

INSIDE WORKFORCE DEVELOPMENT & OPPORTUNITY

a newsletter that features NJDOL announcements, USDOL updates, policy refreshers, trainings, resources, and tools to workforce professionals who are providing strategic workforce development solutions to job seekers and businesses.



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ANNOUNCEMENTS

New Jersey Workforce Innovation [Notice](#) | WD-PY21-1

Data Entry of *SkillUp* New Jersey/Metrix Learning Registrants Policy*

https://www.nj.gov/labor/wioa/forms_pdfs/SkillUpNewJersey_Metrix_LearningPolicy_PY21.pdf

The New Jersey Department of Labor (NJDOL) is rolling out a new initiative, *SkillUp* New Jersey (<https://nj.metrixlearning.com/>) across the state, which provides access to an array of online courses via the Metrix Learning platform. This resource is available, at no cost, to all residents in New Jersey and Local Workforce Development Boards to support prospective and existing customers. We are issuing this policy to offer specific guidance for local areas about this rollout, as well as specific expectations on entering information into America's One-Stop Operating System (AOSOS), about those who register for SkillUp NJ or with a local SkillUp site and begin taking courses on the Metrix Learning platform in your local area.

*See 'RESOURCES' for a presentation on *SkillUp* NJ.



USDOL/ETA ADVISORIES

Directions for Determining High-Poverty Areas for the WIOA Youth Formula Program

The WIOA youth formula program allows youth living in high-poverty areas to be considered low-income individuals. The Census Bureau has changed its website for accessing American Community Survey data, and so this is to provide revised instructions on how to use Census data to document high-poverty areas. The instructions can be accessed at <https://youth.workforcegps.org/resources/2017/03/22/09/55/%7E/link.aspx?id=8548E345651B4ED19113526286036489&z=z>.

TEGL 21-16 Change 1 - Change 1 to Training and Employment Guidance Letter (TEGL) 21-16

Third Workforce Innovation and Opportunity Act (WIOA) Title I Youth Formula Program Guidance, has been added to the ETA Advisory database and is now available at https://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=3389.

The Department of Health and Human Services Annual Update of the HHS Poverty Guidelines

<https://www.dol.gov/sites/dolgov/files/ETA/llsil/pdfs/HHS%202021.pdf>

2021 POVERTY GUIDELINES FOR THE 48 CONTIGUOUS STATES AND THE DISTRICT OF COLUMBIA

Persons in family/household Poverty guideline

| | |
|---------|----------|
| 1 | \$12,880 |
| 2 | 17,420 |
| 3 | 21,960 |
| 4 | 26,500 |
| 5 | 31,040 |
| 6 | 35,580 |
| 7 | 40,120 |
| 8 | 44,660 |

2021 Lower Living Standard Income Levels (LLSIL) Guidelines

<https://www.dol.gov/agencies/eta/llsil>

The LLSIL Guidelines include income charts that are used by state and local workforce investment areas to determine income eligibility for the Workforce Innovation and Opportunity Act (WIOA) programs for youth and certain adult services, in addition to the Work Opportunity Tax Credit.

70% LOWER LIVING STANDARD INCOME LEVELS (LLSIL)

| Family Size | New York-Northeastern NJ - Bergen, Essex, Hudson, Jersey City, Mercer, Middlesex, Monmouth, M/S/W, Newark, Ocean, Passaic, Greater Raritan, Union | Northeast Metro¹-Atlantic, Burlington, Camden, Gloucester, Cumberland/Salem/Cape May |
|---------------------------------|--|--|
| 1 | 11,644 | 11,424 |
| 2 | 19,083 | 18,725 |
| 3 | 26,191 | 25,706 |
| 4 | 32,331 | 31,726 |
| 5 | 38,158 | 37,444 |
| 6 | 44,620 | 43,782 |
| For each additional person add: | 6,462 | 6,338 |

The yellow highlighted LLSIL is where the LLSIL is Lower than the HHS Poverty Guidelines

¹Metropolitan area measures were calculated from the weighted average CPI-U's for city size classes A and B/C. Non-metropolitan area measures were calculated from the CPI-U's for city size class D.

SELF-SUFFICIENCY LEVELS

100% LOWER LIVING STANDARD INCOME LEVELS (LLSIL)

Used to determine the minimum level for establishing self-sufficiency criteria for training eligibility

| Family Size | New York-Northeastern NJ - Bergen, Essex, Hudson, Jersey City, Mercer, Middlesex, Monmouth, M/S/W, Newark, Ocean, Passaic, Greater Raritan, Union | Northeast Metro ¹ -Atlantic, Burlington, Camden, Gloucester, Cumberland/Salem/Cape May |
|---------------------------------|--|--|
| 1 | 16,634 | 16,320 |
| 2 | 27,262 | 26,751 |
| 3 | 37,415 | 36,723 |
| 4 | 46,188 | 45,323 |
| 5 | 54,511 | 53,491 |
| 6 | 63,743 | 62,546 |
| For each additional person add: | 9,232 | 9,055 |

¹Metropolitan area measures were calculated from the weighted average CPI-U's for city size classes A and B/C. Non-metropolitan area measures were calculated from the CPI-U's for city size class D.

FEATURED CONTENT

Policy Refresher – Meeting WIOA Service Priorities and Workforce Needs in your Community

https://www.nj.gov/labor/wioa/forms_pdfs/WIOAPolicyRefresher_August2021.pdf

TEGL 07-20 highlights examples on effectively integrating service delivery to support priority populations:

- Cross-train staff from different programs to understand other partner programs and to share their expertise about the needs of specific populations, including those most in need, so that all staff can better serve all customers. Both the Wagner-Peyser Act Staffing Flexibility Final Rule (effective on February 5, 2020) and the Trade Adjustment Assistance for Workers Final Rule (effective on September 21, 2020) provide additional staffing flexibility to states.³ The flexibility also brings the programs into closer alignment and allows states the option to provide some services funded under WIOA, Wagner-Peyser, and TAA through streamlined staffing arrangements or to utilize cross-training for program staff so states and local areas can quickly react to changing customer needs.
- Staff the center with career counselors skilled in advising job seekers of their options, who are knowledgeable about local labor market dynamics, aware of available services inside and outside the AJC, and skilled in developing customers' skills for employment success.
- Develop and implement operational policies that achieve an integrated system of case management, using technology to achieve alignment in service delivery that meets customers' needs.
- Partner across programs, including community-based and philanthropic organizations, to effectively maximize necessary services, including supportive services, to those most in need while minimizing duplicative processes and resource use.
- Develop outreach strategies with partner programs to ensure that those most in need are identified and served. Outreach strategies should include referrals across federal, state, local, community-based organizations, and philanthropic organizations, including those that provide supportive services. By leveraging partners' networks, AJC networks can get leads and improve recruitment of priority populations that are in need of assistance, some of which can represent large numbers of potential participants. For example, in FY 2019 TANF served over 700,000 work eligible adults in any given month, while the WIOA Adult program served 640,822 participants for the entire program year between 7/1/2018 and 6/30/2019.⁴ Similarly, in FY 2019 SNAP served over 35 million individuals on average every month.
 - MOUs may outline referral processes and data sharing to capture and record characteristics of individuals served.
- Encourage, develop, and implement the use of career pathways for those most in need. For more information and technical assistance on career pathways, please visit the following resources:
 - Career Pathways Community (WorkforceGPS) <https://careerpathways.workforcegps.org/>
 - Career Pathways Toolkit - https://careerpathways.workforcegps.org/resources/2016/10/20/10/11/Enhanced_Career_Pathways_Toolkit

RESOURCES



Credentials:

What they are, where to find them, and what counts for performance

<https://www.workforcegps.org/events/2021/06/17/16/23/Credentials-What-they-are-where-to-find-them-and-what-counts-for-performance>



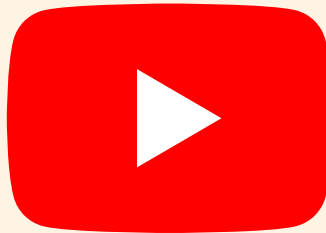
SkillUp NJ Metrix Learning

Presentation for ES Managers (06/01)

https://www.nj.gov/labor/wioa/forms_pdfs/SkillUp_NJ_staff%20training_060121.pdf

Self-Audit Toolkit

https://www.nj.gov/labor/wioa/forms_pdfs/SelfToolkit.pdf



Check out and subscribe to our youtube channel! We have training videos on the following service delivery elements, including a Title I team support update:

- Individual Service Strategy (Part 1) https://www.youtube.com/watch?v=ywP1xmQU_3E
- Individual Service Strategy (Part 2) <https://youtu.be/KSIgToGHX7g>
- Work Experience <https://youtu.be/5tOtwqUxqMc>
- Measurable Skill Gain <https://youtu.be/y6rQilXncNE>
- Individual Employment Plan <https://youtu.be/Jkryq1-adPI>
- WIOA Title I Support Update – May 2021 https://youtu.be/4_z9JgZvKRA

Please reach out to us with any questions about these tools, resources, and/or policies referenced in this newsletter at WIOApolicy@dol.nj.gov.