

State of New Jersey
Department of Labor and Workforce Development

**WORKFORCE INNOVATION AND
OPPORTUNITY ACT (WIOA)
ANNUAL REPORT NARRATIVE
PY 2019**



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; in addition to a service utilized 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 2019 (PY19), our Repeat Business Customers Rate was 59.3% and our employer Penetration Rate was 2.9%.

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:

WIOA TITLE I - PY 17 & PY 18 DEMOGRAPHIC DATA OUTCOMES STUDY

WIOA, enacted in 2014, is a federally funded program that helps states provide job seekers access to high-quality jobs and careers, education, training and support services. WIOA provides funding to support training and employment services for three specific program groups: adults, dislocated workers and low-income, out-of-school youth. WIOA helps employers hire and retrain workers with the skills they need to remain relevant in the global economy. WIOA is intended to provide the guarantee of fair treatment, access, opportunity, and advancement for all while striving to identify and eliminate barriers that have prevented the full participation of some groups. WIOA requires states to evaluate the effectiveness of federally funded programs.

As the state workforce agency responsible for administering the WIOA programs, NJ Department of Labor conducted a study to address any potential discrimination against customers in New Jersey's WIOA programs. We examined outcome data for customers enrolled statewide in our system from July 1, 2017 – June 30, 2018 P(PY17) and July 1, 2018-June 30, 2019 (PY 18). If there were systemic discrimination in our WIOA programs against people in protected groups such as Race/Ethnicity, Gender, Disability or Age, we would expect them to have fewer positive outcomes than the other groups.

CONCLUSION

These analyses suggest that there was no systemic discrimination on New Jersey's enrolled WIOA Program customers during PY 17 & PY18 based on Race/Ethnicity or Gender. The small significant difference found in the results by Age (in PY 17 & PY 18) and Disability (only in PY18) suggests a small impact to employment outcomes for the youngest group (PY 18), older age groups and disabled.

METHODOLOGY

WRA Researchers measured the strength of association between the outcomes (training/education and employment) and demographic characteristics to evaluate differences of practical significance. The following exit codes were considered for outcomes:

Exit codes for Positive Training/Education Outcomes:

- Completed successfully WIOA Training Services
- Completed / Attained intended credential as Education/Training Attain Status
- Exit codes for Positive Employment outcomes:
 - Employed in any four quarters after exit from the system
 - Self-employed

Exit codes for Other Outcomes:

- Completed - did not attain or intend credential
- Incomplete - did not attain or intend credential as Education Training Attain Status
- No employment (did not enter employment)
- No earnings were received until date after exit from the system

For the purpose of the outcome analyses, “*Positive Outcomes*” means having one or more positive outcomes and “*Other Outcomes*” means having no positive outcomes and having one or more other outcomes.

The Chi-Square Test of Independence and Cramer’s V or Phi Coefficient was used to measure the strength of association and determine the practical significant differences between groups on outcome indicators. The Chi-Square Test of Independence is commonly used to test the statistical independence or association between two or more categorical variables.

The null hypothesis (H_0) and alternative hypothesis (H_1) of the Chi-Square Test of Independence is expressed as:

H_0 : "[Variable 1] is independent of [Variable 2]"

H_1 : "[Variable 1] is not independent of [Variable 2]"

Integration of Title I and Title II Services in New Jersey

This study focusses on ways our system can better help adult education graduates achieve positive employment outcomes. The goal of the study was to address few of the following questions:

- What are the most promising strategies to Title I and Title II services integration in local New Jersey workforce development areas and literacy consortia, and what are the key components needed for those integration strategies to be implemented statewide? What are the most common challenges to integrating Title I and Title II programs in New Jersey?
- How has the COVID-19 public health crisis impacted local Title I and Title II service integration strategies and what do local areas need in order to implement them during the current COVID-19 public health circumstances? What programmatic or policy changes are needed, at the local and State levels, to facilitate better integration of Title I and Title II services in New Jersey to make a more seamless service delivery system for the consumer and achieve improved educational and employment outcomes?

Methodology

- Literature Review
- Eight structured interviews with Adult Literacy Education experts in NJ and NY
- Survey of Workforce Development and Adult Literacy staff in every WDB area and Literacy Consortia in NJ (n = 31)
- 10 screening pre-interviews with local Title I and Title II staff throughout New Jersey
- Five in-depth interviews with local staff for *Promising Practices from the Field*

Findings

1. Respondents report a high degree of Title I and Title II integration.
2. Large majorities of local areas are integrating Title I and Title II.
3. Title I and Title II integration is seen as beneficial.
4. The most common practices to integrating services are identified.

5. Communication between Title I and Title II is happening regularly and is considered important. When evaluating integration implementation overall, communication and leadership are most important, and not viewed as big challenges.
6. Resource issues and logistical issues are challenges to Title I and Title II integration.
7. COVID-19 has negatively impacted integration of services.

Recommendations

- NJDOL should examine the quantitative data to provide evidence (or not) on workforce outcomes for those utilizing integrated services. NJDOL should provide support for professional development needed for local area Title I staff and Title II staff on virtual learning platforms and the ability to deliver services virtually.
- Local areas should find ways to connect their customers to supports in the communities to help alleviate stress brought on from COVID-related challenges to learning and work.
- SETC should consider convening a regular forum of local staff to share best practices and promote strategies on how best to integrate services, especially in light of fewer resources.
- Local WDBs should increase emphasis and effort into business engagement for soliciting input into adult learning programs and for raising awareness about opportunities to collaborate for integrated learning that teaches basic skills and work readiness skills needed by local employers.

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

Evaluation Workgroup at NJDOL

An Evaluation Workgroup led by NJDOL's WRA unit in the Office of Research & Information (ORI) and comprising of staff from the Heldrich Center, NJDOL Program leaders, and SETC has been formed with the following vision and goals:

- Conduct monthly workgroup meetings.
- Elevate an evidence mindset within the Department.
- Develop the Department's capacity to evaluate programs and policies.
- Formulate a Department learning agenda/evaluation plan for multiple years.

The State will conduct regular evaluations of core WIOA programs as guided by the Evaluation Workgroup. The evaluations will use a variety of methodologies, including quantitative and qualitative techniques, and customer satisfaction; data from NJEEDS; and provide actionable results to inform program and policy decisions.

NJ State Workforce Development Partners Evaluation Action Plan

The Evaluation Peer Learning Cohort (EvalPLC) was an interactive technical assistance opportunity, comprised of cross-agency representatives from six states (New Jersey, Illinois, Kentucky, Oklahoma, Texas, and Wisconsin). State teams who represent core WIOA programs collaborated and developed evaluation action plans designed to conduct and

implement state and/or local research and evaluations.

The Evaluation Readiness Assessment (ERA) tool is designed to help state workforce agencies develop a clear understanding of their readiness to conduct rigorous evaluation, identify strengths and areas for improvement, and establish feasible steps to improve evaluation capacity. This assessment covered five evaluation readiness topic areas:

- Evaluation culture and awareness;
- Funding strategies;
- Data management;
- Staff skills, capacity, and knowledge; and
- Strategic planning

The Evaluation Design and Implementation Assessment (EDIA) tool is a resource intended for state workforce agencies that are ready to conduct rigorous evaluations. Its main purpose is to highlight the major design and implementation issues that agencies should consider when planning an evaluation project. The EDIA tool's five sections were organized into the following topic areas:

- Evaluation Design and Research Questions
- Data Collection and Analysis Plan
- Evaluator Selection
- Participant Rights
- Reporting

NJ Evaluation Action Plan

Evaluation Culture and Awareness

Goal 1: Instill an Evaluation Culture among NJ's state workforce development partners.

Goal 2: Build a core Evaluation Team in the Office of Research and Information responsible for implementing the research and evaluation agenda.

Goal 3: Evaluation must be innate to policy and program development, not simply a task to complete. Program implementation and revisions should include an evaluation component.

Strategic Planning

Goal 1: Evaluate workforce development programs and services in light of COVID-19 and efforts to "re-imagine" workforce services.

Goal 2: Conduct evaluations that meet statutory and federal requirements.

Goal 3: Identify and develop standard tools for evaluation which can be implemented by local areas for program management and reporting requirements for the SETC.

Goal 4: Develop a multi-year evaluation plan with a learning agenda with relevant research questions.

Goal 5: Develop an "evidence portfolio" using analysis of existing quantitative data and prior research (internal and external).

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

- 1) WIOA TITLE I - PY 17 & PY 18 DEMOGRAPHIC DATA OUTCOMES STUDY
- 2) INTEGRATION OF TITLE I AND TITLE II SERVICES IN NEW JERSEY

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:

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 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.)

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, and need support in implementing stronger ISS (Individual Service Strategies), Work Experience (WE), and Follow-up Services. Adult and Dislocated Worker programs need support in implementing stronger IEP (Individual Employment Plans) and aligned training strategies. Across all programs, stronger practice around Measurable Skill Gain and Credential Attainment are an additional focus.

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 PY19 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 2019, 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 8,963 users of the system and received 474 (5.3 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 4.3 percent to 9.5 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 15.0 percent, while Gloucester (Thorofare OSCC) had the lowest of 1.1 percent. Various demographic data were then collected and the results were graphed showing 90.6 percent of those surveyed were currently unemployed. Female respondents exceeded males at 55.3 percent compared to 43.6 percent. Nearly two-thirds (66.5 percent) of the respondents were in the 45-to-54 and 55-to-64 age brackets, 33.0 and 33.5 percent, respectively. Education levels varied with some college reported by the largest percentage of responses (32.1 percent), followed by Bachelor's degree (27.5 percent) and high school/GED (19.7 percent). Over half of the respondents (55.9 percent) indicated their race as White or Caucasian, with the next highest (20.6 percent) as Black or African American. A majority (77.9 percent) indicated their ethnicity was Hispanic.

When asked about their overall satisfaction with the services provided by the OSCC, over three-quarters (78.9 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 three-quarters (77.8 percent) indicated "No" and provided many positive open-ended responses, again, shared with management staff. A majority (86.3 percent) of respondents were "very satisfied" or "satisfied" with the front desk/intake area of the OSCC.

A majority of respondents (averaging 79 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).

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- Peyser 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 PY19 resulted in several clear trends. The Adult Employment Rate measures showed a wide spread of results. As a whole, the State met its negotiated performance target for Adult Employment Rate (Q2 post-exit), achieving 94.8 percent. Among the local areas, eight (8) exceeded, seven (7) met, and three (3) did not meet the negotiated targets. The State met its target for Adult Employment Rate (Q4 post-exit), achieving 97.1 percent of the target. Of the local areas, eight (8) exceeded, seven (7) met, and three (3) did not meet the negotiated targets for the measure.

The Dislocated Worker (DW) Employment Rate measures resulted in varied performance across areas. The State met its targets for Employment Rate (Q2 post-exit) and Employment Rate (Q4 post-exit), achieving 94.7 and 98.3 percent of the targets, respectively. Among local areas, five (5) exceeded, six (6) met, and seven (7) did not meet the targets for DW Employment Rate (Q2 post-exit). For DW Employment Rate (Q4 post-exit), seven (7) exceeded, six (6) met, and five (5) 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 97.3 percent of the target. Nine (9) local areas exceeded, five (5) local areas met, and four (4) local areas did not meet the negotiated targets. For the measure Youth Employment/Education/Training Rate (Q4 post-exit), the State, along with all but two local areas, exceeded the negotiated targets.

Wagner-Peyser (WP) showed fairly high performance in the Employment Rate (Q2 post-exit) measure and the Employment Rate (Q4 post-exit) measure. The State exceeded its target for Employment Rate (Q2 post-exit) with 106.4 percent achievement. For Employment Rate (Q4 post-exit), it exceeded the target, achieving 105.9 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), eight (8) exceeded and ten (10) met the performance targets.

The Credential Attainment Rate measures resulted in some of the lowest performance in PY 2019 in regards to the number of local areas not meeting their targets. The State exceeded its performance targets for Adult and Dislocated Worker Credential Attainment, and did not meet its target for Youth Credential Attainment, with 108.8 percent, 111.2 percent, and 84.1 percent of the targets achieved respectively. Among local areas, eleven (11) exceeded, two (2) met, and five (5) did not meet the targets for Adult Credential Attainment. Nine (9) exceeded, three (3) met, and six (6) did not meet the targets for DW Credential Attainment. For the Youth Credential Attainment measure, six (6) local areas exceeded, four (4) met, and eight (8) 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. Twelve (12) local areas exceeded, four (4) met, and two (2) did not meet the performance targets for Adult Median Earnings. Dislocated Worker Median Earnings

showed seventeen (17) exceeding and one (1) meeting the targets. Wagner-Peyser Median Earnings also saw seventeen (17) local areas exceeding and one (1) meeting the negotiated targets.

The NJDOL is still in the midst of the WIOA transition period, which directly affects the accuracy and completeness of PY 2019 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 primarily responsible for assuring the integrity of the State's WIOA Titles I & III, Trade Act (TA), Senior Community Service Employment Program (SCSE), 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 time-frames (quarterly, semi-annually 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.

Data Element Validation checks the integrity of individual records in accordance with TEGL 7-18 and TEGL 23-19 as appropriate. A sampling methodology has 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 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.

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.

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

FY	Total Employers Served
2017	90
2018	60
2019	YTD - 19

Rapid Response Individuals Served from FY 2017-Present

FY	Total Individuals Served
2017	3,403
2018	1,955
2019	YTD - 40,103

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.

In order to provide statewide consistency of service delivery to affected employees, a Rapid Response Standard Operating Procedure was prepared and distributed to the Rapid Response team.

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.

In 2019 the state was awarded \$9 million from USDOL for the National Dislocated Workers Grant to Address the Opioid Crisis, to expand the Pathways to Recovery Initiative.

The purpose of Pathways to Recovery is to provide training opportunities, career services, supportive services (for example, transportation, childcare, clothing, driver's license restoration) and employment for individuals whose workforce conditions or trajectories

have been impacted by the opioid epidemic in the following nine counties: Atlantic, Camden, Essex, Hudson, Middlesex, Monmouth, Ocean, Passaic, and Union.

Pathways to Recovery seeks to deepen the network of employment supports for those affected by the opioid epidemic. It seeks to improve opportunities and incentives for opioid-impacted individuals by providing basic skills instruction, workforce readiness (employability skills) instruction and work experience which will emphasize re-entry into the workplace. The program will seek to facilitate effective transitions by the targeted population into employment and retention. This grant has served over 1,000 participants.

Employment and Training Services:

On July 28, 2020, the New Jersey Department of Labor (NJDOL) announced the “New Jersey Endures” Notice of Grant Opportunity (NGO) in the amount of \$3,000,000.

New Jersey Endures grant funding will provide opportunities for affected workers to be re-trained in demand occupations such as those in the healthcare, transportation and logistics, warehousing, and selected retail (food stores and home centers) fields with an emphasis on the receipt of industry-valued credentials and employment placements with livable wages. Thirteen applications were received in good order and eight were awarded to provide 611 dislocated workers with employment and training services with a contract period of September 1, 2020 and end August 31, 2021.

NJDOL has also set aside employment and training dollars to provide 350 dislocated workers On-the-Job Training opportunities and the initial stages of outreach to industry partners are underway as the internal process for implementation is finalized.

Disaster Relief Employment:

To date, NJDOL has identified a potential 60 temporary disaster relief opportunities with long term care facilities throughout the state and is working to target additional opportunities in municipalities, grocery stores, manufacturing, and transportation logistics and distribution.

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.

During PY19, NJDOL (1) commissioned an external policy study exploring opportunities for strengthening our youth workforce system as a state, and (2) expanded the focus of our monitoring strategies to focus on programmatic strategies. The efforts were designed to support continuous improvement and offer opportunities for strengthening our workforce programs for adults and youth.

The external policy study helped us to better understand the range of youth workforce opportunities and experiences offered through Workforce Innovation and Opportunity Act (WIOA) youth funding and state-funded New Jersey Youth Corps (NJYC) programs across the state for youth ages 16-25. The study collected data from across the state's eleven NJYC programs and 19 Local Workforce Development Boards (LWDBs). Key findings from this report included new service delivery frameworks and tools for guiding deeper inquiry and data collection through monitoring, training, and technical assistance.

In addition, the state's new Title I monitoring process included greater focus on service delivery and programmatic strategies, opening up opportunities with local areas to highlight and drive practice development and changes around program strategy, in addition to administrative fidelity. Reports were designed to elevate and include specific policy and data about local experiences in implementing elements like Individual Employment Plans (IEPs) and Individual Service Strategies (ISS), Work Experience (WE), Measurable Skill Gains (MSGs), Credential Attainment, and Follow-up Services.

Discoveries from monitoring reports informed cross-state training opportunities and targeted technical assistance provided by NJDOL to local areas. Experience with COVID delayed some of these efforts in PY19, but this new cycle of support took root during the PY19 as we successfully shifted focus to programmatic strategies.

Challenges the state workforce system faces, which may include policy, implementation, or other relevant change.

On March 9, 2020, Governor Phil Murphy declared a State of Emergency and a Public Health Emergency in response to COVID-19, subsequently followed by an Essential Services and

Revised Gatherings Order requiring all businesses and organizations that do not provide “COVID-19 Essential Services” to close their physical workplaces and facilities to workers, customers, and the public. In response, the NJDOL closed all One- Stop centers to the public, and modified its service delivery model to include virtual services only. All previously scheduled state technical assistance and training initiatives were delayed until the state workforce system implemented virtual strategies for participants categorized as having barriers to employment, as defined by WIOA. The state workforce system also strengthened partner and local area collaboration by effectively leveraging resources in order to continue providing services to career seekers in New Jersey.

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 PY20 and PY21

Atlantic County Workforce Area		
Adults	PY 2020 Targets	PY 2021 Targets
Employment Rate 2 nd Quarter After Exit	66.2%	67.2%
Employment Rate 4 th Quarter After Exit	70.0%	71.0%
Credential Attainment 4 th Quarter After Exit	59.5%	60.5%
Median Earnings 2 nd Quarter After Exit	\$5,688	\$5,799
Dislocated Workers	PY 2020 Targets	PY 2021 Targets
Employment Rate 2 nd Quarter After Exit	64.1%	65.1%
Employment Rate 4 th Quarter After Exit	70.1%	70.1%
Credential Attainment 4 th Quarter After Exit	67.1%	68.1%
Median Earnings 2 nd Quarter After Exit	\$7,107	\$7,258
Youth	PY 2020 Targets	PY 2021 Targets
Employment Rate 2 nd Quarter After Exit	71.2%	72.2%
Employment Rate 4 th Quarter After Exit	60.1%	70.0%
Credential Attainment 4 th Quarter After Exit	50.0%	51.0%
Wagner-Peyser	PY 2020 Targets	PY 2021 Targets
Employment Rate 2 nd Quarter After Exit	52.6%	52.6%
Employment Rate 4 th Quarter After Exit	56.4%	57.4%
Median Earnings 2 nd Quarter After Exit	\$5,616	\$5,726
Bergen County Workforce Area		
Adults	PY 2020 Targets	PY 2021 Targets
Employment Rate 2 nd Quarter After Exit	72.0%	73.0%
Employment Rate 4 th Quarter After Exit	70.0%	71.0%
Credential Attainment 4 th Quarter After Exit	59.5%	60.5%
Median Earnings 2 nd Quarter After Exit	\$5,438	\$5,549
Dislocated Workers	PY 2020 Targets	PY 2021 Targets
Employment Rate 2 nd Quarter After Exit	71.3%	72.3%
Employment Rate 4 th Quarter After Exit	64.8%	64.8%
Credential Attainment 4 th Quarter After Exit	67.1%	68.1%
Median Earnings 2 nd Quarter After Exit	\$8,255	\$8,406
Youth	PY 2020 Targets	PY 2021 Targets
Employment Rate 2 nd Quarter After Exit	65.5%	66.5%
Employment Rate 4 th Quarter After Exit	56.5%	57.4%
Credential Attainment 4 th Quarter After Exit	50.0%	51.0%
Wagner-Peyser	PY 2020 Targets	PY 2021 Targets
Employment Rate 2 nd Quarter After Exit	54.8%	54.8%
Employment Rate 4 th Quarter After Exit	55.1%	56.1%
Median Earnings 2 nd Quarter After Exit	\$5,932	\$6,042

Local Area Performance Targets for PY20 and PY21

Burlington County Workforce Area		
Adults	PY 2020 Targets	PY 2021 Targets
Employment Rate 2 nd Quarter After Exit	63.0%	64.0%
Employment Rate 4 th Quarter After Exit	70.8%	71.8%
Credential Attainment 4 th Quarter After Exit	59.5%	60.5%
Median Earnings 2 nd Quarter After Exit	\$6,249	\$6,360
Dislocated Workers	PY 2020 Targets	PY 2021 Targets
Employment Rate 2 nd Quarter After Exit	65.3%	66.3%
Employment Rate 4 th Quarter After Exit	58.1%	58.1%
Credential Attainment 4 th Quarter After Exit	67.1%	68.1%
Median Earnings 2 nd Quarter After Exit	\$8,255	\$8,406
Youth	PY 2020 Targets	PY 2021 Targets
Employment Rate 2 nd Quarter After Exit	63.5%	64.5%
Employment Rate 4 th Quarter After Exit	42.6%	43.5%
Credential Attainment 4 th Quarter After Exit	50.0%	51.0%
Wagner-Peyser	PY 2020 Targets	PY 2021 Targets
Employment Rate 2 nd Quarter After Exit	53.5%	53.5%
Employment Rate 4 th Quarter After Exit	56.2%	57.2%
Median Earnings 2 nd Quarter After Exit	\$6,090	\$6,200
Camden County Workforce Area		
Adults	PY 2020 Targets	PY 2021 Targets
Employment Rate 2 nd Quarter After Exit	66.5%	67.5%
Employment Rate 4 th Quarter After Exit	71.6%	72.6%
Credential Attainment 4 th Quarter After Exit	59.5%	60.5%
Median Earnings 2 nd Quarter After Exit	\$5,089	\$5,200
Dislocated Workers	PY 2020 Targets	PY 2021 Targets
Employment Rate 2 nd Quarter After Exit	70.1%	71.1%
Employment Rate 4 th Quarter After Exit	67.6%	67.6%
Credential Attainment 4 th Quarter After Exit	67.1%	68.1%
Median Earnings 2 nd Quarter After Exit	\$8,255	\$8,406
Youth	PY 2020 Targets	PY 2021 Targets
Employment Rate 2 nd Quarter After Exit	66.1%	67.1%
Employment Rate 4 th Quarter After Exit	55.1%	56.0%
Credential Attainment 4 th Quarter After Exit	50.0%	51.0%
Wagner-Peyser	PY 2020 Targets	PY 2021 Targets
Employment Rate 2 nd Quarter After Exit	55.2%	55.2%
Employment Rate 4 th Quarter After Exit	54.7%	55.7%
Median Earnings 2 nd Quarter After Exit	\$5,936	\$6,046

Local Area Performance Targets for PY20 and PY21

Cumberland-Salem-Cape May Counties Workforce Area		
Adults	PY 2020 Targets	PY 2021 Targets
Employment Rate 2 nd Quarter After Exit	72.6%	73.6%
Employment Rate 4 th Quarter After Exit	77.3%	78.3%
Credential Attainment 4 th Quarter After Exit	59.5%	60.5%
Median Earnings 2 nd Quarter After Exit	\$6,132	\$6,243
Dislocated Workers	PY 2020 Targets	PY 2021 Targets
Employment Rate 2 nd Quarter After Exit	57.4%	58.4%
Employment Rate 4 th Quarter After Exit	65.6%	65.6%
Credential Attainment 4 th Quarter After Exit	67.1%	68.1%
Median Earnings 2 nd Quarter After Exit	\$8,255	\$8,406
Youth	PY 2020 Targets	PY 2021 Targets
Employment Rate 2 nd Quarter After Exit	58.7%	59.7%
Employment Rate 4 th Quarter After Exit	60.1%	61.0%
Credential Attainment 4 th Quarter After Exit	50.0%	51.0%
Wagner-Peyser	PY 2020 Targets	PY 2021 Targets
Employment Rate 2 nd Quarter After Exit	56.7%	56.7%
Employment Rate 4 th Quarter After Exit	57.7%	58.7%
Median Earnings 2 nd Quarter After Exit	\$5,728	\$5,838
Essex County Workforce Area		
Adults	PY 2020 Targets	PY 2021 Targets
Employment Rate 2 nd Quarter After Exit	60.0%	61.0%
Employment Rate 4 th Quarter After Exit	66.4%	67.4%
Credential Attainment 4 th Quarter After Exit	59.5%	60.5%
Median Earnings 2 nd Quarter After Exit	\$5,904	\$6,015
Dislocated Workers	PY 2020 Targets	PY 2021 Targets
Employment Rate 2 nd Quarter After Exit	64.1%	65.1%
Employment Rate 4 th Quarter After Exit	69.5%	69.5%
Credential Attainment 4 th Quarter After Exit	67.1%	68.1%
Median Earnings 2 nd Quarter After Exit	\$8,255	\$8,406
Youth	PY 2020 Targets	PY 2021 Targets
Employment Rate 2 nd Quarter After Exit	58.8%	59.8%
Employment Rate 4 th Quarter After Exit	56.5%	57.4%
Credential Attainment 4 th Quarter After Exit	50.0%	51.0%
Wagner-Peyser	PY 2020 Targets	PY 2021 Targets
Employment Rate 2 nd Quarter After Exit	56.8%	56.8%
Employment Rate 4 th Quarter After Exit	56.9%	57.9%
Median Earnings 2 nd Quarter After Exit	\$6,118	\$6,228

Local Area Performance Targets for PY20 and PY21

Gloucester County Workforce Area		
Adults	PY 2020 Targets	PY 2021 Targets
Employment Rate 2 nd Quarter After Exit	62.3%	63.3%
Employment Rate 4 th Quarter After Exit	70.5%	71.5%
Credential Attainment 4 th Quarter After Exit	59.5%	60.5%
Median Earnings 2 nd Quarter After Exit	\$6,243	\$6,354
Dislocated Workers	PY 2020 Targets	PY 2021 Targets
Employment Rate 2 nd Quarter After Exit	57.2%	58.2%
Employment Rate 4 th Quarter After Exit	57.0%	57.0%
Credential Attainment 4 th Quarter After Exit	67.1%	68.1%
Median Earnings 2 nd Quarter After Exit	\$8,255	\$8,406
Youth	PY 2020 Targets	PY 2021 Targets
Employment Rate 2 nd Quarter After Exit	71.1%	72.1%
Employment Rate 4 th Quarter After Exit	57.8%	58.7%
Credential Attainment 4 th Quarter After Exit	50.0%	51.0%
Wagner-Peyser	PY 2020 Targets	PY 2021 Targets
Employment Rate 2 nd Quarter After Exit	52.2%	52.2%
Employment Rate 4 th Quarter After Exit	53.7%	54.7%
Median Earnings 2 nd Quarter After Exit	\$6,315	\$6,425
Greater Raritan Workforce Area		
Adults	PY 2020 Targets	PY 2021 Targets
Employment Rate 2 nd Quarter After Exit	55.5%	56.5%
Employment Rate 4 th Quarter After Exit	62.6%	63.6%
Credential Attainment 4 th Quarter After Exit	59.5%	60.5%
Median Earnings 2 nd Quarter After Exit	\$4,549	\$4,660
Dislocated Workers	PY 2020 Targets	PY 2021 Targets
Employment Rate 2 nd Quarter After Exit	58.7%	59.7%
Employment Rate 4 th Quarter After Exit	57.8%	57.8%
Credential Attainment 4 th Quarter After Exit	67.1%	68.1%
Median Earnings 2 nd Quarter After Exit	\$8,255	\$8,406
Youth	PY 2020 Targets	PY 2021 Targets
Employment Rate 2 nd Quarter After Exit	52.9%	53.9%
Employment Rate 4 th Quarter After Exit	54.1%	55.0%
Credential Attainment 4 th Quarter After Exit	50.0%	51.0%
Wagner-Peyser	PY 2020 Targets	PY 2021 Targets
Employment Rate 2 nd Quarter After Exit	54.9%	54.9%
Employment Rate 4 th Quarter After Exit	56.9%	57.9%
Median Earnings 2 nd Quarter After Exit	\$6,518	\$6,628

Local Area Performance Targets for PY20 and PY21

Hudson County Workforce Area		
Adults	PY 2020 Targets	PY 2021 Targets
Employment Rate 2 nd Quarter After Exit	65.3%	66.3%
Employment Rate 4 th Quarter After Exit	63.7%	64.7%
Credential Attainment 4 th Quarter After Exit	59.5%	60.5%
Median Earnings 2 nd Quarter After Exit	\$6,050	\$6,161
Dislocated Workers	PY 2020 Targets	PY 2021 Targets
Employment Rate 2 nd Quarter After Exit	69.6%	70.6%
Employment Rate 4 th Quarter After Exit	60.6%	60.6%
Credential Attainment 4 th Quarter After Exit	67.1%	68.1%
Median Earnings 2 nd Quarter After Exit	\$6,986	\$7,137
Youth	PY 2020 Targets	PY 2021 Targets
Employment Rate 2 nd Quarter After Exit	63.1%	64.1%
Employment Rate 4 th Quarter After Exit	48.9%	49.8%
Credential Attainment 4 th Quarter After Exit	50.0%	51.0%
Wagner-Peyser	PY 2020 Targets	PY 2021 Targets
Employment Rate 2 nd Quarter After Exit	55.8%	55.8%
Employment Rate 4 th Quarter After Exit	55.0%	56.0%
Median Earnings 2 nd Quarter After Exit	\$5,930	\$6,040
Jersey City Workforce Area		
Adults	PY 2020 Targets	PY 2021 Targets
Employment Rate 2 nd Quarter After Exit	57.7%	58.7%
Employment Rate 4 th Quarter After Exit	62.1%	63.1%
Credential Attainment 4 th Quarter After Exit	59.5%	60.5%
Median Earnings 2 nd Quarter After Exit	\$6,050	\$6,161
Dislocated Workers	PY 2020 Targets	PY 2021 Targets
Employment Rate 2 nd Quarter After Exit	60.1%	61.1%
Employment Rate 4 th Quarter After Exit	61.6%	61.6%
Credential Attainment 4 th Quarter After Exit	67.1%	68.1%
Median Earnings 2 nd Quarter After Exit	\$6,986	\$7,137
Youth	PY 2020 Targets	PY 2021 Targets
Employment Rate 2 nd Quarter After Exit	54.6%	55.6%
Employment Rate 4 th Quarter After Exit	60.1%	61.0%
Credential Attainment 4 th Quarter After Exit	50.0%	51.0%
Wagner-Peyser	PY 2020 Targets	PY 2021 Targets
Employment Rate 2 nd Quarter After Exit	54.1%	54.1%
Employment Rate 4 th Quarter After Exit	55.8%	56.8%
Median Earnings 2 nd Quarter After Exit	\$6,090	\$6,200

Local Area Performance Targets for PY20 and PY21

Mercer County Workforce Area		
Adults	PY 2020 Targets	PY 2021 Targets
Employment Rate 2 nd Quarter After Exit	73.5%	74.5%
Employment Rate 4 th Quarter After Exit	71.3%	72.3%
Credential Attainment 4 th Quarter After Exit	59.5%	60.5%
Median Earnings 2 nd Quarter After Exit	\$6,249	\$6,360
Dislocated Workers	PY 2020 Targets	PY 2021 Targets
Employment Rate 2 nd Quarter After Exit	60.1%	61.1%
Employment Rate 4 th Quarter After Exit	64.6%	64.6%
Credential Attainment 4 th Quarter After Exit	67.1%	68.1%
Median Earnings 2 nd Quarter After Exit	\$8,208	\$8,359
Youth	PY 2020 Targets	PY 2021 Targets
Employment Rate 2 nd Quarter After Exit	51.1%	52.1%
Employment Rate 4 th Quarter After Exit	61.1%	62.1%
Credential Attainment 4 th Quarter After Exit	50.0%	51.0%
Wagner-Peyser	PY 2020 Targets	PY 2021 Targets
Employment Rate 2 nd Quarter After Exit	53.7%	53.7%
Employment Rate 4 th Quarter After Exit	51.9%	52.9%
Median Earnings 2 nd Quarter After Exit	\$5,802	\$5,912
Middlesex County Workforce Area		
Adults	PY 2020 Targets	PY 2021 Targets
Employment Rate 2 nd Quarter After Exit	65.7%	66.7%
Employment Rate 4 th Quarter After Exit	64.9%	65.9%
Credential Attainment 4 th Quarter After Exit	59.5%	60.5%
Median Earnings 2 nd Quarter After Exit	\$5,265	\$5,376
Dislocated Workers	PY 2020 Targets	PY 2021 Targets
Employment Rate 2 nd Quarter After Exit	59.2%	60.2%
Employment Rate 4 th Quarter After Exit	58.2%	58.2%
Credential Attainment 4 th Quarter After Exit	67.1%	68.1%
Median Earnings 2 nd Quarter After Exit	\$8,306	\$8,457
Youth	PY 2020 Targets	PY 2021 Targets
Employment Rate 2 nd Quarter After Exit	66.1%	67.1%
Employment Rate 4 th Quarter After Exit	58.0%	58.9%
Credential Attainment 4 th Quarter After Exit	50.0%	51.0%
Wagner-Peyser	PY 2020 Targets	PY 2021 Targets
Employment Rate 2 nd Quarter After Exit	51.8%	51.8%
Employment Rate 4 th Quarter After Exit	53.4%	54.4%
Median Earnings 2 nd Quarter After Exit	\$6,230	\$6,340

Local Area Performance Targets for PY20 and PY21

Monmouth County Workforce Area		
Adults	PY 2020 Targets	PY 2021 Targets
Employment Rate 2 nd Quarter After Exit	74.5%	75.5%
Employment Rate 4 th Quarter After Exit	65.3%	66.3%
Credential Attainment 4 th Quarter After Exit	59.5%	60.5%
Median Earnings 2 nd Quarter After Exit	\$6,192	\$6,303
Dislocated Workers	PY 2020 Targets	PY 2021 Targets
Employment Rate 2 nd Quarter After Exit	67.9%	68.9%
Employment Rate 4 th Quarter After Exit	67.2%	67.2%
Credential Attainment 4 th Quarter After Exit	67.1%	68.1%
Median Earnings 2 nd Quarter After Exit	\$8,357	\$8,508
Youth	PY 2020 Targets	PY 2021 Targets
Employment Rate 2 nd Quarter After Exit	67.1%	68.1%
Employment Rate 4 th Quarter After Exit	60.1%	61.0%
Credential Attainment 4 th Quarter After Exit	50.0%	51.0%
Wagner-Peyser	PY 2020 Targets	PY 2021 Targets
Employment Rate 2 nd Quarter After Exit	51.3%	51.3%
Employment Rate 4 th Quarter After Exit	55.5%	56.5%
Median Earnings 2 nd Quarter After Exit	\$6,301	\$6,411
Morris-Sussex-Warren Counties Workforce Area		
Adults	PY 2020 Targets	PY 2021 Targets
Employment Rate 2 nd Quarter After Exit	58.6%	59.6%
Employment Rate 4 th Quarter After Exit	64.0%	65.0%
Credential Attainment 4 th Quarter After Exit	59.5%	60.5%
Median Earnings 2 nd Quarter After Exit	\$5,935	\$6,046
Dislocated Workers	PY 2020 Targets	PY 2021 Targets
Employment Rate 2 nd Quarter After Exit	62.6%	63.6%
Employment Rate 4 th Quarter After Exit	62.4%	62.4%
Credential Attainment 4 th Quarter After Exit	67.1%	68.1%
Median Earnings 2 nd Quarter After Exit	\$8,255	\$8,406
Youth	PY 2020 Targets	PY 2021 Targets
Employment Rate 2 nd Quarter After Exit	58.4%	59.4%
Employment Rate 4 th Quarter After Exit	59.1%	60.0%
Credential Attainment 4 th Quarter After Exit	50.0%	51.0%
Wagner-Peyser	PY 2020 Targets	PY 2021 Targets
Employment Rate 2 nd Quarter After Exit	52.0%	52.0%
Employment Rate 4 th Quarter After Exit	52.3%	53.3%
Median Earnings 2 nd Quarter After Exit	\$6,518	\$6,628

Local Area Performance Targets for PY20 and PY21

Newark Workforce Area		
Adults	PY 2020 Targets	PY 2021 Targets
Employment Rate 2 nd Quarter After Exit	57.5%	58.5%
Employment Rate 4 th Quarter After Exit	66.0%	67.0%
Credential Attainment 4 th Quarter After Exit	59.5%	60.5%
Median Earnings 2 nd Quarter After Exit	\$4,600	\$4,711
Dislocated Workers	PY 2020 Targets	PY 2021 Targets
Employment Rate 2 nd Quarter After Exit	57.2%	58.2%
Employment Rate 4 th Quarter After Exit	64.4%	64.4%
Credential Attainment 4 th Quarter After Exit	67.1%	68.1%
Median Earnings 2 nd Quarter After Exit	\$6,739	\$6,890
Youth	PY 2020 Targets	PY 2021 Targets
Employment Rate 2 nd Quarter After Exit	56.2%	57.2%
Employment Rate 4 th Quarter After Exit	60.1%	61.0%
Credential Attainment 4 th Quarter After Exit	50.0%	51.0%
Wagner-Peyser	PY 2020 Targets	PY 2021 Targets
Employment Rate 2 nd Quarter After Exit	55.8%	55.8%
Employment Rate 4 th Quarter After Exit	56.3%	57.3%
Median Earnings 2 nd Quarter After Exit	\$4,607	\$4,717
Ocean County Workforce Area		
Adults	PY 2020 Targets	PY 2021 Targets
Employment Rate 2 nd Quarter After Exit	63.2%	64.2%
Employment Rate 4 th Quarter After Exit	59.2%	60.2%
Credential Attainment 4 th Quarter After Exit	59.5%	60.5%
Median Earnings 2 nd Quarter After Exit	\$6,255	\$6,366
Dislocated Workers	PY 2020 Targets	PY 2021 Targets
Employment Rate 2 nd Quarter After Exit	65.8%	66.8%
Employment Rate 4 th Quarter After Exit	59.9%	59.9%
Credential Attainment 4 th Quarter After Exit	67.1%	68.1%
Median Earnings 2 nd Quarter After Exit	\$8,255	\$8,406
Youth	PY 2020 Targets	PY 2021 Targets
Employment Rate 2 nd Quarter After Exit	61.7%	62.7%
Employment Rate 4 th Quarter After Exit	60.1%	61.0%
Credential Attainment 4 th Quarter After Exit	50.0%	51.0%
Wagner-Peyser	PY 2020 Targets	PY 2021 Targets
Employment Rate 2 nd Quarter After Exit	50.2%	50.2%
Employment Rate 4 th Quarter After Exit	55.0%	56.0%
Median Earnings 2 nd Quarter After Exit	\$5,949	\$6,059

Local Area Performance Targets for PY20 and PY21

Passaic County Workforce Area		
Adults	PY 2020 Targets	PY 2021 Targets
Employment Rate 2 nd Quarter After Exit	60.4%	61.4%
Employment Rate 4 th Quarter After Exit	66.3%	67.3%
Credential Attainment 4 th Quarter After Exit	59.5%	60.5%
Median Earnings 2 nd Quarter After Exit	\$4,926	\$5,037
Dislocated Workers	PY 2020 Targets	PY 2021 Targets
Employment Rate 2 nd Quarter After Exit	65.2%	66.2%
Employment Rate 4 th Quarter After Exit	65.3%	65.3%
Credential Attainment 4 th Quarter After Exit	67.1%	68.1%
Median Earnings 2 nd Quarter After Exit	\$7,930	\$8,081
Youth	PY 2020 Targets	PY 2021 Targets
Employment Rate 2 nd Quarter After Exit	52.1%	53.1%
Employment Rate 4 th Quarter After Exit	51.8%	52.7%
Credential Attainment 4 th Quarter After Exit	50.0%	51.0%
Wagner-Peyser	PY 2020 Targets	PY 2021 Targets
Employment Rate 2 nd Quarter After Exit	50.9%	50.9%
Employment Rate 4 th Quarter After Exit	53.7%	54.7%
Median Earnings 2 nd Quarter After Exit	\$5,768	\$5,878
Union County Workforce Area		
Adults	PY 2020 Targets	PY 2021 Targets
Employment Rate 2 nd Quarter After Exit	73.2%	74.2%
Employment Rate 4 th Quarter After Exit	77.1%	78.1%
Credential Attainment 4 th Quarter After Exit	59.5%	60.5%
Median Earnings 2 nd Quarter After Exit	\$6,204	\$6,315
Dislocated Workers	PY 2020 Targets	PY 2021 Targets
Employment Rate 2 nd Quarter After Exit	69.3%	70.3%
Employment Rate 4 th Quarter After Exit	74.4%	74.4%
Credential Attainment 4 th Quarter After Exit	67.1%	68.1%
Median Earnings 2 nd Quarter After Exit	\$8,225	\$8,376
Youth	PY 2020 Targets	PY 2021 Targets
Employment Rate 2 nd Quarter After Exit	66.2%	67.2%
Employment Rate 4 th Quarter After Exit	60.1%	61.0%
Credential Attainment 4 th Quarter After Exit	50.0%	51.0%
Wagner-Peyser	PY 2020 Targets	PY 2021 Targets
Employment Rate 2 nd Quarter After Exit	53.1%	53.1%
Employment Rate 4 th Quarter After Exit	53.2%	54.2%
Median Earnings 2 nd Quarter After Exit	\$6,412	\$6,522