

New Jersey

**PATHWAYS,
PARTNERSHIPS
+ CREDENTIALS**



WORKFORCE INVESTMENT ANNUAL REPORT

2014 - 2015

December 2015

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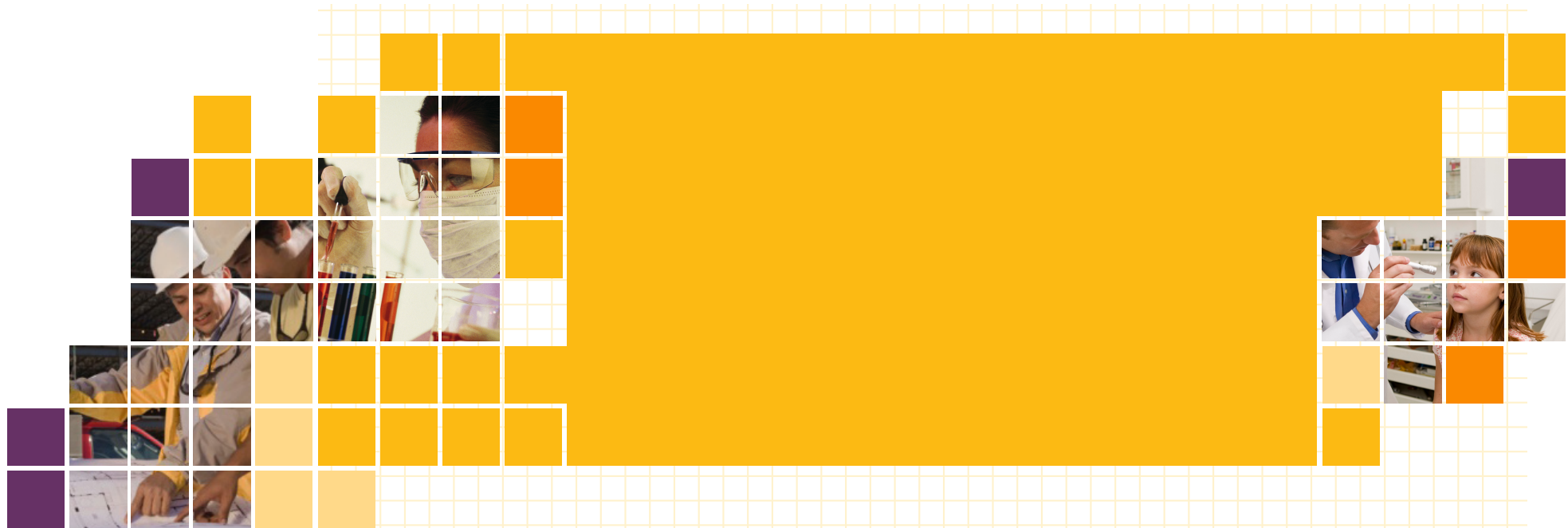
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Introduction

Throughout its history, New Jersey's skilled workforce has helped employers convert technological breakthroughs into world-class industries such as life sciences, technology, advanced manufacturing and financial services. In order to stay competitive, the Garden State is working to keep pace with global trends that are boosting demand for workers with post-secondary degrees and other credentials valued by employers. New Jersey is also working to create economic opportunity for all citizens by assisting jobseekers

and students to develop new skills, abilities and connections. In Program Year 2014, the **New Jersey Department of Labor and Workforce Development (NJLWD)**, in partnership with employers, local Workforce Investment Boards (WIBs), colleges, universities, and community and faith-based organizations used federal and state workforce programs to invest in the development of **Pathways, Partnerships and Credentials**. This report highlights some of these efforts.



SECTION 01

Building a Blueprint for Talent Development

In the summer of 2014, the federal Workforce Innovation and Opportunity Act (WIOA) was signed into law – setting a new direction for workforce development programs. New Jersey launched an unprecedented effort to develop and implement a shared vision for talent development and to prepare for the implementation of this new legislation. This effort involved the launch of a WIOA website, development of six work groups of stakeholders

and state staff, webinars to solicit additional input and a two-day “Pathways and Partnerships” conference with 300+ stakeholder participants. The resulting “Blueprint for Talent Development” was adopted by the State Employment and Training Commission (SETC) on June 16, 2015 to guide the implementation of WIOA and to serve as a foundation for a State Plan to be completed by March 2016.

The Blueprint identified seven key policy frameworks

<p>01 REGIONAL PLANNING + SERVICES</p>	<p>02 HIGH-QUALITY PARTNERSHIPS (HQPS)</p>	<p>03 CAREER PATHWAYS</p>	<p>04 INDUSTRY-VALUED CREDENTIALS</p>	<p>05 LOCALLY-DRIVEN ONE-STOP CAREER CENTERS</p>	<p>06 CAREER GUIDANCE NETWORK</p>	<p>07 DATA-INFORMED DECISION-MAKING</p>
<p>New Jersey has committed to supporting regional planning, service coordination and resource sharing for all workforce education and training programs, recognizing that labor markets are not constrained by governmental or political boundaries.</p>	<p>New Jersey has committed to increasing the number of high-quality employer-driven partnerships statewide. The workforce and education efforts of these collaborations follow a clearly defined mission and vision statement, with defined roles, responsibilities and impact measures for all partners – including employers, educators, training providers and local workforce professionals.</p>	<p>New Jersey has adopted a common definition of career pathways: A series of education and training experiences resulting in industry-valued credentials leading to employment, promotion and/or advanced education. Career Pathways are industry-focused, have diverse entry and exit points, and include integration of adult basic skills, digital literacy, employability skills and work-based learning.</p>	<p>New Jersey is focusing education and training on helping individuals to obtain a post-secondary credential or degree that is valued by employers.</p>	<p>New Jersey is committed to supporting One-Stop Career Centers that meet local needs and assist individuals in obtaining new skills and employment.</p>	<p>New Jersey will expand the number of jobseekers and students who have access to high-quality career guidance and job search assistance through a new network of One-Stop Career Centers, community colleges, libraries, community-based organizations and faith-based organizations, labor unions and educational institutions.</p>	<p>New Jersey will make performance data on workforce development programs accessible to workforce decision-makers and the public. The Eligible Training Provider List and Consumer Report Card are critical tools assisting jobseekers and students making decisions about short-term occupational training programs.</p>

SECTION 02

A Foundation for Talent Development

The efforts currently underway in New Jersey have positioned the state to be a national leader in the implementation of WIOA. This report highlights selected efforts that illustrate the key policy frameworks and identifies the key steps that the Department is taking this year.

REGIONAL PLANNING AND SERVICES

New Jersey is a densely-populated state and our labor markets are not constrained by state and county boundaries. Many individuals commute across county lines and employers rely on employees from a large surrounding area. While some of the state's key industries are geographically concentrated, many industries have a significant presence throughout the state. As a result, the workforce challenges facing jobseekers and employers in New Jersey cannot be solved by any single county or city

working alone. In the coming year, New Jersey will finalize definitions of labor market regions and will develop a process for regional planning and collaboration in workforce development.

A variety of efforts to deliver services on a regional basis are currently underway. Two examples include efforts in both North Jersey and South Jersey where collaborative action is boosting their regional economy.

ATLANTIC CITY RE-EMPLOYMENT INITIATIVE

In the summer and fall of 2014, three casino | hotels closed in Atlantic City and thousands of individuals lost their jobs. These job losses had a significant impact not just on Atlantic City, but on the surrounding counties that were home to casino workers and to companies that support the casino industry. The New Jersey Department of Labor and Workforce Development (NJLWD) responded by mobilizing the One-Stop Career Centers in the surrounding region and developed a partnership with the Atlantic | Cape May Workforce Investment Board and the Cumberland | Salem Workforce Investment Board.

closely with local Workforce Investment Boards engaged the Atlantic City mayor's office, county officials, the local Chamber of Commerce, and nearby colleges and universities to develop the "Atlantic City Re-Employment Initiative" that culminated in the US Department of Labor's decision to award a \$29 million National Emergency Grant (NEG) to retrain and re-employ workers impacted by the closing of the Atlantic City casinos. This effort is a partnership between NJLWD, the Atlantic | Cape May and Cumberland | Salem Workforce Investment Boards and Atlantic Cape Community College.

Within weeks, NJLWD held its largest single career fair at the Atlantic City Convention Center where more than 1,500 jobseekers met with 60 employers looking to fill a similar number of positions. The Department, working

The Atlantic Cape Community College held more than 80 small group orientation sessions with individuals who lost their jobs at the casinos and related businesses. These Atlantic City Reemployment (ACRE) sessions provided job

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search guidance to individuals and served as an orientation to additional assistance. Jobseekers received individualized counseling and were referred to literacy and occupational training closely tied to the needs of local employers. NJLWD has also worked with regional partners to organize industry-specific job fairs, job networking events and help connect employers with on-the-job training assistance to assist them to train newly hired employees.

NJLWD business representative and county job developers teamed up with directors of the state's Talent Networks for Retail, Hospitality and Tourism (hosted by Stockton University) and Health Care (hosted by Rutgers University) and with the Greater Atlantic City Chamber of Commerce to reach out to the region's employers to identify current job openings and identify opportunities for new employer-driven training programs.



SUCCESS STORY Atlantic City Re-Employment Initiative

Edward M. – After two years as the Computer Hardware Engineer responsible for programming and maintaining all computers and controlling audits for a leading casino, Edward lost his job in the mass layoffs of October 2014. Fortunately, just days after his unemployment insurance expired, he was invited by the NJ Department of Labor and Workforce Development to attend the Atlantic City Reemployment Session (ACRE). There he learned his skills were in demand in other industries outside of the hotel business. With support from a state business representative and the Atlantic City National Emergency Grant (AC NEG), Edward found employment within days with a new employer. The company was able to offset much of the cost of hiring and training Edward, thanks to a state On-the-Job Training (OJT) grant which covers 50 to 90% of training-related expenses for dislocated jobseekers. Edward completed the OJT program and was retained as a permanent full-time employee at the company.

NORTH JERSEY PARTNERS

North Jersey Partners is a volunteer collaboration of five Workforce Investment Boards (WIBs) covering the northern New Jersey counties of Bergen, Essex, Hudson, Morris, Passaic, Sussex, Union and Warren. The group has embraced regional workforce strategies – and partnerships with LWD and other state agencies – as the most effective approach to aligning the area's education and training

resources with business skill needs. With funding from Together North Jersey, a regional planning effort led by transportation agencies, North Jersey Partners developed a strategy to integrate workforce development efforts with regional transportation, land use and economic development initiatives.

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PARTNERSHIPS, PATHWAYS AND CREDENTIALS

New Jersey has been focusing investments and programs on building employer-driven, high-quality partnerships that provide career pathways to jobseekers and students and help increase the number of individuals with an industry-valued credential. The state's seven industry-focused Talent Networks have been connecting jobseekers, employers, educational institutions and workforce programs and providing key intelligence on the workforce needs of the state's key industries.

The state's training investments have been focused on supporting employer-driven programs that address key talent shortages.

New Jersey's Blueprint for Talent Development includes a strong commitment to expand the number of high-quality, employer-driven partnerships that provide career pathways for jobseekers and students.

A truly "high-quality" partnership is one that features:

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

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The Blueprint also includes a commitment to increasing the number of Career Pathways: a series of education and training experiences resulting in industry-valued credentials leading to employment, promotion and | or advanced education. Career Pathways will be industry-focused, have diverse entry and exit points and integrate adult basic skills, digital literacy, employability skills and work-based learning.

Clearly defined career paths are particularly important to jobseekers who are trying to find a way out of financial distress, and are seeking new opportunities in new industries. In New Jersey, the goal is to develop distinct pathways focused on specific industry sectors and defined by a series of credentials that employers in each sector value. Pathways encompass a range of skills – from basic literacy and fundamental employability skills to occupational skills and work-based learning experiences.

Three effective high-quality partnerships illustrate many of these important traits:

01 COMMUNITY HEALTH CARE WORKER TRAINING PROGRAM

What began in 2013 as a small program to train unemployed and underemployed residents of Camden, NJ, to be Community Health Workers (CHWs) quickly evolved into a nationally-recognized model for private-public training partnerships. To date, more than 110 CHW trainees have completed their studies and more than 80 have been placed in jobs providing health education, coaching, case-management, referrals, and community and | or client advocacy to community members.

An initial **Opportunity4Jersey grant** from the NJ Department of Labor and Workforce Development enabled the NJ Health Care Talent Network (managed by the Rutgers University School of Management and Labor Relations - SMLR) to initiate a training program to supply qualified outreach workers for community health clinics, community-based settings and hospitals. One-Stop Career Centers helped to pre-screen candidates, while health care professionals from the Rutgers School of Public Health-NJ

Public Health Training Center provided instruction in community health work, communication, documentation, chronic diseases and other common health concerns.

Since 2013, the Rutgers CHWs have set a standard for proper formal training for outreach workers, helping to make the CHW profession a recognizable occupation in New Jersey with opportunity for Medicaid reimbursement. In 2014, Rutgers SMLR worked on developing CHW apprenticeship standards with the US Department of Labor-Employment and Training Administration office, and created a standard curriculum of 160 hours on related training and 2,100 hours of on-the-job training. Successful trainees who complete the apprenticeship earn valuable work experience and college-level course credits. In 2015, the Rutgers SMLR initiative became a national model for apprenticeship development and programs.

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SUCCESS STORY Community Health Worker Training Program

Zaida M., Camden Community Health Worker Training. – Zaida, a mother of four, was a participant in the Rutgers Opportunity4Jersey Community Health Worker training program in Camden. Today she is a Community Health Worker serving low income residents who are battling multiple and complex chronic physical and mental health conditions, low health literacy, and lack of adequate access to health resources. Zaida is part of a social service delivery team, linking housing services to primary medical care and social services. Her training gave her a better understanding of the needs of her community, and helps her identify the behavioral health changes residents wish to make in order to improve their health outcomes.

02 CAREERWORKS | NEW COMMUNITY CORPORATION AUTO MECHANICS PROGRAM

The Newark Alliance-led **CareerWorks:** Greater Newark Workforce Funders Collaborative illustrates the power of combining public dollars and private foundation funding to sustain and expand workforce initiatives. Since 2010, it has engaged a diverse group of state and national funders – including the NJ Department of Labor and Workforce Development, The Prudential Foundation and JPMorgan Chase – to promote employer-focused workforce training in the Greater Newark region. Current CareerWorks projects target two of New Jersey’s growth industries: Transportation | Logistics | Distribution (TLD) and Health Care.

CareerWorks, in partnership with New Community Corporation (NCC) and Sansone Auto Mall, used state Labor Market Information data and employer input to identify the need for an auto mechanics training program. They saw high demand, a long-term career path where

low-skill jobseekers could access higher-wage jobs, and an incumbent workforce where half the auto mechanics were old enough to retire within 10 years.

Employers, such as Ford and Sansone Auto Mall, support the program by guiding the curriculum, donating training equipment, hiring dislocated trainees, or advancing their incumbent staff. Ford also donated training equipment to help create a long-term source of qualified mechanics in the region. Trainees earn the Ford Motor Company Maintenance | Light Repair certificate, acquire interview skills and develop a strong work ethic on the job.

The first NCC CareerWorks class of 29 trainees grew to 50 with the help of a \$260,000 NJ Opportunity4Jersey grant, and will expand to 200 trainees over the next two years thanks to a recent \$220,000 Jobs for the Future | Walmart Foundation grant to CareerWorks.

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SUCCESS STORY Dislocated Worker Metal Fabrication

David R. was employed for 19 years, before being laid off in April 2014. Visiting his local unemployment office, he noticed a flyer on the wall describing the metal fabrication program being offered by Raritan Valley Community College (RVCC). He contacted the school and joined the first RVCC metal fabrication mobile class in June of 2014. David excelled in his studies and acquired the NIMs Measurement, Materials and Safety certification. One of the program’s employer partners was quick to employ David after graduation as an entry level machinist, and shortly after gave him a raise to \$23 | hour. When the Raritan Valley Community College CNC program started, David was hired as an assistant for the lab | workshop, and he now assists two manufacturing training programs, and is on a fast track to becoming a main instructor.

03 | DISLOCATED WORKER NATIONAL EMERGENCY GRANT (NEG)

With funding and support from the New Jersey Department of Labor and Workforce Development, the New Jersey County College Consortium has provided training to nearly 200 unemployed jobseekers who were dislocated from their previous jobs and needed a credential to explore new career options. This effort is a partnership between advanced manufacturing companies across the state and the state’s community colleges. Qualified applicants are provided up to 300 hours of hands-on instruction in **Fabricated Metal | Computer Numeric Control (CNC)** machinery and received an industry recognized National Institute of Metalworking Skills (NIMS) credential. Training was also offered for other high demand fields within the advanced manufacturing industry.

Employers play a key role in this effort by offering advice on the curriculum, contributing training equipment, and hiring graduates when the coursework is completed. Successful trainees in this first program can continue to

earn up to 11 certificates in the NIMS series, offering a well-paid career path for many years in a high-demand field. Industry-recognized certifications also exist in Safety; Quality & Improvement; Maintenance; and Manufacturing Processes.

Fabricated Metal | CNC training has been offered by the Atlantic | Cape May, Bergen, Camden, Cumberland, Middlesex, Union and Raritan Valley county colleges. County colleges without the classroom capacity have been able to offer the training by using consortium trailers that have CNC | mechatronics machines.

The Cumberland and Atlantic | Cape May county colleges also offer 6-week training as a **Certified Production Technician (CPT)**, which includes classroom instruction, site visits, interview and resume preparation, and testing. **Welding** is currently offered through the Bergen Technical Schools. Entry level wages begin at \$13-\$14 | hour, and rise to \$20 | hour in on the job training situations.

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STRATEGIC ACTIONS IN SUPPORT OF PARTNERSHIPS, PATHWAYS AND CREDENTIALS

In the coming year, NJLWD will take four key strategic actions to support the development and expansion of high-quality, employer-driven partnerships.

- ...**01** | **FOCUS THE STATE'S TALENT NETWORKS ON DEVELOPING EMPLOYER-DRIVEN, HIGH-QUALITY PARTNERSHIPS**
NJLWD is retooling the Talent Networks – managed by higher-education institutions and business organizations – to provide critical intelligence on industry workforce needs and to facilitate the creation of sustainable, regional partnerships focused on the needs of employers.

- ...**02** | **BUILD PARTNER CAPACITY TO DEVELOP AND ENHANCE EMPLOYER-DRIVEN, HIGH-QUALITY PARTNERSHIPS**
NJLWD will provide training to state Business Representatives, local Workforce Investment Board (WIB) staff, Talent Network directors and other key stakeholders to increase the number of high-quality partnerships.

- ...**03** | **INCORPORATE CAREER PATHWAYS INTO ALL TRAINING PROGRAMS**
NJLWD will review all workforce programs – including adult literacy, Temporary Assistance for Needy Families (TANF) and Supplemental Nutrition Assistance Program (SNAP) Employment and Training, youth programs, and services for individuals with disabilities – and will incorporate the Career Pathways model into all training investments, with a focus on contextual and work-based learning.

- ...**04** | **DEVELOP AN INDUSTRY-VALUED CREDENTIALS LIST**
Based on analysis of labor market data, feedback from Talent Networks and input from employers, NJLWD will develop a list of industry-valued credentials. The list, which will be adopted by a state Credentials Review Board, will replace the state's Demand Occupation list and will be used to guide all training investments across federal and state workforce programs.

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LOCALLY-DRIVEN ONE-STOP CAREER CENTERS

New Jersey's One-Stop Career Centers are the foundation of the workforce development system, assisting jobseekers to find jobs and obtain the skills, abilities and connections to pursue a career. New Jersey is working to expand the reach of these services by ensuring that

One-Stop Career Centers are locally-driven and meet local needs and by building new partnerships with a wide-array of organizations that provide career guidance, career counseling and job search assistance to students and jobseekers.

Two initiatives are particularly significant:

... 01 | JERSEY JOB CLUBS

In 2015, more than 28,000 New Jersey jobseekers attended valuable job search and career development workshops sponsored by 23 **Jersey Job Clubs** at One-Stop Career Centers statewide. More than 17,000 of those participants were new members who joined this year. Jersey Job Clubs are available in every region, enabling employers, career advisors, and jobseekers to share their knowledge of the high-demand skills and expanding industries in the local economy.

Weekly workshop topics range from resume writing and mock interviews to household budgeting and professional networking. Additional training and employment leads are provided by the career development professional staff at each Jersey Job Club. Participating jobseekers also enjoy the peer support that comes out of each session.

The Jersey Job Clubs help individuals identify job opportunities outside their immediate labor markets. A full range of job search resources are available online, and six industry-specific Talent Network Job Clubs enable jobseekers to pursue career leads in growing sectors throughout the state.

One example of jobseekers benefiting from Jersey Job Club workshops are the state's many talented older workers who cannot afford to retire, but are struggling to find new job opportunities. Job Clubs introduce its senior members to valuable resources, such as the **Workforce 55+** program that connects older, low-income jobseekers to paid On-the-Job Training in computer, social media, and financial literacy skills.

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SUCCESS STORY One-Stop Connections To Workforce 55+

*In mid-2013, L.M. had been unemployed for over a year and had no prospects in sight. She started training as an office assistant in the Workforce 55+ program, hoping to get back into her previous field of Corporate Travel. She took advantage of **One-Stop Employment Services** to look for an unsubsidized job, and was constantly applying for jobs on-line and going on interviews. After six months in the Workforce 55+ program, L.M. was hired by an emergency travel firm at more than \$20 an hour where she is still doing well. She credits this program with giving her the needed boost she needed to get back into the workforce.*

*When **Boris A.** joined the Workforce 55+ program in 2013, he was having trouble finding a job despite his impressive resume. He had been turned down for every job for which he had applied during a six month period. When Boris started training, he immediately started feeling better about getting back into the workforce. He took advantage of **One-Stop workshops** and began searching for jobs on-line. He also attended the training workshops offered by Middlesex County College and followed up on job leads given to him there. In 2014, Boris was hired by a leading high-tech company at a starting salary of \$83,000 per year.*

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PROJECT VETS — ONE-STOP SERVICE FLEXIBILITY IN SUPPORT OF VETERANS

Each One-Stop Career Center (OSCC) employs at least one Veterans representative who help address the special workforce challenges of men and women transitioning from the armed services to civilian life. OSCC staff help connect veteran jobseekers to resources, such as Rutgers

University's Veterans Environmental Technology & Solutions (VETS) program which offers job training in sustainable landscaping, stormwater management, and aquaponics.



SUCCESS STORY **Project VETS Profile**

*In late 2014, **J.H.** – a long-time homeless veteran – visited the Newark One-Stop Career Center in search of permanent housing. He quickly connected to a program that enabled him to become a renter, and the One-Stop's Re-Entry Specialist was also able to provide him with vouchers for home furnishings and clothing for job interviews. Next, he obtained a certificate to operate a forklift. By April 2015, the One-Stop staff helped J.H. gain acceptance into Rutgers' Project V.E.T.S (Veterans Environmental Technology & Solutions) training initiative – a one-year certificate program in Landscaping, Horticulture & Entrepreneurship that included a \$500 weekly stipend. J.H.'s experience reflects how the diverse services of a local One-Stop Career Center can help jobseekers take their lives and careers in a new direction.*

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CAREER NAVIGATION ASSISTANCE TO JOBSEEKERS AND STUDENTS

The New Jersey Department of Labor and Workforce Development is committed to delivering high-quality career guidance, employment information, education and training options and job search assistance to students and jobseekers throughout the state. That can only be achieved by building an extensive career resource network in partnership with One-Stop Career Centers, community colleges, libraries, community and faith-based organizations, unions, employer associations and educational institutions.

The **Path to Employment** model seeks to establish a career service delivery system that allows jobseekers to move easily between in-person career guidance and online information.

Today's jobseekers can access job search guidance through any number of organizations, both in-person and online. NJLWD is therefore working with its partners statewide to develop and adopt a common approach to career guidance and job search assistance – the “Path to Employment” – in order to assure that jobseekers will receive similar high-quality career information and guidance whether they seek it in schools, libraries, One-Stop Career Centers or other workforce professionals in the region.

The Path to Employment (or PTE) consists of three broad steps: **PLAN, PREPARE and SUCCEED**, with tools and guidance at each step to aid jobseekers as they search for employment and training options. Not every jobseeker will need to use every tool.

01 PLAN JOBSEEKERS WILL:

- take care of their immediate basic needs, including maintaining financial stability;
- access any additional services for which they qualify;
- learn about other resources that may help them during their job search;
- learn about New Jersey's labor market;
- take assessments of their skills and interests;
- learn the value and pitfalls of networking;
- and create a personal Plan of Action.

02 PREPARE JOBSEEKERS WILL:

- find out about training and educational opportunities;
- enhance their skills through volunteering, internships and/or apprenticeships;
- create a “Portfolio” of documents, including resumes and cover letters;
- receive tips for a successful job search, including assistance with online applications and employer assessments;
- and learn to manage their personal brand.

03 SUCCEED JOBSEEKERS WILL:

- search for job postings;
- attend job fairs and recruitment events;
- receive tips for successful interviews;
- and learn how to keep and flourish in their job once they have landed it.

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To be effective, the Path To Employment framework will be supported by several resources:

- A Career Planning | **Job Search Guidebook** and curriculum to help students and jobseekers to identify job opportunities and promising career paths.
- **Professional Training Workshops** for career counselors and job search staff in One-Stop Career Centers, community and faith-based organizations, community colleges and libraries throughout New Jersey.
- **Online tools**, offering digital resources accessible from computers anywhere.

Finally, NJLWD has created a new Digital Outreach unit within its Center for Occupational Employment Information (COEI) which will support state agencies,

educators, libraries, employers and other partners to identify new digital tools that will enhance career resources online.

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INFORMED DECISION-MAKING THROUGH PERFORMANCE DATA

Both NJLWD program managers and customers need more useful information. Managers need dashboards to understand if they are serving all the jobseekers and employers requiring assistance. Customers and job counselors need to know which schools and training providers are able to help trainees complete credentials that employers value, and the school's success rate for job placement.

NJLWD's online Consumer Report Card and Eligible Training Provider List (ETPL) are valuable tools for a range of New Jersey data users. Currently 817 approved training providers are listed on the Consumer Report Card and ETPL through www.njtopps.com.

The Consumer Report Card shows jobseekers and potential trainees the percentage and number of program participants that are still employed 6 months, 1 year and 2 years after completing their training.

Customers can also access the average quarterly wages and estimated annual wages at the 6 month, 1 year, and 2 year marks. Former trainees can also post comments online to describe their level of satisfaction.

Training providers included on the ETPL include apprenticeship programs; aviation and flight schools; community-based organizations; cosmetology schools; customized training providers; WIA Title II Adult programs; driving schools; four-year colleges and universities; hospital-based programs; internet-based programs; law enforcement academies; nursing-home based programs; private business and technical schools; public adult schools with occupational programs; public secondary schools; special needs programs; two-year technical and community colleges; vocational rehabilitation supported employment programs; and WIA | WDP | Welfare-to-Work programs. These providers currently offer a combined total of 8,381 approved training programs.

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Screenshot 1 Common Measures Performance Outcomes

The screenshot shows the 'NJ training opportunities' website. At the top, there is a navigation bar with links for 'NJ Home', 'Services A to Z', 'Departments/Agencies', and 'FAQs'. Below this is a main header with the site's name and tagline. A secondary navigation bar contains links for 'HOME', 'VIEW MY LIST', 'SEARCH', 'RESOURCES', 'CONTACT US', 'FAQS', and 'LOGIN'. The main content area features a search interface with three tabs: 'Search by Occupation or Training Type' (selected), 'Search by Map or Zip', and 'Advanced Search'. The 'Search by Occupation or Training Type' section includes instructions, a 'Select Occupation' dropdown, an 'OR' separator, a 'Select From Related Programs' dropdown, and a 'Search' button. Below this is an 'Optional Search Criteria' section with a note, a 'Zip Code' field, a 'Search within' dropdown (set to 15 miles), a 'Keyword or Provider Name' field, and a 'search for' dropdown (set to exact phrase). A 'NEW Additional Search Criteria' section contains two checkboxes: 'Return Only Programs for the Green Economy' and 'Return Only Programs for In Demand Occupations' (with an 'inDemand' badge). A 'Select Targeted Industries' dropdown is set to 'Any'. At the bottom of the search form are 'Search' and 'Reset' buttons. The footer of the page includes links for 'contact us', 'privacy notice', and 'legal statement', along with an information icon.

SECTION 03

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Screenshot 2 Consumer Report Card

The screenshot shows the 'NJ Training Opportunities' website. The main header is 'NJ training opportunities' with the tagline 'new jersey's guide to training & education programs'. Below the header is a navigation menu with links: HOME, VIEW MY LIST, SEARCH, RESOURCES, CONTACT US, FAQs, LOGIN. The main content area has tabs for 'Program Description', 'Provider Description', 'Program Results', 'Program Comments', 'Return to Results', and 'Add to my List'. The 'Program Results' tab is active, displaying a 'Results' section for the program 'Applied Clinical Medical Assistant with EHR/EMR (CCMA, CET, CPT, CEHS)' by 'Merit Training Institute'. The program has an 'Average Program Rating' of 5 stars (2 reviews). Below this is a table showing results for '6 months after training'.

	Program Name [?] (click for details)	Related Programs (click for details)	Training Provider (click for details)
Employment Rate [?]	64%	61%	59%
Average Quarterly Wage [?]	\$4,537.50	\$4,601.00	\$4,493.00
Estimated Yearly Wage [?]	\$18,150.00	\$18,404.00	\$17,972.00

Below the table, there is a link: [Click here to display the number of students [?]](#). A note states: 'For a full description of the methodology used to calculate these results [click here](#). Program results reflect data with an exit date up to: 03/31/2014'. At the bottom right, there are links for 'contact us', 'privacy notice', and 'legal statement' with a small icon.

Status of State Evaluation Activities

In 2013, a Request for Proposals (RFP) was issued to state colleges and universities for an evaluation of the New Jersey's One-Stop Career Center services. A review panel

recommended that a contract be awarded to the Heldrich Center for Workforce Development at Rutgers, the State University of New Jersey.

The evaluation report, completed in the fall of 2015, focuses on the following four areas:

01 ANALYSIS OF ADMINISTRATIVE AND PERFORMANCE DATA

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

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

02 ONE-STOP CAREER CENTER PROCESSES

The evaluation assessed jobseeker and employer customer experiences in the State's One-Stop Career Centers using structured interviews, focus groups with staff, and site visits at One-Stop Career Centers that were representative of the state's regions and communities.

Research questions:

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

Status of State Evaluation Activities (cont.)

03 CUSTOMER SATISFACTION

The evaluation assessed customer satisfaction with services, through customer satisfaction surveys of jobseeker and employer customers across the state. These surveys tested customer satisfaction measures for a Balanced Scorecard approach to performance metrics for workforce development programs.

Key questions included:

- To what extent do jobseekers and employers report that One-Stop Career Center services helped them meet their needs (for a new job, training, qualified workers, etc.)?
- What One-Stop services do customers value the most? What services do they value least? Are there customer needs that are not being met?
- Do the customer experiences identify any best practices at specific One-Stop Career Centers that might be replicated throughout the system?

04 QUASI-EXPERIMENTAL EVALUATION OF TRAINING SERVICES

The evaluators sought to determine the effectiveness of short-term occupational training between July 2010 and June 2012. They compared the employment outcomes of individuals who did not receive training with those who did receive state-funded Workforce Development Program training. Comparisons were also made to the outcomes for WIA-funded Individual Training Accounts.

Research questions:

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

New Jersey Workforce Investment Act Activities

New Jersey met or exceeded all WIA Program Year 2014 common measures performance standards negotiated with the U.S. Department of Labor. Since the inception of the Workforce Investment Act, New Jersey has consistently demonstrated its commitment to provide outstanding workforce services to the individuals and employers of the State.

New Jersey became a common measures reporting state beginning in Program Year 2009. Under the common measures waiver approved by the USDOL | ETA on November 12, 2009 and renewed on December 13, 2012 for PY 2012 through PY 2017 as part of New Jersey's Unified State Plan, the State will no longer negotiate and report on the following performance

measures under WIA Section 136 (b): WIA adult and dislocated worker credential rates; participant and employer customer satisfaction; older youth measures; and younger youth measures (outcomes for these measures will continue to be collected for informational purposes).

The State will use the three adult and dislocated worker common performance measures to negotiate goals and report outcomes for the WIA adult and dislocated worker programs. The State will use the three youth common performance measures to negotiate goals and report outcomes for the WIA youth program. The following table displays the State's common measures goals and the actual outcomes for the Program Year 2014.

Table 1 Common Measures Performance Outcomes

Common Measures	Goal	Actual	Percent of Goal Achieved	Measure Results
Adult Program				
Entered Employment	85.10%	83.60%	98.20%	Met
Retention	86.40%	84.30%	97.60%	Met
6 Month Avg. Earnings	\$13,039	\$14,281	109.50%	Exceeded
Dislocated Worker Program				
Entered Employment	83.30%	84.30%	101.20%	Exceeded
Retention	87.50%	87.40%	99.90%	Met
6 Month Avg. Earnings	\$18,500	\$18,983	102.60%	Exceeded
Youth Program				
Youth Placement	68.50%	65.90%	96.20%	Met
Youth Degree Attainment	75.00%	68.90%	91.90%	Met
Literacy & Numeracy	60.00%	61.20%	102.00%	Exceeded

New Jersey Workforce Investment Act Activities (cont.)

ENROLLMENTS

During PY 2014, 5,505 participants were served in the WIA Adult Program, and 2,586 or 47.0% of the participants, exited the program. The Dislocated Worker Program served 6,177 participants and 3,963, or 64.2% of the enrolled number, exited

the program. The Youth program served a total of 4,756 participants, with 2,100, or 44.2% of the participants, exiting during the program year.

Table 2 WIA Participants Served and Exited by Program Area

Program	Participants Served	Participants Exited	% Exited to Served
Adult	5,505	2,586	47.0%
Dislocated Workers	6,177	3,963	64.2%
Youth	4,756	2,100	44.2%

ENTERED EMPLOYMENT

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

Table 3 WIA Title 1 Entered Employment Rate Outcomes

Program	Participants Exited & Counted in Measure	Participants Employed in 1st Quarter After Exit	% of Participants Employed in 1st Quarter
Adult	2,465	2,061	83.6%
Dislocated Worker	3,717	3,135	84.3%

New Jersey Workforce Investment Act Activities (cont.)

WIA YOUTH

The Workforce Investment Act (WIA) Title IB Youth Program is a federally funded program that provides services to economically disadvantaged youth between the ages of 14 and 21. The main objective of the program is to increase the focus on longer-term academic and occupation learning and provide long-term comprehensive service strategies, which will ultimately enrich lives through career advancement and life-long learning. WIA Youth services are available to in-school and out-of school

youth who fall within one or more of the following categories: (1) deficient in basic literacy skills; (2) school dropout; (3) homeless, runaway or foster child; (4) pregnant or parenting; (5) offender; or (6) individual (including a youth with a disability) who requires additional assistance to complete an educational program or to secure and hold employment. Males age 18 and over are required to register with the Selective Service.

Table 4 Youth Population Served Under WIA Title 1

Total Youth Participants	
Served	4,756
Exited	2,100
Age 14-18	3,579
Age 19-21	1,177
In-School Youth Participants	
Served	2,724
Exited	1,118
Out-of School Youth Participants	
Served	2,032
Exited	982

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

Table 5 WIA Youth Program Common Measure Performance Outcomes

Common Measure	PY 2014 Goal	PY 2014 Actual	% of Goal Achieved	PY 2014 Results
Youth Placement	68.5%	65.9%	99.2%	Met
Youth Degree Attainment	75.0%	68.9%	91.9%	Met
Literacy Numeracy	60.0%	61.2%	102.0%	Exceeded

New Jersey Workforce Investment Act Activities (cont.)

NEW JERSEY WORKFORCE SYSTEM PARTICIPANTS PROFILE

Table 6 Participant Profile

Participant Description	Count	% of Total
Total	196,696	100.0
Veterans & Eligibles	10,152	5.2
Person with Disability	3,540	1.8
Employment Status @ Registration		
Employed	24,833	12.6
Unemployed	171,863	87.4
UI Claimant	107,204	54.5
Sex		
Male	94,259	47.9
Female	98,429	50.0
Undisclosed	4,008	2.0
Age		
Under 18	1,646	0.8
18-44	103,048	52.4
45-54	49,431	25.1
55+	41,636	21.1
Race Ethnic		
African American	55,746	28.3
American Alaskan Native	1,142	0.6
Asian	7,802	4.0
Hispanic	29,431	15.0
Hawaiian Pacific Islander	647	0.3
White	83,900	42.7
Education Level		
In School	12,183	6.2
Less than HS	17,440	8.9
HS Grad GED	100,922	51.3
Post Secondary	75,300	38.3

Source June 2015 ETA 9002A

New Jersey Usage of Workforce Investment Act Waivers

New Jersey currently has ten USDOL-approved WIA Waivers (identified in WIA Waivers Table 2). To better evaluate the effectiveness of these waivers, the State deployed a utility within its electronic case management system in 2010 to more easily track waiver usage. At the same time the State issued an

updated “New Jersey Waivers Documentation” Directive to guide the documentation of the use of the customer service waivers in customer file folders and America’s One-Stop Operating System (AOSOS) case management system, where appropriate. Local area usage of waivers is arrayed in Table 1.

Table 1 PY 2014 WIA Waivers Usage by Local Area

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

* The Common Measures Performance Reporting waiver applies to all One-Stop customers and is not documented for individual program participants. The One-Stop system served (238,791) WIA and Wagner-Peyser customers under this waiver as reported in the State’s June 2015 ETA 9002 report.

New Jersey Usage of Workforce Investment Act Waivers (cont.)

Table 2 New Jersey Program Year 2014 Waivers

	Waivers	Description
1	50% Employer contribution for Customized Training	Waiver of the requirement for a 50% employer contribution for Customized Training, to permit a sliding scale contribution for small and medium-sized businesses. Waiver allows for no less than a 10% match for employers with 50 or fewer employees and 25% for 51 through 250 employees. Employers with over 250 employees would comply with statutory requirements of 50%.
2	Adult-DW funds transfer	Allows local areas to be responsive to the needs of their customers and provides greater flexibility in service provision. Allows transfer of up to 50% of a program year allocation between programs.
3	10% Local funds for Incumbent Worker Training	Would allow local areas to utilize up to 10% of their adult and Dislocated Worker funds to upgrade the skills of already employed individuals. Could assist areas to provide assistance upgrading to working poor.
4	Youth ITAs	Allows youth to enroll in an Individual Training Account (ITA) without having to be served as an adult. Provides a positive, individualized option for youth which is not included in the traditional program.
5	Employer Reimbursement for OJT	Changes the required employer contribution for OJT to a contribution based on a sliding scale based on the employer's size, creating the necessary flexibility for employers to provide the required contribution at a rate that more appropriately represents a business' costs.
6	Common Measures Performance Reporting	Allows the exclusive use of the Common Performance Measures for WIA Adult, Dislocated Worker, Youth, Wagner-Peyser, Veterans, and Trade Act programs, which streamlines the performance reporting system, encourages system integration, and enables local areas to better focus on delivery of customer services rather than costly administrative duties.
7	Eligible Training Provider List (ETPL)	Extends the period of initial eligibility and subsequent eligibility for training providers. The additional time is needed to ensure that the information that the State will make available to the public is reliable, accurate, and equitable to clients and to training providers. The State is in the final stages of developing regulations that will implement the State Eligible Training Provider List law.
8	Competitive Procurement for Youth Program Elements	Waiver of the requirement for competitive procurement of service providers for three youth program elements—supportive services, follow-up services, and work experience.
9	OJT Exemption from WIA Credential Performance Measure Calculations	Excludes individuals participating in On-the-Job Training (OJT) from WIA performance measures. It allows the training program design to be more responsive to employer and the employee needs as it can be specifically created for that industry, business or worksite.
10	Requirement of Providing Local Incentive Grants	Waiver of the requirement to provide Local Incentive Grants to ensure that the state may prioritize the use of the Governor's Reserve Funds for the required activities deemed most essential to the basic functions of the workforce investment system.

Costs of Workforce Investment Activities

EXPENDITURES AND OBLIGATIONS

During Program Year 2014, the Department expended a total of \$72,562,859 for programs under the Workforce Investment Act. The Adult Program expended \$15,752,684 from all program year resources. The Dislocated Worker Program expended \$22,391,038. For the combined Older and Younger Youth Programs, New Jersey expended \$20,665,762. The total reported Program Year 2013 expenditures for Statewide Activities and Rapid Response was \$13,753,375. These figures for Program Year 2014 do not include total outstanding obligations of \$15,330,655 (Adults: \$3,987,161; Dislocated Workers: \$4,185,824; Youth: \$6,490,684; Adult Statewide Activities: \$1,117; Youth Statewide

Activities: \$514,702; Dislocated Worker Statewide Activities: \$1,692; and Rapid Response of \$149,475). In Program Year 2014 Administration Costs were included in the expenditures of each program area.

COST EFFECTIVENESS – PROGRAM YEAR 2014

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

Table 1 Program Year 2014 Cost Efficiency Summary

	Total Participants Served	Funds Expended + Outstanding Obligations	Cost Per Participant
Total Participants	16,438	\$73,473,153	\$4,469.71
Adult	5,505	\$19,739,845	\$3,585.80
Dislocated Workers	6,177	\$26,576,862	\$4,302.55
Youth	4,756	\$27,156,446	\$5,709.93

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

Costs of Workforce Investment Activities (cont.)

Table 2 WIA Title I Year-End Financial Statement

- Program Year 2014
- July 1, 2014 thru June 30, 2015

Funding Sources	Available Fund.	Expended	Outstanding Obligation	Available Balance	Percentage Available
Local Area					
Adult (PY14)	22,488,247	11,959,007	3,987,161	6,542,079	29.1%
Carry-in (PY12/13)	3,840,819	3,793,677	0	47,142	1.2%
Youth (PY14)	23,280,990	11,537,690	6,490,684	5,252,616	22.6%
In-School	7,959,770	3,945,163	3,246,159		
Out-School	15,321,220	7,592,527	3,244,525		
Carry-in (PY12/13)	9,353,707	9,128,072	0	225,635	2.4%
In-School	6,268,638	6,043,003	0		
Out-School	3,085,069	3,085,069	0		
Dislocated Worker (PY14)	25,559,824	12,640,537	4,185,824	8,733,463	34.2%
Carry-in (PY12/13)	9,867,685	9,750,501	0	117,184	1.2%
Statewide Activity					
Adult (PY14)	2,156,407	152,648	0	2,003,759	92.9%
Carry-in (PY12/13)	1,120,755	1,119,638	1,117	0	0.0%
Youth (PY14)	2,232,424	944,318	514,702	773,404	34.6%
Carry-in (PY12/13)	768,097	768,097	0	0	0.0%
Dislocated Worker (PY14)	3,362,023	478,566	0	2,883,457	85.8%
Carry-in (PY12/13)	1,765,802	1,764,110	1,692	0	0.0%
Rapid Response (PY14)	9,659,019	8,122,670	0	1,536,349	15.9%
Carry-in (PY12/13)	934,532	403,328	149,475	381,729	40.8%
Total PY 2013 Funding:	116,390,331	72,562,859	15,330,655	28,496,817	
				28,496,817	

Note

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

Costs of Workforce Investment Activities (cont.)

Table 3 WIA Statewide 5% Allowable Activities Description

- Program Year 2014
- July 1, 2014 thru June 30, 2015

FEDERAL FINANCIAL REPORTS

Description	Expenditures		Total Expenditures	Outstanding Obligations
	PY12 13	PY14		
One-Stop Programs and Support	1,490,058	1,288,473	2,778,531	470,873
SETC	230,586	112,138	342,723	2,236
ETPL-ORI	60,501	46,548	107,049	0
Salem County	0	44,686	44,686	20,132
Rutgers - Consumer Report Card	0	25,650	25,650	24,270
WIOA Transitional	0	58,038	58,038	0
PROS	1,870,701	0	1,870,701	0
Total:	3,651,845	1,575,532	4,595,394	517,511

Table 4 WIA Title I Cost of Program Activities

- Program Year 2014
- July 1, 2014 thru June 30, 2015

Program Activity	Expenditures	Obligations	Total Federal Spending
Local Adults	15,752,684	3,987,161	19,739,845
Local Dislocated Workers	22,391,038	4,185,824	26,576,862
Local Youth	20,665,762	6,490,684	27,156,446
Rapid Response	8,525,998	149,475	8,675,473
Statewide Activities	5,227,377	517,511	5,744,888
Statewide 5% Allowable Activities			
One-Stop Programs and Support (14)	2,788,531		
SETC (14)	342,723		
ETPL-ORI (14)	107,049		
Salem County (14)	44,686		
Rutgers – Consumer Report Card (14)	25,650		
WIOA Transitional	58,038		
Project Re-employment Opportunity Services	1,870,701		
Total Statewide Allowable Activities:	5,227,378		
Total of All Federal Spending Listed Above	\$72,562,859	\$15,330,655	\$93,120,892

Common Performance Measures

Table A Workforce Investment Act Customer Satisfaction Results

Customer Satisfaction	Negotiated Performance Level	Actual Performance Level - American Customer Satisfaction Index	Number of Surveys Completed	Number of Customers Eligible for the Survey	Number of Customers Included in the Sample	Response Rate
Participants	0.0 %	0.0 %	0	0	0	0.0 %
Employers	0.0 %	0.0 %	0	0	0	0.0 %

Table B Adult Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	85.1 %	83.6 %	2,061
			2,465
Employment Retention Rate	86.4 %	84.3 %	2,164
			2,567
Six-Months Average Earnings	\$ 13,039	\$ 14,281	\$ 28,732,731
			2,012
Employment and Credential Rate	0.0 %	52.3 %	1,214
			2,322

Table C Outcomes for Adult Special Populations

Reported Information	Public Assistance Recipients Receiving Intensive Or Training Services		Veterans		Individuals With Disabilities		Older Individuals	
Entered Employment Rate	82.2 %	148	82.9 %	68	65.4 %	17	75.0 %	201
		180		82		26		268
Employment Retention Rate	82.3 %	102	83.7 %	77	72.7 %	16	87.3 %	207
		124		92		22		237
Six Months Average Earnings	\$13,969	\$1,368,986	\$15,586	\$1,106,588	\$13,023	\$169,305	\$16,430	\$3,187,385
		98		71		13		194
Employment And Credential Rate *	52.3 %	90	64.1 %	50	53.6 %	15	55.7 %	142
		172		78		28		255

Common Performance Measures (cont.)

Table D Other Outcome Information for the Adult Program

Reported Information	Individuals Who Only Received Core Services		Individuals Who Only Received Core and Intensive Services		Individuals Who Received Training Services	
Entered Employment Rate	95.7 %	157	78.1 %	32	82.9 %	1,756
		164		41		2,119
Employment Retention Rate	83.7 %	118	80.6 %	29	84.9 %	1,923
		141		36		2,265
Six-Months Average Earnings	\$10,885	\$1,023,230	\$16,537	\$479,563	\$14,571	\$26,183,201
		94		29		1,797

Table E Dislocated Worker Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	83.3 %	84.3 %	3,135
			3,717
Employment Retention Rate	87.5 %	87.4 %	2,729
			3,121
Six Months Average Earnings	\$ 18,500	\$ 18,983	\$ 48,483,486
			2,554
Employment and Credential Rate	0.0 %	60.3 %	1,970
			3,265

Common Performance Measures (cont.)

Table F Outcomes for Dislocated Worker Special Populations

Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
	Entered Employment Rate	81.0 %	102 126	83.3 %	10 12	74.7 %	482 645	0.0 %
Employment Retention Rate	82.1 %	110 134	90.9 %	10 11	84.0 %	436 519	0.0 %	0 0
Six-Months Average Earnings	\$17,632	\$1,851,403 105	\$16,589	\$132,710 8	\$19,324	\$7,806,929 404	\$0	\$0 0
Employment and Credential Rate	57.3 %	67 117	50.0 %	5 10	55.9 %	340 608	0.0 %	0 0

Table G Other Outcome Information for the Dislocated Worker Program

Reported Information	Individuals Who Received Only Core Services		Individuals Who Only Received Core and Intensive Services		Individuals Who Received Training Services	
	Entered Employment Rate	99.5 %	418 420	84.4 %	38 45	82.6 %
Employment Retention Rate	92.5 %	124 134	94.6 %	35 37	87.3 %	2,472 2,831
Six-Months Average Earnings	\$12,427	\$1,317,265 106	\$22,861	\$800,149 35	\$19,263	\$44,650,732 2,318

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

Reported Information	Negotiated Performance Level	Actual Performance Level	
		Placement in Employment or Education	68.5 %
Attainment of Degree or Certificate Rate	75.0 %	68.9 %	1,125 1,632
Literacy and Numeracy Gains	60.0 %	61.2 %	495 809

Common Performance Measures (cont.)

Table H.1A Outcomes for Youth Special Populations

Reported Information	Public Assistance Recipients		Veterans		Individuals With Disabilities		Out-of-School Youth	
Placement in Employment or Education Rate	66.7 %	60	0.0 %	0	60.6 %	366	65.5 %	620
		90		0		604		947
Attainment of Degree or Certificate Rate	62.7 %	37	0.0 %	0	75.0 %	428	60.1 %	325
		59		0		571		541
Literacy and Numeracy Gains	40.7 %	33	0.0 %	0	50.7 %	36	61.2 %	495
		81		0		71		809

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

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	0.0 %	65.1 %	319
			490
Employment Retention Rate	0.0 %	77.5 %	275
			355
Six Months Average Earnings	\$ 0	\$ 2,183	\$ 432,203
			198
Employment and Credential Rate	0.0 %	36.5 %	207
			567

Common Performance Measures (cont.)

Table I Outcomes for Older Youth Special Populations

Reported Information	Public Assistance Recipients		Veterans		Individuals With Disabilities		Out-of-School Youth	
	Entered Employment Rate	57.1 %	16 28	0.0 %	0 0	48.9 %	44 90	66.4 %
Employment Retention Rate	72.7 %	8 11	0.0 %	0 0	69.1 %	38 55	76.6 %	222 290
Six-Months Average Earnings	\$1,126	\$6,755 6	\$0	\$0 0	\$1,872	\$65,516 35	\$1,800	\$282,613 157
Employment and Credential Rate	30.0 %	9 30	0.0 %	0 0	48.7 %	57 117	33.7 %	159 472

Table J Younger Youth (14-18) Results

Skill Attainment Rate	Negotiated Performance Level		Actual Performance Level	
		0.0 %	92.3 %	3,843 4,166
Youth Diploma or Equivalent Rate	0.0 %	67.4 %	877 1,301	
Retention Rate	0.0 %	18.3 %	306 1,671	

Table K Outcomes for Younger Youth Special Populations

Reported Information	Public Assistance Recipients		Individuals With Disabilities		Out-of-School Youth	
	Skill Attainment Rate	84.8 %	178 210	96.8 %	1,914 1,977	90.9 %
Diploma or Equivalent Attainment Rate	60.3 %	35 58	71.5 %	313 438	53.2 %	236 444
Retention Rate	14.1 %	10 71	16.3 %	91 557	7.3 %	39 532

Common Performance Measures (cont.)

Table L Other Reported Information

	12 Month Employment Retention Rate		12 Mo. Earnings Change (Adults and Older Youth) or 12 Mo. Earnings Replacement (Dislocated Workers)		Placements for Participants in Nontraditional Employment		Wages At Entry Into Employment For Those Individuals Who Entered Unsubsidized Employment		Entry Into Unsubsidized Employment Related to the Training Received of Those Who Completed Training Services	
Adults	82.4 %	2,169	2,552.6 %	4,367,429	0.3 %	7	5,338.3 %	10,286,942	41.1 %	722
		2,632		1,711		2,061		1,927		1,756
Dislocated Workers	86.6 %	2,695	101.3 %	41,355,413	0.5 %	16	7,767.8 %	22,907,236	50.1 %	1,301
		3,113		40,813,492		3,135		2,949		2,596
Older Youth	73.4 %	281	2,925.2 %	640,608	0.0 %	0	2,321.6 %	717,388		
		383		219		319		309		

Table M Participation Levels

	Total Participants Served	Total Exiters
Total Adults	116,330	102,612
Total Adults (self)	105,377	96,289
WIA Adults	110,882	98,875
WIA Dislocated Workers	6,177	3,963
Total Youth (14-21)	4,756	2,100
Younger Youth (14-18)	3,579	1,556
Older Youth (19-21)	1,177	544
Out-of-School Youth	2,032	982
In-school Youth	2,724	1,118

**Common
 Performance
 Measures (cont.)**

Table N Cost of Program Activities

Program Activity		Total Federal Spending
Local Adults		\$ 19,739,845
Local Dislocated Workers		\$ 26,576,862
Local Youth		\$ 27,156,446
Rapid Response (up to 25%) WIA Section 134(a)(2)(B)		\$ 8,675,473
Statewide Required Activities (up to 15%) WIA Section 134(a)(2)(B)		\$ 5,744,888
Statewide Allowable Activities WIA Section 134(a)(3)	Program Activity Description	
	One-Stop Programs and Support	\$ 2,778,531
	SETC	\$ 342,723
	ETPL-ORI	\$ 107,049
	Salem County	\$ 44,686
	Rutgers-Evaluation and Consumer Report Card	\$ 25,650
	WIOA Transitional	\$ 58,038
	Project Re-employment Opportunity Services	\$ 1,870,701
		\$ 0
		\$ 0
		\$ 0
Total of All Federal Spending Listed Above		\$ 93,120,892

Common Performance Measures (cont.)

Table O
 Atlantic Cape May Workforce Investment Board

Local Area Name 34035	Total Participants Served	Adults	5,016
		Dislocated Workers	447
		Older Youth (19 - 21)	108
		Younger Youth (14 - 18)	338
ETA Assigned Number	Total Exiters	Adults	4,205
		Dislocated Workers	195
		Older Youth (19 -21)	85
		Younger Youth (14 - 18)	137
Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0 %	0.0 %
	Employers	0.0 %	0.0 %
Entered Employment Rates	Adults	85.4 %	79.0 %
	Dislocated Workers	86.2 %	84.0 %
	Older Youth	0.0 %	46.0 %
Retention Rates	Adults	79.0 %	81.0 %
	Dislocated Workers	80.9 %	88.0 %
	Older Youth	0.0 %	71.0 %
	Younger Youth	0.0 %	13.0 %
Average Earnings (Adults/DWs)	Adults	\$ 12,101.0	\$ 10,799.0
	Dislocated Workers	\$ 15,740.0	\$ 14,549.0
Six Months Earnings Increase (Older Youth)	Older Youth	\$ 0.0 %	\$ 2,902.0 %
Credential/Diploma Rates	Adults	0.0 %	62.0 %
	Dislocated Workers	0.0 %	72.0 %
	Older Youth	0.0 %	20.0 %
	Younger Youth	0.0 %	42.0 %
Skill Attainment Rate	Younger Youth	0.0 %	94.0 %
Placement in Employment or Education	Youth (14 - 21)	56.0 %	50.0 %
Attainment of Degree or Certificate	Youth (14 - 21)	56.0 %	49.0 %
Literacy or Numeracy Gains	Youth (14 - 21)	48.0 %	46.0 %
Description of Other State Indicators			
		0.0 %	0.0 %
		0.0 %	0.0 %
Overall Status of Local Performance	Met		

Common Performance Measures (cont.)

Table O
 Bergen County
 Workforce
 Investment Board

Local Area Name 34040	Total Participants Served	Adults	6,717
		Dislocated Workers	783
		Older Youth (19 - 21)	82
		Younger Youth (14 - 18)	439
ETA Assigned Number	Total Exiters	Adults	5,565
		Dislocated Workers	626
		Older Youth (19 -21)	41
		Younger Youth (14 - 18)	225
Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0 %	0.0 %
	Employers	0.0 %	0.0 %
Entered Employment Rates	Adults	63.5 %	69.0 %
	Dislocated Workers	73.7 %	79.0 %
	Older Youth	0.0 %	48.0 %
Retention Rates	Adults	82.0 %	78.0 %
	Dislocated Workers	87.4 %	84.0 %
	Older Youth	0.0 %	87.0 %
	Younger Youth	0.0 %	16.0 %
Average Earnings (Adults/DWs)	Adults	\$ 13,489.0	\$ 12,012.0
	Dislocated Workers	\$ 17,655.0	\$ 20,341.0
Six Months Earnings Increase (Older Youth)	Older Youth	\$ 0.0 %	\$ 4,157.0 %
Credential/Diploma Rates	Adults	0.0 %	54.0 %
	Dislocated Workers	0.0 %	66.0 %
	Older Youth	0.0 %	43.0 %
	Younger Youth	0.0 %	60.0 %
Skill Attainment Rate	Younger Youth	0.0 %	98.0 %
Placement in Employment or Education	Youth (14 - 21)	55.0 %	58.0 %
Attainment of Degree or Certificate	Youth (14 - 21)	61.0 %	64.0 %
Literacy or Numeracy Gains	Youth (14 - 21)	55.0 %	49.0 %
Description of Other State Indicators			
		0.0 %	0.0 %
		0.0 %	0.0 %
Overall Status of Local Performance		Met	

Common Performance Measures (cont.)

Table O
 Burlington County
 Workforce
 Investment Board

Local Area Name 34045	Total Participants Served	Adults	6,320
		Dislocated Workers	140
		Older Youth (19 - 21)	23
		Younger Youth (14 - 18)	67
ETA Assigned Number	Total Exiters	Adults	5,735
		Dislocated Workers	127
		Older Youth (19 -21)	10
		Younger Youth (14 - 18)	45
Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0 %	0.0 %
	Employers	0.0 %	0.0 %
Entered Employment Rates	Adults	79.5 %	78.0 %
	Dislocated Workers	83.5 %	83.0 %
	Older Youth	0.0 %	50.0 %
Retention Rates	Adults	87.1 %	92.0 %
	Dislocated Workers	85.5 %	85.0 %
	Older Youth	0.0 %	75.0 %
	Younger Youth	0.0 %	0.0 %
Average Earnings (Adults/DWs)	Adults	\$ 10,027.0	\$ 13,689.0
	Dislocated Workers	\$ 15,253.0	\$ 15,861.0
Six Months Earnings Increase (Older Youth)	Older Youth	\$ 0.0 %	\$ 3,563.0 %
Credential/Diploma Rates	Adults	0.0 %	58.0 %
	Dislocated Workers	0.0 %	62.0 %
	Older Youth	0.0 %	33.0 %
	Younger Youth	0.0 %	36.0 %
Skill Attainment Rate	Younger Youth	0.0 %	69.0 %
Placement in Employment or Education	Youth (14 - 21)	59.0 %	67.0 %
Attainment of Degree or Certificate	Youth (14 - 21)	83.0 %	70.0 %
Literacy or Numeracy Gains	Youth (14 - 21)	45.0 %	39.0 %
Description of Other State Indicators			
		0.0 %	0.0 %
		0.0 %	0.0 %
Overall Status of Local Performance		Met	

Common Performance Measures (cont.)

Table O
 Camden County Workforce Investment Board

Local Area Name 34005	Total Participants Served	Adults	6,656
		Dislocated Workers	237
		Older Youth (19 - 21)	84
		Younger Youth (14 - 18)	122
ETA Assigned Number	Total Exiters	Adults	6,112
		Dislocated Workers	100
		Older Youth (19 -21)	45
		Younger Youth (14 - 18)	65
Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0 %	0.0 %
	Employers	0.0 %	0.0 %
Entered Employment Rates	Adults	83.0 %	84.0 %
	Dislocated Workers	88.5 %	92.0 %
	Older Youth	0.0 %	59.0 %
Retention Rates	Adults	80.8 %	82.0 %
	Dislocated Workers	83.2 %	83.0 %
	Older Youth	0.0 %	76.0 %
	Younger Youth	0.0 %	11.0 %
Average Earnings (Adults/DWs)	Adults	\$ 12,681.0	\$ 11,940.0
	Dislocated Workers	\$ 16,189.0	\$ 14,272.0
Six Months Earnings Increase (Older Youth)	Older Youth	\$ 0.0 %	\$ 3,281.0 %
Credential/Diploma Rates	Adults	0.0 %	75.0 %
	Dislocated Workers	0.0 %	81.0 %
	Older Youth	0.0 %	30.0 %
	Younger Youth	0.0 %	15.0 %
Skill Attainment Rate	Younger Youth	0.0 %	95.0 %
Placement in Employment or Education	Youth (14 - 21)	79.0 %	68.0 %
Attainment of Degree or Certificate	Youth (14 - 21)	65.0 %	49.0 %
Literacy or Numeracy Gains	Youth (14 - 21)	76.0 %	63.0 %
Description of Other State Indicators			
		0.0 %	0.0 %
		0.0 %	0.0 %
Overall Status of Local Performance	Met		

Common Performance Measures (cont.)

Table O
 Cumberland I
 Salem Counties
 Workforce
 Investment Board

Local Area Name 34090	Total Participants Served	Adults	3,759
		Dislocated Workers	373
		Older Youth (19 - 21)	77
		Younger Youth (14 - 18)	219
ETA Assigned Number	Total Exiters	Adults	3,110
		Dislocated Workers	192
		Older Youth (19 -21)	20
		Younger Youth (14 - 18)	84
Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0 %	0.0 %
	Employers	0.0 %	0.0 %
Entered Employment Rates	Adults	86.3 %	84.0 %
	Dislocated Workers	87.4 %	86.0 %
	Older Youth	0.0 %	62.0 %
Retention Rates	Adults	83.1 %	85.0 %
	Dislocated Workers	89.4 %	94.0 %
	Older Youth	0.0 %	58.0 %
	Younger Youth	0.0 %	11.0 %
Average Earnings (Adults/DWs)	Adults	\$ 13,164.0	\$ 17,517.0
	Dislocated Workers	\$ 14,828.0	\$ 13,969.0
Six Months Earnings Increase (Older Youth)	Older Youth	\$ 0.0 %	\$ 1,713.0 %
Credential/Diploma Rates	Adults	0.0 %	61.0 %
	Dislocated Workers	0.0 %	69.0 %
	Older Youth	0.0 %	29.0 %
	Younger Youth	0.0 %	90.0 %
Skill Attainment Rate	Younger Youth	0.0 %	92.0 %
Placement in Employment or Education	Youth (14 - 21)	72.0 %	74.0 %
Attainment of Degree or Certificate	Youth (14 - 21)	79.0 %	78.0 %
Literacy or Numeracy Gains	Youth (14 - 21)	51.0 %	46.0 %
Description of Other State Indicators			
		0.0 %	0.0 %
		0.0 %	0.0 %
Overall Status of Local Performance	Met		

Common Performance Measures (cont.)

Table O
 Essex County Workforce Investment Board

Local Area Name	Total Participants Served	Adults	7,358
		Dislocated Workers	229
		Older Youth (19 - 21)	81
		Younger Youth (14 - 18)	121
ETA Assigned Number	Total Exiters	Adults	6,095
		Dislocated Workers	168
		Older Youth (19 -21)	51
		Younger Youth (14 - 18)	104
Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0 %	0.0 %
	Employers	0.0 %	0.0 %
Entered Employment Rates	Adults	67.3 %	57.0 %
	Dislocated Workers	63.5 %	59.0 %
	Older Youth	0.0 %	76.0 %
Retention Rates	Adults	83.8 %	78.0 %
	Dislocated Workers	84.1 %	78.0 %
	Older Youth	0.0 %	75.0 %
	Younger Youth	0.0 %	7.0 %
Average Earnings (Adults/DWs)	Adults	\$ 13,386.0	\$ 13,663.0
	Dislocated Workers	\$ 16,395.0	\$ 18,254.0
Six Months Earnings Increase (Older Youth)	Older Youth	\$ 0.0 %	\$ 3,476.0 %
Credential/Diploma Rates	Adults	0.0 %	38.0 %
	Dislocated Workers	0.0 %	35.0 %
	Older Youth	0.0 %	44.0 %
	Younger Youth	0.0 %	90.0 %
Skill Attainment Rate	Younger Youth	0.0 %	91.0 %
Placement in Employment or Education	Youth (14 - 21)	73.0 %	62.0 %
Attainment of Degree or Certificate	Youth (14 - 21)	75.0 %	68.0 %
Literacy or Numeracy Gains	Youth (14 - 21)	69.0 %	83.0 %
Description of Other State Indicators			
		0.0 %	0.0 %
		0.0 %	0.0 %
Overall Status of Local Performance	Met		

Common Performance Measures (cont.)

Table O
 Gloucester County
 Workforce
 Investment Board

Local Area Name 34055	Total Participants Served	Adults	3,244
		Dislocated Workers	154
		Older Youth (19 - 21)	8
		Younger Youth (14 - 18)	54
ETA Assigned Number	Total Exiters	Adults	2,957
		Dislocated Workers	93
		Older Youth (19 -21)	9
		Younger Youth (14 - 18)	41
Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0 %	0.0 %
	Employers	0.0 %	0.0 %
Entered Employment Rates	Adults	91.7 %	89.0 %
	Dislocated Workers	85.3 %	84.0 %
	Older Youth	0.0 %	56.0 %
Retention Rates	Adults	91.0 %	96.0 %
	Dislocated Workers	91.9 %	98.0 %
	Older Youth	0.0 %	100.0 %
	Younger Youth	0.0 %	24.0 %
Average Earnings (Adults/DWs)	Adults	\$ 14,090.0	\$ 14,520.0
	Dislocated Workers	\$ 15,735.0	\$ 16,243.0
Six Months Earnings Increase (Older Youth)	Older Youth	\$ 0.0 %	\$ 841.0 %
Credential/Diploma Rates	Adults	0.0 %	81.0 %
	Dislocated Workers	0.0 %	77.0 %
	Older Youth	0.0 %	40.0 %
	Younger Youth	0.0 %	85.0 %
Skill Attainment Rate	Younger Youth	0.0 %	96.0 %
Placement in Employment or Education	Youth (14 - 21)	65.0 %	64.0 %
Attainment of Degree or Certificate	Youth (14 - 21)	79.0 %	84.0 %
Literacy or Numeracy Gains	Youth (14 - 21)	86.0 %	70.0 %
Description of Other State Indicators			
		0.0 %	0.0 %
		0.0 %	0.0 %
Overall Status of Local Performance	Met		

Common Performance Measures (cont.)

Table O
 Greater Raritan Workforce Investment Board

Local Area Name 34110	Total Participants Served	Adults	3,825
		Dislocated Workers	346
		Older Youth (19 - 21)	26
		Younger Youth (14 - 18)	22
ETA Assigned Number	Total Exiters	Adults	3,101
		Dislocated Workers	244
		Older Youth (19 -21)	13
		Younger Youth (14 - 18)	16
Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0 %	0.0 %
	Employers	0.0 %	0.0 %
Entered Employment Rates	Adults	91.8 %	90.0 %
	Dislocated Workers	83.4 %	85.0 %
	Older Youth	0.0 %	65.0 %
Retention Rates	Adults	93.6 %	85.0 %
	Dislocated Workers	89.1 %	91.0 %
	Older Youth	0.0 %	86.0 %
	Younger Youth	0.0 %	0.0 %
Average Earnings (Adults/DWs)	Adults	\$ 15,033.0	\$ 22,055.0
	Dislocated Workers	\$ 25,905.0	\$ 30,202.0
Six Months Earnings Increase (Older Youth)	Older Youth	\$ 0.0 %	\$ 2,961.0 %
Credential/Diploma Rates	Adults	0.0 %	71.0 %
	Dislocated Workers	0.0 %	71.0 %
	Older Youth	0.0 %	64.0 %
	Younger Youth	0.0 %	100.0 %
Skill Attainment Rate	Younger Youth	0.0 %	100.0 %
Placement in Employment or Education	Youth (14 - 21)	85.0 %	68.0 %
Attainment of Degree or Certificate	Youth (14 - 21)	87.0 %	97.0 %
Literacy or Numeracy Gains	Youth (14 - 21)	45.0 %	43.0 %
Description of Other State Indicators			
		0.0 %	0.0 %
		0.0 %	0.0 %
Overall Status of Local Performance	Met		

Common Performance Measures (cont.)

Table O
 Hudson County
 Workforce
 Investment Board

Local Area Name 34060	Total Participants Served	Adults	1,024
		Dislocated Workers	200
		Older Youth (19 - 21)	34
		Younger Youth (14 - 18)	243
ETA Assigned Number	Total Exiters	Adults	775
		Dislocated Workers	131
		Older Youth (19 -21)	47
		Younger Youth (14 - 18)	144
Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0 %	0.0 %
	Employers	0.0 %	0.0 %
Entered Employment Rates	Adults	73.1 %	73.0 %
	Dislocated Workers	77.0 %	69.0 %
	Older Youth	0.0 %	62.0 %
Retention Rates	Adults	73.7 %	78.0 %
	Dislocated Workers	79.0 %	80.0 %
	Older Youth	0.0 %	67.0 %
	Younger Youth	0.0 %	3.0 %
Average Earnings (Adults/DWs)	Adults	\$ 12,292.0	\$ 12,391.0
	Dislocated Workers	\$ 13,474.0	\$ 19,353.0
Six Months Earnings Increase (Older Youth)	Older Youth	\$ 0.0 %	\$ - 262.0 %
Credential/Diploma Rates	Adults	0.0 %	31.0 %
	Dislocated Workers	0.0 %	25.0 %
	Older Youth	0.0 %	50.0 %
	Younger Youth	0.0 %	89.0 %
Skill Attainment Rate	Younger Youth	0.0 %	98.0 %
Placement in Employment or Education	Youth (14 - 21)	59.0 %	60.0 %
Attainment of Degree or Certificate	Youth (14 - 21)	59.0 %	55.0 %
Literacy or Numeracy Gains	Youth (14 - 21)	73.0 %	71.0 %
Description of Other State Indicators			
		0.0 %	0.0 %
		0.0 %	0.0 %
Overall Status of Local Performance	Met		

Common Performance Measures (cont.)

Table O
 Jersey City in Hudson County

Local Area Name 34015	Total Participants Served	Adults	6,451
		Dislocated Workers	60
		Older Youth (19 - 21)	9
		Younger Youth (14 - 18)	187
ETA Assigned Number	Total Exiters	Adults	5,982
		Dislocated Workers	26
		Older Youth (19 -21)	1
		Younger Youth (14 - 18)	107
Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0 %	0.0 %
	Employers	0.0 %	0.0 %
Entered Employment Rates	Adults	89.5 %	88.0 %
	Dislocated Workers	96.2 %	91.0 %
	Older Youth	0.0 %	100.0 %
Retention Rates	Adults	89.4 %	84.0 %
	Dislocated Workers	90.9 %	87.0 %
	Older Youth	0.0 %	100.0 %
	Younger Youth	0.0 %	58.0 %
Average Earnings (Adults/DWs)	Adults	\$ 13,578.0	\$ 15,003.0
	Dislocated Workers	\$ 17,515.0	\$ 21,653.0
Six Months Earnings Increase (Older Youth)	Older Youth	\$ 0.0 %	\$ 4,747.0 %
Credential/Diploma Rates	Adults	0.0 %	68.0 %
	Dislocated Workers	0.0 %	70.0 %
	Older Youth	0.0 %	100.0 %
	Younger Youth	0.0 %	91.0 %
Skill Attainment Rate	Younger Youth	0.0 %	99.0 %
Placement in Employment or Education	Youth (14 - 21)	80.0 %	68.0 %
Attainment of Degree or Certificate	Youth (14 - 21)	97.0 %	93.0 %
Literacy or Numeracy Gains	Youth (14 - 21)	85.0 %	100.0 %
Description of Other State Indicators			
		0.0 %	0.0 %
		0.0 %	0.0 %
Overall Status of Local Performance		Met	

Common Performance Measures (cont.)

Table O
 Mercer County
 Workforce
 Investment Board

Local Area Name 34030	Total Participants Served	Adults	4,080
		Dislocated Workers	142
		Older Youth (19 - 21)	22
		Younger Youth (14 - 18)	93
ETA Assigned Number	Total Exiters	Adults	3,525
		Dislocated Workers	97
		Older Youth (19 -21)	13
		Younger Youth (14 - 18)	49
Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0 %	0.0 %
	Employers	0.0 %	0.0 %
Entered Employment Rates	Adults	89.9 %	89.0 %
	Dislocated Workers	92.9 %	92.0 %
	Older Youth	0.0 %	89.0 %
Retention Rates	Adults	72.0 %	71.0 %
	Dislocated Workers	74.5 %	82.0 %
	Older Youth	0.0 %	83.0 %
	Younger Youth	0.0 %	59.0 %
Average Earnings (Adults/DWs)	Adults	\$ 10,751.0	\$ 11,750.0
	Dislocated Workers	\$ 16,250.0	\$ 15,098.0
Six Months Earnings Increase (Older Youth)	Older Youth	\$ 0.0 %	\$ - 626.0 %
Credential/Diploma Rates	Adults	0.0 %	61.0 %
	Dislocated Workers	0.0 %	65.0 %
	Older Youth	0.0 %	58.0 %
	Younger Youth	0.0 %	100.0 %
Skill Attainment Rate	Younger Youth	0.0 %	96.0 %
Placement in Employment or Education	Youth (14 - 21)	79.0 %	87.0 %
Attainment of Degree or Certificate	Youth (14 - 21)	96.0 %	87.0 %
Literacy or Numeracy Gains	Youth (14 - 21)	70.0 %	100.0 %
Description of Other State Indicators			
		0.0 %	0.0 %
		0.0 %	0.0 %
Overall Status of Local Performance	Met		

Common Performance Measures (cont.)

Table O
 Middlesex County
 Workforce
 Investment Board

Local Area Name 34115	Total Participants Served	Adults	4,837
		Dislocated Workers	621
		Older Youth (19 - 21)	105
		Younger Youth (14 - 18)	56
ETA Assigned Number	Total Exiters	Adults	4,517
		Dislocated Workers	399
		Older Youth (19 -21)	59
		Younger Youth (14 - 18)	44
Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0 %	0.0 %
	Employers	0.0 %	0.0 %
Entered Employment Rates	Adults	84.0 %	81.0 %
	Dislocated Workers	78.5 %	83.0 %
	Older Youth	0.0 %	66.0 %
Retention Rates	Adults	82.9 %	84.0 %
	Dislocated Workers	85.1 %	85.0 %
	Older Youth	0.0 %	83.0 %
	Younger Youth	0.0 %	2.0 %
Average Earnings (Adults/DWs)	Adults	\$ 15,322.0	\$ 12,512.0
	Dislocated Workers	\$ 18,038.0	\$ 19,347.0
Six Months Earnings Increase (Older Youth)	Older Youth	\$ 0.0 %	\$ - 213.0 %
Credential/Diploma Rates	Adults	0.0 %	68.0 %
	Dislocated Workers	0.0 %	71.0 %
	Older Youth	0.0 %	45.0 %
	Younger Youth	0.0 %	65.0 %
Skill Attainment Rate	Younger Youth	0.0 %	97.0 %
Placement in Employment or Education	Youth (14 - 21)	62.0 %	66.0 %
Attainment of Degree or Certificate	Youth (14 - 21)	76.0 %	75.0 %
Literacy or Numeracy Gains	Youth (14 - 21)	49.0 %	50.0 %
Description of Other State Indicators			
		0.0 %	0.0 %
		0.0 %	0.0 %
Overall Status of Local Performance	Met		

Common Performance Measures (cont.)

Table O
 Monmouth County
 Workforce
 Investment Board

Local Area Name 34070	Total Participants Served	Adults	8,301
		Dislocated Workers	348
		Older Youth (19 - 21)	79
		Younger Youth (14 - 18)	158
ETA Assigned Number	Total Exiters	Adults	7,488
		Dislocated Workers	217
		Older Youth (19 -21)	52
		Younger Youth (14 - 18)	81
Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0 %	0.0 %
	Employers	0.0 %	0.0 %
Entered Employment Rates	Adults	81.7 %	79.0 %
	Dislocated Workers	76.2 %	82.0 %
	Older Youth	0.0 %	68.0 %
Retention Rates	Adults	92.5 %	83.0 %
	Dislocated Workers	83.8 %	90.0 %
	Older Youth	0.0 %	73.0 %
	Younger Youth	0.0 %	5.0 %
Average Earnings (Adults/DWs)	Adults	\$ 14,930.0	\$ 19,878.0
	Dislocated Workers	\$ 18,916.0	\$ 20,685.0
Six Months Earnings Increase (Older Youth)	Older Youth	\$ 0.0 %	\$ 5,893.0 %
Credential/Diploma Rates	Adults	0.0 %	57.0 %
	Dislocated Workers	0.0 %	59.0 %
	Older Youth	0.0 %	31.0 %
	Younger Youth	0.0 %	85.0 %
Skill Attainment Rate	Younger Youth	0.0 %	11.0 %
Placement in Employment or Education	Youth (14 - 21)	61.0 %	65.0 %
Attainment of Degree or Certificate	Youth (14 - 21)	96.0 %	94.0 %
Literacy or Numeracy Gains	Youth (14 - 21)	73.0 %	82.0 %
Description of Other State Indicators			
		0.0 %	0.0 %
		0.0 %	0.0 %
Overall Status of Local Performance	Met		

Common Performance Measures (cont.)

Table O
 Morris | Sussex | Warren Workforce Investment Board

Local Area Name	Total Participants Served	Adults	7,202
		Dislocated Workers	801
34105		Older Youth (19 - 21)	18
		Younger Youth (14 - 18)	134
ETA Assigned Number	Total Exiters	Adults	5,944
		Dislocated Workers	401
		Older Youth (19 -21)	5
		Younger Youth (14 - 18)	85
Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0 %	0.0 %
	Employers	0.0 %	0.0 %
Entered Employment Rates	Adults	87.8 %	87.0 %
	Dislocated Workers	80.1 %	83.0 %
	Older Youth	0.0 %	90.0 %
Retention Rates	Adults	92.2 %	94.0 %
	Dislocated Workers	90.0 %	91.0 %
	Older Youth	0.0 %	90.0 %
	Younger Youth	0.0 %	23.0 %
Average Earnings (Adults/DWs)	Adults	\$ 19,177.0	\$ 17,992.0
	Dislocated Workers	\$ 23,967.0	\$ 25,401.0
Six Months Earnings Increase (Older Youth)	Older Youth	\$ 0.0 %	\$ 3,366.0 %
Credential/Diploma Rates	Adults	0.0 %	73.0 %
	Dislocated Workers	0.0 %	67.0 %
	Older Youth	0.0 %	55.0 %
	Younger Youth	0.0 %	82.0 %
Skill Attainment Rate	Younger Youth	0.0 %	100.0 %
Placement in Employment or Education	Youth (14 - 21)	72.0 %	71.0 %
Attainment of Degree or Certificate	Youth (14 - 21)	85.0 %	84.0 %
Literacy or Numeracy Gains	Youth (14 - 21)	84.0 %	86.0 %
Description of Other State Indicators			
		0.0 %	0.0 %
		0.0 %	0.0 %
Overall Status of Local Performance	Met		

Common Performance Measures (cont.)

Table O
 NJDOL
 Trenton Central
 Office

Local Area Name 34120	Total Participants Served	Adults	0
		Dislocated Workers	0
		Older Youth (19 - 21)	0
		Younger Youth (14 - 18)	0
ETA Assigned Number	Total Exiters	Adults	0
		Dislocated Workers	0
		Older Youth (19 -21)	0
		Younger Youth (14 - 18)	0
Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0 %	0.0 %
	Employers	0.0 %	0.0 %
Entered Employment Rates	Adults	0.0 %	0.0 %
	Dislocated Workers	0.0 %	0.0 %
	Older Youth	0.0 %	0.0 %
Retention Rates	Adults	0.0 %	0.0 %
	Dislocated Workers	0.0 %	0.0 %
	Older Youth	0.0 %	0.0 %
	Younger Youth	0.0 %	0.0 %
Average Earnings (Adults/DWs)	Adults	\$ 0.0	\$ 0.0
	Dislocated Workers	\$ 0.0	\$ 0.0
Six Months Earnings Increase (Older Youth)	Older Youth	\$ 0.0 %	\$ 0.0 %
Credential/Diploma Rates	Adults	0.0 %	0.0 %
	Dislocated Workers	0.0 %	0.0 %
	Older Youth	0.0 %	0.0 %
	Younger Youth	0.0 %	0.0 %
Skill Attainment Rate	Younger Youth	0.0 %	0.0 %
Placement in Employment or Education	Youth (14 - 21)	0.0 %	0.0 %
Attainment of Degree or Certificate	Youth (14 - 21)	0.0 %	0.0 %
Literacy or Numeracy Gains	Youth (14 - 21)	0.0 %	0.0 %
Description of Other State Indicators			
		0.0 %	0.0 %
		0.0 %	0.0 %
Overall Status of Local Performance	Met		

Common Performance Measures (cont.)

Table O
 Newark
 Workforce
 Investment Board

Local Area Name	Total Participants Served	Adults	3,329
		Dislocated Workers	458
		Older Youth (19 - 21)	197
		Younger Youth (14 - 18)	241
ETA Assigned Number	Total Exiters	Adults	2,370
		Dislocated Workers	372
		Older Youth (19 -21)	31
		Younger Youth (14 - 18)	51
Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0 %	0.0 %
	Employers	0.0 %	0.0 %
Entered Employment Rates	Adults	91.0 %	96.0 %
	Dislocated Workers	93.9 %	100.0 %
	Older Youth	0.0 %	74.0 %
Retention Rates	Adults	81.2 %	84.0 %
	Dislocated Workers	87.3 %	92.0 %
	Older Youth	0.0 %	81.0 %
	Younger Youth	0.0 %	49.0 %
Average Earnings (Adults/DWs)	Adults	\$ 11,447.0	\$ 10,735.0
	Dislocated Workers	\$ 16,252.0	\$ 11,424.0
Six Months Earnings Increase (Older Youth)	Older Youth	\$ 0.0 %	\$ 2,763.0 %
Credential/Diploma Rates	Adults	0.0 %	4.0 %
	Dislocated Workers	0.0 %	9.0 %
	Older Youth	0.0 %	45.0 %
	Younger Youth	0.0 %	88.0 %
Skill Attainment Rate	Younger Youth	0.0 %	29.0 %
Placement in Employment or Education	Youth (14 - 21)	79.0 %	80.0 %
Attainment of Degree or Certificate	Youth (14 - 21)	59.0 %	74.0 %
Literacy or Numeracy Gains	Youth (14 - 21)	80.0 %	34.0 %
Description of Other State Indicators			
		0.0 %	0.0 %
		0.0 %	0.0 %
Overall Status of Local Performance	Met		

Common Performance Measures (cont.)

Table O
 Ocean County Workforce Investment Board

Local Area Name 34080	Total Participants Served	Adults	5,415
		Dislocated Workers	273
		Older Youth (19 - 21)	32
		Younger Youth (14 - 18)	345
ETA Assigned Number	Total Exiters	Adults	4,845
		Dislocated Workers	222
		Older Youth (19 -21)	13
		Younger Youth (14 - 18)	101
Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0 %	0.0 %
	Employers	0.0 %	0.0 %
Entered Employment Rates	Adults	96.4 %	92.0 %
	Dislocated Workers	95.0 %	94.0 %
	Older Youth	0.0 %	81.0 %
Retention Rates	Adults	87.7 %	83.0 %
	Dislocated Workers	82.6 %	88.0 %
	Older Youth	0.0 %	73.0 %
	Younger Youth	0.0 %	13.0 %
Average Earnings (Adults/DWs)	Adults	\$ 14,027.0	\$ 13,223.0
	Dislocated Workers	\$ 17,376.0	\$ 15,229.0
Six Months Earnings Increase (Older Youth)	Older Youth	\$ 0.0 %	\$ 787.0 %
Credential/Diploma Rates	Adults	0.0 %	76.0 %
	Dislocated Workers	0.0 %	80.0 %
	Older Youth	0.0 %	45.0 %
	Younger Youth	0.0 %	92.0 %
Skill Attainment Rate	Younger Youth	0.0 %	99.0 %
Placement in Employment or Education	Youth (14 - 21)	67.0 %	82.0 %
Attainment of Degree or Certificate	Youth (14 - 21)	82.0 %	83.0 %
Literacy or Numeracy Gains	Youth (14 - 21)	80.0 %	80.0 %
Description of Other State Indicators			
		0.0 %	0.0 %
		0.0 %	0.0 %
Overall Status of Local Performance		Met	

Common Performance Measures (cont.)

Table O
 Passaic County
 Workforce
 Investment Board

Local Area Name	Total Participants Served	Adults	3,782
		Dislocated Workers	244
		Older Youth (19 - 21)	174
		Younger Youth (14 - 18)	601
ETA Assigned Number	Total Exiters	Adults	3,386
		Dislocated Workers	166
		Older Youth (19 -21)	33
		Younger Youth (14 - 18)	103
Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0 %	0.0 %
	Employers	0.0 %	0.0 %
Entered Employment Rates	Adults	93.4 %	83.0 %
	Dislocated Workers	94.7 %	81.0 %
	Older Youth	0.0 %	72.0 %
Retention Rates	Adults	89.9 %	84.0 %
	Dislocated Workers	91.6 %	93.0 %
	Older Youth	0.0 %	74.0 %
	Younger Youth	0.0 %	0.0 %
Average Earnings (Adults/DWs)	Adults	\$ 12,654.0	\$ 13,013.0
	Dislocated Workers	\$ 17,640.0	\$ 15,719.0
Six Months Earnings Increase (Older Youth)	Older Youth	\$ 0.0 %	\$ 2,554.0 %
Credential/Diploma Rates	Adults	0.0 %	8.0 %
	Dislocated Workers	0.0 %	4.0 %
	Older Youth	0.0 %	9.0 %
	Younger Youth	0.0 %	37.0 %
Skill Attainment Rate	Younger Youth	0.0 %	95.0 %
Placement in Employment or Education	Youth (14 - 21)	78.0 %	65.0 %
Attainment of Degree or Certificate	Youth (14 - 21)	86.0 %	39.0 %
Literacy or Numeracy Gains	Youth (14 - 21)	46.0 %	61.0 %
Description of Other State Indicators			
		0.0 %	0.0 %
		0.0 %	0.0 %
Overall Status of Local Performance	Met		

Common Performance Measures (cont.)

Table O
 Union County
 Workforce
 Investment Board

Local Area Name 34010	Total Participants Served	Adults	5,415
		Dislocated Workers	295
		Older Youth (19 - 21)	18
		Younger Youth (14 - 18)	139
ETA Assigned Number	Total Exiters	Adults	4,964
		Dislocated Workers	158
		Older Youth (19 -21)	16
		Younger Youth (14 - 18)	74
Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	0.0 %	0.0 %
	Employers	0.0 %	0.0 %
Entered Employment Rates	Adults	89.8 %	95.0 %
	Dislocated Workers	91.1 %	91.0 %
	Older Youth	0.0 %	100.0 %
Retention Rates	Adults	89.2 %	96.0 %
	Dislocated Workers	91.6 %	92.0 %
	Older Youth	0.0 %	79.0 %
	Younger Youth	0.0 %	0.0 %
Average Earnings (Adults/DWs)	Adults	\$ 14,306.0	\$ 12,066.0
	Dislocated Workers	\$ 16,536.0	\$ 15,942.0
Six Months Earnings Increase (Older Youth)	Older Youth	\$ 0.0 %	\$ 1,098.0 %
Credential/Diploma Rates	Adults	0.0 %	46.0 %
	Dislocated Workers	0.0 %	29.0 %
	Older Youth	0.0 %	0.0 %
	Younger Youth	0.0 %	26.0 %
Skill Attainment Rate	Younger Youth	0.0 %	50.0 %
Placement in Employment or Education	Youth (14 - 21)	83.0 %	84.0 %
Attainment of Degree or Certificate	Youth (14 - 21)	79.0 %	83.0 %
Literacy or Numeracy Gains	Youth (14 - 21)	83.0 %	65.0 %
Description of Other State Indicators			
		0.0 %	0.0 %
		0.0 %	0.0 %
Overall Status of Local Performance		Met	

Common Performance Measures (cont.)

Table P Veteran Priority of Service

	Total	Percent Served
Covered Entrants Who Reached the End of the Entry Period	5,150	
Covered Entrants Who Received a Service During the Entry Period	5,150	100.0 %
Covered Entrants Who Received a Staff-Assisted Service During the Entry Period	244	4.7 %

Table Q Veterans' Outcomes by Special Populations

Reported Information	Post 9/11 Era Veterans		Post 9/11 Era Veterans who Received at Least Intensive Services		TAP Workshop Veterans	
Entered Employment Rate	84.6 %	44	84.8 %	39	0.0 %	0
		52		46		0
Employment Retention Rate	82.5 %	52	84.2 %	48	0.0 %	0
		63		57		0
Six Months Average Earnings	\$ 15,634	\$ 797,336	\$ 15,616	\$ 733,930	\$ 0	\$ 0
		51		47		0