

**State of New Jersey**

**Department of Labor and Workforce Development**

**WORKFORCE INNOVATION AND  
OPPORTUNITY ACT (WIOA)**

**PY24**

**ANNUAL REPORT NARRATIVE**

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## I. Progress: New Jersey's WIOA State Plan

### Strategic Vision and Goals

In April 2024, New Jersey submitted a new WIOA 2024-27 State Plan to USDOL reflecting three core goals that have centered New Jersey Department of Labor's work.

- **Expand and develop pathways and services that open up access to career opportunities for all New Jerseyans**, particularly for historically disadvantaged populations, including students, workers, and jobseekers. This goal will enhance equity in service delivery and increase access to quality jobs.
- **Align the systems and supports serving businesses and those supporting career-seekers**, matching talent and supporting training to meet the skill and labor needs of employers, specifically those that are providing good jobs and career opportunities.
- **Strengthen our public infrastructure to both support and enforce high quality employment opportunities and practices ("good jobs")**, including fostering protections for workers and supporting a competitive business climate, through the implementation of new technologies and streamlined processes; this includes investment in our state and local agencies and institutions to support this.

The following provides a high-level overview of progress toward these three goals in Program Year 2024 (PY24):

#### **Increasing access by strengthening programs and workforce pathways**

**One Stop Partnership:** Over the last year, NJDOL has placed particular emphasis on creating more clarity about the ecosystem of workforce services and supports that exist in New Jersey, both those supported federally and at the state level. We recognize that a full awareness of the supports available are critical to achieving WIOA's goals of a unified public workforce system. While Title III Wagner Peyser and Title I Adult, Dislocated Worker, and Youth funding provide foundational investments for New Jersey's network of American Job Centers, our 23 One Stop Career Centers serve as hubs for a broader variety of workforce programs and services. We highlight more about these activities in the section focused on One Stop Partnerships below on page 4.

#### **Statewide Capacity-Building Initiatives to Strengthen Workforce System Performance, Coordination, and Service Delivery:**

During Program Year 2024 (PY24), the New Jersey Department of Labor and Workforce Development (NJDOL) implemented the Regional Improvement and Strategy Exchange (RISE), a series of in-person professional development sessions attended by all Workforce Development Board (WDB) Directors, One-Stop Operators, and Employment Services Managers statewide. The RISE initiative was designed to establish a common foundation of learning and to enhance communication, coordination, and consistency across New Jersey's workforce system. Through structured workshops, NJDOL introduced comprehensive monitoring tools and delivered targeted technical assistance, enabling participants to deepen their understanding of performance expectations and improve the quality and alignment of

service delivery. The curriculum encompassed a broad range of core program-management competencies, including continuous improvement practices, self-assessment methodologies, policy and procedure development, strategic planning, fiscal management, competitive procurement, contracting, budgeting, and service integration. Facilitated group ideation sessions and the sharing of best practices further supported cross-regional learning and collaborative problem-solving. The initiative was widely regarded as highly effective, and NJDOL plans to pursue similar capacity-building efforts in future program years to continue empowering staff and strengthening the statewide workforce system.

**WIOA Set Aside Investments:** In addition to creating stronger awareness across partners and stakeholders in our public workforce system, NJDOL also leveraged resources from Governor Set Aside funds to support state workforce programs, expanding opportunities for serving youth and justice-involved individuals, specifically. These investments are highlighted on page 19.

**Virtual platforms and tools:** Finally, NJDOL has continued to invest WIOA resources in virtual tools that offer individuals opportunities for guiding their own career development statewide, as well as support on ramps to additional workforce services, these include:

- **SkillUp New Jersey:** NJDOL is continuing to work with Metrix Learning to make SkillUp New Jersey available to all New Jersey residents. Course content ranges from basic work readiness skills for new workers to tailored training for high-level professionals and management. Offerings include Customer Service, Microsoft Office, Adobe, Quick Books, Analytical Skills, Data Management/Reporting, Time Management, Leadership Skills, Health & Safety, and First Aid, among many others. In addition, the platform offers training tracks leading to more than 100 industry certifications.
- **MyCareerNJ:** Following the PY23 launch of this cutting-edge digital platform, NJDOL has continued to update and strengthen [MyCareerNJ](#) to offer multiple tools to help the state's workers make data-informed decisions about their career and educational investments. In addition to content about financial aid and support services, MyCareerNJ houses three tools:
  - [NJ Training Explorer](#) is a searchable catalog of more than 4,500 programs on the Eligible Training Provider List (ETPL). ETPL outcomes are highlighted on each program's page.
  - [NJ Career Pathways](#), showcases career advancement pathways in key industry sectors within NJ. Each title along the pathway is also linked with ETPL programs that can help users obtain training to qualify for that position.
  - [NJ Career Navigator](#), uses administrative and other data, with artificial intelligence (AI), to generate personalized job, training and career recommendations for users to make informed data-driven decisions.

The source code for MyCareerNJ is stored on GitHub and is freely available for replication by other states.

## 1. Alignment of employer and jobseeker needs and interests

Throughout Program Year 2024, the New Jersey Department of Labor (NJDOL) sustained a strategic emphasis on enhancing the alignment between the needs of employers and the interests of jobseekers, particularly through the integration of Apprenticeship and Business Services initiatives with Career Services and Transitional Workforce Services. This approach sought to ensure that workforce interventions are demand-driven and responsive to the evolving requirements of New Jersey's labor market by fostering dynamic connections between employer-facing services and jobseeker-focused career pathways.

Focused efforts were made to build organizational capacity within Industry Partnerships and State Business Outreach Teams, with specific initiatives designed to deepen collaboration with One-Stop Career Centers and Local Workforce Development Boards. Additional information regarding outcomes and strategies related to Industry Partnerships and Sector Strategies is detailed in the corresponding section on page 5 of this report.

## 2. Public infrastructure and capacity building

Based on priorities identified before, during, and after the pandemic, NJDOL placed a high priority on continuing to build capacity through technology and data investments, as well as investments in our front-line staff serving employers and jobseekers in New Jersey.

**Staffing:** Elevated attrition rates among Employment Services personnel and WIOA program support staff, a trend observed across public workforce systems since the COVID-19 pandemic, necessitated a strategic workforce reconstitution initiative to maintain service delivery capacity across the state's workforce development system. Between 2021 and 2024, the Workforce Development Division implemented a comprehensive talent acquisition and retention strategy, resulting in 163 staff promotions and 182 new hires, totaling 345 personnel actions supporting service delivery infrastructure across New Jersey's 17 Local Workforce Development Boards. This workforce stabilization effort represents a critical investment in the state's employment service delivery infrastructure, ensuring adequate staffing ratios to meet demand from job seekers and employers across New Jersey's diverse regional labor markets. The combination of promotional opportunities and new talent acquisition reflects a balanced approach to workforce development, simultaneously rewarding institutional knowledge while infusing new capabilities to address evolving workforce ecosystem needs.

**Data Modernization:** In addition to SkillUp New Jersey and My CareerNJ, NJDOL has also been focused on developing internal data systems and procedures. In particular, a new RFP was developed to procure a new system of record in New Jersey to replace AOSOS. This initiative aims to modernize the tracking and management of programs and services delivered through the state's 23 One-Stop Career Centers, enhancing operational efficiency and service delivery. In PY24, this effort included representatives across a wide variety of programs and teams, including individuals working within our LWDBs and One

Stop Career Centers. We are seeking to design and build a system that can better help support and meet our goals of co-enrollment and service integration.

**Staff Professional Development:** In addition, this year NJDOL placed an important emphasis and specific investments in supporting the professional development of our front line staff working in One Stop Career Centers. Through a partnership with GSETA, we developed a new Local Governance Training series (<https://www.gseta.org/professional-development/department-of-labor-resources/>), and supported GSETA in offering workforce professional credentialing for staff. We also prioritized the development of a plan and strategy for bringing on a new Training Intermediary partner in further support of shared professional development opportunities across NJDOL and our local areas.

**Strategy and Guidance Resources:** In PY24, our strategic focus centered on enhancing compliance, transparency, and service delivery within the workforce system. We released ten guidance documents that streamline processes, promote effective resource allocation, while emphasizing alignment with state and federal priorities to support holistic and accessible services for jobseekers. New guidance included:

- **Sanctions Procedures- Corrective Actions, Penalties and Appeals:** NJDOL released this guidance in July 2024. In coordination with the SETC, this guidance emphasizes resolving non-compliance issues through clear communication and technical assistance. It outlines a structured sanctions process that escalates when necessary, detailing progressive steps from initial notification and corrective action planning to penalties and appeals. The framework is designed to ensure transparency, accountability, and timely resolution of issues.  
[WD-PY24-1 Sanctions Procedures \(Final\).pdf](#)
- **WIOA Budget Guidelines and Requirements:** This guidance was released in July 2024 and it outlines the budget guidelines and requirements for LWDBs under WIOA and WFNJ. It provides detailed instructions on developing, reporting, and monitoring budgets, emphasizing transparency, compliance, and the strategic allocation of funds. One highlight is the transition to a new grant management system: IGX (Intelligrants).  
[WD-PY24-2 WIOA and WFNJ Budget Guidance \(Final\).pdf](#)
- **Title I Adult, Dislocated Worker, and Youth Eligibility:** Released in September 2024, this revised guidance simplifies eligibility criteria and documentation processes, ensuring participants can access services without unnecessary barriers. It promotes alignment with state workforce programs and enhances co-enrollment

and shared service delivery through streamlined procedures for assessments and connections.

[WD-PY24-2 WIOA and WFNJ Budget Guidance \(Final\).pdf](#)

- **Required One Stop Posters:** Issued in December 2024, this guidance outlines the mandatory requirements for displaying federal and state posters in the American Job Centers, ensuring compliance with all applicable labor, employment and workforce development regulations.  
[Required One Stop Posters Guidance WD-PY24-4.pdf](#)
- **Purchase Guidance:** Released in February 2025, this guidance requires LWDBs to obtain NJDOL approval for using WIOA funds on equipment purchases, submitting a signed request form. LWDBs must develop inventory policies, maintain detailed records, and handle disposition properly, including completing the disposition forms, to avoid disallowed costs.  
[Purchase Guidance PY24-5.pdf](#)
- **WIOA Record Retention:** This guidance update was released in March 2025, and it replaces the previous seven-year requirement with a standard three year retention period, aligning with federal regulations.  
[Records Retention Guidance \(Final\).pdf](#)
- **Required One Stop Career Center Partners:** Issued in June 2025, this guidance outlines required, recommended and additional partners that must or may collaborate to deliver employment, training, education and supportive services withing to One Stop system. It clarifies the partner's roles, responsibilities and expectations for coordination, service delivery and shared resources.  
[Microsoft Word - NJWIN 13-16\(Required One-Stop Partners\).docx](#)
- **Workforce Service Integration and Co-Enrollment:** Released in June 2025, this guidance outlines strategies for service integration and co-enrollment to enhance participant access, improve outcomes, reduce duplications and provide holistic support to jobseekers. It details both recommended and mandatory co-enrollment, highlighting co-enrollment between RESEA and WIOA Title I Adult and Dislocated worker programs.  
[WD-PY24-8 Service Integration and Co-Enrollment Policy \(6-3-25\).pdf](#)

- **Competitive Procurement of Title 1 One Stop Operator, Career Services and Youth Services:** This guidance, issued in June 2025, requires LWDBs to competitively procure Title I One Stop Operators, Career Services, and Youth Services, ensuring fair and open competition. It details procurement requirements, roles, and documentation standards, emphasizing transparency and avoiding conflicts of interest, while aligning with local priorities.  
[WD-PY24-9 WIOA Competitive Procurement \(6-11-25\).pdf](#)
- **WIOA and WFNJ Budget Guidelines and Requirements:** Issued in June 2025, the guidance mandates the use of an Annual Budgeting Template for LWDBs to ensure alignment with local plans and priorities, and it also clarifies drawdown procedures and compliance expectations.  
[WD-PY24-10 WIOA and WFNJ Budget Guidance \(6-11-25\).pdf](#)

**Focus: Enhancing Governance, Partnerships, and Capacity Building**

NJDOL focused on enhancing One Stop Career Centers by strengthening governance, improving service delivery with a focus on training and technical assistance, and building strategic partnerships. These efforts aimed to foster continuous improvement and capacity building across the workforce system.

Some of the specific actions we took in PY24 include the following:

**MOUs/IFAs:** NJDOL worked with our 17 Local Workforce Development Areas, providing guidance and technical assistance activities to support the development of new and updated Memorandum of Understanding (MOUs) and Infrastructure Funding Agreements. Most agreements have now been fully executed and we are continuing to provide Technical Assistance to those local areas that have not yet executed agreements. We placed particular focus on the integration of NJDOL’s Business Services Outreach team in these MOUs/IFAs. This team provides connections to many employer-focused programs and services supported through state and federal resources, including On-the-Job Training, Apprenticeship, and other work-based learning supports. In addition, through these new MOUs and IFAs, we sought further integration of state workforce programs like Pathways to Recovery, supporting individuals affected by opioid addiction, and JOBS, which supports individuals re-entering the workforce after incarceration.

**Competitive Procurement Implementation:** In PY24, NJDOL continued to work with several LWDBs to competitively procure One Stop Operators, One Stop Career Service providers, and Youth Service providers, if they had not previously selected these providers

through fair and open competitions. By PY24, most of our LWDBs had competitively procured providers in place. We collaborated with a consulting firm to facilitate procurement training and followed up with targeted technical assistance. We are continuing to work with specific local areas that have not yet competitively procured providers. These providers are critical partners in our One Stop Career Centers.

**State Workforce Programs:** In addition to strengthening understanding among our LWDBs of partnership requirements and opportunities, NJDOL also has sought to create more understanding of the opportunities our One Stop Career Centers offer to our state workforce grantees. In particular, in our Notice of Grant Opportunities we included specific information regarding opportunities and expectations that programs partner and coordinate with our One Stop Career Centers – including for Growing Apprenticeship in Nontraditional Sectors (GAINS), Pathways to Recovery, and Judiciary Opportunities for Building Success (JOBS) grants.

**Oversight and Support:** We conducted regular reviews of local area governance and service delivery, ensuring compliance with established standards and policies. We developed and distributed quarterly reports detailing performance and budget indicators to offer valuable insights and foster accountability for local areas. We met with every WDB Director onsite, toured their facilities, and created and maintained relationships with partners. reviewed performance, expenditures, and gaps, providing them with the opportunity to discuss any topics of concern. This comprehensive approach ensures that local workforce systems operate effectively and transparently, aligning with our strategic objectives to deliver high-quality services to jobseekers and employers.

**Training and Technical Assistance:** We conducted comprehensive training for the system, including separate sessions for One-Stop Operators and Employment Services Managers, focusing on policy, procedures, performance, professional development, and outreach. Throughout the year, we facilitated numerous training and technical assistance sessions, including a focused session on Measurable Skills Gains, which significantly contributed to improved performance metrics. We facilitated several workshops at the 2024 annual GSETA conference in partnership including coordinated sessions with the SETC and USDOL. Our commitment to ongoing training and technical assistance covered a variety of topics, ensuring continuous improvement and capacity building within the workforce system.

### **Focus: Sector Strategies and Career Pathways**

In PY24, NJDOL advanced a strategic investment through our Industry Partnership Sector Strategies team. NJDOL developed this investment to both strengthen our Industry Partnerships (IP) team to work with employers and to develop more comprehensive career pathway opportunities in New Jersey. Specifically, NJDOL secured a 12-month training contract with the American Institute for Research (AIR) to provide an assessment of the sector team and the existing level of performance with a goal of building scale. In addition, the contract will provide individual coaching for our sector strategy team to assist with

piloting projects, and finally to create a system wide awareness training to showcase launched projects and build new connections with system stakeholders.

In particular, the team has made significant strides to align workforce initiatives with both federal and local state agencies. This training project has paved the way for creating sustained career pathways opportunities that open meaningful training and employment opportunities for New Jersey jobseekers, directly linked to employer needs. This approach ensures that the skills acquired by trainees meet industry demands for recruitment, training, and retention while directly connecting this information in real time to the State's One-Stop Career Center System. Our Industry Partnership team members are embedded within One-Stops across the state and collaborate with businesses in their communities to gather and share business intelligence with job-seeking customers, aiding effective re-employment efforts. By working closely with education partners, the unit translates workforce skills into industry-valued credentials through practical classroom instruction and customized training programs. In our model employers serve in advisory roles to guide tailored solutions, helping to build the workforce, connect research to practice, and enhance programs for upskilling needs. Consequently, this collaboration increases retention and reduces skill gaps in both students and incumbent workers across traditional and emerging sectors. Over the past year, the team has developed 20 career pathways and work-based learning initiatives, with over 150 students participating in those programs, demonstrating a commitment to workforce development across various industries.

Among the key accomplishments is the establishment of New Jersey's first sub-arc welding apprenticeship for offshore wind, a vital step in supporting renewable energy growth. In collaboration with CMC Steel, an industrial maintenance mechanics program was created to address the growing needs of the manufacturing workforce. Recognizing the challenges in healthcare staffing, the Nurse Residency & Preceptor program was launched with the New Jersey Collaborating Center for Nursing, aiming to reduce turnover in Long Term Care facilities. To enhance educators' industry experience, a Teacher Externship Program was implemented with Bristol Myers Squibb. The initiative also included expanding pre-apprenticeship programs in Egg Harbor School districts, focusing on manufacturing, healthcare, and energy sectors. More than 50 students are undergoing this program. Our team assisted the Central New Jersey schools by connecting them to the industry partners to be part of developing AI career pathway programs funded by NJDOE, preparing students for future technological advancements. Moreover, a pre-apprenticeship program was launched to train 60 participants in an Auto Technician Training program over 18 months, supported by the NJ Coalition of Automotive Retailers, strengthening the Transportation, Distribution, and Logistics Industry. Finally, the establishment of New Jersey's first USDOL registered Biomanufacturing Apprenticeship Program in Middlesex County marked a significant advancement in workforce development within the rapidly growing biologics manufacturing sector. These initiatives collectively illustrate a robust approach to preparing the workforce for current and future industry demands.

In addition, the Industry Partnership unit has been collaborating with other state agencies, specifically with the NJ Board of Public Utilities (NJBPU) and NJ Economic Development Agency (NJEDA). The Industry Partnership team focuses on embedding and scaling workforce strategies within various partner efforts to ensure it is integrated with our workforce system so that job seekers have access to relevant training opportunities. Below, we provide a full overview of the partnerships and pathways that our IP team has been developing in PY23. Many of these partnerships and projects are still developing, and we are excited about the potential they offer in opening up many new training and employment opportunities in New Jersey.

**New Jersey Board of Public Utilities (NJBPU):** NJBPU and NJDOL on working together on the following projects:

- **NJ Board of Public Utilities (NJBPU) In partnership with NJBPU,**
  - The Industry Partnerships unit has enhanced its model by collaborating with other agencies to integrate workforce development into industry-led dialogues, fostering collaboration and effective workforce solutions. The mission is to embed workforce strategies into state and federal initiatives to ensure New Jersey Job seekers access training that are industry aligned that leads them to good careers in the emerging industries. Industry partnership team helps NJBPU convene Business Industry Leadership Team (BILT) meetings. The BILT initiative represents a collaborative effort between the New Jersey Board of Public Utilities (NJBPU) and the New Jersey Department of Labor (NJDOL), which incorporate industry-driven workforce development strategies in energy efficiency and building decarbonization, clean energy. Through inter-agency collaboration, NJBPU and NJDOL have hosted a series of meetings, including those focused on training for residential energy contractors and utility-driven programs, to gather industry feedback and address critical workforce needs. In particular, \$17M was awarded to 6 utilities for workforce development initiatives and the team is involved in strategizing and evaluation of the workforce plans. IP team is able to guide the workforce-based discussions through Business Industry Leadership Team meetings.

### **NJ Economic Development Authority (NJEDA)**

Working closely with NJEDA, NJDOL Industry Partnerships have contributed to employer outreach initiatives by presenting on workforce development programs and collaborating on several statewide workforce development reports. In addition, Industry Partnership managers serve on the review panel for workforce grant programs.

### **CHOOSE NJ**

NJDOL Industry Partnerships regularly showcase New Jersey's workforce development programs and initiatives during Choose NJ employer engagements, helping to highlight the state's commitment to talent development for businesses considering expansion or relocation.

### **NJ Department of Education (NJDOE)**

The NJDOL Industry Partnerships team is collaborating with the NJDOE Work Based Learning Coordinator to enhance communication and synergy between their teams. This partnership supports the compulsory work-based learning component of Career and Technical Education (CTE) programs, helping schools connect with employers. Additionally, the IP team has been invited to participate on panels at NJDOE training programs for educators.

### **NJ Department of Environmental Protection**

The NJDOL IP team participates in the inter-agency collaboration call for the EE/Clean Building Group, which seeks to enhance coordination among the NJEDA, NJDCA, and NJBPU. This also helps in scaling the workforce development efforts in sync with NJBPU workforce initiatives.

### **Office of Strategic Defense Investment**

As the result of our team working with NJEDA on the CHIPS and Science Act projects, it extended an opportunity to support the development of defense ecosystem in NJ. Gov. Murphy announced the launch of the Office of Strategic Defense Investment, which will champion New Jersey's defense industry by attracting new missions, safeguarding the competitiveness and sustainability of the state's existing defense infrastructure, and fostering industry growth. Housed within the [New Jersey Economic Development Authority](#) (NJEDA), the Office of Strategic Defense Investment will work to elevate New Jersey's defense sector by providing it with focused support, advocacy, and strategic planning for long-term growth on par with the state's other key industries. NJEDA held their first defense roundtable on September 10<sup>th</sup> at County College of Morris, and our team was invited to represent the workforce development. The goal of this event was to convene government and industry leaders to discuss how New Jersey can best leverage our competitive advantage to compete for, retain, and expand mission statewide.

**Other Industry Partnerships:** In addition to state level partnerships, the team has assisted other projects that has federal funding towards workforce development in crucial sector workforce plans ensures to workforce with the local agencies and one stop centers to offer the training opportunities for job seekers, these include:

- **USDOE funding:** A combined total of \$7 million from the [U.S. Department of Energy \(DOE\)](#)'s Office of Efficiency and Renewable Energy has been awarded to [Princeton NuEnergy](#) and [HiT Nano](#) in Bordentown to accelerate research, development, and demonstration projects in domestic manufacturing. The IP team has connected HiT Nano with Rowan University, as well as to other state workforce investments to support the development of new positions and work-based learning opportunities. Through this partnership, HiT Nano has hired 2 Ph.D. students and 4 interns, and a Registered Apprenticeship program is now underway.

- **NSF funding:** In May 2023, Princeton University received a Regional Innovation Engine Type development award from the NSF Engines program to strategize and organize around the concept of a collaborative regional ecosystem that leverages ongoing advances in photonics and optics. The Advanced Photonics Engine initiative intends to leverage a high concentration of universities and end user industries to increase coordination and interconnectedness between and among educators and employers. The Industry Partnership team is co-leading and actively engaged in working groups focused on workforce development that are exploring workforce needs and training gaps and developing specific plans for work-based learning opportunities.
- **Community Project Funding/Congressionally Directed Spending from USDOL:** NJIT was awarded \$650,000.00 to develop a Pre-Apprenticeship Skills training program in advanced manufacturing and mechatronics and this proposed project is slated to train 160 participants over the course of three years. The Industry Partnership team is helping to convene employers, develop strategies with local WDBs and One Stop Centers, to reach disadvantaged communities to spread the word about the training opportunity as well as connect to other supportive service resources and agencies.

### Waivers

A waiver of the requirement that New Jersey and our local areas expend 75 percent of all Governor’s reserve and local formula youth funds on out-of-school youth was approved by USDOL ETA for PY24 and PY25 as part of NJ’s 2024-27 WIOA State Plan.

We are putting mechanisms in place to support local areas that are not meeting the 75% out-of-school youth requirement to ensure that we are building capacity to meet these requirements by PY26.

## **II. Evaluation, Research, Data, and Performance Accountability**

### Evaluation Activities, Studies, and Findings

NJDOL has created a multi-year plan for its research and evaluation activities. Central to this effort has been establishing the New Jersey State Data System (NJSDS). Since 1988, the State has maintained a longstanding research partnership with The John J. Heldrich Center for Workforce Development at Rutgers, The State University of New Jersey. NJDOL and the Heldrich Center established a multi-agency-data-use agreement and NJSDS through support of multiple federal Workforce Data Quality Initiatives (WDQI) and State Longitudinal Data System (SLDS) grants. NJSDS includes data not only from NJDOL, but also from the NJ Department of Education (NJDOE), the NJ Office of the Secretary of Higher Education (OSHE), and the Higher Education Student Assistance Authority (HESAA). During PY2024, additional sources of NJDOL data were added to the NJSDS data-use agreement to support enhanced NJDOL data analysis and the State’s research priorities.

In the coming year, NJDOL will continue to build its internal evaluation capacity to design and manage WIOA and other program and policy evaluation initiatives.

### **Current and Planned Evaluation and Research Projects**

NJDOL is using NJSDS and other (Administrative) data to evaluate the performance of federal- and State-supported education and job training programs by laying out a plan to conduct evaluations and to reinforce a culture within the State to make data-informed decisions. Listed below are the current and planned evaluation and research projects in NJDOL (specific research questions are included in **Appendix B**):

***New Jersey RESEA Evaluation: Impact Evaluation Study:*** The Reemployment Services and Eligibility Assessment (RESEA) program represents a pivotal strategy in integrating state unemployment insurance (UI) with workforce development systems. Its primary goal is to facilitate the reemployment of dislocated workers receiving unemployment compensation. To advance this mission, the NJDOL partnered with the Heldrich Center to conduct a rigorous component evaluation of RESEA. Utilizing a randomized controlled trial (RCT) design, this evaluation examines the impact of a targeted text message intervention aimed at increasing participant engagement.

Background: In cooperation with the NJDOL, the Heldrich Center will conduct a component evaluation which uses a randomized controlled trial of a text message intervention providing RESEA participants with motivational messages and informational resources. This impact evaluation will evaluate the efficacy of push text notifications with motivational messages to a random sample of RESEA participants who have consented to receive text messages and compare their outcomes to RESEA participants who do not receive them.

The benefits of using an impact evaluation for this evaluation is to inform NJDOL on the impact of text notifications with motivational messages to participation in RESEA and on whether to expand the current text appointment notifications to include other messaging to improve participation and employment outcomes.

The purpose of this impact evaluation is to:

- Measure the impact of text notifications on RESEA participation and outcomes
- Inform future decisions on whether to continue, or even scale up, the text notification intervention for RESEA participants

The design of the study includes the following:

1. The Heldrich Center will receive weekly files of UI claimants who have been profiled for RESEA services and who have consented to receive text notifications.
2. Claimants will be randomly assigned into a treatment or control group.
  - a. Those in the treatment group will receive periodic text notifications with motivational messages and information regarding participation in RESEA services and other job search services provided by NJDOL.

- b. Claimants who were randomly assigned to the control group will receive typical RESEA services provided by NJDOL.

Following the enrollment of the required sample of study participants, Heldrich Center researchers will analyze participant outcomes: participation in RESEA, duration of weeks on UI compensation, and wages following re-employment after their period on UI. The Heldrich Center will prepare a final evaluation report and a series of in-depth presentations to report study outcomes, including data visualizations, for key stakeholders. This evaluation could also be used as a foundation for future studies to understand the impact of co-enrollment of RESEA participants with Title I programs.

Final Report: During PY2023 and PY2024, the Heldrich Center provided interim reports to NJDOL on the progress of this evaluation and a draft final report. Following publication of the final evaluation report, a series of in-depth presentations will be provided to report study outcomes and data visualizations, for key stakeholders.

### ***Past Evaluations***

All evaluations reports are published on the SETC and NJDOL website, as they are completed. Current publications are posted online at: [nj.gov/njsetc/performance](https://nj.gov/njsetc/performance)

### **Additional Research and Performance Accountability Tools**

In addition to formal evaluation activities, NJDOL also continued development and implementation of several different research and performance accountability projects that seek to strengthen and sustain use of data to drive decision-making at multiple levels of our public workforce system – from setting strategy for the system to supporting the individual choices of jobseekers and workers in New Jersey.

### ***Federal Evaluations***

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

### ***MyCareerNJ***

As highlighted earlier in this report, NJDOL has developed a cutting-edge digital platform called [MyCareerNJ](#) that includes multiple tools to help the state’s workers make data-informed decisions about their career and educational investments. The platform is connected to Google Analytics, with page-tags to allow NJDOL to track total views, total active users, total new users, and most-viewed pages, engagement time, and other metrics. Together with ongoing user testing, this data will inform NJDOL policy and support human-centered design efforts, for continuous system improvement.

In PY24, efforts continued to connect unemployment insurance (UI) claimants to the NJ

Career Navigator. Participant information will be pre-populated into the application so that workers can receive automatic and personalized jobs, training and career recommendations. In calendar year 2026, NJDOL will also begin sending information back to the UI system so that RESEA participants can obtain credit for their job search efforts.

### ***Expansion of NJDOL Research Data Lake: Workforce Research and Analytics***

A key tool in developing the AI-driven NJ Career Navigator, was the development of a cloud-based research data lake (RDL) with data from NJDOL. During PY24, NJDOL identified key data sets and processes currently built into the existing RDL and cloud architecture solutions for expansion. In PY2024, the NJDOL Office of Research and Information (ORI), in partnership with the Office of Information Management Systems and Strategies (OIMSS), contracted with a cloud architecture vendor to build new data infrastructure, pipelines and transformation tools to enhance evidence-based decision making and policy development for WIOA and other programs supported by NJDOL. These efforts will continue in PY25, to expand the NJDOL enterprise-wide research data lake and modern data architecture to securely house multiple administrative data sets, maintain regular processes to refresh such data in a timely manner, and support the ongoing development of dashboards and other research, evaluation and performance monitoring efforts.

### ***Consumer Report Card***

NJDOL is required under state law to publish key outcome measures alongside other information about ETPL programs to help consumers make informed decisions about their training investments. These Consumer Report Card measures – most of which are aligned with WIOA performance measures - will be incorporated during PY24. During PY23, detailed data cleaning and processing was performed; these outcomes will be published on the NJ Training Explorer in the early months of 2025.

### ***Quality assurance framework applied to training programs on the ETPL***

NJDOL has developed a quality assurance framework to encourage the continuous improvement of all training programs listed on the ETPL and use its authority to remove underperforming programs from eligibility to receive federal and state funds. The primary motivating factors for NJDOL for developing the framework are:

- To protect career-seekers from predatory training providers and provide consumer protection, including around public safety and anti-discrimination efforts
- To improve the effectiveness and efficiency of state and federal investments in training
- To effectively and efficiently use our public workforce funds and ensure funds for training programs are available and working efficiently to serve those who are most in need
- To clearly demonstrate the value of the training programs and schools and promote a culture of responsibility that encourages continued improvement and quality for post-secondary programs
- To elevate the providers and provide a system to improve their outcomes and serve

the public

NJDOL identified high-priority metrics using the best available data to provide the most meaningful information to stakeholders and customers, including quality assurance dimensions around labor market demand, employment and wage outcomes, education outcomes, financial impact, and equity. Data across these elements will be aggregated and compared to an average across programs to develop official scores of training providers. These scores will be utilized to target technical assistance and remove providers, as needed.

### ***Local Area Statistical Adjustment Model Development***

The Statistical Adjustment Model, required by WIOA sec. 116(b)(3)(viii) is an objective statistical regression model for negotiating performance levels between USDOL and states based on actual economic conditions and the characteristics of participants served at the end of the program year.

Labor market factors in the model include differences in unemployment rates and job losses or gains in particular industries. Characteristics of participants include indicators of poor work history, lack of work experience, lack of educational or occupational skills attainment, dislocation from high-wage and high-benefit employment, low levels of literacy or English proficiency, disability status, homelessness, ex-offender status, and welfare dependency.

Similar to USDOL's use of a federal statistical adjustment model to create and adjust state-level negotiated levels of performance, New Jersey will use a local area SAM to create and adjust negotiated local levels of performance that reflect the actual economic conditions experienced in the local area and the characteristics of participants served.

NJDOL continued its work to develop the local area SAM in New Jersey during PY2024. **Appendix C** provides an overview of the process that New Jersey is using to develop this model. New Jersey has identified additional resources to support the development and implementation of the local area SAM. NJDOL has begun testing a draft model with NJ-specific coding; the team will add the PY24 WIOA Title I program year data to the draft local SAM, with ongoing model testing and variable selection. The anticipated timeline is to have the model created and trained for use with the creation of WIOA Title I local area performance goals (targets) for 17 local workforce areas for PY26 and PY27.

### **Customer Satisfaction Approach and Findings**

In PY24, NJDOL conducted an online web-based customer survey for Title I exiters who received services from the State's One-Stop Career Centers (OSCCs), including those from satellite and County Offices throughout the State. The purpose of the survey was to gather information about customer experiences and satisfaction. Programming was written to extract email addresses from a database which were then used to send the survey request and links to launch the survey (both in English and Spanish).

Using the Microsoft Forms tool, NJDOL emailed the surveys to 15,724 users of the system and received 1,618 survey responses, a 10.3 percent response rate. The surveys were sent in the month following an individual's planned exit date; this has provided a timelier method for an individual to receive and respond to a survey. Responses were tracked monthly; monthly response rates varied from 6.3 percent to 13.8 percent. Information about demographics of participants is included in **Appendix D**.

When asked about their overall satisfaction with the services provided by the OSCCs, a majority (84.4 percent) were either "very satisfied" or "satisfied" with the services they received. Open-ended responses were sorted by the OSCCs and provided to management staff for review and use in continuous improvement. Asked if there were any service(s) and/or help that was not available, over three-quarters (78.8 percent) indicated "No" and provided many positive open-ended responses, again, shared with management staff. Over four-fifths (80.9 percent) of respondents were "very satisfied" or "satisfied" when contacting the front desk/intake area of the OSCCs.

A majority of respondents (averaging 77.6 percent) indicated a positive experience with specific items such as: information received, services met their expectations, intent to again contact the OSCCs, short wait time, useful resources, intent to recommend the OSCCs to others, again contact for any other help, politeness and knowledge of staff members, participation in Job Search activities from the OSCCs, career assistance received, and participation in and/or training received.

#### **Effectiveness in Serving Employers Performance Indicator for PY2024**

Following the WIOA Effectiveness in Serving Employers (ESE) Performance Indicator final rule (89 FR 13814 (Feb. 23, 2024), and subsequent guidance issued by NJDOL under Training and Employment Guidance Letter (TEGL) No. 11-19, Change 2 (January 6, 2025), NJDOL reporting of the ESE for PY24 focuses on "Retention with the Same Employer" during the second and fourth quarters after a participant exits a core program.

**New Jersey's Collaborative Process for ESE Data Collection, Validation, and Methodology:** NJDOL used a collaborative approach that integrates data from multiple WIOA core partners. The NJDOL Office of Research and Information (ORI) manages data from WIOA Title I and Title III programs and works closely with the Title II-Adult Education and Family Literacy, Title IV-Division of Vocational Rehabilitation Services (DVRS), and Title IV-Commission for the Blind and Visually Impaired (CBVI) program areas. This partnership ensures comprehensive data collection and analysis for the ESE performance indicator.

Each partner contributes valuable data to capture a comprehensive view of employment outcomes. For Title II and Title IV-DVRS, NJDOL-ORI instituted an additional Federal Employer Identification Numbers (FEIN) match for accurate tracking of employer retention, enhancing our data validation and completeness of reporting. Our data compilation process uses Social Security Numbers and WIOA program exit dates as unique identifiers, to support accurate de-duplicated results for aggregated reporting. Through these collaborative efforts,

New Jersey is able to ensure data integrity in its reporting of the Effectiveness in Serving Employers (ESE) statewide measure across all six WIOA core programs.

**For PY2024, NJDOL reported an annual statewide performance result of 69.8% for ESE across the six WIOA core programs.** The Effectiveness in Serving Employers (ESE) measure for Title I programs by local areas was also reported; for details, please see **Appendix E**.

### **PY24 Negotiated Performance Levels for Local Areas – WIOA Titles I and III core programs**

New Jersey's state and local performance in PY2024 showed in the following key trends:

***The Adult Employment measure outcomes for the State were positive, however there were variations in local area achievement for both Employment Rate 2<sup>nd</sup> Quarter after Exit (EQ2) and Employment Rate 4<sup>th</sup> Quarter after Exit (EQ4):***

- The State met its negotiated performance target for Adult EQ2, achieving 90.0 percent of the target. Among the local areas, three (3) exceeded, six (6) met, and eight (8) did not meet the negotiated targets.
- The State met its target for Adult EQ4, achieving 96.0 percent of the target. Of the local areas, four (4) exceeded and four (4) met the negotiated targets for the measure. Nine (9) local areas did not meet the negotiated targets; of these areas, there were six (6) who achieved 84.7 to 89.9 percent of the target.

***The Dislocated Worker (DW) employment measures were mostly positive, for both Employment Rate 2nd Quarter after Exit (EQ2) and Employment Rate 4th Quarter after Exit (EQ4).***

- The State exceeded its target for Dislocated Worker EQ2, achieving 104.0 percent of the target. Among the local workforce areas, all seventeen (17) met or exceeded their targets.
- The State met its target for Dislocated Worker EQ4, achieving 99.2 percent of the target. Among local areas, six (6) exceeded and eight (8) met their targets. Three (3) areas did not meet their targets.

***The Youth Employment/Education Rate 2nd Quarter after Exit (EEQ2) and Employment/Education Rate 4th Quarter after Exit (EEQ4) had statewide outcomes that were slightly lower than 90 percent of the negotiated targets, reflecting wide variations among local areas.***

- The State did not meet its target for Youth EEQ2, achieving 88.2 percent of the target. Nine (9) local areas exceeded, three (3) local areas met, and five (5) local areas did not meet their targets.
- For the Youth EEQ4 measure, the State did not meet its target, achieving 89.1 percent. Of the local areas, one (1) exceeded, four (4) met, and twelve (12) did not meet their negotiated targets.

***The Wagner-Peyser (WP) Employment Rate measures were positive in PY 2024, and continued to meet or exceed the statewide negotiated targets.***

- For the Wagner-Peyser program, the State exceeded its targets for Employment Rate 2<sup>nd</sup> Quarter after Exit (EQ2) and met its Employment Rate 4<sup>th</sup> Quarter after Exit (EQ4) target, achieving 100.4 percent and 92.8 percent of the negotiated targets, respectively.
- Among local areas for Wagner-Peyser EQ2 and EQ4, thirteen (13) local areas met or exceeded the targets; four (4) did not meet the targets.

***The Credential Attainment Rate measures resulted in positive performance for the statewide targets. There was variation among local areas, especially for Youth programs.***

- The State met its performance targets for Adult and Dislocated Worker Credential Attainment with 94.0 percent and 99.2 percent achieved respectively. The Youth Credential Attainment rate was also met, with 95.7 percent of the target achieved.
- For Adults, nine (9) local areas exceeded (3) met and five (5) did not meet the targets for Credential Attainment.
- For Dislocated Workers, seven (7) exceeded, four (4) met, and six (6) did not meet the Credential Attainment targets.
- For the Youth Credential Attainment measure, five (5) local areas exceeded their targets, four (4) met, and eight (8) did not meet the targets.

***The Median Earnings measures for all populations showed continued high achievement for the state and local areas, with some variation in youth achievement.***

- The State exceeded its targets for the Adult, Dislocated Worker and Youth measures, achieving 118.0 percent, 117.3 percent, and 123.3 percent of the negotiated targets, respectively.
- For the Wagner-Peyser Median Earnings measure, the State also exceeded its target, achieving 111.1 percent of the negotiated target.
- Eleven (11) local areas exceeded, four (4) met and two (2) local areas did not meet the performance targets for Adult Median Earnings.
- Thirteen (13) local areas exceeded, three (3) met and one (1) did not meet the targets for Dislocated Worker Median Earnings.
- For Youth Median Earnings, fourteen (14) local areas exceeded, one (1) met and two (2) did not meet their performance targets.
- For Wagner-Peyser Median Earnings, thirteen (13) local areas exceeded, three (3) met and one (1) did not meet the negotiated target.

***For Measurable Skill Gains measures, the state showed improvement statewide, with most local areas exceeding the performance targets.***

- The State exceeded the performance targets for Adult and Dislocated Worker measures, achieving 138.9 percent and 119.7 percent, respectively. The State also showed marked improvement for Youth Measurable Skill Gains measure, achieving 117.0 percent of the target.
- All seventeen (17) local areas exceeded the Adult Measurable Skill Gains

performance targets. Fifteen (15) areas exceeded, one (1) met and one (1) local area did not meet the Dislocated Workers' performance targets. For Youth Measurable Skill Gains, thirteen (13) areas exceeded, two (2) met, and two (2) did not meet the negotiated targets.

NJDOL continues to work diligently to bring the AOSOS system of record into full technical compliance with WIOA and USDOL reporting mechanisms. Software errors are reported to our case management vendor and USDOL, as needed, for corrective action. These activities will continue into the foreseeable future. NJDOL will continue to analyze and revise performance outcomes, as needed, to provide the most accurate performance information to our employment and training partners.

### **The State's Approach to Data Validation and Ensuring Data Integrity**

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

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

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

Data Element Validation checks the integrity of individual records in accordance with TEGL 7-18 and TEGL 23-19 Change 2 as appropriate. A sampling methodology has been developed for Titles I & III to evaluate annual reported values of the 24 core elements against actual activities. This entails retrieving extracts from the WIPS for dates corresponding to the core performance measures of the annual report (ETA 9169) for each Title I funding stream and Title III. The files are then randomized and sample chosen for evaluation. A minimum of 10 records for each of our 17 local areas for each core performance measure are evaluated. The evaluation includes annual desk audits and annual local area file review. Quarterly

activities include evaluation and correction of WIPS edit check errors and analysis of failing measures in the USDOL Quarterly Report Analysis (QRA).

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

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

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

### **Performance Deficiencies and Continuous Improvement Strategies**

The State formally began the transition to WIOA indicators of performance on July 1, 2016. In preparation for the transition, NJDOL sought to determine performance measures and sustainability issues relevant to local areas, NJDOL, USDOL, USDOE and other stakeholders. This process presented several challenges for the State's performance accountability system but also provided several opportunities for our workforce development system overall.

The challenges include the necessity to incorporate new and revised performance measures, and to update systems of record to comply with WIOA requirements across multiple program areas. One example is the new Effectiveness in Serving Employers statewide measure reported for PY2024. This requires aggregating and de-duplicating participant records and validating outcomes across the six core programs of WIOA. In New Jersey, a process was created to merge data extracts from four different case management systems and to use additional New Jersey wage record data to identify employment outcomes for participants.

Testing new systems requires time and effort and requires changes in business processes, as well as related business requirements. The opportunities provided by WIOA included the ability to set baseline targets for programs, enhance the functionality of data systems, clean up old data, and create better service models. NJDOL is developing its local statistical adjustment model (SAM) for use with local area target development and assessments of local area performance, to support continuous improvement in program performance.

### [New Jersey Negotiated Performance Goals for Local Areas - PY24 and PY25](#)

NJDOL negotiated local area performance goals for WIOA Title I core programs (Adult, Dislocated Worker and Youth) for Program Years 2024 and 2025. The final negotiated local area performance goals are provided in **Appendix F**.

### [New Jersey's Common Exit Policy](#)

Programs that utilize AOSOS share a common exit policy. In addition to all state-funded programs, this includes the following federal programs: Title I Adult, Dislocated Worker and Youth, Wagner- Peysers Employment Service, and Jobs for Veterans State Grant.

## **III. WIOA and State-Funded Initiatives**

### [Governor's Set Aside](#)

As highlighted in New Jersey's WIOA 2024-27 State Plan, the Governor's reserve, which includes Title I funds reserved across Youth, Adult, and Dislocated Worker allocations, as well as Title III funds reserved from Wagner Peysers funding, supports NJDOL and SETC in carrying out their required functions. This includes activities related to fiscal and programmatic oversight, technical assistance, state policy and guidance development, as well as research and evaluation activities, as well as investments in specific programmatic strategies. The initiatives launched in PY23 continued into PY24, as outlined below.

### **Staff Support and Growth**

Beginning in PY23 and continuing into PY24, these funds supported staff working across the Office of Finance and Accounting, the Office of Research and Information, the Office of Internal Audit, and the Workforce Development Division.

A major focus during this period, coming out of the pandemic, was on internal capacity building across these teams to strengthen monitoring and oversight procedures and systems. This included the following:

**Sustainability of Program Oversight and Development Team:** NJDOL established and hired for a new role, the Assistant Director of Program Oversight and Development (POD). This leader and team are responsible for program monitoring, technical assistance, and guidance and training development. The POD team serves as the main liaison for NJDOL's LWDBs on program implementation, policies, and state priorities. In PY23, monitors completed the mandated monitoring of all 23 One-Stop Career Centers statewide, reinforcing accountability and adherence to programmatic and operational standards. These monitoring activities and technical assistance efforts continued into PY24.

**Coordination across POD, Fiscal, and Internal Audit Teams:** In PY23, the POD team began coordinating more intentionally with NJDOL's Fiscal and Internal Audit Teams,

leading to important strides in integrating fiscal and programmatic monitoring efforts. This collaboration carried forward into PY24, with NJDOL issuing new guidance and implementing monthly budget and expenditure review processes.

**Business Outreach and Industry Partnerships Teams:** Investments in PY23 focused on building the capacity of the Industry Partnerships team. Both the Business Outreach and Industry Partnerships teams, reporting to the Assistant Director of Business Engagement and Sector Strategies, worked directly with LWDB staff to align state and local employer engagement strategies. This alignment remained a strong focus into PY24, maximizing benefits for both employers and jobseekers.

### Program Priorities

In addition to staffing and oversight, WIOA set-aside resources supported state-level program investments. Initiatives launched in PY23 continued into PY24, including:

Workforce Program	Description
<b>Job Opportunities for Building Success (JOBS)</b>	Provides employment and training services to individuals under supervision by the State Division of Probation
<b>Summer Youth Work Experience Program</b>	Provides youth, with valuable summer internships in order to help them successfully transition to the world of work
<b>Bridges to Employing Youth</b>	Provides specialized workforce development services to youth for following targeted populations: Youth with disabilities, Justice-involved youth, youth who are in or have aged out of foster care, and pregnant or parenting youth
<b>New Jersey Youth Corps</b>	Help disconnected out-of-school youth reengage in educational, training and employment opportunities for sustainable long-term career development

### Highlights of PY23–PY24 Activities

Through WIOA support, NJDOL achieved the following outcomes, initiated in PY23 and expanded in PY24:

- **Expanded summer youth employment opportunities** to include more youth and year-round experiences. Over 400 additional youth participated in PY24, with 2,107 youth served in summer 2024 compared to 1,681 in summer 2023.

- **Enhanced New Jersey Youth Corps programming** by adding Mental Health & Wellness Instruction alongside counseling and referrals, increasing youth access to mental health services.
- **Doubled JOBS program capacity** by expanding participant slots and grantees, strengthening training, employment, and reintegration services for the justice-involved population.

### **Rapid Response**

In PY24, NJDOL allocated 25% of its Title I Dislocated Worker funds to support Rapid Response activities. During this period, the program served 88 businesses. Rapid Response services were delivered in a manner consistent with previous years. NJDOL's Rapid Response team consists of Business Services staff who focus on promoting system services and ensuring that customers are connected to the appropriate resources.

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

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

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

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

will coordinate job fairs for the impacted employees or make direct referrals to hiring companies to interview impacted workers.

### **Wagner-Peyser – Employment Services**

During the preceding program year, the New Jersey Department of Labor and Workforce Development (NJDOL) strengthened service delivery within its Employment Services division by advancing the implementation of Reemployment Services and Eligibility Assessments (RESEA), supporting the Migrant and Seasonal Farmworker (MSFW) program, promoting deeper integration with Title I activities, and prioritizing staff capacity-building initiatives.

**RESEA:** NJDOL has continued to refine and expand the administration of the RESEA program to better facilitate the reemployment of dislocated workers receiving unemployment insurance benefits. RESEA serves as a pivotal point of entry for individuals collecting unemployment compensation, linking them to the broader workforce development system and providing a structured pathway to additional employment supports. The program offers a comprehensive assessment of each participant’s employment needs and connects claimants to career coaching, labor market intelligence, and individualized employment plans that guide them toward sustainable reemployment. In Program Year 2024, the RESEA program served 30,587 individuals. To further broaden its reach and effectiveness, NJDOL is currently increasing staffing levels with the objective of expanding the number of participants served in future years.

**Migrant Seasonal Farmworkers** During Program Year 2024, staff from the New Jersey Department of Labor and Workforce Development made significant strides in supporting Migrant and Seasonal Farmworkers. Despite the challenges posed by frequent relocation, limited English proficiency, and concerns over immigration status, NJDOL’s Workforce Division delivered accessible workforce services tailored for MSFWs. Workers throughout the state received dedicated assistance with job searches, timely labor market information, access to essential supportive resources, and clear education about their rights as employees under New Jersey law. protections. All services were presented in the native languages of the farmworkers, building trust and ensuring that everyone could fully access program benefits. By bringing outreach and resource coordination directly into the field and service centers, NJDOL staff were able to reach this often-isolated population, improving their employment outcomes and providing reliable information to safeguard their legal protections and well-being.

**Integration with Title I and One Stop partners:** Integration with Title I and One-Stop Partners: During Program Year 2024, a primary objective was the enhancement of service integration across core programs, with a particular focus on strengthening coordination between Title I Adult, Dislocated Worker, and Youth programs and Title III Wagner-Peyser Employment Services. In the post-pandemic context, significant attention was directed toward optimizing the alignment of programs and resources within One-Stop Career

Centers to maximize service delivery efficiency and expand access to comprehensive support for participants. To advance this objective, Employment Service managers actively contributed to the formulation and execution of local Memoranda of Understanding (MOUs) and Infrastructure Funding Agreements (IFAs), ensuring that integration strategies reflected both regional priorities and statewide standards for collaboration. Additionally, strategic emphasis was placed on expanding telework and remote service delivery models to enhance organizational capacity, increase accessibility for clients, and extend the geographic reach of One-Stop programs and services.

**Staff Capacity Development:** In Program Year 2024, NJDOL implemented a comprehensive strategy for staff capacity development, engaging both Employment Services staff and managerial personnel in a series of targeted training and professional development initiatives. These efforts were particularly concentrated on the effective development and negotiation of Memoranda of Understanding (MOUs), Infrastructure Funding Agreements (IFAs), and on strengthening competencies related to local governance and workforce professionalization within the One-Stop system. Concurrently, proactive measures were undertaken to address elevated staff turnover and vacancies attributed to pandemic-related retirements; this included the systematic backfilling of critical positions and the promotion of qualified individuals, thereby reducing the overall vacancy rate and contributing to greater operational continuity and organizational resilience.

### **Transitional Workforce Services Initiatives**

In addition to the programs directly supported with WIOA funds, NJDOL also expanded and deepened work within our state-level investments, many of which sit within our Transitional Workforce Services team. Together with WIOA, these funds and partners help to support our public workforce system. We highlight some of these points of progress below:

- **Minor Working Papers:** Program staff continue to engage employers and work with Wage and Hour to strengthen and streamline NJDOL's on-line application process and ensure youth are made aware of NJ Child Labor Laws.
- **Pathways to Recovery:** NJDOL issued a \$5.5 million NGO to strengthen program statewide and ensure all New Jersey residents affected by opioids can easily access employment and training services.
- **Fund Our Future:** NGO was developed in partnership with the Governor's Office of Innovation to provide participants with autonomy to choose training and/or supportive services to increase their employability and promote self-sufficiency.
- **SNAP Skills, Training, Employment Program to Success (SNAP STEPS):** NJDOL issued a \$3.5 million NGO to increase slots and expand employment and training services to SNAP participants statewide.

- **Work First New Jersey Innovation Fund:** NJDOL issued a \$6 million TANF Innovations NGO to Local Workforce Development Boards (WDBs) to increase employment and training services to the TANF population via innovative approaches. Five LWDBs were awarded this funding to support new approaches for supporting TANF participants.

#### IV. Moving Forward: Promising Practices, Challenges, and Technical Assistance Needs

##### Promising Practices

Over the last program year, NJDOL focused on building internal capacity and supporting the implementation of local governance and service delivery capacity within our Local Workforce Development Boards. As a result of these efforts, we have strengthened the sustainability of our monitoring and oversight activities, further integrated virtual platforms and tools to serve jobseekers, and worked to better align workforce funding across our federal- and state-level investments.

**Sustainability of monitoring and oversight activities:** The development of our Program Oversight and Development team has offered a center for New Jersey’s monitoring, technical assistance, and guidance and training activities directly supporting New Jersey’s 17 Local Workforce Development Boards. In PY21- PY23 NJDOL offered a lot of new guidance and sought to shift and strengthen the capacity of our POD unit to serve and support our local areas. In PY24, we saw this team grow and emerge as a core support in guiding our LWDBs, regularly attending meetings with our local areas through SETC and GSETA meetings, providing answers to guidance questions, and elevating and addressing concerns raised by local areas and One Stop staff. Furthermore, the connection of this team to our Fiscal and Internal Audit teams has allowed for more coordination, understanding, and alignment of fiscal and programmatic monitoring activities.

**Integration of virtual platforms in service delivery:** Over the last few years, NJDOL has made significant investments in technology to offer more access points for jobseekers, as well as better systems for driving understanding of our work and decision-making. These platforms include SkillUp New Jersey, MyCareerNJ, and Job Source. In addition to these access points for services and supports, we have invested time in a thoughtful process for identifying a system of record to replace AOSOS. Over this next year, a key goal is to strengthen the integration of these systems and connection to our system of record.

**Alignment of workforce funding:** Over the last year, NJDOL made intentional efforts to integrate connection to our One Stop Career Center network in our state workforce program NGOs and to notify Local Workforce Development Boards when local providers receive state funding. This is an area where we hope to continue to strengthen connections to ensure that we are leveraging and maximizing the resources supporting our public workforce system. In addition, we have been working with the SETC to strengthen

evaluation and accountability efforts inclusive of this diversity of federal and state investments available in New Jersey.

### **Challenges**

While NJDOL has sought to offer clear guidance and direction to our LWDBs and build teams and tools that help to support implementation and innovation around service delivery, we continue to experience capacity challenges at the state and local-level in supporting stronger local governance, partnership, marketing and outreach, and data alignment and coordination.

**Local Governance:** Over the last couple years, NJDOL has issued a number of new guidance documents and developed training materials and resources directly targeting LWDBs and their staff. However, some local areas continue to struggle to build capacity around the full range of required functions highlighted in WIOA, including around competitive procurement and shifting mindsets from a focus solely on Title I service delivery to a focus on supporting the integration of services across One Stop Career Center partners. Many LWDBs still need to consider shifts to staffing and structure that will allow them to play a stronger strategic and leadership role in their local public workforce systems. This is an area of focus for us in PY24.

**Partnership:** Even with new guidance and technical assistance for our LWDBs in developing MOUs and IFAs, the critical function of LWDBs in supporting and integrating partners in the One Stop Career Center and making investments that facilitate this continues to be a challenge. In particular, requests around entering data for other One Stop partners have been met with concerns from local areas about funding levels and capacity, and specific state workforce programs are sometimes viewed as competition rather than additive to a unified system. This is an area of focus for us in PY24.

**Marketing and Outreach:** Levels of service since the pandemic have continued to remain low in many local areas. As more online, private tools available to support jobseekers have emerged, higher wages have become more accessible, and training and postsecondary interests have shifted, pre-pandemic patterns of participation have not fully returned. Virtual pathways into One Stops have helped support service levels. However, opportunities for increasing participation through new marketing and outreach efforts are needed and an area of focus in PY24.

**Data alignment and coordination:** Coordination of data to connect partner services and participants and drive a better understanding of participation trends with our One Stop Career Centers remains challenging. While we hope that a replacement of AOSOS will help to ease some of these challenges, requirements for different systems of record across the core Titles of WIOA, the many different partners and programs contributing to the system, and current challenges with data reporting from AOSOS have hindered our ability to provide clear information to our internal NJDOL teams, as well as local areas. This is an area of tremendous focus for us currently. We are also discussing with SETC, the role they

can help play in supporting data aggregation and reporting across One Stop partner programs.

**Strengthening Eligible Training Provider performance data:** NJDOL continues its efforts to strengthen performance and report data related to New Jersey’s Eligible Training Providers. NJDOL submitted the annual Workforce Integrated Performance System (WIPS) Eligible Training Provider Report (ETP) for Program Year 2024, noting areas for continued improvement. This report contains information on the primary performance indicators for individuals served by eligible training providers. The data used in this ETA 9171 report is generated from our case management system, AOSOS. This remains an area for focus and additional data to be provided, as a result of the enhanced eligible training provider (ETP) portal that NJDOL launched in March 2023.

### **Technical Assistance Needs**

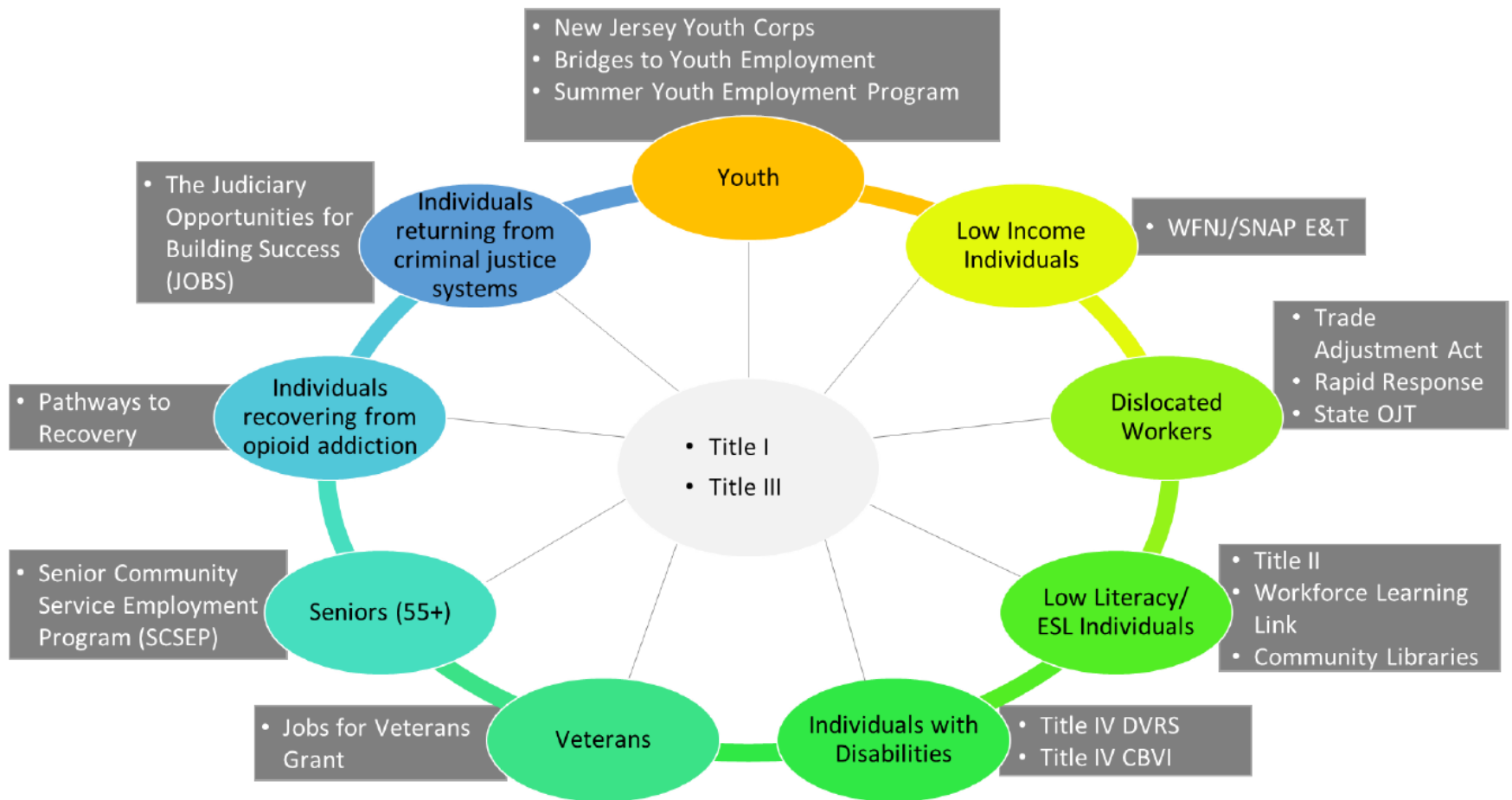
Support from USDOL has been of incredible value to NJDOL and the SETC as we seek to strengthen our public workforce system and leverage the vision that WIOA offers of a unified public workforce system that connects learning and training opportunities to good jobs.

Conversations about technical assistance needs have been ongoing, USDOL has helped support us around topics related to co-enrollment, case management, fiscal governance, pre-apprenticeship and apprenticeship, and monitoring expectations. As we move forward, we have also identified additional needs including:

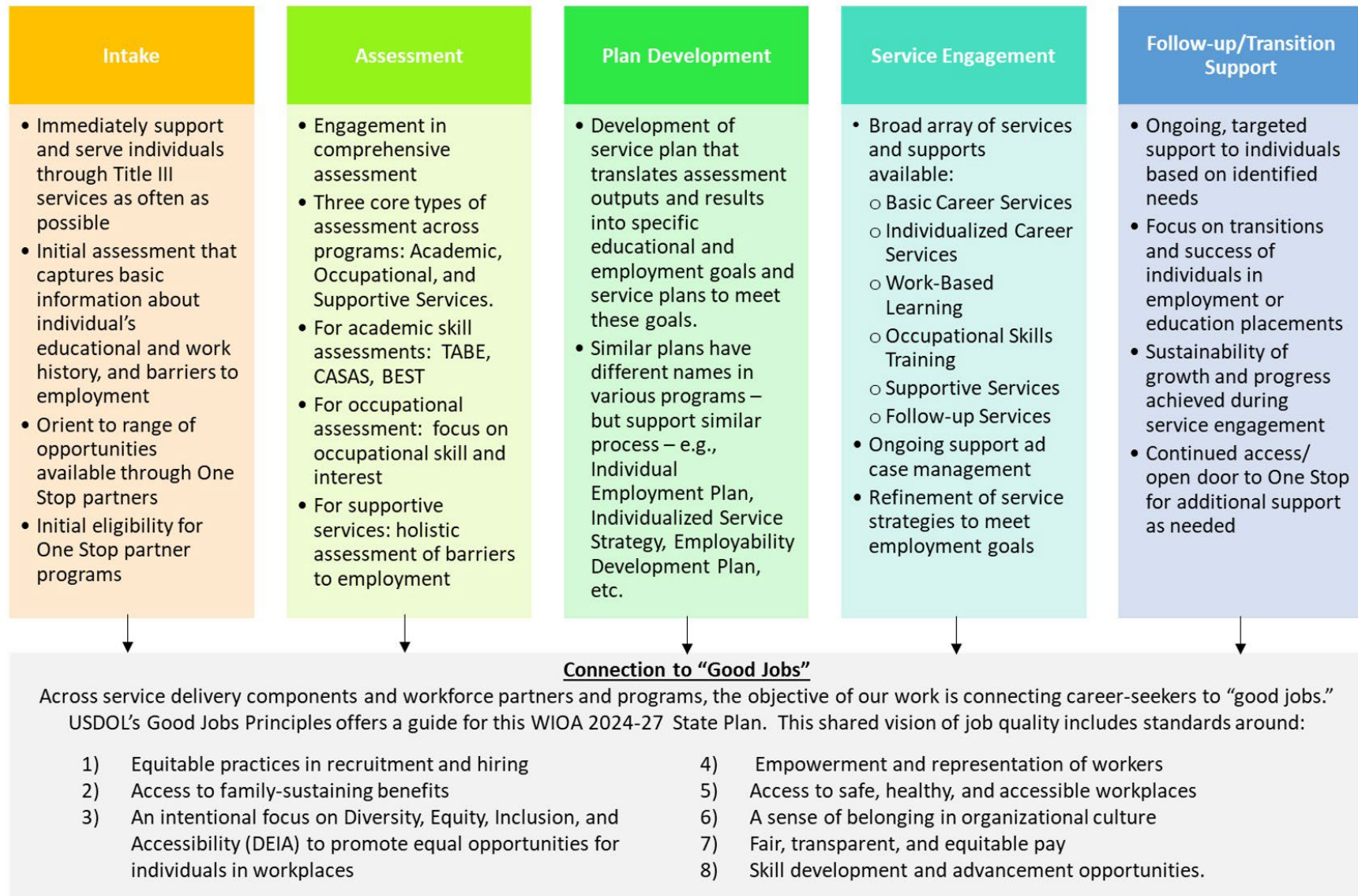
- *Uniform Guidance training* – providing training around fiscal and administrative expectations
- *Developing common and expanded definitions of performance* – including emphasizing Reportables, and integrating metrics around levels of service and service diversity
- *Industry-recognized credentials and credential attainment* – including how to support our system in diversifying credential attainment opportunities
- *Provision of supportive services* – including support in communicating and clarifying to our Local Workforce Development Boards the allowability of a wide range of wrap around services

**Appendix A: Partnership Frameworks**

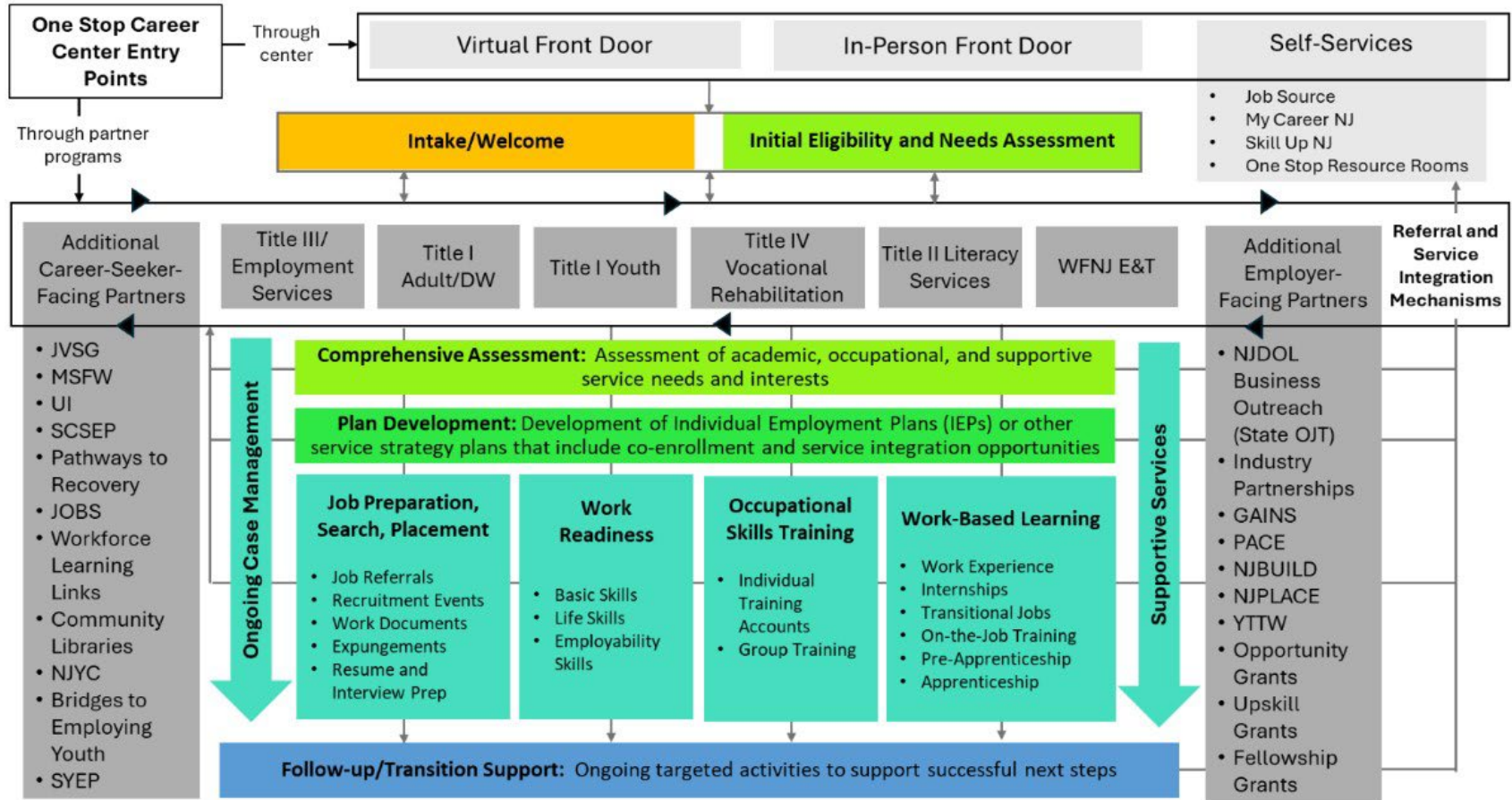
**WIOA 2024-27 State Plan – Overview of Workforce Programs Serving Underserved Populations**



## WIOA 2024-27 State Plan – Universal Service Delivery Components



## One Stop Career Center Service Flow



## **Appendix B: Evaluation Research Questions**

### RESEA Study Research Questions

This study seeks to understand the efficacy of RESEA services as it currently stands, to better calibrate the program to meet specific needs that align with the changing nature of the job market.

The study specifically aims to answer the following questions:

1. Does providing motivational text alerts to UI claimants improve the participation of RESEA participants?
2. Does providing motivational text alerts to UI claimants reduce the average duration of unemployment compensation and/or improve employment and earnings outcomes?
3. What is the role of increased RESEA participation (meeting attendance and Individual Employment Plan (IEP) completion) on the primary outcomes duration and employment)?

## **Appendix C: Local SAM Development**

### NJDOL Local Area SAM Development Process

- A) Identify list of Dependent and Independent Variables: use PIRL data and Bureau of Labor Statistics data.
- *Dependent variables (DV) indicators of performance: Five levels of performance (Y)*
    1. Employed at Quarter 2 after exit
    2. Employed at Quarter 4 after exit
    3. Median Wage at Quarter 2 after exit
    4. Credential Attained
    5. Measurable Skill Gains
  - *Independent variables IV (factors) (X)*
- B) Match variables with the time period.
- C) Download the same list of dependent variables and independent variables for Time 1 (the pre-program time period) and Time 2 (post-program time period). New Jersey will use PY 23 Performance Assessment Time 1: PY 2023 and Time 2: PY2024.
- D) Download data for Adult, Dislocated Worker, and Youth programs for Pre-Program and Post-Program Years (Time 1 and Time 2).
- E) Number of Datasets to be prepared for analysis: Six (6) datasets will be used.
- *PY24 Performance Assessment - Calculation of PY 2024 Adjusted Level of Performance*
    1. Pre-program (2023) ADULT
    2. Post-program (2024) ADULT
    3. Pre-program (2023) DISLOCATED WORKER
    4. Post-program (2024) DISLOCATED WORKER
    5. Pre-program (2023) YOUTH
    6. Post-program (2024) YOUTH
- F) Prepare the datasets for analysis:
1. Clean data: Remove duplicates, inaccurate data, check missing data, verify missing data really is missing.
  2. Check data quality: Verify that the number of respondents in the dataset matches with the population, check the accuracy of the data for each variable in the dataset.
  3. Run descriptive statistics: These include mean or average, range, and sample size for each variable, running correlation to see the one-to-one relationships with variables.

G) Number of Regressions to be run: 30 regressions.

1. Run regressions for each of the 5 dependent variables– for each time period (Time1 & Time2) for each group (Adult, Youth, and Dislocated Worker).
  - a. Pre-program (2023) ADULT x 5 DV
  - b. Post-program (2024) ADULT x 5 DV
  - c. Pre-program (2023) DISLOCATED WORKER x 5 DV
  - d. Post-program (2024) DISLOCATED WORKER x 5 DV
  - e. Pre-program (2023) YOUTH x 5 DV
  - f. Post-program (2024) YOUTH x 5 DV
2. Calculate Y-hat (regression-adjusted level of performance) for the pre-program year (Y-hat pre) and post-program year (Y-hat post).
3. Calculate Adjustment Factor = Y-hat post (-) Y-hat pre.

H) Performance Assessment

1. Negotiated level of performance (the Y-negotiated) + the Adjustment Factor = Adjusted Level of Performance.
2. The Adjusted level of performance is compared to the Actual level of performance for the Program Year being assessed.

## **Appendix D: Customer Satisfaction Survey Respondent Demographics**

Recipients were first asked which OSCCs they contacted for workforce services. The Morris/Sussex/Warren local area or WDB of Northwest NJ (Morristown, Randolph, Newton and Phillipsburg OSCCs) had the highest rate of office contacts at 12.4 percent, while Gloucester (Thorofare OSCC) had the lowest of 3.5 percent. Various demographic data were collected, and the results were graphed showing 93.4 percent of those surveyed were currently unemployed.

Male respondents exceeded females at 50.2 percent compared to 48.3 percent. Nearly three-quarters (72.8 percent) of the respondents were in the 35-44, 55-64 and 45-54 age brackets: 17.3 percent, 32.8 percent and 22.6 percent, respectively. Additionally, 14.4 percent of respondents were in the 25-34 and 16-24 age brackets: 10.8 and 3.6 percent, respectively.

Education levels varied with high school/high school equivalency (HSE) reported by the largest percentage of responses (31.4 percent), followed by Bachelor's degree (24.2 percent) and some college (21.3 percent). Respondents who indicated their race as White or Caucasian were the highest (54.7 percent), with the next highest (25.5 percent) as Black or African American. Over three-quarters (78.8 percent) indicated their ethnicity was Non-Hispanic.

**Appendix E: Effectiveness in Serving Employers Methodology**

In USDOL Employment and Training Administration Training and Employment Guidance Letter (TEGL) No. 11-19, Change 2, the **Effectiveness in Serving Employer** measure is defined as: *The percentage of program participants in unsubsidized employment during the second quarter after exit from the program who were employed by the same employer in the second and fourth quarters after exit. For the six core programs, this indicator is a statewide indicator reported by one core program on behalf of all six core programs in the state.*

For PY2024, New Jersey also reported the following baseline outcomes for Title I programs by local area:

**EFFECTIVENESS IN SERVING EMPLOYERS INDICATOR**

<b>Combined Result Across WIOA Core Programs – Title I by Local Area</b>	<b>Rate</b>
Atlantic County WDB	65.7%
Bergen County WDB	63.2%
Burlington County WDB	64.7%
Camden County WDB	60.4%
Cumberland/Salem/Cape May WDB	67.4%
Essex County WDB	65.9%
Gloucester County WDB	71.4%
Greater Raritan WDB	55.1%
Hudson County WDB	57.1%
Mercer County WDB	51.7%
Middlesex County WDB	64.3%
Monmouth County WDB	71.6%
WDB of Northwest NJ (Morris/Sussex/Warren)	70.6%
Newark WDB	63.7%
Ocean County WDB	73.3%
Passaic County WDB	66.7%
Union County WDB	65.2%

## Appendix F: Negotiated Performance Goals for Local Areas - PY24 and PY25

<b>Atlantic County Workforce Area</b>		
<b>Adults</b>	<b>PY 2024 Targets</b>	<b>PY 2025 Targets</b>
Employment Rate 2nd Quarter After Exit	71.6%	72.6%
Employment Rate 4th Quarter After Exit	73.5%	74.5%
Median Earnings 2nd Quarter After Exit	\$7,627	\$7,727
Credential Attainment 4th Quarter After Exit	73.5%	74.5%
Measurable Skill Gains	67.0%	68.0%
<b>Dislocated Workers</b>	<b>PY 2024 Targets</b>	<b>PY 2025 Targets</b>
Employment Rate 2nd Quarter After Exit	69.0%	70.0%
Employment Rate 4th Quarter After Exit	79.6%	80.6%
Median Earnings 2nd Quarter After Exit	\$10,258	\$10,358
Credential Attainment 4th Quarter After Exit	80.6%	81.6%
Measurable Skill Gains	70.0%	70.5%
<b>Youth</b>	<b>PY 2024 Targets</b>	<b>PY 2025 Targets</b>
Employment Rate 2nd Quarter After Exit	72.0%	73.0%
Employment Rate 4th Quarter After Exit	74.7%	75.7%
Median Earnings 2nd Quarter After Exit	\$3,743	\$3,843
Credential Attainment 4th Quarter After Exit	65.2%	66.2%
Measurable Skill Gains	71.5%	72.5%
<b>Wagner-Peyser</b>	<b>PY 2024 Targets</b>	<b>PY 2025 Targets</b>
Employment Rate 2nd Quarter After Exit	53.5%	54.0%
Employment Rate 4th Quarter After Exit	59.5%	60.0%
Median Earnings 2nd Quarter After Exit	\$7,800	\$7,900

<b>Bergen County Workforce Area</b>		
<b>Adults</b>	<b>PY 2024 Targets</b>	<b>PY 2025 Targets</b>
Employment Rate 2nd Quarter After Exit	68.4%	69.4%
Employment Rate 4th Quarter After Exit	63.0%	64.0%
Median Earnings 2nd Quarter After Exit	\$8,026	\$8,126
Credential Attainment 4th Quarter After Exit	73.5%	74.5%
Measurable Skill Gains	67.0%	68.0%
<b>Dislocated Workers</b>	<b>PY 2024 Targets</b>	<b>PY 2025 Targets</b>
Employment Rate 2nd Quarter After Exit	63.9%	64.9%
Employment Rate 4th Quarter After Exit	68.9%	69.9%
Median Earnings 2nd Quarter After Exit	\$9,200	\$9,300
Credential Attainment 4th Quarter After Exit	81.0%	82.0%
Measurable Skill Gains	70.0%	71.0%
<b>Youth</b>	<b>PY 2024 Targets</b>	<b>PY 2025 Targets</b>
Employment Rate 2nd Quarter After Exit	57.5%	58.5%

Employment Rate 4th Quarter After Exit	65.5%	66.5%
Median Earnings 2nd Quarter After Exit	\$4,092	\$4,192
Credential Attainment 4th Quarter After Exit	52.7%	53.7%
Measurable Skill Gains	68.0%	68.5%
<b>Wagner-Peyser</b>	<b>PY 2024 Targets</b>	<b>PY 2025 Targets</b>
Employment Rate 2nd Quarter After Exit	53.5%	54.0%
Employment Rate 4th Quarter After Exit	59.5%	60.0%
Median Earnings 2nd Quarter After Exit	\$7,800	\$7,900

<b>Burlington County Workforce Area</b>		
<b>Adults</b>	<b>PY 2024 Targets</b>	<b>PY 2025 Targets</b>
Employment Rate 2nd Quarter After Exit	68.0%	70.0%
Employment Rate 4th Quarter After Exit	66.0%	68.0%
Median Earnings 2nd Quarter After Exit	\$8,631	\$8,731
Credential Attainment 4th Quarter After Exit	63.5%	64.0%
Measurable Skill Gains	62.0%	63.0%
<b>Dislocated Workers</b>	<b>PY 2024 Targets</b>	<b>PY 2025 Targets</b>
Employment Rate 2nd Quarter After Exit	64.0%	64.5%
Employment Rate 4th Quarter After Exit	68.3%	69.3%
Median Earnings 2nd Quarter After Exit	\$10,434	\$10,534
Credential Attainment 4th Quarter After Exit	71.0%	72.0%
Measurable Skill Gains	70.0%	70.5%
<b>Youth</b>	<b>PY 2024 Targets</b>	<b>PY 2025 Targets</b>
Employment Rate 2nd Quarter After Exit	67.0%	68.0%
Employment Rate 4th Quarter After Exit	65.5%	66.0%
Median Earnings 2nd Quarter After Exit	\$3,817	\$3,917
Credential Attainment 4th Quarter After Exit	52.7%	53.7%
Measurable Skill Gains	70.6%	71.6%
<b>Wagner-Peyser</b>	<b>PY 2024 Targets</b>	<b>PY 2025 Targets</b>
Employment Rate 2nd Quarter After Exit	53.5%	54.0%
Employment Rate 4th Quarter After Exit	59.5%	60.0%
Median Earnings 2nd Quarter After Exit	\$7,800	\$7,900

<b>Camden County Workforce Area</b>		
<b>Adults</b>	<b>PY 2024 Targets</b>	<b>PY 2025 Targets</b>
Employment Rate 2nd Quarter After Exit	68.0%	69.0%
Employment Rate 4th Quarter After Exit	69.2%	70.2%
Median Earnings 2nd Quarter After Exit	\$8,000	\$8,100
Credential Attainment 4th Quarter After Exit	63.5%	64.0%
Measurable Skill Gains	71.4%	72.4%
<b>Dislocated Workers</b>	<b>PY 2024 Targets</b>	<b>PY 2025 Targets</b>

Employment Rate 2nd Quarter After Exit	64.0%	64.5%
Employment Rate 4th Quarter After Exit	68.3%	69.3%
Median Earnings 2nd Quarter After Exit	\$9,665	\$9,765
Credential Attainment 4th Quarter After Exit	71.0%	72.0%
Measurable Skill Gains	70.0%	70.5%
<b>Youth</b>	<b>PY 2024 Targets</b>	<b>PY 2025 Targets</b>
Employment Rate 2nd Quarter After Exit	64.9%	65.9%
Employment Rate 4th Quarter After Exit	65.5%	66.5%
Median Earnings 2nd Quarter After Exit	\$3,484	\$3,584
Credential Attainment 4th Quarter After Exit	57.3%	58.3%
Measurable Skill Gains	73.0%	74.0%
<b>Wagner-Peyser</b>	<b>PY 2024 Targets</b>	<b>PY 2025 Targets</b>
Employment Rate 2nd Quarter After Exit	53.5%	54.0%
Employment Rate 4th Quarter After Exit	59.5%	60.0%
Median Earnings 2nd Quarter After Exit	\$7,800	\$7,900

<b>Cumberland Salem Cape May Workforce Area</b>		
<b>Adults</b>	<b>PY 2024 Targets</b>	<b>PY 2025 Targets</b>
Employment Rate 2nd Quarter After Exit	76.1%	77.1%
Employment Rate 4th Quarter After Exit	73.5%	74.5%
Median Earnings 2nd Quarter After Exit	\$9,121	\$9,221
Credential Attainment 4th Quarter After Exit	63.5%	64.0%
Measurable Skill Gains	74.3%	75.3%
<b>Dislocated Workers</b>	<b>PY 2024 Targets</b>	<b>PY 2025 Targets</b>
Employment Rate 2nd Quarter After Exit	69.9%	70.9%
Employment Rate 4th Quarter After Exit	68.3%	69.3%
Median Earnings 2nd Quarter After Exit	\$9,200	\$9,300
Credential Attainment 4th Quarter After Exit	74.3%	75.3%
Measurable Skill Gains	73.1%	74.1%
<b>Youth</b>	<b>PY 2024 Targets</b>	<b>PY 2025 Targets</b>
Employment Rate 2nd Quarter After Exit	67.0%	68.0%
Employment Rate 4th Quarter After Exit	67.5%	68.5%
Median Earnings 2nd Quarter After Exit	\$3,593	\$3,693
Credential Attainment 4th Quarter After Exit	59.4%	60.4%
Measurable Skill Gains	69.2%	70.2%
<b>Wagner-Peyser</b>	<b>PY 2024 Targets</b>	<b>PY 2025 Targets</b>
Employment Rate 2nd Quarter After Exit	53.5%	54.0%
Employment Rate 4th Quarter After Exit	59.5%	60.0%
Median Earnings 2nd Quarter After Exit	\$7,800	\$7,900

<b>Essex County Workforce Area</b>		
<b>Adults</b>	<b>PY 2024 Targets</b>	<b>PY 2025 Targets</b>

Employment Rate 2nd Quarter After Exit	68.0%	69.0%
Employment Rate 4th Quarter After Exit	67.6%	68.6%
Median Earnings 2nd Quarter After Exit	\$7,368	\$7,468
Credential Attainment 4th Quarter After Exit	63.5%	64.0%
Measurable Skill Gains	62.0%	63.0%
<b>Dislocated Workers</b>	<b>PY 2024 Targets</b>	<b>PY 2025 Targets</b>
Employment Rate 2nd Quarter After Exit	64.3%	65.3%
Employment Rate 4th Quarter After Exit	68.3%	69.3%
Median Earnings 2nd Quarter After Exit	\$9,200	\$9,300
Credential Attainment 4th Quarter After Exit	68.4%	69.4%
Measurable Skill Gains	70.0%	70.5%
<b>Youth</b>	<b>PY 2024 Targets</b>	<b>PY 2025 Targets</b>
Employment Rate 2nd Quarter After Exit	67.0%	68.0%
Employment Rate 4th Quarter After Exit	65.5%	66.5%
Median Earnings 2nd Quarter After Exit	\$3,300	\$3,400
Credential Attainment 4th Quarter After Exit	52.7%	53.7%
Measurable Skill Gains	68.0%	68.5%
<b>Wagner-Peyser</b>	<b>PY 2024 Targets</b>	<b>PY 2025 Targets</b>
Employment Rate 2nd Quarter After Exit	53.5%	54.0%
Employment Rate 4th Quarter After Exit	59.5%	60.0%
Median Earnings 2nd Quarter After Exit	\$7,800	\$7,900

<b>Gloucester County Workforce Area</b>		
<b>Adults</b>	<b>PY 2024 Targets</b>	<b>PY 2025 Targets</b>
Employment Rate 2nd Quarter After Exit	71.4%	72.4%
Employment Rate 4th Quarter After Exit	66.0%	68.0%
Median Earnings 2nd Quarter After Exit	\$7,110	\$7,210
Credential Attainment 4th Quarter After Exit	63.5%	64.0%
Measurable Skill Gains	62.0%	63.0%
<b>Dislocated Workers</b>	<b>PY 2024 Targets</b>	<b>PY 2025 Targets</b>
Employment Rate 2nd Quarter After Exit	64.0%	64.5%
Employment Rate 4th Quarter After Exit	75.0%	76.0%
Median Earnings 2nd Quarter After Exit	\$9,200	\$9,300
Credential Attainment 4th Quarter After Exit	71.0%	72.0%
Measurable Skill Gains	70.0%	70.5%
<b>Youth</b>	<b>PY 2024 Targets</b>	<b>PY 2025 Targets</b>
Employment Rate 2nd Quarter After Exit	67.0%	68.0%
Employment Rate 4th Quarter After Exit	65.5%	66.5%
Median Earnings 2nd Quarter After Exit	\$3,300	\$3,400
Credential Attainment 4th Quarter After Exit	53.6%	54.6%
Measurable Skill Gains	75.1%	76.1%
<b>Wagner-Peyser</b>	<b>PY 2024 Targets</b>	<b>PY 2025 Targets</b>

Employment Rate 2nd Quarter After Exit	53.5%	54.0%
Employment Rate 4th Quarter After Exit	59.5%	60.0%
Median Earnings 2nd Quarter After Exit	\$7,800	\$7,900

<b>Greater Raritan Workforce Area</b>		
<b>Adults</b>	<b>PY 2024 Targets</b>	<b>PY 2025 Targets</b>
Employment Rate 2nd Quarter After Exit	68.0%	69.0%
Employment Rate 4th Quarter After Exit	66.0%	67.0%
Median Earnings 2nd Quarter After Exit	\$7,521	\$7,621
Credential Attainment 4th Quarter After Exit	67.5%	68.5%
Measurable Skill Gains	67.0%	68.0%
<b>Dislocated Workers</b>	<b>PY 2024 Targets</b>	<b>PY 2025 Targets</b>
Employment Rate 2nd Quarter After Exit	64.0%	64.5%
Employment Rate 4th Quarter After Exit	68.3%	69.3%
Median Earnings 2nd Quarter After Exit	\$11,053	\$11,153
Credential Attainment 4th Quarter After Exit	81.7%	82.7%
Measurable Skill Gains	75.0%	76.0%
<b>Youth</b>	<b>PY 2024 Targets</b>	<b>PY 2025 Targets</b>
Employment Rate 2nd Quarter After Exit	68.8%	69.8%
Employment Rate 4th Quarter After Exit	71.4%	72.4%
Median Earnings 2nd Quarter After Exit	\$3,300	\$3,400
Credential Attainment 4th Quarter After Exit	62.7%	63.7%
Measurable Skill Gains	68.0%	68.5%
<b>Wagner-Peyser</b>	<b>PY 2024 Targets</b>	<b>PY 2025 Targets</b>
Employment Rate 2nd Quarter After Exit	53.5%	54.0%
Employment Rate 4th Quarter After Exit	59.5%	60.0%
Median Earnings 2nd Quarter After Exit	\$7,800	\$7,900

<b>Hudson County Workforce Area</b>		
<b>Adults</b>	<b>PY 2024 Targets</b>	<b>PY 2025 Targets</b>
Employment Rate 2nd Quarter After Exit	68.0%	70.0%
Employment Rate 4th Quarter After Exit	66.0%	68.0%
Median Earnings 2nd Quarter After Exit	\$7,000	\$7,300
Credential Attainment 4th Quarter After Exit	63.5%	64.0%
Measurable Skill Gains	67.0%	68.0%
<b>Dislocated Workers</b>	<b>PY 2024 Targets</b>	<b>PY 2025 Targets</b>
Employment Rate 2nd Quarter After Exit	64.0%	64.5%
Employment Rate 4th Quarter After Exit	68.3%	69.3%
Median Earnings 2nd Quarter After Exit	\$9,200	\$9,300
Credential Attainment 4th Quarter After Exit	71.4%	72.4%
Measurable Skill Gains	70.0%	70.5%

<b>Youth</b>	<b>PY 2024 Targets</b>	<b>PY 2025 Targets</b>
Employment Rate 2nd Quarter After Exit	67.0%	68.0%
Employment Rate 4th Quarter After Exit	65.5%	66.0%
Median Earnings 2nd Quarter After Exit	\$3,412	\$3,512
Credential Attainment 4th Quarter After Exit	62.0%	63.0%
Measurable Skill Gains	68.0%	68.5%
<b>Wagner-Peyser</b>	<b>PY 2024 Targets</b>	<b>PY 2025 Targets</b>
Employment Rate 2nd Quarter After Exit	53.5%	54.0%
Employment Rate 4th Quarter After Exit	59.5%	60.0%
Median Earnings 2nd Quarter After Exit	\$7,800	\$7,900

<b>Mercer County Workforce Area</b>		
<b>Adults</b>	<b>PY 2024 Targets</b>	<b>PY 2025 Targets</b>
Employment Rate 2nd Quarter After Exit	68.0%	70.0%
Employment Rate 4th Quarter After Exit	75.0%	76.0%
Median Earnings 2nd Quarter After Exit	\$7,000	\$7,100
Credential Attainment 4th Quarter After Exit	63.5%	64.0%
Measurable Skill Gains	62.0%	63.0%
<b>Dislocated Workers</b>	<b>PY 2024 Targets</b>	<b>PY 2025 Targets</b>
Employment Rate 2nd Quarter After Exit	64.0%	64.5%
Employment Rate 4th Quarter After Exit	68.3%	69.3%
Median Earnings 2nd Quarter After Exit	\$9,200	\$9,300
Credential Attainment 4th Quarter After Exit	71.0%	72.0%
Measurable Skill Gains	68.2%	69.2%
<b>Youth</b>	<b>PY 2024 Targets</b>	<b>PY 2025 Targets</b>
Employment Rate 2nd Quarter After Exit	67.0%	68.0%
Employment Rate 4th Quarter After Exit	65.5%	66.0%
Median Earnings 2nd Quarter After Exit	\$3,300	\$3,400
Credential Attainment 4th Quarter After Exit	56.1%	57.1%
Measurable Skill Gains	68.0%	69.0%
<b>Wagner-Peyser</b>	<b>PY 2024 Targets</b>	<b>PY 2025 Targets</b>
Employment Rate 2nd Quarter After Exit	53.5%	54.0%
Employment Rate 4th Quarter After Exit	59.5%	60.0%
Median Earnings 2nd Quarter After Exit	\$7,800	\$7,900

<b>Middlesex County Workforce Area</b>		
<b>Adults</b>	<b>PY 2024 Targets</b>	<b>PY 2025 Targets</b>
Employment Rate 2nd Quarter After Exit	68.0%	70.0%
Employment Rate 4th Quarter After Exit	66.0%	68.0%
Median Earnings 2nd Quarter After Exit	\$8,053	\$8,153
Credential Attainment 4th Quarter After Exit	63.7%	64.7%
Measurable Skill Gains	67.0%	68.0%

<b>Dislocated Workers</b>	<b>PY 2024 Targets</b>	<b>PY 2025 Targets</b>
Employment Rate 2nd Quarter After Exit	64.0%	64.5%
Employment Rate 4th Quarter After Exit	68.3%	69.3%
Median Earnings 2nd Quarter After Exit	\$10,903	\$11,003
Credential Attainment 4th Quarter After Exit	66.7%	67.7%
Measurable Skill Gains	75.0%	76.0%
<b>Youth</b>	<b>PY 2024 Targets</b>	<b>PY 2025 Targets</b>
Employment Rate 2nd Quarter After Exit	67.0%	68.0%
Employment Rate 4th Quarter After Exit	71.2%	72.2%
Median Earnings 2nd Quarter After Exit	\$3,515	\$3,615
Credential Attainment 4th Quarter After Exit	54.2%	55.2%
Measurable Skill Gains	73.0%	74.0%
<b>Wagner-Peyser</b>	<b>PY 2024 Targets</b>	<b>PY 2025 Targets</b>
Employment Rate 2nd Quarter After Exit	53.5%	54.0%
Employment Rate 4th Quarter After Exit	59.5%	60.0%
Median Earnings 2nd Quarter After Exit	\$7,800	\$7,900

<b>Monmouth County Workforce Area</b>		
<b>Adults</b>	<b>PY 2024 Targets</b>	<b>PY 2025 Targets</b>
Employment Rate 2nd Quarter After Exit	68.0%	70.0%
Employment Rate 4th Quarter After Exit	71.5%	72.5%
Median Earnings 2nd Quarter After Exit	\$8,143	\$8,243
Credential Attainment 4th Quarter After Exit	63.5%	64.0%
Measurable Skill Gains	67.0%	68.0%
<b>Dislocated Workers</b>	<b>PY 2024 Targets</b>	<b>PY 2025 Targets</b>
Employment Rate 2nd Quarter After Exit	74.2%	75.2%
Employment Rate 4th Quarter After Exit	73.5%	74.5%
Median Earnings 2nd Quarter After Exit	\$10,590	\$10,690
Credential Attainment 4th Quarter After Exit	72.5%	73.5%
Measurable Skill Gains	75.0%	76.0%
<b>Youth</b>	<b>PY 2024 Targets</b>	<b>PY 2025 Targets</b>
Employment Rate 2nd Quarter After Exit	67.0%	68.0%
Employment Rate 4th Quarter After Exit	73.7%	74.7%
Median Earnings 2nd Quarter After Exit	\$4,266	\$4,366
Credential Attainment 4th Quarter After Exit	53.1%	54.1%
Measurable Skill Gains	68.0%	68.5%
<b>Wagner-Peyser</b>	<b>PY 2024 Targets</b>	<b>PY 2025 Targets</b>
Employment Rate 2nd Quarter After Exit	53.5%	54.0%
Employment Rate 4th Quarter After Exit	59.5%	60.0%
Median Earnings 2nd Quarter After Exit	\$7,800	\$7,900

<b>WDB of Northwest New Jersey (Morris Sussex Warren Workforce Area)</b>
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<b>Adults</b>	<b>PY 2024 Targets</b>	<b>PY 2025 Targets</b>
Employment Rate 2nd Quarter After Exit	65.9%	66.9%
Employment Rate 4th Quarter After Exit	66.0%	68.0%
Median Earnings 2nd Quarter After Exit	\$8,906	\$9,006
Credential Attainment 4th Quarter After Exit	63.5%	64.5%
Measurable Skill Gains	67.0%	68.0%
<b>Dislocated Workers</b>	<b>PY 2024 Targets</b>	<b>PY 2025 Targets</b>
Employment Rate 2nd Quarter After Exit	65.8%	66.8%
Employment Rate 4th Quarter After Exit	68.7%	69.7%
Median Earnings 2nd Quarter After Exit	\$9,200	\$9,300
Credential Attainment 4th Quarter After Exit	71.0%	72.0%
Measurable Skill Gains	75.0%	76.0%
<b>Youth</b>	<b>PY 2024 Targets</b>	<b>PY 2025 Targets</b>
Employment Rate 2nd Quarter After Exit	67.0%	68.0%
Employment Rate 4th Quarter After Exit	63.5%	64.5%
Median Earnings 2nd Quarter After Exit	\$3,789	\$3,889
Credential Attainment 4th Quarter After Exit	57.7%	58.7%
Measurable Skill Gains	73.0%	74.0%
<b>Wagner-Peyser</b>	<b>PY 2024 Targets</b>	<b>PY 2025 Targets</b>
Employment Rate 2nd Quarter After Exit	53.5%	54.0%
Employment Rate 4th Quarter After Exit	59.5%	60.0%
Median Earnings 2nd Quarter After Exit	\$7,800	\$7,900

<b>Newark Workforce Area</b>		
<b>Adults</b>	<b>PY 2024 Targets</b>	<b>PY 2025 Targets</b>
Employment Rate 2nd Quarter After Exit	68.0%	70.0%
Employment Rate 4th Quarter After Exit	67.5%	68.5%
Median Earnings 2nd Quarter After Exit	\$7,000	\$7,300
Credential Attainment 4th Quarter After Exit	63.5%	64.0%
Measurable Skill Gains	64.9%	65.9%
<b>Dislocated Workers</b>	<b>PY 2024 Targets</b>	<b>PY 2025 Targets</b>
Employment Rate 2nd Quarter After Exit	70.9%	71.9%
Employment Rate 4th Quarter After Exit	68.3%	69.3%
Median Earnings 2nd Quarter After Exit	\$9,200	\$9,300
Credential Attainment 4th Quarter After Exit	70.2%	71.2%
Measurable Skill Gains	67.9%	68.9%
<b>Youth</b>	<b>PY 2024 Targets</b>	<b>PY 2025 Targets</b>
Employment Rate 2nd Quarter After Exit	67.0%	68.0%
Employment Rate 4th Quarter After Exit	58.5%	59.5%
Median Earnings 2nd Quarter After Exit	\$4,581	\$4,681
Credential Attainment 4th Quarter After Exit	52.7%	53.7%
Measurable Skill Gains	63.0%	64.0%

<b>Wagner-Peyser</b>	<b>PY 2024 Targets</b>	<b>PY 2025 Targets</b>
Employment Rate 2nd Quarter After Exit	53.5%	54.0%
Employment Rate 4th Quarter After Exit	59.5%	60.0%
Median Earnings 2nd Quarter After Exit	\$7,800	\$7,900

<b>Ocean County Workforce Area</b>		
<b>Adults</b>	<b>PY 2024 Targets</b>	<b>PY 2025 Targets</b>
Employment Rate 2nd Quarter After Exit	67.5%	68.5%
Employment Rate 4th Quarter After Exit	66.0%	68.0%
Median Earnings 2nd Quarter After Exit	\$7,288	\$7,388
Credential Attainment 4th Quarter After Exit	66.7%	67.7%
Measurable Skill Gains	67.0%	68.0%
<b>Dislocated Workers</b>	<b>PY 2024 Targets</b>	<b>PY 2025 Targets</b>
Employment Rate 2nd Quarter After Exit	76.3%	77.3%
Employment Rate 4th Quarter After Exit	74.7%	75.7%
Median Earnings 2nd Quarter After Exit	\$10,200	\$10,300
Credential Attainment 4th Quarter After Exit	74.7%	75.7%
Measurable Skill Gains	70.0%	70.5%
<b>Youth</b>	<b>PY 2024 Targets</b>	<b>PY 2025 Targets</b>
Employment Rate 2nd Quarter After Exit	67.0%	68.0%
Employment Rate 4th Quarter After Exit	65.5%	66.0%
Median Earnings 2nd Quarter After Exit	\$3,496	\$3,596
Credential Attainment 4th Quarter After Exit	62.6%	63.6%
Measurable Skill Gains	73.0%	74.0%
<b>Wagner-Peyser</b>	<b>PY 2024 Targets</b>	<b>PY 2025 Targets</b>
Employment Rate 2nd Quarter After Exit	53.5%	54.0%
Employment Rate 4th Quarter After Exit	59.5%	60.0%
Median Earnings 2nd Quarter After Exit	\$7,800	\$7,900

<b>Passaic County Workforce Area</b>		
<b>Adults</b>	<b>PY 2024 Targets</b>	<b>PY 2025 Targets</b>
Employment Rate 2nd Quarter After Exit	63.3%	64.3%
Employment Rate 4th Quarter After Exit	66.0%	68.0%
Median Earnings 2nd Quarter After Exit	\$7,499	\$7,599
Credential Attainment 4th Quarter After Exit	59.0%	60.0%
Measurable Skill Gains	67.0%	68.0%
<b>Dislocated Workers</b>	<b>PY 2024 Targets</b>	<b>PY 2025 Targets</b>
Employment Rate 2nd Quarter After Exit	64.0%	64.5%
Employment Rate 4th Quarter After Exit	68.3%	69.3%

Median Earnings 2nd Quarter After Exit	\$9,592	\$9,692
Credential Attainment 4th Quarter After Exit	70.4%	71.4%
Measurable Skill Gains	75.0%	76.0%
<b>Youth</b>	<b>PY 2024 Targets</b>	<b>PY 2025 Targets</b>
Employment Rate 2nd Quarter After Exit	65.1%	66.1%
Employment Rate 4th Quarter After Exit	65.5%	66.0%
Median Earnings 2nd Quarter After Exit	\$3,087	\$3,187
Credential Attainment 4th Quarter After Exit	52.7%	53.7%
Measurable Skill Gains	73.0%	74.0%
<b>Wagner-Peyser</b>	<b>PY 2024 Targets</b>	<b>PY 2025 Targets</b>
Employment Rate 2nd Quarter After Exit	53.5%	54.0%
Employment Rate 4th Quarter After Exit	59.5%	60.0%
Median Earnings 2nd Quarter After Exit	\$7,800	\$7,900

<b>Union County Workforce Area</b>		
<b>Adults</b>	<b>PY 2024 Targets</b>	<b>PY 2025 Targets</b>
Employment Rate 2nd Quarter After Exit	68.0%	70.0%
Employment Rate 4th Quarter After Exit	66.0%	68.0%
Median Earnings 2nd Quarter After Exit	\$7,000	\$7,300
Credential Attainment 4th Quarter After Exit	63.5%	64.0%
Measurable Skill Gains	67.0%	68.0%
<b>Dislocated Workers</b>	<b>PY 2024 Targets</b>	<b>PY 2025 Targets</b>
Employment Rate 2nd Quarter After Exit	64.0%	64.5%
Employment Rate 4th Quarter After Exit	68.3%	69.3%
Median Earnings 2nd Quarter After Exit	\$9,200	\$9,300
Credential Attainment 4th Quarter After Exit	71.0%	72.0%
Measurable Skill Gains	70.0%	70.5%
<b>Youth</b>	<b>PY 2024 Targets</b>	<b>PY 2025 Targets</b>
Employment Rate 2nd Quarter After Exit	64.7%	65.7%
Employment Rate 4th Quarter After Exit	65.5%	66.5%
Median Earnings 2nd Quarter After Exit	\$3,300	\$3,400
Credential Attainment 4th Quarter After Exit	52.7%	53.7%
Measurable Skill Gains	73.0%	74.0%
<b>Wagner-Peyser</b>	<b>PY 2024 Targets</b>	<b>PY 2025 Targets</b>
Employment Rate 2nd Quarter After Exit	53.5%	54.0%
Employment Rate 4th Quarter After Exit	59.5%	60.0%
Median Earnings 2nd Quarter After Exit	\$7,800	\$7,900