



2008

STATE OF NEW JERSEY
WORKFORCE
INVESTMENT ACT

Annual Report

NEW JERSEY DEPARTMENT OF

LWD

LABOR AND WORKFORCE DEVELOPMENT
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Table of Contents

Introduction	3
Program Year 2008 Highlights of the Workforce Investment System	
<u>Initiatives to Help Dislocated Workers</u>	
Rapid Response Team	5
Real Time Jobs in Demand	5
Automated Job Match and E-mail Notification System	6
Training Programs for Demand Occupations	6
Workforce Development Partnership Training for Dislocated Workers	7
RETURN-to Work	7
National Emergency Grants	7
Trade Act	8
Professional Service Group	8
Self-Employment Assistance (SEA)	8
Rapid Reemployment Initiative (RRI)	9
Job Search Assistance and Assessment Program	9
Business Services	9
<u>Green Initiatives</u>	
Collaboration with Higher Education	9
Collaboration with Industry and Community-Based Organizations	10
Green Career Pathways for At-Risk Youth	10
<u>Incumbent Worker Training</u>	
Customized Training	11
Incumbent Worker Literacy Skills Training	14
Occupational Safety and Health Grants	15
<u>Basic Literacy Skills Programs</u>	
Workforce Learning Links	16
WIA Title II Activities	16
<u>Youth Programs</u>	
New Jersey Youth Corps	16
Summer HEAT	17
ARRA Youth Work Experience	17
<u>Apprenticeship</u>	
Youth Transitions to Work (YTTW)	18
NJ Build	18
Construction Trades Training Program for Women and Minorities (CTTP-WM)	18
Highway Construction Trades Training Program for Women & Minorities (HCTTP-WM)	19

Table of Contents

Addressing Barriers to Workers' Self-Sufficiency

Work <i>First</i> New Jersey	19
Smart Steps	20
State Rental Assistance Program (SCRAP)	21
ADVANCE	21
Vocational Rehabilitation Services	21
Disability Program Navigator Initiative (DPN)	22
Hire-A-Vet Program	22
Workforce 55+ - Senior Community Service Employment Program	23
Governor's Public Safety and Prisoner Re-entry	23

Regional Economic Development Collaborations 24

Technology Upgrades for Service Delivery Improvement

UI Modernization	24
New Jersey Performs Management Information and Decision Support Tool	25
Enhancing the New Occupational Demand List with Auto-Coder	26

A. Workforce Investment Activities 27

B. Evaluations of Workforce Development Activities 35

WIA Tables A through O 38



During Program Year 2008, the pervasive impacts of the global economic recession required New Jersey's workforce development system to respond effectively and creatively to meet the challenges faced by workers and employers. This WIA Annual Report reflects New Jersey's commitment to developing our state's skilled workforce by highlighting the results, accomplishments and initiatives of our state's workforce development system, through partnerships with business, labor, and government at the federal, state and local levels.

David J. Socolow, Commissioner
New Jersey Department of Labor and Workforce Development

Introduction

New Jersey's workforce development system is playing a vital role in responding to the economic crisis facing our state's workers and employers. Through the leadership of Governor Jon S. Corzine, in October 2008 New Jersey became the first state in the nation to implement a comprehensive economic recovery plan, which addressed the needs of individuals who are at risk of losing their jobs and boosted job creation through investments and business incentives. Governor Corzine's Economic Assistance and Recovery Plan recognizes that New Jersey's economy will recover through investments in a highly educated workforce that is ready to meet the demands of the innovation economy, including new green jobs in energy efficiency and renewable energy. New Jersey will have a competitive advantage in growing jobs in these industry sectors through implementation of the Governor's 2008 Energy Master Plan.

During the recently-completed program year, we have aligned our state's workforce development programs with Governor Corzine's statewide recovery initiatives and with the federal American Recovery and Reinvestment Act (ARRA) to help New Jersey's workforce during these tough economic times. Workforce development is an integral component of New Jersey's overall economic development strategy, which links workforce and economic development strategies through demand-driven programs to ensure that New Jersey's workforce is well trained with skills that will meet current and future business needs. This collaboration between workforce and economic development uses local labor market information to make sound, data-driven decisions to allocate limited training dollars and to ensure that a labor pool skilled in demand occupations is available when businesses are ready to expand or relocate to the communities served.

In program year 2008, New Jersey met or exceeded all WIA performance standards, continuing to achieve excellent results despite the troubled economy. New Jersey's workforce investments focused on the following key areas: using technology to achieve efficiencies and enhance services to clients; leveraging funds from multiple sources to support our comprehensive and unified workforce development system; preparing New Jersey's workforce to take advantage of emerging opportunities in the green renewable energy and energy efficiency sectors; a commitment to assisting individuals from populations facing greater barriers and challenges; using labor market information to drive strategies, make decisions and develop programming; and ensuring transparency and accountability in investing and spending funds, including ARRA resources.

The next section of this report provides details on initiatives of the state's workforce development system during this past program year using federal Workforce Investment Act (WIA) funding and other leveraged funds, including, and to name just a few:

- New Jersey's innovative initiatives to help dislocated workers, such as providing electronic job matches to unemployed workers via e-mail; the "Real Time Jobs in Demand" electronic tools for job seekers; the "RETURN-to-Work" on-the-job training program that offers incentives to employers to hire long-term unemployed individuals; and the "Rapid Reemployment Initiative" to connect workers from downsizing employers with businesses that wish to hire them;
- Green job training programs to provide a pathway into demand occupations in energy efficiency, as well as expanding New Jersey Youth Corps to include a Green Corps;
- Incumbent worker training grants to help employers achieve greater productivity by upgrading the skills of their existing and newly-hired workers;
- Initiatives to increase the basic literacy skills of New Jersey's workforce;
- Expanded efforts to provide career pathways and development for youth, by promoting the apprenticeship model for workers to earn while they learn; helping women and minorities prepare for and gain employment in the construction industry; and summer jobs programs for at-risk youth;
- Targeted programs to help workers overcome barriers and achieve self-sufficiency; and
- Expanded regional collaborations in targeted industries, building from the efforts of the three regions of our state that are participating in WIRED initiatives.

These initiatives, and the many other accomplishments highlighted below, demonstrate how New Jersey's workforce system has successfully responded to the need for innovative and collaborative solutions to help workers succeed by meeting industry-specific demands for a skilled workforce.

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Program Year 2008 Highlights of the Workforce Investment System

New Jersey presents the following highlights on programs and activities that occurred during Program Year 2008.

Initiatives to Help Dislocated Workers

Rapid Response Team

In 1985, the New Jersey Department of Labor and Workforce Development (LWD) established the nation's first statewide Rapid Response team to provide immediate aid to dislocated workers who lose their jobs as a result of a business closing or a mass layoff. The involvement of State and local resources is tailored to the individual company's needs, time considerations, and the service plans developed in cooperation with the employers, employees and, when appropriate, organized labor. In addition to offering assistance with unemployment insurance, counselors or staff assist in describing the various programs and services available, assist individuals in completing all required forms, operate on-site career centers, conduct job seeking skills workshops, develop resumes, and coordinate job development services. During Program Year 2008, the Response Team provided services to 231 companies and 18,158 workers.

The Rapid Response Team has also developed special programs to address the needs of white-collar and highly-skilled workers subject to mass layoffs. The financial crisis of the fall of 2008 required the Rapid Response Team to serve a different population of dislocated workers and job seekers. The Department developed special "Resource Events" to assist workers impacted by the downsizing of large financial services industry employers in New Jersey. The Resource Events are half-day programs that provide assistance with the unemployment and job search process, networking, counseling, and an understanding of the labor market. The first Resource Event was held at a community college with over 100 individuals in attendance. The Department received positive feedback from the professionals that participated in the event; this model has since been expanded to serve other white-collar dislocated workers.

Real Time Jobs in Demand

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

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

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

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

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

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

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

Real Time Jobs in Demand is grouped by the level of training and educational requirements and is updated every month. Information on Real Time Jobs in Demand is available at <http://lwd.dol.state.nj.us/labor/lpa/content/RealTimeJobsinDemand.html>.

Automated Job Match and E-mail Notification System

LWD is using new technology to match jobseekers with employers, including those jobs identified through Real Time Jobs in Demand. Late in Program Year 2008, the State began an automated nightly match of job seeker work registrations with new employer job orders. More than 30,000 job seekers receive e-mail messages each day with customized advisories about job openings for which they appear to be qualified. These job matches are determined using information based on the job seeker’s recent job experience to match each individual job seeker with the requirements of one or more new job orders received by the One-Stop Career Centers or data-entered into the State Job Bank by employers. This e-mail blast technology is also used to make claimants aware of state and local workforce development initiatives.

Training Programs for Demand Occupations

Using the new Real Time Jobs in Demand data, we have improved our targeting of job training programs to Demand Occupations. Many of the training programs that were recommended for approval in the 2007 Demand List were based on long-term trends that were interrupted by the current economic crisis. To reflect the changed economic circumstances and to ensure the most effective use of ARRA and other training resources to promote the reemployment of dislocated workers, we are working to base decisions regarding training approvals on the current labor shortages in the economy. LWD has provided the workforce development system with a new Demand List that is based on real-time localized labor market information. The new Demand List consolidates information on current openings, unemployment insurance claims, and enrollments in training program funded through WIA. These data are made available to Workforce Investment Boards (WIB), One-Stop Career Center counselors, instructors, and job seekers, so that all stakeholders are equipped to make data-informed decisions. This list of Training Programs for Demand Occupations is grouped by educational cluster and pathway and is updated every six months. Information on the list of Training Programs for Demand Occupations is available at: http://lwd.dol.state.nj.us/labor/lpa/lbrdmand/LaborDemand_index.html.

In partnership with local WIBs and the statewide consortium of community colleges, LWD entered into a statewide contract to procure discounted training slots in bulk, targeted at certain demand occupations. Using ARRA funds, more than 1,200 job training slots have been identified by local WIBs. Through the bulk purchasing cooperative, this program brings standardized in-demand job training to adult and dislocated workers to local WIBs at a discounted cost per trainee, and also includes coordinated job placement of program graduates.

Workforce Development Partnership Training for Dislocated Workers

New Jersey's State-funded Workforce Development Partnership Program (WDP) provides dislocated and displaced workers with individual grants up to \$4,000 for training to upgrade their skills in high-demand occupations. Some grants up to \$6,000 are available if remedial educational services are necessary. The program enables individuals to upgrade their skills to satisfy business demands for a high quality labor force and thereby return to full employment. While in training, individuals are able to collect their unemployment insurance benefits. During Program Year 2008, 2,681 training grants provided an average of \$3,511 per individual, for a total of \$9,413,542 awarded to the program's participants.

RETURN-to-Work

During Program Year 2008, LWD began planning for an initiative to encourage employers to hire workers who exhausted all state and federal extended unemployment insurance benefits. This initiative was implemented shortly after the end of Program Year 2008, when on September 15, 2009 Governor Corzine unveiled the nation's first statewide effort to provide job creation incentives specifically for those workers who have exhausted all state and federal unemployment insurance benefits. The RETURN-to-Work program (Re-Employment Training for Unemployed Residents of New Jersey) offers "on-the-job" training grants to help employers cover the costs of training newly hired workers who have been unable to find jobs and who have exhausted all extended unemployment insurance benefits. Private sector employers are reimbursed for up to \$5 per hour to help defray the extraordinary costs of on-the-job training and for up to \$2,400 per newly hired employee. The jobs must pay at least \$15 per hour and the employer must retain these workers in their jobs for at least six months. Jobs that qualify for RETURN-to-Work grants must increase an employer's total workforce and the new hires cannot displace existing workers. More information on RETURN-to-Work is available at www.nj.gov/labor/employers.

National Emergency Grants

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

Financial Sector NEG: The entire country experienced massive layoffs in the financial services industry and New Jersey was no exception. New Jersey received \$2.78 million in supplemental funding from the U.S. Department of Labor through the National Emergency Grant (NEG) to support workers dislocated as a result of the weakened financial services sector, and to aid workers who were affected by specific mass layoffs in transitioning to in-demand occupations, including jobs in the emerging green energy economy and in high schools as math teachers.

Fort Monmouth BRAC NEG: As a result of the decision of the 2005 Base Realignment and Closure Commission (BRAC), many of Fort Monmouth's programs are relocating to Aberdeen Proving Ground in Maryland. New Jersey has made a commitment to help the employees and businesses that will be affected by the closing of the Fort. Through the BRAC NEG funding from the U.S. Department of Labor, LWD and the Monmouth County WIB established a One-Stop Resource Center one-half mile

away from the Fort's gates to assist employees with on-site professional employment counseling, confidential assessments of current skills and skill transferability, access to training programs to learn new skills, and job search assistance. The center also assists affected businesses/employers with financial assistance from the New Jersey Economic Development Authority, customized employee training grants, and other assistance from LWD's Business Representatives. Beginning in January 2010, this Resource Center will relocate to office space located on the actual Fort Monmouth base property.

Trade Act



Trade Adjustment Assistance (TAA) is available to workers who lose their jobs or whose hours of work and wages are reduced as a result of increased foreign imports. Under the Trade Act of 1974, as amended, workers whose employment is adversely affected by increased imports may be eligible for benefits to help them prepare for and obtain suitable employment. TAA benefits may include training, testing, counseling, a job search allowance and a relocation allowance.

TAA benefits also include weekly Trade Readjustment Allowances (TRA) that may be payable to eligible workers following their exhaustion of unemployment benefits. Usually, TRA benefits will be paid only if an individual is enrolled in an approved training program. Effective December 2002, TAA also includes health insurance premium assistance for those individuals participating in approved TAA training or those receiving a training waiver, which can pay 65% of an individual's qualified health insurance premiums when the individual pays the remaining 35%. During program year 2008, 589 individuals received training under the Trade Act.

Professional Service Group

Sponsored by and located in ten One-Stop Career Centers statewide, the Professional Service Group (PSG) is a dynamic self-help organization of professionals helping professionals find new employment. The PSG mission is to provide peer support, networking opportunities and job search assistance to facilitate timely and effective return to work of its members and staffing assistance to employers. Program participants represent a diverse group of highly skilled jobseekers. During Program Year 2008, due to the increase in the unemployment rate and the downturn in the financial services sector, the total membership of the PSGs increased to 1,141 individuals participating in the program. Nearly 600 PSG individuals found employment through the efforts of the Professional Service Group programs this year.

Self-Employment Assistance (SEA)

The Self-Employment Assistance program provides counseling, technical assistance, and entrepreneurial training grants to unemployed workers who want to establish their own businesses. SEA classroom training is conducted at New Jersey's community colleges. As a substitute for the regular UI requirement of actively seeking work, program enrollees must devote at least 35 hours weekly to starting a business. Activities that count toward the 35-hour requirement include development of a business plan, product development, market research, equipment purchases and classroom training. For 2008 Program year, 492 applications were approved for the Self-Employment Assistance Program.

Rapid Reemployment Initiative (RRI)

In a collaborative effort with our neighboring states of Connecticut and New York, New Jersey worked with Direct Employers, a national non-profit organization representing more than 400 major employers, and the National Association of State Workforce Agencies (NASWA), to launch an online tool that connects workers subject to downsizing events with employers interested in hiring employees from their specific former employer. This program, the Rapid Reemployment Initiative (RRI), highlights New Jersey's commitment to using technology to connect jobseekers to employers. The system establishes a data base of resumes which employers may access to see if there are dislocated workers who meet their needs. Employers may search for workers based on their former employers, so that companies can recruit workers from a specific organization that recently reduced its workforce. Additionally, this site provides access to information regarding events such as job fairs and recruitment opportunities.

Job Search Assistance and Assessment Program

New Jersey was again awarded a federal grant to conduct Reemployment Eligibility Assessments (REA) which is used to support New Jersey's Job Search Assistance and Assessment Program (JSAAP). This program is a joint effort of LWD's Workforce Development program area and our Division of Unemployment Insurance. JSAAP serves as an intervention for claimants who are actively collecting unemployment benefits between the 8th and 12th weeks. Participating individuals are scheduled for assessment and reemployment workshops at the One-Stop Career Center and referred to appropriate core and intensive services. In Program Year 2008, 25,768 customers were scheduled to participate and 10,073 individual job searches were assessed.

Business Services

Through the State's sixteen (16) Business Resource Centers (BRCs), which are located in and aligned with local One-Stop Career Centers, the Business Outreach Program proactively interacts with New Jersey's business community and serves as a liaison to State government for the business community. The primary purpose of the Business Outreach program is to keep businesses in the state by assisting New Jersey companies to learn about and access available State programs and resources. LWD's Business Representatives also assist employers in developing incumbent worker training projects. During Program Year 2008, the State's BRCs conducted 197 positive recruitment events for employers and received 6,076 job orders.

Green Initiatives

The American Council for an Energy Efficient Economy ranks New Jersey as one of the top eight states in the U.S. on energy efficiency policy and programs. Governor Corzine, named one of the nation's top 10 Greenest Governors, has committed New Jersey to developing a cleaner and greener environment and to building a world-class workforce that meets the real and emerging needs of these key industries. The Governor understands that moving to cleaner energy will create jobs in nearly every sector of the economy. Under the leadership of Governor Corzine, New Jersey's Energy Master Plan is advancing renewable energy and energy efficiency initiatives that will result in opportunities for green jobs creation and will play a crucial role in reducing the state's carbon footprint while simultaneously increasing economic activity within the state.

Collaboration with Higher Education

The Department of Labor and Workforce Development, in partnership with the New Jersey Department of Education and the New Jersey Commission on Higher Education, has established seven

Innovation Partnership Institutes (IPIs) to ensure that the state’s educational institutions adequately prepare workers with the skills needed by business, of which two are related to the emerging green economy. The Clean Energy Technology and Energy Efficient and Renewable Energy industry sector IPIs are tasked with developing and implementing curricula tied to each industry’s specific workforce needs. Once developed, these new curricula will be available statewide for use by all New Jersey institutions.

Collaboration with Industry and Community-Based Organizations

The New Jersey Department of Labor and Workforce Development leveraged over \$2 million (with \$300,000 provided by the Conserve to Preserve Foundation initiative of New Jersey Natural Resources Corporation) to support a unique collaboration among four community and regional partners to develop an innovative Green Job Training Partnership (GJTP) initiative to train individuals in green jobs, such as energy auditing. The partners include Isles, Inc., the Partnership for Environment Technology Education (PETE), and energy industry partners. The New Jersey Department of Labor and Workforce Development, along with the New Jersey Board of Public Utilities (BPU), New Jersey Department of Environmental Protection (DEP), and several institutions of higher education are committed to ensure the success of this initiative. A grant for a contract period of 6/30/08 – 12/31/09, in the amount of \$1,148,125, was awarded to the NJ Center for Energy and Environmental Training, established by Isles, Inc., a Trenton-based community organization. The grantee is developing curriculum and training models to assist workers and employers that seek re-training of the workforce. The grantee will provide green job training for New Jersey residents in the Trenton area. The program will also assist traditionally underserved workers including urban youth, women and ex-offenders. Graduates will be placed into Energy Efficiency positions. In addition, LWD funded three additional Green Job Training Partnership grants, in the amount of \$300,000 each, to community-based organizations in Newark, New Brunswick/Franklin, and Camden. The contract period for the three grants are 3/1/09 – 2/28/10.

Green Jobs Training Partnership Program (GJTP) Grants					
Fiscal Year	Number of Grants	Grants Amounts	Projected Number of Participants Enrolled	Projected Number of Participants Completed	Projected Number of Placements in Geen Jobs
FY09*	4	\$2,048,125	380	304	304

The GJTP initiative develops skilled workers who are able to meet the job demands of businesses in the energy and environmental sectors. Upon completion of the training, participants obtain certifications as Air Sealers, Insulation Installers and HVAC Technician Trainees. Incumbent workers are re-trained to upgrade their skills, which enables them to achieve employment in an emerging green economy.

Green Career Pathways for At-risk Youth

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

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

E-Corps participants received training in the following:

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

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

Incumbent Worker Training Programs

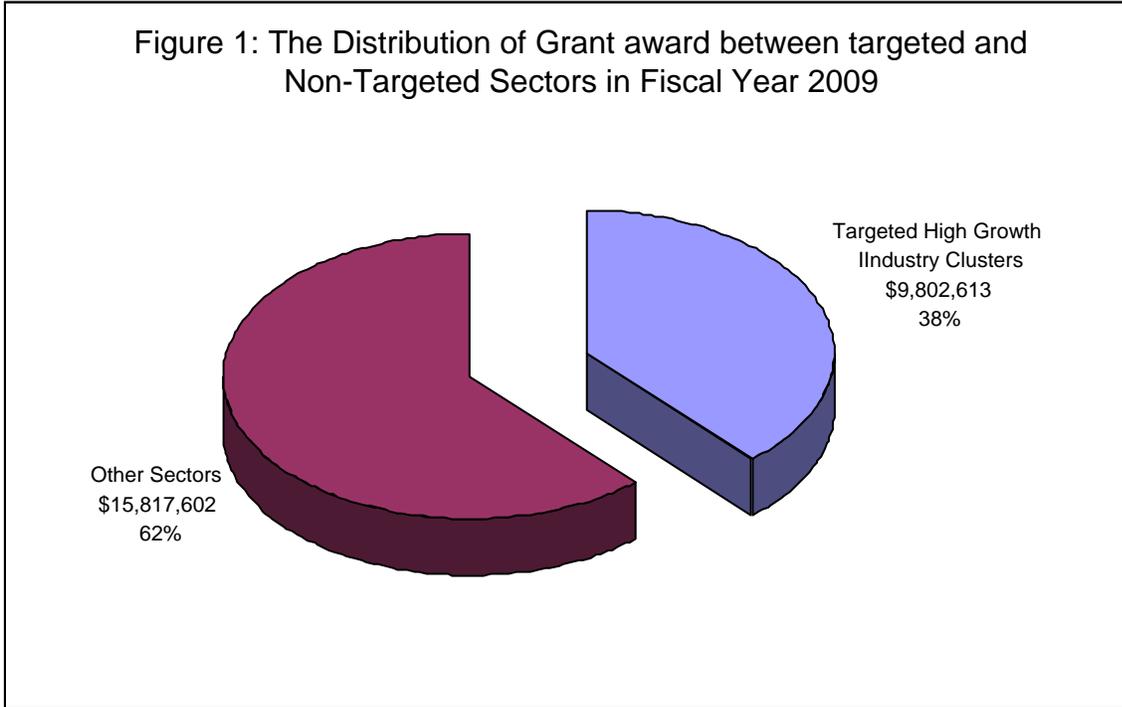
The New Jersey Department of Labor and Workforce Development’s Office of Grants Operations offers funding for several incumbent worker training programs: Customized Training, Literacy Skills Training, and Occupational Safety and Health (OSH) training. Below is a description of each of these programs along with the details and results of grants awarded in state fiscal years 2008 and 2009.

Customized Training

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

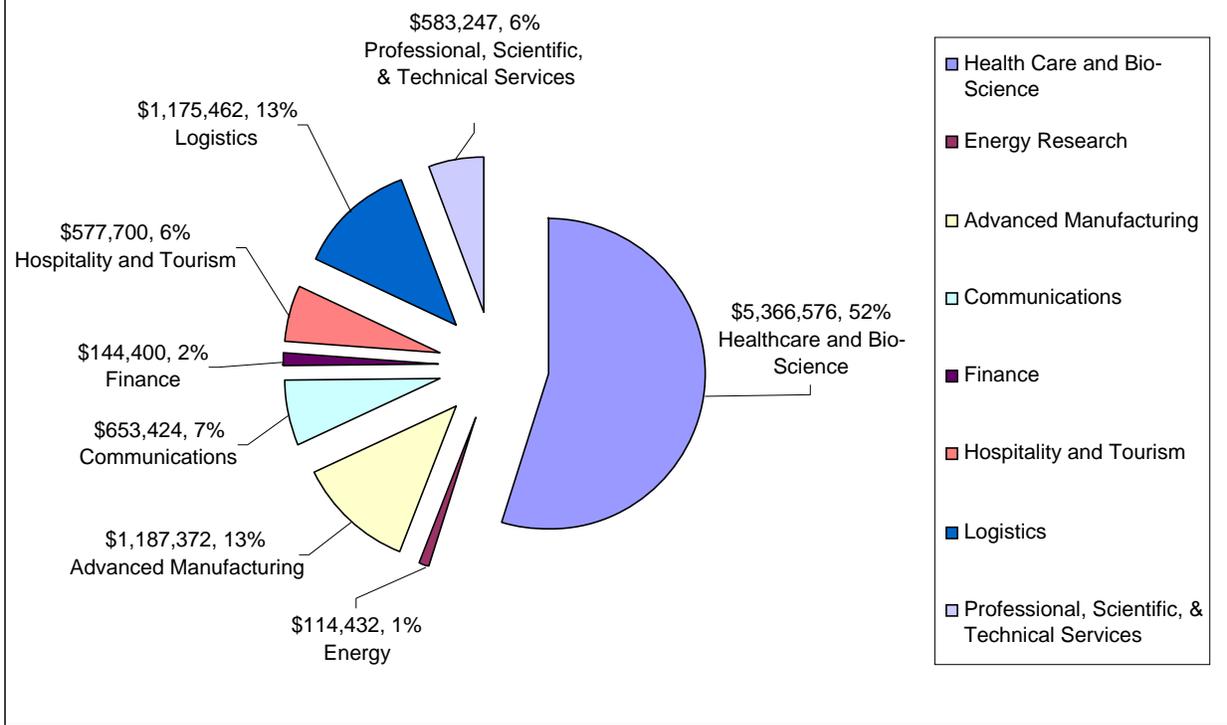
Customized Training Grants Award History 2005 - 2009				
Fiscal Year	Number of Grants	Grant Amounts	Estimated Number of Trainees	Number of Organizations Assisted
2005	199	\$22,489,775	38,146	404
2006	200	\$19,323,104	38,685	223
2007	254	\$27,018,983	67,829	307
2008	215	\$27,431,213	60,129	421
2009	223	\$25,620,215	57,140	300

To align the Customized Training program with Governor Corzine’s Economic Growth Strategy, the Department set aside funds to be awarded competitively to develop industry-specific training solutions. Figure 1 below shows the distribution of award dollars for fiscal year 2009 by targeted and non-targeted industry sectors. Close to 40 percent of the total grants for fiscal 2009 were awarded to employers in the following eight targeted industry clusters: Health Care and Bio-Science, Energy Research, Advanced Manufacturing, Communications, Finance, Hospitality and Tourism, Logistics, and Professional, Scientific, & Technical Services. Figure 2 below displays the percent distribution and dollar amount awarded to employers in each of the aforementioned industries.



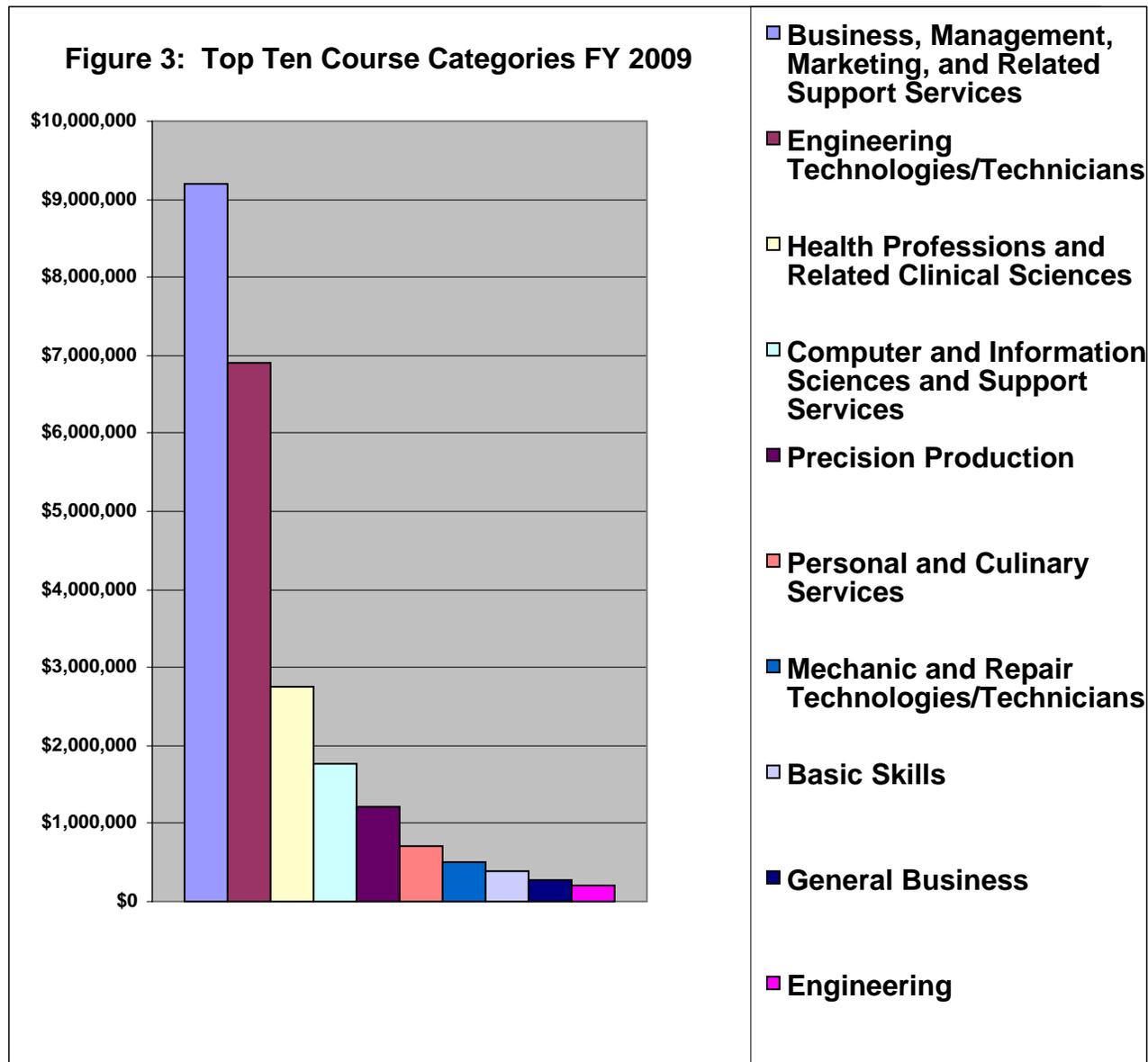
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Figure 2: Targeted Sectors for Fiscal Year 2009



Employers that were awarded Customized Training grants have selected a variety of training courses customized to upgrade the skill levels of their employees. The bar graph below (Figure 3) lists the top ten training course categories for Fiscal Year 2009.

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Incumbent Worker Literacy Skills Training

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

In Fiscal Year 2008, LWD established targeted grants using SWFBS funds to improve the basic literacy skills of incumbent workers in low-wage, lower skill occupations living in New Jersey Housing Authority residences and/or receiving Section 8 vouchers. Grants were awarded on a competitive basis to the strongest applicants who demonstrated that the training would improve workers’ basic communication skills, basic computer skills, basic math skills and English as second language (ESL) skills, and other work readiness skills as defined by the Work Readiness Profile. Grants continue to be awarded under this

initiative, including grants awarded to the Trenton, Atlantic City, Elizabeth and Irvington Housing Authorities totaling \$326,398, which provided training to 354 residents during Fiscal Year 2009.

During Program Year 2008, 25 literacy/basic skills grants were awarded in amounts ranging from \$6,750 to \$826,100, for a total of \$3,125,778. These funds will provide basic skills training to an estimated 4,739 job seekers and workers.

Literacy Training Grants Award History 2005 - 2009				
Fiscal Year	Number of Grants	Grant Amounts	Estimated Number of Trainees	Number of Organizations Assisted
2005	49	\$3,742,095	7,550	49
2006	44	\$5,752,752	16,547	44
2007	94	\$7,903,894	22,565	189
2008	40	\$4,707,947	13,355	275
2009	25	\$3,125,778	4,739	25

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

Occupational Safety & Health Grants

LWD awards Occupational Safety and Health (OSH) grants funded through the state Workforce Development Partnership Act, including four grants in Fiscal Year 2009 totaling \$927,149. These grants help employers improve and strengthen workplaces by offering comprehensive health and safety training programs that meet Federal OSHA standards. The primary objective of the OSH grant is to increase awareness of OSHA standards and ultimately reduce the number and severity of injuries in the workplace. As of July 1, 2009, the four grantees reported training 2,922 individuals logging 15,701 training hours.

Occupational Safety and Health (OSH) Award History 2006 – 2008						
Fiscal Year	Number of Grants	Grant Amounts	Projected Number of Trainees	Projected Number of Hours	Actual Number of Trainees	Actual Number of Hours
FY06	5	\$1,176,741	3,726	30,920	3,105	28,112
FY07	5	\$1,175,650	3,261	29,930	3,713	29,927
FY08	5	\$1,064,895	3,695	65,845	4,602	69,029
FY09	4	\$927,149	1,410	15,467	2,922	15,701

BASIC LITERACY SKILLS PROGRAMS

Workforce Learning Links



Without adequate literacy skills, an individual's career options, advancement and wage gains can be severely limited. Therefore, adult education and literacy is a top priority in New Jersey. Using State SWFBS resources, over 50 Workforce Learning Links (WLL) have been established at the One-Stop Career Centers and partner agencies to make adult education and literacy training available at the local level. The WLL is an innovative program that merges computer-based, self-paced learning with staff-assisted instruction in a workshop setting. The WLL offers training in GED preparation, math, reading, writing, financial literacy, life skills, workplace literacy, English as a second language and basic computer skills. The goals of this program are to raise the literacy levels of participants, improve their employability and salaries, and strengthen the economy. During Program Year 2008, **7,437** participants received literacy services in the Workforce Learning Link Labs.

WIA Title II Activities

The WIA Title II grant program plays an important role in the continuum of New Jersey's educational and training services, funding literacy and basic skills education programs to help adults become literate, get a secondary school education, or learn English. In Program Year 2008, a new management information system was implemented which responds to the requirements of the National Reporting System for WIA Title II. New Jersey literacy providers enrolled approximately **34,198** state residents in PY 2008 in literacy programs funded under WIA Title II. Since an enrollment cannot be recorded until a participant has received a minimum of 12 hours of instructional services, the program likely serves many more participants who did not meet the 12-hour threshold. The PY 2008 funding distribution to literacy provider agencies totaled approximately **\$16.2 million**, resulting in an estimated cost of \$459 per customer enrolled. (Note: Estimates are provided as program reporting is not completed until December following the end of the program year.)

YOUTH PROGRAMS

New Jersey Youth Corps



The New Jersey Youth Corps is a statewide program designed to help individuals who are 16 to 25 years of age complete their high school education and gain valuable work experience. Through a combination of classes for the GED test and community service, Youth Corps members acquire the knowledge and skills necessary to secure gainful employment, job training or post-secondary education. Personal and career counseling assist the students overcome barriers to success. Community service assignments are designed to develop employability skills, team work and commitment. Work sites are project-oriented and include urban renewal, renovation and construction, landscaping, park beautification, child and senior care, hospital service and clerical and administrative support for the project organizations. In Program Year 2008, the New Jersey Youth Corps served 1,150 participants at its 12 locations statewide. Of these program participants, 109 entered a two- or four-year college, 522 entered employment, and 285 earned their GED or High School Diploma.

Summer HEAT

As a component of the Prevention/Intervention strategies in the Governor's Public Safety Plan aimed at helping the State's at-risk youth, in 2008 LWD launched a summer youth demonstration strategy with two components: unsubsidized employment through Summer HEAT ("Help Employ Area Teens"); and expansion of the Department's Youth Corps program with Summer Youth Corps and Youth Corps After Hours initiatives. In its first year in the summer of 2008, the Summer HEAT pilot program exceeded the goal of placing 1,000 at-risk youth from five cities in unsubsidized employment. Summer HEAT was a public private collaboration between LWD and local partners, local elected officials, Workforce Investment Boards, One-Stop operators and community based organizations. A total of 4,623 youth from the surrounding areas of Atlantic City/Pleasantville, Camden, Elizabeth, Essex County, and Paterson registered for the Summer HEAT 2008 program. Of those registered:

- 3,700 Received an assessment
- 2,842 Attended the program orientation
- 1,645 Participated in the job readiness training (Adkins Life Skills)
- 1,323 Participated in the financial literacy workshop (Money Smart)
- 84 Entered a paid subsidized internship
- 59 Joined Summer Youth Corps via target area referral
 - 186 Additional joiners via non-target area referral (245 total)
- 905 Entered unsubsidized employment via Summer HEAT 2008
 - 113 Additional hires via DEP/LWD Summer Youth Recruitment Initiative (1,018 total)

Through the 2008 Summer HEAT and DEP/LWD Summer Youth Recruitment Initiative, a total of 1,018 youth entered unsubsidized employment. All areas with the exception of Atlantic City and Paterson exceed their individual goal of placing 200 "at-risk" youth in employment. The Summer HEAT initiative was continued for a second year in the summer of 2009.

Run Date: September 15 AOSOS: Participant Activities	Number of Participating Employers	Referred	Hired (start date pending)	Entered Employment	Goal (200)
Atlantic City / Pleasantville	23	264	71	64	32%
Camden	98	509	217	214	107%
Elizabeth	51	611	270	270	135%
Essex County	25	393	237	237	119%
Paterson	22	251	174	120	60%
Subtotal	219	2,028	969	905	91%
DEP (<i>final totals from DEP</i>)	-----	590	113	113	-----
Grand Total	-----	2,618	1,082	1,018	102%

ARRA Youth Work Experience

The federal Recovery Act provided the State of New Jersey with significant resources dedicated to youth opportunities. In particular, local WIBs targeted these funds to the creation of subsidized summer job opportunities for individuals eligible for WIA Youth funding, including young people up to age 24, as allowed by ARRA, and a special effort to maximize the number of out-of-school youth served by this new program. Local One-Stop Career Centers developed options such as career academies with related work experience, numerous jobs to assist younger children in camp and school activities and efforts to improve the quality of life in many of our communities. Almost 6,000 young people in New Jersey were served in the summer of 2009 through this program. More than 40% of those served were out-of-school youth, and many of them received additional services to ease their transition to jobs, including additional work hours or a transfer into training programs to improve their skills.

Apprenticeship

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

Youth Transitions to Work (YTTW)

The Youth Transitions to Work (YTTW) program, funded through the State Workforce Development Partnership Act, awarded 15 grants in program fiscal year 2009, totaling \$2,523,155. These grants provided funding to consortia of employers, organized labor and schools to implement transition programs from school to registered apprenticeships. For the period of FY06-FY09, the YTTW program enrolled 7,641 students with 458 students placed into registered apprenticeship programs. LWD anticipates additional placements to occur before the grants end September 30, 2009.

Youth Transition to Work Awards					
Fiscal Year	Number of Grants	Grants Amounts	Estimated Number of Students Enrolled	Number of Placements into Apprenticeships	Number of Placements into Trade Related Employment
FY06	15	\$2,673,992	1,597	117	68
FY07	14	\$2,619,873	2,470	172	123
FY08	12	\$2,624,963	1,771	126	64
FY09*	15	\$2,523,155	1,803	43	32
* Results thru 6/30/09 – Contract period ends on 9/30/09					

NJ BUILD

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

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

In 2002, the New Jersey State Legislature passed the Educational Facilities Construction and Financing Act, which provided approximately \$8.6 billion dollars to rebuild New Jersey's schools with an emphasis on those located within the Abbott School Districts; in 2008, the New Jersey legislature passed and Governor Corzine signed legislation providing an additional \$3.9 billion for school construction.

Under New Jersey law, one half of one percent of all construction project dollars must be utilized to train individuals in the area of the building and construction trades. The construction projects and subsequently the one half of one percent construction dollars are administered by the New Jersey Schools Development Authority (SDA), formerly the New Jersey Schools Construction Corporation, and LWD administers the Construction Trades Training Program for Women and Minorities (CTTP-WM) in collaboration with SDA. The CTTP-WM grants are designed to increase employment opportunities for women and minorities by providing training in construction-related skills, so that they may benefit from jobs created by school construction projects in local communities. To participate in these programs, individuals must live within one of thirty-one designated low-income school districts.

In FY08 LWD awarded six CTTP-WM grants totaling \$1,924,506. The original contract period of 4/1/08 – 3/31/09 was extended for five months to allow additional time for placement activity. The revised contract period is 4/1/08 through 8/31/09. These grants are anticipated to provide sufficient funds to train 175 women and minorities living within the designated communities. The desired result is the placement of at least 88 individuals into registered apprenticeship positions with the remaining individuals into quality construction jobs paying at least \$10.80 per hour.

Construction Trades Training Program for Women and Minorities (CTT-WM) Award History 2006 – 2008					
Fiscal Year	Number of Grants	Total Grant Amount	Estimated Number of Students Enrolled	Number of Participants Completed	Number of Placements into Apprenticeships
FY06	4	\$1,383,136	195	171	136
FY07	4	\$1,619,046	281	238	83
FY08*	6	\$1,924,506	189	166	62
* Results through 7/3/09 – Contract Period is 4/1/08 – 8/31/09					

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

LWD also administers a program to train women and minorities for job placement in the heavy highway construction industry, the Highway Construction Trades Training Program for Women and Minorities (HCTTP-WM), through funding provided by the NJ Department of Transportation (DOT). One grant was awarded for Fiscal Year 2009 in the amount of \$240,000. It is estimated that this training will benefit a minimum of 24 participants who will be placed into a registered apprenticeship position in heavy highway construction trades, with a particular focus on recruiting women and minority veterans of military service into apprenticeships through the Helmets to Hardhats program of the state Building and Construction Trades Council.

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

ADDRESSING BARRIERS TO WORKERS' SELF-SUFFICIENCY

Work First New Jersey

New Jersey's One-Stop Career Centers help individuals and families achieve self-sufficiency by moving Temporary Assistance for Needy Families (TANF) clients from welfare to work. The One-Stop

Career Centers provide a variety of workforce development services to recipients of welfare benefits, general assistance, and food stamps, through a partnership with the Work First New Jersey (WFNJ) program. WFNJ builds and expands upon the foundation of the basic principles set forth in the federal Personal Responsibility and Work Opportunity Reconciliation Act of 1996 that established the Temporary Assistance for Needy Families (TANF) block grant program and the federal Deficit Reduction Act of 2005, which sets forth provisions related to TANF work participation rules. In 1996 New Jersey had just under 100,000 families collecting TANF benefits. For program year 2008, approximately 36,500 New Jersey families received TANF benefits. During Program Year 2008, New Jersey's One-Stop Career Centers provided the following services to WFNJ recipients:

Report# - Title: WF-151 WFNJ Participants Served – Service Categories

Report Period: July 1, 2008 – June 30, 2009

Report Level: Statewide

Service Category	TANF	GA Only	FS Only	GA + FS
Academic Learning	7233	54	220	397
Alternative Work Experience	5796	148	427	1124
Basic Skills/Life Skills	702	37	284	235
Customized Training	39	2	6	2
Education Directly Related to Employment	102	4	10	23
English as a Second Language (ESL)	363	19	201	110
Job Search Workshop	3960	380	857	2825
Literacy Training	1502	90	560	709
Occupational Skills Training	5500	116	1370	1240
On the Job training (OJT)	378	9	132	147
Short-term Pre-Vocational Skills to Prepare for Employment or	567	6	49	98
Skills Upgrading and Retraining	126	0	18	6
Training Programs Operated by the Private Sector	86	1	12	5
Work Experience	4011	122	342	1065
Work-Related/Job Readiness Training	1257	45	338	422
Workplace Training	633	27	51	171
Statewide Total (Count of individual program participants. Not a sum of lines)	18257	833	4458	6481

Smart STEPS



The Supplemental Workforce Development Benefits Program (Smart STEPS) is funded by the State Workforce Development Partnership Act, and provides replacement Work First New Jersey (WFNJ) cash assistance, support services and benefits for individuals pursuing a two-year or four-year degree granting program from an accredited college or university. To be considered for Smart STEPS, the customer must be a current WFNJ cash assistance recipient or a former WFNJ cash assistance recipient who has left the WFNJ program within the past 12 months, or must be eligible for, but not receiving WFNJ cash assistance payments. In addition, the applicant must care for children or other dependent family members unable to care for themselves. To

qualify for the program, the course of study must lead to employment in a demand occupation in New Jersey or the participant's job-search area. During Program Year 2008, 685 participants were enrolled for services in Smart STEPS.

State Rental Assistance Program (SRAP)

LWD and the New Jersey Department of Community Affairs (DCA), in accordance with P.L. 2005, Chapter 66, have implemented the State Rental Assistance Program (SRAP) to assist individuals who cannot afford housing. SRAP provides a five-year rental subsidy, with a possible two-year extension, to participants not currently holding a federal Section 8 voucher. SRAP participants under the age of 65 who are not disabled are required to register for employment and training services through their local One-Stop Career Center and to seek the counseling required to obtain employment, to help transition them to self-sufficiency. DCA and LWD coordinate efforts to provide the services and support necessary to help those receiving a State rental assistance grant to become employed. There have been 2,200 SRAP recipients referred for services to the One-Stop Career Centers since October 2005.

ADVANCE

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

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

Vocational Rehabilitation Services

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

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

In Program Year 2008, 4,384 recipients of vocational rehabilitation services in New Jersey were successfully rehabilitated and placed in jobs within one of the following occupational groups:

Professional/Management/Technical	13%
Clerical/Sales	35%
Service Occupations	40%

Other (bench work, agricultural processing, structural, machine trades, miscellaneous) 12%

Disability Program Navigator Initiative (DPN)

New Jersey's Work Incentive Grant from the U.S. Department of Labor for a Disability Program Navigator (DPN) Initiative was effective through June 30, 2008. The Navigator grant gave the State the opportunity to incorporate and institutionalize the experience and best practices of Project Access, which contributed to provision of increasingly effective services to jobseekers with disabilities through the statewide network of One-Stop Career Centers. Under the Navigator grant, the goals and outcomes of Project Access were expanded in order to address any service access issues within the local workforce investment area. Navigator positions provided technical information, agency contacts and training needed for the One-Stop Career Centers to institutionalize provision of reasonable accommodations to persons with disabilities toward a goal of universal access to One-Stop resources and services.

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

Hire-A-Vet Program



The Jobs for Veterans Act, Public Law 107-288, called for the creation of the President's National Hire Veterans Committee within the United States Department of Labor. The committee was charged with facilitating the employment of veterans through participation in America's national labor exchange. The Hire Vets First website (<http://www.hirevetsfirst.gov/employer.asp>) was developed to provide employers with nationwide access to qualified veterans searching for employment opportunities. The website also provides veterans with information about the One-Stop Career Centers, whose services are a key part of the program, and available employment-related services.

New Jersey has taken an active role in promoting the hiring of veterans. The Local Veterans Employment Representatives (LVERs) have been tasked to work with the employers of New Jersey in hiring veterans by discussing job development and the elements of job retention.

Designed to assist America's recovering wounded, REALifelines gives individual attention to those who need it most. After a wounded or injured veteran has been treated at a military facility, and if they are either moving to or live in New Jersey, they are referred to the Disabled Veterans Outreach Program (DVOP) specialist in their area. Through our initiative to help veterans who were formerly incarcerated, the State works with recently-released veterans to find employment. During Program Year 2008, New Jersey experienced the largest deployment of National Guard and Reserve members since World War II. Nearly 3,000 citizen-soldiers from New Jersey were deployed to Iraq and Afghanistan. In June of 2009, they finished their tour and have returned to their civilian lives. Many returned to their jobs, but given the economic downturn, many need to seek other opportunities. Consequently, LWD has conducted large-scale job and support service events, including resume workshops and job fairs at Ft. Dix on July 29 and 30, 2009, and intensive informational briefings and career/ job fairs in Atlantic City on August 16 and 17, 2009.

Workforce 55+ - Senior Community Service Employment Program

LWD's Senior Community Service Employment Program (SCSEP), known as WorkForce 55+ (WF55+), provides unemployed individuals with poor employment prospects, age 55 years and over, with part-time paid community service employment (CSE) assignments, which simulate the local job market, thus facilitating the successful transition into unsubsidized jobs in private industry and/or the public sector. Program participants re-enter the mainstream of community life by working in community service employment-based assignments that help meet community service needs by filling service delivery gaps. The program contributes to the growth and well being of the WF55+ participants, as well as the communities in which they live. The program is authorized by Title V of the Older Americans Act and federally funded by the U.S. Department of Labor. In Program Year 2008 (July 1, 2008 – June 30, 2009), LWD received \$2,913,490 to administer its WF55+ program statewide with 331 authorized positions. NJ's goal was to serve 100% over the authorized or modified slot level by the continuous recruitment and transition of participants onto unsubsidized employment. The program exceeded the service level goal by serving 149.2% over its authorized slots. The program fell short of its Common Measures Entered Employment goal of 38.8% in PY 2008. However, the economic downturn in the economy negatively affected the unsubsidized employment opportunities of program participants.

For Program Year 2009 (July 1, 2009 – June 30, 2010), LWD's SCSEP has received a Federal award of \$3,208,256 authorizing 333 older worker positions. In addition to administering its regular SCSEP – WorkForce 55+ Program, LWD has received funding of \$669,969 from the American Recovery and Reinvestment Act of 2009 (ARRA) to administer the additional Recovery Act Senior Community Service Employment Program.

Governor's Public Safety Plan and Prisoner Re-entry

Governor Corzine's "Safe Streets -- Safe Neighborhoods" Public Safety Plan forged cross-departmental partnerships to develop integrated program approaches to identify barriers and propose solutions to ex-offender employability. As part of this initiative, LWD is working to prevent recidivism in collaboration with other state agencies to increase the educational and employment opportunities of incarcerated and recently-released individuals. LWD's staff is utilizing assessments, counseling, career exploration, job coaching, job-readiness and literacy services to address the special needs of these individuals and is actively identifying employers who will hire ex-offenders. As part of the "Another Chance" demonstration program (ANC), the Department has contracted with community-based organizations in Trenton, Newark and Camden to provide a job coach to guide and mentor transitioning offenders in finding and keeping jobs. In PY 2008, 868 ANC participants have been registered with the One-Stop system, with 65% currently participating in work activities and over 130 referred to job coaching services. The Department's Workforce Learning Link program was expanded under the ANC program to provide important literacy services in six state correctional facilities that will strengthen the correction system's educational strategy by strengthening and improving the literacy skills of incarcerated individuals.

In addition to OSCC services for ANC, the Department has provided support through state funding to local area for the implementation of comprehensive fatherhood programs that serve ex-offenders and their families. The Newark Comprehensive Center for Fathers (NCCF) and the Camden Comprehensive Center for Fathers (CCCF) planned pilot programs to serve 80 and 40 participants, respectively, and have both exceeded their goals. In PY 2008 107 participants in a fatherhood activity were identified as receiving One-Stop services. These fatherhood initiatives are expected to continue and may expand to other counties in the coming year.

In addition, as part of the Governor's Safe Streets and Neighborhoods initiative, the State Employment and Training Commission (SETC) was asked to analyze corrections education in New Jersey and make recommendations to improve its alignment with labor market skill needs. The final report, *From Darkness to Light*, was submitted in January 2009 and concludes that recidivism will be

measurably reduced by fundamentally transforming the educational culture within the correctional system. Since the vast majority of those incarcerated - about 95% - will return to society at some point, the report underscores the importance of quality education, skills development, and acquisition of industry-recognized credentials. The report analyzes the training and education programs currently provided by the corrections system with a particular emphasis on their relationship to national skills credentials and employment opportunities. It suggests that the New Jersey Department of Corrections seek to emulate the apprenticeship system used by the United States Department of Corrections. It also discusses the literacy and workforce skills gap of most prisoners. Finally, to improve corrections education and its outcomes, the report lays out nine comprehensive recommendations in the areas of governance of corrections education, education opportunities, standards and curriculum, labor market demand focus, technology as an educational tool, learning environment, staff development, transition to work, and data collection.

Regional Economic Development Collaborations

New Jersey's workforce system as a whole has benefited from the three separate regional initiatives that included over 80% of the state, through the development of stronger working relationships and methods to confront the future needs of our workforce. WIRED (Workforce Innovation in Regional Economic Development) established three partnerships that include all but three of our state's counties. These groups have all moved from discussions and planning to incorporating service provision in their respective goals to improve regional cooperation in the provision of workforce services that assist the sectors important in New Jersey.

The WIRED initiative in our state's central region (Bio-1) has developed programs designed to offer students more opportunities to learn about the occupations available in the field of bio-technology. Educational opportunities have been added not only for students, but also for teachers and workers, so that they may benefit from a better understanding of the needs of this important industry. In addition to programs related to the three targeted industry sectors (health care, transportation/distribution/logistics and entertainment/arts/retail) and a related entrepreneurship component, the northern WIRED region of New Jersey (North Jersey Partners) has developed a regional workforce consortium. This group, seeded by WIRED funds, has brought workforce partners from the region together so that they may discuss workforce matters relevant to the region and work collectively toward improving regional opportunity. New Jersey's southern region is part of a tri-state WIRED effort that includes our neighbors from Pennsylvania and Delaware (Delaware Valley Innovation Network), which has established programs and services geared to the life sciences as well as a working group that includes workforce professionals from throughout the area.

Last year New Jersey also established programs related to this effort through our state-funded Regional Employment Development Initiative (REDI), designed to complement the WIRED efforts and improve coordinated efforts to develop jobs in the transportation/distribution/logistics, bio-technology and green energy industries.

Technology Upgrades for Service Delivery Improvement

UI Modernization

In the summer of 2008, LWD redirected its approach to its Unemployment Insurance Modernization initiative known as NJ SUCCESS (New Jersey State Unemployment Compensation Claimant and Employer Service System) by working collaboratively with its Design, Development and Implementation vendor, Accenture, to identify and implement a strategy to accelerate the implementation of customer-facing functionality that could address critical needs in response to the economic downturn in New Jersey; decrease the workload for LWD staff; reduce the complexity and period of adoption by

LWD personnel; and increase the ability for State employees to support and maintain the system. This alternative approach led to three system releases of new UI functionality: (1) Virtual Call Center, (2) Web Claims without Agent Intervention and Implementation of the O*Net Auto-Coder to enhance claimants' reemployment opportunities, and (3) Bi-directional Electronic Communication with Employers and/or their Agents as part of the national Unemployment Insurance Separation and Information Data Exchange System (UI SIDES) initiative.

The Virtualization of the three Reemployment Call Centers (Union City, Freehold and Cumberland) was implemented in August 2009. As opposed to claimants filing initial claims or certifying existing claims over LWD's Interactive Voice Response (IVR) conversant geographically, claimants are now automatically routed to the least busy agent in any one of the three Call Centers. With the implementation of the Virtual Call Center approach, claimant wait times have been reduced. In addition, this approach has permitted LWD to implement "soft phone" technology to allow non-Call Center staff to be recruited to address high call volumes without having to physically be located at a Call Center.

The Web Claims without Agent Intervention and the implementation of the O*Net Auto-Coder functionality was implemented in November 2008. In the past, any initial claims over the Internet required agents to review and finalize the claims through LWD's claims processing system. Based on specific criteria, certain claims without issues can now be processed without any agent intervention. Through the end of August 2009, this new technology has allowed 51% (182,934) of initial claims to be processed without agent intervention, allowing substantial reductions in claimant wait times and saving substantial staff resources.

The Bi-directional Electronic Communication with Agents application is under development. This release is connected with the UI SIDES roll-out, which will establish a nationwide web service-based (Central Broker) system that enables the electronic communication and transmission of UI separation information requests from State UI agencies to New Jersey employers, multi-state employers and third party agents (TPA). It will provide employers/TPAs with the ability to respond to the separation request through the same web service using a standard format. The Central Broker has already been developed and is currently being tested. New Jersey is one of six original States comprising the consortium sanctioned by the U.S. Department of Labor. New Jersey anticipates that the development of the New Jersey endpoint that will transmit and receive separation records to and from the Central Broker will be completed within the next six months.

New Jersey Performs Management Information and Decision Support Tool

The State has expanded its use of New Jersey Performs (NJP), an interactive web-based decision support system that goes beyond basic program management information, to assist in the delivery of more effective, cost-efficient workforce services. NJP, which has been used for the WIA program for a number of years, is now being used to help managers, administrators and policy makers track, analyze, forecast and project program outcomes for WIA, Wagner-Peyser, Veterans, Trade Act, and the Workforce Development Partnership Program (WDP).

The system uses an intuitive, easy to navigate user interface, tables, colorful charts and application controls to allow users to drill down, cross-tabulate, rank, sort, and filter performance data and reports. It provides users the ability to easily generate hundreds of predefined reports and allow on an ad hoc basis, the ability to identify trends, potential best practices, and areas warranting closer examination and/or corrective action.

Enhancing the New Occupational Demand List with Auto-Coder

One of the most useful technical support initiatives undertaken by ETA was supporting the O*Net Auto-Coder program. This program provides more accurate occupational codes for UI claimants, which in turn facilitates the delivery of more effective reemployment services. Because New Jersey's NJ SUCCESS program installed the Auto-Coder functionality within our UI system, we have facilitated the implementation of the following technology initiatives:

1. An accurate and up-to-date estimate of labor shortage/surplus;
2. Sending a daily blast e-mail to New Jersey claimants with job openings that they qualify for based on their work experiences, by matching the occupation codes of claimants with those of posted job openings; and
3. Matching claimants with skills/occupations related (but not identical) to jobs in real time demand with training programs with demonstrated demand, to increase their chances to get placements into these jobs.

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A. Workforce Investment Activities

New Jersey's Program Year 2008 Workforce Investment Act (WIA) Annual Report reflects the State's commitment to build a coordinated and comprehensive workforce development system. The State met or exceeded all WIA Program Year 2008 performance standards negotiated with the U.S. Department of Labor.

While New Jersey exceeded eleven (11) and met six (6) individual performance measures, the State's average percent of standard exceeded 100% within the Adult and Youth performance measure cohorts and achieved nearly 100% (99.53%) within the Dislocated Worker performance measure cohort. Since the inception of the Workforce Investment Act, New Jersey has consistently demonstrated its commitment to provide outstanding workforce services to the individuals and employers of the State. Program Year 2008 results demonstrate that commitment and a capacity to prepare program participants to compete for and retain employment in the labor market. This fact and actual performance levels achieved reflect the dedication and hard work of administration and program staff at State and local levels. Providing the right mix of workforce services and training to program participants to prepare them for employment and the services provided to our employers enables our business community to be more competitive in this global economy. The table on the next page displays the State's performance measure goals and actual outcomes for the last two Program Years.

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**New Jersey Workforce Investment Act Performance
Program Years 2007 and 2008**

Performance Measures	PY 2007 Goal	PY 2007 Actual	% of Goal	PY 2007 Results	PY 2008 Goal	PY 2008 Actual	% of Goal	PY 2008 Results
Adult								
Entered Employment	83%	85.4%	102.9%	Exceed	84%	87.2%	103.8%	Exceed
Retention	86%	85.1%	99.0%	Met	87%	83.9%	96.4%	Met
6 Month Ave Earnings ¹	\$11,900	\$12,177	102.3%	Exceed	\$12,075	\$12,127	100.4%	Exceed
Credential & Employment	59%	65.3%	110.7%	Exceed	60%	65.4%	109.0%	Exceed
Dislocated Worker								
Entered Employment	87%	88.6%	101.8%	Exceed	88%	88.7%	100.8%	Exceed
Retention	90%	88.7%	98.6%	Met	90%	88.2%	98.0%	Met
6 Month Ave Earnings ¹	\$16,100	\$15,698	97.5%	Met	\$16,200	\$15,727	97.1%	Met
Credential & Employment	68%	70.6%	103.8%	Exceed	69%	70.5%	102.2%	Exceed
Older Youth								
Entered Employment	78%	85.7%	109.9%	Exceed	79%	83.3%	105.4%	Exceed
Retention	84%	89.2%	106.2%	Exceed	85%	82.8%	97.4%	Met
Earnings Change	\$3,950	\$4,122	104.4%	Exceed	\$4,050	\$4,041	99.8%	Met
Credential & Employment	52%	63.4%	121.9%	Exceed	53%	49.9%	94.2%	Met
Younger Youth								
Skills Attainment	84%	90.3%	107.5%	Exceed	85%	90.2	106.1%	Exceed
Diploma or Equiv.	69%	67.6%	98.0%	Met	70%	82.1%	117.3%	Exceed
Retention	58%	65.1%	112.2%	Exceed	59%	67.2%	113.9%	Exceed
Customer Satisfaction								
Participants	78	80.8%	103.6%	Exceed	79	80.2	101.5%	Exceed
Employers	68	68.4%	100.6%	Exceed	69	71.2	103.2%	Exceed

¹ – “6 Month Average Earnings” performance measure replaced “Earnings Change” in PY 2006.

Enrollments

During Program Year 2008, 48,173 participants were served in the WIA Adult Program, and 32,046 or 66.5% of the participants exited the program. The Dislocated Worker Program served 7,320 participants and 2,766 or 37.8% of the enrolled number exited the program. The Older Youth program served a total of 635 participants, with 366 or 57.6% of the participants exiting during the program year. In the Younger Youth program, 4,559 individuals were served with 2,224 or 48.8% participants exiting during the program year.

Participants Served and Exited by Program and Year

	Program Year 2007			Program Year 2008		
	Participants Served	Participants Exited	% of Exits	Participants Served	Participants Exited	% of Exits
Adult Program	14,578	2,968	20.3%	48,173	32,046	66.5%
Dislocated Workers	7,724	3,650	47.3%	7,320	2,766	37.8%
Older Youth	693	365	52.7%	635	366	57.6%
Younger Youth	5,169	2,128	41.2%	4,559	2,224	48.8%

Entered Employment

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

Program Year 2008 Entered Employment Rates

Program Year 2008	Participants Exited & Counted in Measure	Participants Employed in the 1 st Quarter After Exit	% of Participants Employed in 1 st Quarter
Adult	2,908	2,535	87.2
Dislocated Workers	3,601	3,195	88.7
Older Youth	335	279	83.3

Credentials and Skill Attainment

During the quarters counted for performance in Program Year 2008, 1,382 Adult Program participants who secured employment by the end of the first quarter after exit also obtained a credential by the end of the third quarter after exit. For the Dislocated Worker Program, there were 2,128 individuals employed by the end of the first quarter who also obtained a credential by the end of the third quarter after exit. In the Older Youth Program, 208 individuals were employed by the end of the first quarter and obtained a credential by the end of the third quarter after exit. All credential performance measures were exceeded or met as reflected in the table immediately below.

Program Year 2008 Credentials Achievement Rates

	Program Year 2007		Program Year 2008	
	Participants Employed in the 1 st Quarter and Obtained a Credential by the End of the 3 rd Quarter	% of Performance Goal Achieved	Participants Employed in the 1 st Quarter and Obtained a Credential by the End of the 3 rd Quarter	% of Performance Goal Achieved
Adult	1,467	110.7%	1,382	109.0%
Dislocated Worker	2,072	103.8%	2,128	102.2%
Older Youth	199	121.9%	208	94.2%

Younger Youth Programs

During Program Year 2008, 3,865 skill attainments were achieved by the younger youth who participated in the program. In addition, 930 younger youth obtained a diploma or equivalency during the program year and 800 younger youth achieved a positive retention result. All Younger Youth standards were exceeded during the program year.

Program Year 2008 Younger Youth Rates

	Program Year 2007		Program Year 2008	
	Actual	% Goal Achieved	Actual	% Goal Achieved
Skill Attainments	4,321	107.5%	3,865	106.1%
Diploma or Equivalency	759	98.0%	930	117.3%
Retention	543	112.2%	800	113.9%

Expenditures and Obligations

During Program Year 2008, LWD expended a total of \$53,163,328 for programs under the Workforce Investment Act. The Adult Program expended \$12,068,654 from all program year resources. The Dislocated Worker Program expended \$13,800,171. For the combined Older and Younger Youth Programs, New Jersey expended \$13,654,381. The total reported Program Year 2008 expenditures for Statewide Activities, and Rapid Response, was \$13,640,122. The above figures for Program Year 2008 do not include total outstanding obligations of \$7,887,923 (Adults: \$2,837,004; Dislocated Workers: \$2,263,211; Youth: \$2,276,200; Adult Statewide Activities: \$13,870; Youth Statewide Activities: \$0.00; Dislocated Worker Statewide Activities \$17,706 and Rapid Response of \$479,932). In Program Year 2008 Administration Costs were included within the expenditures of the separate Program Areas.

Cost Effectiveness – Program Year 2008

There was a total of \$39,523,206 expended under the Adult, Dislocated Worker, Older Youth and Younger Youth Programs. Including outstanding obligations, a total of \$46,899,621 was spent for the three programs resulting in an average cost per participant of \$773.

Program Year 2008 Cost Efficiency Summary Table

PY 2008	Total Participants Served	Funds Expended + Outstanding Obligations	Cost Per Participant
Total Participants	60,687	\$46,899,621	\$773
Adult	48,173	\$14,905,658	\$309
Dislocated Workers	7,320	\$16,063,382	\$2,194
Youth	5,194	\$15,930,581	\$3,067

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

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**WIA Year-End Financial Statement
PY 2007**

July 1, 2007 thru June 30, 2008

Funding Sources	Available Funding	Expended	Outstanding Obligations	Available Balance	Percentage Available
Local Area					
Administration (PY07)	4,609,688	3,420,141	84,083	1,105,464	23.98%
Carry-in (PY05/06)	1,503,058	1,385,933	0	117,125	7.79%
Adult (PY07)	12,194,868	10,094,610	1,416,555	683,703	5.61%
Carry-in (PY05/06)	5,937,809	5,927,398	0	10,411	0.18%
Youth (PY07)	13,047,683	9,834,643	2,323,771	889,270	6.82%
In-School	8,711,044	6,288,155	1,254,827		
Out-School	4,336,639	3,546,488	1,068,944		
Carry-in (PY05/06)	5,860,152	5,858,244	0	1,908	0.03%
In-School	5,860,152	5,858,244	0		
Out-School	0	0	0		
Dislocated Worker (PY07)	16,139,936	13,263,926	1,778,271	1,097,739	6.80%
Carry-in (PY05/06)	4,357,358	4,353,141	0	4,217	0.10%
Statewide Activity					
Administration (PY07)	3,270,392	3,270,392	0	0	0.00%
Carry-in (PY05/06)	103,286	103,286	0	0	0.00%
Program (PY07)	6,432,779	4,348,117	17,789	2,066,873	32.13%
Carry-in (PY05/06)	563,084	563,084	0	0	0.00%
Rapid Response (PY07)	7,318,765	4,763,056	13,530	2,542,179	34.74%
Carry-in (PY05/06)	1,893,888	1,893,888	0	0	0.00%
Total PY 2007 Funding:	83,232,746	69,079,859	5,633,999	8,518,889	
				8,518,889	

Note

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

(2) Statewide Activity Program carry-in budget is less than prior year's annual report of obligation and available balances due to budget transfer to the Adult and Dislocated Worker programs approved in March 2008.

WIA Statewide Allowable Activities Description

PY 2006

July 1, 2007 thru June 30, 2008

Federal Financial Reports

<u>Description</u>	<u>Expenditures</u>		<u>Total Expenditures</u>	<u>Outstanding Obligations</u>
	<u>PY05/06</u>	<u>PY07</u>		
Project Reemployment Opportunity Sys.	538,139	3,350,971	3,889,110	455
Labor Planning & Analysis	0	793,683	793,683	0
Rutgers	0	34,667	34,667	17,334
GSETA	0	169,050	169,050	0
Employment & Training Staff	127,977	3,046,570	3,174,547	0
SETC	0	223,822	223,822	0
Total:	666,116	7,618,763	8,284,879	17,789

WIA Cost of Program Activities

PY 2007

July 1, 2007 thru June 30, 2008

<u>Program Activity</u>	<u>Expenditures</u>	<u>Obligations</u>	<u>Total Federal Spending</u>
Local Administration	4,806,074	84,083	4,890,157
Local Adults	16,022,008	1,416,555	17,438,563
Local Dislocated Workers	17,617,067	1,778,271	19,395,338
Local Youth	15,692,887	2,323,771	18,016,657
Rapid Response	6,656,944	13,530	6,670,474
Statewide Required Activities	8,284,879	17,789	8,302,668
<u>Statewide Allowable Activities</u>			
Project Reemployment Opportunity Sys.	3,889,110		
Labor Planning & Analysis	793,683		
Rutgers (CRC Surveys and etc.)	34,667		
GSETA	169,050		
Employment & Training Staff	3,174,547		
SETC	223,822		
Statewide Allowable Activities-Obligations	8,284,879		
Total of All Federal Spending Listed Above	\$69,079,859	\$5,633,999	\$74,713,857

Workforce Services

In Program Year 2008, a total of 59,802 program participants, including 41,742 individuals who took advantage of self-service opportunities only, received services under WIA, but there were thousands of additional customers who received core, intensive and self-services through the State's network of One-Stop Career Centers. The One-Stop system should be measured by the total number of customers served. The system and facilities provide a continuum of services and include many people not counted specifically under WIA. While not evident in the reported number of participants, the State's One-Stop Career Center system served 299,693 distinct individuals during Program Year 2008. The numbers are a non-duplicative count and are reflective of the volume of customers who are using the One-Stop Career Centers in New Jersey. These customer records do not show up in the WIA Annual Report as they may have accessed only self, core and intensive workforce development system services. While they may not show in the final WIA numbers, case management system records show each customer used One-Stop resources and availed themselves of a variety of workforce services.

The State's commitment to developing a world-class workforce by assisting the State's students and jobseekers to obtain the skills and education needed in a competitive global economy is reflected in the table on the next page and its numbers of individuals receiving training services in our workforce programs.

Program Year 2008 Individuals Receiving Training Services

Workforce Program	Individuals Receiving Training Services
Workforce Investment Act, Title I	8,818
Workforce Investment Act, Title II	34,198
NJ Customized Training (CT)	57,140
NJ Customized Training Basic Skills (Literacy)	4,739
SMART STEPS	685
Trade Act	589
Work First New Jersey (WFNJ)	16,768
NJ Workforce Development Program (WDP)	2,681
NJ Workforce Learning Link (WLL)	7,437
Total	133,055

B. Evaluations of Workforce Development Activities

Evaluation of Disabilities in the Workplace

The State Employment and Training Commission (SETC) has a standing committee, the Disability Issues Committee, that deals with all aspects of physical, mental, emotional, and psychological disabilities and their relationship to the world of employment and training.

As a part of *DiscoverAbility NJ*, a federal grant received by the Department of Human Services, the Disability Issues Committee was named the Leadership Council for the grant. Additional members were appointed to the committee and the committee worked with a consultant hired by DHS to complete a strategic plan to create a comprehensive employment system for people with disabilities.

In 2008, a Dashboard was completed to highlight the results of an evaluation survey. The survey studied three areas: employment participation, economic well being, and employment services. The study examined statistics from 2004 through 2007 and compared people with disabilities to people without disabilities.

The study gave great insight into the number of adults with disabilities who are working, and those who became employed as a result of state services. While the increases were small, it is noteworthy that steady increases were made over the years. However, the number of employment participants on Supplemental Security Income (SSI) remained almost static over the four year period. In the area of economic well being, gains were made in the number of youth with disabilities who graduate from high school. There was also an increase in the median household income of working-age adults with disabilities. With employment services, while the number of people without disabilities served at the One-Stop Career Centers went down, the number of people with disabilities served at the One-Stop Career Centers showed an increase of almost 25%. Also, in actual numbers, there was an increase in the number of working aged adults who enrolled in the New Jersey Workability Program by 1334 over the four year period.

The results of the study were presented to the Disability Issues Committee, various state agencies, and the SETC Board. The Disability Issues Committee will use the data from this study to build on their future activities with *DiscoverAbility NJ*.

Evaluation of Gender Parity in the Workforce

The New Jersey State Employment and Training Commission and their Council on Gender Parity in Labor and Education released a report in April 2009 entitled *Legal Talent at the Crossroads: Why New Jersey Women Lawyers Leave Their Law Firms and Why They Choose to Stay*.

In a 2002 report, *Women at Work: Achieving Gender Parity on the Job*, five economic sectors were identified as having gender inequities in areas pivotal to the State's economic growth. *Women at Work* revealed that women in the field of law faced challenges related to time demands, the integration of work and family, workplace climate and unequal access to labor market rewards. These factors prevented many of New Jersey's women lawyers from enjoying true equity in their jobs. The Council commissioned the Center for Women at Work at Rutgers University to conduct a study that focused on the current climate for women lawyers in New Jersey to see if a business case could be made to support family-friendly arrangement in this traditionally not-so-family-friendly field.

Beginning in 2008, over 520 New Jersey attorneys participated in the research by completing an online survey, participating in interviews or focus groups, and speaking openly about their work and private lives. The full data of the survey can be found at www.cww.rutgers.edu.

The report provides a current picture of how women lawyers are progressing in their professional lives. While there were many successes noted, women also described their frustration and stalled careers. However, one of the key findings – and one that is new to this area of research – is that women are now willing to leave an employer to seek a more flexible work environment. It appears that women no longer feel trapped or helpless in their pursuit of a successful career in the law. Law firms often are not able to recover the investment of time and money they put into their employees when they leave too soon. Given this finding, the business case for family-friendly policies and women’s initiatives could not be more compelling.

The report detailed the findings of the study and provided best practices that law firms can adopt. It also provided a section on advice from successful women lawyers on personal strategies they found helpful. The full report can be found at www.njsetc.net.

The attention the report got was very good. Not only was it cited in the New Jersey Bar Association and various legal journals, articles also appeared in a variety of diversity and human resource magazines, as well as business newspapers. The Associated Press also published an article about the report that was widely distributed. Many interested parties, including the Harvard Law Library, have requested hard copies of the report. New Jersey’s public television also featured information on the report on their show, *Due Process*. One of the main researchers from the Center for Women and Work and a member of the Council on Gender Parity, who is a woman lawyer, presented the results.

We believe the findings of the report and the subsequent interest in the research will make an impact on law firms, and women lawyers, throughout New Jersey. Many firms have already requested additional information on how they can improve their workplaces. The Center for Women and Work are available for consultation on the subject and has begun working with individual firms. They, along with the data from the report, provide a clear guide to the steps that can be taken to increase retention and the advancement of the talented women lawyers on their staffs. In an arena where the best talent means the best business, this is a step in the right direction.

New Jersey Program Year 2008 Waivers

	Waivers	Description
1	50% match for Customized Training	Requests permission to offer a sliding scale to increase opportunity for small business participation. Waiver allows for no less than a 10% match for employers with 50 or fewer employees and 25% for 51 through 100. Employers with over 100% would comply to statutory requirement of 50%. This would allow greater access to small employers and help to build beneficial relations with the private sector.
2	Adult-DW funds transfer	Allows local areas to be responsive to the needs of their customers and provides greater flexibility in service provision. (Note: Would not apply to ARRA funds)
3	10% Local funds for Incumbent Worker Training	Would allow local areas to utilize a small proportion of their funds to upgrade the skills of already employed individuals. Could assist areas to provide assistance/upgrading to the working poor.
4	Youth ITAs	Allows older, out-of-school youth to enroll in Individual Training Account (ITA) option without having to be served as an adult. Provides a positive, individualized option for this youth group which is not included in the traditional program.
5	Youth Summer Providers ARRA	Allows local areas to use summer youth program providers with an established performance record without competitive bidding.

Through Program Year 2008, no formal evaluation of New Jersey's waivers have been undertaken. During Program Year 2009, the State will assess how the waivers have changed activities of the State and local areas and how activities carried out under the waivers have directly or indirectly affected State and local area performance outcomes.

WIA Annual Report (ETA Form 9091)

State Name: NJ

Date Submitted: 08/24/2009

WIA Title IB

Annual Report Form (ETA 9091)

I. Narrative Section

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

II. Table Section

Table A - Workforce Investment Act Customer Satisfaction Results

Customer Satisfaction	Negotiated Performance Level	Actual Performance Level - American Customer Satisfaction Index	Number of Surveys Completed	Number of Customers Eligible for the Survey	Number of Customers Included in the Sample	Response Rate
Participants	79.0	80.2	732.0	940.0	940.0	77.9
Employers	69.0	71.2	956.0	2,598.0	1,194.0	80.1

Table B - Adult Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	84.0	87.2	2,535
			2,908
Employment Retention Rate	87.0	83.9	2,353
			2,805
Average Earnings	12,075.0	12,126.8	26,957,921
			2,223
Employment and Credential Rate	60.0	65.4	1,382
			2,114

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	78.3	18	81.6	80	72.0	36	81.0	149
		23		98		50		184
Employment Retention Rate	81.8	18	74.3	75	72.1	31	83.6	127
		22		101		43		152
Average Earnings Rate	9,452.7	160,696	12,702.5	889,176	12,283.5	343,937	12,566.7	1,432,600
		17		70		28		114
Employment and Credential Rate	66.7	10	67.5	56	58.7	27	63.6	82
		15		83		46		129

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	84.3	1,640	93.0	895
		1,946		962
Employment Retention Rate	82.4	1,548	86.9	805
		1,879		926
Average Earnings Rate	11,964.0	17,371,716	12,433.5	9,586,205
		1,452		771

Table E - Dislocated Worker Program Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	88.0	88.7	3,195
			3,601
Employment Retention Rate	90.0	88.2	3,039
			3,444
Average Earnings	16,200.0	15,726.8	45,277,364
			2,879
Employment and Credential Rate	69.0	70.5	2,128
			3,017

Table F - Outcomes for Dislocated Worker Special Populations

Reported Information	Veterans		Individuals with Disabilities		Older Individuals		Displaced Homemakers	
Entered Employment Rate	86.5	167	81.3	26	82.2	433	100.0	1
		193		32		527		1
Employment Retention Rate	80.5	153	86.8	33	89.7	426	0.0	0
		190		38		475		1
Average Earnings Rate	17,129.5	2,483,771	14,913.4	492,141	15,014.4	5,900,652	0.0	0
		145		33		393		0
Employment and Credential Rate	68.9	124	64.5	20	67.7	292	100.0	1
		180		31		431		1

Table G - Other Outcome for the Dislocated Worker Program

Reported Information	Individuals Who Received Training Services		Individuals Who Only Received Core and Intensive Services	
Entered Employment Rate	88.6	2,613	89.3	582
		2,949		652
Employment Retention Rate	88.0	2,465	89.1	574
		2,800		644
Average Earnings Rate	15,391.5	36,031,579	17,185.5	9,245,786
		2,341		538

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

Reported Information	Negotiated Performance Level	Actual Performance Level	
Placement in Employment or Education	0.0	57.0	1,465
			2,568
Attainment of Degree or Certificate	0.0	46.8	1,090
			2,329
Literacy and Numeracy Gains	0.0	26.7	77
			288

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

Reported Information	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	79.0	83.3	279
			335
Employment Retention Rate	85.0	82.8	260
			314
Average Earnings	4,050.0	4,041.2	1,103,244
			273
Credential Rate	53.0	49.9	208
			417

Table I - Outcomes for Older Youth Special Populations

Reported Information	Public Assistance Recipients		Veterans		Individuals with Disabilities		Out-of-School Youth	
EER Rate	100.0	3	0.0	0	66.7	20	84.6	242
		3		0		30		286
ERR Rate	100.0	1	0.0	0	72.4	21	82.9	218
		1		0		29		263
Average Earnings Rate	7,234.0	7,234	0.0	0	1,294.4	32,361	4,096.3	946,250
		1		0		25		231
Credential Rate	25.0	1	0.0	0	48.8	20	50.1	175
		4		0		41		349

Table J - Younger Youth (14 - 18) Results

Reported Information	Negotiated Performance Level	Actual Performance Level	
Skill Attainment Rate	85.0	90.2	3,865
			4,285
Youth Diploma or Equivalent Rate	70.0	82.1	930
			1,133
Retention Rate	59.0	67.2	800
			1,191

Table K - Outcomes for Younger Youth Special Populations

Reported Information	Public Assistance Recipients		Individuals with Disabilities		Out-of-School Youth	
Skill Attainment Rate	89.4	219	95.2	1,347	81.7	527
		245		1,415		645
Youth Diploma or Equivalent	70.6	36	85.7	300	65.9	184
		51		350		279
Retention Rate	59.7	46	67.1	212	69.9	265
		77		316		379

Table L - Other Reported Information

Reported Information	12 Month Employment Retention Rate		12 Month Earning Increase (Adults and Older Youth) or 12 Months Earning Replacement (Dislocated Workers)		Placement in Non-traditional Employment		Wages At Entry Into Employment For Those Individuals Who Entered Unsubsidized Employment		Entry Into Unsubsidized Employment Related to the Training Received of Those Who Completed Training Services	
Adults	80.1	2,164	3,327.4	8,355,011	0.5	12	5,154.7	11,989,927	18.2	298
		2,703		2,511		2,535		2,326		1,640
Dislocated Workers	87.4	2,953	99.1	45,865,605	0.5	16	6,848.2	20,811,602	22.2	581
		3,378		46,298,919		3,195		3,039		2,613
Older Youths	75.1	223	3,762.4	1,012,075	0.0	0	2,807.9	634,594		
		297		269		279		226		

Table M - Participation Levels

Reported Information	Total Participants Served	Total Exiters
Total Adult Customers	54,308	34,493
Total Adult self-service only	41,742	29,666
WIA Adult	48,173	32,046
WIA Dislocated Worker	7,320	2,766
Total Youth (14-21)	5,194	2,590
Younger Youth (14-18)	4,559	2,224
Older Youth (19-21)	635	366
Out-of-School Youth	1,131	691
In-School Youth	4,063	1,899

Table N - Cost of Program Activities

Program Activity		Total Federal Spending
Local Adults		12068654.00
Local Dislocated Workers		13800171.00
Local Youth		13645381.00
Rapid Response (up to 25%) WIA Section 134(a)(2)(B)		5737335.00
Statewide Required Activities (up to 15%) WIA Section 134(a)(2)(B)		7902787.00
Statewide Allowable Activities WIA Section 134(a)(3)	Program Activity Description	
	Project Reemployment Opportunity System	0.00
	Labor Planning and Analysis	0.00
	Rutgers	0.00
	Rutgers	0.00
	Rutgers NJ Consumer Report Card	0.00
	Employment and Training	0.00
	SETC	0.00
		0.00
		0.00
		0.00
		0.00
Total of All Federal Spending Listed Above		53163328.00

Table O - Local Performance

Local Area Name <u>GreaterRaritanWIB</u>	Total Participants Served	Adults	343
		Dislocated Workers	422
		Older Youth (19 - 21)	9
		Younger Youth (14 - 18)	17
ETA Assigned # <u>34110</u>	Total Exiters	Adults	179
		Dislocated Workers	160
		Older Youth (19 - 21)	9
		Younger Youth (14 - 18)	8

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	8.6	9.0
	Employers	8.1	7.4
Entered Employment Rates	Adults	86.0	81.3
	Dislocated Workers	89.0	91.0
	Older Youth	79.0	80.0
Retention Rates	Adults	88.5	79.2
	Dislocated Workers	91.0	90.5
	Older Youth	87.0	75.0
	Younger Youth	59.0	75.0
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	17,166.19	14842.7
	Dislocated Workers	26884.61	21198.8
	Older Youth	2632.15	2745.4
Credential/Diploma Rates	Adults	60.0	62.5
	Dislocated Workers	69.0	74.2
	Older Youth	55.0	37.5
	Younger Youth	70.0	50.0
Skill Attainment Rate	Younger Youth	87.0	77.8
Placement in Employment or Education	Youth (14 - 21)	0.0	83.3
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	50.0
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	0.0

Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
	3	7	7

Table O - Local Performance

Local Area Name <u>BurlingtonCountyWIB</u>	Total Participants Served	Adults	3514
		Dislocated Workers	216
		Older Youth (19 - 21)	57
		Younger Youth (14 - 18)	161
ETA Assigned # <u>34045</u>	Total Exiters	Adults	3033
		Dislocated Workers	149
		Older Youth (19 - 21)	32
		Younger Youth (14 - 18)	68

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	8.6	7.9
	Employers	8.1	8.6
Entered Employment Rates	Adults	93.6	82.0
	Dislocated Workers	90.0	85.0
	Older Youth	80.0	88.9
Retention Rates	Adults	91.0	89.7
	Dislocated Workers	92.0	91.4
	Older Youth	86.0	100.0
	Younger Youth	61.2	63.3
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	13421.88	14015.0
	Dislocated Workers	15077.17	14057.1
	Older Youth	4242.65	2577.3
Credential/Diploma Rates	Adults	69.0	77.8
	Dislocated Workers	75.5	76.8
	Older Youth	53.0	20.0
	Younger Youth	81.0	85.7
Skill Attainment Rate	Younger Youth	88.0	90.9
Placement in Employment or Education	Youth (14 - 21)	0.0	69.7
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	62.9
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	0.0

Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
	2	6	9

Table O - Local Performance

Local Area Name <u>NewarkWIB</u>	Total Participants Served	Adults	783
		Dislocated Workers	199
		Older Youth (19 - 21)	34
		Younger Youth (14 - 18)	269
ETA Assigned # <u>34020</u>	Total Exiters	Adults	468
		Dislocated Workers	139
		Older Youth (19 - 21)	11
		Younger Youth (14 - 18)	84

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	8.6	9.9
	Employers	8.1	8.8
Entered Employment Rates	Adults	84.0	79.8
	Dislocated Workers	88.0	84.2
	Older Youth	79.0	64.3
Retention Rates	Adults	87.0	79.0
	Dislocated Workers	90.0	79.9
	Older Youth	85.0	60.0
	Younger Youth	59.0	50.5
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	11091.44	10464.8
	Dislocated Workers	13081.02	11715.5
	Older Youth	2027.69	1948.0
Credential/Diploma Rates	Adults	60.0	55.1
	Dislocated Workers	69.0	48.6
	Older Youth	53.0	30.0
	Younger Youth	70.0	44.9
Skill Attainment Rate	Younger Youth	85.0	84.5
Placement in Employment or Education	Youth (14 - 21)	0.0	68.4
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	38.8
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	0.0

Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
	4	11	2

Table O - Local Performance

Local Area Name <u>OceanCountyWIB</u>	Total Participants Served	Adults	521
		Dislocated Workers	314
		Older Youth (19 - 21)	15
		Younger Youth (14 - 18)	127
ETA Assigned # <u>34080</u>	Total Exiters	Adults	445
		Dislocated Workers	217
		Older Youth (19 - 21)	3
		Younger Youth (14 - 18)	36

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	8.6	9.4
	Employers	8.1	8.9
Entered Employment Rates	Adults	87.5	85.2
	Dislocated Workers	90.0	84.5
	Older Youth	81.0	80.0
Retention Rates	Adults	87.0	84.6
	Dislocated Workers	91.5	89.5
	Older Youth	82.0	100.0
	Younger Youth	68.0	78.9
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	13477.02	11968.4
	Dislocated Workers	15291.38	16562.3
	Older Youth	2741.39	3118.0
Credential/Diploma Rates	Adults	69.0	76.5
	Dislocated Workers	77.0	77.3
	Older Youth	58.0	75.0
	Younger Youth	67.0	96.0
Skill Attainment Rate	Younger Youth	88.0	95.5
Placement in Employment or Education	Youth (14 - 21)	0.0	75.4
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	60.7
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	20.0

Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
	0	6	11

Table O - Local Performance

Local Area Name <u>EssexCountyWIB</u>	Total Participants Served	Adults	1036
		Dislocated Workers	681
		Older Youth (19 - 21)	32
		Younger Youth (14 - 18)	406
ETA Assigned # <u>34050</u>	Total Exiters	Adults	339
		Dislocated Workers	72
		Older Youth (19 - 21)	9
		Younger Youth (14 - 18)	170

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	8.6	9.8
	Employers	8.1	8.3
Entered Employment Rates	Adults	82.0	82.2
	Dislocated Workers	88.0	77.2
	Older Youth	78.0	77.8
Retention Rates	Adults	86.5	83.3
	Dislocated Workers	91.0	90.9
	Older Youth	85.0	90.0
	Younger Youth	61.0	46.4
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	12547.96	13947.1
	Dislocated Workers	16783.43	14366.4
	Older Youth	9412.27	1927.9
Credential/Diploma Rates	Adults	58.5	57.7
	Dislocated Workers	69.5	52.4
	Older Youth	56.0	46.7
	Younger Youth	71.0	90.0
Skill Attainment Rate	Younger Youth	85.0	94.9
Placement in Employment or Education	Youth (14 - 21)	0.0	41.9
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	16.7
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	0.0

Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
	3	7	7

Table O - Local Performance

Local Area Name <u>MiddlesexCountyWIB</u>	Total Participants Served	Adults	816
		Dislocated Workers	635
		Older Youth (19 - 21)	33
		Younger Youth (14 - 18)	78
ETA Assigned # <u>34115</u>	Total Exiters	Adults	620
		Dislocated Workers	327
		Older Youth (19 - 21)	22
		Younger Youth (14 - 18)	60

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	8.6	8.5
	Employers	8.1	8.5
Entered Employment Rates	Adults	86.0	87.5
	Dislocated Workers	89.0	87.3
	Older Youth	81.0	77.3
Retention Rates	Adults	89.0	83.3
	Dislocated Workers	96.0	85.1
	Older Youth	93.0	88.9
	Younger Youth	61.0	71.2
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	16044.66	13973.3
	Dislocated Workers	18725.23	15517.5
	Older Youth	3855.63	4572.1
Credential/Diploma Rates	Adults	52.0	63.0
	Dislocated Workers	59.0	55.1
	Older Youth	53.0	50.0
	Younger Youth	75.0	89.5
Skill Attainment Rate	Younger Youth	87.0	91.4
Placement in Employment or Education	Youth (14 - 21)	0.0	56.7
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	59.1
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	4.8

Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
	0	10	7

Table O - Local Performance

Local Area Name <u>BergenCountyWIB</u>	Total Participants Served	Adults	498
		Dislocated Workers	383
		Older Youth (19 - 21)	26
		Younger Youth (14 - 18)	299
ETA Assigned # <u>34040</u>	Total Exiters	Adults	281
		Dislocated Workers	83
		Older Youth (19 - 21)	8
		Younger Youth (14 - 18)	57

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	8.6	8.9
	Employers	8.1	9.0
Entered Employment Rates	Adults	87.0	80.3
	Dislocated Workers	87.0	87.0
	Older Youth	80.0	92.9
Retention Rates	Adults	87.0	76.9
	Dislocated Workers	88.0	93.4
	Older Youth	88.0	100.0
	Younger Youth	61.0	86.7
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	10583.73	14075.7
	Dislocated Workers	17468.89	18192.7
	Older Youth	4397.67	3324.9
Credential/Diploma Rates	Adults	71.0	75.8
	Dislocated Workers	73.0	85.2
	Older Youth	53.5	83.3
	Younger Youth	74.0	96.1
Skill Attainment Rate	Younger Youth	90.0	98.4
Placement in Employment or Education	Youth (14 - 21)	0.0	85.7
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	89.0
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	12.5

Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
	1	2	14

Table O - Local Performance

Local Area Name <u>NJDOL Trenton Central Office</u>	Total Participants Served	Adults	3627
		Dislocated Workers	85
		Older Youth (19 - 21)	0
		Younger Youth (14 - 18)	0
ETA Assigned # <u>34990</u>	Total Exiters	Adults	1892
		Dislocated Workers	3
		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	75.0
	Dislocated Workers	0.0	100.0
	Older Youth	0.0	0.0
Retention Rates	Adults	0.0	100.0
	Dislocated Workers	0.0	0.0
	Older Youth	0.0	0.0
	Younger Youth	0.0	0.0
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	0.0	17296.0
	Dislocated Workers	0.0	
	Older Youth	0.0	0.0
Credential/Diploma Rates	Adults	0.0	0.0
	Dislocated Workers	0.0	100.0
	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 of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded

Table O - Local Performance

Local Area Name <u>MorrisSussexWarrenWIB</u>	Total Participants Served	Adults	3887
		Dislocated Workers	547
		Older Youth (19 - 21)	9
		Younger Youth (14 - 18)	86
ETA Assigned # <u>34105</u>	Total Exiters	Adults	2903
		Dislocated Workers	208
		Older Youth (19 - 21)	4
		Younger Youth (14 - 18)	78

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	8.6	8.6
	Employers	8.1	9.2
Entered Employment Rates	Adults	86.0	85.5
	Dislocated Workers	90.0	91.3
	Older Youth	79.0	75.0
Retention Rates	Adults	87.5	84.1
	Dislocated Workers	91.0	90.5
	Older Youth	87.0	100.0
	Younger Youth	63.0	95.4
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	15290.39	14668.8
	Dislocated Workers	18452.40	17752.3
	Older Youth	4000.0	6616.7
Credential/Diploma Rates	Adults	61.5	73.7
	Dislocated Workers	70.0	83.5
	Older Youth	53.0	50.0
	Younger Youth	72.0	88.3
Skill Attainment Rate	Younger Youth	86.0	93.6
Placement in Employment or Education	Youth (14 - 21)	0.0	67.2
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	64.9
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	65.2

Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
	0	7	10

Table O - Local Performance

Local Area Name <u>UnionCountyWIB</u>	Total Participants Served	Adults	1272
		Dislocated Workers	312
		Older Youth (19 - 21)	37
		Younger Youth (14 - 18)	261
ETA Assigned # <u>34010</u>	Total Exiters	Adults	644
		Dislocated Workers	150
		Older Youth (19 - 21)	19
		Younger Youth (14 - 18)	371

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	8.6	8.5
	Employers	8.1	8.6
Entered Employment Rates	Adults	84.0	91.8
	Dislocated Workers	88.0	92.9
	Older Youth	80.0	100.0
Retention Rates	Adults	88.0	92.2
	Dislocated Workers	92.0	93.0
	Older Youth	85.0	100.0
	Younger Youth	60.0	83.3
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	12783.09	13184.7
	Dislocated Workers	14145.70	16064.0
	Older Youth	4341.48	5649.1
Credential/Diploma Rates	Adults	61.0	62.7
	Dislocated Workers	69.0	73.4
	Older Youth	55.0	80.0
	Younger Youth	76.0	79.7
Skill Attainment Rate	Younger Youth	87.0	82.4
Placement in Employment or Education	Youth (14 - 21)	0.0	39.9
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	19.5
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	0.0

Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
	0	2	15

Table O - Local Performance

Local Area Name <u>AtlanticCapeMayWIB</u>	Total Participants Served	Adults	931
		Dislocated Workers	396
		Older Youth (19 - 21)	49
		Younger Youth (14 - 18)	505
ETA Assigned # <u>34035</u>	Total Exiters	Adults	594
		Dislocated Workers	255
		Older Youth (19 - 21)	31
		Younger Youth (14 - 18)	245

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	8.6	8.0
	Employers	8.1	8.3
Entered Employment Rates	Adults	88.0	86.1
	Dislocated Workers	96.0	86.5
	Older Youth	84.0	90.9
Retention Rates	Adults	87.0	85.0
	Dislocated Workers	93.0	95.1
	Older Youth	89.0	81.5
	Younger Youth	62.0	71.8
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	12283.71	10983.0
	Dislocated Workers	15520.52	14698.3
	Older Youth	4182.31	4375.0
Credential/Diploma Rates	Adults	63.0	75.1
	Dislocated Workers	72.0	76.7
	Older Youth	53.0	72.0
	Younger Youth	71.0	67.8
Skill Attainment Rate	Younger Youth	86.0	88.5
Placement in Employment or Education	Youth (14 - 21)	0.0	65.5
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	63.1
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	0.0

Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
	0	8	9

Table O - Local Performance

Local Area Name <u>MonmouthCountyWIB</u>	Total Participants Served	Adults	5224
		Dislocated Workers	313
		Older Youth (19 - 21)	25
		Younger Youth (14 - 18)	165
ETA Assigned # <u>34070</u>	Total Exiters	Adults	4026
		Dislocated Workers	161
		Older Youth (19 - 21)	21
		Younger Youth (14 - 18)	72

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	8.6	9.3
	Employers	8.1	7.7
Entered Employment Rates	Adults	85.0	86.9
	Dislocated Workers	89.0	88.2
	Older Youth	79.5	78.9
Retention Rates	Adults	88.5	75.8
	Dislocated Workers	91.0	81.8
	Older Youth	83.0	72.7
	Younger Youth	60.0	64.0
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	12692.58	11631.1
	Dislocated Workers	19585.29	18608.2
	Older Youth	2987.96	3154.2
Credential/Diploma Rates	Adults	61.5	68.8
	Dislocated Workers	69.0	68.3
	Older Youth	54.0	51.7
	Younger Youth	72.0	97.4
Skill Attainment Rate	Younger Youth	87.0	92.3
Placement in Employment or Education	Youth (14 - 21)	0.0	57.3
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	43.5
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	0.0

Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
	0	10	7

Table O - Local Performance

Local Area Name <u>CumberlandSalemCountyWIB</u>	Total Participants Served	Adults	757
		Dislocated Workers	273
		Older Youth (19 - 21)	53
		Younger Youth (14 - 18)	379
ETA Assigned # <u>34090</u>	Total Exiters	Adults	408
		Dislocated Workers	141
		Older Youth (19 - 21)	33
		Younger Youth (14 - 18)	170

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	8.6	9.6
	Employers	8.1	8.4
Entered Employment Rates	Adults	86.0	89.6
	Dislocated Workers	88.0	88.4
	Older Youth	79.5	63.6
Retention Rates	Adults	82.0	80.8
	Dislocated Workers	88.0	89.8
	Older Youth	85.0	71.9
	Younger Youth	59.0	64.2
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	9907.49	11157.9
	Dislocated Workers	14954.0	16008.9
	Older Youth	4532.0	4014.7
Credential/Diploma Rates	Adults	50.0	58.3
	Dislocated Workers	69.0	75.6
	Older Youth	42.0	39.5
	Younger Youth	70.0	76.8
Skill Attainment Rate	Younger Youth	85.0	81.6
Placement in Employment or Education	Youth (14 - 21)	0.0	63.6
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	35.8
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	0.0

Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
	0	6	11

Table O - Local Performance

Local Area Name <u>HudsonCountyWIB</u>	Total Participants Served	Adults	2095
		Dislocated Workers	605
		Older Youth (19 - 21)	36
		Younger Youth (14 - 18)	124
ETA Assigned # <u>34060</u>	Total Exiters	Adults	1477
		Dislocated Workers	13
		Older Youth (19 - 21)	8
		Younger Youth (14 - 18)	13

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	8.6	7.4
	Employers	8.1	8.9
Entered Employment Rates	Adults	84.0	88.9
	Dislocated Workers	88.0	87.5
	Older Youth	79.0	70.0
Retention Rates	Adults	88.0	80.0
	Dislocated Workers	91.0	82.4
	Older Youth	87.0	88.9
	Younger Youth	61.0	57.9
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	11082.07	12614.5
	Dislocated Workers	13755.64	14361.8
	Older Youth	5158.18	8506.5
Credential/Diploma Rates	Adults	60.0	83.3
	Dislocated Workers	70.0	76.9
	Older Youth	57.0	60.0
	Younger Youth	71.0	75.0
Skill Attainment Rate	Younger Youth	85.0	89.5
Placement in Employment or Education	Youth (14 - 21)	0.0	65.2
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	66.7
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	0.0

Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
	0	6	11

Table O - Local Performance

Local Area Name <u>JerseyCity</u>	Total Participants Served	Adults	3437
		Dislocated Workers	239
		Older Youth (19 - 21)	35
		Younger Youth (14 - 18)	358
ETA Assigned # <u>34015</u>	Total Exiters	Adults	2358
		Dislocated Workers	26
		Older Youth (19 - 21)	13
		Younger Youth (14 - 18)	302

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	8.6	8.7
	Employers	8.1	8.9
Entered Employment Rates	Adults	85.0	95.8
	Dislocated Workers	88.0	97.6
	Older Youth	79.0	80.0
Retention Rates	Adults	88.0	92.4
	Dislocated Workers	91.0	94.6
	Older Youth	86.5	73.7
	Younger Youth	60.0	58.1
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	13395.87	13797.0
	Dislocated Workers	13728.99	11841.0
	Older Youth	5575.37	4660.5
Credential/Diploma Rates	Adults	65.0	83.7
	Dislocated Workers	69.0	69.7
	Older Youth	58.0	85.7
	Younger Youth	62.0	94.9
Skill Attainment Rate	Younger Youth	86.0	98.1
Placement in Employment or Education	Youth (14 - 21)	0.0	53.5
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	90.0
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	19.5

Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
	0	4	13

Table O - Local Performance

Local Area Name <u>MercerCountyWIB</u>	Total Participants Served	Adults	467
		Dislocated Workers	263
		Older Youth (19 - 21)	26
		Younger Youth (14 - 18)	50
ETA Assigned # <u>34030</u>	Total Exiters	Adults	227
		Dislocated Workers	110
		Older Youth (19 - 21)	11
		Younger Youth (14 - 18)	79

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	8.6	8.8
	Employers	8.1	8.7
Entered Employment Rates	Adults	77.0	83.3
	Dislocated Workers	88.5	88.6
	Older Youth	79.0	81.3
Retention Rates	Adults	88.5	84.2
	Dislocated Workers	93.0	90.7
	Older Youth	85.0	77.3
	Younger Youth	60.0	70.7
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	11184.03	12979.0
	Dislocated Workers	15056.92	14549.3
	Older Youth	4657.76	4357.0
Credential/Diploma Rates	Adults	60.0	64.8
	Dislocated Workers	64.0	74.1
	Older Youth	53.0	61.1
	Younger Youth	70.0	88.2
Skill Attainment Rate	Younger Youth	85.0	90.6
Placement in Employment or Education	Youth (14 - 21)	0.0	25.5
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	19.3
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	0.0

Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
	0	5	12

Table O - Local Performance

Local Area Name <u>PassaicCountyWIB</u>	Total Participants Served	Adults	3907
		Dislocated Workers	439
		Older Youth (19 - 21)	20
		Younger Youth (14 - 18)	1062
ETA Assigned # <u>34025</u>	Total Exiters	Adults	2723
		Dislocated Workers	166
		Older Youth (19 - 21)	6
		Younger Youth (14 - 18)	244

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	8.6	9.9
	Employers	8.1	7.7
Entered Employment Rates	Adults	85.0	87.3
	Dislocated Workers	88.5	94.0
	Older Youth	80.0	83.3
Retention Rates	Adults	88.0	85.0
	Dislocated Workers	91.5	89.2
	Older Youth	86.0	90.9
	Younger Youth	63.0	77.8
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	11772.88	13150.1
	Dislocated Workers	17049.87	14882.5
	Older Youth	5522.31	5034.5
Credential/Diploma Rates	Adults	61.0	59.4
	Dislocated Workers	69.0	64.7
	Older Youth	55.0	83.3
	Younger Youth	71.0	82.4
Skill Attainment Rate	Younger Youth	88.0	80.8
Placement in Employment or Education	Youth (14 - 21)	0.0	26.3
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	5.8
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	0.0

Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
	0	8	9

Table O - Local Performance

Local Area Name <u>GloucesterCountyWIB</u>	Total Participants Served	Adults	506
		Dislocated Workers	212
		Older Youth (19 - 21)	23
		Younger Youth (14 - 18)	93
ETA Assigned # <u>34055</u>	Total Exiters	Adults	351
		Dislocated Workers	130
		Older Youth (19 - 21)	11
		Younger Youth (14 - 18)	29

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	8.6	9.5
	Employers	8.1	9.1
Entered Employment Rates	Adults	88.0	93.7
	Dislocated Workers	89.0	97.1
	Older Youth	79.0	81.8
Retention Rates	Adults	88.0	91.1
	Dislocated Workers	90.0	96.8
	Older Youth	85.0	92.3
	Younger Youth	70.0	77.3
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	13921.26	13769.8
	Dislocated Workers	16457.31	16397.9
	Older Youth	3693.33	4349.8
Credential/Diploma Rates	Adults	74.0	82.8
	Dislocated Workers	76.0	94.2
	Older Youth	63.0	58.3
	Younger Youth	61.0	88.0
Skill Attainment Rate	Younger Youth	85.0	97.1
Placement in Employment or Education	Youth (14 - 21)	0.0	57.6
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	44.8
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	0.0

Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
	0	3	14

Table O - Local Performance

Local Area Name <u>CamdenCountyWIB</u>	Total Participants Served	Adults	789
		Dislocated Workers	706
		Older Youth (19 - 21)	117
		Younger Youth (14 - 18)	120
ETA Assigned # <u>34005</u>	Total Exiters	Adults	403
		Dislocated Workers	256
		Older Youth (19 - 21)	115
		Younger Youth (14 - 18)	139

Reported Information		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	8.6	9.1
	Employers	8.1	8.5
Entered Employment Rates	Adults	85.5	92.0
	Dislocated Workers	89.0	94.2
	Older Youth	79.0	94.7
Retention Rates	Adults	88.0	77.3
	Dislocated Workers	90.5	84.1
	Older Youth	86.0	83.9
	Younger Youth	59.0	87.8
Average Earnings (Adults/DWs) Six Months Earnings Increase (Older Youth)	Adults	11938.30	10535.5
	Dislocated Workers	16551.10	15509.2
	Older Youth	4536.04	3648.0
Credential/Diploma Rates	Adults	62.0	65.8
	Dislocated Workers	71.0	77.4
	Older Youth	53.0	36.8
	Younger Youth	70.0	76.1
Skill Attainment Rate	Younger Youth	86.0	93.3
Placement in Employment or Education	Youth (14 - 21)	0.0	95.9
Attainment of Degree or Certificate	Youth (14 - 21)	0.0	79.5
Literacy or Numeracy Gains	Youth (14 - 21)	0.0	54.9

Description of Other State Indicators of Performance (WIA Section 136(d)(1) - Insert additional rows if there are more than two other state indicators of performance		
	0.0	0.0
	0.0	0.0

Overall Status of Local Performance	Not Met	Met	Exceeded
	1	6	10

States/grantees are not required to respond to these reporting requirements unless they display an OMB approval number. Respondents' obligation to reply to these reporting requirements are mandatory per WIA section 185 (29 U.S.C. 2935) and WIA Regulations 20 CFR 667.300(e)(2); Wagner-Peyser Act section 10 (29 U.S.C. 49i), Older Americans Act section 503(f)(3) and (4) (42 U.S.C. 3056a(f)(3) and (4)), and TAA Regulations 20 CFR 617.57. Public reporting burden for the collection of information is estimated to average 400 hours per response, including time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this information collection, including suggestions for reducing this burden, to the Employment and Training Administration, U.S. Department of Labor, Office of Performance and Technology, Division of System Accomplishments, 200 Constitution Avenue, N.W., Washington, DC, 20210 (Paperwork Reduction Project No. 1205-0420).