

State of New Jersey  
Department of Labor and Workforce Development

**WORKFORCE INNOVATION AND  
OPPORTUNITY ACT (WIOA)  
ANNUAL REPORT NARRATIVE  
PY 2018**



### **WIOA Annual Statewide Performance Report Narrative Requested Items**

**Waiver that the State has had in place for at least one program year; information regarding the State's progress toward achieving the goals and performance outcomes in ETA's letter of approval for the waiver (sec 189(i)(3)(C)(ii)) performance outcomes:**

The New Jersey Department of Labor and Workforce Development (NJDOLE) received a waiver of the required collection and reporting of performance data on all students participating in training programs listed on the State's Eligible Training Providers List (ETPL), as outlined in the Workforce Innovation and Opportunity Act (WIOA) Sections 116 and 122, and at 20 CFR 677.230 and 20 CFR 680.400 through 680.530.

Specifically, the NJDOLE received waiver authority to report a "0" in the Eligible Training Provider (ETP) performance report for the nine data elements related to all individuals in training (data elements 120 through 128 on form EA 9171) for programs of study where the data is not currently available.

Under WIOA Section 116(d)(4)(A) and 20 CFR 677.230(a)(5), ETPs must report performance data with respect to all individuals engaging in a program of study (or the equivalent). While the NJDOLE recognizes the value and importance of monitoring provider performance, requiring ETPs to produce data on all students above-and-beyond WIOA-funded participants discourages training provider participation, which is a critical component of the workforce development system. Reporting becomes especially burdensome when:

1. ETPs have many students of whom only a small percentage are WIOA participants because ETPs do not have the existing staff to perform the required data gathering, and ETPs cannot hire the additional staff needed;
2. Many ETPs express a concern regarding the protection of Personally Identifiable Information (PII), especially Social Security Numbers (SSNs), which would have to be collected by the ETPs;
3. ETPs have found that student self-reported records are of questionable accuracy; and
4. The NJDOLE does not currently have the necessary data collection and validation tools to comply with this requirement.

The federal requirements create a hardship for many training providers, resulting in a decreased number of programs applying for inclusion on the ETPL. This results in New Jersey having a less robust list of training providers, thereby, limiting consumer choice. To ease data-sharing burdens and provide a robust data source, the NJDOLE has been updating the processes for the submission of ETP student data, as well as developing new submission processes. In addition, the NJDOLE has been working to create a new interface and data warehouse for use by ETPs and State Agencies when submitting and utilizing data.

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

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

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

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

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

Employer Services are broadly defined in the following categories:

- Employer Information and Support Services
- Workforce Recruitment Assistance
- Engaged in Strategic Planning/ Economic Development
- Accessing Untapped Labor Pools
- Training Services
- Incumbent Worker Training Services
- Rapid Response/ Business Downsizing Assistance
- Planning Layoff Response

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

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

### **Current or Planned Evaluation and related research:**

In 2016, the John J. Heldrich Center for Workforce Development (the Heldrich Center) at Rutgers, the State University of New Jersey (Rutgers University), contracted through the State Employment and Training Commission (SETC), provided an Evaluation of One-Stop Career Centers (OSCCs) in New Jersey. An evaluation finding report was presented to the SETC on June 21, 2016. The findings and the NJDOL response to the evaluation were then discussed at subsequent SETC meetings held in September and November of 2016. (The report and the NJDOL response are available on the SETC website at [njsetc.net/njsetc/performance](http://njsetc.net/njsetc/performance).)

It should be noted that the State has a longstanding research partnership with the Heldrich Center. Since 1998, by way of contracts and data-sharing agreements with the NJDOL, the Heldrich Center has been authorized to analyze workforce data. Since that time, through multiple federal Workforce Data Quality Initiatives (WDQIs) and State Longitudinal Data System (SLDS) grants, the State established a multi-agency data-use agreement to establish the New Jersey Education to Earnings Data System (NJEEDS), a SLDS housed at the Heldrich Center. NJEEDS includes data not only from the NJDOL, but also the NJDOE, NJ Office of the Secretary of Higher Education, and the Higher Education Student Assistance Authority (HESAA).

Heldrich was selected as the State's partner due to its long history in using the data and because of Rutgers' status as a public institution with fewer legal barriers for establishing and maintaining NJEEDS. Recent, past projects include the Evaluation of the Employment and Training Components of WorkFirst New Jersey (WFNJ) and Supplemental Nutrition Assistance Program (SNAP) Employment and Training (E & T) and the Evaluation of Workforce Services.

As of 2017, the State has evaluated its Title I and Title II programs to identify barriers and best practices for serving customers across these two core programs. Toward that end, the SETC passed Policy Resolution #2017- 02 to support the improved coordination of these programs, based upon the recommendations of the State Council for Adult Literacy Education Services (SCALES) council.

Subsequently, a Title I / Title II Coordination Workgroup (Workgroup) was formed comprised of local Workforce Development Board (WDB) representatives, local adult education providers, and the NJDOL adult education and workforce staff. The Workgroup met regularly throughout the year where it: 1) created a ranked list of focus areas; and 2) explored the focus areas to identify challenges and opportunities for improvement. The Workgroup efforts continued through the Fall of 2018.

Update: At the SETC's March of 2019 meeting, members were given a presentation of the summary of findings of the Title I / II Workgroup. The recommendations included: 1) working to achieve better system integration; clarification of the OSCC role; and 2) more research regarding the legality of information-sharing among partners; basing design upon customer need; and economizing the information process.

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

Update: The SETC continues to work with the NJDOL on enhancing the value of its dashboard so that it displays high-level performance data to support evidence-based, policy decision-making. At its November of 2019 meeting, the SETC members were given a presentation on the updated, enhanced dashboard which now includes data regarding the various WIOA titles.

In 2017, the Heldrich Center produced a workforce feedback report entitled, "A First Look at Postsecondary Degrees Earned by New Jersey Workers." To examine the characteristics of the State's workforce, this initial report was developed focusing on workforce educational attainment over a period of 20+ years.

This report, developed using longitudinal data from NJEEDS, presents workforce data in two areas of importance: an inventory of degrees earned by the State's workforce since 1994, and the highest level of educational attainment of those individuals who have earned higher education degrees since 1994. The report describes the credit-bearing degrees earned in participating NJEEDS postsecondary institutions by New Jersey's workers in jobs for which the employer is required to pay State Unemployment Insurance (UI) tax on their employees' wages (sometimes called "Unemployment Insurance covered jobs"). (The report is not yet publicly available.)

Update: The NJDOL is creating a multi-year plan for its research and evaluation activities which includes capacity-building at the State level. The NJEEDS will be a key component in this effort, as well as leveraging New Jersey's Round VII WDQI resources. The NJDOL plans to use NJEEDS and other data to evaluate the performance of federal- and State-supported education and job training programs by laying out a plan to conduct evaluations and to reinforce a culture within the State to make data-informed decisions. Further, the NJDOL proposes to conduct multiple evaluations to leverage the relatively new administrative data sources focusing on outcomes related to job training, transition services for persons with disabilities, UI claimants' post-benefit outcomes, and use of apprenticeships.

### **PY18 WIOA Evaluation**

To examine equity amongst customers in the State's WIOA programs, the NJDOL will examine outcome data for customers enrolled statewide in the system from July 1, 2018 – June 30, 2019. For the purpose of this analysis, the following factors will be considered:

- **Positive Outcomes:** Exit codes such as 1) successfully completed WIOA Training Services; 2) completed or attained an intended credential; 3) employed in any four-quarters after exiting the system; or 4) self-employed.

- **Other Outcomes:** All other exit codes such as 1) completed, but did not attain or intend to gain a credential; 2) incomplete - did not attain a credential; 3) no employment; or 4) no earnings were received until the date after exit from the system.

Research Questions:

- *Is there a significant difference in positive outcomes for members of different racial or ethnic groups? If so, which ones and how do they differ?*
- *Is there a significant difference in positive outcomes for different genders? If so, how do they differ?*
- *Is there a significant difference in positive outcomes for customers with a disability and those without a disability? if so, how do they differ?*
- *Is there a significant difference in positive outcomes by age? If so, which ones and how do they differ?*

Learning Goal:

The NJDOL wants to ensure that there was no systemic discrimination of individuals enrolled in WIOA programs during PY18-PY19 based on race/ethnicity, gender or disability. There should be no significant differences between these groups on positive outcomes for training/education or employment.

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

The State will conduct regular evaluations of core WIOA programs as guided by the SETC's Performance Committee, and in concert with the NJDOL's Workforce Research and Analytics Unit in the Office of Research and Information (ORI). The SETC's Performance Committee is charged with developing a research and evaluation agenda, with input from local boards, state agency partners and other stakeholders. These evaluations may be conducted by outside, third-party evaluators selected on a competitive basis.

The evaluations will use a variety of methodologies, including quantitative and qualitative techniques, and customer satisfaction; incorporate data from NJEEDS; and will be designed to provide actionable results to inform program and policy decisions. NJEEDS, and will utilize a variety of data sources.

New Jersey benefited greatly from participation in three United States Department of Labor (USDOL) supported cohort efforts in PY2017: Future of the AJs, Operationalizing WIOA Co-enrollment, and the WIOA, TANF, and SNAP Partnership. Participation in each of the cohorts facilitated evaluation of current service delivery strategies, research into evidence-based practices, the opportunity to create cross-program study teams, and tangible benefits from learning what other states are doing to continuously improve customer outcomes using proven process improvement strategies.

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

- Evaluation of the State's OSCCs (2016-2017 evaluation activity) is available online

at [njsetc.net/njsetc/performance](http://njsetc.net/njsetc/performance);

- WFNJ's Community Work Experience Program (CWEP) is available online at: <https://bloustein.rutgers.edu/wp-content/uploads/2018/05/2018-WorkFirst-NJ.pdf>; and
- Future evaluations reports will be published on the SETC website, as they are completed.

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

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

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

All workforce programs for both adults and youth are subject to continuous improvement efforts. Based on recent monitoring and programmatic reviews from both federal and State staff, there are multiple areas that will benefit from improvement efforts. For example, youth programs are experiencing challenges in meeting credential attainment goals. In addition, WIOA Adult programs are having challenges with meeting wage gains standards for WIOA Adult customers.

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

New, continuous improvement strategies for PY18 include improving program evaluation tools; implementing and maintaining employer-driven partnerships; designing effective out-of-school youth programs; co-enrollment strategies for WIOA Title 1 Adult and TANF/SNAP participants; effective training tools and strategies including program success measurement alternatives; and youth-centered policies and practices, together with youth inclusion models for program development and improvement. Ongoing TA is being provided to improve the tools used in WIOA Titles 1-4, Migrant Seasonal Farm Workers (MSFW), Senior Community Service Employment Program (SCSEP), and Jobs for Veterans' State Grants (JVSG) program monitoring. In addition, the NJDOL is continuing assistance with ensuring local Memorandums of Understanding (MOUs) and Infrastructure Funding Agreements (IFAs) are consistent with 2 CFR part 200; and using historical customer outcome data to inform

individualized employment plans.

**State's approach to customer satisfaction:**

For PY 2018, the NJDOL conducted an online web-based customer survey for Title 1 Exiters who received services at the State's OSCCs, including those at satellite and County Offices throughout the State. The purpose of the survey was to gather information about customer experiences and satisfaction. Programming was written to extract email addresses from a database which were then used to send the survey request and links to launch the survey (both in English and Spanish).

Using the tool, Survey Monkey, the NJDOL emailed the surveys to 10,259 users of the system and received 810 (7.9 percent) survey responses. The surveys were sent in the month following an individual's planned exit date. This allowed for a timelier method for an individual to receive a survey. Responses were tracked monthly and monthly response rates varied from 4.9 percent to 10.1 percent.

Recipients were first asked which OSCC they visited for workforce services. Morris/Sussex/Warren (Morristown, Randolph, Newton and Phillipsburg OSCCs) had the highest rate of visits at 12.5 percent, while Gloucester (Thorofare OSCC) had the lowest of 2.0 percent. Various demographic data were then collected and the results was graphed showing 91.9 percent of those surveyed were currently unemployed. Female respondents exceeded males at 59.6 percent compared to 38.9 percent. Over half (53.9 percent) of the respondents were in the 45-to-54 and 55-to-64 age brackets, 24.9 and 29 percent, respectively. Education levels varied with a Bachelor's degree reported by the largest percentage of responses (30 percent), followed by some college (25.8 percent) and high school/GED (20.2 percent). Over half of the respondents (52.7 percent) indicated their race as White or Caucasian, with the next highest (24.8 percent) as Black or African American. A majority (80.6 percent) indicated their ethnicity was Hispanic.

When asked about their overall satisfaction with the services provided by the OSCC, three-quarters (75.8 percent) were either "very satisfied" or "satisfied" with the services they received. Open-ended responses were sorted by the OSCC and provided to management staff for review and use in continuous improvement. Asked if there were any service(s) and/or help that was not available, over four-fifths (82.4 percent) indicated "No" and provided many positive open-ended responses, again, shared with management staff. A majority (84.8 percent) of respondents were "very satisfied" or "satisfied" with the front desk/intake area of the OSCC.

A majority of respondents (averaging over 82 percent) indicated a positive experience with specific items such as: information received, services met their expectations, intent to return to the OSCC, short wait time, useful resources, intent to recommend the OSCC to others, return for any other help, politeness and knowledge of staff members, participation in Job Search activities at the OSCCs, career assistance received, and participation in and/or training received.

**States should consider providing information on: Progress made in achieving the State's strategic vision and goals as described in the State's Unified or Combined State Plan, for**



**developing its workforce and meeting employer needs in order to support economic growth and economic self-sufficiency.**

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

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

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

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

**Progress made in implementing sector strategies and career pathways:**

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

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

address the overall competitive needs that business leaders identify.

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

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

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

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

This is not applicable to the State.

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

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

**Measures for WIOA Title I and WIOA Title II**

1. **Number of program participants served by the program**
2. **Number of program participants exited from the program**
3. **Percentage of program participants served with barriers to employment as follows:**
  - a. **Disability;**

- b. Ex-offender;
  - c. No high school diploma;
  - d. Previously or currently in foster care;
  - e. Homeless;
  - f. Limited English Proficiency or Low-Level Literacy;
  - g. Long-Term Unemployed (continuously unemployed for at least 12 consecutive months; and
  - h. Public Assistance customer.
4. **Percentage of program participants responding to survey who are satisfied with their training/counseling after exiting from the program.**

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

Measures for WIOA Title I ONLY

5. WDB Certification:

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

6. Number of High-Quality Partnerships (HQPs) established: HQPs are those workforce and education efforts which are employer-driven and have developed a clearly defined mission and vision statement, with defined roles, responsibilities and impact measures for all partners. All programs will integrate the use of career pathways, and provide both interim measures as well as outcome measures, which will be particularly focused on industry-valued credentials, employability skills, and experiential learning.
7. Regional Coordination: Three workforce planning regions are designated in the State: North, Central, and South. Beginning in 2016, the State's seventeen (17) local WDBs worked collaboratively in their respective regions to create regional workforce plans for their regions. These plans set priorities and goals for each region and are being updated to reflect progress towards those goals, as part of the 2019 local WDB plan updates.

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

categorized as performance measures.

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

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

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

**Negotiated performance levels for local areas for titles I and III core programs for PY18:**

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

Performance in PY18 resulted in several clear trends. The Adult Employment Rate measures showed a wide spread of results. As a whole, the State did not meet its negotiated performance target for Adult Employment Rate (Q2 post-exit), although it came close, achieving 89.4 percent. Among the local areas, three (3) exceeded, six (6) met, and nine (9) did not meet the negotiated targets. The State met its target for Adult Employment Rate (Q4 post-exit), achieving 94.6 percent of the target. Of the local areas, six (6) exceeded, four (4) met, and eight (8) did not meet the negotiated targets for the measure.

The Dislocated Worker (DW) Employment Rate measures resulted in the lowest performance measures in PY 2018. The State did not meet its targets for Employment Rate (Q2 post-exit) and Employment Rate (Q4 post-exit), achieving 87.3 and 85.5 percent of the targets, respectively. Among local areas, six (6) met and twelve (12) did not meet the targets for DW Employment Rate (Q2 post-exit). For DW Employment Rate (Q4 post-exit), three (3) exceeded, one (1) met, and fourteen (14) did not meet the performance targets.

The Youth Employment/Education/Training Rate (Q2 post-exit) measure showed fair results, while the Youth Employment/Education/Training Rate (Q4 post-exit) measure showed exceptional performance. The State met its target for Youth Employment/Education/Training Rate (Q2 post-exit), achieving 94.0 percent of the target. The local areas had evenly distributed results, with six (6) local areas in each category of exceeding, meeting, and not meeting the negotiated targets. For the measure Youth

Employment/Education/Training Rate (Q4 post-exit), the State, along with every local area, exceeded the negotiated targets.

Wagner-Peyser (WP) showed fairly high performance in the Employment Rate (Q2 post-exit) measure, while the Employment Rate (Q4 post-exit) measure performance varied. The State exceeded its target for Employment Rate (Q2 post-exit) with 107.1 percent achievement. For Employment Rate (Q4 post-exit), it met the target, achieving 98.7 percent. Among local areas, seven (7) exceeded and eleven (11) met the targets for WP Employment Rate (Q2 post-exit). For WP Employment Rate (Q4 post-exit), three (3) exceeded, eight (8) met, and seven (7) did not meet the performance targets.

The Credential Attainment Rate measures resulted in varied performance across areas. The State exceeded its performance targets for Adult, Dislocated Worker, and Youth Credential Attainment with 101.4 percent, 105.7 percent, and 134.3 percent of the targets achieved respectively. Among local areas, nine (9) exceeded, three (3) met, and six (6) did not meet the targets for Adult Credential Attainment. This same result of nine (9) exceeding, three (3) meeting, and six (6) not meeting the targets was seen for DW Credential Attainment. For the Youth Credential Attainment measure, five (5) local areas exceeded, six (6) met, and seven (7) did not meet the targets.

The Median Earnings measures showed fairly high performance. The State exceeded its targets for all three measures: Adult, Dislocated Worker, and Wagner-Peyser Median Earnings. Fourteen (14) local areas exceeded, two (2) met, and two (2) did not meet the performance targets for Adult Median Earnings. Dislocated Worker Median Earnings had the same results of fourteen (14) exceeding, two (2) meeting, and two (2) not meeting the targets. For Wagner-Peyser Median Earnings, thirteen (13) local areas exceeded, four (4) met, and one (1) did not meet the negotiated targets.

The NJDOL is still in the midst of the WIOA transition period, which directly affects the accuracy and completeness of PY 2018 outcome data. The NJDOL is working diligently to bring AOSOS into full technical compliance with WIOA and USDOL reporting mechanisms. Software errors are reported to our case management vendor and USDOL, as needed, for corrective action. These activities will continue into the foreseeable future. The State will continue to analyze and revise performance outcomes, as needed, to provide the most accurate performance information to our employment and training partners.

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

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

The DVU completes a variety of WIOA data validation (DV) activities within specific time-frames that require multiple site visits to local area offices and in-house activities. 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.

In accordance with TEGL 7-18, a sampling methodology and evaluation sheets have been developed for Titles I & III to evaluate reported values of the 24 core elements against actual activities. The evaluation includes semi-annual desk audits and annual local area file review. A system for validating Title IV ETA-9169 submission of the 24 core elements following the same methodology is underway. Title II validation has been more of a challenge. The DVU, in conjunction with Title II staff, are working with their vendor, LiteracyPro, to develop tables to allow the extraction of individual reported records against the 24 core elements. The NJDOL expects this to be completed by the end of 2019.

All policies and procedures for DV operations, developed jointly with the WIOA Technical Assistance (TA) Unit, 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.

DV status reports and logs are maintained and issued on a weekly basis during the DV process to monitor DV operations and to measure timeliness. 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. Additionally, when Federal programs are waived for any given program year, the DVU conducts non-mandatory DV Quality Assurance Reviews at all of the local area offices to ensure compliance with DV expectations. These non-mandatory reviews have been conducted each of the previous two years and have been the basis for our current validation activities.

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

Rapid response activities and layoff aversion, which may include:

- Data on number of companies served and number of individuals served;
- Discussion of strategies for linking Rapid Response recipients to American Job Centers and processes for intake or co-enrollment in the Trade Act Assistance and the DW programs;
- Discussion of layoff aversion strategies, including any metrics/outcomes developed and/or tracked by the State with respect to layoff aversion, such as return on investment or measures showing the economic benefits of Rapid Response and layoff aversion;
- Discussion of how Rapid Response and layoff aversion activities are aligned with business engagement, sector strategy, and career pathway efforts, which may include a discussion of any systems, tools, networks or approaches designed to identify companies in distress and strategies to deliver necessary solutions as early as possible, as well as outcomes of the use of such systems

or tools;

- Discussion of specific types of services or workshops provided to both companies and affected workers; and
- Activities provided under the Wagner-Peyser Act Employment Service section 7(b) (e.g., services to groups with special needs or extra costs of exemplary models for delivering services).

#### **Rapid Response Employers Served from FY 2017-Present**

<b>FY</b>	<b>Total Employers Served</b>
2017	90
2018	60
2019	YTD - 19

#### **Rapid Response Individuals Served from FY 2017-Present**

<b>FY</b>	<b>Total Individuals Served</b>
2017	3403
2018	1955
2019	YTD - 510

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

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

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

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

**Layoff Aversion Strategies – including any metric / outcomes:**

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

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

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

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

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

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

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

The NJDOL’s Business Services staff is embedded within every local OSCC and can speak to the current hiring need conditions. The NJDOL markets the services of the system to every employer and understands the growth sectors within local vicinages. By extension, the Business Services staff can equally share this information with companies and workers impacted by layoffs once a final decision has been made. Services are more focused on



marketing and answering questions, but direct connection to Layoff Aversion opportunities for businesses or OSCCs where services can be provided to impacted workers is a standard practice. (For more detail, see the previously provided answer.)

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

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

**Any TA needs of the State workforce system:**

- Additional TA to improve the tools used in program monitoring;
- Ongoing TA is being provided to improve the tools used in WIOA Titles 1-4, MSFW, SCSEP, and JVSG program monitoring;
- Improving program evaluation tools;
- Implementing and maintaining employer-driven partnerships;
- Designing effective out-of-school youth programs; co-enrollment strategies for WIOA Title 1 Adult and TANF/SNAP participants;
- The NJDOL is continuing assistance with ensuring local MOUs and IFAs are consistent with 2 CFR part 200; and using historical customer outcome data to inform individualized employment plans.

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

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

**Strategies/policies relating to Pay-for-Performance contracting:**

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

## Local Area Performance Targets for PY18 and PY19

<b>Atlantic County Workforce Area</b>		
<b>Adults</b>	<b>PY 2018 Targets</b>	<b>PY 2019 Targets</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	75.1%	75.8%
Employment Rate 4 <sup>th</sup> Quarter After Exit	76.1%	76.9%
Credential Attainment 4 <sup>th</sup> Quarter After Exit	68.7%	69.0%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$5,097	\$5,297
<b>Dislocated Workers</b>	<b>PY 2018 Targets</b>	<b>PY 2019 Targets</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	78.1%	78.6%
Employment Rate 4 <sup>th</sup> Quarter After Exit	69.6%	70.5%
Credential Attainment 4 <sup>th</sup> Quarter After Exit	73.5%	74.0%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$6,034	\$6,134
<b>Youth</b>	<b>PY 2018 Targets</b>	<b>PY 2019 Targets</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	49.2%	50.2%
Employment Rate 4 <sup>th</sup> Quarter After Exit	35.0%	44.0%
Credential Attainment 4 <sup>th</sup> Quarter After Exit	48.2%	49.2%
<b>Wagner-Peyser</b>	<b>PY 2018 Targets</b>	<b>PY 2019 Targets</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	53.8%	58.8%
Employment Rate 4 <sup>th</sup> Quarter After Exit	58.6%	59.6%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$4,434	\$4,534
<b>Bergen County Workforce Area</b>		
<b>Adults</b>	<b>PY 2018 Targets</b>	<b>PY 2019 Targets</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	63.3%	64.0%
Employment Rate 4 <sup>th</sup> Quarter After Exit	62.9%	63.7%
Credential Attainment 4 <sup>th</sup> Quarter After Exit	68.7%	69.0%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$4,513	\$4,713
<b>Dislocated Workers</b>	<b>PY 2018 Targets</b>	<b>PY 2019 Targets</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	68.5%	69.0%
Employment Rate 4 <sup>th</sup> Quarter After Exit	71.0%	71.9%
Credential Attainment 4 <sup>th</sup> Quarter After Exit	73.5%	74.0%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$7,929	\$8,029
<b>Youth</b>	<b>PY 2018 Targets</b>	<b>PY 2019 Targets</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	55.0%	56.0%
Employment Rate 4 <sup>th</sup> Quarter After Exit	45.0%	54.0%
Credential Attainment 4 <sup>th</sup> Quarter After Exit	54.6%	55.6%
<b>Wagner-Peyser</b>	<b>PY 2018 Targets</b>	<b>PY 2019 Targets</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	51.0%	56.0%
Employment Rate 4 <sup>th</sup> Quarter After Exit	57.1%	58.1%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$5,932	\$6,032

## Local Area Performance Targets for PY18 and PY19

<b>Burlington County Workforce Area</b>		
<b>Adults</b>	<b>PY 2018 Targets</b>	<b>PY 2019 Targets</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	78.3%	79.0%
Employment Rate 4 <sup>th</sup> Quarter After Exit	81.2%	82.0%
Credential Attainment 4 <sup>th</sup> Quarter After Exit	68.7%	69.0%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$5,286	\$5,486
<b>Dislocated Workers</b>	<b>PY 2018 Targets</b>	<b>PY 2019 Targets</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	80.6%	81.1%
Employment Rate 4 <sup>th</sup> Quarter After Exit	79.0%	79.9%
Credential Attainment 4 <sup>th</sup> Quarter After Exit	73.5%	74.0%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$6,654	\$6,754
<b>Youth</b>	<b>PY 2018 Targets</b>	<b>PY 2019 Targets</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	55.0%	56.0%
Employment Rate 4 <sup>th</sup> Quarter After Exit	40.0%	49.0%
Credential Attainment 4 <sup>th</sup> Quarter After Exit	54.0%	55.0%
<b>Wagner-Peyser</b>	<b>PY 2018 Targets</b>	<b>PY 2019 Targets</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	54.1%	59.1%
Employment Rate 4 <sup>th</sup> Quarter After Exit	60.0%	61.0%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$5,854	\$5,954
<b>Camden County Workforce Area</b>		
<b>Adults</b>	<b>PY 2018 Targets</b>	<b>PY 2019 Targets</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	74.1%	74.8%
Employment Rate 4 <sup>th</sup> Quarter After Exit	72.3%	73.1%
Credential Attainment 4 <sup>th</sup> Quarter After Exit	68.7%	69.0%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$5,480	\$5,680
<b>Dislocated Workers</b>	<b>PY 2018 Targets</b>	<b>PY 2019 Targets</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	74.1%	74.6%
Employment Rate 4 <sup>th</sup> Quarter After Exit	72.8%	73.7%
Credential Attainment 4 <sup>th</sup> Quarter After Exit	73.5%	74.0%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$6,180	\$6,280
<b>Youth</b>	<b>PY 2018 Targets</b>	<b>PY 2019 Targets</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	61.1%	62.1%
Employment Rate 4 <sup>th</sup> Quarter After Exit	45.0%	54.0%
Credential Attainment 4 <sup>th</sup> Quarter After Exit	54.0%	55.0%
<b>Wagner-Peyser</b>	<b>PY 2018 Targets</b>	<b>PY 2019 Targets</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	53.3%	58.3%
Employment Rate 4 <sup>th</sup> Quarter After Exit	59.5%	60.5%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$4,473	\$4,573

## Local Area Performance Targets for PY18 and PY19

<b>Cumberland-Salem-Cape May Counties Workforce Area</b>		
<b>Adults</b>	<b>PY 2018 Targets</b>	<b>PY 2019 Targets</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	73.2%	73.9%
Employment Rate 4 <sup>th</sup> Quarter After Exit	61.2%	62.0%
Credential Attainment 4 <sup>th</sup> Quarter After Exit	68.7%	69.0%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$4,956	\$5,156
<b>Dislocated Workers</b>	<b>PY 2018 Targets</b>	<b>PY 2019 Targets</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	86.2%	86.7%
Employment Rate 4 <sup>th</sup> Quarter After Exit	78.7%	79.6%
Credential Attainment 4 <sup>th</sup> Quarter After Exit	73.5%	74.0%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$5,869	\$5,969
<b>Youth</b>	<b>PY 2018 Targets</b>	<b>PY 2019 Targets</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	69.6%	70.6%
Employment Rate 4 <sup>th</sup> Quarter After Exit	40.0%	49.0%
Credential Attainment 4 <sup>th</sup> Quarter After Exit	67.0%	68.0%
<b>Wagner-Peyser</b>	<b>PY 2018 Targets</b>	<b>PY 2019 Targets</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	55.4%	60.4%
Employment Rate 4 <sup>th</sup> Quarter After Exit	58.6%	59.6%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$4,468	\$4,568
<b>Essex County Workforce Area</b>		
<b>Adults</b>	<b>PY 2018 Targets</b>	<b>PY 2019 Targets</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	63.3%	64.0%
Employment Rate 4 <sup>th</sup> Quarter After Exit	62.7%	63.5%
Credential Attainment 4 <sup>th</sup> Quarter After Exit	68.7%	69.0%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$4,577	\$4,777
<b>Dislocated Workers</b>	<b>PY 2018 Targets</b>	<b>PY 2019 Targets</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	67.0%	67.5%
Employment Rate 4 <sup>th</sup> Quarter After Exit	64.1%	65.0%
Credential Attainment 4 <sup>th</sup> Quarter After Exit	73.5%	74.0%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$5,869	\$5,969
<b>Youth</b>	<b>PY 2018 Targets</b>	<b>PY 2019 Targets</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	58.0%	59.0%
Employment Rate 4 <sup>th</sup> Quarter After Exit	35.0%	44.0%
Credential Attainment 4 <sup>th</sup> Quarter After Exit	63.8%	64.8%
<b>Wagner-Peyser</b>	<b>PY 2018 Targets</b>	<b>PY 2019 Targets</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	44.5%	49.5%
Employment Rate 4 <sup>th</sup> Quarter After Exit	52.2%	53.2%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$4,468	\$4,568

## Local Area Performance Targets for PY18 and PY19

<b>Gloucester County Workforce Area</b>		
<b>Adults</b>	<b>PY 2018 Targets</b>	<b>PY 2019 Targets</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	83.3%	84.0%
Employment Rate 4 <sup>th</sup> Quarter After Exit	81.2%	82.0%
Credential Attainment 4 <sup>th</sup> Quarter After Exit	68.7%	69.0%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$6,087	\$6,287
<b>Dislocated Workers</b>	<b>PY 2018 Targets</b>	<b>PY 2019 Targets</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	84.8%	85.3%
Employment Rate 4 <sup>th</sup> Quarter After Exit	84.1%	85.0%
Credential Attainment 4 <sup>th</sup> Quarter After Exit	73.5%	74.0%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$7,281	\$7,381
<b>Youth</b>	<b>PY 2018 Targets</b>	<b>PY 2019 Targets</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	59.0%	60.0%
Employment Rate 4 <sup>th</sup> Quarter After Exit	45.0%	54.0%
Credential Attainment 4 <sup>th</sup> Quarter After Exit	73.2%	74.2%
<b>Wagner-Peyser</b>	<b>PY 2018 Targets</b>	<b>PY 2019 Targets</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	59.5%	64.5%
Employment Rate 4 <sup>th</sup> Quarter After Exit	64.8%	65.8%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$5,548	\$5,648
<b>Greater Raritan Workforce Area</b>		
<b>Adults</b>	<b>PY 2018 Targets</b>	<b>PY 2019 Targets</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	83.3%	84.0%
Employment Rate 4 <sup>th</sup> Quarter After Exit	76.0%	76.8%
Credential Attainment 4 <sup>th</sup> Quarter After Exit	68.7%	69.0%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$6,087	\$6,287
<b>Dislocated Workers</b>	<b>PY 2018 Targets</b>	<b>PY 2019 Targets</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	85.4%	85.9%
Employment Rate 4 <sup>th</sup> Quarter After Exit	77.1%	78.0%
Credential Attainment 4 <sup>th</sup> Quarter After Exit	73.5%	74.0%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$7,931	\$8,031
<b>Youth</b>	<b>PY 2018 Targets</b>	<b>PY 2019 Targets</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	72.7%	73.7%
Employment Rate 4 <sup>th</sup> Quarter After Exit	45.0%	54.0%
Credential Attainment 4 <sup>th</sup> Quarter After Exit	74.0%	75.0%
<b>Wagner-Peyser</b>	<b>PY 2018 Targets</b>	<b>PY 2019 Targets</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	54.2%	59.2%
Employment Rate 4 <sup>th</sup> Quarter After Exit	59.2%	60.2%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$5,932	\$6,032

## Local Area Performance Targets for PY18 and PY19

<b>Hudson County Workforce Area</b>		
<b>Adults</b>	<b>PY 2018 Targets</b>	<b>PY 2019 Targets</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	64.6%	65.3%
Employment Rate 4 <sup>th</sup> Quarter After Exit	71.6%	72.4%
Credential Attainment 4 <sup>th</sup> Quarter After Exit	48.7%	49.0%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$4,532	\$4,732
<b>Dislocated Workers</b>	<b>PY 2018 Targets</b>	<b>PY 2019 Targets</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	67.00%	67.50%
Employment Rate 4 <sup>th</sup> Quarter After Exit	67.2%	68.0%
Credential Attainment 4 <sup>th</sup> Quarter After Exit	53.5%	54.0%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$7,000	\$7,100
<b>Youth</b>	<b>PY 2018 Targets</b>	<b>PY 2019 Targets</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	56.8%	57.8%
Employment Rate 4 <sup>th</sup> Quarter After Exit	45.0%	54.0%
Credential Attainment 4 <sup>th</sup> Quarter After Exit	54.0%	55.0%
<b>Wagner-Peyser</b>	<b>PY 2018 Targets</b>	<b>PY 2019 Targets</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	52.3%	57.3%
Employment Rate 4 <sup>th</sup> Quarter After Exit	59.2%	60.2%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$4,468	\$4,568
<b>Jersey City Workforce Area</b>		
<b>Adults</b>	<b>PY 2018 Targets</b>	<b>PY 2019 Targets</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	76.0%	76.7%
Employment Rate 4 <sup>th</sup> Quarter After Exit	74.3%	75.1%
Credential Attainment 4 <sup>th</sup> Quarter After Exit	68.7%	69.0%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$5,425	\$5,625
<b>Dislocated Workers</b>	<b>PY 2018 Targets</b>	<b>PY 2019 Targets</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	80.4%	80.9%
Employment Rate 4 <sup>th</sup> Quarter After Exit	76.7%	77.6%
Credential Attainment 4 <sup>th</sup> Quarter After Exit	73.5%	74.0%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$7,931	\$8,031
<b>Youth</b>	<b>PY 2018 Targets</b>	<b>PY 2019 Targets</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	64.1%	65.1%
Employment Rate 4 <sup>th</sup> Quarter After Exit	40.0%	49.0%
Credential Attainment 4 <sup>th</sup> Quarter After Exit	74.0%	75.0%
<b>Wagner-Peyser</b>	<b>PY 2018 Targets</b>	<b>PY 2019 Targets</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	48.4%	53.4%
Employment Rate 4 <sup>th</sup> Quarter After Exit	52.7%	53.7%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$4,468	\$4,568

## Local Area Performance Targets for PY18 and PY19

<b>Mercer County Workforce Area</b>		
<b>Adults</b>	<b>PY 2018 Targets</b>	<b>PY 2019 Targets</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	63.3%	64.0%
Employment Rate 4 <sup>th</sup> Quarter After Exit	66.3%	67.1%
Credential Attainment 4 <sup>th</sup> Quarter After Exit	63.6%	63.9%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$4,526	\$4,726
<b>Dislocated Workers</b>	<b>PY 2018 Targets</b>	<b>PY 2019 Targets</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	74.3%	74.8%
Employment Rate 4 <sup>th</sup> Quarter After Exit	71.0%	71.9%
Credential Attainment 4 <sup>th</sup> Quarter After Exit	73.5%	74.0%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$5,978	\$6,078
<b>Youth</b>	<b>PY 2018 Targets</b>	<b>PY 2019 Targets</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	75.0%	76.0%
Employment Rate 4 <sup>th</sup> Quarter After Exit	40.0%	49.0%
Credential Attainment 4 <sup>th</sup> Quarter After Exit	74.0%	75.0%
<b>Wagner-Peyser</b>	<b>PY 2018 Targets</b>	<b>PY 2019 Targets</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	50.9%	55.9%
Employment Rate 4 <sup>th</sup> Quarter After Exit	57.4%	58.4%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$4,616	\$4,716
<b>Middlesex County Workforce Area</b>		
<b>Adults</b>	<b>PY 2018 Targets</b>	<b>PY 2019 Targets</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	75.9%	76.6%
Employment Rate 4 <sup>th</sup> Quarter After Exit	76.3%	77.1%
Credential Attainment 4 <sup>th</sup> Quarter After Exit	68.7%	69.0%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$5,967	\$6,167
<b>Dislocated Workers</b>	<b>PY 2018 Targets</b>	<b>PY 2019 Targets</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	76.3%	76.8%
Employment Rate 4 <sup>th</sup> Quarter After Exit	75.8%	76.7%
Credential Attainment 4 <sup>th</sup> Quarter After Exit	73.5%	74.0%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$7,931	\$8,031
<b>Youth</b>	<b>PY 2018 Targets</b>	<b>PY 2019 Targets</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	63.3%	64.3%
Employment Rate 4 <sup>th</sup> Quarter After Exit	45.0%	54.0%
Credential Attainment 4 <sup>th</sup> Quarter After Exit	67.7%	68.7%
<b>Wagner-Peyser</b>	<b>PY 2018 Targets</b>	<b>PY 2019 Targets</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	55.3%	60.3%
Employment Rate 4 <sup>th</sup> Quarter After Exit	60.3%	61.3%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$5,606	\$5,706

## Local Area Performance Targets for PY18 and PY19

<b>Monmouth County Workforce Area</b>		
<b>Adults</b>	<b>PY 2018 Targets</b>	<b>PY 2019 Targets</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	72.3%	73.0%
Employment Rate 4 <sup>th</sup> Quarter After Exit	81.2%	82.0%
Credential Attainment 4 <sup>th</sup> Quarter After Exit	68.7%	69.0%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$6,087	\$6,287
<b>Dislocated Workers</b>	<b>PY 2018 Targets</b>	<b>PY 2019 Targets</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	71.8%	72.3%
Employment Rate 4 <sup>th</sup> Quarter After Exit	74.1%	75.0%
Credential Attainment 4 <sup>th</sup> Quarter After Exit	73.5%	74.0%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$7,931	\$8,031
<b>Youth</b>	<b>PY 2018 Targets</b>	<b>PY 2019 Targets</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	62.7%	63.7%
Employment Rate 4 <sup>th</sup> Quarter After Exit	45.0%	54.0%
Credential Attainment 4 <sup>th</sup> Quarter After Exit	74.0%	75.0%
<b>Wagner-Peyser</b>	<b>PY 2018 Targets</b>	<b>PY 2019 Targets</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	57.5%	62.5%
Employment Rate 4 <sup>th</sup> Quarter After Exit	62.7%	63.7%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$5,113	\$5,213
<b>Morris-Sussex-Warren Counties Workforce Area</b>		
<b>Adults</b>	<b>PY 2018 Targets</b>	<b>PY 2019 Targets</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	83.3%	84.0%
Employment Rate 4 <sup>th</sup> Quarter After Exit	81.2%	82.0%
Credential Attainment 4 <sup>th</sup> Quarter After Exit	68.7%	69.0%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$6,087	\$6,287
<b>Dislocated Workers</b>	<b>PY 2018 Targets</b>	<b>PY 2019 Targets</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	81.7%	82.2%
Employment Rate 4 <sup>th</sup> Quarter After Exit	76.4%	77.3%
Credential Attainment 4 <sup>th</sup> Quarter After Exit	73.5%	74.0%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$7,931	\$8,031
<b>Youth</b>	<b>PY 2018 Targets</b>	<b>PY 2019 Targets</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	71.5%	72.5%
Employment Rate 4 <sup>th</sup> Quarter After Exit	45.0%	54.0%
Credential Attainment 4 <sup>th</sup> Quarter After Exit	73.50%	74.50%
<b>Wagner-Peyser</b>	<b>PY 2018 Targets</b>	<b>PY 2019 Targets</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	54.1%	59.1%
Employment Rate 4 <sup>th</sup> Quarter After Exit	60.5%	61.5%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$5,932	\$6,032



## Local Area Performance Targets for PY18 and PY19

Newark Workforce Area		
<b>Adults</b>	<b>PY 2018 Targets</b>	<b>PY 2019 Targets</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	78.6%	79.3%
Employment Rate 4 <sup>th</sup> Quarter After Exit	67.1%	67.9%
Credential Attainment 4 <sup>th</sup> Quarter After Exit	48.7%	49.0%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$4,513	\$4,713
<b>Dislocated Workers</b>	<b>PY 2018 Targets</b>	<b>PY 2019 Targets</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	85.8%	86.3%
Employment Rate 4 <sup>th</sup> Quarter After Exit	65.0%	65.9%
Credential Attainment 4 <sup>th</sup> Quarter After Exit	53.5%	54.0%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$5,869	\$5,969
<b>Youth</b>	<b>PY 2018 Targets</b>	<b>PY 2019 Targets</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	74.0%	75.0%
Employment Rate 4 <sup>th</sup> Quarter After Exit	35.0%	44.0%
Credential Attainment 4 <sup>th</sup> Quarter After Exit	63.2%	64.2%
<b>Wagner-Peyser</b>	<b>PY 2018 Targets</b>	<b>PY 2019 Targets</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	45.8%	50.8%
Employment Rate 4 <sup>th</sup> Quarter After Exit	50.7%	51.7%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$4,468	\$4,568
Ocean County Workforce Area		
<b>Adults</b>	<b>PY 2018 Targets</b>	<b>PY 2019 Targets</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	76.4%	77.1%
Employment Rate 4 <sup>th</sup> Quarter After Exit	81.2%	82.0%
Credential Attainment 4 <sup>th</sup> Quarter After Exit	68.7%	69.0%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$5,938	\$6,138
<b>Dislocated Workers</b>	<b>PY 2018 Targets</b>	<b>PY 2019 Targets</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	80.8%	81.3%
Employment Rate 4 <sup>th</sup> Quarter After Exit	80.4%	81.3%
Credential Attainment 4 <sup>th</sup> Quarter After Exit	73.5%	74.0%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$5,958	\$6,058
<b>Youth</b>	<b>PY 2018 Targets</b>	<b>PY 2019 Targets</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	75.0%	76.0%
Employment Rate 4 <sup>th</sup> Quarter After Exit	45.0%	54.0%
Credential Attainment 4 <sup>th</sup> Quarter After Exit	74.0%	75.0%
<b>Wagner-Peyser</b>	<b>PY 2018 Targets</b>	<b>PY 2019 Targets</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	54.7%	59.7%
Employment Rate 4 <sup>th</sup> Quarter After Exit	60.0%	61.0%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$5,076	\$5,176

## Local Area Performance Targets for PY18 and PY19

<b>Passaic County Workforce Area</b>		
<b>Adults</b>	<b>PY 2018 Targets</b>	<b>PY 2019 Targets</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	70.8%	71.5%
Employment Rate 4 <sup>th</sup> Quarter After Exit	67.9%	68.7%
Credential Attainment 4 <sup>th</sup> Quarter After Exit	48.7%	49.0%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$5,385	\$5,585
<b>Dislocated Workers</b>	<b>PY 2018 Targets</b>	<b>PY 2019 Targets</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	75.3%	75.8%
Employment Rate 4 <sup>th</sup> Quarter After Exit	76.5%	77.4%
Credential Attainment 4 <sup>th</sup> Quarter After Exit	53.5%	54.0%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$7,440	\$7,540
<b>Youth</b>	<b>PY 2018 Targets</b>	<b>PY 2019 Targets</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	61.0%	62.0%
Employment Rate 4 <sup>th</sup> Quarter After Exit	45.0%	54.0%
Credential Attainment 4 <sup>th</sup> Quarter After Exit	54.0%	55.0%
<b>Wagner-Peyser</b>	<b>PY 2018 Targets</b>	<b>PY 2019 Targets</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	56.7%	61.7%
Employment Rate 4 <sup>th</sup> Quarter After Exit	61.2%	62.2%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$4,637	\$4,737
<b>Union County Workforce Area</b>		
<b>Adults</b>	<b>PY 2018 Targets</b>	<b>PY 2019 Targets</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	80.6%	81.3%
Employment Rate 4 <sup>th</sup> Quarter After Exit	67.5%	68.3%
Credential Attainment 4 <sup>th</sup> Quarter After Exit	50.1%	50.4%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$4,513	\$4,713
<b>Dislocated Workers</b>	<b>PY 2018 Targets</b>	<b>PY 2019 Targets</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	81.7%	82.2%
Employment Rate 4 <sup>th</sup> Quarter After Exit	66.5%	67.4%
Credential Attainment 4 <sup>th</sup> Quarter After Exit	53.5%	54.0%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$5,869	\$5,969
<b>Youth</b>	<b>PY 2018 Targets</b>	<b>PY 2019 Targets</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	75.0%	76.0%
Employment Rate 4 <sup>th</sup> Quarter After Exit	40.0%	49.0%
Credential Attainment 4 <sup>th</sup> Quarter After Exit	74.0%	75.0%
<b>Wagner-Peyser</b>	<b>PY 2018 Targets</b>	<b>PY 2019 Targets</b>
Employment Rate 2 <sup>nd</sup> Quarter After Exit	55.7%	60.7%
Employment Rate 4 <sup>th</sup> Quarter After Exit	60.9%	61.9%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$4,468	\$4,568