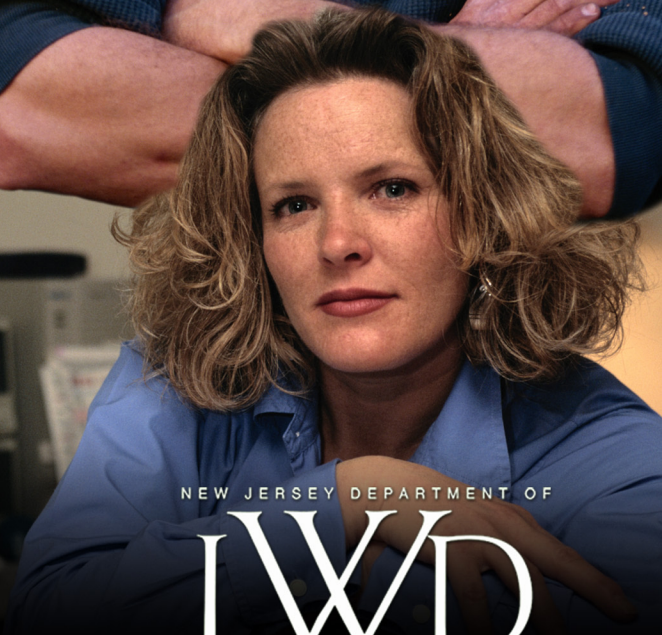


STATE OF NEW JERSEY
WORKFORCE INVESTMENT ACT

2009

ANNUAL REPORT



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Governor

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Commissioner

NEW JERSEY DEPARTMENT OF

LWD

LABOR AND WORKFORCE DEVELOPMENT
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This Workforce Investment Act (WIA) Annual Report reflects New Jersey's deep commitment to its world-class workforce development system and the important resources they provide for the employers of our great state. The achievements reported in this document are the result of a partnership of federal, State, local and business community stakeholders working together to create an environment targeting growth, innovation, and prosperity.

Harold J. Wirths, Commissioner
New Jersey Department of Labor and Workforce Development

Introduction

Program Year 2009 may be viewed as a year of change and stepping toward recovery in the State of New Jersey. This report demonstrates our continuing efforts toward private sector job creation and the ongoing utilization of formula and Recovery funds to prepare New Jersey's workforce to fill those new jobs.

A year removed from the economic downturns that resulted in increased unemployment, this Department has utilized a variety of resources to implement new efforts, reinvigorate old programs and increase accountability and transparency of our programs and services. Activities in planning or discussion stages last year have been put into operation with the expectation that the results provide opportunities for all our constituent groups.

Recognizing the critical role of New Jersey businesses to our economy, we see the expansion of sector-related efforts in our programming. We believe that by including a focus on those industries important to New Jersey, we maximize the investment of tax-payer dollars in our workforce efforts. Our hope is that in preparing the workforce with the skills these vital businesses need, we will help ensure their future and the jobs these businesses produce will remain in the State.

Last year, our report reflected efforts focused on the State's energy needs and the jobs related to those efforts. This year, a significant grant received in partnership with our State Employment and Training Commission, related to energy policy, was awarded to New Jersey. The result is the development of a sector-based Council that will help guide us through the needs of the energy industry, the jobs it already provides, and those that will be created. The energy sector effort is consistent with and will be coordinated with our Regional Employment Development Initiative (REDI) programs, which are designed to create networks of sector-based job opportunities. In particular, our REDI program, designed to organize "Green" efforts, is a good match with the energy-related grant that is being implemented.

Other REDI targets include the Transportation/Distribution/Logistics sector and the Bio-Technology sector. Each of these is an outgrowth of New Jersey's Workforce Innovation in Regional Economic Development (WIRED) grants. We recognize jobs are not typically dependent upon geo-political borders, but may be reliant upon having the talent available within a regional area that ensures a company will be able to find the workforce essential to success. This past year has seen special efforts dedicated to better employing experts from these respective sectors in clarifying their workforce needs. Our intent is to continue this trend by adding an additional focus on health care.

Last year saw an influx of federal Recovery funds critical to meeting increased demands on the workforce development system. In New Jersey, these dollars have been used in a number of ways, including the use of temporary staff to increase our capacity to serve people seeking employment and training opportunities. To serve the approximately 350,000 customers, New Jersey also increased access to our workforce services by adding off-hours and weekend hours in our One-Stop Career Centers.

Recovery funds enabled the State to implement a summer youth program. Indeed, about 6,000 young people statewide received a job through a State/local partnership, which included opportunities in public agencies and non-profit organizations. As part of the summer program, each of the young people had access to a Life Skills program, where they were taught about the importance of budgeting their money and how to conduct oneself in the workplace. Over 90% of the youth completed their respective jobs and the associated Life Skills program. Also noteworthy is the fact that approximately 40% of the young people enrolled were out-of-school youth, historically a difficult population to recruit and serve. At the same time, the State continued its unsubsidized summer youth work program, which resulted in approximately 800 more young people securing jobs.

Through our Youth Corps program, the Department of Labor and Workforce Development (the "Department") found still another avenue to serve the out-of-school youth population. With the number of young veterans returning from two theaters of conflict around the world, the State used Recovery funds to begin a veteran mentoring program within the Youth Corps. By connecting returning veterans to the programs which serve disconnected youth, we utilized a positive role model to help bring this population back into the economic mainstream.

The State has also used Recovery resources for outreach to populations which have not traditionally taken advantage of State workforce services. Project Connect is reaching unemployed and underemployed individuals by giving them access to One-Stop services through community- and faith-based organizations. Project Connect has enabled us to reach more of the workforce, the State has also instituted a program with the New Jersey Council of Community Colleges to increase the training options available to them. In coordination with the community colleges, Recovery program resources allowed us to create class-size, in-demand skill training programs designed to match the needs of different sectors of New Jersey's business community. Based upon the principles of supply and demand, these programs are designed to address the needs of employers and using the people recruited through a combined local/State effort.

Combined efforts are not limited to the development of specific training programs. Consistent with Governor Christie's desire for shared services, a number of our local workforce areas in Northern New Jersey have worked together to develop a joint job development effort. Based upon a "Single Point of Contact" focus, these areas are designing a regional employment process that encompasses an area which contains over one-half of the New Jersey population.

The grouping of workforce areas based upon comparable needs is also a premise behind the State's National Emergency Grants (NEG). These efforts are designed to provide resources to areas that share common workforce issues. The State is currently partnering with different organizations in two ongoing and two new NEG-funded initiatives. The existing programs are focused on the implications of the Base Realignment and Closure Commission's (BRAC) closing of Fort Monmouth and the continued impact of the closing of several financial services companies. The State's newest NEG is focused on training and assistance to dislocated workers from the pharmaceutical industry. The State's third NEG effort will demonstrate how On-the-Job training programs may help some long-term unemployed white-collar workers become re-employed.

While these programs and our ongoing mix of services provide significant opportunities for those who may be unemployed or underemployed, we realize that in a time of limited resources, it is incumbent upon the Department to ensure that each dollar used is accounted for and that the investment of that money is done as effectively as possible. Despite the poor economic conditions, the Department met or exceeded all of its WIA performance standards during Program Year (PY) 2009.

In addition to the ongoing review of performance against targets required by our federal grants, the Department and the State Employment and Training Commission have increased the access and understanding of our workforce program performance metrics. For years the Department has provided the local workforce areas with associated workforce program performance information on an ongoing basis. This year that effort was expanded through the use of intuitive electronic dashboards to ensure the information was also accessible to their respective workforce boards, so they may better manage their local efforts.

The Department has extended the unprecedented accountability and transparency requirements of the America Recovery and Reinvestment Act (ARRA) efforts, into its budgeting and staffing areas. Local area contracts require local partners to provide more information regarding their use of workforce funds. The increased informational requirements include specific documentation regarding financial management, leave policies and conflict of interest matters. So as to minimize limited resources, and ensure that the demand for critical workforce services are met, we are requiring more stringent safeguards for all workforce resources provided by the Department. These measures will result in the successful continuation of our efforts to meet New Jersey's workforce needs, as reflected in this year's annual report.

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A. Program Year 2009 Highlights of the Workforce Investment System

New Jersey presents the following highlights on programs and activities that occurred during Program Year (PY) 2009.

Regional and Sector Collaborations

Over the past year, New Jersey saw the end of three federally-funded “Workforce Innovation in Regional Economic Development” (WIRED) efforts that covered approximately 80% of the State. Focused on the concept that employment growth is not limited to geo-political boundaries, these programs considered the needs of labor markets, while providing opportunities to thousands of the State’s residents and supporting the business community. While the federal programs have ended, New Jersey has continued with efforts to support vital sectors of the economy.

The Regional Employment Development Initiative (REDI) was developed as a companion program to build upon the momentum created by WIRED. Targeted in the effort are three important sectors for the State. Two of the sectors, transportation/logistics/distribution and bio-technology have long histories in New Jersey. As a gateway state, the former focuses on our ports, highways and warehousing capabilities. The latter, joined with the pharmaceutical industry, is an important part of the State’s economy and provides jobs for many of members of the workforce. The other targeted sector, green industries, is an attempt to ensure that New Jersey has a well-organized approach for its workforce services to support the growth in this emerging field.

These REDI efforts have been organized in an effort to maximize the attachment of the public workforce system. Similar to WIRED, other partners have been included to ensure wider attachment and reach. The involvement of BioNJ and the Newark Alliance have brought years of private sector experience and the association of their respective membership into these efforts, to help ensure that the results are beneficial to our employers and workforce.

Initiatives to Help Dislocated Workers

Rapid Response Team

In 1985, the Department established the nation’s first statewide Rapid Response Team to provide immediate aid to dislocated workers, who lost their jobs as a result of a business closing or a mass layoff. The involvement of State and local resources are tailored to the individual company’s needs and time considerations. The service plans are developed in cooperation with the employers, employees, and when appropriate, organized labor. In addition to offering assistance with unemployment insurance, counseling, and information regarding the various programs and services available, staff help individuals in completing all required forms, conduct job-seeking skills workshops, develop resumes, and coordinate job development services such as Targeted Job Fairs, and connecting downsizing employers with growing employers. During Program Year 2009, the Rapid Response Team provided services to 172 employers with a combined total of 12,010 impacted workers.

The Rapid Response Team also developed special programs to address the needs of white-collar and highly-skilled workers subject to mass layoffs. With large pharmaceutical, high-tech, and financial industry employers continuing to downsize, as a lingering result of the 2008 financial collapse, the Department developed special “Resource Events” in 2009 to assist workers impacted by the restructuring of such employers in New Jersey. The Resource Events provided assistance with the unemployment and job search processes, networking, training avenues, growth sectors information, resume-writing assistance, and an understanding of the labor market. The Resource Events have evolved to include a job fair component to aid in re-employment and also include an additional incentive for job seekers to attend. The Department has received positive feedback from the professionals that participated in the events.

Real Time Jobs in Demand

Real Time Jobs in Demand is an innovative electronic labor market information tool that identifies jobs that are in demand right now – jobs that we know employers are currently seeking to fill. This planning tool continues to be refined by the Department and helps prepare New Jersey's workforce for the “new economy,” while meeting the immediate challenge of connecting dislocated workers with new and emerging job opportunities, as well as training programs that maximize their chance for re-employment. The tool allows job seekers and counselors at One-Stop Career Centers to understand which jobs are open in their local labor market today, so that students, dislocated workers or those re-entering the labor force can make informed decisions. The system compares actual job vacancies and their requirements with the skills of people who are unemployed. This information identifies where the labor market has an adequate number of unemployed workers to fill available positions, and in which fields there is a need for training resources.

The Real Time Jobs in Demand tool is also being used to ensure that training dollars, including ARRA funds, are directed towards demand skills. We are working closely with local Workforce Investment Boards (WIBs) to ensure that they target their allocation of ARRA training funds at getting workers into jobs and training programs that are currently in demand. Real Time Jobs in Demand specifically addresses questions we often hear from workforce professionals and their clients, such as:

- Which jobs have current and future demand?
- What jobs currently have a labor shortage?
- Which skills gaps exist in the economy today?
- How much are these jobs paying?
- Do job seekers have the necessary credentials for their next job?

Real Time Jobs in Demand is a dynamic electronic tool that answers all these questions. By synthesizing several current labor market data elements, this tool uses a unique methodology to identify occupations for which employers are currently hiring. In the past, we determined which jobs were “in demand” using long-term trends in occupational employment. This tool, by contrast, tracks and ranks occupations based on such factors as:

- Current job openings;
- Future trends in employment;
- The level of competition in the market in correlation to existing job openings; and
- Wages.

The Real Time Jobs in Demand tool utilizes data from seven different sources including job openings compiled through spidering technology, BLS data on occupational wages, ETA projections data, Unemployment Insurance Administrative Records, New Jersey Occupational Outlook Handbook and O*Net. A single score is given to each job and each training program based on a combined ranking of all these factors. The model answers questions such as:

- Does the job require a particular occupational license?
- Does it require a higher educational degree?
- If I do not have a Bachelor's degree, do I still have a chance to get into that job?
- What types of training programs would best prepare me for this job?

Real Time Jobs in Demand was recently updated in order to increase the functionality and make it both more use-friendly and flexible. Instead of static spreadsheets, user may conduct customized searches based on region, education and training requirements, and occupation. In addition, the data is linked directly to the job search portal to facilitate searches for current openings. The data is updated every month and the most recent six months of data is available online.

Training Programs for Demand Occupations

Using the new Real Time Jobs in Demand data, we have improved our targeting of job training programs to Demand Occupations. Many of the training programs that were recommended for approval in the 2007 Demand List were based on long-term trends that were interrupted by the current economic crisis. To reflect the changed economic circumstances and to ensure the most effective use of ARRA and other training resources to promote the re-employment of dislocated workers, we are working to base decisions regarding training approvals on the current labor shortages in the economy. LWD has provided the workforce development system with a new Demand List that is based on real-time localized labor market information. The Demand List consolidates information on current openings, unemployment insurance claims, and enrollments in training programs funded through WIA. This data is made available to WIBs, One-Stop Career Center counselors, instructors, and job seekers, so that all stakeholders are equipped to make data-informed decisions. This list of training programs for Demand Occupations is grouped by educational cluster and pathway and is updated every six months. Like the Real Time Jobs in Demand tool, the Demand List tool has been updated to make it more user-friendly and increase the overall functionality. Users can create custom searches by region, cluster, pathway, and program.

By June 2010, over 130 counselors received hands-on computer lab training at three regional locations for the new Demand List application, so that they could integrate the improved tools into their assessments. Information on the list of training programs for Demand Occupations is available at: http://lwd.dol.state.nj.us/labor/lpa/lbrdmand/LaborDemand_index.html.

Workforce Development Partnership Training for Dislocated Workers

New Jersey's State-funded Workforce Development Partnership (WDP) Program provides dislocated and displaced workers with individual grants up to \$4,000 for training to upgrade their skills in high-demand occupations. Some grants, up to \$6,000, are available if remedial educational services are necessary. The program enables individuals to upgrade their skills to satisfy business demands for a high quality labor force, and thereby, return to full employment. Because of the high employment rate this past year and a half, there have been lengthy waiting lists for training. Unfortunately, many are having a difficult time obtaining employment after training, as there is one job for every five applicants. While in training, individuals are able to collect their unemployment insurance benefits. During Program Year 2009, 2,129 training grants provided an average of \$3,814 per individual, for a total of \$8,120,000 awarded to the program's participants.

RETURN-to-Work

This program, begun at the end of PY 2008, provides job creation incentives specifically for those workers who have exhausted all State and federal unemployment insurance benefits. The RETURN-to-Work program (Re-Employment Training for Unemployed Residents of New Jersey) offers "on-the-job" training grants to help employers cover the costs of training newly hired workers, who have been unable to find jobs and who have exhausted all extended unemployment insurance benefits. Private sector employers are reimbursed, up to \$5 per hour and up to \$2,400 per newly hired employee, to help defray the extraordinary costs of on-the-job training. The jobs are required to pay a minimum of \$15 per hour and the employer must retain these workers in their jobs for at least six months. In PY 09, 1,286 applicants responded to the Department's website program announcement and 926 completed an Employability Development Plan. Fifty-three (53) employers responded to the program and entered 194 open positions.

National Emergency Grants

New Jersey currently is operating two National Emergency Grants (NEGs) to address wide-scale dislocated worker events.

Financial Sector NEG: The entire country experienced massive layoffs in the financial services industry and New Jersey was no exception. New Jersey received \$2.78 million in supplemental funding from the U.S. Department of Labor (USDOL) through the National Emergency Grant (NEG) to support workers dislocated as a result of the weakened financial services sector, and to aid workers who were affected by specific mass layoffs in transitioning to in-demand occupations. The USDOL approved a request from New Jersey to modify the existing grant to extend the grant period to June 30, 2011.

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

On-the-Job Training (OJT) 2010 NEG: Due to significant worker layoffs across the country, the U. S. Department of Labor (USDOL), through the American Recovery and Reinvestment Act of 2009, is funding a NEG to jump start re-employment for dislocated workers experiencing prolonged unemployment by allowing individuals the opportunity to receive training to upgrade their skills while earning a paycheck. New Jersey was awarded \$1.477 million to assist these dislocated workers.

Pharmaceutical (Pharma) NEG: New Jersey submitted an application to the U. S. Department of Labor (USDOL) for the Pharmaceutical Re-Employment NEG to assist New Jersey face the significant challenge in meeting the highly specialized skill needs of dislocated workers of the pharmaceutical industry.

Trade Act



Trade Adjustment Assistance (TAA) is available to workers who lost their jobs, or whose jobs are threatened, or whose hours of work and wages were reduced, as a result of foreign trade. Under the Trade Act of 1974, as amended in 2002 and 2009, workers whose employment are adversely affected or threatened by foreign trade, may be eligible for benefits to help them prepare for and obtain suitable employment. TAA benefits may include testing, counseling, occupational and remedial training, job search and relocation allowances and case management services.

TAA benefits also include weekly Trade Readjustment Allowances (TRA) that may be payable to eligible workers following their exhaustion of unemployment benefits. Training is a required component of TAA benefits. To collect TRA, the eligible customer must be in an approved training program, have completed an approved training program, or be waived from the training requirement. TAA benefits also include a health coverage tax credit for eligible individuals. It allows a tax credit for 80% of an individual's qualified health coverage premiums when the individual pays the remaining 20%. Under the more flexible regulations, the State served 9,410 participants in PY 2009 compared to 6,000 in PY 2008.

Professional Service Group

Sponsored by and located in ten One-Stop Career Centers statewide, the Professional Service Group (PSG) is a dynamic self-help organization of professionals helping professionals find new employment. During PY 09, we added two more locations in the northern part of the state; we now have a PSG program in twelve of our One-Stop Career Centers. The mission of the program is to provide peer support, networking opportunities and job search assistance to facilitate timely and effective return to work of its members and staffing assistance to employers. Program participants represent a diverse group of highly-skilled job seekers. During Program Year 2009, due to the increase in the unemployment rate and the downturn in the financial services sector, the total membership of the PSGs increased to 1,600. Of the total individuals participating in the program, approximately 445 found employment through the efforts of the Professional Service Group programs this program year.

Self-Employment Assistance

The Self-Employment Assistance (SEA) program provides counseling, technical assistance, and entrepreneurial training grants to unemployed workers who want to establish their own businesses. SEA classroom training is conducted at New Jersey's community colleges. As a substitute for the regular unemployment insurance benefit requirement of actively seeking work, program enrollees must devote at least 35 hours weekly to starting a business. During the first eight months of 2009, many individuals withdraw from the program because they needed to use the time to find work instead of being in a program to start their own business. Activities that count toward the 35-hour requirement include development of a business plan, product development, market research, equipment purchases and classroom training. In Program Year 2009, 710 applications were submitted and 410 were approved for participation.

Job Search Assistance and Assessment Program

In Program Year 2009, New Jersey was again awarded a federal grant to conduct Re-employment Eligibility Assessments (REA), which is used to support New Jersey's Job Search Assistance and Assessment Program (JSAAP). This program is a joint effort of LWD's Workforce Development program area and the Division of Unemployment Insurance. JSAAP serves as an intervention for claimants who are actively collecting unemployment benefits between the 8th and 12th weeks. For the Federal Fiscal Year October 1, 2010 through September 30, 2011, the Department anticipates making some changes to the program designed to increase the program's performance outcomes. Participant selection from a section of profiled claimants will take place by the 5th week of their unemployment insurance claim. In addition to the scheduled re-employment workshops, a one-on-one assessment will be added as part of the requirements of the program. In Program Year 2009, 37,231 customers were scheduled to participate and 17,132 individuals received job search assessments.

Business Services

Through the State's multiple Business Resource Centers (BRCs), which are located in and aligned with local One-Stop Career Centers, the Business Outreach Program proactively interacts with and serves as the State's liaison to New Jersey's business community. The primary mission of the Business Outreach program is to keep businesses in the State, by assisting New Jersey companies to learn about and access available State programs and resources. The Department's Business Representatives also assist employers in developing incumbent worker training projects and applying for on-the-job training grants. During Program Year 2009, the State's BRCs conducted 615 positive recruitment events for employers and received 5,666 job orders.

Green Initiatives

The American Council for an Energy Efficient Economy ranks New Jersey as one of the top eight states in the United States on energy efficiency policy and programs. New Jersey is committed to developing a cleaner and greener environment and building a world-class workforce that meets the real and emerging needs of these key industries. The State's Energy Master Plan is advancing renewable energy and energy efficiency initiatives, that will result in opportunities for green jobs creation and will play a crucial role in reducing the state's carbon footprint, while simultaneously increasing economic activity within the state.

Collaboration with Higher Education

The Department of Labor and Workforce Development, in partnership with the New Jersey Department of Education and the New Jersey Commission on Higher Education, has established seven Innovation Partnership Institutes (IPIs) to ensure that the state's educational institutions adequately prepare workers with the skills needed by businesses, of which two are related to the emerging green economy. The Clean Energy Technology and Energy Efficient and Renewable Energy industry sector IPIs are tasked with developing and implementing curriculum tied to each industry's specific workforce needs. Once developed, these new curriculum will be available statewide for use by all New Jersey institutions.

Collaboration with Industry and Community-Based Organizations

The New Jersey Department of Labor and Workforce Development has leveraged almost \$3 million (with \$300,000 provided by the Conserve to Preserve Foundation initiative of New Jersey Natural Resources Corporation) over a two-cycle grant period to support a unique collaboration among four community and regional partners to develop an innovative Green Job Training Partnership (GJTP) initiative to train individuals in green jobs, such as energy auditing. The partners include Isles, Inc., the Partnership for Environment Technology Education (PETE), and energy industry partners. The Department, along with the New Jersey Board of Public Utilities (BPU), New Jersey Department of Environmental Protection (DEP), and several institutions of higher education are committed to ensure the success of this initiative. A first cycle grant for a contract period of 6/30/08 – 6/30/10, in the amount of \$1,148,125, was awarded to the NJ Center for Energy and Environmental Training, established by Isles, Inc., a Trenton-based community organization. The grantee developed curriculum and training models to assist workers and employers that seek re-training of the workforce. The grantee provided green job training for New Jersey residents in the Trenton area. The program assisted traditionally underserved workers including urban youth, women and ex-offenders. Graduates were placed into Energy Efficiency positions. In addition, the Department funded three additional Green Job Training Partnership first cycle grants, in the amount of \$300,000 each, to community-based organizations in Newark (Lincoln Park Coast Cultural District; grant period 2/1/09 to 6/30/10), New Brunswick/Franklin (Central Jersey Community Development Corporation; grant period 2/1/09 to 3/31/10), and Camden (Hispanic Family Center of Southern New Jersey; grant period 3/1/09 to 4/30/10). Under the first year cycle, the GJTP initiative developed skilled workers who were able to meet the job demands of businesses in the energy and environmental sectors. Upon completion of the training, participants obtained certifications as Air Sealers, Insulation Installers and HVAC Technician Trainees, which enabled them to achieve employment in an emerging green economy.

Green Jobs Training Partnership Program (GJTP) Grants	Number of Grants	Grants Amounts	Number of FY 08/09 Unplaced Graduates	Number of FY08/09 Unplaced graduates to Place	Projected Number of New Participants Enrolled	Projected Number of New Placements in Green Jobs
PY 09	4	\$925,000	92	92	112	94

The chart below reflects the results for the Year One (February 1, 2009 – June 30, 2010) program:

Green Job Training Partnership Program				
Program Outcomes – Year One (2/1/09 – 6/30/10)				
Year One (2/1/09 – 6/30/10)				
Grantee	Graduates	Energy Efficiency Placements	Other-Placements	Placement Percentage
Lincoln Park	52	29	0	56%
Central Jersey Community Development Corporation (CDC)	40	11	9	50%
Hispanic Family Center	47	22	8	64%
Isles, Inc.	76	34	13	62%
TOTAL	215	96	30	59%
Expected Per Contract:	208	208		

For Year-Two (July 1, 2010 to June 30, 2011), the Department has funded three (3) of these grantees at \$250,000 and has funded Central Jersey Community Development Corporation (CDC) at \$175,000. Each participant will receive Vocational Hard Skills training consisting of at least 60 hours of classroom, learning lab and field training. Isles will continue to provide the Vocational Hard Skills training for Hispanic Family Center and Central Jersey CDC. Lincoln Park will conduct their own Vocational Hard Skills training since the Project Director attended the Isles' Train-the-Trainer sessions during the last grant cycle, which will result in cost-savings to the program.

Participants will also attend the OSHA10 training and certification (10 hours) and the EPA Lead Safe training and certification (9 hours).

In addition to the core 79 hours of training, participants will receive training in:

- Basic Literacy (Math and English);
- Life Skills and Job Readiness Skills Training;
- Environmental Sustainability;
- Financial Management; and
- Labor Unions 101 – Participants will learn how to apply for and successfully enter union apprenticeship programs.

Each participant will receive wraparound services, which include life skills training, supportive services and child care enrichment education. Case management will be closely linked to the application and interview process, in order to identify needs that may prove to be a preparation barrier to the successful completion of the training program. Support services to participants of the program will include services such as child care, transportation and driver's license restoration. These services are also required in order to address any impediments to retention in an internship or apprenticeship program.

Grantees will also work to ensure placements for their unplaced PY 2008/PY 2009 graduates.

Green Job Initiative – On-the-Job Training (OJT) Component

A PY 2009 allocation of \$2,054,850 for four Customized Training grants (funded via the State's Workforce Development Partnership Act (WDP)) were awarded to the Green Job Training Partnership Program (GJTP) grantees to provide 50% wage reimbursements, for up to six-months, to employers who hired graduates of the GJTP. The four grants have been extended to July 2011 to complete the following:

continue funding 30 Year-One Placements, who have not finished their six-month internships; fund the placement of 92 unplaced Year-One Graduates; and fund the placement of a potential 112 Year-Two Graduates.

Grantee	PY 2009 Graduates Placed with Remaining Hours	Unplaced Year One Graduates	Projected Year Two Graduates	Total
Isles	14	38	25	77
Lincoln Park	5	14	30	49
Hispanic Family Center	10	18	32	60
Central Jersey CDC	1	22	25	48
TOTAL	30	92	112	234

Green Career Pathways for At-Risk Youth

The Department of Labor and Workforce Development’s Youth Corps developed a Green Corps (E-Corps) training program designed to train youth ages 16-25 years in various aspects of the “green” industry. The training focuses on energy efficiency and/or environmental improvements in their communities. Funded with ARRA and Workforce Investment Act statewide discretionary funds, E-Corps has four components and career tracks:

- Energy Action Service Corps;
- Green Construction through “New Jersey Youth Corps Builds”;
- Environmental Technician Training; and
- Green Industry Vocational Training, Academy for Urban and Community Forestry.

E-Corps participants received training in the following:

- **Energy Audits** – Conducted for low-income households, this training curriculum was implemented in 2008 and builds on past weatherization activities conducted by New Jersey Youth Corps.
- **Environmental Technician Training (Brownfields Job Development)** – New Jersey Youth Corps has provided Environmental Technician training to youth for over 10 years. Successful completion of the training includes a nationally-recognized certification.
- **Arboriculture** – New Jersey Youth Corps trains youth for jobs in the tree-care industry (including utility company occupations), landscape and environmental restoration.

The E-Corps addresses two major issues in urban areas. The first is to respond to and improve the physical environment in urban areas. The second is the need to actively involve young residents of urban areas by improving and maintaining the “green” environment of urban areas. Engaging youth in service projects is used as a strategy to catapult them into a career path in this field, thereby creating a workforce that is intimately knowledgeable of the urban and community environment. This training is to assist and equip them with solutions, so as to maintain a healthier physical environment.

Incumbent Worker Training Programs

The Department’s Office of Grants Operations offers funding for several incumbent worker training programs which includes Customized Training, Literacy Skills Training, and Occupational Safety and Health (OSH) training. Below is a description of each of these programs along with the details and results of grants awarded in State program years 2007 through 2009.

Customized Training

New Jersey's WDP program was established in 1992. One provision of the WDP law provides grant funding for customized skills training for workers and businesses located in New Jersey. The training provided by the Customized Training program is designed to benefit both employees and businesses by enhancing the skills of incumbent workers, thereby increasing their productivity and the competitiveness of the employer. This investment by the State is designed to encourage the creation of new jobs, the retention of existing jobs, and increased wages for the trained workers. Customized Training grants are awarded through a competitive process, with the goal of producing a more highly-skilled and versatile workforce that contributes to New Jersey's ability to attract new businesses and create an environment conducive for expansion. Through this program, businesses in New Jersey are able to remain competitive through skills upgrade training for full-time employees.

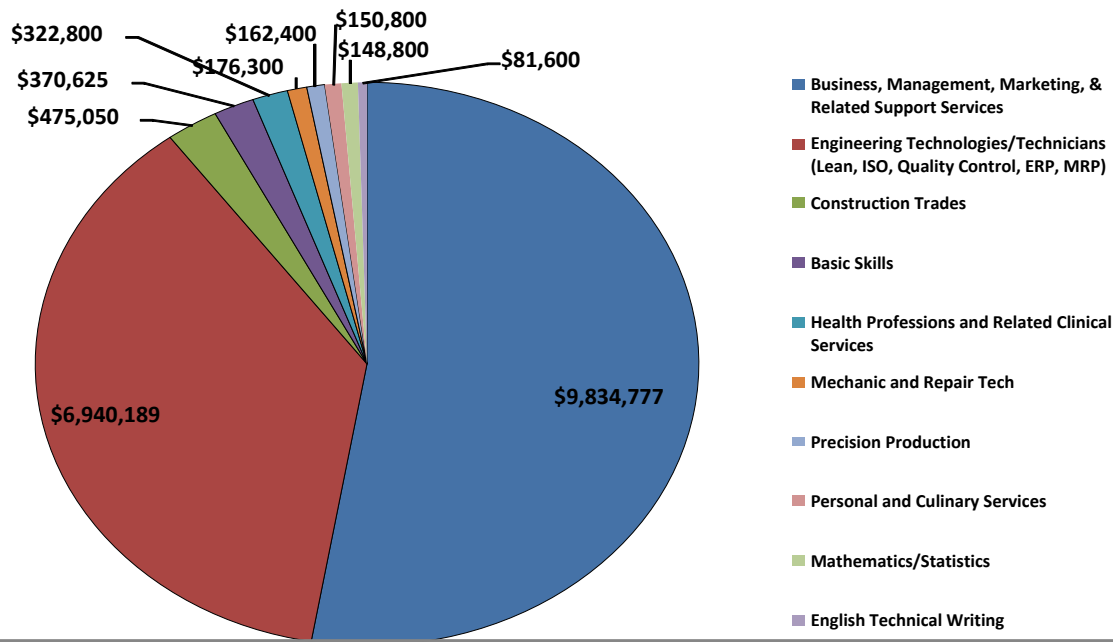
During Program Years 2007 through 2009, 673 Customized Training Grants were awarded totaling \$78,951,047 to train 175,150 employees, with an average cost per trainee of \$450.76.

Customized Training Grants Award History PY 2007-2009					
Program Year	Number of Grants	Grant Amounts	Estimated Number of Trainees	Estimated Number of Organizations Assisted	Average cost per Trainee
2007	215	\$27,431,213	60,129	421	\$456.21
2008	221	\$25,401,015	56,284	300	\$451.30
2009	237	\$26,118,819	58,737	319	\$444.67
Totals	673	\$78,951,047	175,150	1,040	\$450.76

Employers that were awarded Customized Training grants have selected a variety of training courses customized to upgrade the skill levels of their employees. The pie chart below lists the top ten training course categories for Program Year 2009.

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PY 2009 Top Ten Customized Training Classroom Courses



Incumbent Worker Literacy Skills Training

The New Jersey Supplemental Workforce Fund for Basic Skills (SWFBS) was established in 2001 to provide funding for basic skill programs that promote adult literacy in the workplace by training both unemployed and incumbent workers. The incumbent worker portion of the SWFBS funds a competitive literacy/basic skills training grant program, with priority given to awarding grants that clearly demonstrate meaningful outcomes such as wage gain, career advancement and job creation for workers in low-wage, lower-skilled occupations. In order to achieve success in the workplace and self-sufficiency, all New Jersey's workers must be able to function at their highest potential skill levels.

During Program Years 2007 through 2009, 108 Literacy/Basic Skills grants were awarded totaling \$12,274,165 to train 31,728 employees, with an average cost per trainee of \$386.85.

Literacy Training Grants Award History PY 2007 – 2009					
Program Year	Number of Grants	Grant Amounts	Estimated Number of Trainees	Estimated Number of Organizations Assisted	Average cost per Trainee
2007	40	\$4,707,947	13,355	275	\$352.52
2008	25	\$3,125,778	4,739	25	\$659.59
2009	43	\$4,440,440	13,634	67	\$325.69
Totals	108	\$12,274,165	31,728	367	\$386.85

The *Customized Training* and *Literacy Skills* grant applications can be accessed online by visiting our website at: http://lwd.dol.state.nj.us/labor/employer/training/incentives_training_index.html.

Occupational Safety & Health Grants

The Department awarded Occupational Safety and Health (OSH) grants funded through the State Workforce Development Partnership Act, including four grants in Program Year 2009 totaling \$940,938. These grants help employers improve and strengthen workplaces, by offering comprehensive health and safety training programs that meet Federal OSHA standards. The primary objective of the OSH grant is to increase awareness of OSHA standards, and ultimately, reduce the number and severity of injuries in the workplace. As of December 31, 2009, the four PY 09 grantees reported training 882 individuals and logging 6462 training hours. A new PY 10 grant opportunity was announced with a tentative budget of approximately \$500,000. One application was awarded a contract for the panel review scheduled on July 31, 2010.

Occupational Safety and Health (OSH) Award History PY 2007 – 2009						
Fiscal Year	Number of Grants	Grant Amounts	Projected Number of Trainees	Projected Number of Hours	Actual Number of Trainees	Actual Number of Hours
PY 07	5	\$1,064,895	3,695	65,845	4,602	69,029
PY 08	4	\$927,149	1,410	15,467	2,922	15,701
PY 09	4	\$940,938	2,182	15,537	2,230	13,946

Basic Literacy Skills Programs

Workforce Learning Links



Without adequate literacy skills, an individual's career options, advancement and wage gains can be severely limited. Therefore, adult education and literacy is a top priority in New Jersey. Using State SWFBS resources, over 50 Workforce Learning Links (WLL) have been established at the One-Stop Career Centers and partner agencies to make adult education and literacy training available at the local level. The WLL is an innovative program that merges computer-based, self-paced learning with staff-assisted instruction in a workshop setting. The WLL offers training in General Educational Development (GED) preparation, math, reading, writing, financial literacy, life skills, workplace literacy, English as a second language and basic computer skills. The goals of this program are to raise the literacy levels of participants, improve their employability and salaries, and strengthen the economy. During Program Year 2009,

7,189 participants received literacy services in the Workforce Learning Link Labs.

WIA Title II Activities

The WIA Title II grant program plays an important role in the continuum of New Jersey's educational and training services, funding literacy and basic skills education programs to help adults become literate, get a secondary school education, or learn English. New Jersey literacy providers enrolled approximately 32,823 state residents in PY 2009 in literacy programs funded under WIA Title II. Since an enrollment cannot be recorded until a participant has received a minimum of 12 hours of instructional services, the program likely serves many more participants who did not meet the 12-hour threshold. The PY 2009 funding distribution to literacy provider agencies totaled approximately \$15.5 million, resulting in a cost per client ranging from \$200 to \$800, based on assessed literacy placement at the time of entrance into the program. (Note: Estimates are provided as program reporting is not completed until December following the end of the program year.)

Youth Programs

New Jersey Youth Corps



The New Jersey Youth Corps is a statewide program designed to help individuals who are 16 to 25 years of age complete their high school education and gain valuable work experience. Through a combination of classes for the GED test and community service, Youth Corps members acquire the knowledge and skills necessary to secure gainful employment, job training or post-secondary education. Personal and career counseling assist the students overcome barriers to success. Community service assignments are designed to develop employability skills, team work and commitment. Work sites are project-oriented and include urban renewal, renovation and construction, landscaping, park beautification, child and senior care, hospital service and clerical and administrative support for the project organizations. In Program Year 2009, the New Jersey Youth Corps served 1,127 participants at its 12 locations statewide. Of these program participants, 108 entered a two- or four-year college, 409 entered employment, and 336 earned

their GED or High School Diploma.

Summer HEAT

As a component of the Prevention/Intervention strategies in the Governor's Public Safety Plan aimed at helping the State's disadvantaged youth, LWD created Summer HEAT to **Help Employ Area Teens**. The program, which was a private collaboration between LWD and local partners, local elected officials, Workforce Investment Boards, One-Stop operators, and community-based organizations, provided youth, age 17 to 25, with job-readiness training, financial-literacy seminars and positive summer work experience. Youth who were not "job ready" were referred to other State and/or Local activities including Summer Youth Corps. To assist with the Summer HEAT program, LWD teamed up with the Commission on National and Community Service and EducationWorks to place six AmeriCorps Members in One-Stop Career Center "Summer of Service" sites. Members served 300-hours over a 10-week timeframe and received a living allowance of \$1,959 and an educational award of \$1,000.

Approximately 4,200 youth from the surrounding areas of Atlantic City/Pleasantville, Camden, Elizabeth, Essex, Paterson, and Trenton registered for the program. Of those registered:

- 3,240 Received an assessment;
- 2,842 Attended the program orientation;
- 2,148 Received job readiness training (Adkins Life Skills);
- 1,929 Received financial literacy training (Money Smart);
- 945 Entered unsubsidized employment via Summer HEAT;
 - 804 Entered unsubsidized employment via Summer HEAT and
 - 141 Entered unsubsidized employment via DEP/LWD Summer Youth Initiative
- 287 Joined Summer Youth Corps; and
- 153 Entered subsidized employment.

Run Date: 10/14/09	Number of Job Openings	Job Referrals	Entered Employment
Atlantic City/Pleasantville	287	170	61
Camden	369	212	75
Elizabeth	726	492	224
Essex County	569	684	348
Paterson	485	245	46
Trenton	218	136	50
Subtotal	2,654	1,939	804
DEP	227	526	141
Grand Total	2,881	2,465	945

Due to budgetary constraints, the Summer HEAT program was not refunded in the summer of 2010.

American Recovery and Reinvestment Act (ARRA) Youth Work Experience

The American Recovery and Reinvestment Act (ARRA) made available \$1.2 billion dollars for Workforce Investment Act (WIA) Youth activities. Funds totaling \$20.8 million was distributed to local WIBs for youth training and employment activities, including summer employment, occupational skills, counseling, mentoring and supportive services. Grant recipients had the option of administering summer youth employment opportunities themselves or awarding contracts to institutions of higher education or other training providers that facilitated the training of multiple individuals in high-demand occupations. Selection was completed on a competitive basis.

The WIA Youth program was designed to help low-income youth between the ages of 14 and 21 acquire the educational and occupational skills, training, and support needed to achieve academic and employment success and successfully transition to careers and productive adulthood. The ARRA program increased the age eligibility to a maximum of 24 years old and encouraged local areas to focus services on the youths most in need, including youths with disabilities (*as defined in Section 3 of the Americans with Disability Act of 1990*).

Any youth activities under WIA, with the exception of casinos, gambling establishments, aquariums, zoos, golf courses, or swimming pools, were allowable activities for ARRA funds. Local areas were strongly encouraged to use as much of these funds as possible, to operate expanded summer youth employment opportunities during the summer of 2009. Particular interest was given to work experiences and activities that exposed youth to opportunities in “green” educational and career pathways.

Youth Population Served:

- Total Number Served 6,258
- Age 14-17 3,885
- Age 18-24 2,373
- Number placed in summer employment 5,915
- In-School Youth 3,599
- Out-of-School Youth 2,664

New Jersey Youth Corps – Inclusive Crew Summer Project

A total of \$56,000 in ARRA funds was provided to New Jersey Youth Corps of Camden County to implement a summer community service project that would provide an experience to youth with a variety of disabilities.

The Inclusive Crew '09 at The New Jersey Youth Corps of Camden County was designed as a demonstration project, in which youth with and without disabilities participated in an inclusive Youth Corps for the purpose of demonstrating service as a effective strategy in preparing young people for the world of work and the concomitant positive effects working with individuals with disabilities. As a result of an on-going program development and evaluation process, data was collected and evaluate to address the following:

The Inclusive Crew '09 used the community service component as the primary vehicle for the project and augmented this with opportunities for positive recreation, cultural and educational community-based education and career development support for the participant without disabilities. There were a number of factors that influenced this design: (1) the participants with disabilities were not preparing for their GED; (2) the period of time was too short to engage in full career development instruction; (3) the context of community service appeared to be the most logical approach to mixed-ability group outcomes; and (4) the lack of pre-assessment of the participants with disabilities.

There did not seem to be any variables that prevented participation due to disability and no professional consultation was needed for preplanning of community service projects. Although there was an overall success with scheduling and use of community service as the central activity, there was an overall impression from the crew that they would have benefited from some variety in other Youth Corps activities. Project Staff also indicated that there may be a benefit for supplementing the community service component with more career and academic elements as evidenced in the typical Corps experience. The basic format of the program was designed from the traditional New Jersey Youth Corps model, however, it was primarily centered on community service as a vehicle for work readiness. The activities were planned under the assumption that those with disabilities will participate on a level based on their individual abilities and high expectations for work output and cooperation would be expected. This approach appeared to be seamless with all crew members and within a very short time the crew became one group with a collaborative mission. The individuals with disabilities engaged equally and in some instances out performed their non-disabled peers.

Lastly, it should be recognized that with the exception of one day for one of the participants with disabilities, each of them attended daily without absence. This was not the experience of the participants without disabilities. Although the daily attendance was overall similar to what is seen in the typical Corps Program, one student dropped out during the 4th week of the program.

Apprenticeship

The Department of Labor and Workforce Development administers workforce training programs promoting apprenticeship to youth, women, minorities and veterans.

Youth Transitions to Work (YTTW)

The Youth Transitions to Work (YTTW) program, funded through the State Workforce Development Partnership Act, awarded 15 grants in Program Year 2009, totaling \$2,515,281. These grants provided funding to consortia of employers, organized labor and schools to implement transition programs from school to registered apprenticeships. For the period of PY 06 – PY 09, the YTTW program enrolled 10,134 students with 486 students placed into registered apprenticeship programs. The Department anticipates additional placements to occur before the grants end September 30, 2010.

Youth Transitions to Work Awards History for Program Years 2006 – 2009					
Program Year	Number of Grants	Grants Amounts	Estimated Number of Students Enrolled	Number of Placements into Apprenticeships	Number of Placements into Trade Related Employment
PY06	14	\$2,619,873	2,470	168	123
PY07	14	\$2,624,963	1,872	162	87
PY08	15	\$2,712,359	1,945	54	55
PY09*	15	\$2,608,526	2,567	35	23
* Results through 8/17/10 – Contract period ends on 9/30/10					

In addition to the outcomes noted in the chart above, during PY 2009, 72 YTTW students completed and received college credits for courses related to their occupation. Thirty (30) YTTW students received various certifications (such as Safe Serve, OSHA10, etc).

Expanding Apprenticeship in New Jersey is a goal of the YTTW program. During the FY 09/FY 10 cycle, four new USDOL-registered apprenticeship programs were created: Automotive Technician Specialist, Stage Technician, Certified Nursing Assistant and Pharmacy Technician.

New Jersey Builders Utilization Initiative for Labor Demand (NJ BUILD)

Through a Memorandum of Understanding between the NJ Department of Treasury and the Department, the New Jersey Builders Utilization Initiative for Labor Demand (NJ BUILD) program was developed to provide women and minorities training in the heavy equipment and construction trades. NJ BUILD provides funding for outreach and individual training grants for qualified customers through approved training providers, as well as pre-apprenticeship training and employment opportunities in the heavy equipment and construction trades. Starting in State Fiscal Year 2009, NJ BUILD funding has been allocated for training from any construction contract with a State agency in excess of one million dollars, in an amount equal to one-half of one percent (0.5%) to be used by the Department of Labor and Workforce Development for the purpose of training women and/or minorities in the construction trades. Completion of the NJ BUILD program also affords customers the opportunity to pursue entry-level apprenticeship programs.

As of June 2010, the NJ BUILD account has a balance of \$1,948,447. The Women and Ex-Offender pilot program contracts for NJ Institute for Social Justice (NJISJ) and Hispanic Family Center of Southern New Jersey (HFC) are in the review process and will provide \$600,000 during the proposed 18-month contract period between October 2010 and February 2012.

Construction Trades Training Program for Women and Minorities (CTTP-WM)

In 2002, the New Jersey State Legislature passed the Educational Facilities Construction and Financing Act, which provided approximately \$8.6 billion dollars to rebuild New Jersey’s schools with an emphasis on those located within the Abbott School Districts. In 2008, the New Jersey legislature provided an additional \$3.9 billion for school construction. Under New Jersey law, one-half of one percent of all construction project dollars must be utilized to train individuals in the area of the building and construction trades. The construction projects and, subsequently, the one half of one percent construction dollars are administered by the New Jersey Schools Development Authority (SDA), formerly the New Jersey Schools Construction Corporation. In collaboration with SDA, the LWD administered the Construction Trades Training Program for Women and Minorities (CTTP-WM). The CTTP-WM grants

were designed to increase employment opportunities for women and minorities by providing training in construction-related skills, so that they may benefit from jobs created by school construction projects in local communities. To participate in these programs, the participating individuals needed to live within one of thirty-one designated low-income school districts.

Currently there are no active CTPP-WM grants.

Highway Construction Trades Training Program for Women and Minorities (HCTTP-WM)

LWD administered a program to train women and minorities for job placement in the heavy highway construction industry, the Highway Construction Trades Training Program for Women and Minorities (HCTTP-WM), through funding provided by the NJ Department of Transportation (DOT). One grant was awarded for Fiscal Year 2009 (time frame: 03-01-09 to 06-30-10) in the amount of \$240,000 to NJ Building and Construction Trades Council. It is estimated that this training would benefit a minimum of 24 participants who would be placed into registered apprenticeships in the construction trades with the stated goal that 12 of those placements would be in heavy highway construction apprenticeships. Program data as of 07/26/10 is provided below:

Highway Construction Trades Training Program for Women and Minorities					
Program Outcomes					
<i>As of 7/26/10</i>	Award	Expended to date	Planned Women and Minority Apprenticeship Placement Goals	Achieved Women and Minority Apprenticeship Placements to Date	Total Participants
FY09 (3/1/09–6/30/10)	\$240,000	\$226,030.22	24 placements in Construction Trades (12 of which to be in Heavy Highway Construction)	24 placements in Construction Trades (9 in Heavy Highway Construction)	293

Additional information on Apprenticeship Programs can be accessed online by visiting our website at: <http://lwd.dol.state.nj.us/labor/employer/training/Apprenticeship.html>.

Addressing Barriers to Workers’ Self-Sufficiency

WorkFirst New Jersey

New Jersey’s One-Stop Career Centers help individuals and families achieve self-sufficiency by moving Temporary Assistance for Needy Families (TANF) clients from welfare to work. The One-Stop Career Centers provide a variety of workforce development services to recipients of welfare benefits, general assistance, and food stamps, through a partnership with the WorkFirst New Jersey (WFNJ) program. WFNJ builds and expands upon the foundation of the basic principles set forth in the federal Personal Responsibility and Work Opportunity Reconciliation Act of 1996 that established the Temporary Assistance for Needy Families (TANF) block grant program and the federal Deficit Reduction Act of 2005, which sets forth provisions related to TANF work participation rules. In 1996 New Jersey had just under 100,000 families collecting TANF benefits. For Program Year 2009, approximately 39,000 New Jersey families received TANF benefits. During Program Year 2009, New Jersey’s One-Stop Career Centers provided the services to WFNJ recipients reflected in the report below:

Report# - Title: WF-151 WFNJ Participants Served – Service Categories
Report Period: July 1, 2009 – June 30, 2010
Report Level: Statewide

Service Category	TANF	General Assistance (GA) Only	Food Stamps (FS) Only	GA + FS
Academic Learning	690	43	183	363
Alternative Work Experience	4,804	127	291	1,013
Basic Skills/Life Skills	616	49	192	253
Customized Training	40	4	15	2
Education Directly Related to Employment	38	2	2	8
English as a Second Language (ESL)	329	12	208	140
Job Search Workshop	4,223	421	954	3,134
Literacy Training	1,314	83	516	561
Occupational Skills Training	5,366	232	1,547	1,435
On the Job training (OJT)	355	12	146	134
Short-term Pre-Vocational Skills to Prepare for Employment or	780	9	59	107
Skills Upgrading and Retraining	105	1	29	20
Training Programs Operated by the Private Sector	63	1	9	2
Work Experience	3,203	101	245	911
Work-Related/Job Readiness Training	1,454	44	273	493
Workplace Training	152	17	21	59
Statewide Total (Count of individual program participants. Not a sum of lines)	23,532	1158	4690	8635



Smart STEPS

The Supplemental Workforce Development Benefits Program (Smart STEPS) is funded by the State Workforce Development Partnership Act, and provides replacement WFNJ cash assistance, support services and benefits for individuals pursuing a two-year or four-year degree granting program from an accredited college or university. Due to limited funding, new enrollment into the program has been suspended but current participants are able to continue their education under the program.

To be considered for Smart STEPS, the customer must be a current WFNJ cash assistance recipient or a former WFNJ cash assistance recipient who has left the WFNJ program within the past 12 months, or must be eligible for, but not receiving WFNJ cash assistance payments. In addition, the applicant must care for children or other dependent family members who are unable to care for themselves. To qualify for the program, the course of study must lead to employment in a demand occupation in New Jersey or the participant’s job-search area.

During Program Year 2009, 11 new individuals were enrolled in the program for a total of 388 participants in the program year.

State Rental Assistance Program (SRAP)

The Department and the New Jersey Department of Community Affairs (DCA), in accordance with P.L. 2005, Chapter 66, have implemented the State Rental Assistance Program (SRAP) to assist individuals who cannot afford housing. SRAP provides a five-year rental subsidy, with a possible two-year extension, to participants not currently holding a federal Section 8 voucher. SRAP participants under the age of 65 who are not disabled are required to register for employment and training services through their local One-Stop Career Center and to seek the counseling required to obtain employment, to help transition them to self-sufficiency. DCA and LWD coordinate efforts to provide the services and support necessary to help those receiving a State rental assistance grant to become employed.

There have been 2,610 SRAP recipients referred to the One-Stop Career Centers for services since October 2005, including 410 individuals referred in Program Year 2009.

ADVANCE

New Jersey received a three-year grant from the U.S. Department of Labor to “Prevent Dislocation of Post-TANF Recipients.” The grant serves post-TANF dislocated workers who are unemployed and collecting unemployment insurance or who are working in industries considered “at risk” of significant reduction in force. The ADVANCE program began enrollment in October 2008, and addresses the four key challenges faced by post-TANF recipients in obtaining and retaining employment: low basic literacy skills, lack of access to continued occupational training, lack of information about the healthcare careers and the need for ongoing coaching and supportive services.

The ADVANCE program was established in seven local workforce investment areas (Atlantic/Cape May, Camden, Cumberland/Salem, Essex, Hudson, Newark and Passaic) that had the highest TANF caseloads and post-TANF cases. The seven areas are working with community colleges, adult basic education providers and employers to develop a Healthcare Careers Preparations Model that will support former TANF recipients in accessing employment and training that will move them into and up the healthcare career ladder.

During Program Year 2009, 53 new individuals were enrolled in the program for a total of 69 participants in the program year.

Vocational Rehabilitation Services

The Division of Vocational Rehabilitation Services, within the Department, provides services that enable individuals with disabilities to find jobs or keep their existing jobs. As a recipient of federal funds from Title IV of the Workforce Investment Act, the Division of Vocational Rehabilitation Services is a core participant in the One-Stop Career Centers and has participated in activities to improve the accessibility of the facility and the programs that are offered at these locations.

All job-ready applicants are encouraged to access these services and explore the various job opportunities that are available in the One-Stop Career Centers. The Division of Vocational Rehabilitation Services also participates in the Work Opportunity Tax Credit program and offers numerous services to employers including technical assistance on the American with Disabilities Act, disability issues in the workplace, and overall disability awareness.

In Program Year 2009, 4,022 recipients of vocational rehabilitation services in New Jersey were successfully rehabilitated and placed in jobs within one of the following occupational groups:

Professional/Management/Technical	16%
Clerical/Sales	34%
Service Occupations	36%
Other (bench work, agricultural processing structural, machine trades, miscellaneous)	14%

WorkPAYS

The Department, through the One-Stop Career Center (OSCC) system, has initiated a Subsidized Employment program for eligible WFNJ TANF participants called WorkPAYS. The program began January 1, 2010 and will run through September 30, 2010, during which time the TANF participants are engaged in jobs with private or public/non-profit employers. Private employers are reimbursed for 100% of the wages paid to the participants, while public employers are reimbursed 120%. The goal is to either create permanent jobs for TANF recipients or provide the work experience that will lead to unsubsidized jobs with different employers. Participants of the program are receiving all support services available to TANF and post-TANF recipients, if they are income eligible, and will receive case management services and assessment through their local To-Work case manager.

WorkPAYS differs from the On-the-Job Training program (OJT), which offers 50% reimbursement for up to 26 weeks. WorkPAYS participants are paid the prevailing wage for the position, but no less than \$7.25 per hour for up to 40 hours per week. All contracts will end as of September 30, 2010.

Through Program Year 2009, there were 169 public sector contracts and 241 private sector contracts for a total of 557 job openings.

Project Connect

Project Connect is a collaborative effort between the Department and local Community-Based Organizations (CBO) designed to expand the reach of the One-Stop Career Centers (OSCC) to underserved populations by providing guided, self-service venues complementary to and in concert with the full-service offerings available at the existing OSCCs. The program targets those underserved individuals who might not ordinarily avail themselves of the services provided through the OSCC system by offering similar services at local CBOs in partnership with the local OSCC. The nine primary CBOs awarded grants to carry out the mission of the program include:

Central Region

- Shiloh Baptist Church
- Puerto Rican Action Board

Northern Region

- Urban League of Essex County
- Urban Workforce Advantage Literacy Volunteers of Union County
- Catholic Charities of the Archdiocese of Newark

Southern Region

- Bethel Development
- Union Organization for Social Services
- New Jersey Library Association

Statewide

- Jewish Vocational Services of Metro West

Disability Program Navigator Initiative (DPN)

New Jersey's Work Incentive Grant from the USDOL for a Disability Program Navigator (DPN) Initiative was funded through June 30, 2010, and the period of performance has been extended through June 2011. The Navigator grant provides the State the opportunity to improve the delivery of effective

services to jobseekers with disabilities, through the statewide network of One-Stop Career Centers. Under the Navigator grant, the goals and outcomes of Project Access were expanded in order to address any service access issues within the local workforce investment area. Navigator positions provide technical information, agency contacts and training needed for the One-Stop Career Centers to institutionalize provision of reasonable accommodations to persons with disabilities toward a goal of universal access to One-Stop Career Center resources and services.

The Navigator initiative works in coordination with the Division of Vocational Rehabilitation (DVRS) and the State Employment and Training Commission (SETC) Disability Issues Committee and shares the mission to promote and develop enhanced options for individuals with disabilities in the workforce development system. Additionally, a partnership has been formed for DPN-related services through a Memorandum of Agreement between the Division of One-Stop Programs and Services and DVRS.

Workforce 55+ - Senior Community Service Employment Program

The Department's Senior Community Service Employment Program (SCSEP), known as WorkForce 55+ (WF55+), provides unemployed individuals with poor employment prospects, age 55 years and over, with part-time paid community service employment (CSE) assignments, which simulate the local job market, thus facilitating the successful transition into unsubsidized jobs in private industry and/or the public sector. Program participants re-enter the mainstream of community life by working in community service employment-based assignments that help meet community service needs by filling service delivery gaps. The program contributes to the growth and well-being of the WF55+ participants, as well as the communities in which they live. The program is authorized by Title V of the Older Americans Act and federally-funded by the USDOL. In Program Year 2009, the Department received \$3,208,256 to administer its WF55+ program statewide with 333 authorized positions. In addition to administering its regular SCSEP – WorkForce 55+ Program, the Department has received \$669,969 in ARRA funding to administer the Recovery Act Senior Community Service Employment Program. The Department's WorkForce 55+ Program, also received an Additional Funding SCSEP Grant (January 1, 2010 – June 30, 2011) of \$1,395,850 to fund additional authorized positions.

NJ's goal was to serve 100% of the authorized or modified slot level by the continuous recruitment and transition of participants into unsubsidized employment. The program exceeded the service level goal by serving 147.1%, over its authorized slots. The program fell short of its Common Measures Entered Employment goal of 31.5% in PY 2009, as the economic downturn in the economy negatively affected the unsubsidized employment opportunities of program participants.

For Program Year 2010, the Department's SCSEP has received a Federal award of \$3,372,021 authorizing 348 older worker positions.

Governor's Public Safety Plan and Prisoner Re-entry

The State's "Safe Streets – Safe Neighborhoods" Public Safety Plan forged cross-departmental partnerships to develop integrated program approaches to identify barriers and propose solutions to ex-offender employability. As part of this initiative, the Department is working to prevent recidivism by collaborating with other State agencies to increase the educational and employment opportunities of incarcerated and recently-released individuals. Departmental staff is utilizing assessments, counseling, career exploration, job coaching, job-readiness and literacy services to address the special needs of these individuals and is actively identifying employers who will hire ex-offenders. As part of the "Another Chance" demonstration program (ANC), the Department has contracted with community-based organizations in Trenton, Newark and Camden to provide a job coach to guide and mentor transitioning offenders in finding and keeping jobs. In PY 2009, a total of 884 ANC participants were registered in the State's One-Stop Career Centers including 315 new customers and 276 participating in work activities. A total of 166 referrals were made to job coaches and 11 were made to the Division of Vocational Rehabilitation Services (DVRS). The Department's WLL program was expanded under the ANC

program to provide important literacy services in six State correctional facilities and strengthen the correction system's educational strategy by improving the literacy skills of incarcerated individuals.

In addition to OSCC services for ANC, the Department has provided support through State funding to local area for the implementation of comprehensive fatherhood programs that serve ex-offenders and their families. The Newark Comprehensive Center for Fathers (NCCF) and the Camden Comprehensive Center for Fathers (CCCF) ran pilot programs and served 125 and 43 participants, respectively, both exceeding their participant goals. Of these participants in a fatherhood activity, 168 also received One-Stop Career Center services.

The Department was granted a \$480,000 Cooperative Agreement to provide technical assistance and coordination with One-Stop resources to the City of Newark's Prisoner Reentry Demonstration Project (NPRDP). The NPRDP was to work with approximately 1,300 formerly incarcerated adults. Through Program Year 2009, 890 participants have been enrolled in the NPRDP initiative with 53% of applicable participants receiving employment and 77% of those applicable participants retaining employment for at least 6 months. Using Notice of Obligation agreements (NOOs), the Department allocated funds of \$150,000 to Essex County from the Technical Assistance grant to provide services to ex-offenders in the Orange, East Orange and Irvington areas, so as to ensure the expansion of services to the rest of Essex County. The Department also allocated \$175,000 to the City of Newark from the Technical Assistance grant to be used for enhancing job development, information sharing and coordination of services in the Newark area. These NOOs expired on July 30, 2010, but will be extended through the December 31, 2010.

Department staff made trips to Harlem, NY and Baltimore, MD to research existing models of effective service to the ex-offender population. Staff training was developed and provided to service providers in Newark and other cities in Essex County. The nationally recognized training curriculum was developed by the National Institute of Corrections, Offender Workforce Development Division. The Offender Employment Specialist (OES) and the Offender Workforce Development Specialist (OWDS) training programs are designed to bring together practitioners from a variety of professions in jails, prisoners, probation and parole, community corrections, community-based organizations and faith-based organizations to learn from the professional experiences of each. It also ensures agencies working with the ex-offender are aware of the services each offender has been through to minimize duplication of services and facilitate continuation of available services. Through Program Year 2009, 53 participants have taken part in the three-day OES training and 7 participants have taken part in the three-week OWDS training curriculums.

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Workforce Investment Activities

New Jersey's Program Year 2009 Workforce Investment Act (WIA) Annual Report reflects the State's commitment to build a coordinated and comprehensive workforce development system. The State exceeded or met all WIA Program Year 2009 common measures performance standards negotiated with the U.S. Department of Labor.

While New Jersey exceeded six and met three individual common measures, the State's average percent of standard exceeded 100% within the Adult, Dislocated Worker, and Youth common measure cohorts. Since the inception of the Workforce Investment Act, New Jersey has consistently demonstrated its commitment to provide outstanding workforce services to the individuals and employers of the State. Program Year 2009 results demonstrate that commitment and a capacity to prepare program participants to compete for and retain employment in the labor market. This fact and actual performance levels achieved reflect the dedication and hard work of administration and program staff at State and local levels. Providing the right mix of workforce services and training to program participants to prepare them for employment and the services provided to our employers enables our business community to be more competitive in this global economy.

The table below displays the State's common measures goals and the actual outcomes for the last Program Year. New Jersey became a common measures state for Program Year 2009. Under the common measures waiver approved by the USDOL/ETA on November 12, 2009 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.

New Jersey Workforce Investment Act Performance Program Year 2009

Common Measures	PY 2009 Goal	PY 2009 Actual	Percent of Goal Achieved	PY 2009 Results
Adult				
Entered Employment	84.8%	86.0%	101.4%	Exceed
Retention	77.0%	82.9%	107.7%	Exceed
6 Month Ave Earnings ¹	\$12,075	\$11,942.40	98.9%	Met
Dislocated Worker				
Entered Employment	82.4%	82.3%	99.9%	Met
Retention	81.9%	85.3%	104.2%	Exceed
6 Month Ave Earnings ¹	\$16,200	\$15,798.40	97.5%	Met
Youth				
Youth Placement	59.0%	62.1%	105.3%	Exceed
Youth Degree Attainment	59.0%	67.5%	114.4%	Exceed
Literacy/Numeracy	45.0%	53.6%	119.1%	Exceed

¹ "6 Month Average Earnings" performance measure replaced "Earnings Change" in PY 2006.

Enrollments

During Program Year 2009, 54,315 participants were served in the WIA Adult Program, and 43,758 or 80.6% of the participants exited the program. The Dislocated Worker Program served 11,511 participants and 2,990 or 26.0% of the enrolled number exited the program. The Youth program served a total of 4,094 participants, with 1,817 or 44.4% of the participants exiting during the program year.

Participants Served and Exited by Program and Year

	Program Year 2008			Program Year 2009		
	Participants Served	Participants Exited	% of Exits	Participants Served	Participants Exited	% of Exits
Adult Program	48,173	32,046	66.5%	54,315	43,758	80.6%
Dislocated Workers	7,320	2,766	37.8%	11,511	2,990	26.0%
Youth	5,194	2,590	49.9%	4,094	1,817	44.4%

Entered Employment

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

Program Year 2009 Entered Employment Rates

Program Year 2009	Participants Exited and Counted in Measure	Participants Employed in the 1 st Quarter After Exit	% of Participants Employed in 1 st Quarter
Adult	1,583	1,841	86.0
Dislocated Workers	2,132	2,592	82.3

B. State Discretionary (15%) Fund Usage

The State used its 15% resources to underwrite two initiatives already discussed in this report's "Introduction" and "Program Year 2009 Highlights of the Workforce Investment System. Specifically, for outreach to populations which have not traditionally taken advantage of State workforce services, Project Connect, a collaborative effort between the Department and local Community-Based Organizations (CBO) was designed and implemented to expand the reach of the One-Stop Career Centers (OSCC) to underserved populations by providing guided, self-service venues complementary to and in concert with the full-service offerings available at the existing OSCCs. The program targets those underserved individuals who might not ordinarily avail themselves of the services provided through the OSCC system by offering similar services at local CBOs in partnership with the local OSCC. The nine primary CBOs awarded grants to carry out the mission of the program. While the program and evaluation continue, it appears to be an effective strategy for making the workforce system more inclusive and reach many constituents most in need of One-Stop workforce services.

While Project Connect has enabled us to reach more of the workforce, the State also has instituted a program with the New Jersey Council of Community Colleges designed to increase the training options available to them. In coordination with the community colleges, Recovery and 15% program resources allowed us to create class-size, in-demand skill training programs designed to match the needs of different sectors of New Jersey's business community. Based upon the principles of supply and demand, these programs are being designed based upon the needs of employers and using the people recruited through a combined local/State effort.

Through our Youth Corps program, the Department found still another avenue to serve the out-of-school youth population. With the number of young veterans returning from two theaters of conflict around the world, the State began a veteran mentoring program within the Youth Corps. By connecting returning veterans to the programs which serve disconnected youth, we hope a positive role model will help bring this population back into the economic mainstream.

C/E. Evaluations and Success Stories of Workforce Development Activities

The New Jersey State Employment and Training Commission (SETC) and their Council on Gender Parity in Labor and Education released an evaluation of the impact of American Recovery and Reinvestment Act (ARRA) funding on women in New Jersey. The report, *Focusing a Gender Lens on New Jersey Employment in Challenging Economic Times*, was released in the spring of 2010. A presentation was given to the Council on May 6, to the SETC Board on May 11, and to the local Workforce Investment Board (WIB) Directors and One-Stop Operators on June 17. It was also presented at the March 2010 International Labor Process Conference. The full report can be found at www.njsetc.net.

The report, which generated much interest and discussion whenever presented, clearly showed that women benefited from the additional funding of ARRA, by allowing more women to access occupational training; however, when they did obtain employment, their salaries were still significantly lower than those of men who were trained under ARRA.

The Council also worked in coordination with four local WIB areas to host events entitled *Economic Recovery: What Women Need to Know*. Events were held in Monmouth County, Ocean County, Passaic County, and the city of Newark. In Ocean County the event was held in collaboration with a job fair for men as well as women. Each event had speakers and panels, as well as education, employment and social service workers, on hand to provide information to those in need. The attendance was from 50 to 250 people per event. A report on the four events was written in June 2010, and presented to the Council in August 2010. It can be found at www.njsetc.net.

On May 21, the Council held its 4th Annual Women in Science and Technology Workforce Summit. The title of the 2010 event was *Taking Initiative: Re-Tooling for an Economy that Can Handle Curves*. After opening with a keynote speaker, and a small panel, the first session of five breakout sessions were held. As the event took a break, attendees could avail themselves of several instructional workshops on social media including LinkedIn, Facebook, and Twitter. There was also a workshop on networking. In the afternoon, the five breakout sessions were repeated so that attendees could go to two sessions before the close of the day. Approximately 200 people attended the one-day event. As part of the registration, a LinkedIn site was created that would share the presentations, general information, and contact information of attendees. As a result, some of attendees have formed a mentoring group via LinkedIn. This group has also met in person several times. New information in the field of science, technology, engineering and math (STEM) continues to be posted on the LinkedIn site.

From the information obtained during the event, a report was written in June 2010. It was presented to the Council on August 18 and can be found at www.njsetc.net.

Responding to the healthcare crisis, the Council also completed a report entitled *Focusing a Gender Lens on the Nursing Shortage: Issues and Perspectives from New Jersey and the United States*. It is recognized nationally that healthcare occupations will dominate among occupations slated for the largest job growth between 2008 and 2018. This report looks at the barriers to meet that high demand as well as current programs and policy remedies. This report will be shared at the Council's annual retreat as well as to the newly formed Health Care Workforce Council. The full report can be found at www.njsetc.net.

The SETC also did an evaluation of local WIBs and the impact of the ARRA funding in January 2010. Questions were asked relating to adult and dislocated workers as well as youth programs. Local WIBs described their programs, best practices, and innovative strategies as well as challenges. They discussed practices with administration of the programs, outreach to employers and customers, and partnerships with local schools, community colleges and community/faith-based organizations. This information was shared with the Department. Special presentations were made at two meetings of the WIB Directors and One-Stop Operators and will be presented at the Commission meeting.

In March 2010, the SETC also did an evaluation entitled *Profile of Local Workforce Investment Boards*, which provides an overview with regards to WIB budgets and administrative issues. This information will help guide the SETC as work continues to strengthen New Jersey's local WIBs. This information was presented at a Commission meeting, WIB Directors and One-Stop Operators' meeting, regional WIB Chairs meeting and shared with the Department.

D. New Jersey Usage of Workforce Investment Act Waivers

New Jersey currently has 13 USDOL approved WIA waivers identified in Table 1 below. In March 2010, the State issued a draft "New Jersey Waivers Documentation" Directive to provide guidance to OSCC delivery system regarding documentation of the use of the customer service waivers in customer file folders and America's One-Stop Operating System (AOSOS) case management system, where appropriate. While it was stated that the Directive be viewed as the State's waiver documentation process and be used in all local areas until the issue of a final Directive, the process, as initially developed, was largely manual, somewhat cumbersome and not followed uniformly across all local areas. As a result, the State is under-reporting actual program year usage of its waivers in Table 2.

Appreciating the importance of more accurate usage tracking for reporting and evaluation of the effectiveness of the waivers, the State has developed and is deploying in the first quarter of Program Year 2010 a utility within the electronic case management system to more easily allow capture and reporting of waiver usage.

As reflected in Table 2 below, other than the Common Measures Performance Reporting waiver, which applied to all Wagner-Peyser and WIA participants, the Youth Program related waivers were most utilized by the Local Areas during the program year. The Youth Individual Training Account (ITA) waiver allowed 117 older, out-of-school youth to be enrolled in ITA without having to be served as an adult. This option provides a positive, individualized service strategy for this youth group which is not included in the traditional program. One WIB Director reported that this waiver was “a huge help in working with our out-of-school youth as we can offer them training that leads to skill attainment and a job. When they know we can do that for them, they become more interested in being a part of the program, going through the work readiness, career assessment, et cetera prior to entering the ITA of their choice.”

The waiver excluding WIA youth served under ARRA from the youth performance measures making it easier to serve out-of-school youth aged 18-24 year olds through work experience without negatively impacting traditional program performance outcomes was invoked 103 times by the Local Areas.

One Local Area noted that they wrote 34 On-the-Job training (OJT) contracts during the program year, but because 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, they did not see the value of applying the waiver to those customers.

The Department, in cooperation with the State Employment and Training Commission, plans on conducting a more formal evaluation of the State’s utilization of WIA waivers and their effectiveness during Program Year 2010.

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Table 1. New Jersey Program Year 2009 Waivers

	Waivers	Description
1	50% match for Customized Training	Requests permission to offer a sliding scale to increase opportunity for small business participation. Waiver allows for no less than a 10% match for employers with 50 or fewer employees and 25% for 51 through 100. Employers with over 100 would comply to statutory requirements of 50%. This would allow greater access to small employers and help to build beneficial relations with the private sector.
2	Adult-DW funds transfer	Allows local areas to be responsive to the needs of their customers and provides greater flexibility in service provision. (Note: Would not apply to ARRA funds)
3	10% Local funds for Incumbent Worker Training	Would allow local areas to utilize a small portion of their funds to upgrade the skills of already employed individuals. Could assist areas to provide assistance/upgrading to the working poor
4	Youth ITAs	Allows older, out-of-school youth to enroll in Individual Training Account (ITA) option without having to be served as an adult. Provides a positive, individualized option for this youth group which is not included in the traditional program.
5	Youth Summer Providers ARRA	Allows local areas to use summer youth program providers with an established performance record without competitive bidding.
6	OJT Performance Measures	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.
7	Youth Performance Measures ARRA	Excludes WIA Youth under ARRA from the youth performance measures and supports the intent to serve out-of-school youth aged 18-24 through work experience.
8	Transfer Program Funds ARRA	Allows local areas to transfer up to 30 percent of a program year allocation for adult and dislocated worker employment and training activities for ARRA funding. This enables local areas to respond to changes in the local labor market as well as the changing needs of the business community.
9	Rapid Response ARRA Incumbent Worker Training	Carries out incumbent worker training programs under ARRA, which target currently employed workers in order to retain their employed status. This training can be an effective layoff aversion component of a State's rapid response effort.
10	OJT Match	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.
11	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 would streamline the performance reporting system, encourage system integration, and enable local areas to better focus on delivery of customer services rather than costly administrative duties.
12	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.
13	Class-size Training for Older Youth	Gives the local workforce investment areas greater flexibility and access to the training providers when the competitive process has been exhausted. Local boards could negotiate directly with public entities that provide the required training to promote increased flexibility and support the development of demand-driven programs for youth.

Table 2. WIA Waiver Usage by Local Area

New Jersey Department of Labor & Workforce Development													
WIA Waivers PY 2009 Use - by Local Area													
	Waiver											ETPL	Class-size Trng. O/Y
	Cust. Tng. Mtch	A/DW Funds Trans. WIA	Incum Wrkr. Trng	Youth ITAs	Youth Summ Prov. ARRA	OJT Perf. Meas	Youth Perf. Meas. ARRA	A/DW Funds Trans. ARRA	Rapid Resp. ARRA IWT	OJT Match	Com-mon Meas. *		
Local Area													
A/CM													
Bergen													
Burlington		9		4			1						
Camden													
C/Salem				39			23						
Essex													
Gloucester					26								
Gr. Rar.													
Hudson													
J. City				23									
Mercer													
Middlesex				41									
Monmouth							62						
M/S/W							17						
Newark													
Ocean		1		10				1				1	
Passaic													
Union													
Totals	0	10	0	117	26	0	103	1	0	0		1	0

*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 316,016 WIA and Wagner-Peyser customers under this waiver as reported in the State's June 2010, ETA 9002A report.

F. Costs of Workforce Investment Activities

Expenditures and Obligations

During Program Year 2009, LWD expended a total of \$51,852,864 for programs under the Workforce Investment Act. The Adult Program expended \$13,397,911 from all program year resources. The Dislocated Worker Program expended \$17,485,531. For the combined Older and Younger Youth Programs, New Jersey expended \$13,167,550. The total reported Program Year 2009 expenditures for Statewide Activities, and Rapid Response, was \$7,801,872. The above figures for Program Year 2009 do not include total outstanding obligations of \$13,083,703 (Adults: \$3,166,888; Dislocated Workers: \$4,058,832; Youth: \$3,126,206; Adult Statewide Activities: \$769,436; Youth Statewide Activities: \$453,010; Dislocated Worker Statewide Activities \$1,150,329 and Rapid Response of \$359,002). In Program Year 2009 Administration Costs were included within the expenditures of the separate Program Areas.

Cost Effectiveness – Program Year 2009

There was a total of \$44,050,992 expended under the Adult, Dislocated Worker, Older Youth and Younger Youth Programs. Including outstanding obligations, a total of \$54,402,918 was spent for the three programs resulting in an average cost per participant of \$778.07

Program Year 2009 Cost Efficiency Summary Table

PY 2009	Total Participants Served	Funds Expended + Outstanding Obligations	Cost Per Participant
Total Participants	69,920	\$54,402,918	\$778.07
Adult	54,315	\$16,564,799	\$304.98
Dislocated Workers	11,511	\$21,544,363	\$1871.63
Youth	4,094	\$16,293,756	\$3,979.91

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

**WIA Year-End Financial Statement
PY 2009
July 1, 2009 thru June 30, 2010**

<u>Funding Sources</u>	<u>Available Fund.</u>	<u>Expended</u>	<u>Outstanding Obligations</u>	<u>Available Balance</u>	<u>Percentage Available</u>
<u>Local Area</u>					
Adult (PY09)	13,886,404	8,814,229	3,166,888	1,905,287	13.72%
Carry-in (PY07/08)	4,583,682	4,583,682	0	0	0.00%
Youth (PY09)	13,774,685	9,571,618	3,126,206	1,076,861	7.82%
In-School	7,070,114	4,662,521	1,874,745		
Out-School	6,704,571	4,909,097	1,251,461		
Carry-in (PY07/08)	3,595,932	3,595,932	0	0	0.00%
In-School	2,159,311	2,159,311	0		
Out-School	1,436,621	1,436,621	0		
Dislocated Worker (PY09)	19,972,930	13,703,088	4,058,832	2,211,010	11.07%
Carry-in (PY07/08)	3,782,443	3,782,443	0	0	0.00%
<u>Statewide Activity</u>					
Adult (PY09)	2,450,543	849,389	162,472	1,438,682	58.71%
Carry-in (PY07/08)	1,106,140	(2,978)	606,964	502,154	45.40%
Youth (PY09)	2,430,827	1,535,866	453,010	441,951	18.18%
Carry-in (PY07/08)	0	0	0	0	0.00%
Dislocated Worker (PY09)	4,693,233	1,805,087	386,242	2,501,904	53.31%
Carry-in (PY07/08)	1,693,232	296,495	764,087	632,650	37.36%
Rapid Response (PY09)	6,622,052	2,837,120	43,002	3,741,930	56.51%
Carry-in (PY07/08)	2,787,029	2,235,893	316,000	235,136	8.44%
Total PY 2009 Funding:	<u>81,379,132</u>	<u>53,607,864</u>	<u>13,083,703</u>	<u>14,687,565</u>	
				<u>14,687,565</u>	

Note

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

WIA Statewide 10% Allowable Activities Description
PY 2009
July 1, 2009 thru June 30, 2010

Federal Financial Reports

Description	Expenditures		Total	Outstanding
	PY07/08	PY09	Expenditures	Obligations
Project Reemployment Opportunity System (10)	0	0	0	1,152,809
Labor Planning & Analysis-PROS (10)	196,013	189,074	385,087	0
Labor Planning & Analysis-CIDS (10)	0	187,474	187,474	0
Rutgers - Heldrich Center Customer Satisfaction Survey (10)	0	34,389	34,389	17,195
Rutgers - NJ Consumer Report Card (10)	11,904	0	11,904	992
NJIT - NJ Consumer Report Card (10)	13,600	0	13,600	0
Interdepartmental Agreement (10)	0	0	0	208,000
Youth Corp (10)	0	283,000	283,000	25,000
E-Corps (10)	0	528,515	528,515	738,205
NJIT/SETC	0	27,522	27,522	0
SETC - Gender Parity (09)	72,000	0	72,000	0
	0	0	0	0
	0	0	0	0
Total:	293,517	1,249,974	1,543,491	2,142,201

WIA Cost of Program Activities
 PY 2009
 July 1, 2009 thru June 30, 2010

Program Activity	Expenditures	Obligations	Total Federal Spending
Local Adults	13,397,911	3,166,888	16,564,799
Local Dislocated Workers	17,485,531	4,058,832	21,544,363
Local Youth	13,167,550	3,126,206	16,293,756
Rapid Response	5,073,013	359,002	5,432,015
Statewide Required Activities	4,483,859	2,372,775	6,856,634
Statewide 10% Allowable Activities			
Labor Planning & Analysis-PROS (10)	385,087		
Labor Planning & Analysis-CIDS (10)	187,474		
Rutgers - Heldrich Center Customer Satisfaction Survey (10)	34,389		
Rutgers - NJ Consumer Report Card (10)	11,904		
NJIT - NJ Consumer Report Card (10)	13,600		
Interdepartmental Agreement (10)	0		
Youth Corp (10)	283,000		
E-Corps (10)	528,515		
NJIT/SETC	27,522		
SETC - Gender Parity (09)	72,000		
Total Statewide Allowable Activities:	1,543,491		
Total of All Federal Spending Listed Above	\$53,607,864	\$13,083,703	\$66,691,567

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

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

State Name New Jersey

Date Submitted October 1, 2010

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

I. Narrative Section

- A. A discussion of the cost of workforce investment activities relative to the effect of the activities on the performance of participants.
- B. A description of State evaluations of workforce investment activities, including:
 - 1. The questions the evaluation will/did address;
 - 2. A description of the evaluation's methodology; and
 - 3. Information about the timing of feedback and deliverables.

II. Table Section

Table A - Workforce Investment Act Customer Satisfaction Results

Customer Satisfaction	Negotiated Performance Level	Actual Performance Level - American Customer Satisfaction Index	Number of Surveys Completed	Number of Customers Eligible for the Survey	Number of Customers Included in the Sample	Response Rate
Participants						
Employers						

Table B- Adult Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	84.8%	86.0%	1,583 ----- 1,841
Employment Retention Rate	77.0%	82.9%	1,745 ----- 2,104
Average Earnings	\$12,075	\$11,942	\$18,856,982 ----- 1,579
Employment and Credential Rate			Numerator ----- Denominator

Table C - Outcomes for Adult Special Populations

Reported Information	Public Assistance Recipients Receiving Intensive or Training Services		Veterans		Individuals With Disabilities		Older Individuals	
	Entered Employment Rate	86.2%	100 ----- 116	77.0%	57 ----- 74	78.6%	22 ----- 28	79.3%
Employment Retention Rate	83.2%	104 ----- 125	78.9%	56 ----- 71	86.4%	38 ----- 44	87.0%	107 ----- 123
Average Earnings	\$14,024	\$1,360,296 ----- 97	\$ 14,517	\$696,799 ----- 48	\$8,968	\$304,919 ----- 34	\$12,260	\$1,176,957 ----- 96
Employment and Credential Rate		Num ----- Den		Num ----- Den		Num ----- Den		Num ----- Den

Table D - Other Outcome Information for the Adult Program

Reported Information	Individuals Who Received Training Services		Individuals Who Only Received Core and Intensive Services	
	Entered Employment Rate	84.4%	1,151 ----- 1,364	90.6%
Employment Retention Rate	82.2%	1,153 ----- 1,402	84.3%	592 ----- 702
Average Earnings	\$12,132	\$12,289,720 ----- 1,013	\$11,603	\$6,567,262 ----- 566

Table E - Dislocated Worker Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level
Entered Employment Rate	82.4%	82.3% ----- 2,132 ----- 2,592
Employment Retention Rate	81.9%	85.3% ----- 2,230 ----- 2,614
Average Earnings	\$16,200	\$15,798 ----- \$32,434,105 ----- 2,053
Employment and Credential Rate		Numerator ----- Denominator

Table F - Outcomes for Dislocated Worker Special Populations

Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
	Entered Employment Rate	75.2%	85 ----- 113	72.2%	13 ----- 18	72.1%	256 ----- 355	0.0%
Employment Retention Rate	80.2%	93 ----- 116	78.9%	15 ----- 19	81.8%	274 ----- 335	0.0%	0 ----- 0
Average Earnings	\$15,380	\$1,291,887 ----- 84	\$12,417	\$161,421 ----- 13	\$15,170	\$3,868,441 ----- 255	\$0	0 ----- 0
Employment and Credential Rate		Num ----- Den		Num ----- Den		Num ----- Den		Num ----- Den

Table G - Other Outcome Information for the Dislocated Worker Program

Reported Information	Individuals Who Received Training Services		Individuals Who Only Received Core and Intensive Services	
	Entered Employment Rate	82.0%	1,659 ----- 2,024	83.3%
Employment Retention Rate	84.9%	1,739 ----- 2,048	86.7%	491 ----- 566
Average Earnings	\$15,571	\$24,649,260 ----- 1,583	\$16,564	\$7,784,845 ----- 470

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

Reported Information	Negotiated Performance Level	Actual Performance Level	
		Placement in Employment or Education	59.0%
Attainment of Degree or Certificate	59.0%	67.5%	1,039 ----- 1,540
Literacy and Numeracy Gains	45.0%	53.6%	150 ----- 280

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

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

Table I - Outcomes for Older Youth Special Populations

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

Table J - Younger Youth (14 - 18) Results

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

Table K - Outcomes for Younger Youth Special Populations

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

Table L - Other Reported Information

Reported Information	12 Month Employment Retention Rate		12 Months Earnings Increase (Adults and Older Youth) or 12 Months Earnings Replacement (Dislocated Workers)		Placements in Non-traditional Employment		Wages At Entry Into Employment For Those Individuals Who Entered Unsubsidized Employment		Entry Into Unsubsidized Employment Related to the Training Received of Those Who Completed Training Services	
Adults	77.3%	1,920 ----- 2,485	\$2,970	\$6,754,605 ----- 2,274	0.7%	11 ----- 1,583	\$4,932	\$7,269,257 ----- 1,474	31.0%	357 ----- 1,151
Dislocated Workers	81.1%	2,453 ----- 3,026	90.0%	\$38,162,565 ----- \$42,409,361	0.4%	8 ----- 2,132	\$6,631	\$13,202,076 ----- 1,991	29.1%	483 ----- 1,659
Older Youth		Num ----- Den		Num ----- Den		Num ----- Den		Num ----- Den		

Table M - Participation Levels

Reported Information	Total Participants Served	Total Exiters
Total Adult Customers	65,256	46,589
Total Adults (self-service only)	46,244	41,649
WIA Adults	54,315	43,758
WIA Dislocated Workers	11,511	2,990
Total Youth (14 - 21)	4,094	1,817
Younger Youth (14 - 18)		
Older Youth (19 - 21)		
Out-of-School Youth	1,101	595
In-School Youth	2,993	1,222

Table N - Cost of Program Activities

Program Activity	Total Federal Spending
Local Adults	\$13,397,911
Local Dislocated Workers	\$17,485,531
Local Youth	\$13,167,550
Rapid Response (up to 25%) WIA Section 134(a)(2)(B)	\$3,318,013
Statewide Required Activities (Up to 15%) WIA Section 134(a)(2)(B)	\$4,483,859
	Program Activity Description
Statewide Allowable Activities WIA Section 134(a)(3)	Project Reemployment Opportunity
	Labor Planning & Analysis-PROS
	Labor Planning & Analysis-CIDS
	Rutgers Heldrich Center-Customer Satisfaction
	Rutgers-NJ Consumer Report Card
	NJIT-NJ Consumer Report Card
	Interdepartmental Agreement
	Youth Corps/E-Corps
	NJIT/SETC
SETC-Gender Parity	
Total of All Federal Spending Listed Above	\$51,852,864

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

Local Area Name Greater Raritan	Total Participants Served	Adults	400
		Dislocated Workers	649
		Older Youth (19 - 21) Report Total Youth 17	
		Younger Youth (14 - 18)	
ETA Assigned # 34110	Total Exitors	Adults	368
		Dislocated Workers	197
		Older Youth (19 - 21) Report Total Youth 20	
		Younger Youth (14 - 18)	

Reported Information		Negotiated Performance	Actual
Customer Satisfaction	Program Participants		
	Employers		
Entered Employment Rates	Adults	86.0%	96.0%
	Dislocated Workers	89.0%	91.5%
	Older Youth		
Retention Rates	Adults	88.5%	89.3%
	Dislocated Workers	91.0%	86.7%
	Older Youth		
	Younger Youth		
Average Earnings (Adults/DWs)	Adults	\$17,166	\$15,295
Six Months Earnings Increase (Older Youth)	Dislocated Workers	\$21,885	\$22,820
	Older Youth		
Credential/Diploma Rates	Adults		
	Dislocated Workers		
	Older Youth		
	Younger Youth		
Skill Attainment Rate	Younger Youth		
Placement in Employment or Education	Youth (14 - 21)	59.0%	72.7%
Attainment of Degree or Certificate	Youth (14 - 21)	59.0%	33.3%
Literacy and Numeracy Gains	Youth (14 - 21)	45.0%	100.0%

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

Overall Status of Local Performance	Not Met	Met	Exceeded
	1	2	6

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

Local Area Name <u>Burlington County WIB</u>	Total Participants Served	Adults	1,821
		Dislocated Workers	478
		Older Youth (19 - 21) Report Total Youth	133
		Younger Youth (14 - 18)	
ETA Assigned # <u>34045</u>	Total Exitters	Adults	2,117
		Dislocated Workers	220
		Older Youth (19 - 21) Report Total Youth	60
		Younger Youth (14 - 18)	

Reported Information		Negotiated Performance	Actual
Customer Satisfaction	Program Participants		
	Employers		
Entered Employment Rates	Adults	93.6%	75.6%
	Dislocated Workers	90.0%	66.4%
	Older Youth		
Retention Rates	Adults	91.0%	82.1%
	Dislocated Workers	92.0%	87.9%
	Older Youth		
	Younger Youth		
Average Earnings (Adults/DWs)	Adults	\$13,422	\$11,943
Six Months Earnings Increase (Older Youth)	Dislocated Workers	\$15,077	\$15,174
	Older Youth		
Credential/Diploma Rates	Adults		
	Dislocated Workers		
	Older Youth		
	Younger Youth		
Skill Attainment Rate	Younger Youth		
Placement in Employment or Education	Youth (14 - 21)	59.0%	57.6%
Attainment of Degree or Certificate	Youth (14 - 21)	59.0%	65.3%
Literacy and Numeracy Gains	Youth (14 - 21)	45.0%	0.0%

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

	Not Met	Met	Exceeded
Overall Status of Local Performance	2	5	2

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

Local Area Name Newark WIB	Total Participants Served	Adults	2,738
		Dislocated Workers	370
		Older Youth (19 - 21) Report Total Youth	445
		Younger Youth (14 - 18)	
ETA Assigned # 34020	Total Exiters	Adults	787
		Dislocated Workers	17
		Older Youth (19 - 21) Report Total Youth	28
		Younger Youth (14 - 18)	

Reported Information		Negotiated Performance	Actual
Customer Satisfaction	Program Participants		
	Employers		
Entered Employment Rates	Adults	84.0%	95.2%
	Dislocated Workers	88.0%	93.6%
	Older Youth		
Retention Rates	Adults	87.0%	84.5%
	Dislocated Workers	90.0%	81.1%
	Older Youth		
	Younger Youth		
Average Earnings (Adults/DWs)	Adults	\$11,091	\$11,372
	Dislocated Workers	\$13,081	\$11,708
Six Months Earnings Increase (Older Youth)	Older Youth		
	Adults		
	Dislocated Workers		
Credential/Diploma Rates	Older Youth		
	Younger Youth		
	Adults		
	Dislocated Workers		
Skill Attainment Rate	Younger Youth		
Placement in Employment or Education	Youth (14 - 21)	59.0%	76.9%
Attainment of Degree or Certificate	Youth (14 - 21)	59.0%	76.5%
Literacy and Numeracy Gains	Youth (14 - 21)	45.0%	0.0%

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

Overall Status of Local Performance	Not Met	Met	Exceeded
	1	3	5

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

Local Area Name <u>Ocean County WIB</u>	Total Participants Served	Adults	649
		Dislocated Workers	473
		Older Youth (19 - 21) <i>Report Total Youth 153</i>	
		Younger Youth (14 - 18)	
ETA Assigned # <u>34080</u>	Total Exiters	Adults	476
		Dislocated Workers	235
		Older Youth (19 - 21) <i>Report Total Youth 64</i>	
		Younger Youth (14 - 18)	

Reported Information		Negotiated Performance	Actual
Customer Satisfaction	Program Participants		
	Employers		
Entered Employment Rates	Adults	87.5%	78.5%
	Dislocated Workers	90.0%	79.6%
	Older Youth		
Retention Rates	Adults	87.0%	79.4%
	Dislocated Workers	91.5%	79.4%
	Older Youth		
	Younger Youth		
Average Earnings (<i>Adults/DWs</i>)	Adults	\$13,477	\$14,798
	Dislocated Workers	\$15,291	\$15,793
Six Months Earnings Increase (<i>Older Youth</i>)	Older Youth		
	Adults		
	Dislocated Workers		
Credential/Diploma Rates	Older Youth		
	Younger Youth		
	Adults		
	Dislocated Workers		
Skill Attainment Rate	Younger Youth		
Placement in Employment or Education	Youth (14 - 21)	59.0%	57.5%
Attainment of Degree or Certificate	Youth (14 - 21)	59.0%	58.3%
Literacy and Numeracy Gains	Youth (14 - 21)	45.0%	33.3%

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

	Not Met	Met	Exceeded
Overall Status of Local Performance	1	6	2

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

Local Area Name <u>Essex County WIB</u>	Total Participants Served	Adults	3,638
		Dislocated Workers	382
		Older Youth (19 - 21) Report Total Youth	144
		Younger Youth (14 - 18)	
ETA Assigned # <u>34050</u>	Total Exitters	Adults	1,025
		Dislocated Workers	26
		Older Youth (19 - 21) Report Total Youth	211
		Younger Youth (14 - 18)	

Reported Information	Program Participants	Negotiated Performance	Actual
Customer Satisfaction	Employers		
	Adults	82.0%	71.4%
Entered Employment Rates	Dislocated Workers	88.0%	62.5%
	Older Youth		
Retention Rates	Adults	86.5%	81.4%
	Dislocated Workers	91.0%	82.0%
	Older Youth		
	Younger Youth		
Average Earnings (Adults/DWs)	Adults	\$12,548	\$13,979
Six Months Earnings Increase (Older Youth)	Dislocated Workers	\$16,783	\$13,911
	Older Youth		
Credential/Diploma Rates	Adults		
	Dislocated Workers		
	Older Youth		
	Younger Youth		
Skill Attainment Rate	Younger Youth		
Placement in Employment or Education	Youth (14 - 21)	59.0%	43.7%
Attainment of Degree or Certificate	Youth (14 - 21)	59.0%	28.7%
Literacy and Numeracy Gains	Youth (14 - 21)	45.0%	0.0%

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

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

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

Local Area Name <u>Middlesex County WIB</u>	Total Participants Served	Adults	823
		Dislocated Workers	1,152
		Older Youth (19 - 21) <i>Report Total Youth 88</i>	
		Younger Youth (14 - 18)	
ETA Assigned # <u>34115</u>	Total Exiters	Adults	616
		Dislocated Workers	347
		Older Youth (19 - 21) <i>Report Total Youth 84</i>	
		Younger Youth (14 - 18)	

Reported Information		Negotiated Performance	Actual
Customer Satisfaction	Program Participants		
	Employers		
Entered Employment Rates	Adults	86.0%	79.6%
	Dislocated Workers	89.0%	75.7%
	Older Youth		
Retention Rates	Adults	89.0%	85.7%
	Dislocated Workers	96.0%	85.9%
	Older Youth		
	Younger Youth		
Average Earnings (<i>Adults/DWs</i>)	Adults	\$16,045	\$13,187
Six Months Earnings Increase (<i>Older Youth</i>)	Dislocated Workers	\$18,725	\$16,407
	Older Youth		
Credential/Diploma Rates	Adults		
	Dislocated Workers		
	Older Youth		
	Younger Youth		
Skill Attainment Rate	Younger Youth		
Placement in Employment or Education	Youth (14 - 21)	59.0%	54.5%
Attainment of Degree or Certificate	Youth (14 - 21)	59.0%	53.7%
Literacy and Numeracy Gains	Youth (14 - 21)	45.0%	38.9%

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

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

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

Local Area Name <u>Bergen County WIB</u>	Total Participants Served	Adults	495
		Dislocated Workers	823
		Older Youth (19 - 21) Report Total Youth	232
		Younger Youth (14 - 18)	
ETA Assigned # <u>34040</u>	Total Exiters	Adults	293
		Dislocated Workers	91
		Older Youth (19 - 21) Report Total Youth	100
		Younger Youth (14 - 18)	

Reported Information		Negotiated Performance	Actual
Customer Satisfaction	Program Participants		
	Employers		
Entered Employment Rates	Adults	87.0%	85.7%
	Dislocated Workers	87.0%	88.8%
	Older Youth		
Retention Rates	Adults	87.0%	81.6%
	Dislocated Workers	88.0%	87.6%
	Older Youth		
	Younger Youth		
Average Earnings (Adults/DWs)	Adults	\$10,584	\$10,922
Six Months Earnings Increase (Older Youth)	Dislocated Workers	\$17,469	\$16,951
	Older Youth		
	Younger Youth		
Credential/Diploma Rates	Adults		
	Dislocated Workers		
	Older Youth		
	Younger Youth		
Skill Attainment Rate	Younger Youth		
Placement in Employment or Education	Youth (14 - 21)	59.0%	86.2%
Attainment of Degree or Certificate	Youth (14 - 21)	59.0%	98.1%
Literacy and Numeracy Gains	Youth (14 - 21)	45.0%	41.7%

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

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

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

Local Area Name NJDOL Trenton Central	Total Participants Served	Adults	4,937
		Dislocated Workers	222
		Older Youth (19 - 21) Report Total Youth	0
		Younger Youth (14 - 18)	
ETA Assigned # 34990	Total Exitters	Adults	4,728
		Dislocated Workers	63
		Older Youth (19 - 21) Report Total Youth	0
		Younger Youth (14 - 18)	

Reported Information		Negotiated Performance	Actual
Customer Satisfaction	Program Participants		
	Employers		
Entered Employment Rates	Adults	0.0%	100.0%
	Dislocated Workers	0.0%	39.1%
	Older Youth		
Retention Rates	Adults	0.0%	0.0%
	Dislocated Workers	0.0%	83.3%
	Older Youth		
	Younger Youth		
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	\$0	\$0.00
	Dislocated Workers	\$0	\$16,586
	Older Youth		
Credential/Diploma Rates	Adults		
	Dislocated Workers		
	Older Youth		
	Younger Youth		
Skill Attainment Rate	Younger Youth		
Placement in Employment or Education	Youth (14 - 21)	0.0%	0.0%
Attainment of Degree or Certificate	Youth (14 - 21)	0.0%	0.0%
Literacy and Numeracy Gains	Youth (14 - 21)	0.0%	0.0%

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

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

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

Local Area Name <u>Morris Sussex Warren WIB</u>	Total Participants Served	Adults	3,817
		Dislocated Workers	1,001
		Older Youth (19 - 21) Report Total Youth	103
		Younger Youth (14 - 18)	
ETA Assigned # <u>34105</u>	Total Exiters	Adults	3,113
		Dislocated Workers	361
		Older Youth (19 - 21) Report Total Youth	44
		Younger Youth (14 - 18)	

Reported Information		Negotiated Performance	Actual
Customer Satisfaction	Program Participants		
	Employers		
Entered Employment Rates	Adults	86.0%	92.1%
	Dislocated Workers	90.0%	84.1%
	Older Youth		
Retention Rates	Adults	87.5%	88.9%
	Dislocated Workers	91.0%	91.9%
	Older Youth		
	Younger Youth		
Average Earnings (Adults/DWs)	Adults	\$15,290	\$16,937
	Dislocated Workers	\$18,452	\$18,660
Six Months Earnings Increase (Older Youth)	Older Youth		
	Adults		
	Dislocated Workers		
Credential/Diploma Rates	Older Youth		
	Younger Youth		
	Adults		
	Dislocated Workers		
Skill Attainment Rate	Younger Youth		
Placement in Employment or Education	Youth (14 - 21)	59.0%	87.9%
Attainment of Degree or Certificate	Youth (14 - 21)	59.0%	90.6%
Literacy and Numeracy Gains	Youth (14 - 21)	45.0%	88.5%

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

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

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

Local Area Name <u>Union County WIB</u>	Total Participants Served	Adults	1,813
		Dislocated Workers	719
		Older Youth (19 - 21) <i>Report Total Youth 259</i>	
		Younger Youth (14 - 18)	
ETA Assigned # <u>34010</u>	Total Exiters	Adults	806
		Dislocated Workers	139
		Older Youth (19 - 21) <i>Report Total Youth 59</i>	
		Younger Youth (14 - 18)	

Reported Information		Negotiated Performance	Actual
Customer Satisfaction	Program Participants		
	Employers		
Entered Employment Rates	Adults	84.0%	89.5%
	Dislocated Workers	88.0%	93.3%
	Older Youth		
Retention Rates	Adults	88.0%	87.1%
	Dislocated Workers	92.0%	90.4%
	Older Youth		
	Younger Youth		
Average Earnings (<i>Adults/DWs</i>)	Adults	\$12,783	\$12,484
Six Months Earnings Increase (<i>Older Youth</i>)	Dislocated Workers	\$14,146	\$15,302
	Older Youth		
Credential/Diploma Rates	Adults		
	Dislocated Workers		
	Older Youth		
	Younger Youth		
Skill Attainment Rate	Younger Youth		
Placement in Employment or Education	Youth (14 - 21)	59.0%	72.7%
Attainment of Degree or Certificate	Youth (14 - 21)	59.0%	93.5%
Literacy and Numeracy Gains	Youth (14 - 21)	45.0%	48.8%

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

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

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

Local Area Name <u>Atlantic Cape May WIB</u>	Total Participants Served	Adults	1,094
		Dislocated Workers	460
		Older Youth (19 - 21) Report Total Youth	512
		Younger Youth (14 - 18)	
ETA Assigned # <u>34035</u>	Total Exitters	Adults	575
		Dislocated Workers	171
		Older Youth (19 - 21) Report Total Youth	164
		Younger Youth (14 - 18)	

Reported Information		Negotiated Performance	Actual
Customer Satisfaction	Program Participants		
	Employers		
Entered Employment Rates	Adults	88.0%	84.7%
	Dislocated Workers	96.0%	81.5%
	Older Youth		
Retention Rates	Adults	87.0%	85.8%
	Dislocated Workers	93.0%	87.1%
	Older Youth		
	Younger Youth		
Average Earnings (Adults/DWs)	Adults	\$12,284	\$10,802
Six Months Earnings Increase (Older Youth)	Dislocated Workers	\$15,521	\$13,125
	Older Youth		
Credential/Diploma Rates	Adults		
	Dislocated Workers		
	Older Youth		
	Younger Youth		
Skill Attainment Rate	Younger Youth		
Placement in Employment or Education	Youth (14 - 21)	59.0%	68.2%
Attainment of Degree or Certificate	Youth (14 - 21)	59.0%	79.9%
Literacy and Numeracy Gains	Youth (14 - 21)	45.0%	42.9%

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

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

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

Local Area Name <u>Monmouth County WIB</u>	Total Participants Served	Adults	6,418
		Dislocated Workers	602
		Older Youth (19 - 21) Report Total Youth	218
		Younger Youth (14 - 18)	
ETA Assigned # <u>34070</u>	Total Exitters	Adults	4,866
		Dislocated Workers	225
		Older Youth (19 - 21) Report Total Youth	78
		Younger Youth (14 - 18)	

Reported Information		Negotiated Performance	Actual
Customer Satisfaction	Program Participants		
	Employers		
Entered Employment Rates	Adults	85.0%	74.7%
	Dislocated Workers	89.0%	73.7%
	Older Youth		
Retention Rates	Adults	88.5%	75.3%
	Dislocated Workers	91.0%	80.2%
	Older Youth		
	Younger Youth		
Average Earnings (Adults/DWs)	Adults	\$12,693	\$11,696
Six Months Earnings Increase (Older Youth)	Dislocated Workers	\$19,585	\$18,564
	Older Youth		
Credential/Diploma Rates	Adults		
	Dislocated Workers		
	Older Youth		
	Younger Youth		
Skill Attainment Rate	Younger Youth		
Placement in Employment or Education	Youth (14 - 21)	59.0%	65.3%
Attainment of Degree or Certificate	Youth (14 - 21)	59.0%	48.4%
Literacy and Numeracy Gains	Youth (14 - 21)	45.0%	50.0%

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

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

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

Local Area Name <u>Cumberland Salem County</u>	Total Participants Served	Adults	1,132
		Dislocated Workers	508
		Older Youth (19 - 21) Report Total Youth	467
		Younger Youth (14 - 18)	
ETA Assigned # <u>34090</u>	Total Exitters	Adults	564
		Dislocated Workers	125
		Older Youth (19 - 21) Report Total Youth	177
		Younger Youth (14 - 18)	

Reported Information		Negotiated Performance	Actual
Customer Satisfaction	Program Participants		
	Employers		
Entered Employment Rates	Adults	86.0%	87.8%
	Dislocated Workers	88.0%	86.1%
	Older Youth		
Retention Rates	Adults	82.0%	78.8%
	Dislocated Workers	88.0%	91.7%
	Older Youth		
	Younger Youth		
Average Earnings (Adults/DWs)	Adults	\$9,907	\$10,255
Six Months Earnings Increase (Older Youth)	Dislocated Workers	\$14,954	\$14,318
	Older Youth		
Credential/Diploma Rates	Adults		
	Dislocated Workers		
	Older Youth		
	Younger Youth		
Skill Attainment Rate	Younger Youth		
Placement in Employment or Education	Youth (14 - 21)	59.0%	64.0%
Attainment of Degree or Certificate	Youth (14 - 21)	59.0%	48.0%
Literacy and Numeracy Gains	Youth (14 - 21)	45.0%	60.0%

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

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

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

Local Area Name <u>Hudson County WIB</u>	Total Participants Served	Adults	1,047
		Dislocated Workers	876
		Older Youth (19 - 21) Report Total Youth	212
		Younger Youth (14 - 18)	
ETA Assigned # <u>34060</u>	Total Exitters	Adults	937
		Dislocated Workers	31
		Older Youth (19 - 21) Report Total Youth	46
		Younger Youth (14 - 18)	

Reported Information	Program Participants	Negotiated Performance	Actual
Customer Satisfaction	Employers		
	Adults	84.0%	88.9%
Entered Employment Rates	Dislocated Workers	88.0%	93.1%
	Older Youth		
	Adults	88.0%	80.6%
Retention Rates	Dislocated Workers	91.0%	90.5%
	Older Youth		
	Younger Youth		
Average Earnings (Adults/DWs)	Adults	\$11,082	\$12,007
Six Months Earnings Increase (Older Youth)	Dislocated Workers	\$13,756	\$18,243
	Older Youth		
Credential/Diploma Rates	Adults		
	Dislocated Workers		
	Older Youth		
	Younger Youth		
Skill Attainment Rate	Younger Youth		
Placement in Employment or Education	Youth (14 - 21)	59.0%	30.8%
Attainment of Degree or Certificate	Youth (14 - 21)	59.0%	17.2%
Literacy and Numeracy Gains	Youth (14 - 21)	45.0%	0.0%

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

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

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

Local Area Name Jersey City WIB	Total Participants Served	Adults	3,909
		Dislocated Workers	469
		Older Youth (19 - 21) Report Total Youth	262
		Younger Youth (14 - 18)	
ETA Assigned # 34015	Total Exiters	Adults	2,264
		Dislocated Workers	51
		Older Youth (19 - 21) Report Total Youth	338
		Younger Youth (14 - 18)	

Reported Information		Negotiated Performance	Actual
Customer Satisfaction	Program Participants		
	Employers		
Entered Employment Rates	Adults	85.0%	95.2%
	Dislocated Workers	88.0%	94.1%
	Older Youth		
Retention Rates	Adults	88.0%	88.2%
	Dislocated Workers	91.0%	94.4%
	Older Youth		
	Younger Youth		
Average Earnings (Adults/DWs)	Adults	\$13,396	\$13,001
Six Months Earnings Increase (Older Youth)	Dislocated Workers	\$13,792	\$14,626
	Older Youth		
	Adults		
Credential/Diploma Rates	Dislocated Workers		
	Older Youth		
	Younger Youth		
	Younger Youth		
Skill Attainment Rate	Younger Youth		
Placement in Employment or Education	Youth (14 - 21)	59.0%	50.0%
Attainment of Degree or Certificate	Youth (14 - 21)	59.0%	90.9%
Literacy and Numeracy Gains	Youth (14 - 21)	45.0%	42.9%

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

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

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

Local Area Name <u>Mercer County WIB</u>	Total Participants Served	Adults	518
		Dislocated Workers	619
		Older Youth (19 - 21) <i>Report Total Youth 94</i>	
		Younger Youth (14 - 18)	
ETA Assigned # <u>34030</u>	Total Exiters	Adults	405
		Dislocated Workers	80
		Older Youth (19 - 21) <i>Report Total Youth 50</i>	
		Younger Youth (14 - 18)	

Reported Information		Negotiated Performance	Actual
Customer Satisfaction	Program Participants		
	Employers		
Entered Employment Rates	Adults	77.0%	77.8%
	Dislocated Workers	85.5%	93.0%
	Older Youth		
Retention Rates	Adults	88.5%	68.8%
	Dislocated Workers	93.0%	76.3%
	Older Youth		
	Younger Youth		
Average Earnings (Adults/DWs)	Adults	\$11,184	\$13,451
	Dislocated Workers	\$15,057	\$13,507
Six Months Earnings Increase (Older Youth)	Older Youth		
	Adults		
	Dislocated Workers		
Credential/Diploma Rates	Older Youth		
	Younger Youth		
	Adults		
	Dislocated Workers		
Skill Attainment Rate	Younger Youth		
Placement in Employment or Education	Youth (14 - 21)	59.0%	50.9%
Attainment of Degree or Certificate	Youth (14 - 21)	59.0%	22.9%
Literacy and Numeracy Gains	Youth (14 - 21)	45.0%	0.0%

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

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

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

Local Area Name <u>Passaic County WIB</u>	Total Participants Served	Adults	4,398
		Dislocated Workers	538
		Older Youth (19 - 21) <i>Report Total Youth</i>	557
		Younger Youth (14 - 18)	
ETA Assigned # <u>34025</u>	Total Exiters	Adults	3,425
		Dislocated Workers	112
		Older Youth (19 - 21) <i>Report Total Youth</i>	9
		Younger Youth (14 - 18)	

Reported Information		Negotiated Performance	Actual
Customer Satisfaction	Program Participants		
	Employers		
Entered Employment Rates	Adults	85.0%	89.0%
	Dislocated Workers	88.5%	89.8%
	Older Youth		
Retention Rates	Adults	88.0%	80.4%
	Dislocated Workers	91.5%	81.1%
	Older Youth		
	Younger Youth		
Average Earnings (<i>Adults/DWs</i>)	Adults	\$11,773	\$12,346
	Dislocated Workers	\$17,050	\$16,931
Six Months Earnings Increase (<i>Older Youth</i>)	Older Youth		
	Adults		
	Dislocated Workers		
Credential/Diploma Rates	Older Youth		
	Adults		
	Dislocated Workers		
	Younger Youth		
Skill Attainment Rate	Younger Youth		
Placement in Employment or Education	Youth (14 - 21)	59.0%	80.0%
Attainment of Degree or Certificate	Youth (14 - 21)	59.0%	73.3%
Literacy and Numeracy Gains	Youth (14 - 21)	45.0%	100.0%

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

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

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

Local Area Name <u>Gloucester County WIB</u>	Total Participants Served	Adults	431
		Dislocated Workers	283
		Older Youth (19 - 21) <i>Report Total Youth 53</i>	
		Younger Youth (14 - 18)	
ETA Assigned # <u>34055</u>	Total Exiters	Adults	470
		Dislocated Workers	153
		Older Youth (19 - 21) <i>Report Total Youth 86</i>	
		Younger Youth (14 - 18)	

Reported Information		Negotiated Performance	Actual
Customer Satisfaction	Program Participants		
	Employers		
Entered Employment Rates	Adults	88.0%	84.1%
	Dislocated Workers	89.0%	86.3%
	Older Youth		
Retention Rates	Adults	88.0%	82.3%
	Dislocated Workers	90.0%	90.8%
	Older Youth		
	Younger Youth		
Average Earnings (<i>Adults/DWs</i>)	Adults	\$13,921	\$12,244
	Dislocated Workers	\$16,457	\$14,622
Six Months Earnings Increase (<i>Older Youth</i>)	Older Youth		
	Adults		
	Dislocated Workers		
Credential/Diploma Rates	Older Youth		
	Younger Youth		
	Adults		
	Dislocated Workers		
Skill Attainment Rate	Younger Youth		
Placement in Employment or Education	Youth (14 - 21)	59.0%	52.4%
Attainment of Degree or Certificate	Youth (14 - 21)	59.0%	63.3%
Literacy and Numeracy Gains	Youth (14 - 21)	45.0%	43.8%

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

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

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

Local Area Name <u>Camden County WIB</u>	Total Participants Served	Adults	928
		Dislocated Workers	864
		Older Youth (19 - 21) <i>Report Total Youth 147</i>	
		Younger Youth (14 - 18)	
ETA Assigned # <u>34005</u>	Total Exiters	Adults	561
		Dislocated Workers	348
		Older Youth (19 - 21) <i>Report Total Youth 201</i>	
		Younger Youth (14 - 18)	

Reported Information		Negotiated Performance	Actual
Customer Satisfaction	Program Participants		
	Employers		
Entered Employment Rates	Adults	85.5%	80.5%
	Dislocated Workers	89.0%	81.4%
	Older Youth		
Retention Rates	Adults	88.0%	82.8%
	Dislocated Workers	90.5%	82.2%
	Older Youth		
	Younger Youth		
Average Earnings (<i>Adults/DWs</i>)	Adults	\$11,938	\$10,063
Six Months Earnings Increase (<i>Older Youth</i>)	Dislocated Workers	\$16,551	\$14,540
	Older Youth		
Credential/Diploma Rates	Adults		
	Dislocated Workers		
	Older Youth		
	Younger Youth		
Skill Attainment Rate	Younger Youth		
Placement in Employment or Education	Youth (14 - 21)	59.0%	90.3%
Attainment of Degree or Certificate	Youth (14 - 21)	59.0%	77.5%
Literacy and Numeracy Gains	Youth (14 - 21)	45.0%	75.0%

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

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