

**State of New Jersey
Workforce Investment Act
Program Year 2003 Annual Report**

New Jersey is proud to submit its Program Year 2003 Workforce Investment Act (WIA) Annual Report, which is reflective of the State's commitment to building a world-class workforce development system and a record of continuous improvement. The State continued to improve its performance against the WIA standards negotiated with the U.S. Department of Labor and, again, exceeded or met all seventeen performance measures for Program Year 2003.

During the program year, New Jersey made great strides towards its goal of workforce development system consolidation. In June of 2004, the State of New Jersey enacted Public Law 2004, Chapter 39, which reorganized and consolidated the State's workforce delivery system "To Work" programs under a reorganized and renamed New Jersey Department of Labor and Workforce Development (LWD). The State's vision is to consolidate its "To Work" programs to build a coordinated system that has the ability to close the skills gap and to produce a skilled workforce. New Jersey is committed to strengthening the One-Stop Career Center System to meet the employment and career development goals of the individuals and the needs of the employer community. These changes will strengthen the workforce delivery system making it more customer-driven and accountable.

Program year accomplishments include successful integration of "to work" programs from the Departments of Education and Human Services into the aforementioned LWD to create a seamless workforce delivery system. Two cabinet level Workforce Summits were hosted by the Governor and included panel members representing government and business. Multi-agency planning meetings were hosted by the State Employment and Training Commission (SETC) to set the foundation for the consolidation and to allow partners to discuss, develop and review the consolidation efforts. Continuous improvement strategies were used to support program integration and to improve the quality of the workforce delivery system. Training was provided to local One-Stop Career Center and partner agency staff on programs, performance measures and changes in the delivery of program services. In order to meet program information and reporting requirements on all workforce system customers, the America's One Stop Operating System (AOSOS) case management system is used by One Stop Career Center and partner agency staff, including state and county welfare operations.

Showing improvement over Program Year 2002 performance results, New Jersey exceeded fourteen and met three performance measures in Program Year 2003. All four of the performance measures for the Adult Program, including the Entered Employment Rate, Employment Retention Rate, Earnings Change in Six Months and Employment and Credential Rates, were exceeded. Three performance measures for the Dislocated

Workers Program, including the Entered Employment Rate, Employment Retention Rate and Employment and Credential Rate were exceeded, while the Wage Replacement Rate measure was met. All four performance measures for the Older Youth Program were exceeded including the Entered Employment Rate, Employment Retention Rate Earnings Change in Six Months, and the Entered Employment and Credential Rates. New Jersey exceeded the three Younger Youth Program performance measures including the Skill Attainment Rate, Diploma or Equivalent Attainment Rate and the Retention Rate. Both the Customer Satisfaction Measures for Participants and Employers were met. It should be noted the results for the performance measures cohorts for the Adult, Dislocated Workers, Older Youth and Younger Youth Programs have all been exceeded.

Since the inception of the Workforce Investment Act, New Jersey has shown yearly improvement in its performance and ability to provide outstanding workforce services to the individuals and employers of the state. Improving on last year's performance, this year the results demonstrate an increasing capacity to prepare the customer for competing for and retaining employment in the labor market. Program Year 2002 was the first time the State met or exceeded all performance measures. In Program Year 2003, the number of WIA performance measures that were exceeded increased from nine to fourteen. This is a significant outcome and reflects the dedication and hard work of administration and staff at State and local levels. There are many reasons for this improvement. In addition to increased knowledge garnered with another year of experience, efforts this year included major technical assistance activities directed toward local areas where there had been ongoing performance issues. A team approach featuring representation from the Federal, State and local levels focused on isolating difficulties and implementing corrective steps needed to bring about improved performance for the WIA Adult, Dislocated Worker, Older Youth and Younger Youth Programs.

New Jersey was successful in its bid to renegotiate the Adult Earnings Change and Dislocated Worker Earnings Replacement measures for Program Year 2003 with the U.S. Department of Labor (USDOL). New Jersey demonstrated the original negotiated standards for the two measures were too high and not attainable in today's economic climate. Baseline data, the economy and the state's actual experience verified a gradual erosion of wage gains of the participants in the WIA programs consistent with slower wage gains of the general workforce. USDOL agreed to performance measure adjustments that left the State with realistic, attainable performance goals. The Adult Earnings Change performance measure was reduced from \$3,345 to \$3,200 and the Dislocated Worker Wage Replacement Rate performance measure was reduced from 100% to 93%.

In comparing Program Year 2002 and Program Year 2003 achievement levels, there are increases in the percent of goal accomplished for 13 of 17 performance measures. To illustrate these improvements, the following chart juxtaposes the State's performance measure goals and actual outcomes for the two program years.

Performance Measures	PY 2002 Goal	PY 2002 Actual	% of Goal	PY 02 Results	PY 2003 Goal	PY 2003 Actual	% of Goal	PY 03 Results
Adult								
Entered Employment	73%	74.6%	102%	Exceed	73%	84.65%	116%	Exceed
Retention	81%	83.9%	103%	Exceed	81%	91.52%	113%	Exceed
Earnings Change	\$3,725	\$3,241	87%	Met	\$3,200	\$3,346.92	104.6%	Exceed
Credential and Employment	48%	52.2%	108%	Exceed	45%	63.1%	136.1%	Exceed
Dislocated Worker								
Entered Employment	80%	81.8%	102%	Exceed	81%	90.87%	112.2%	Exceed
Retention	87%	87.2%	100%	Exceed	87%	93.64%	107.6%	Exceed
Wage Replacement	104%	92%	88%	Met	93%	91.37%	98.3%	Met
Credential and Employment	64%	64%	100%	Exceed	64%	73.53%	114.7%	Exceed
Older Youth								
Entered Employment	71%	74.8%	105%	Exceed	72%	82.1%	114%	Exceed
Retention	79%	78.1%	98%	Met	79%	88.71%	112.3%	Exceed
Earnings Change	\$3,334	\$3,084	92%	Met	\$3,212	\$3,228.15	100.5%	Exceed
Credential And Employment	40%	58.5%	146%	Exceed	39%	51.65%	132.4%	Exceed
Younger Youth								
Skills Attainment	72%	67.2%	93%	Met	71%	87.96%	123.2%	Exceed
Diploma or Equiv.	55%	74.5%	135%	Exceed	55%	68.43%	124.4%	Exceed
Retention	54%	46.1%	85%	Met	54%	63.27%	117.2%	Exceed
Customer Satisfaction								
Participants	71%	65.8%	93%	Met	72%	71.3%	99%	Met
Employers	69%	61.5%	89%	Met	69%	61.2%	88.6%	Met

Enrollments

During Program Year 2003, 6,170 participants were served in the Adult Program, while 2,901 Adult Program participants exited. Participant exits are 47% of total enrollments. For the Dislocated Worker Program, 7,902 participants were served, while 3,652 or 46% of the enrolled number exited. The Older Youth program served 913 participants, while 344 participants exited. The Older Youth participant exits represented 37.6% of the total enrollment. The Younger Youth Program had 10,217 participants, while 2,515 or 24% exited during the program year. Although there were fewer adults and dislocated workers served in Program Year 2003, there was a higher rate of exits for those two programs than during the previous program year.

	PY 2002	PY 2002	PY 2002	PY 2003	PY 2003	PY 2003
	Participants Served	Participants Exited	% of Exits	Participants Served	Participants Exited	% of Exits
Adult Program	7,201	2,917	40%	6,170	2,901	47%
Dislocated Workers	10,059	3,638	36%	7,902	3,652	46%
Older Youth	979	327	33%	913	344	37.6%
Younger Youth	10,258	2,919	28%	10,217	2,515	24%

Placements

Of participants who exited the Adult Program during the quarters counted for performance for PY 2003, 2,449 were employed in the first quarter after exit. Of the Dislocated Workers who exited the program, 3,951 were employed in the first quarter after exit. For the Older Youth program, 266 individuals were employed in the first quarter after exit.

Program Year 2003	Participants Exited During the Program Year	Participants Employed in the 1 st Quarter After Exit	% of Participants Employed in 1 st Quarter
Adult	2,893	2,449	84.65%
Dislocated Workers	4,348	3,951	90.87%
Older Youth	324	266	82.1%

Credentials and Skill Attainment

During the quarters counted for performance in Program Year 2003, 1,674 adults who had employment by the end of the first quarter also obtained a credential by the end of the third quarter after exit. For the Dislocated Worker program, there were 2,697 individuals employed by the end of the first quarter and obtained a credential by the end of the third quarter. In the Older youth program, 204 individuals were employed by the end of the first quarter and obtained a credential by the end of the third quarter. There has been an increase in positive outcomes for the participants in the Adult and Dislocated Worker Programs on this measure. There were a higher number of participants with positive credential outcomes in all three programs.

Program Year 2003	Program Year 2002 Participants Employed in the First Quarter and Obtained a Credential by the End of the Third Quarter	% of Performance Goal Achieved	Program Year 2003 Participants Employed in the First Quarter and Obtained a Credential by the End of the Third Quarter	% of Performance Goal Achieved
Adult	1,353	108%	1,674	136.1%
Dislocated Worker	1,800	100%	2,697	114.7%
Older Youth	166	146%	204	132.4%

Younger Youth Programs

During Program Year 2003, there were 5,948 skill attainments achieved by the younger youth who participated in the program. In addition, 765 younger youth obtained a diploma or equivalency during the program year. Overall, 701 younger youth achieved positive retention results.

	PY 2002	% Goal Achieved	PY 2003	% Goal Achieved
Skill Attainments	5,503	93%	5,948	117.2%
Diploma or Equivalency	732	135%	765	124.4%
Retention	443	46.1%	701	123.2%

Expenditures and Obligations :

During Program Year 2003, New Jersey Department of Labor had expended a total of \$162,374,970 for programs under the Workforce Investment Act. This represented a decrease in funding from the previous program year. Adult programs expended \$35,174,742 from all program year resources. \$49,090,808 was spent under the Dislocated Worker Program. For the combined Older and Younger Youth Programs, New Jersey expended \$55,250,767. Additional expenditures of \$2,704,964 were made in the Rapid Response Program. The total reported for Program Year 2003 for the Statewide Activities was \$20,153,689. The figures for Program Year 2003 do not include administrative expenditures of \$24,078,865 or outstanding obligations of \$297,024.

Cost Effectiveness – Program Year 2003

During Program Year 2003, there was a total of \$162,374,970 expended cumulatively by all programs under the Adult, Dislocated Worker, Older Youth and Younger Youth Programs, including the state allowable programs. This results in a cost per participant of \$6,443.

	Total Participants Served	Cost Per Participant	Total Participants Exited	Cost Per Exit
Total Participants	25,202	\$6,443 *	9,412	\$17,251 *
Adult	6,170	\$5,701	2,901	\$12,125
Dislocated Workers	7,902	\$6,212	3,652	\$13,442
Youth	11,130	\$4,964	2,859	\$19,325

*Includes \$20,153,689 expended for statewide activities not included in the three WIA subcategories.

The One-Stop system should be measured by the total number of customers served. The system and facilities provide a continuous set of services that include many people who do not find their way into program databases. While not evident in the registrations, our One-Stop system served over 277,000 distinct individuals during the year. Their records do not show up as they may have accessed only Core workforce services. While they may not show in the final numbers, each used One-Stop resources and availed themselves of our services.

Our Response Team efforts also resulted in more client contacts. From July 2003 through June 2004, the Rapid Response team assisted approximately 16,000 individuals at 230 companies. The Rapid Response team was cited by our Governor this year for their ability to assist people in need.

**WIA Cost of Program Activities
PY 2003
July 1, 2003 thru June 30, 2004**

Program Activity	Total Federal Spending
Local Adults	35,174,742
Local Dislocated Workers	49,090,808
Local Youth	55,250,767
Rapid Response	2,704,964
Statewide Required Activities	20,153,689
Statewide Allowable Activities	
Project Reemployment Opportunity System	16,901,095
Labor Planning & Analysis	2,441,718
Rutgers (CRC, Surveys, etc)	530,907
Dept. of Human Services-Youth Corp.	205,006
Warren Co- Rt 57 Transit	41,963
JAG	19,000
Internet Job Search	14,000
Total of All Federal Spending Listed Above	\$162,374,970

** Does not include administrative expenditures of \$24,078,865 or outstanding obligations of \$297,024. It also does not include obligations for Adults \$4,602,449, Youth \$4,854,077, Statewide Activities \$1,099,846 and Rapid Response \$2,992,887.

The following is a breakout of the \$20,153,689 reported expenditures for the Statewide Required Activities.

Federal Financial Reports

Description	Expenditures		Total Expenditures	Outstanding Obligations
	PY 01/02	PY03		
Project Reemployment Opportunity System	12,658,888	4,242,207	16,901,095	167,488
Labor Planning & Analysis	1,736,612	705,106	2,441,718	276,109
Rutgers	488,812	42,095	530,907	21,047
DHS Youth Corp	0	205,006	205,006	635,202
Warren Rt 57 Transit	41,963	0	41,963	0
JAG, Inc	0	19,000	19,000	0
Internet Job Search (Bergen Co)	14,000	0	14,000	0
Total:			20,153,689	1,099,846

B. Evaluations of Workforce Investment Act Activities

During Program Year 2003, the State of New Jersey produced a number of evaluation studies that establish, implement and use methods for continuous improvement of the workforce system. As stated above, New Jersey has embarked on a major consolidation of the “to work” programs.

Ready for the Job: Building Skills and Alliances to Meet Demand in New Jersey’s Labor Market

The Ready for the Job initiative, which was administered by the John. J. Heldrich Center for Workforce Development, was commissioned by the New Jersey State Employment and Training Commission, the New Jersey Department of Education and the New Jersey Department of Labor and Workforce Development to use existing labor market information combined with information from New Jersey employers to gain insight into the future skill and education needs of workers in eight key industries in the State. The study focused on eight industries including health care, finance and insurance, construction, utilities and infrastructure, manufacturing, tourism and hospitality, transportation and logistics, and information technology. It also analyzed seventy-three select occupations in eleven areas of work and disseminated its findings through reports and an internet website www.njnextstop.org.

Strategies for Strengthening One-Stop Partnerships and Service Delivery in New Jersey

In September of 2003, this report was prepared by the John J. Heldrich Center for Workforce Development for the New Jersey Department of Labor and Workforce Development. In order to improve the quality of the State’s workforce, all workforce related programs and services would be coordinated and consolidated under a new Department of Labor and Workforce Development. New Jersey engaged the Heldrich Center to offer recommendations and strategies for integration of workforce development programs at the local level using the One-Stop system as the primary operational entity. For this white paper, the Heldrich Center conducted a review of research that had been undertaken on welfare and workforce integration and consolidation efforts across the country. It summarizes the issues and challenges in analyzing New Jersey’s current workforce development systems and services. There are recommended strategies to strengthen services to job seekers, to strengthen services to employers and to improve One-Stop design and management.

Tables A through O were submitted electronically under separate cover.

WIA Annual Report Data

State Name: NJ

Program Year: 2003

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	72	71.3	804	6,654	1,172	68.6
Employers	69	61.2	965	3,025	1,276	75.6

Table B: Adult Program Results At-A-Glan

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	73	84.7	2,449
			2,893
Employment Retention Rate	81	91.4	2,717
			2,972
Earnings Change in Six Month	3,200	3,347	9,123,698
			2,726
Employment and Credential Rate	45	63.1	1,674
			2,653

Table C: Outcomes for Adult Special Populations

Reported Information	Public Assistance Recipients Receiving Intensive or Training Services		Veterans		Individuals With Disabilities		Older Individuals	
Entered Employment Rate	80.5	198	86.8	99	76.7	33	79.3	161
		246		114		43		203
Employment Retention Rate	81.8	220	87.7	107	90.2	37	88.8	143
		269		122		41		161
Earnings Change in Six Months	2,560	583,693	1,932	214,472	4,222	139,323	923	125,466
		228		111		33		136
Employment and Credential Rate	53.9	117	64	64	44.2	19	65.4	123
		217		100		43		188

Table D: Other Outcome Information for the Adult Program

Reported Information	Individuals Who Received Training Services		Individuals Who Only Received Core and Intensive Services	
Entered Employment Rate	84.4	1,872	85.4	577
		2,217		676
Employment Retention Rate	92.1	2,077	89.3	640
		2,255		717
Earnings Change in Six Months	3,331	6,912,083	3,397	2,211,615
		2,075		651

Table E: Dislocated Worker Program Results At-A-Glance

	Negotiated Performance Level	Actual Performance Level	
		Rate	Count
Entered Employment Rate	81	90.9	3,951
			4,348
Employment Retention Rate	87	91.9	3,512
			3,820
Earnings Replacement in Six Months	93	91.7	42,956,957
			46,868,515
Employment and Credential Rate	64	73.5	2,697
			3,668

Table F: Outcomes for Dislocated Worker Special Populations

Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
	Rate	Count	Rate	Count	Rate	Count	Rate	Count
Entered Employment Rate	89.6	199	82.1	23	87	450	100	7
		222		28		517		7
Employment Retention Rate	90.1	172	100	20	89.6	381	100	13
		191		20		425		13
Earnings Replacement Rate	73.2	2,010,586	130.6	234,114	74.8	3,970,489	107.9	146,454
		2,745,977		179,265		5,308,681		135,734
Employment And Credential Rate	72.7	141	73.1	19	72.6	318	85.7	6
		194		26		438		7

Table G: Other Outcome Information for the Dislocated Worker Program

Reported Information	Individuals Who Received Training Services		Individuals Who Received Core and Intensive Services	
	Entered Employment Rate	90.6	3,325	92.1
3,668			680	
Employment Retention Rate	91.9	2,957	92.3	555
		3,219		601
Earnings Replacement Rate	91	36,559,004	95.9	6,397,953
		40,196,625		6,671,890

Table H: Older Youth Results At-A-Glance

	Negotiated Performance Level	Actual Performance Level	
		Entered Employment Rate	72
Employment Retention Rate	79	88.7	324
			275
Earnings Change in Six Months	3,212	3,228	819,950
			254
Credential Rate	39	51.6	204
			395

Table I: Outcomes for Older Youth Special Populations

Reported Information	Public Assistance Recipients		Veterans		Individuals With Disabilities		Out-of-School Youth	
	Entered Employment Rate	78.9	30	0	0	85.7	24	82.3
38			1		28		266	
Employment Retention Rate	85.7	30	0	0	91.4	32	89.2	222
		35		1		35		249
Earnings Change in Six Months	3,116	81,025	0	0	2,938	67,566	3,366	683,241
		26		1		23		203
Credential Rate	36.4	16	0	0	69.2	27	45.7	144
		44		1		39		315

Table J: Younger Youth Results At-A-Glance

	Negotiated Performance Level		Actual Performance Level	
	Skill Attainment Rate	71		88
				6,762
Diploma or Equivalent Attainment Rate	55		68.4	765
				1,118
Retention Rate	54		63.3	701
				1,108

Table K: Outcomes for Younger Youth Special Populations

Reported Information	Public Assistance Recipients		Individuals Disabilities		Out-of-School Youth	
Skill Attainment Rate	82.5	298	92.3	1,692	82	936
		361		1,834		1,142
Diploma or Equivalent Attainment Rate	65.9	58	83.5	253	38.9	130
		88		303		334
Retention Rate	60.4	61	76.8	159	57.9	281
		101		207		485

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 Employment Unsubsidized Employment		Entry Into Unsubsidized Employment Related to the Training Received of Those Who Completed Training Services	
Adults	82	2,551	3,438	9,546,113	0.5	9	4,428	7,585,117	86.7	431
		3,112		2,777		1,796		1,713		497
Dislocated Workers	86.6	2,986	95.9	38,800,098	0.7	22	6,199	17,617,766	88.4	891
		3,450		40,472,889		3,016		2,842		1,008
Older Youth	76.4	210	3,167	715,837	0	0	2,560	386,485		
		275		226		266		151		

Table M: Participation Levels

	Total Participants Served	Total Exiters
Adults	6,170	2,901
Dislocated Workers	7,902	3,652
Older Youth	913	344
Younger Youth	10,217	2,515

Table N: Cost of Program Activities

Program Activity		Total Federal Spending
Local Adults		\$35,174,742.00
Local Dislocated Workers		\$49,090,808.00
Local Youth		\$55,250,767.00
Rapid Response (up to 25%) 134 (a) (2) (A)		\$2,704,964.00
Statewide Required Activities (up to 25%) 134 (a) (2) (B)		\$20,153,689.00
Statewide Allowable Activities 134 (a) (3)	Project Reemployment Opp.	\$16,901,095.00
	Labor Planning & Analysis	\$2,441,718.00
	Rutgers (CRC, Surveys, etc.)	\$530,907.00
	Dept. Human Svcs.- Yth Corp	\$205,006.00
	Warren Co.- Rt. 57 Transit	\$41,963.00
	JAG	\$19,000.00
	Internet Job Search	\$14,000.00
Total of All Federal Spending Listed Above		\$182,528,659.00

WIA Annual Report Data

State Name: NJ

Program Year: 2003

Table O: Summary of Participants

Local Area Name: Bergen County Workforce Investment Board	Total Participants Served	Adults	214
		Dislocated Workers	447
		Older Youth	25
		Younger Youth	299
	Total Exiters	Adults	57
		Dislocated Workers	137
		Older Youth	4
		Younger Youth	51

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	7.5	8.4
	Employers	7.2	6.6
Entered Employment Rate	Adults	73	95.3
	Dislocated Workers	81	95.6
	Older Youth	74	100
Retention Rate	Adults	83	90.8
	Dislocated Workers	87	93.3
	Older Youth	85	100
	Younger Youth	54	80.8
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,804	6,744
	Dislocated Workers	94	92.3
	Older Youth (\$)	3,455	3,808
Credential / Diploma Rate	Adults	48	82
	Dislocated Workers	64	90.7
	Older Youth	45	84.2
	Younger Youth	55	94
Skill Attainment Rate	Younger Youth	72	98
Description of Other State Indicators of Performance			
Overall Status of Local Performance		Not Met	Met
		0	2
		Exceeded	15

WIA Annual Report Data

State Name: NJ

Program Year: 2003

Table O: Summary of Participants

Local Area Name: Burlington County Workforce Investment Board	Total Participants Served	Adults	124
		Dislocated Workers	392
		Older Youth	65
		Younger Youth	426
	Total Exiters	Adults	80
		Dislocated Workers	207
		Older Youth	39
		Younger Youth	133

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	7.5	7.5	
	Employers	7.2	6.6	
Entered Employment Rate	Adults	73	89.6	
	Dislocated Workers	83	91.9	
	Older Youth	75	84.4	
Retention Rate	Adults	85	97.8	
	Dislocated Workers	90	93.2	
	Older Youth	81	77.3	
	Younger Youth	55	52.2	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,679	3,149	
	Dislocated Workers	93	94.9	
	Older Youth (\$)	3,212	2,329	
Credential / Diploma Rate	Adults	45	75.4	
	Dislocated Workers	64	89.2	
	Older Youth	39	47.8	
	Younger Youth	72	73.6	
Skill Attainment Rate	Younger Youth	75	75.8	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		1	4	12

WIA Annual Report Data

State Name: NJ

Program Year: 2003

Table O: Summary of Participants

Local Area Name: Camden County Workforce Investment Board	Total Participants Served	Adults	157
		Dislocated Workers	165
		Older Youth	49
		Younger Youth	175
	Total Exiters	Adults	80
		Dislocated Workers	97
		Older Youth	23
		Younger Youth	80

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	7.5	8.7	
	Employers	7.2	7.5	
Entered Employment Rate	Adults	73	100	
	Dislocated Workers	83	99.3	
	Older Youth	72	84.6	
Retention Rate	Adults	81	86.7	
	Dislocated Workers	87	93	
	Older Youth	79	85	
	Younger Youth	54	71.9	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,253	4,547	
	Dislocated Workers	93	103.3	
	Older Youth (\$)	3,156	1,210	
Credential / Diploma Rate	Adults	48	94.2	
	Dislocated Workers	67	97.2	
	Older Youth	39	62.5	
	Younger Youth	55	50	
Skill Attainment Rate	Younger Youth	73	90.2	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		1	2	14

WIA Annual Report Data

State Name: NJ

Program Year: 2003

Table O: Summary of Participants

Local Area Name: Cumberland/Salem Counties Workforce Investment Board	Total Participants Served	Adults	591
		Dislocated Workers	528
		Older Youth	39
		Younger Youth	496
	Total Exiters	Adults	486
		Dislocated Workers	316
		Older Youth	19
		Younger Youth	92

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	7.5	8.3
	Employers	7.2	8
Entered Employment Rate	Adults	73	87.9
	Dislocated Workers	81	89.5
	Older Youth	72	77.4
Retention Rate	Adults	81	86.6
	Dislocated Workers	87	89.7
	Older Youth	79	86.1
	Younger Youth	54	73.2
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,086	2,881
	Dislocated Workers	93	84.6
	Older Youth (\$)	3,212	3,321
Credential / Diploma Rate	Adults	45	49.8
	Dislocated Workers	64	64.2
	Older Youth	39	43.2
	Younger Youth	55	69
Skill Attainment Rate	Younger Youth	71	79.8
Description of Other State Indicators of Performance			
Overall Status of Local Performance	Not Met	Met	Exceeded
	0	2	15

WIA Annual Report Data

State Name: NJ

Program Year: 2003

Table O: Summary of Participants

Local Area Name: Essex County Workforce Investment Board	Total Participants Served	Adults	409
		Dislocated Workers	554
		Older Youth	18
		Younger Youth	176
	Total Exiters	Adults	24
		Dislocated Workers	59
		Older Youth	1
		Younger Youth	65

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	7.5	9.1
	Employers	7.2	6.9
Entered Employment Rate	Adults	73	64
	Dislocated Workers	81	85.4
	Older Youth	72	66.7
Retention Rate	Adults	81	83
	Dislocated Workers	87	88
	Older Youth	79	71.4
	Younger Youth	54	2.2
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,086	-239
	Dislocated Workers	91	97.9
	Older Youth (\$)	3,156	2,138
Credential / Diploma Rate	Adults	49	50.8
	Dislocated Workers	64	61.8
	Older Youth	39	83.3
	Younger Youth	55	96.6
Skill Attainment Rate	Younger Youth	71	91.9
Description of Other State Indicators of Performance			
Overall Status of Local Performance	Not Met	Met	Exceeded
	3	5	9

WIA Annual Report Data

State Name: NJ

Program Year: 2003

Table O: Summary of Participants

Local Area Name: Gloucester County Workforce Investment Board	Total Participants Served	Adults	89
		Dislocated Workers	160
		Older Youth	8
		Younger Youth	36
	Total Exiters	Adults	58
		Dislocated Workers	111
		Older Youth	4
		Younger Youth	21

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	7.5	8.7	
	Employers	7.2	7.5	
Entered Employment Rate	Adults	76	89.9	
	Dislocated Workers	83	94.7	
	Older Youth	74	78.6	
Retention Rate	Adults	82	94.1	
	Dislocated Workers	89	93.8	
	Older Youth	80	83.3	
	Younger Youth	55	80	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,201	2,291	
	Dislocated Workers	93	110.2	
	Older Youth (\$)	3,212	3,116	
Credential / Diploma Rate	Adults	61	86	
	Dislocated Workers	65	86.3	
	Older Youth	50	73.3	
	Younger Youth	55	66.7	
Skill Attainment Rate	Younger Youth	72	86.7	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	3	14

WIA Annual Report Data

State Name: NJ

Program Year: 2003

Table O: Summary of Participants

Local Area Name: Greater Raritan Workforce Investment Board	Total Participants Served	Adults	24
		Dislocated Workers	385
		Older Youth	5
		Younger Youth	46
	Total Exiters	Adults	14
		Dislocated Workers	167
		Older Youth	4
		Younger Youth	41

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	7.5	7.6	
	Employers	7.2	6.6	
Entered Employment Rate	Adults	80	87.5	
	Dislocated Workers	83	95.4	
	Older Youth	73	100	
Retention Rate	Adults	83	93.3	
	Dislocated Workers	88	91.5	
	Older Youth	79	100	
	Younger Youth	54	100	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,201	1,069	
	Dislocated Workers	93	80.2	
	Older Youth (\$)	3,212	1,128	
Credential / Diploma Rate	Adults	45	40	
	Dislocated Workers	64	73.1	
	Older Youth	39	100	
	Younger Youth	55	22.2	
Skill Attainment Rate	Younger Youth	71	90.9	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		3	3	11

WIA Annual Report Data

State Name: NJ

Program Year: 2003

Table O: Summary of Participants

Local Area Name: Hudson County Workforce Investment Board	Total Participants Served	Adults	606
		Dislocated Workers	732
		Older Youth	62
		Younger Youth	365
	Total Exiters	Adults	144
		Dislocated Workers	172
		Older Youth	6
		Younger Youth	55

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	7.5	8.1	
	Employers	7.2	6.9	
Entered Employment Rate	Adults	73	89.2	
	Dislocated Workers	81	88.3	
	Older Youth	72	100	
Retention Rate	Adults	83	96.5	
	Dislocated Workers	89	89.9	
	Older Youth	82	100	
	Younger Youth	54	64.6	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,871	4,377	
	Dislocated Workers	102	95.1	
	Older Youth (\$)	3,212	3,156	
Credential / Diploma Rate	Adults	51	85.6	
	Dislocated Workers	64	84.3	
	Older Youth	40	75	
	Younger Youth	55	77.1	
Skill Attainment Rate	Younger Youth	72	96.4	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	3	14

WIA Annual Report Data

State Name: NJ

Program Year: 2003

Table O: Summary of Participants

Local Area Name: Jersey City WIB	Total Participants Served	Adults	777
		Dislocated Workers	204
		Older Youth	102
		Younger Youth	998
	Total Exiters	Adults	143
		Dislocated Workers	56
		Older Youth	4
		Younger Youth	52

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	7.5	8.2	
	Employers	7.2	6.5	
Entered Employment Rate	Adults	73	89.5	
	Dislocated Workers	81	90.6	
	Older Youth	72	83.3	
Retention Rate	Adults	81	94.2	
	Dislocated Workers	87	93.3	
	Older Youth	79	95.2	
	Younger Youth	54	55.6	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,435	3,427	
	Dislocated Workers	93	105.4	
	Older Youth (\$)	3,156	2,800	
Credential / Diploma Rate	Adults	45	82.4	
	Dislocated Workers	64	80.4	
	Older Youth	39	73.1	
	Younger Youth	55	77.1	
Skill Attainment Rate	Younger Youth	71	81.2	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	3	14

WIA Annual Report Data

State Name: NJ

Program Year: 2003

Table O: Summary of Participants

Local Area Name: Mercer County Workforce Investment Board	Total Participants Served	Adults	200
		Dislocated Workers	349
		Older Youth	2
		Younger Youth	134
	Total Exiters	Adults	40
		Dislocated Workers	94
		Older Youth	2
		Younger Youth	84

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	7.5	8.3
	Employers	7.2	6.5
Entered Employment Rate	Adults	73	84.8
	Dislocated Workers	81	84.4
	Older Youth	72	66.7
Retention Rate	Adults	81	91.1
	Dislocated Workers	87	89.7
	Older Youth	79	75
	Younger Youth	54	52.2
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,201	4,338
	Dislocated Workers	91	87.6
	Older Youth (\$)	3,212	3,863
Credential / Diploma Rate	Adults	45	67.3
	Dislocated Workers	64	58.7
	Older Youth	39	33.3
	Younger Youth	55	81.8
Skill Attainment Rate	Younger Youth	71	72.6
Description of Other State Indicators of Performance			
Overall Status of Local Performance	Not Met	Met	Exceeded
	0	7	10

WIA Annual Report Data

State Name: NJ

Program Year: 2003

Table O: Summary of Participants

Local Area Name: Middlesex County Workforce Investment Board	Total Participants Served	Adults	200
		Dislocated Workers	516
		Older Youth	13
		Younger Youth	133
	Total Exiters	Adults	49
		Dislocated Workers	147
		Older Youth	5
		Younger Youth	65

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	7.5	8.1
	Employers	7.2	6.3
Entered Employment Rate	Adults	76	84.9
	Dislocated Workers	81	91.1
	Older Youth	74	92.3
Retention Rate	Adults	81	93.5
	Dislocated Workers	87	91.4
	Older Youth	79	93.8
	Younger Youth	55	78.8
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,201	2,749
	Dislocated Workers	93	98.1
	Older Youth (\$)	3,212	3,738
Credential / Diploma Rate	Adults	45	54.2
	Dislocated Workers	64	69.8
	Older Youth	39	50
	Younger Youth	55	84.2
Skill Attainment Rate	Younger Youth	73	96.2
Description of Other State Indicators of Performance			
Overall Status of Local Performance	Not Met	Met	Exceeded
	0	2	15

WIA Annual Report Data

State Name: NJ

Program Year: 2003

Table O: Summary of Participants

Local Area Name: Monmouth County Workforce Investment Board	Total Participants Served	Adults	182
		Dislocated Workers	358
		Older Youth	33
		Younger Youth	358
	Total Exiters	Adults	63
		Dislocated Workers	84
		Older Youth	11
		Younger Youth	139

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	7.5	7.7	
	Employers	7.2	7.7	
Entered Employment Rate	Adults	73	89.5	
	Dislocated Workers	81	90.7	
	Older Youth	72	83.3	
Retention Rate	Adults	81	94.3	
	Dislocated Workers	87	97.4	
	Older Youth	79	78.6	
	Younger Youth	54	48.9	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,201	4,168	
	Dislocated Workers	91	85.9	
	Older Youth (\$)	3,212	4,597	
Credential / Diploma Rate	Adults	45	73.3	
	Dislocated Workers	64	71.3	
	Older Youth	41	58.3	
	Younger Youth	55	55.2	
Skill Attainment Rate	Younger Youth	71	92	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	3	14

WIA Annual Report Data

State Name: NJ

Program Year: 2003

Table O: Summary of Participants

Local Area Name: Morris/Sussex/Warren Workforce Investment Board	Total Participants Served	Adults	170
		Dislocated Workers	742
		Older Youth	20
		Younger Youth	162
	Total Exiters	Adults	87
		Dislocated Workers	423
		Older Youth	13
		Younger Youth	109

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	7.5	8.1	
	Employers	7.2	6.9	
Entered Employment Rate	Adults	74	89.9	
	Dislocated Workers	82	91.8	
	Older Youth	72	77.8	
Retention Rate	Adults	81	95.3	
	Dislocated Workers	87	87.4	
	Older Youth	79	100	
	Younger Youth	56	84	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,201	3,832	
	Dislocated Workers	91	83.3	
	Older Youth (\$)	3,212	5,206	
Credential / Diploma Rate	Adults	46	57.1	
	Dislocated Workers	64	61.3	
	Older Youth	41	64.3	
	Younger Youth	58	77.6	
Skill Attainment Rate	Younger Youth	73	91.1	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	3	14

WIA Annual Report Data

State Name: NJ

Program Year: 2003

Table O: Summary of Participants

Local Area Name: Newark Workforce Investment Board	Total Participants Served	Adults	473
		Dislocated Workers	288
		Older Youth	147
		Younger Youth	2,471
	Total Exiters	Adults	326
		Dislocated Workers	135
		Older Youth	51
		Younger Youth	250

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	7.5	8.6	
	Employers	7.2	7	
Entered Employment Rate	Adults	73	71.7	
	Dislocated Workers	81	79.4	
	Older Youth	70	69.6	
Retention Rate	Adults	81	88.8	
	Dislocated Workers	87	83	
	Older Youth	79	76.3	
	Younger Youth	54	26	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,201	2,759	
	Dislocated Workers	93	107.1	
	Older Youth (\$)	3,156	1,408	
Credential / Diploma Rate	Adults	40	41.7	
	Dislocated Workers	64	48.1	
	Older Youth	37	23.4	
	Younger Youth	55	41.1	
Skill Attainment Rate	Younger Youth	71	81.6	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		5	7	5

WIA Annual Report Data

State Name: NJ

Program Year: 2003

Table O: Summary of Participants

Local Area Name: Ocean County Workforce Investment Board	Total Participants Served	Adults	218
		Dislocated Workers	368
		Older Youth	22
		Younger Youth	301
	Total Exiters	Adults	150
		Dislocated Workers	255
		Older Youth	12
		Younger Youth	43

		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	7.5	8.1
	Employers	7.2	8.1
Entered Employment Rate	Adults	73	88.1
	Dislocated Workers	85	89.3
	Older Youth	72	91.3
Retention Rate	Adults	81	93.9
	Dislocated Workers	87	93.9
	Older Youth	79	95.5
	Younger Youth	54	73.7
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,086	3,330
	Dislocated Workers	91	92.4
	Older Youth (\$)	3,222	5,191
Credential / Diploma Rate	Adults	45	70.1
	Dislocated Workers	64	79
	Older Youth	39	46.4
	Younger Youth	55	91.1
Skill Attainment Rate	Younger Youth	71	90.6
Description of Other State Indicators of Performance			
Overall Status of Local Performance	Not Met	Met	Exceeded
	0	0	17

WIA Annual Report Data

State Name: NJ

Program Year: 2003

Table O: Summary of Participants

Local Area Name: Passaic County Workforce Investment Board	Total Participants Served	Adults	304
		Dislocated Workers	491
		Older Youth	90
		Younger Youth	2,330
	Total Exiters	Adults	99
		Dislocated Workers	229
		Older Youth	4
		Younger Youth	39

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	7.5	8.3	
	Employers	7.2	7.4	
Entered Employment Rate	Adults	73	75.5	
	Dislocated Workers	81	82.4	
	Older Youth	72	100	
Retention Rate	Adults	82.5	87.8	
	Dislocated Workers	87.5	93.4	
	Older Youth	79	85.7	
	Younger Youth	54.5	69.9	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,086	2,799	
	Dislocated Workers	93	86.4	
	Older Youth (\$)	3,212	5,701	
Credential / Diploma Rate	Adults	48	46.6	
	Dislocated Workers	65.5	55.4	
	Older Youth	40	75	
	Younger Youth	55.5	88.2	
Skill Attainment Rate	Younger Youth	71	92.3	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	4	13

WIA Annual Report Data

State Name: NJ

Program Year: 2003

Table O: Summary of Participants

Local Area Name: Union County Workforce Investment Board	Total Participants Served	Adults	476
		Dislocated Workers	655
		Older Youth	150
		Younger Youth	747
	Total Exiters	Adults	67
		Dislocated Workers	118
		Older Youth	61
		Younger Youth	268

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	7.5	7.8	
	Employers	7.2	7.9	
Entered Employment Rate	Adults	73	91.3	
	Dislocated Workers	81	96	
	Older Youth	72	86.7	
Retention Rate	Adults	81	97.8	
	Dislocated Workers	87	98.4	
	Older Youth	79	100	
	Younger Youth	54	84.4	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,086	3,357	
	Dislocated Workers	93	103.8	
	Older Youth (\$)	3,156	3,731	
Credential / Diploma Rate	Adults	45	82.5	
	Dislocated Workers	64	89.4	
	Older Youth	39	82.4	
	Younger Youth	55	92.8	
Skill Attainment Rate	Younger Youth	71	97.5	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	0	17

WIA Annual Report Data

State Name: NJ

Program Year: 2003

Table O: Summary of Participants

Local Area Name: Atlantic and Cape May Counties Workforce Investment Board	Total Participants Served	Adults	887
		Dislocated Workers	509
		Older Youth	51
		Younger Youth	522
	Total Exiters	Adults	241
		Dislocated Workers	122
		Older Youth	27
		Younger Youth	220

		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	7.5	8.3	
	Employers	7.2	7.4	
Entered Employment Rate	Adults	80	87	
	Dislocated Workers	85	98.3	
	Older Youth	77	88	
Retention Rate	Adults	80	96.6	
	Dislocated Workers	91	97.1	
	Older Youth	84	96.3	
	Younger Youth	55	89.8	
Earnings Change / Earnings Replacement in Six Months	Adults(\$)	3,086	3,892	
	Dislocated Workers	93	96.5	
	Older Youth (\$)	3,300	3,450	
Credential / Diploma Rate	Adults	49	79.5	
	Dislocated Workers	66	87.1	
	Older Youth	48	45.7	
	Younger Youth	56	73.2	
Skill Attainment Rate	Younger Youth	71	82.6	
Description of Other State Indicators of Performance				
Overall Status of Local Performance		Not Met	Met	Exceeded
		0	1	16