program.

Costs of Workforce Investment Activities (cont.)

Table 3 WIA Statewide 5% Allowable Activities Description

- Program Year 2015
- July 1, 2015 thru June 30, 2016

FEDERAL FINANCIAL REPORTS

Description	Expenditures		Total Expenditures	Outstanding Obligations
	PY13/14	PY15		
One Stop Programs and Support	2,634,188	1,105,405	3,739,592	41,301
SETC	80,786	86,289	167,075	79
ETPL-ORI	4,354	60,363	64,717	0
Salem County	20,132	0	20,132	0
Rutgers - Consumer Report Card	24,269	0	24,269	0
Rowan University – STEM	0	0	0	60,000
PROS	2,777,158	1,062,413	3,839,571	0
Library Initiative	0	4,021	4,021	1,424,333
Software	0	0	0	14,403
NASWA	0	0	0	15,300
North Highland Company	448,000	284,075	732,075	158,925
Total:	5,988,887	2,602,566	8,591,452	1,714,341

Table 4 WIA Title I Cost of Program Activities

- Program Year 2015
- July 1, 2015 thru June 30, 2016

Program Activity	Expenditures	Obligations	Total Federal Spending
Local Adults	21,106,251	3,015,561	24,121,812
Local Dislocated Workers	23,703,229	4,114,222	27,817,451
Local Youth	21,306,373	3,435,608	24,741,981
Rapid Response	4,291,228	1,425,445	5,716,673
Statewide Activities	8,591,452	1,714,341	10,305,793
Statewide 5% Allowable Activities			
One Stop Programs and Support			3,739,592
SETC			167,075
ETPL-ORI			64,717
Salem County			20,132
Rutgers – Consumer Report Card			24,269
Library Initiative			4,021
Project Re-employment Opportunity Services			3,839,571
North Highland Company			732,075
Total of All Federal Spending Listed Above	\$78,998,533	\$13,705,177	\$101,295,162

Common Performance Measures

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	0.0%	0.0%	0	0	0	0.0%
Employers	0.0%	0.0%	0	0	0	0.0%

Table B Adult Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	85.1%	78.2%
		2,795
Employment Retention Rate	86.4%	85.7%
		1,936
Six-Months Average Earnings	\$13,039	\$14,058
		\$25,922,678
Employment and Credential Rate		1,844

Table C Outcomes for Adult Special Populations

Reported Information	Public Assistance Recipients Receiving Intensive Or Training Services		Veterans		Individuals With Disabilities		Older Individuals	
Entered Employment Rate	80.0%	132	74.5%	76	59.5%	25	63.4%	289
		165		102		42		456
Employment Retention Rate	84.1%	127	83.6%	56	83.3%	25	83.9%	167
		151		67		30		199
Six-Months Average Earnings	\$14,871	\$1,799,344	\$14,315	\$744,374	\$11,497	\$264,430	\$15,574	\$2,413,993
		121		52		23		155
Employment And Credential Rate *								

Common Performance Measures (cont.)

Table D Other Outcome Information for the Adult Program

Reported Information	Individuals Who Only Received Core Services		Individuals Who Only Received Core and Intensive Services		Individuals Who Received Training Services	
Entered Employment Rate	65.8%	361	70.3%	156	81.5%	2,222
		549		222		2,728
Employment Retention Rate	83.7%	108	90.5%	57	86.0%	1,700
		129		63		1,976
Six-Months Average Earnings	\$12,951	\$1,372,848	\$16,555	\$927,070	\$14,161	\$22,897,886
		106		56		1,617

Table E Dislocated Worker Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	83.3%	81.6%	2,888
			3,541
Employment Retention Rate	87.5%	86.2%	2,753
			3,195
Six-Months Average Earnings	\$18,500	\$18,971	\$46,627,279
			2,616
Employment and Credential Rate			

Common Performance Measures (cont.)

Table F Outcomes for Dislocated Worker Special Populations

Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
	Entered Employment Rate	81.5%	101 124	66.7%	10 15	73.1%	501 685	0.0%
Employment Retention Rate	86.3%	101 117	78.6%	11 14	85.6%	434 507	0.0%	0 0
Six-Months Average Earnings	\$19,606	\$1,842,972 94	\$12,252	\$134,770 11	\$19,375	\$7,924,432 409	\$0	\$0 0
Employment and Credential Rate								

Table G Other Outcome Information for the Dislocated Worker Program

Reported Information	Individuals Who Received Only Core Services		Individuals Who Only Received Core and Intensive Services		Individuals Who Received Training Services	
	Entered Employment Rate	71.4%	100 140	84.4%	65 77	82.3%
Employment Retention Rate	78.5%	274 349	97.9%	46 47	86.9%	2,376 2,734
Six-Months Average Earnings	\$10,616	\$2,802,636 264	\$14,340	\$645,299 45	\$19,829	\$44,675,045 2,253

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

Reported Information	Negotiated Performance Level	Actual Performance Level	
		Placement in Employment or Education	68.5%
Attainment of Degree or Certificate Rate	75.0%	62.0%	1,281 2,065
Literacy and Numeracy Gains	60.0%	53.4%	556 1,041

Common Performance Measures (cont.)

Table H.1A Outcomes for Youth Special Populations

Reported Information	Public Assistance Recipients		Veterans		Individuals With Disabilities		Out-of-School Youth	
	Rate	Count	Rate	Count	Rate	Count	Rate	Count
Placement in Employment or Education Rate	62.5%	65	0.0%	0	57.8%	420	63.3%	689
		104		0		727		1,088
Attainment of Degree or Certificate Rate	61.7%	50	0.0%	0	67.4%	468	56.8%	317
		81		0		694		558
Literacy and Numeracy Gains	32.8%	19	0.0%	0	64.2%	88	53.4%	556
		58		0		137		1,041

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

Reported Information	Negotiated Performance Level	Actual Performance Level	
		Rate	Count
Entered Employment Rate	0.0%	0.0%	0
			0
Employment Retention Rate	0.0%	0.0%	0
			0
Six-Months Average Earnings	\$0	\$0	\$0
			0
Employment and Credential Rate	0.0%	0.0%	0
			0

Common Performance Measures (cont.)

Table I Outcomes for Older Youth Special Populations

Reported Information	Public Assistance Recipients		Veterans		Individuals With Disabilities		Out-of-School Youth	
Entered Employment Rate	0.0%	0	0.0%	0	0.0%	0	0.0%	0
Employment Retention Rate	0.0%	0	0.0%	0	0.0%	0	0.0%	0
Six-Months Average Earnings	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Employment and Credential Rate	0.0%	0	0.0%	0	0.0%	0	0.0%	0

Table J Younger Youth (14-18) Results

Reported Information	Negotiated Performance Level	Actual Performance Level
Skill Attainment Rate	0.0%	0.0%
Youth Diploma or Equivalent Rate	0.0%	0.0%
Retention Rate	0.0%	0.0%

Table K Outcomes for Younger Youth Special Populations

Reported Information	Public Assistance Recipients		Individuals With Disabilities		Out-of-School Youth	
Skill Attainment Rate	0.0%	0	0.0%	0	0.0%	0
Diploma or Equivalent Attainment Rate	0.0%	0	0.0%	0	0.0%	0
Retention Rate	0.0%	0	0.0%	0	0.0%	0

Common Performance Measures (cont.)

Table L Other Reported Information

Reported Information	12-Month Employment Retention Rate		12-Mo. Earnings Change (Adults and Older Youth) or 12-Mo. Earnings Replacement (Dislocated Workers)		Placements for Participants in Nontraditional 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	84.5%	1,829	\$2,581	\$2,942,685	0.3%	7	\$6,286	\$16,720,272	38.3%	851
		2,164		1,140		2,795		2,660		2,222
Dislocated Workers	85.4%	2,765	\$89	\$36,455,400	0.2%	6	\$8,068	\$21,961,540	46.8%	1,251
		3,239		40,826,213		2,888		2,722		2,675
Older Youth	79.6%	266	\$1,241	\$161,311	0.0%	0	\$2,322	\$798,734		
		334		130		364		344		

Table M Participation Levels

Reported Information	Total Participants Served	Total Exiters
Total Adults	98,866	86,978
Total Adults (self)	87,357	78,931
WIA Adults	94,271	83,904
WIA Dislocated Workers	5,906	3,901
Total Youth (14-21)	4,771	3,029
Younger Youth (14-18)	3,339	2,292
Older Youth (19-21)	1,432	737
Out-of-School Youth	2,439	1,316
In-School Youth	2,332	1,713

**Common
 Performance
 Measures (cont.)**

Table N Cost of Program Activities

Program Activity		Total Federal Spending
Local Adults		\$24,121,812
Local Dislocated Workers		\$27,817,451
Local Youth		\$24,741,981
Rapid Response (up to 25%) WIA Section 134(a)(2)(B)		\$5,716,673
Statewide Required Activities (up to 15%) WIA Section 134(a)(2)(B)		\$10,305,793
Statewide Allowable Activities WIA Section 134(a)(3)	Program Activity Description	
	One-Stop Programs and Support	\$3,739,592
	SETC	\$167,075
	ETPL-ORI	\$64,717
	Salem County	\$20,132
	Rutgers-Evaluation and Consumer Report Card	\$24,269
	Library Initiative	\$4,021
	Project Re-employment Opportunity Services	\$3,839,571
	North Highland Company	\$732,075
		\$0
		\$0
	\$0	
Total of All Federal Spending Listed Above		\$101,295,162

Common Performance Measures (cont.)

Table O
 Atlantic Cape May Workforce Investment Board

Atlantic Cape May Workforce Investment Board	Total Participants Served	Adults	4,633
		Dislocated Workers	438
		Older Youth (19 - 21)	133
		Younger Youth (14 - 18)	272
34035	Total Exiters	Adults	4,103
		Dislocated Workers	321
		Older Youth (19 - 21)	102
		Younger Youth (14 - 18)	237

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0%	
	Employers	0.0%	
Entered Employment Rates	Adults	85.4%	81.0%
	Dislocated Workers	86.2%	84.0%
	Older Youth	0.0%	46.0%
Retention Rates	Adults	79.0%	87.0%
	Dislocated Workers	80.9%	86.0%
	Older Youth	0.0%	86.0%
Average Earnings (Adults/DWs)	Younger Youth	0.0%	14.0%
	Adults	\$12,101	\$12,532
	Dislocated Workers	\$15,740	\$14,394
Six Months Earnings Increase (Older Youth)	Older Youth	\$0	\$2,665
Credential/Diploma Rates	Adults	0.0%	65.0%
	Dislocated Workers	0.0%	69.0%
	Older Youth	0.0%	15.0%
	Younger Youth	0.0%	56.0%
Skill Attainment Rate	Younger Youth	0.0%	99.0%
Placement in Employment or Education	Youth (14 - 21)	56.0%	48.0%
Attainment of Degree or Certificate	Youth (14 - 21)	56.0%	44.0%
Literacy or Numeracy Gains	Youth (14 - 21)	48.0%	38.0%

Description of Other State Indicators			
		0.0%	0.0%
		0.0%	0.0%

Overall Status of Local Performance	Met
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Common Performance Measures (cont.)

Table O
 Bergen County Workforce Investment Board

Bergen County Workforce Investment Board	Total Participants Served	Adults	6,533
		Dislocated Workers	669
		Older Youth (19 - 21)	109
		Younger Youth (14 - 18)	572
34040	Total Exiters	Adults	5,690
		Dislocated Workers	519
		Older Youth (19 - 21)	56
		Younger Youth (14 - 18)	231

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0%	
	Employers	0.0%	
Entered Employment Rates	Adults	63.5%	64.0%
	Dislocated Workers	73.7%	75.0%
	Older Youth	0.0%	61.0%
Retention Rates	Adults	82.0%	78.0%
	Dislocated Workers	87.4%	80.0%
	Older Youth	0.0%	86.0%
	Younger Youth	0.0%	4.0%
Average Earnings (Adults/DWs)	Adults	\$13,489	\$15,558
	Dislocated Workers	\$17,655	\$21,404
Six Months Earnings Increase (Older Youth)	Older Youth	\$0	\$3,484
Credential/Diploma Rates	Adults	0.0%	59.0%
	Dislocated Workers	0.0%	64.0%
	Older Youth	0.0%	59.0%
	Younger Youth	0.0%	67.0%
Skill Attainment Rate	Younger Youth	0.0%	97.0%
Placement in Employment or Education	Youth (14 - 21)	55.0%	61.0%
Attainment of Degree or Certificate	Youth (14 - 21)	61.0%	68.0%
Literacy or Numeracy Gains	Youth (14 - 21)	55.0%	51.0%

Description of Other State Indicators			
		0.0%	0.0%
		0.0%	0.0%

Overall Status of Local Performance	Met
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Common Performance Measures (cont.)

Table O
 Burlington County Workforce Investment Board

Burlington County Workforce Investment Board	Total Participants Served	Adults	5,920
		Dislocated Workers	112
		Older Youth (19 - 21)	31
		Younger Youth (14 - 18)	30
34045	Total Exiters	Adults	5,213
		Dislocated Workers	83
		Older Youth (19 - 21)	18
		Younger Youth (14 - 18)	31

Reported Information	Program Participants	Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0%	
	Employers	0.0%	
Entered Employment Rates	Adults	79.5%	91.0%
	Dislocated Workers	83.5%	90.0%
	Older Youth	0.0%	85.0%
	Younger Youth	0.0%	0.0%
Retention Rates	Adults	87.1%	82.0%
	Dislocated Workers	85.5%	90.0%
	Older Youth	0.0%	100.0%
	Younger Youth	0.0%	0.0%
Average Earnings (Adults/DWs)	Adults	\$10,027	\$13,293
	Dislocated Workers	\$15,253	\$17,367
Six Months Earnings Increase (Older Youth)	Older Youth	\$0	\$3,107
Credential/Diploma Rates	Adults	0.0%	73.0%
	Dislocated Workers	0.0%	79.0%
	Older Youth	0.0%	14.0%
	Younger Youth	0.0%	38.0%
Skill Attainment Rate	Younger Youth	0.0%	73.0%
Placement in Employment or Education	Youth (14 - 21)	59.0%	59.0%
Attainment of Degree or Certificate	Youth (14 - 21)	83.0%	38.0%
Literacy or Numeracy Gains	Youth (14 - 21)	45.0%	0.0%

Description of Other State Indicators			
		0.0%	0.0%
		0.0%	0.0%

Overall Status of Local Performance	Met
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Common Performance Measures (cont.)

Table O
 Camden County Workforce Investment Board

Camden County Workforce Investment Board	Total Participants Served	Adults	6,292
		Dislocated Workers	292
		Older Youth (19 - 21)	79
		Younger Youth (14 - 18)	123
34005	Total Exiters	Adults	5,255
		Dislocated Workers	214
		Older Youth (19 - 21)	60
		Younger Youth (14 - 18)	76

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0%	
	Employers	0.0%	
Entered Employment Rates	Adults	83.0%	81.0%
	Dislocated Workers	88.5%	92.0%
	Older Youth	0.0%	71.0%
Retention Rates	Adults	80.8%	87.0%
	Dislocated Workers	83.2%	91.0%
	Older Youth	0.0%	71.0%
	Younger Youth	0.0%	5.0%
Average Earnings (Adults/DWs)	Adults	\$12,681	\$13,677
	Dislocated Workers	\$16,189	\$18,246
Six Months Earnings Increase (Older Youth)	Older Youth	\$0	\$966
Credential/Diploma Rates	Adults	0.0%	76.0%
	Dislocated Workers	0.0%	76.0%
	Older Youth	0.0%	48.0%
	Younger Youth	0.0%	32.0%
Skill Attainment Rate	Younger Youth	0.0%	93.0%
Placement in Employment or Education	Youth (14 - 21)	79.0%	66.0%
Attainment of Degree or Certificate	Youth (14 - 21)	65.0%	56.0%
Literacy or Numeracy Gains	Youth (14 - 21)	76.0%	64.0%
Description of Other State Indicators			
		0.0%	0.0%
		0.0%	0.0%

Overall Status of Local Performance	Met
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Common Performance Measures (cont.)

Table O
 Cumberland I
 Salem Counties
 Workforce
 Investment Board

Cumberland/Salem Counties Workforce Investment Board	Total Participants Served	Adults	1,084
		Dislocated Workers	256
		Older Youth (19 - 21)	51
		Younger Youth (14 - 18)	126
34090	Total Exiters	Adults	1,128
		Dislocated Workers	186
		Older Youth (19 - 21)	42
		Younger Youth (14 - 18)	111

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0%	
	Employers	0.0%	
Entered Employment Rates	Adults	86.3%	90.0%
	Dislocated Workers	87.4%	85.0%
	Older Youth	0.0%	84.0%
Retention Rates	Adults	83.1%	85.0%
	Dislocated Workers	89.4%	90.0%
	Older Youth	0.0%	93.0%
	Younger Youth	0.0%	2.0%
Average Earnings (Adults/DWs)	Adults	\$13,164	\$11,121
	Dislocated Workers	\$14,828	\$15,337
Six Months Earnings Increase (Older Youth)	Older Youth	\$0	\$1,094
Credential/Diploma Rates	Adults	0.0%	54.0%
	Dislocated Workers	0.0%	68.0%
	Older Youth	0.0%	46.0%
	Younger Youth	0.0%	76.0%
Skill Attainment Rate	Younger Youth	0.0%	79.0%
Placement in Employment or Education	Youth (14 - 21)	72.0%	85.0%
Attainment of Degree or Certificate	Youth (14 - 21)	79.0%	79.0%
Literacy or Numeracy Gains	Youth (14 - 21)	51.0%	67.0%

Description of Other State Indicators			
		0.0%	0.0%
		0.0%	0.0%

Overall Status of Local Performance	Met
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Common Performance Measures (cont.)

Table O
 Essex County Workforce Investment Board

Essex County Workforce Investment Board	Total Participants Served	Adults	7,908
		Dislocated Workers	309
		Older Youth (19 - 21)	43
		Younger Youth (14 - 18)	54
34050	Total Exiters	Adults	6,799
		Dislocated Workers	181
		Older Youth (19 - 21)	60
		Younger Youth (14 - 18)	103

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0%	
	Employers	0.0%	
Entered Employment Rates	Adults	67.3%	63.0%
	Dislocated Workers	63.5%	61.0%
	Older Youth	0.0%	65.0%
Retention Rates	Adults	83.8%	81.0%
	Dislocated Workers	84.1%	84.0%
	Older Youth	0.0%	85.0%
	Younger Youth	0.0%	2.0%
Average Earnings (Adults/DWs)	Adults	\$13,386	\$14,577
	Dislocated Workers	\$16,395	\$17,320
Six Months Earnings Increase (Older Youth)	Older Youth	\$0	\$1,146
Credential/Diploma Rates	Adults	0.0%	34.0%
	Dislocated Workers	0.0%	35.0%
	Older Youth	0.0%	25.0%
	Younger Youth	0.0%	90.0%
Skill Attainment Rate	Younger Youth	0.0%	100.0%
Placement in Employment or Education	Youth (14 - 21)	73.0%	59.0%
Attainment of Degree or Certificate	Youth (14 - 21)	75.0%	74.0%
Literacy or Numeracy Gains	Youth (14 - 21)	69.0%	44.0%

Description of Other State Indicators			
		0.0%	0.0%
		0.0%	0.0%

Overall Status of Local Performance	Met
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Common Performance Measures (cont.)

Table O
 Gloucester County Workforce Investment Board

Gloucester County Workforce Investment Board	Total Participants Served	Adults	2,865
		Dislocated Workers	150
		Older Youth (19 - 21)	13
		Younger Youth (14 - 18)	62
34055	Total Exiters	Adults	2,558
		Dislocated Workers	99
		Older Youth (19 - 21)	7
		Younger Youth (14 - 18)	52

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0%	
	Employers	0.0%	
Entered Employment Rates	Adults	91.7%	89.0%
	Dislocated Workers	85.3%	90.0%
	Older Youth	0.0%	100.0%
Retention Rates	Adults	91.0%	92.0%
	Dislocated Workers	91.9%	91.0%
	Older Youth	0.0%	75.0%
	Younger Youth	0.0%	38.0%
Average Earnings (Adults/DWs)	Adults	\$14,090	\$13,851
	Dislocated Workers	\$15,735	\$17,795
Six Months Earnings Increase (Older Youth)	Older Youth	\$0	-\$1,570
Credential/Diploma Rates	Adults	0.0%	76.0%
	Dislocated Workers	0.0%	81.0%
	Older Youth	0.0%	100.0%
	Younger Youth	0.0%	86.0%
Skill Attainment Rate	Younger Youth	0.0%	100.0%
Placement in Employment or Education	Youth (14 - 21)	65.0%	79.0%
Attainment of Degree or Certificate	Youth (14 - 21)	79.0%	94.0%
Literacy or Numeracy Gains	Youth (14 - 21)	86.0%	71.0%

Description of Other State Indicators			
		0.0%	0.0%
		0.0%	0.0%

Overall Status of Local Performance	Met
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Common Performance Measures (cont.)

Table O
 Greater Raritan Workforce Investment Board

Greater Raritan Workforce Investment Board	Total Participants Served	Adults	4,354
		Dislocated Workers	313
		Older Youth (19 - 21)	25
		Younger Youth (14 - 18)	24
34110	Total Exiters	Adults	3,593
		Dislocated Workers	202
		Older Youth (19 - 21)	15
		Younger Youth (14 - 18)	13

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0%	
	Employers	0.0%	
Entered Employment Rates	Adults	91.8%	82.0%
	Dislocated Workers	83.4%	79.0%
	Older Youth	0.0%	75.0%
Retention Rates	Adults	93.6%	89.0%
	Dislocated Workers	89.1%	92.0%
	Older Youth	0.0%	89.0%
	Younger Youth	0.0%	0.0%
Average Earnings (Adults/DWs)	Adults	\$15,033	\$25,334
	Dislocated Workers	\$25,905	\$28,916
Six Months Earnings Increase (Older Youth)	Older Youth	\$0	\$3,650
Credential/Diploma Rates	Adults	0.0%	71.0%
	Dislocated Workers	0.0%	75.0%
	Older Youth	0.0%	45.0%
	Younger Youth	0.0%	33.0%
Skill Attainment Rate	Younger Youth	0.0%	78.0%
Placement in Employment or Education	Youth (14 - 21)	85.0%	73.0%
Attainment of Degree or Certificate	Youth (14 - 21)	87.0%	88.0%
Literacy or Numeracy Gains	Youth (14 - 21)	45.0%	88.0%

Description of Other State Indicators			
		0.0%	0.0%
		0.0%	0.0%

Overall Status of Local Performance	Met
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Common Performance Measures (cont.)

Table O
 Hudson County Workforce Investment Board

Hudson County Workforce Investment Board	Total Participants Served	Adults	1,211
		Dislocated Workers	178
		Older Youth (19 - 21)	26
		Younger Youth (14 - 18)	194
34060	Total Exiters	Adults	970
		Dislocated Workers	130
		Older Youth (19 - 21)	26
		Younger Youth (14 - 18)	166

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0%	
	Employers	0.0%	
Entered Employment Rates	Adults	73.1%	71.0%
	Dislocated Workers	77.0%	71.0%
	Older Youth	0.0%	62.0%
Retention Rates	Adults	73.7%	82.0%
	Dislocated Workers	79.0%	84.0%
	Older Youth	0.0%	80.0%
	Younger Youth	0.0%	1.0%
Average Earnings (Adults/DWs)	Adults	\$12,292	\$11,452
	Dislocated Workers	\$13,474	\$16,949
Six Months Earnings Increase (Older Youth)	Older Youth	\$0	\$1,012
Credential/Diploma Rates	Adults	0.0%	41.0%
	Dislocated Workers	0.0%	41.0%
	Older Youth	0.0%	47.0%
	Younger Youth	0.0%	88.0%
Skill Attainment Rate	Younger Youth	0.0%	87.0%
Placement in Employment or Education	Youth (14 - 21)	59.0%	54.0%
Attainment of Degree or Certificate	Youth (14 - 21)	59.0%	34.0%
Literacy or Numeracy Gains	Youth (14 - 21)	73.0%	62.0%

Description of Other State Indicators			
		0.0%	0.0%
		0.0%	0.0%

Overall Status of Local Performance	Met
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Common Performance Measures (cont.)

Table O
 Jersey City in Hudson County

Jersey City in Hudson County	Total Participants Served	Adults	6,704
		Dislocated Workers	70
		Older Youth (19 - 21)	15
		Younger Youth (14 - 18)	43
34015	Total Exiters	Adults	5,597
		Dislocated Workers	32
		Older Youth (19 - 21)	7
		Younger Youth (14 - 18)	178

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0%	
	Employers	0.0%	
Entered Employment Rates	Adults	89.5%	82.0%
	Dislocated Workers	96.2%	86.0%
	Older Youth	0.0%	80.0%
Retention Rates	Adults	89.4%	89.0%
	Dislocated Workers	90.9%	85.0%
	Older Youth	0.0%	50.0%
	Younger Youth	0.0%	40.0%
Average Earnings (Adults/DWs)	Adults	\$13,578	\$14,172
	Dislocated Workers	\$17,515	\$18,529
Six Months Earnings Increase (Older Youth)	Older Youth	\$0	\$5,387
Credential/Diploma Rates	Adults	0.0%	34.0%
	Dislocated Workers	0.0%	60.0%
	Older Youth	0.0%	83.0%
	Younger Youth	0.0%	100.0%
Skill Attainment Rate	Younger Youth	0.0%	100.0%
Placement in Employment or Education	Youth (14 - 21)	80.0%	74.0%
Attainment of Degree or Certificate	Youth (14 - 21)	97.0%	100.0%
Literacy or Numeracy Gains	Youth (14 - 21)	85.0%	0.0%
Description of Other State Indicators			
		0.0%	0.0%
		0.0%	0.0%

Overall Status of Local Performance	Met
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Common Performance Measures (cont.)

Table O
 Mercer County Workforce Investment Board

Mercer County Workforce Investment Board	Total Participants Served	Adults	4,146
		Dislocated Workers	173
		Older Youth (19 - 21)	47
		Younger Youth (14 - 18)	124
34030	Total Exiters	Adults	3,519
		Dislocated Workers	68
		Older Youth (19 - 21)	13
		Younger Youth (14 - 18)	59

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0%	
	Employers	0.0%	
Entered Employment Rates	Adults	89.9%	80.0%
	Dislocated Workers	92.9%	88.0%
	Older Youth	0.0%	70.0%
Retention Rates	Adults	72.0%	74.0%
	Dislocated Workers	74.5%	74.0%
	Older Youth	0.0%	92.0%
	Younger Youth	0.0%	64.0%
Average Earnings (Adults/DWs)	Adults	\$10,751	\$11,224
	Dislocated Workers	\$16,250	\$19,187
Six Months Earnings Increase (Older Youth)	Older Youth	\$0	\$1,744
Credential/Diploma Rates	Adults	0.0%	51.0%
	Dislocated Workers	0.0%	63.0%
	Older Youth	0.0%	33.0%
	Younger Youth	0.0%	100.0%
Skill Attainment Rate	Younger Youth	0.0%	92.0%
Placement in Employment or Education	Youth (14 - 21)	79.0%	79.0%
Attainment of Degree or Certificate	Youth (14 - 21)	96.0%	90.0%
Literacy or Numeracy Gains	Youth (14 - 21)	70.0%	79.0%

Description of Other State Indicators			
		0.0%	0.0%
		0.0%	0.0%

Overall Status of Local Performance	Met
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Common Performance Measures (cont.)

Table O
 Middlesex County Workforce Investment Board

Middlesex County Workforce Investment Board	Total Participants Served	Adults	1,407
		Dislocated Workers	504
		Older Youth (19 - 21)	95
		Younger Youth (14 - 18)	84
34115	Total Exiters	Adults	1,570
		Dislocated Workers	412
		Older Youth (19 - 21)	70
		Younger Youth (14 - 18)	53

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0%	
	Employers	0.0%	
Entered Employment Rates	Adults	84.0%	76.0%
	Dislocated Workers	78.5%	78.0%
	Older Youth	0.0%	79.0%
Retention Rates	Adults	82.9%	88.0%
	Dislocated Workers	85.1%	86.0%
	Older Youth	0.0%	84.0%
	Younger Youth	0.0%	3.0%
Average Earnings (Adults/DWs)	Adults	\$15,322	\$13,796
	Dislocated Workers	\$18,038	\$20,665
Six Months Earnings Increase (Older Youth)	Older Youth	\$0	\$3,803
Credential/Diploma Rates	Adults	0.0%	64.0%
	Dislocated Workers	0.0%	69.0%
	Older Youth	0.0%	48.0%
	Younger Youth	0.0%	64.0%
Skill Attainment Rate	Younger Youth	0.0%	96.0%
Placement in Employment or Education	Youth (14 - 21)	62.0%	75.0%
Attainment of Degree or Certificate	Youth (14 - 21)	76.0%	68.0%
Literacy or Numeracy Gains	Youth (14 - 21)	49.0%	72.0%

Description of Other State Indicators			
		0.0%	0.0%
		0.0%	0.0%

Overall Status of Local Performance	Met
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Common Performance Measures (cont.)

Table O
 Monmouth County Workforce Investment Board

Monmouth County Workforce Investment Board	Total Participants Served	Adults	7,625
		Dislocated Workers	478
		Older Youth (19 - 21)	99
		Younger Youth (14 - 18)	186
34070	Total Exiters	Adults	6,699
		Dislocated Workers	215
		Older Youth (19 - 21)	21
		Younger Youth (14 - 18)	49

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0%	
	Employers	0.0%	
Entered Employment Rates	Adults	81.7%	83.0%
	Dislocated Workers	76.2%	77.0%
	Older Youth	0.0%	59.0%
Retention Rates	Adults	92.5%	85.0%
	Dislocated Workers	83.8%	85.0%
	Older Youth	0.0%	74.0%
	Younger Youth	0.0%	1.0%
Average Earnings (Adults/DWs)	Adults	\$14,930	\$13,520
	Dislocated Workers	\$18,916	\$21,842
Six Months Earnings Increase (Older Youth)	Older Youth	\$0	-\$1,128
Credential/Diploma Rates	Adults	0.0%	60.0%
	Dislocated Workers	0.0%	43.0%
	Older Youth	0.0%	21.0%
	Younger Youth	0.0%	64.0%
Skill Attainment Rate	Younger Youth	0.0%	46.0%
Placement in Employment or Education	Youth (14 - 21)	61.0%	62.0%
Attainment of Degree or Certificate	Youth (14 - 21)	96.0%	71.0%
Literacy or Numeracy Gains	Youth (14 - 21)	73.0%	49.0%

Description of Other State Indicators			
		0.0%	0.0%
		0.0%	0.0%

Overall Status of Local Performance	Met
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Common Performance Measures (cont.)

Table O
 Morris | Sussex | Warren Workforce Investment Board

Morris/Sussex/Warren Workforce Investment Board	Total Participants Served	Adults	7,008
		Dislocated Workers	798
		Older Youth (19 - 21)	31
		Younger Youth (14 - 18)	150
34105	Total Exiters	Adults	5,851
		Dislocated Workers	432
		Older Youth (19 - 21)	16
		Younger Youth (14 - 18)	82

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0%	
	Employers	0.0%	
Entered Employment Rates	Adults	87.8%	87.0%
	Dislocated Workers	80.1%	89.0%
	Older Youth	0.0%	80.0%
Retention Rates	Adults	92.2%	96.0%
	Dislocated Workers	90.0%	92.0%
	Older Youth	0.0%	80.0%
	Younger Youth	0.0%	13.0%
Average Earnings (Adults/DWs)	Adults	\$19,177	\$19,236
	Dislocated Workers	\$23,967	\$25,540
Six Months Earnings Increase (Older Youth)	Older Youth	\$0	-\$2,474
Credential/Diploma Rates	Adults	0.0%	67.0%
	Dislocated Workers	0.0%	71.0%
	Older Youth	0.0%	60.0%
	Younger Youth	0.0%	84.0%
Skill Attainment Rate	Younger Youth	0.0%	100.0%
Placement in Employment or Education	Youth (14 - 21)	72.0%	72.0%
Attainment of Degree or Certificate	Youth (14 - 21)	85.0%	82.0%
Literacy or Numeracy Gains	Youth (14 - 21)	84.0%	80.0%

Description of Other State Indicators			
		0.0%	0.0%
		0.0%	0.0%

Overall Status of Local Performance	Met
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Common Performance Measures (cont.)

Table O
 NJDOL
 Trenton Central
 Office

NJDOL Trenton Central Office	Total Participants Served	Adults	0
		Dislocated Workers	0
		Older Youth (19 - 21)	0
		Younger Youth (14 - 18)	0
34120	Total Exitors	Adults	0
		Dislocated Workers	0
		Older Youth (19 - 21)	0
		Younger Youth (14 - 18)	0

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0%	
	Employers	0.0%	
Entered Employment Rates	Adults	0.0%	0.0%
	Dislocated Workers	0.0%	0.0%
	Older Youth	0.0%	0.0%
	Younger Youth	0.0%	0.0%
Retention Rates	Adults	0.0%	0.0%
	Dislocated Workers	0.0%	0.0%
	Older Youth	0.0%	0.0%
	Younger Youth	0.0%	0.0%
Average Earnings (Adults/DWs)	Adults	\$0	\$0
	Dislocated Workers	\$0	\$0
Six Months Earnings Increase (Older Youth)	Older Youth	\$0	\$0
Credential/Diploma Rates	Adults	0.0%	0.0%
	Dislocated Workers	0.0%	0.0%
	Older Youth	0.0%	0.0%
	Younger Youth	0.0%	0.0%
Skill Attainment Rate	Younger Youth	0.0%	0.0%
Placement in Employment or Education	Youth (14 - 21)	0.0%	0.0%
Attainment of Degree or Certificate	Youth (14 - 21)	0.0%	0.0%
Literacy or Numeracy Gains	Youth (14 - 21)	0.0%	0.0%

Description of Other State Indicators			
		0.0%	0.0%
		0.0%	0.0%

Overall Status of Local Performance	Met
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Common Performance Measures (cont.)

Table O
 Newark Workforce Investment Board

Newark Workforce Investment Board	Total Participants Served	Adults	1,629
		Dislocated Workers	352
		Older Youth (19 - 21)	372
		Younger Youth (14 - 18)	322
34020	Total Exiters	Adults	2,019
		Dislocated Workers	268
		Older Youth (19 - 21)	21
		Younger Youth (14 - 18)	44

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0%	
	Employers	0.0%	
Entered Employment Rates	Adults	91.0%	79.0%
	Dislocated Workers	93.9%	82.0%
	Older Youth	0.0%	88.0%
Retention Rates	Adults	81.2%	83.0%
	Dislocated Workers	87.3%	80.0%
	Older Youth	0.0%	86.0%
	Younger Youth	0.0%	72.0%
Average Earnings (Adults/DWs)	Adults	\$11,447	\$11,081
	Dislocated Workers	\$16,252	\$10,007
Six Months Earnings Increase (Older Youth)	Older Youth	\$0	\$3,654
Credential/Diploma Rates	Adults	0.0%	2.0%
	Dislocated Workers	0.0%	3.0%
	Older Youth	0.0%	16.0%
	Younger Youth	0.0%	90.0%
Skill Attainment Rate	Younger Youth	0.0%	32.0%
Placement in Employment or Education	Youth (14 - 21)	79.0%	93.0%
Attainment of Degree or Certificate	Youth (14 - 21)	59.0%	93.0%
Literacy or Numeracy Gains	Youth (14 - 21)	80.0%	15.0%

Description of Other State Indicators			
		0.0%	0.0%
		0.0%	0.0%

Overall Status of Local Performance	Met
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Common Performance Measures (cont.)

Table O
 Ocean County Workforce Investment Board

Ocean County Workforce Investment Board	Total Participants Served	Adults	4,474
		Dislocated Workers	230
		Older Youth (19 - 21)	33
		Younger Youth (14 - 18)	206
34080	Total Exiters	Adults	4,121
		Dislocated Workers	163
		Older Youth (19 - 21)	28
		Younger Youth (14 - 18)	231

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0%	
	Employers	0.0%	
Entered Employment Rates	Adults	96.4%	89.0%
	Dislocated Workers	95.0%	89.0%
	Older Youth	0.0%	100.0%
Retention Rates	Adults	87.7%	83.0%
	Dislocated Workers	82.6%	89.0%
	Older Youth	0.0%	89.0%
	Younger Youth	0.0%	14.0%
Average Earnings (Adults/DWs)	Adults	\$14,027	\$15,372
	Dislocated Workers	\$17,376	\$18,228
Six Months Earnings Increase (Older Youth)	Older Youth	\$0	\$5,084
Credential/Diploma Rates	Adults	0.0%	72.0%
	Dislocated Workers	0.0%	76.0%
	Older Youth	0.0%	56.0%
	Younger Youth	0.0%	92.0%
Skill Attainment Rate	Younger Youth	0.0%	98.0%
Placement in Employment or Education	Youth (14 - 21)	67.0%	68.0%
Attainment of Degree or Certificate	Youth (14 - 21)	82.0%	80.0%
Literacy or Numeracy Gains	Youth (14 - 21)	80.0%	75.0%

Description of Other State Indicators			
		0.0%	0.0%
		0.0%	0.0%

Overall Status of Local Performance	Met
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Common Performance Measures (cont.)

Table O
 Passaic County Workforce Investment Board

Passaic County Workforce Investment Board	Total Participants Served	Adults	3,568
		Dislocated Workers	262
		Older Youth (19 - 21)	174
		Younger Youth (14 - 18)	556
34025	Total Exiters	Adults	2,975
		Dislocated Workers	134
		Older Youth (19 - 21)	149
		Younger Youth (14 - 18)	471

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0%	
	Employers	0.0%	
Entered Employment Rates	Adults	93.4%	79.0%
	Dislocated Workers	94.7%	85.0%
	Older Youth	0.0%	50.0%
Retention Rates	Adults	89.9%	83.0%
	Dislocated Workers	91.6%	85.0%
	Older Youth	0.0%	76.0%
	Younger Youth	0.0%	0.0%
Average Earnings (Adults/DWs)	Adults	\$12,654	\$12,793
	Dislocated Workers	\$17,640	\$17,198
Six Months Earnings Increase (Older Youth)	Older Youth	\$0	-\$22
Credential/Diploma Rates	Adults	0.0%	2.0%
	Dislocated Workers	0.0%	0.0%
	Older Youth	0.0%	15.0%
	Younger Youth	0.0%	23.0%
Skill Attainment Rate	Younger Youth	0.0%	100.0%
Placement in Employment or Education	Youth (14 - 21)	78.0%	43.0%
Attainment of Degree or Certificate	Youth (14 - 21)	86.0%	23.0%
Literacy or Numeracy Gains	Youth (14 - 21)	46.0%	50.0%

Description of Other State Indicators			
		0.0%	0.0%
		0.0%	0.0%

Overall Status of Local Performance	Met
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Common Performance Measures (cont.)

Table O
 Union County Workforce Investment Board

Union County Workforce Investment Board	Total Participants Served	Adults	4,731
		Dislocated Workers	233
		Older Youth (19 - 21)	42
		Younger Youth (14 - 18)	183
34010	Total Exiters	Adults	4,119
		Dislocated Workers	188
		Older Youth (19 - 21)	11
		Younger Youth (14 - 18)	77

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0%	
	Employers	0.0%	
Entered Employment Rates	Adults	89.8%	99.0%
	Dislocated Workers	91.1%	97.0%
	Older Youth	0.0%	94.0%
Retention Rates	Adults	89.2%	95.0%
	Dislocated Workers	91.6%	96.0%
	Older Youth	0.0%	92.0%
	Younger Youth	0.0%	0.0%
Average Earnings (Adults/DWs)	Adults	\$14,306	\$13,261
	Dislocated Workers	\$16,536	\$15,606
Six Months Earnings Increase (Older Youth)	Older Youth	\$0	\$95
Credential/Diploma Rates	Adults	0.0%	49.0%
	Dislocated Workers	0.0%	49.0%
	Older Youth	0.0%	6.0%
	Younger Youth	0.0%	49.0%
Skill Attainment Rate	Younger Youth	0.0%	93.0%
Placement in Employment or Education	Youth (14 - 21)	83.0%	89.0%
Attainment of Degree or Certificate	Youth (14 - 21)	79.0%	88.0%
Literacy or Numeracy Gains	Youth (14 - 21)	83.0%	100.0%

Description of Other State Indicators			
		0.0%	0.0%
		0.0%	0.0%

Overall Status of Local Performance	Met
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Common Performance Measures (cont.)

Table P Veteran Priority of Service

Reported Information	Total	Percent Served
Covered Entrants Who Reached the End of the Entry Period	4,430	
Covered Entrants Who Received a Service During the Entry Period	4,430	100.0%
Covered Entrants Who Received a Staff-Assisted Service During the Entry Period	241	5.4%

Table Q Veterans' Outcomes by Special Populations

Reported Information	Post 9/11 Era Veterans		Post 9/11 Era Veterans who Received at least Intensive Services		TAP Workshop Veterans	
	Rate	Count	Rate	Count	Rate	Count
Entered Employment Rate	82.8%	53	83.6%	46	0.0%	0
		64		55		0
Employment Retention Rate	81.8%	36	84.6%	33	0.0%	0
		44		39		0
Six Months Average Earnings	\$15,464	\$525,763	\$16,073	\$498,249	\$0	\$0
		34		31		0