State of New Jersey
Department of Labor and Workforce Development

WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA)
ANNUAL REPORT NARRATIVE
PY 2020

WIOA Annual Statewide Performance Report Narrative Requested Items

Information regarding the State's progress toward achieving the goals and performance outcomes:

The New Jersey Department of Labor and Workforce Development (NJDOL) submitted the annual Workforce Integrated Performance System (WIPS) Eligible Training Provider Report (ETP) for program year 2020. This data contained information on the primary performance indicators for all individuals in the ETP program. The data used in this ETA 9171 report is generated from our case management system, AOSOS (America's One-Stop Operating System v7.2.20,5.10-7.2.20.4).

In New Jersey, programs supported by state and federal funds are required to submit data about their offerings as a condition of inclusion on the Eligible Training Provider List (ETPL). The ETPL currently includes approximately 500 training providers and 5,000 training programs. Each program application form contains more than 100 fields of descriptive information, and eligible training providers currently submit their applications and accompanying materials on paper to NJDOL staff, who then enter this unstandardized, descriptive data into an Excel spreadsheet to be uploaded to New Jersey Training Opportunities (https://njtrainingsystems.dol.state.nj.us/), New Jersey's ETPL website. The New Jersey Center for Occupational Employment Information (COEI) is responsible for the review and approval of private career schools and the placement of programs on the ETPL. COEI consists of the Training Evaluation Unit which reviews and approves training programs and the User Experience Unit which develops web-based tools and ensures the NJDOL's data products are as user-centric as possible. Short and long-term earnings and employment outcomes of program graduates are updated quarterly by matching students' Social Security numbers with the New Jersey's Longitudinal Data System (New Jersey Education to Earnings System/NJEEDS).

In order to improve the quality and standardization of the data provided by eligible training providers, NJDOL, the John J. Heldrich Center for Workforce Development at Rutgers University, the New Jersey Council of County Colleges , the New Jersey Department of Education, the Governor's Offices of Innovation and Policy, Credential Engine, and other private sector vendors are working together to digitize the ETPL application process by creating a portal where eligible training providers can complete and submit an online application to have their programs reviewed for inclusion on the ETPL. The portal will enable providers to log into a dashboard showing the status of their applications in the review process, upcoming deadlines for submitting student data, program renewal, or modification applications, and other documentation. Eligible training providers with approaching deadlines will be notified both on the portal and via email and text message, and the portal will be used for ongoing communication to address issues and questions between eligible training providers and their respective NJDO liaisons. Data submitted by eligible training providers via the portal will be uploaded to the Credential Registry, an open-source data repository developed and hosted by Credential Engine, thus making the data available to developers interested in developing solutions for other use cases. The Registry uses Credential Transparency Descriptor Language (CTDL) as its data framework. Utilizing this framework allows for the consistent and standardized collection of New Jersey's eligible training provider data.

NJDOL developed the framework to protect career seekers from predatory training providers as part of a larger state effort of consumer protection; to improve the effectiveness and efficiency of state and federal investments in training; to use our public workforce funds to be able to continue to serve those who are historically underserved, underemployed and low income unemployed; and ensure those funds for training programs are available and working efficiently to serve those who are most in need.

New Jersey wants to promote a culture of responsibility that encourages continued improvement and quality for post-secondary programs.

New Jersey launched the quality assurance framework on July 1, 2021. NJDOL is working with a group of training providers to identify their data collection and technical assistance needs. Starting July 1, 2022, NJ training providers listed on the NJ ETPL are required to begin collecting new data that will measure program quality along multiple dimensions: employer demand, labor market outcomes, educational outcomes, financial impact, and equity.

The programs scoring in the top 75 percentile will be considered "passing;" those in the 11th to 25th percentile will be put on warning and encouraged to review the reasons for their poor performance; and those in the bottom 10 percent will be put on probation. Programs in probation will be required to develop a corrective action plan and given two years to improve their performance.

NJ ETPL providers must submit social security numbers wherever feasible for all program entrants, not to exclude private pay students. NJDOL can move programs off the list for failure to send program participants' social security numbers and poor performance. This will also function as an incentive to comply with data requirements. NJDOL will work with training programs who put forth efforts to improve their scores and program quality. If after two years, the program has not improved, the program will be removed from the ETPL. Programs can re-apply to the ETPL after two years by collecting their own data and submitting results.

Two approaches the State of New Jersey (the State) has chosen for the Effectiveness in Serving Employers performance indicator pilot:

In accord with WIOA sec. 116(b)(2)(A)(i)(VI), the State has selected the Repeat Business Customers and Employer Penetration Rate approaches to gauge the effectiveness in serving employers:

> The Repeat Business Customers rate is the total number of establishments that received a service or, if it is an ongoing activity, are continuing to receive a service or assistance during the reporting period; AND who utilized a service anytime within the previous three years, divided by the number of unique business customers who have received a service previously in the last three years.

> The Employer Penetration Rate is the total number of establishments that received a service or, if it is an ongoing activity, are continuing to receive a service or other assistance during the reporting period divided by the total number of establishments located within the State during the final month or quarter of the reporting period.

The NJDOL's goal is to measure how well it is: 1) providing employers with skilled workers; 2) engaging employers and delivering quality services over extended periods of time; and 3) engaging employers and delivering quality services in local areas and Statewide, as needed.

Employer Services are broadly defined in the following categories:

- Employer Information and Support Services
- Workforce Recruitment Assistance
- Engaged in Strategic Planning/ Economic Development

- Accessing Untapped Labor Pools

- Training Services

- Incumbent Worker Training Services

- Rapid Response/ Business Downsizing Assistance

- Planning Layoff Response

In Program Year 2018 (PY18), our Repeat Business Customers Rate was 60% and our employer Penetration Rate was 0.5%.

Brief descriptions of: (a) current or planned evaluation and related research projects, including methodologies used; (b) efforts to coordinate the development of such projects with WIOA core programs, other State Agencies and local boards; (c) a list of completed evaluation and related reports and links to where they were made accessible to the public electronically; (d) State efforts to provide data, survey responses, and timely site visits for Federal evaluations; and (e) any continuous improvement strategies utilizing results from studies and evidence-based practices evaluated.

Current or Planned Evaluation and related research:

The NJDOL has created a multi-year plan for its research and evaluation activities which includes capacity-building at the State level. Since 1988, the State has a longstanding research partnership with the Heldrich Center at Rutgers University due to its long history in using the data and because of Rutgers' status as a public institution. Since that time, through multiple federal Workforce Data Quality Initiatives (WDQIs) and State Longitudinal Data System (SLDS) grants, the State established a multi-agency data-use agreement to establish the New Jersey Education to Earnings Data System (NJEEDS), a SLDS housed at the Heldrich Center. NJEEDS includes data not only from the NJDOL, but also the NJDOE, NJ Office of the Secretary of Higher Education, and the Higher Education Student Assistance Authority (HESAA).

The NJDOL plans to use NJEEDS and other (Administrative) data to evaluate the performance of federal- and State-supported education and job training programs by laying out a plan to conduct evaluations and to reinforce a culture within the State to make data-informed decisions. Further, the NJDOL proposes to conduct multiple evaluations to leverage the relatively new administrative data sources focusing on outcomes related to job training, transition services for persons with disabilities, UI claimants' post-benefit outcomes, and use of apprenticeships.

Listed below are the current and planned evaluation and research projects in NJDOL.

1. PY18 WIOA Title I Equity Analysis

As the state workforce agency responsible for administering WIOA programs, the New Jersey Department of Labor and Workforce Development (NJDOL) conducted an outcome analysis study to examine the extent to which equitable outcomes were achieved for participants in Title I WIOA programs within Program Year 2018 (July 1, 2018 to June 30, 2019). If people in protected groups – e.g., Black, Latinx, women, people with disabilities, or older adults – experienced significantly worse outcomes than their counterparts, then NJDOL would want to review and adjust its practices to ensure that our programs achieve equitable outcomes. We

expect to observe the same systematic differences in our participants that exist outside the workforce system, since there are really no specific services in place to engender equity.

Data and Methodology

NJDOL researchers analyzed data files from America's One Stop Operating System (AOSOS for all enrolled WIOA Title I participants from July 1, 2018 - June 30, 2019 (PY 18). The AOSOS data file contained records in PY 18, of which 4,855 records contained Training exit codes and Demographic variables (age, gender, race/ethnicity, disability status) and 7,747 records contained Employment exit codes and demographic variables. We matched AOSOS to Unemployment Insurance (UI) wage records and SWIS to determine employment outcomes for customers who worked in UI-covered employment in New Jersey or another state. For the purpose of this study, "Positive Outcomes" means having one or more positive outcomes and "Other Outcomes" means having no positive outcomes and having one or more other outcomes. Using the Chi-square Test of Independence and Cramer's V coefficient, we measured the strength of association between the Outcomes (Training/education and Employment) and Demographic Characteristics of PY 18 WIOA Title I participants to evaluate differences of practical significance. The Chi-Square Test of Independence is commonly used to test the statistical independence or association between two or more categorical variables.

Conclusion and Recommendations

- In Program Year 2018, out of the 4,855 individuals who received training services under the WIOA Title I program, 92% of the participants completed Training and out of 7,787 individuals who received employment services, 79% of participants gained employment. Even though we find some evidence of inequalities in positive outcomes of training and employment between demographic groups (e.g., between disabled and non-disabled people), this should not necessarily be interpreted as being evidence for discrimination. After all, the gaps are not regression-adjusted for differences in other covariates; moreover, even a regression analysis would not address unobserved confounders and selection issues. We would need an experiment or a much stronger design (e.g., quasi-experimental methods) in order to make any strong claims of discrimination.

- NJDOL will incorporate equity analyses into its regular research practices to monitor for differences in the outcomes of these groups and take any needed action.

- For the purposes of evaluating the degree of equity in workforce performance for different groups of workers, NJDOL should encourage workforce systems at the state and local levels to track multiple job quality metrics through data dashboards that would help drive a process of continuous feedback which could transform workforce services in real time.

- Section 116 of WIOA permits states to develop additional indicators of performance. We recommend that NJDOL: (a) create new workforce equity metrics and data profiles to help with identifying education and employment gaps by population; (b) and establish a task force led by people of color to seek local community perspectives to come up with guidelines the workforce system would follow for developing multiple job quality metrics.

- Establish projects to encourage workforce equity innovation at the state and local levels by creating training trust funds and apprenticeship utilization requirements.

- WIOA's Statistical Adjustment Model (SAM) allows states to negotiate performance targets, taking into consideration the special requirements of serving populations with barriers. Using SAM to calculate our actual and negotiated performance targets will allow continuous improvement to be measured by our workforce division, with the goal of increasing services to communities of color who may have additional barriers to achieving target outcomes.

2. A Process Evaluation of the Integration of Title I (Workforce Development) and Title II (Adult Literacy) Services Under the Workforce Innovation and Opportunity Act (WIOA) in New Jersey

The New Jersey Department of Labor contracted with the John J. Heldrich Center for Workforce Development to conduct a process evaluation to fulfill New Jersey's WIOA evaluation requirement for Program Year 2019 and examines the services in two programs: WIOA Title I, which covers workforce development activities (job training and services to unemployed or underemployed individuals) and WIOA Title II, which addresses adult education and literacy services (covering basic skills, secondary education, and literacy) (Bradley, 2015). The goal of this study is to obtain a comprehensive understanding of the degree to which services under WIOA Title I and Title II are integrated in New Jersey. The evaluation also seeks to identify the challenges local areas face when implementing various forms of Title I and Title II services integration. WIOA broadly defines integration between Title I and Title II as a service approach in which adult education and literacy activities are provided concurrently and contextually with workforce preparation activities and training for a specific occupation or occupational cluster for the purpose of education and career advancement (WIOA, 2014). However, the nature of what is understood about and done to implement service integration may look and sound somewhat different on the front lines of service delivery in the local areas across New Jersey. This report details findings about how local areas understand what Title I and Title II integration means in their local areas and the polices, programs and practices they are implementing toward that goal. It also offers a series of a recommendations, derived from extensive local input, on how state and local stakeholders could improve and scale up existing integration practices and support staff tasked with integration of services to create a more seamless service delivery system where individuals go from learner to job seeker to successful worker. Researchers conducted an extensive literature review, gathered input from multiple interviews with national experts in adult literacy and with frontline practitioners in the field in New Jersey, and fielded an in-depth survey to adult literacy and workforce development professionals in local areas around the state.

Key Findings

1. Local areas report a high degree of Title I and Title II integration in New Jersey and say it is a big priority.
2. The most common form of Title I and Title II services integration reported among local areas in New Jersey is the incorporation of career content into literacy education.
3. Local areas viewed the integration of Title I and Title II as beneficial to their customers and replicable in other local areas but reported mixed results about the level of difficulty it takes to implement.
4. Communication between Title I and Title II is happening regularly and is considered most important, along with leadership; however, neither are viewed as big challenges.
5. While communication and cooperation between Title I and Title II personnel were found in a majority of local areas, collaboration was much rarer.
6. Co-enrollment in both Title I and Title II programs, orientation of Title I services to Title II customers, shared intake and assessment across programs and service areas, and soliciting input from business into the content of the programs were among the most commonly indicated practices specifically implemented across local areas in New Jersey.
7. The biggest challenges to integration of Title I and Title II services are resource issues, logistical issues, and eligibility for Title I services.
8. COVID-19 has posed considerable challenges to local areas in continuing to provide

integrated services. Access to technology and the skills to use it made it more difficult to move customers from one service area to another.

Recommendations

1. The New Jersey Department of Labor and Workforce Development (NJDOL) should examine the quantitative data to provide evidence (or not) on workforce outcomes for those utilizing integrated services.
2. NJDOL should provide support for professional development needed for local area Title I and Title II staff on use of virtual learning platforms and delivering services virtually.
3. Local areas should find ways to connect their customers to supports in the communities to help alleviate stress brought on by COVID-related challenges to learning and work.
4. The State Employment and Training Commission should consider convening a regular forum for local staff to share best practices and promote strategies on how best to integrate services, especially with limited resources.
5. Local Workforce Development Boards should increase emphasis and effort into business engagement for soliciting input into adult learning programs and for raising awareness about opportunities to collaborate for integrated learning that teaches basic skills and work readiness skills needed by local employers.

3. RESEA Evaluation – Impact Evaluation Study

To fulfill its evaluation obligations under the RESEA, the Heldrich Center proposes working with NJDOL to conduct an impact evaluation study. The proposal is to conduct a three-group random control trial (RCT) to assess the effects of virtual job search assistance services and text alert notification services on job seekers' duration of unemployment and on wages after re-employment. The study will measure the overall impacts of the virtual RESEA implementation on UI duration, employment, and earnings. It will also analyze the role of different components of the program in achieving those impacts. The proposal is designed to minimize the impact to existing business processes as much as possible so NJDOL can continue to fulfill its core mission for those unemployed.

Research Questions

1. Does an online-based Job-Search Assistance (JSA) service involving virtual career tools as currently deployed by the State of New Jersey reduce the average duration of unemployment compensation? Did RESEA recipients have higher earnings following reemployment?
2. Does providing weekly text alerts to UI claimants (to receive updates and reminders to engage in services offered) coupled with a resume service using AI to match skills to jobs reduce the average duration of unemployment compensation? Did RESEA recipients have higher and earnings following reemployment?

Study Population

The target population for this study include those who are eligible for RESEA services in New Jersey. In other words, UI recipients with the highest profile score (a profile score over an 80% probability of exhausting benefits) are selected to receive RESEA services with the state. The following groups are excluded from the study, but will continue to have access to state services under its normal processes (if applicable):

• military and veteran customers with significant employment barriers and eligible spouses who receive priority RESEA,
• claimants coded as temporarily laid off, and
• customers who belong to a union hiring hall (NJDOL, 2020).

Study groups and sample size

Three groups are proposed for this study, two "treatment" groups and one "control" group. In experimental research, the "treatment" groups receive an intervention and are compared to those not receiving an intervention in a control group. For this study:

Treatment Group A: This group receives RESEA services that are currently being implemented during COVID-19. This includes sending an intake letter laying out compliance activities, scheduling an intake meeting, reminder calls about the meeting, a virtual meeting with a career coach, a mandatory orientation, and a subsequent meeting.

Treatment Group B: Job seekers in this group will be sampled from the pool of RESEA eligible database and will receive the same services as those offered to Treatment Group A. In addition, Treatment Group B will also gain access to a virtual employment services portal and push notifications

Control Group: Job seekers are assigned to a no-treatment control condition for comparison purposes using administrative data. These RESEA eligible participants may and are permitted to receive the standard suite of information and services offered by the New Jersey Department of Labor and local One Stop Career Centers, should they request it. However, they are neither required nor encouraged to access any additional personal intervention or services.

4. SETC Performance Dashboard

In 2017, the SETC began implementation of a dashboard to display high-level performance data to support evidence-based policy decisions. The dashboard enables the SETC members to better understand the scope of State programs and their related populations. Additionally, the dashboard helps the SETC explore data trends, highlight potential program issues, and coordinate with other State Agencies to advance New Jersey's workforce needs. (The dashboard is publicly available on the SETC website at: *njsetc.net/njsetc/performance.)*

The SETC continues to work with the NJDOL on enhancing the value of its dashboard so that it displays high-level performance data to support evidence-based, policy decision-making. At regular Commission meetings, the SETC members are given a presentation from SETC staff and NJDOL program staff, on the updated, enhanced dashboard which includes performance and demographics data from all four WIOA titles, and local area data breakdowns as well.

5. RIPL engagement to build research data lake with workforce and UI dashboards.

The Data for Opportunity in Occupational Reskilling Solution (DOORS) provides the tools that residents need to discover, train and transition into successful new careers. Under the DOORS project, Research Improving People's Lives (RIPL) will help states employ their own administrative data and put it to work for state residents. DOORS use Artificial Intelligence (AI) and Machine Learning (ML) to identify and deliver this information to constituents, at the same time providing policy leaders real-time data insights about the effectiveness of their state's workforce development programs and policies. DOORS is powered by a secure, cloud-based Research Data Lake solution, which allows states to use modern technology, administrative data, and market data to improve workforce policy and planning. As part of DOORS, RIPL will support deploying this system for the state partners and empower them to use it and extend it to support data-driven policy going forward. The New Jersey Department of Labor and Workforce Development (NJDOL) intends to partner with RIPL to use administrative data to reskill New Jersey jobseekers and guide policy around workforce development. To achieve this goal, RIPL and NJDOL have agreed on the following project goals:

1. Build a Research Data Lake (RDL) with data from NJDOL, in parallel to NJDOL's deployment of a Data Warehouse and an Enterprise Data Lake.

2. Build visuals and dashboards to provide real-time insights for UI policymakers using de-identified data. Power NJDOL's Tableau dashboards with data from the RDL.
3. Measure the impact and enrollment of the ROI measures and DOORS on training and build dashboards to give real-time insights into training and job matching.
4. Build visuals and dashboards for NJDOL's existing Business Intelligence efforts, providing the state with access to performance improvement plans, suspensions, etc. for regulatory purposes.
5. Build visuals and dashboards of economic market information providing the Governor's Office with real-time data insights about the effectiveness of the state's workforce development programs and policies for individuals from diverse backgrounds, as well as broader labor market information and forecasts.

6. Reanalysis of the UI profiling model.

The New Jersey Department of Labor and Workforce Development (NJDOL) intends to partner with RIPL to use administrative data to reskill New Jersey jobseekers and guide policy around workforce development. RIPL will be assisting NJDOL in updating the existing Unemployment Insurance (UI) Profiling Model to improve the model's predictive performance, so that the state can more accurately identify UI claimants who are likely to exhaust benefits and need reemployment services. The model will be compliant with federal and state requirements. Specifically, the statistical model will follow the guidance of the Unemployment Insurance Program Letter No. 41-94 Section 8 and the New Jersey Admin Code § 12:17-20.4.[1,2] The statistical model will be structured to identify claimants that are:

- Likely to exhaust regular unemployment insurance (or pandemic unemployment assistance) benefits;
- Unlikely to return to their previous industry;
- Unlikely to return to their previous occupation.

The combination of these models will provide the New Jersey Department of Labor with individual-level scores that can be used to inform re-employment services eligibility.

7. Application of a new statistically adjusted quality score to ETPL training programs

In 2019, the NJ Department of Labor set out to develop a quality assurance framework which would encourage continued improvement for low performing training programs listed on the ETPL and use its authority to remove underperforming programs from eligibility to receive federal and state funds. The primary motivating factors for NJDOL for developing the framework are

- To protect career seekers from predatory training providers which means to provide consumer protection as part of a larger state effort in a number of areas including public safety and anti-discrimination efforts.
- To improve the effectiveness and efficiency of state and federal investments in training
- and want to use our public workforce funds to be able to continue to serve those who are historically underserved, underemployed and low income unemployed and make sure those funds for training programs are available and working efficiently to serve those who are most in need.

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[1] https://oui.doleta.gov/dmstree/uipl/uipl94/uipl_4194.htm

[2] https://casetext.com/regulation/new-jersey-administrative-code/title-12-labor-and-workforce-development/chapter-17-unemployment-benefit-payments/subchapter-20-worker-profiling-and-reemployment-services

- To clearly demonstrate the value of the training programs and the training schools and promote a culture of responsibility that encourages continued improvement and quality for post-secondary programs
- To elevate the providers, and provide a system to improve their outcomes and help them – to most importantly serve the public.

To develop the framework, the state participated in an initiative funded by Schmidt futures and the Lumina Foundation, Data for the American Dream and National Skills Coalition-Quality Post-Secondary Credentials Policy Academy and coordinated with New Jersey's interagency task force on Post-Secondary Quality Student Outcomes Task Force.

NJDOL researched 70 different metrics and identified 8-9 high priority metrics and grouped into 5 dimensions that were narrowed down to what was appropriate for our state, and feasible about what we could attain and the best information for our stakeholders about how the metrics were concerned. These metrics were presented at the December 2020 Credentials Review Board meeting- and again in June 2021.

The quality assurance dimensions are:
- Labor Market Demand – Training Providers will be required to report evidence that there are substantial job opportunities associated with the credential for a particular program and that it is an occupation listed on the NJDOL demand occupation list.
- Employment and Wage Outcomes –What percentage of those who completed the training program were able to obtain employment in that occupation. Training providers will be required to report evidence that earnings for the occupation meet a minimum living or self-sufficiency standard after earning the credential.
- Education Outcomes – evidence that participants are successfully completing the course of study and earning the credential
- Financial Impact – training providers will be required to report evidence that the credential holder will earn a sufficient income to repay any debt acquired, and that the tuition can be repaid with a manageable share of the earnings of a professional in an occupation for which the program of study prepares the student.
- Equity – This piece is critical-and one that we should be particularly proud of including as part of quality assurance

By 2022, the official scores on the scorecards will be calculated using complete data that will be submitted by providers. For each indicator, we establish a performance standard based on the average of all other programs. If the program's indicator is above or within a reasonable range close to the average, the program passes on that indicator. If it is below the threshold, the program is warned that their performance on this specific indicator is problematic. They will receive a warning which should prompt programs to self-assess what they need to do to bring up their score -or to reach out to us for consult. If it is well below that threshold, the program is rated "on probation" on that indicator. We will work with programs who are putting in a concerted effort and trying to bring up their scores and will make every consideration for flexibility during this process.

8. Beta release of an ETPL digital application called Training Explorer
The New Jersey Data for the American Dream (NJD4AD) initiative will be an interactive, mobile-responsive website offering data-driven advice for jobseekers and employers about training opportunities and outcomes. The site will help jobseekers:

• Find training that best addresses their needs including location, accessibility, cost, eligibility for public training dollars, and other factors;
• Determine the program's performance and applicability to their career goals;
• Understand the knowledge, skills, and abilities they will acquire; and
• Describe the labor market outcomes of previous program graduates.
NJD4AD will enable training providers to:
• Upload their program information in digital form; and
• Run comparisons with other training providers to see how their programs stack up.
NJD4AD will enable employers to:
• Identify providers who can equip their workers with the competencies they require.
Future innovators in the education and training field will be able to:
• Download open data in the Credential Engine's standardized format to develop their own tools.
Two innovations distinguish New Jersey's project from similar smart disclosure tools in the education and training arena: the use of AI and machine learning to match people to training opportunities to help them achieve their goals, the incorporation of competency frameworks that help both jobseekers and employers understand the skills that are associated with a training program. The site will also incorporate consumer protection measures to ensure that individuals, employers and the State of New Jersey make sound training investments. The site will be linked to the state's higher education, education, labor and workforce development and the Governor's websites and promoted widely. Source code will be made freely available to other states via GitHub.

9. Feasibility Study for an Enhanced Wage Record Pilot Program in New Jersey

Employer wage reporting provides critical information for many government programs and generates valuable benefits beyond the administration of Unemployment Insurance (UI) and labor market statistics. Quarterly wage data are a valuable source for locating obligors and establishing child support orders and administering eligibility criteria for unemployment coverage and tax credits. While recent years have seen improvements in the coverage and timeliness of UI data, there is currently no nationwide source of uniform occupational data on all employees nor is there an integration of public and privately held data. A uniform national database would enable researchers to accurately measure employment and wages, evaluating the existing mismatch between the educational skills and the skills required in the continuously evolving labor market. This research would enable policymakers to develop evidence-based policies related to education, labor, and employment. The study is part of a broader agreement between NJDOL and the Heldrich Center for Workforce Development at Rutgers, The State University of New Jersey under the U.S. Department of Labor's WDQI and will be implemented in accordance with the U.S. Chamber of Commerce Foundation's Jobs and Employment Data Exchange (JEDx) initiative.
New Jersey requires the following information be reported from all employers related to wages earned:
- Employee SSN,
- Employee name,
- Gross wages paid during the quarter, and
- Number of base weeks earned by the employee during the quarter.
The purpose of this feasibility study is to explore adding the specific data points to the information currently reported from all employers. Additional data elements include but are not limited to:

- Job title,
- Occupation,
- Race,
- Sex,
- Age,
- Hours worked,
- Geography of work location, and

Additional elements from other data collections referenced in the U.S. Chamber of Commerce's JEDx initiative. Such data may allow the state to reduce burden by streamlining data collections into one collection. Additionally, it would allow the state to better examine policy implementation in the Unemployment Compensation program by examining equity issues, alignment in the workforce system using occupation rather than industry, and the impact of economic downturns in specific geographies or municipalities within the state.

Research Questions

1) What are the current views of key New Jersey stakeholder groups (state agencies, employers/employer organizations/human resources (HR) technology service providers, workforce analytics providers) regarding implementation of enhanced wage record collection and use?

2) What are the key data collection priorities in New Jersey and how could they be used? To what benefit and/or opportunity would these data present?

3) What are the challenges to enhancing wage record data collection in New Jersey and how can the state overcome those challenges? What is the is the case to be made to overcoming these challenges?

4) To what extent do enhanced wage records affect reporting burden (i.e., streamlining data collections into one collection versus additional time to report data)?

To conduct this study, the Heldrich Center, in partnership with NJDOL/Office of Research and Information, proposes the following study design based largely on the U.S. Chamber of Commerce's JEDx initiative:

Stage 1. Exploratory Analysis with Key New Jersey and National Stakeholders
In stage 1 of this study, the Heldrich Center will convene a state leadership team comprised of state agency representatives, employers and employer organizations, HR technology service providers, analytics providers, and other key stakeholder to examine their current views of enhanced wage record collection; identify the most pressing roadblocks to enhanced wage record collection; and establish sufficient buy-in to move forward with a pilot enhanced wage record collection. The Heldrich Center will recommend key individuals to be on the state team and conduct outreach recruitment with approval from NJDOL. Once the state team is established, the Heldrich Center will coordinate one or two virtual state team meetings in stage 1.

Stage 2. Establish Data Collection Priorities and Identify Key Use Cases
In stage 2 of this study, the Heldrich Center will use the state team input as foundational context to conduct virtual or in-person focus groups with New Jersey stakeholders (including state information technology (IT) experts, members of the state team, HR representatives, employers, professional employer organizations, researchers, educators, and third-party payroll vendors) to determine data collection priorities (including state UI record enhancements) and public-private workforce analytics applications. The data gathered in the focus groups will be used to address topics including, but not limited to:
- Current best practices in enhanced wage data collection;
- Use cases for enhancements (value for employers, policymakers, researchers);
- Existing federal- and/or state-level reporting requirements;

- Identifying system constraints (legal constraints, data standardization, data definitions);
- Data privacy; and
- Cost analysis for employers.

Stage 3. Evaluation of Small-scale Data Reporting in New Jersey

The Heldrich Center will work with key stakeholders at NJDOL and other partners involved in a small-scale pilot of enhanced wage data collection (to be determined in the focus groups) using the API developed in stage 2 and conduct an evaluation of the pilot. The evaluation will include interviews with employers about the challenges to reporting data (including time estimates for completing the study), IT experts at the state to discuss data integration, and a quantitative analysis of the data to demonstrate use and benefits.

Efforts to coordinate projects with WIOA core programs, other state agencies, local boards:

The State will conduct regular evaluations of core WIOA programs as guided by the SETC's Performance Committee, and in concert with the NJDOL's Workforce Research and Analytics Unit in the Office of Research and Information (ORI). The evaluations will use a variety of methodologies, including quantitative and qualitative techniques, and customer satisfaction; incorporate data from NJEEDS; and will be designed to provide actionable results to inform program and policy decisions. NJEEDS, and will utilize a variety of data sources.

List of completed evaluation and related reports and links to where made accessible to public electronically:

All ongoing and future evaluations reports will be published on the SETC and NJDOL website, as they are completed.

State efforts to provide data, survey responses and timely site visits for Federal evaluations:

The NJDOL Office of Internal Audit (OIA) coordinates the collection of data, survey responses, and site visits for all information requests received from the Federal Government. This includes information needed for federal evaluations, assessments, and compliance reviews. As the main contact for the Federal team, OIA will reach out to the appropriate divisions to obtain the information requested and ensures all requests for information are responded to in a timely fashion.

Any continuous improvement strategies utilizing results from studies and evidence-based practices evaluated:

All workforce programs for both adults and youth are subject to continuous improvement efforts. Based on recent monitoring and programmatic reviews from both federal and State staff, there are multiple areas that will benefit from improvement efforts.

Additional continuous improvement strategies include: providing technical assistance (TA) to all local area to develop more effective customer flow mapping to ensure that OSCC customers receive the greatest value from their visits. The NJDOL is also improving its OSCC partner referral processes to allow better tracking of referral-based outcomes. The NJDOL has partnered with a renowned WIOA and TANF provider to act as mystery shoppers at OSCCs in the State's system to better assess customer service and the career seeker / case manager experience. (Two local areas have been mystery shopped with additional visits to occur in the third quarter.)

New, continuous improvement strategies for PY 20 include improving program evaluation

tools; implementing and maintaining employer-driven partnerships; designing effective out-of-school youth programs; effective training tools and strategies including program success measurement alternatives; and youth-centered policies and practices, together with youth inclusion models for program development and improvement. Ongoing TA is being provided to improve the tools used in WIOA Titles 1-4, Migrant Seasonal Farm Workers (MSFW), Senior Community Service Employment Program (SCSEP), and Jobs for Veterans' State Grants (JVSG) program monitoring. In addition, the NJDOL is continuing assistance with ensuring local Memorandums of Understanding (MOUs) and Infrastructure Funding Agreements (IFAs) are consistent with 2 CFR part 200; and using historical customer outcome data to inform individualized employment plans.

State's approach to customer satisfaction:

For PY 2020, the NJDOL conducted an online web-based customer survey for Title 1 Exiters who received services from the State's OSCCs, including those from satellite and County Offices throughout the State. The purpose of the survey was to gather information about customer experiences and satisfaction. Programming was written to extract email addresses from a database which were then used to send the survey request and links to launch the survey (both in English and Spanish).

Using the tool, Survey Monkey, the NJDOL emailed the surveys to 7,018 users of the system and received 858 (12.2 percent) survey responses. The surveys were sent in the month following an individual's planned exit date. This allowed for a timelier method for an individual to receive a survey. Responses were tracked monthly and monthly response rates varied from 10.0 percent to 17.5 percent.

Recipients were first asked which OSCC they contacted for workforce services. Morris/Sussex/Warren (Morristown, Randolph, Newton and Phillipsburg OSCCs) had the highest rate of office contacts at 11.4 percent, while Gloucester (Thorofare OSCC) had the lowest of 0.8 percent. Various demographic data were then collected and the results were graphed showing 88.6 percent of those surveyed were currently unemployed. Female respondents exceeded males at 57.6 percent compared to 41.7 percent. Nearly one-half (48.5 percent) of the respondents were in the 45-54 and 55-64 age brackets, 25.9 and 22.6 percent, respectively while 20.2 percent of respondents were in the 35-45 age bracket. Education levels varied with and high school/GED reported by the largest percentage of responses (27.5 percent), followed by Bachelor's degree (24.4 percent) and some college (22.3 percent). Half of the respondents (50.0 percent) indicated their race as White or Caucasian, with the next highest (29.2 percent) as Black or African American. Over three-quarters (78.1 percent) indicated their ethnicity was Hispanic.

When asked about their overall satisfaction with the services provided by the OSCC, over three-quarters (78.3 percent) were either "very satisfied" or "satisfied" with the services they received. Open-ended responses were sorted by the OSCC and provided to management staff for review and use in continuous improvement. Asked if there were any service(s) and/or help that was not available, over three-quarters (78.2 percent) indicated "No" and provided many positive open-ended responses, again, shared with management staff. Nearly three-quarters (74.4 percent) of respondents were "very satisfied" or "satisfied" when

contacting the front desk/intake area of the OSCC.

A majority of respondents (averaging 80 percent) indicated a positive experience with specific items such as: information received, services met their expectations, intent to again contact the OSCC, short wait time, useful resources, intent to recommend the OSCC to others, again contact for any other help, politeness and knowledge of staff members, participation in Job Search activities from the OSCCs, career assistance received, and participation in and/or training received.

States should consider providing information on: Progress made in achieving the State's strategic vision and goals as described in the State's Unified or Combined State Plan, for developing its workforce and meeting employer needs in order to support economic growth and economic self-sufficiency.

The New Jersey Combined State Plan for the WIOA 2018 Modification describes the State's Talent Development Strategy and focuses on five critical themes. One of those themes is ensuring system integrity through metrics and greater transparency. New Jersey will make performance data on workforce development programs accessible to workforce decision-makers and the public. First, the State must assess the effectiveness of State and local areas in achieving positive outcomes for individuals served by the Workforce Development (WD) system. Through this process the NJDOL is able to:

1. Provide accountability – reports are made available to public;
2. Improve performance and establish best practices;
3. Make informed decision about resources/investments;
4. Assess problem areas and take corrective action;
5. Compare programs to one another (common measures); and
6. Gauge the effects of certain economic conditions.

The NJDOL provides reports externally and internally to interested and required stakeholders through integrated reports, dashboards, and other mechanisms. Examples of reports, include but are not limited to: program expenditure, services to veterans, reemployment services, characteristics of State UI recipients, and the Consumer Report Card for ETPs.

In addition, the State has its longitudinal data system, NJEEDS. As previously noted, NJEEDS is a collaboration between the NJDOL, the NJDOE, the NJ Office of the Secretary of Higher Education, the NJ Higher Education Student Assistance Authority, and the Heldrich Center. It is the State's centralized, longitudinal data system, developed through a US Department of Education grant. NJEEDS gathers data from New Jersey's P-12 system into a comprehensive, statewide system that maintains information for K-12 students from their exit from high school through entry into higher education and/or the State workforce. NJEEDS provides valuable information and data to State and local policymakers, the public, as well as practitioners in K-12 schools, higher education institutions, workforce programs, and career and technical training schools to help calculate outcomes.

Progress made in implementing sector strategies and career pathways:

Industry Partnerships (IPs), the NJDOLs new model for building sector partnerships throughout the State, offers a more focused, regionally-based strategy where business leaders drive the agenda. The idea of adopting the IPs model began in the third quarter of PY 2018 and officially launched in the first quarter of PY19.

Unlike traditional sector partnership models where State Agencies work in silos to satisfy the needs of business, often exhorting their own programming without business input, IPs operate differently. An ecosystem of State Agencies and regional partners (e.g., economic development, education, workforce development, community organizations) work in partnership with businesses within the same industry, in a shared labor market region, to address the overall competitive needs that business leaders identify.

The industries of focus were chosen because labor market data recognizes them as employing the most people and collectively paying the highest wages. However, other industries not listed below could emerge:

- Advanced Manufacturing
- Health care
- Construction, Utilities & Energy
- Retail
- Leisure & Hospitality
- Transportation Distribution and Logistics
- Finance and Insurance
- Technology
- Biopharma & Life Sciences

Regionally-based IPs are currently being formed across the State.   In addition, the NJDOL is addressing the development and use of WIOA Youth Program Individual Service Strategy (ISS) as a way of implementing career pathways to match youth and young adults with promising work experience opportunities.

If the State has received a small state minimum allotment exception to decrease the minimum out-of-school youth expenditure requirement, describe how the exception has impacted services provided to both in-school youth and out-of-school youth, including specific strategies for serving each population, as well as how the state and/or local area is ensuring serving out-of-school youth remains a priority.

This is not applicable to the State.

Specific State performance measures or goals and progress towards meeting them:

To reflect the strategic priorities of the State, the NJDOL adopted an additional set of performance measures and applied these measures, and those required by the WIOA, to a broader number of programs. The State adopted these additional measures to address gaps in the existing data and to provide more timely information to stakeholders on the characteristics of the WD system's participants. The additional performance measures are as follows:

Measures for WIOA Title I and WIOA Title II

1. **Number of program participants served by the program**

2. **Number of program participants exited from the program**

3. **Percentage of program participants served with barriers to employment as follows:**

    a. **Disability;**

    b. **Ex-offender;**

    c. **No high school diploma;**

    d. **Previously or currently in foster care;**

    e. **Homeless;**

    f. **Limited English Proficiency or Low-Level Literacy;**

    g. **Long-Term Unemployed (continuously unemployed for at least 12 consecutive months; and**

    h. **Public Assistance customer.**

4. **Percentage of program participants responding to survey who are satisfied with their training/counseling after exiting from the program.**

In regards to measures 1 through 4 for Titles I and II, the State continues to collect baseline data in an effort to examine yearly changes and make comparisons across program years. The data collection mechanisms needed to collect accurate information on WFNJ are still in development. This effort requires additional coordination with NJ's Department of Human Services (DHS).

Measures for WIOA Title I ONLY

5. WDB Certification:

    At the onset of WIOA, consideration was given to the inclusion of additional performance measures for WDB Certification and Regional Coordination. The NJDOL found is that these are governance matters that are better checked bi-annually, rather than used as metrics. The SETC bi-annually oversees a WDB re-certification process. The result is **certified** or **not certified**; while the WDBs are not scored, it is a required process.

6. Number of High-Quality Partnerships (HQPs) established: HQPs are those workforce and education efforts which are employer-driven and have developed a clearly defined mission and vision statement, with defined roles, responsibilities and impact measures for all partners. All programs will integrate the use of career pathways, and provide both interim measures as well as outcome measures, which will be particularly focused on industry-valued credentials, employability skills, and experiential learning.

7. Regional Coordination: Three workforce planning regions are designated in the State: North, Central, and South. Beginning in 2016, the State's seventeen (17) local WDBs worked collaboratively in their respective regions to create regional

workforce plans for their regions. These plans set priorities and goals for each region and are being updated to reflect progress towards those goals, as part of the 2019 local WDB plan updates.

It should be noted that as part of the planning /modification process, the regions are directed to update/renew their regional status. Again, this is either **accomplished** or is **not accomplished**. As a result, while both subjects are still of importance to the SETC, and their execution is regularly considered, they are not categorized as performance measures.

Performance deficiencies on the primary indicators of performance, which may include descriptions of any factors impacting performance.

The State's common exit policy, including which ETA-funded partner programs are included in the State's common exit policy:

Programs that utilize the America's One-Stop Operating System (AOSOS) share a common exit policy. In addition to all state-funded programs, this includes the following federal programs: Title I Adult, Dislocated Worker and youth, Wagner- Peyser Employment Service, and Jobs for Veterans State Grant.

Negotiated performance levels for local areas for titles I and Ill core programs for PY20:

The State formally began the transition to the WIOA on July 1, 2016. In preparation for the transition, the NJDOL sought to determine performance measures and sustainability issues relevant to local areas, NJDOL, USDOL, USDOE and other stakeholders. This process presented several challenges for the State's performance accountability system, but also provided several opportunities for our WD system, overall. The challenges include the necessity to incorporate new and revised performance measures, and to update systems of record to comply with WIOA. In addition, testing new systems requires time and effort and requires changes in business processes, as well as related business requirements. The opportunities provided by WIOA included the ability to set baseline targets for programs, enhance the functionality of data systems, clean up old data, and create better service models.

Performance in PY 2020 resulted in several clear trends. The Adult Employment Rate measures showed a wide spread of results. As a whole, the State met its negotiated performance target for Adult Employment Rate (Q2 post-exit), achieving 94.0 percent. Among the local areas, five (5) exceeded, eight (8) met, and five (5) did not meet the negotiated targets. The State did not meet its target for Adult Employment Rate (Q4 post-exit), achieving 86.3 percent of the target. Of the local areas, one (1) exceeded, seven (7) met, and ten (10) did not meet the negotiated targets for the measure.

Dislocated Worker (DW) showed fairly low performance in the Employment Rate (Q2 post-exit), while the Employment rate (Q4 post-exit) measure performance varied. The State did not meet its target for Employment Rate (Q2 post-exit), achieving 84.5 percent of the target. Among the local areas, two (2) exceeded, four (4) met and twelve (12) did not meet the targets for DW Employment Rate (Q2 post-exit). The State met its target for Employment

Rate (Q4 post-exit), achieving 95.0 percent. Among local areas, seven (7) exceeded, three (3) met and eight (8) did not meet their targets.

The Youth Employment/Education/Training Rate (Q2 post-exit) measure showed fair results, while the Youth Employment/Education/Training Rate (Q4 post-exit) measure showed poor performance. The State met its target for Youth Employment /Education/Training Rate (Q2 post-exit), achieving 92.9 percent of the target. Eight (8) local areas exceeded, five (5) local areas met, and five (5) local areas did not meet their targets. For the measure Youth Employment/Education/Training Rate (Q4 post-exit), the State met its target, achieving 90.2 percent. Of the local areas, three (3) exceeded, three (3) met, and twelve (12) did not meet their negotiated targets.

Wagner-Peyser (WP) Employment Rate measures resulted in the most non-met employment-related performance measures in PY 2020. The State did not meet its target for Employment Rate (Q2 post-exit) with 83.8 percent achievement. For Employment Rate (Q4 post-exit), it also did not meet its target, achieving 87.9 percent. Among local areas, only three (3) met their targets, while fifteen (15) did not meet the targets for WP Employment Rate (Q2 post-exit). For WP Employment Rate (Q4 post-exit), seven (7) met and eleven (11) did not meet the performance targets.

The Credential Attainment Rate measures resulted in fairly high performance across areas. The State exceeded its performance targets for Adult, Dislocated Worker, and Youth Credential Attainment with 112.0 percent, 106.6 percent, and 102.0 percent of the targets achieved respectively. Among local areas, fourteen (14) exceeded, one (1) met, and three (3) did not meet the targets for Adult Credential Attainment. For DW Credential Attainment, eleven (11) exceeded, three (3) met, and four (4) did not meet the targets. For the Youth Credential Attainment measure, eleven (11) local areas exceeded, two (2) met, and five (5) did not meet the targets.

The Median Earnings measures showed fairly high performance. The State met its target for the Adult measure, achieving 97.2 percent of the target. The State exceeded its targets for the Dislocated Worker and Youth measures, achieving 119.9 and 104.0 percent of its targets respectively. For the Wagner-Peyser Median Earnings measure, the State met its target, achieving 99.7 percent of its target. Nine (9) local areas exceeded, four (4) met, and five (5) did not meet the performance targets for Adult Median Earnings. Dislocated Worker Median Earnings saw fourteen (13) exceeding, two (2) meeting, and three (3) not meeting the targets. Ten (10) exceeded, one (1) met, and seven (7) did not meet out of the local areas for the Youth Median Earnings measures. For Wagner-Peyser Median Earnings, eight (8) local areas exceeded, one (1) met, and nine (9) did not meet the negotiated targets.

The NJDOL is still in the midst of the WIOA transition period, which directly affects the accuracy and completeness of PY 2020 outcome data. The NJDOL is working diligently to bring AOSOS into full technical compliance with WIOA and USDOL reporting mechanisms. Software errors are reported to our case management vendor and USDOL, as needed, for corrective action. These activities will continue into the foreseeable future. The State will continue to analyze and revise performance outcomes, as needed, to provide the most accurate performance information to our employment and training partners.

The State's approach to data validation and ensuring data integrity, including a description of the methodology of any validation activities that occurred:

The NJDOL, as a grantee receiving funding under USDOL's Employment and Training Administration, is required to validate report and participant record data. The NJDOL has an established Data Validation Unit (DVU) assigned to the Division of Workforce Research & Analytics. The DVU is primarily responsible for assuring the integrity of the State's WIOA Titles I & III, Trade Act (TA), Senior Community Service Employment Program (SCSE), and UI program reports in accordance with Federal and State law and regulations. Title II report and data element validation is conducted annually by DVU in concert with Title II staff. Title IV staff is responsible for validating their required reports.

The DVU conducts a variety of WIOA data validation (DV) activities within specific time-frames (quarterly, and annually). This DV effort is designed and serves to strengthen the workforce system by ensuring that accurate and reliable information on program activities and outcomes is produced.

Report validation relies on edit checks to verify accuracy of the state calculations used to generate the DOL and ED quarterly and annual performance reports as submitted through the Workforce Integrated Performance System (WIPS), the annual Title II report as submitted through the National Reporting System for Adult Education (NRS), and the quarterly Rehabilitation Services Administration (RSA) 911 report as submitted through the AWARE management information system to RSA. Title I and III edit check errors are evaluated by both DVU and the Reporting Unit. System anomalies are reported to our vendor (Navisite) for resolution and tracked by the reporting unit.

Data Element Validation checks the integrity of individual records in accordance with TEGL 7-18 and TEGl 23-19 as appropriate. A sampling methodology has been developed for Titles I & III to evaluate annual reported values of the 24 core elements against actual activities. This entails retrieving extracts from the WIPS for dates corresponding to the core performance measures of the annual report (ETA9169) for each Title I funding stream and Title III. The files are then randomized and sample chosen for evaluation. A minimum of 5 records for each of our 18 local areas for each core performance measure are evaluated. The evaluation includes annual desk audits and annual local area file review. Quarterly activities include evaluation and correction of WIPS edit check errors and analysis of failing measures in the USDOL Quarterly Report Analysis (QRA).

DV Result Summary Reports are issued to program management and local area offices at the completion of each DV program monitoring to maintain quality/effectiveness, in accordance with Federal and State law and regulations. Case management system errors are reported to our system vendor (Navisite) and tracked by the reporting unit. Local area corrective actions are issued and tracked by DVU in conjunction with our Workforce Monitoring partners. Local area training and technical assistance is conducted by DVU and Monitoring.

A system for validating Title IV ETA-9169 submission of the 24 core elements is in progress under the direction of Title IV staff. The DVU, in conjunction with Title II staff and their case management system vendor, LiteracyPro, have developed tables to allow the extraction of individual reported records against the 24 core elements.

All policies and procedures for DV operations are stored in a shared-drive folder accessible to the DVU staff for guidance/reference purposes. Additionally, the DVU uses Standard Operating Procedures (SOPs) for all DV programs, including those specifically for the WIOA program. A set of DV Best Practices was also developed for the DVU staff.

Activities provided by State funds. Activities undertaken in whole or in part with their Governor's Reserve and how those activities have directly or indirectly impacted performance:

Rapid response activities and layoff aversion, which may include:

- Data on number of companies served and number of individuals served;

- Discussion of strategies for linking Rapid Response recipients to American Job Centers and processes for intake or co-enrollment in the Trade Act Assistance and the DW programs;

- Discussion of layoff aversion strategies, including any metrics/outcomes developed and/or tracked by the State with respect to layoff aversion, such as return on investment or measures showing the economic benefits of Rapid Response and layoff aversion;

- Discussion of how Rapid Response and layoff aversion activities are aligned with business engagement, sector strategy, and career pathway efforts, which may include a discussion of any systems, tools, networks or approaches designed to identify companies in distress and strategies to deliver necessary solutions as early as possible, as well as outcomes of the use of such systems or tools;

- Discussion of specific types of services or workshops provided to both companies and affected workers; and

- Activities provided under the Wagner-Peyser Act Employment Service section 7(b) (e.g., services to groups with special needs or extra costs of exemplary models for delivering services).

Rapid Response Employers Served from FY 2017-Present

FY	Total Employers Served
2017	90
2018	60
2019	YTD - 19

Rapid Response Individuals Served from FY 2017-Present

FY	Total Individuals Served
2017	3403

2018	1955
2019	YTD - 510

Strategies for linking Rapid Response recipients to AJC's include the following;

Upon receipt of a notice of closure (WARN Act notice filing) the NJDOL Rapid Response Team, located in the NJDOL Central Office, works with the impacted company to identify lead time for when a shut-down /closure will take place. The immediate focus is to set up onsite visits with the employer, meet with the impacted employees, and discuss in a presentation format the UI process and system benefits. The Rapid Response team also markets the services of the OSCCs and helps impacted workers identify their nearest OSCC.

This presentation, intended for all impacted employees, begins the process of capturing personal data of the employees on paper which is then later data-entered into AOSOS. This allows for the client profile to be captured before the client engages with the OSCC and/or the UI system.

If it is known or speculated that the shut-down / closure is in anyway related to eligibility criteria identified in the Trade Act, the Trade Act Unit joins the Rapid Response team to deliver a joint presentation and begin the process of identifying appropriate Trade Act services. This information is then virtually handed-off to our partners at the local OSCCs as the profile information and eligibility criteria is now available prior to services being taken up.

Layoff Aversion Strategies – including any metric / outcomes:

In January of 2014, the State signed into law the "Shared Work Program." Employers with ten (10) or more employees who wish to hold onto trained employees during a disruption of work period may apply to the UI Division of Employer Accounts (EA) to offer such a program. While this program is marketed on the NJDOL's website, as well as by the NJDOL's Business Services staff, the process for application and approval rests with UI's EA Unit.

The Business Services staff's collective experience as marketers suggests that the program is still rather new and most employers are unaware of it. Additionally, when making closure decisions, employers are not thinking about a "prevent strategy" for employees; they are more focused on the business product, customers, etc. UI's EA can speak to the number of applicants who were successful and the length of time from application to approval.

Rapid Response and Layoff Aversion activities alignment with; Business Engagement, Sector Strategies, Career Pathways, etc.

The NJDOL's Rapid Response team, which is comprised of Business Services staff, focus efforts on marketing of system services and effective customer routing. The Rapid Response team manage client expectations which often includes correcting any negative perceptions an impacted party may be concerned about and ensuring productive routing by connecting customers to locations whereby they can receive needed services to get back to work as soon as possible.

During every Rapid Response presentation, the NJDOL's Business Services staff are equally focused on both the UI process as well as how the OSCCs can assist in reconnecting an impacted person to the future workforce. This includes brief explanations of basic services, training services, and other NJDOL efforts on engaging the workforce through sector strategies and career pathway opportunities. This is done in very brief sessions as the focus is on customer understanding of the process and where to go for more information.

The NJDOL Rapid Response staff are able to make this a very real discussion because the same staff who are out talking to businesses everyday about hiring needs and discussing how the NJDOL can help the business grow, are sent to deliver the Rapid Response presentations. Further, the Business Services staff work out of the OSCCs where most impacted customers will be routed; and as a result, they can speak to the local hiring needs of companies, by sector, in real time. Additionally, where possible, the Business Services staff will coordinate job fairs for the impacted employees or make direct referrals to hiring companies to interview impacted workers.

Discussion of specific types of services or workshops provided to both companies and affected workers.

The NJDOL's Business Services staff is embedded within every local OSCC and can speak to the current hiring need conditions. The NJDOL markets the services of the system to every employer and understands the growth sectors within local vicinages. By extension, the Business Services staff can equally share this information with companies and workers impacted by layoffs once a final decision has been made. Services are more focused on marketing and answering questions, but direct connection to Layoff Aversion opportunities for businesses or OSCCs where services can be provided to impacted workers is a standard practice. (For more detail, see the previously provided answer.)

Any National Dislocated Worker Grants (DWGs) awarded to or within the State and how those funds are coordinated with State rapid response activities and dislocated worker programs, as well as how the DWGs fit in with State co- enrollment policies and disaster/emergency management activities, as applicable.

The State did not have an active National Dislocated Worker Grant (DWG) during PY2018.

Any TA needs of the State workforce system:

- Additional TA to improve the tools used in program monitoring;

- Ongoing TA is being provided to improve the tools used in WIOA Titles 1-4, MSFW, SCSEP, and JVSG program monitoring;

- Improving program evaluation tools;

- Implementing and maintaining employer-driven partnerships;

- Designing effective out-of-school youth programs; co-enrollment strategies for WIOA Title 1 Adult and TANF/SNAP participants;

- The NJDOL is continuing assistance with ensuring local MOUs and IFAs are consistent

with 2 CFR part 200; and using historical customer outcome data to inform individualized employment plans.

Promising practices, lessons learned, and success stories that focus on serving employers, communities, and individuals with barriers to employment:

Promising practices with demonstrated program improvement success include TA efforts that address WIOA legislation, youth program design, and performance measures. Targeted webinars and on-site training development sessions are both well-received and also provide opportunities for data gathering. A statewide WIOA Youth email communication system transmits recommended and evidence-based strategies that address youth program challenges such as recruitment, retention and program design. Serving Out-of-School Youth also involved TA efforts focusing on youth program partnerships, both WIOA required and community-based youth- serving organizations.

Strategies/polices relating to Pay-for-Performance contracting:

Neither the State or any local WDB area is using pay-for- performance strategies. The State is considering conducting a feasibility study to determine if pay-for-performance contracting would be an effective strategy for serving individuals with barriers to employment.

Local Area Performance Targets for PY20 and PY21

Atlantic County Workforce Area		
Adults	**PY 2020 Targets**	**PY 2021 Targets**
Employment Rate 2nd Quarter After Exit	66.2%	67.2%
Employment Rate 4th Quarter After Exit	70.0%	71.0%
Credential Attainment 4th Quarter After Exit	59.5%	60.5%
Median Earnings 2nd Quarter After Exit	$5,688	$5,799
Dislocated Workers	**PY 2020 Targets**	**PY 2021 Targets**
Employment Rate 2nd Quarter After Exit	64.1%	65.1%
Employment Rate 4th Quarter After Exit	70.1%	70.1%
Credential Attainment 4th Quarter After Exit	67.1%	68.1%
Median Earnings 2nd Quarter After Exit	$7,107	$7,258
Youth	**PY 2020 Targets**	**PY 2021 Targets**
Employment Rate 2nd Quarter After Exit	71.2%	72.2%
Employment Rate 4th Quarter After Exit	60.1%	70.0%
Credential Attainment 4th Quarter After Exit	50.0%	51.0%
Median Earnings 2nd Quarter After Exit	$2,306	$2,352
Wagner-Peyser	**PY 2020 Targets**	**PY 2021 Targets**
Employment Rate 2nd Quarter After Exit	52.6%	52.6%
Employment Rate 4th Quarter After Exit	56.4%	57.4%
Median Earnings 2nd Quarter After Exit	$5,616	$5,726
Bergen County Workforce Area		
Adults	**PY 2020 Targets**	**PY 2021 Targets**
Employment Rate 2nd Quarter After Exit	72.0%	73.0%
Employment Rate 4th Quarter After Exit	70.0%	71.0%
Credential Attainment 4th Quarter After Exit	59.5%	60.5%
Median Earnings 2nd Quarter After Exit	$5,438	$5,549
Dislocated Workers	**PY 2020 Targets**	**PY 2021 Targets**
Employment Rate 2nd Quarter After Exit	71.3%	72.3%
Employment Rate 4th Quarter After Exit	64.8%	64.8%
Credential Attainment 4th Quarter After Exit	67.1%	68.1%
Median Earnings 2nd Quarter After Exit	$8,255	$8,406
Youth	**PY 2020 Targets**	**PY 2021 Targets**
Employment Rate 2nd Quarter After Exit	65.5%	66.5%
Employment Rate 4th Quarter After Exit	56.5%	57.4%
Credential Attainment 4th Quarter After Exit	50.0%	51.0%
Median Earnings 2nd Quarter After Exit	$2,306	$2,352
Wagner-Peyser	**PY 2020 Targets**	**PY 2021 Targets**
Employment Rate 2nd Quarter After Exit	54.8%	54.8%

	55.1%	56.1%
Employment Rate 4th Quarter After Exit	55.1%	56.1%
Median Earnings 2nd Quarter After Exit	$5,932	$6,042

Burlington County Workforce Area		
Adults	**PY 2020 Targets**	**PY 2021 Targets**
Employment Rate 2nd Quarter After Exit	63.0%	64.0%
Employment Rate 4th Quarter After Exit	70.8%	71.8%
Credential Attainment 4th Quarter After Exit	59.5%	60.5%
Median Earnings 2nd Quarter After Exit	$6,249	$6,360
Dislocated Workers	**PY 2020 Targets**	**PY 2021 Targets**
Employment Rate 2nd Quarter After Exit	65.3%	66.3%
Employment Rate 4th Quarter After Exit	58.1%	58.1%
Credential Attainment 4th Quarter After Exit	67.1%	68.1%
Median Earnings 2nd Quarter After Exit	$8,255	$8,406
Youth	**PY 2020 Targets**	**PY 2021 Targets**
Employment Rate 2nd Quarter After Exit	63.5%	64.5%
Employment Rate 4th Quarter After Exit	42.6%	43.5%
Credential Attainment 4th Quarter After Exit	50.0%	51.0%
Median Earnings 2nd Quarter After Exit	$2,306	$2,352
Wagner-Peyser	**PY 2020 Targets**	**PY 2021 Targets**
Employment Rate 2nd Quarter After Exit	53.5%	53.5%
Employment Rate 4th Quarter After Exit	56.2%	57.2%
Median Earnings 2nd Quarter After Exit	$6,090	$6,200
Camden County Workforce Area		
Adults	**PY 2020 Targets**	**PY 2021 Targets**
Employment Rate 2nd Quarter After Exit	66.5%	67.5%
Employment Rate 4th Quarter After Exit	71.6%	72.6%
Credential Attainment 4th Quarter After Exit	59.5%	60.5%
Median Earnings 2nd Quarter After Exit	$5,089	$5,200
Dislocated Workers	**PY 2020 Targets**	**PY 2021 Targets**
Employment Rate 2nd Quarter After Exit	70.1%	71.1%
Employment Rate 4th Quarter After Exit	67.6%	67.6%
Credential Attainment 4th Quarter After Exit	67.1%	68.1%
Median Earnings 2nd Quarter After Exit	$8,255	$8,406
Youth	**PY 2020 Targets**	**PY 2021 Targets**
Employment Rate 2nd Quarter After Exit	66.1%	67.1%
Employment Rate 4th Quarter After Exit	55.1%	56.0%
Credential Attainment 4th Quarter After Exit	50.0%	51.0%
Median Earnings 2nd Quarter After Exit	$2,306	$2,352

Local Area Performance Targets for PY20 and PY21

Wagner-Peyser	PY 2020 Targets	PY 2021 Targets
Employment Rate 2nd Quarter After Exit	55.2%	55.2%
Employment Rate 4th Quarter After Exit	54.7%	55.7%
Median Earnings 2nd Quarter After Exit	$5,936	$6,046
Cumberland-Salem-Cape May Counties Workforce Area		
Adults	PY 2020 Targets	PY 2021 Targets
Employment Rate 2nd Quarter After Exit	72.6%	73.6%
Employment Rate 4th Quarter After Exit	77.3%	78.3%
Credential Attainment 4th Quarter After Exit	59.5%	60.5%
Median Earnings 2nd Quarter After Exit	$6,132	$6,243
Dislocated Workers	PY 2020 Targets	PY 2021 Targets
Employment Rate 2nd Quarter After Exit	57.4%	58.4%
Employment Rate 4th Quarter After Exit	65.6%	65.6%
Credential Attainment 4th Quarter After Exit	67.1%	68.1%
Median Earnings 2nd Quarter After Exit	$8,255	$8,406
Youth	PY 2020 Targets	PY 2021 Targets
Employment Rate 2nd Quarter After Exit	58.7%	59.7%
Employment Rate 4th Quarter After Exit	60.1%	61.0%
Credential Attainment 4th Quarter After Exit	50.0%	51.0%
Median Earnings 2nd Quarter After Exit	$2,306	$2,352
Wagner-Peyser	PY 2020 Targets	PY 2021 Targets
Employment Rate 2nd Quarter After Exit	56.7%	56.7%
Employment Rate 4th Quarter After Exit	57.7%	58.7%
Median Earnings 2nd Quarter After Exit	$5,728	$5,838
Essex County Workforce Area		
Adults	PY 2020 Targets	PY 2021 Targets
Employment Rate 2nd Quarter After Exit	60.0%	61.0%
Employment Rate 4th Quarter After Exit	66.4%	67.4%
Credential Attainment 4th Quarter After Exit	59.5%	60.5%
Median Earnings 2nd Quarter After Exit	$5,904	$6,015
Dislocated Workers	PY 2020 Targets	PY 2021 Targets
Employment Rate 2nd Quarter After Exit	64.1%	65.1%
Employment Rate 4th Quarter After Exit	69.5%	69.5%
Credential Attainment 4th Quarter After Exit	67.1%	68.1%
Median Earnings 2nd Quarter After Exit	$8,255	$8,406
Youth	PY 2020 Targets	PY 2021 Targets
Employment Rate 2nd Quarter After Exit	58.8%	59.8%
Employment Rate 4th Quarter After Exit	56.5%	57.4%

Credential Attainment 4th Quarter After Exit	50.0%	51.0%
Median Earnings 2nd Quarter After Exit	$2,306	$2,352
Wagner-Peyser	**PY 2020 Targets**	**PY 2021 Targets**
Employment Rate 2nd Quarter After Exit	56.8%	56.8%
Employment Rate 4th Quarter After Exit	56.9%	57.9%
Median Earnings 2nd Quarter After Exit	$6,118	$6,228
Gloucester County Workforce Area		
Adults	**PY 2020 Targets**	**PY 2021 Targets**
Employment Rate 2nd Quarter After Exit	62.3%	63.3%
Employment Rate 4th Quarter After Exit	70.5%	71.5%
Credential Attainment 4th Quarter After Exit	59.5%	60.5%
Median Earnings 2nd Quarter After Exit	$6,243	$6,354
Dislocated Workers	**PY 2020 Targets**	**PY 2021 Targets**
Employment Rate 2nd Quarter After Exit	57.2%	58.2%
Employment Rate 4th Quarter After Exit	57.0%	57.0%
Credential Attainment 4th Quarter After Exit	67.1%	68.1%
Median Earnings 2nd Quarter After Exit	$8,255	$8,406
Youth	**PY 2020 Targets**	**PY 2021 Targets**
Employment Rate 2nd Quarter After Exit	71.1%	72.1%
Employment Rate 4th Quarter After Exit	57.8%	58.7%
Credential Attainment 4th Quarter After Exit	50.0%	51.0%
Median Earnings 2nd Quarter After Exit	$2,306	$2,352
Wagner-Peyser	**PY 2020 Targets**	**PY 2021 Targets**
Employment Rate 2nd Quarter After Exit	52.2%	52.2%
Employment Rate 4th Quarter After Exit	53.7%	54.7%
Median Earnings 2nd Quarter After Exit	$6,315	$6,425
Greater Raritan Workforce Area		
Adults	**PY 2020 Targets**	**PY 2021 Targets**
Employment Rate 2nd Quarter After Exit	55.5%	56.5%
Employment Rate 4th Quarter After Exit	62.6%	63.6%
Credential Attainment 4th Quarter After Exit	59.5%	60.5%
Median Earnings 2nd Quarter After Exit	$4,549	$4,660
Dislocated Workers	**PY 2020 Targets**	**PY 2021 Targets**
Employment Rate 2nd Quarter After Exit	58.7%	59.7%
Employment Rate 4th Quarter After Exit	57.8%	57.8%
Credential Attainment 4th Quarter After Exit	67.1%	68.1%
Median Earnings 2nd Quarter After Exit	$8,255	$8,406
Youth	**PY 2020 Targets**	**PY 2021 Targets**

Local Area Performance Targets for PY20 and PY21

Employment Rate 2nd Quarter After Exit	52.9%	53.9%
Employment Rate 4th Quarter After Exit	54.1%	55.0%
Credential Attainment 4th Quarter After Exit	50.0%	51.0%
Median Earnings 2nd Quarter After Exit	$2,306	$2,352
Wagner-Peyser	**PY 2020 Targets**	**PY 2021 Targets**
Employment Rate 2nd Quarter After Exit	54.9%	54.9%
Employment Rate 4th Quarter After Exit	56.9%	57.9%
Median Earnings 2nd Quarter After Exit	$6,518	$6,628
Hudson County Workforce Area		
Adults	**PY 2020 Targets**	**PY 2021 Targets**
Employment Rate 2nd Quarter After Exit	65.3%	66.3%
Employment Rate 4th Quarter After Exit	63.7%	64.7%
Credential Attainment 4th Quarter After Exit	59.5%	60.5%
Median Earnings 2nd Quarter After Exit	$6,050	$6,161
Dislocated Workers	**PY 2020 Targets**	**PY 2021 Targets**
Employment Rate 2nd Quarter After Exit	69.6%	70.6%
Employment Rate 4th Quarter After Exit	60.6%	60.6%
Credential Attainment 4th Quarter After Exit	67.1%	68.1%
Median Earnings 2nd Quarter After Exit	$6,986	$7,137
Youth	**PY 2020 Targets**	**PY 2021 Targets**
Employment Rate 2nd Quarter After Exit	63.1%	64.1%
Employment Rate 4th Quarter After Exit	48.9%	49.8%
Credential Attainment 4th Quarter After Exit	50.0%	51.0%
Median Earnings 2nd Quarter After Exit	$2,306	$2,352
Wagner-Peyser	**PY 2020 Targets**	**PY 2021 Targets**
Employment Rate 2nd Quarter After Exit	55.8%	55.8%
Employment Rate 4th Quarter After Exit	55.0%	56.0%
Median Earnings 2nd Quarter After Exit	$5,930	$6,040
Jersey City Workforce Area		
Adults	**PY 2020 Targets**	**PY 2021 Targets**
Employment Rate 2nd Quarter After Exit	57.7%	58.7%
Employment Rate 4th Quarter After Exit	62.1%	63.1%
Credential Attainment 4th Quarter After Exit	59.5%	60.5%
Median Earnings 2nd Quarter After Exit	$6,050	$6,161
Dislocated Workers	**PY 2020 Targets**	**PY 2021 Targets**
Employment Rate 2nd Quarter After Exit	60.1%	61.1%
Employment Rate 4th Quarter After Exit	61.6%	61.6%
Credential Attainment 4th Quarter After Exit	67.1%	68.1%

Median Earnings 2nd Quarter After Exit	$6,986	$7,137
Youth	**PY 2020 Targets**	**PY 2021 Targets**
Employment Rate 2nd Quarter After Exit	54.6%	55.6%
Employment Rate 4th Quarter After Exit	60.1%	61.0%
Credential Attainment 4th Quarter After Exit	50.0%	51.0%
Median Earnings 2nd Quarter After Exit	$2,306	$2,352
Wagner-Peyser	**PY 2020 Targets**	**PY 2021 Targets**
Employment Rate 2nd Quarter After Exit	54.1%	54.1%
Employment Rate 4th Quarter After Exit	55.8%	56.8%
Median Earnings 2nd Quarter After Exit	$6,090	$6,200
Mercer County Workforce Area		
Adults	**PY 2020 Targets**	**PY 2021 Targets**
Employment Rate 2nd Quarter After Exit	73.5%	74.5%
Employment Rate 4th Quarter After Exit	71.3%	72.3%
Credential Attainment 4th Quarter After Exit	59.5%	60.5%
Median Earnings 2nd Quarter After Exit	$6,249	$6,360
Dislocated Workers	**PY 2020 Targets**	**PY 2021 Targets**
Employment Rate 2nd Quarter After Exit	60.1%	61.1%
Employment Rate 4th Quarter After Exit	64.6%	64.6%
Credential Attainment 4th Quarter After Exit	67.1%	68.1%
Median Earnings 2nd Quarter After Exit	$8,208	$8,359
Youth	**PY 2020 Targets**	**PY 2021 Targets**
Employment Rate 2nd Quarter After Exit	51.1%	52.1%
Employment Rate 4th Quarter After Exit	61.1%	62.1%
Credential Attainment 4th Quarter After Exit	50.0%	51.0%
Median Earnings 2nd Quarter After Exit	$2,306	$2,352
Wagner-Peyser	**PY 2020 Targets**	**PY 2021 Targets**
Employment Rate 2nd Quarter After Exit	53.7%	53.7%
Employment Rate 4th Quarter After Exit	51.9%	52.9%
Median Earnings 2nd Quarter After Exit	$5,802	$5,912
Middlesex County Workforce Area		
Adults	**PY 2020 Targets**	**PY 2021 Targets**
Employment Rate 2nd Quarter After Exit	65.7%	66.7%
Employment Rate 4th Quarter After Exit	64.9%	65.9%
Credential Attainment 4th Quarter After Exit	59.5%	60.5%
Median Earnings 2nd Quarter After Exit	$5,265	$5,376
Dislocated Workers	**PY 2020 Targets**	**PY 2021 Targets**
Employment Rate 2nd Quarter After Exit	59.2%	60.2%

Employment Rate 4th Quarter After Exit	58.2%	58.2%
Credential Attainment 4th Quarter After Exit	67.1%	68.1%
Median Earnings 2nd Quarter After Exit	$8,306	$8,457
Youth	**PY 2020 Targets**	**PY 2021 Targets**
Employment Rate 2nd Quarter After Exit	66.1%	67.1%
Employment Rate 4th Quarter After Exit	58.0%	58.9%
Credential Attainment 4th Quarter After Exit	50.0%	51.0%
Median Earnings 2nd Quarter After Exit	$2,306	$2,352
Wagner-Peyser	**PY 2020 Targets**	**PY 2021 Targets**
Employment Rate 2nd Quarter After Exit	51.8%	51.8%
Employment Rate 4th Quarter After Exit	53.4%	54.4%
Median Earnings 2nd Quarter After Exit	$6,230	$6,340
Monmouth County Workforce Area		
Adults	**PY 2020 Targets**	**PY 2021 Targets**
Employment Rate 2nd Quarter After Exit	74.5%	75.5%
Employment Rate 4th Quarter After Exit	65.3%	66.3%
Credential Attainment 4th Quarter After Exit	59.5%	60.5%
Median Earnings 2nd Quarter After Exit	$6,192	$6,303
Dislocated Workers	**PY 2020 Targets**	**PY 2021 Targets**
Employment Rate 2nd Quarter After Exit	67.9%	68.9%
Employment Rate 4th Quarter After Exit	67.2%	67.2%
Credential Attainment 4th Quarter After Exit	67.1%	68.1%
Median Earnings 2nd Quarter After Exit	$8,357	$8,508
Youth	**PY 2020 Targets**	**PY 2021 Targets**
Employment Rate 2nd Quarter After Exit	67.1%	68.1%
Employment Rate 4th Quarter After Exit	60.1%	61.0%
Credential Attainment 4th Quarter After Exit	50.0%	51.0%
Median Earnings 2nd Quarter After Exit	$2,306	$2,352
Wagner-Peyser	**PY 2020 Targets**	**PY 2021 Targets**
Employment Rate 2nd Quarter After Exit	51.3%	51.3%
Employment Rate 4th Quarter After Exit	55.5%	56.5%
Median Earnings 2nd Quarter After Exit	$6,301	$6,411
Morris-Sussex-Warren Counties Workforce Area		
Adults	**PY 2020 Targets**	**PY 2021 Targets**
Employment Rate 2nd Quarter After Exit	58.6%	59.6%
Employment Rate 4th Quarter After Exit	64.0%	65.0%
Credential Attainment 4th Quarter After Exit	59.5%	60.5%
Median Earnings 2nd Quarter After Exit	$5,935	$6,046

Local Area Performance Targets for PY20 and PY21

Dislocated Workers	PY 2020 Targets	PY 2021 Targets
Employment Rate 2nd Quarter After Exit	62.6%	63.6%
Employment Rate 4th Quarter After Exit	62.4%	62.4%
Credential Attainment 4th Quarter After Exit	67.1%	68.1%
Median Earnings 2nd Quarter After Exit	$8,255	$8,406
Youth	**PY 2020 Targets**	**PY 2021 Targets**
Employment Rate 2nd Quarter After Exit	58.4%	59.4%
Employment Rate 4th Quarter After Exit	59.1%	60.0%
Credential Attainment 4th Quarter After Exit	50.0%	51.0%
Median Earnings 2nd Quarter After Exit	$2,306	$2,352
Wagner-Peyser	**PY 2020 Targets**	**PY 2021 Targets**
Employment Rate 2nd Quarter After Exit	52.0%	52.0%
Employment Rate 4th Quarter After Exit	52.3%	53.3%
Median Earnings 2nd Quarter After Exit	$6,518	$6,628
Newark Workforce Area		
Adults	**PY 2020 Targets**	**PY 2021 Targets**
Employment Rate 2nd Quarter After Exit	57.5%	58.5%
Employment Rate 4th Quarter After Exit	66.0%	67.0%
Credential Attainment 4th Quarter After Exit	59.5%	60.5%
Median Earnings 2nd Quarter After Exit	$4,600	$4,711
Dislocated Workers	**PY 2020 Targets**	**PY 2021 Targets**
Employment Rate 2nd Quarter After Exit	57.2%	58.2%
Employment Rate 4th Quarter After Exit	64.4%	64.4%
Credential Attainment 4th Quarter After Exit	67.1%	68.1%
Median Earnings 2nd Quarter After Exit	$6,739	$6,890
Youth	**PY 2020 Targets**	**PY 2021 Targets**
Employment Rate 2nd Quarter After Exit	56.2%	57.2%
Employment Rate 4th Quarter After Exit	60.1%	61.0%
Credential Attainment 4th Quarter After Exit	50.0%	51.0%
Median Earnings 2nd Quarter After Exit	$2,306	$2,352
Wagner-Peyser	**PY 2020 Targets**	**PY 2021 Targets**
Employment Rate 2nd Quarter After Exit	55.8%	55.8%
Employment Rate 4th Quarter After Exit	56.3%	57.3%
Median Earnings 2nd Quarter After Exit	$4,607	$4,717
Ocean County Workforce Area		
Adults	**PY 2020 Targets**	**PY 2021 Targets**
Employment Rate 2nd Quarter After Exit	63.2%	64.2%
Employment Rate 4th Quarter After Exit	59.2%	60.2%

Credential Attainment 4th Quarter After Exit	59.5%	60.5%
Median Earnings 2nd Quarter After Exit	$6,255	$6,366
Dislocated Workers	**PY 2020 Targets**	**PY 2021 Targets**
Employment Rate 2nd Quarter After Exit	65.8%	66.8%
Employment Rate 4th Quarter After Exit	59.9%	59.9%
Credential Attainment 4th Quarter After Exit	67.1%	68.1%
Median Earnings 2nd Quarter After Exit	$8,255	$8,406
Youth	**PY 2020 Targets**	**PY 2021 Targets**
Employment Rate 2nd Quarter After Exit	61.7%	62.7%
Employment Rate 4th Quarter After Exit	60.1%	61.0%
Credential Attainment 4th Quarter After Exit	50.0%	51.0%
Median Earnings 2nd Quarter After Exit	$2,306	$2,352
Wagner-Peyser	**PY 2020 Targets**	**PY 2021 Targets**
Employment Rate 2nd Quarter After Exit	50.2%	50.2%
Employment Rate 4th Quarter After Exit	55.0%	56.0%
Median Earnings 2nd Quarter After Exit	$5,949	$6,059
Passaic County Workforce Area		
Adults	**PY 2020 Targets**	**PY 2021 Targets**
Employment Rate 2nd Quarter After Exit	60.4%	61.4%
Employment Rate 4th Quarter After Exit	66.3%	67.3%
Credential Attainment 4th Quarter After Exit	59.5%	60.5%
Median Earnings 2nd Quarter After Exit	$4,926	$5,037
Dislocated Workers	**PY 2020 Targets**	**PY 2021 Targets**
Employment Rate 2nd Quarter After Exit	65.2%	66.2%
Employment Rate 4th Quarter After Exit	65.3%	65.3%
Credential Attainment 4th Quarter After Exit	67.1%	68.1%
Median Earnings 2nd Quarter After Exit	$7,930	$8,081
Youth	**PY 2020 Targets**	**PY 2021 Targets**
Employment Rate 2nd Quarter After Exit	52.1%	53.1%
Employment Rate 4th Quarter After Exit	51.8%	52.7%
Credential Attainment 4th Quarter After Exit	50.0%	51.0%
Median Earnings 2nd Quarter After Exit	$2,306	$2,352
Wagner-Peyser	**PY 2020 Targets**	**PY 2021 Targets**
Employment Rate 2nd Quarter After Exit	50.9%	50.9%
Employment Rate 4th Quarter After Exit	53.7%	54.7%
Median Earnings 2nd Quarter After Exit	$5,768	$5,878
Union County Workforce Area		
Adults	**PY 2020 Targets**	**PY 2021 Targets**

Employment Rate 2nd Quarter After Exit	73.2%	74.2%
Employment Rate 4th Quarter After Exit	77.1%	78.1%
Credential Attainment 4th Quarter After Exit	59.5%	60.5%
Median Earnings 2nd Quarter After Exit	$6,204	$6,315
Dislocated Workers	**PY 2020 Targets**	**PY 2021 Targets**
Employment Rate 2nd Quarter After Exit	69.3%	70.3%
Employment Rate 4th Quarter After Exit	74.4%	74.4%
Credential Attainment 4th Quarter After Exit	67.1%	68.1%
Median Earnings 2nd Quarter After Exit	$8,225	$8,376
Youth	**PY 2020 Targets**	**PY 2021 Targets**
Employment Rate 2nd Quarter After Exit	66.2%	67.2%
Employment Rate 4th Quarter After Exit	60.1%	61.0%
Credential Attainment 4th Quarter After Exit	50.0%	51.0%
Median Earnings 2nd Quarter After Exit	$2,306	$2,352
Wagner-Peyser	**PY 2020 Targets**	**PY 2021 Targets**
Employment Rate 2nd Quarter After Exit	53.1%	53.1%
Employment Rate 4th Quarter After Exit	53.2%	54.2%
Median Earnings 2nd Quarter After Exit	$6,412	$6,522