

State of New Jersey

Department of Labor and Workforce Development

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

ANNUAL REPORT NARRATIVE

PY 2023



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I. Progress: New Jersey's WIOA State Plan

Strategic Vision and Goals

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

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

Below we provide an overview of progress towards these three goals in Program Year 2023 (PY23).

1. Expansion of access through programs and pathways

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

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

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

- **SkillUp New Jersey:** NJDOL is continuing to work with Metrix Learning to make SkillUp New Jersey available to all New Jersey residents. Course content ranges from basic work readiness skills for new workers to tailored training for high-level professionals

and management. Offerings include Customer Service, Microsoft Office, Adobe, Quick Books, Analytical Skills, Data Management/Reporting, Time Management, Leadership Skills, Health & Safety, and First Aid, among many others. In addition, the platform offers training tracks leading to more than 100 industry certifications.

- **MyCareerNJ:** In PY23, NJDOL launched a new cutting-edge digital platform called [MyCareerNJ](#) that includes multiple tools to help the state’s workers make data-informed decisions about their career and educational investments. In addition to content about financial aid and support services, MyCareerNJ houses three tools:
 - [NJ Training Explorer](#) is a searchable catalog of more than 4,500 programs on the Eligible Training Provider List (ETPL). ETPL outcomes are highlighted on each program’s page.
 - [NJ Career Pathways](#), showcases career advancement pathways in key industry sectors within NJ. Each title along the pathway is also linked with ETPL programs that can help users obtain training to qualify for that position.
 - [NJ Career Navigator](#), uses administrative and other data, with artificial intelligence (AI), to generate personalized job, training and career recommendations for users to make informed data-driven decisions.

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

2. Alignment of employer and jobseeker needs and interests

In PY23, NJDOL continued to focus on strengthening the connection of our Apprenticeship and Business Services programs which target meeting the needs of our employers to our Career Services and Transitional Workforce Services programs targeting jobseekers and workers.

In particular, we placed focus on building the capacity of our Industry Partnerships and State Business Outreach Teams, including developing stronger connections to the work of our One Stop Career Centers and Local Workforce Development boards.

We provide more details about the progress of this work in the focus on Industry Partnerships and Sector Strategies section below on page 5.

3. Public infrastructure and capacity building

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

Staffing: The pandemic led to a high amount of turnover at NJDOL within our Employment Services staff and other WIOA-supporting teams. Filling these staff positions, including promotion of individuals to new positions has been a priority for NJDOL. Since 2021, the Workforce Development division, which includes ES staff, has promoted 104 staff

members and hired 141 new staff members to support servicing workforce needs across New Jersey's 17 Local Workforce Development Boards (LWDBs).

Data Modernization: In addition to SkillUp New Jersey and My CareerNJ, NJDOL has also been focused on developing internal data systems and procedures. In particular, a new RFP was developed to procure a new system of record in New Jersey to replace AOSOS. This initiative aims to modernize the tracking and management of programs and services delivered through the state's 23 One-Stop Career Centers, enhancing operational efficiency and service delivery. In PY23, this effort included representatives across a wide variety of programs and teams, including individuals working within our LWDBs and One Stop Career Centers. We are seeking to design and build a system that can better help support and meet our goals of co-enrollment and service integration.

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

Strategy and Guidance Resources: Finally, during PY23, we also sought to strengthen capacity through the issuance of new guidance and through the development of the WIOA 2024-27 State Plan. New guidance included:

- **Functional Alignment:** NJDOL released this guidance in September 2023. This guidance outlines the authority of LWDBs to coordinate partners and services and support cross-functional teams, inclusive of activities around data sharing. (<https://www.nj.gov/labor/assets/PDFs/WIOA/documents/resources/WD-PY23-3%20Functional%20Alignment%20in%20American%20Job%20Centers.pdf>)
- **Infrastructure Funding Agreement:** Following up on a variety of new MOU and IFA guidance materials that we released in PY22. NJDOL released additional guidance in September 2023 to support our LWDBs in the development of IFAs. (<https://www.nj.gov/labor/assets/PDFs/WIOA/documents/resources/WD-PY23-4%20PY23%20Infrastructure%20Funding%20Agreements.pdf>)
- **Service Integration and Co-Enrollment:** NJDOL released this guidance in September 2023 highlighting specific opportunities for co-enrollment across One Stop Career Center programs, including around eligibility and intake processes. (<https://www.nj.gov/labor/assets/PDFs/WIOA/documents/resources/WD-PY23-5%20Service%20Integration%20and%20Co-Enrollment.pdf>)

- **Vendor and Partner Access to AOSOS:** In March 2024, NJDOL issued a new guidance document outlining procedures for competitively procured Career Services providers to get access to AOSOS. Prior to this policy, only state and county staff had the potential to access AOSOS.
(<https://www.nj.gov/labor/assets/PDFs/WIOA/documents/resources/WD-PY23-7.1.pdf>)

Focus: One Stop Partnership

In PY23, NJDOL prioritized the development of stronger One Stop Career Center partnerships, in alignment with NJDOL's One Stop Career Center Partner guidance ([WD-PY22-3.1](#)) which seeks to clarify required WIOA partnerships and expand definition of One Stop partners to include additional state workforce programs and partners.

Some of the specific actions we took in PY23 include the following:

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

Competitive procurement implementation: In PY23, NJDOL worked with all of our LWDBs to competitively procure One Stop Operators, One Stop Career Service providers, and Youth Service providers, if they had not previously selected these providers through fair and open competitions. In PY23, most of our LWDBs had competitively-procured providers in place. We are continuing to work with specific local areas that have not yet competitively-procured providers. These providers are critical partners in our One Stop Career Centers.

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

Comprehensive partnership frameworks: In addition to issuing new guidance and TA, New Jersey's WIOA 2024-27 State Plan included new frameworks to support greater awareness and access to the full ecosystem of workforce opportunities available to employers, jobseekers and workers – Appendix A includes the frameworks.

Local Governance Training Series: Finally, in PY23, we finalized the Local Governance Training series which focused on the broader strategic and oversight roles of LWDBs, in not only administering Title I funds and services, but also in serving as the convenor and service integrator of their local workforce systems. This series includes specific training modules on:

- MOUs/IFAs: <https://youtu.be/-84TkOPcK4g>
- Leveraging Partnership: <https://youtu.be/D0sFGYPN26o>

Focus: Sector Strategies and Career Pathways

In PY23, NJDOL invested in developing and strengthening our Industry Partnerships (IP) team to work with employers to develop more comprehensive career pathway opportunities in New Jersey. In particular, the Biden Administration's Investing in America initiatives offer specific opportunities for create sustained career pathways opportunities that open up meaningful training and employment opportunities for New Jersey jobseekers, directly linked to employer needs.

The IP unit has been collaborating with other state agencies, specifically with the NJ Board of Public Utilities (NJBPU) and NJ Economic Development Agency (NJEDA. The IP team focuses on embedding workforce strategies within various partner efforts to ensure job seekers have access to relevant training opportunities which meet the Good Jobs Principles outlined by USDOL and US Department of Commerce.

Below, we provide a full overview of the partnerships and pathways that our IP team has been developing in PY23. Many of these partnerships and projects are still developing, and we are excited about the potential they offer in opening up many new training and employment opportunities in New Jersey.

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

- **Solar For All:** This initiative is supported with federal funding from the US Environmental Protection Agency (EPA) Greenhouse Gas Reduction Fund. NJ was awarded \$156M; \$5M is expected to be put towards apprenticeship, pre-apprenticeship, and OJT over the next 3 years. The IP team is part of the workforce development committee. An MOU is expected to be developed during calendar 2025 which will transfer management of the training funds to NJDOL for execution of training deliverables. There is no expectation of matching funds.

- **Triennium:** This initiative is supported with IRA (Inflation Reduction Act) Funding. \$3.8B was awarded to New Jersey and currently \$17M is dedicated to workforce development training across different plans. Triennium 2 is the largest EE (energy efficiency) initiative in the state, presenting significant equitable clean energy economic growth opportunities for the state and its workforce. NJDOL IP staff and NJBPU staff have been meeting regularly in BILT meetings (Business Industry Leadership Team) to identify opportunities for new workforce opportunities that strengthen energy efficiency. As a result of development and planning activities in PY23, six utilities organizations are submitting specific workforce plans. As these plans get approved and recruitment efforts start, NJDOL will connect them with One Stop Career Centers for their recruitment needs.
- **Training Residential Contractors (TREC):** NJBPU is anticipating a \$3.5M formula grant from USDOE (through the Inflation Reduction Act), over four years, entirely allocated to training providers, which will focus on HVAC and Weatherization training. This initiative aims to support 400-600 contractors from 2024 to 2028. NJDOL and NJBPU are working with New Jersey Institute of Technology (NJIT) to understand the future workforce needs of home energy contractors. The IP team is creating a framework to integrate training programs that are public workforce, specifically ensuring that appropriate connections are made to the ETPL, and to ensure access for One Stop Career Centers jobseekers.
- **BEAD - Broadband Equity, Access, and Deployment Program:** New Jersey was allocated over \$263 million from BEAD to deploy or upgrade high-speed Internet networks to ensure that everyone has access to reliable, affordable, high-speed Internet service. Once deployment goals are met, any remaining funding can be used on high-speed Internet adoption, training, and workforce development efforts, among other eligible uses. The IP team has been part of the Workforce development committee since the beginning of 2023. The workforce development committee is convening the employers in this sector and assessing their workforce needs. With that information, it aims to build workforce development roadmaps, for example, what skillsets and training are required to become a network engineer so that the information is accessible to the public. The IP Team also worked with the BEAD to assist in developing a pre-apprenticeship program for fiber optic technicians with the Irvington School District.

New Jersey Economic Development Authority (NJEDA): NJEDA and NJDOL are working together on the following projects:

- **Offshore wind institute:** The NJEDA's Wind Institute for Innovation and Training has made investments into Sub Arc Welding Training Programs. The Combination Welder: EEW – Officially became a USDOL Registered Apprenticeship as of Sept. 27th, 2023. NJDOL's IP team communicates regularly with NJEDA through a quarterly Communities of Practice Call. A current focus of the project is the Scaling the Wind Turbine Technician program which is helping to expand a pre-apprenticeship program

with Egg Harbor School district. The program is set to enroll 16 students, and the course will begin in Jan 2025.

- **USDOE grants – US Department of Energy:** NJEDA received a notice of a \$50 million funding award through the [United States Department of Energy’s \(USDOE\) Transmission Siting and Economic Development \(TSED\) Grant Program](#). Through this grant, NJEDA is awarding \$5M to IBEW (International Brotherhood of Electrical Workers) to create new pathway programs and expand apprenticeship opportunities. NJDOL’s IP team will be involved when the workforce discussion begins with IBEW.
- **CHIPS & Science Act:** NJEDA, in cooperation with NJDOL and NJMEP (New Jersey Manufacturing Extension Program) has sought to identify and develop shared projects and models that can support more chip and semiconductor manufacturing workforce opportunities in New Jersey. Together with NJEDA, NJDOL and NJMEP help develop the New Jersey Chips Act Dual Foundry Pilot Model for Defense and Commercial Application (NJDFC) and has submitted proposals for NOFO 3 as well as for NSTC (National Semiconductor Technology Consortia) grant funding.

Other Industry Partnerships: In addition to partnerships with NJBPU and NJEDA, the IP team is also involved in additional collaborative partnerships and projects. These include:

- **USDOE funding:** A combined total of \$7 million from the [U.S. Department of Energy \(DOE\)’s](#) Office of Efficiency and Renewable Energy has been awarded to [Princeton NuEnergy](#) and [HiT Nano](#) in Bordentown to accelerate research, development, and demonstration projects in domestic manufacturing. The IP team has connected HiT Nano with Rowan University, as well as to other state workforce investments to support the development of new positions and work-based learning opportunity. Through this partnership, HiT Nano has hired 2 Ph.D. students and 4 interns, and a Registered Apprenticeship program is now under review.
- **NSF funding:** In May 2023, Princeton University received a Regional Innovation Engine Type development award from the NSF Engines program to strategize and organize around the concept of a collaborative regional ecosystem that leverages ongoing advances in photonics and optics. The Advanced Photonics Engine initiative intends to leverage a high concentration of universities and end user industries to increase coordination and interconnectedness between and among educators and employers. The IP team is co-leading and actively engaged in working groups focused on workforce development that are exploring workforce needs and training gaps and developing specific plans for work-based learning opportunities.
- **Community Project Funding/Congressionally Directed Spending from USDOL:** NJIT was awarded \$650,000.00 to develop a Pre-Apprenticeship Skills training program in advanced manufacturing and mechatronics and this

proposed project is slated to train 160 participants over the course of three years. The IP team is helping to convene employers, develop strategies to reach disadvantaged communities, and connect to other supportive service resources and agencies.

Waivers

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

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

II. Evaluation, Research, Data, and Performance Accountability

Evaluation Activities, Studies, and Findings

NJDOL has created a multi-year plan for its research and evaluation activities. Central to this effort has been establishing the New Jersey State Data System (NJSDS). Since 1988, the State has maintained a longstanding research partnership with The John J. Heldrich Center for Workforce Development at Rutgers, The State University of New Jersey. NJDOL and the Heldrich Center established a multi-agency-data-use agreement and NJSDS through support of multiple federal Workforce Data Quality Initiatives (WDQI) and State Longitudinal Data System (SLDS) grants.

NJSDS includes data not only from NJDOL, but also from the NJ Department of Education (NJDOE), the NJ Office of the Secretary of Higher Education (OSHE), and the Higher Education Student Assistance Authority (HESAA).

In the coming year, NJDOL also has plans to build out its own internal evaluation unit to manage WIOA and other program and policy evaluation initiatives.

Current and Planned Evaluation and Research Projects

NJDOL plans to use NJSDS and other (Administrative) data to evaluate the performance of federal- and State-supported education and job training programs by laying out a plan to conduct evaluations and to reinforce a culture within the State to make data-informed decisions.

Listed below are the current and planned evaluation and research projects in NJDOL (specific research questions are included in Appendix B):

PY 2021 WIOA Evaluation: A Study of WIOA Title I and Title IV Transportation Services:

The Heldrich Center worked with NJDOL to conduct a process study of Workforce

Innovation and Opportunity Act (WIOA) Title I and Title IV transportation services during Program Year (PY) 2021, defined as the period of July 1, 2021 to June 30, 2022.

Background: Access to transportation in the state of New Jersey remains an ongoing challenge for many populations. With an emphasis placed on the barriers for Workforce Innovation and Opportunity Act (WIOA) Title I and Title IV customers, transportation is perceived to be a significant barrier for people with disabilities and others in accessing workforce development services that assist with obtaining employment. In Program Year 2021 (PY21), spanning July 1, 2021 to June 30, 2022, the COVID-19 pandemic may have also exacerbated existing transportation challenges and/or created new opportunities for innovative solutions to transportation challenges. This evaluation explored the dynamics of the transportation challenges that existed for WIOA customers in PY21 and seeks to pose innovative solutions to address these challenges.

This study had three primary objectives:

- 1) Identify transportation service challenges for WIOA customers in New Jersey participating in WIOA services at the One-Stop Career Centers;
- 2) Identify and highlight promising transportation programs and/or services that could be expanded or replicated in five New Jersey rural/southern counties (Atlantic, Burlington, Cumberland, Salem, and Cape May) where transportation is perceived by local policymakers as a significant challenge to WIOA service participation and employment; and
- 3) Offer meaningful, tangible recommendations to the New Jersey Department of Labor and Workforce Development (NJDOLE), and to rural counties, on how to modify WIOA service delivery in light of the transportation challenges that exist for WIOA customers in those areas.

Timeline: The WIOA Program Year 2021 evaluation was conducted from October 15, 2023 to March 31, 2024.

Final Evaluation Report: The final report, *An Evaluation of WIOA Services in New Jersey, Program Year 2021*, is publicly available for download at nj.gov/njsetc/performance and was presented to the NJ State Employment and Training Commission (SETC), on June 12, 2024.

The final report includes:

- An analysis of transportation services provided through WIOA to Title I and Title IV customers during Program Year 2021, using the available data.
- The identification and profile of transportation programs that are considered promising or innovative.
- A landscape of transportation programs/initiatives recently tried and/or current operated in the targeted rural/southern counties in New Jersey.
- The identification of potential WIOA service modifications in context of the transportation challenges noted in the rural/southern counties in New Jersey.

- Recommendations on programs that could be expanded and/or piloted in other areas of the state, based on qualitative research, have high levels of satisfaction from state and local staff or subject matter experts.

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

Background: Prior reemployment evaluation studies, included a review of the existing reemployment studies on the Clearinghouse for Labor Evaluation and Research (CLEAR) with high and moderate causal ratings using random assignment designs (CLEAR, 2019). Based on this research, NJDOL worked with Heldrich to develop plans for a two-group random control trial to assess the effect of text notification services on jobseekers' participation rates in RESEA, their duration of unemployment, and on wages after re-employment.

NJDOL will use this impact evaluation to evaluate the effectiveness of push text notifications in encouraging participants to attend scheduled appointments and complete mandatory documentation. The study includes a random sample of RESEA participants receiving text notifications and compares their outcomes to RESEA participants who do not receive them.

The purpose of this impact evaluation is to:

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

The design of the study includes the following:

1. The Heldrich Center receives weekly files of UI claimants who have been profiled for RESEA services.
2. Claimants are randomly assigned into a treatment or control group:
 - a. Those in the treatment group receive weekly text notifications regarding their required participation in RESEA services and other job search services provided by NJDOL.
 - b. Claimants who are randomly assigned to the control group will receive typical RESEA services provided by NJDOL.
3. Following enrollment, the Heldrich Center will analyze participant outcomes, including participation in RESEA, duration of weeks on UI compensation, and wages following re-employment after their period on UI. Other outcomes include:

- a. Intermediate Outcomes: Including, anticipation in the Initial Meeting, Participation in the Follow-up Meeting, IEP Forms Completion
- b. Primary Outcomes: Duration of unemployment compensation (defined by UIPL 1-20 as the number of weeks RESEA participants receive UC), Employment (measured in the second full calendar quarter following the start of a participant's UC claim, as defined by UIPL 1-20)¹, Wages earned in the 2nd full quarter following re-employment measured in wages for the quarter (or three-month period)²

Final Report: The Heldrich Center will prepare a final evaluation report and a series of in-depth presentations to report study outcomes, including data visualizations, for key stakeholders.

Past Evaluations

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

Additional Research and Performance Accountability Tools

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

Federal Evaluations

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

MyCareerNJ

As highlighted earlier in this report, NJDOL has developed a cutting-edge digital platform called [MyCareerNJ](#) that includes multiple tools to help the state's workers make data-informed decisions about their career and educational investments.

¹ https://oui.doleta.gov/dmstree/uipl/uipl94/uipl_4194.htm

² <https://casetext.com/regulation/new-jersey-administrative-code/title-12-labor-and-workforce-development/chapter-17-unemployment-benefit-payments/subchapter-20-worker-profiling-and-reemployment-services>

The platform is connected to Google Analytics, with page-tags to allow NJDOL to track total views, total active users, total new users, and most-viewed pages, engagement time, and other metrics. Together with ongoing user testing, this data will inform NJDOL policy and support human-centered design efforts, for continuous system improvement.

In PY24, efforts are planned to connect unemployment insurance (UI) claimants to the NJ Career Navigator. Participant information will be pre-populated into the application so that workers can receive automatic and personalized job, training and career recommendations. In calendar year 2025, NJDOL will also begin sending information back to the UI system so that RESEA participants can obtain credit for their job search efforts.

Expansion of NJDOL Research Data Lake: Workforce Research and Analytics

A key tool in developing the AI-driven NJ Career Navigator, was the development of a cloud-based research data lake (RDL) with data from NJDOL. During PY23, NJDOL identified key data sets and processes currently built into the existing RDL and cloud architecture solutions for expansion. In PY24, efforts will continue to expand the existing research data lake to securely house additional administrative data sets, institute regular processes to refresh such data in a timely manner, and support the development of dashboards and other research, evaluation and performance monitoring efforts.

Consumer Report Card

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

Quality assurance framework applied to training programs on the ETPL

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

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

- To elevate the providers and provide a system to improve their outcomes and serve the public

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

Local Area Statistical Adjustment Model Development

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

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

In addition to state-level negotiated levels of performance, States must work with Local Workforce Development Areas to establish performance goals for WIOA Title I programs. Similar to how USDOL uses the SAM with New Jersey, New Jersey is aiming to use a local area SAM to adjust negotiated local levels of performance that reflect the actual economic conditions experienced in the local area and the characteristics of participants served.

NJDOL has continued to work on developing the local area SAM in New Jersey in PY23. Appendix C provides an overview of the process that New Jersey is using to develop this model. New Jersey has identified additional resources to support the development and implementation of the local area SAM. NJDOL is now working to assess and clean WIOA Title I program year data and developing the NJ-specific code for the local SAM with an experienced researcher.

The anticipated timeline is to have the model created and trained for use with the development of WIOA local area performance goals (targets) for PY26 and PY27.

Customer Satisfaction Approach and Findings

In PY23, NJDOL conducted an online web-based customer survey (Survey Monkey) for Title I exiters who received services from the State's One-Stop Career Centers. 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. The survey is offered in both English and Spanish language format.

Using the Survey Monkey tool, NJDOL emailed the surveys to 6,904 users of the system and received 737 (10.7 percent) survey responses. The surveys were sent in the month following an individual's planned exit date. This provided a timelier method for an individual to receive and respond to a survey. Responses were tracked monthly; monthly response rates varied from 10.1 percent to 11.3 percent. Information about demographics of participants is included in Appendix D.

When asked about their overall satisfaction with the services provided by the One Stop, a majority (79.3 percent) were either "very satisfied" or "satisfied" with the services they received. Open-ended responses were sorted by the One Stop and provided to program management staff for review and use in continuous improvement efforts. Asked if there were any service(s) and/or help that was not available, more than three-quarters (76.6 percent) indicated "No" and provided many positive open-ended responses; these were also shared with program management staff. More than four-fifths (84.6 percent) of respondents were "very satisfied" or "satisfied" when contacting the front desk/intake area of the OSCC.

The majority of respondents (averaging 79 percent) indicated a positive experience with specific items such as: information received; services met their expectations; intent to again contact the OSCC; short wait time; useful resources; intent to recommend the OSCC to others; again contact for any other help; politeness and knowledge of staff members; participation in Job Search activities from the OSCCs; career assistance received; and participation in and/or training received.

Effectiveness in Serving Employers Performance Indicators Pilot

The State of New Jersey (the State) has chosen two approaches for the Effectiveness in Serving Employers performance indicator pilot effort. In accordance with WIOA sec. 116(b)(2)(A)(i)(VI), the State 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.

In Program Year 2023 (PY23), the New Jersey Repeat Business Customers rate was 77.6% and the Employer Penetration rate was 2.0%.

More details about methodology are included in Appendix E.

PY23 Negotiated Performance Levels for Local Areas – WIOA Titles I and III core programs

New Jersey's state and local performance in PY2023 resulted in several clear trends:

The Adult Employment measures outcomes were positive, with some slight variation between Employment Rate 2nd Quarter after Exit (EQ2) and Employment Rate 4th Quarter after Exit (EQ4):

- The State exceeded its negotiated performance target for Adult Employment Rate 2nd Quarter after Exit (EQ2), achieving 112.2 percent of the target. Among the local areas, fifteen (15) exceeded, one (1) met, and one (1) did not meet the negotiated targets.
- The State also exceeded its target for Adult Employment Rate 4th Quarter after Exit (EQ4), achieving 102.6 percent of the target. Of the local areas, fifteen (15) exceeded and two (2) met the negotiated targets for the measure.
- For the Wagner-Peyser program, the State exceeded its targets for both Employment Rate 2nd Quarter after Exit (EQ2) and Employment Rate 4th Quarter after Exit (EQ4), achieving 122.0 percent and 128.2 percent of the negotiated targets, respectively.

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

- The State exceeded its target for EQ2, achieving 119.2 percent of the target. Among the local workforce areas, all seventeen (17) exceeded their targets.
- The State exceeded its target for EQ4, achieving 109.6 percent of the target. Among local areas, thirteen (13) exceeded and four (4) did not meet their targets.

The Youth Employment/Education Rate 2nd Quarter after Exit (EEQ2) were mostly positive. The Youth Employment/Education Rate 4th Quarter after Exit (EEQ4) outcomes were varied.

- The State met its target for Youth EEQ2, achieving 99.2 percent of the target. Nine (9) local areas exceeded, three (3) local areas met, and five (5) local areas did not meet their targets.
- For the Youth EEQ4 measure, the State did not meet its target, achieving 87.8 percent. Of the local areas, four (4) exceeded, four (4) met, and nine (9) did not meet their negotiated targets.

The Wagner-Peyser (WP) Employment Rate measures were positive in PY 2023, with a continued trend of greater achievement of targets than in the prior program year.

- The State exceeded its target for Wagner-Peyser Employment Rate (EQ2) with 122.0 percent achievement. The EQ4 target was also exceeded by the Wagner-Peyser program, with 128.2 percent achieved.
- Among local areas for Wagner-Peyser EQ2 and EQ4, all seventeen (17) exceeded the targets.

The Credential Attainment Rate measures resulted in mostly positive performance across local areas.

- The State exceeded its performance targets for Adult and Dislocated Worker Credential Attainment with 108.5 percent and 103.2 percent achieved respectively. The Youth Credential Attainment rate was also exceeded, with 124.8 percent of the target achieved.
- Among local areas, eight (8) exceeded, four (4) met and five (5) did not meet the targets for Adult Credential Attainment.
- For Dislocated Workers, thirteen (13) exceeded, two (2) met, and two (2) did not meet the Credential Attainment targets.
- For the Youth Credential Attainment measure, fifteen (15) local areas exceeded, one (1) met, and one (1) did not meet the targets.

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

- The State exceeded its targets for the Adult, Dislocated Worker and Youth measures, achieving 139.9 percent, 138.4 percent, and 151.7 percent of the negotiated targets, respectively.
- For the Wagner-Peyser Median Earnings measure, the State also exceeded its target, achieving 150.9 percent of the negotiated target.
- Sixteen (16) local areas exceeded and one (1) local area did not meet the performance targets for Adult Median Earnings.
- Sixteen (16) local areas exceeded and one (1) did not meet the targets for Dislocated Worker Median Earnings.
- For Youth Median Earnings, fourteen (14) local areas exceeded and three (3) did not meet their performance targets.
- For Wagner-Peyser Median Earnings, seventeen (17) local areas exceeded the negotiated target.

For Measurable Skill Gains Measures, the state and most local areas exceeded the performance targets, with some variation in the Youth population.

- The State exceeded the performance targets for Adult and Dislocated Worker measures, achieving 143.0 percent and 148.2 percent, respectively. The State did not meet the target for Youth Measurable Skill Gains measure, achieving 89.9 percent.
- Sixteen (16) local areas exceeded and one (1) did not meet the Adult Measurable Skill Gains performance targets. Sixteen (16) areas exceeded and one (1) did not meet the Dislocated Workers performance targets. For Youth Measurable Skill Gains, thirteen

(13) areas exceeded, one (1) met, and three (3) did not meet the negotiated targets.

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

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

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

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

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

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

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

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

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

Performance Deficiencies and Continuous Improvement Strategies

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

The challenges include the necessity to incorporate new and revised performance measures, and to update systems of record to comply with WIOA. 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. NJDOL is developing its local statistical adjustment model (SAM) for use with local area target development and assessments of local area performance, to support continuous improvement in program performance.

New Jersey Negotiated Performance Goals for Local Areas - PY24 and PY25

NJDOL negotiated local area performance goals for WIOA Title I core programs (Adult, Dislocated Worker and Youth) for Program Years 2024 and 2025.

The final negotiated local area performance goals are provided in Appendix F.

New Jersey's Common Exit Policy

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

III. WIOA and State-Funded Initiatives

Governor's Set Aside

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

Staff Support and Growth

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

An important focus of NJDOL in PY23, coming out of the pandemic, was on internal capacity building across these teams to support stronger monitoring and oversight procedures and systems. This included the following:

Sustainability of Program Oversight and Development Team: Over the last year, NJDOL established and hired for a new role, the Assistant Director of Program Oversight and Development (POD). This leader and team are responsible for program monitoring, technical assistance, and guidance and training development. The POD team serves as the main liaison for NJDOL's LWDBs for questions regarding implementation regarding program, policies, and state priorities. In addition, monitors on the POD team completed the mandated monitoring of all 23 One-Stop Career Centers statewide for PY23. This process reinforces accountability and adherence to programmatic and operational standards across the statewide system.

Coordination across POD, Fiscal, and Internal Audit Teams: In addition, the POD team with NJDOL's Fiscal and Internal Audit Teams began meeting and coordinating monitoring efforts more intentionally and directly, leading to important strides in strengthening and integrating fiscal and programmatic monitoring efforts. As a result of joint collaboration and planning, NJDOL issued new guidance and developed new processes for monthly review of budgets and expenditures.

Business Outreach and Industry Partnerships Teams: As highlighted in this report, a major focus of investment in PY23 has been in building the capacity of the Industry Partnerships team. Both the Business Outreach and Industry Partnerships teams report into our Assistant Director of Business Engagement and Sector Strategies and work directly with our LWDB staff to align state and local level business and employer engagement

sector strategies and services. The organization and alignment of these teams and their work has been a strong focus, as our system seeks to maximize benefits for employers, as well as jobseekers.

Program Priorities

In addition to the teams that are supported through WIOA set aside resources, NJDOL also uses the resources to support state level investments. In PY23, these programs included:

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

In particular, in PY23, through WIOA support NJDOL:

- Expanded summer youth employment opportunities to include more youth and year-round experiences. Over 400 additional youth participated this summer. 2,107 youth participated in the summer of 2024, compared to 1,681 in the summer of 2023.
- Expanded New Jersey Youth Corps program components to include Mental Health & Wellness Instruction in addition to regular counseling and referrals to increase youth access to mental health services.
- Doubled the number of participants slots and grantees that could participate in the JOBS program, expanding service for the justice-involved population, and ultimately strengthen training, employment, and successful reintegration into the community

Rapid Response

In PY23, NJDOL set aside 25% of our Title I Dislocated Worker funds to support Rapid Response activities. Rapid Response served 67 businesses. Our Rapid Response activities continued to deliver services similarly to past years. NJDOL’s Rapid Response

team is comprised of Business Services staff who focus efforts on the marketing of system services and effective customer routing.

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

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

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

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

Wagner-Peyser – Employment Services

Over the last year, NJDOL has supported service delivery among our Employment Services staff through delivery of RESEA and Migrant Seasonal Farmworkers services, efforts to support more integration with Title I programs, and a focus staff capacity development.

RESEA: We have continued to enhance the implementation of the RESEA program to support the reemployment of dislocated workers receiving unemployment compensation. RESEA serves as a critical access point for individuals receiving unemployment benefits, connecting them to workforce development services and programs, and acting as a gateway to further employment assistance. The program provides a comprehensive assessment of individual employment needs and links unemployment claimants with career coaching, labor market information, and an individualized employment plan, which

serves as a framework to guide job seekers toward gainful employment. In Program Year 2023, the RESEA program assisted 32,227 individuals. To expand our impact, NJDOL is actively ramping up staff with the goal of increasing the number of participants served in the future.

Migrant Seasonal Farmworkers: In addition, through Title III, NJDOL also provided support to Migrant and Seasonal Farmworkers (MSFWs). Serving this group presents unique challenges, including a highly mobile lifestyle, limited English proficiency, concerns over citizenship status, and a general lack of trust or isolation from traditional resources. Despite these barriers, during PY23, The Workforce Division of the New Jersey Department of Labor and Workforce Development (NJDOL) successfully served 589 MSFWs. These individuals received comprehensive support, including job search assistance, labor market information, access to supportive services, and critical information on worker rights and protections. All services were provided in their native languages to ensure accessibility and effectiveness.

Integration with Title I and One Stop partners: In addition, a major focus of our work in PY23 was the strengthening of service integration, particularly among our Title I and Title III teams. Coming out of the pandemic we have placed a strong emphasis on the multiple programs and services that make up our One Stop Career Centers and the opportunities for leveraging support for participants across these programs. To support this, for example, all of our ES managers participated directly in the development of local MOUs/IFAs in their areas.

Staff Capacity Development: In PY23, we engaged Employment Services staff and managers in multiple training and professional development activities, particularly around the development of MOUs/IFAs, local governance, and in workforce professionals training. Additionally, we continued to backfill positions and promote individuals to reduce the vacancy rate among our Employment Services staff resulting from a large number of staff retirements and turnover that happened during the pandemic.

Transitional Workforce Services Initiatives

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

- ***Minor Working Papers:*** Program staff continues to engage employers and work with Wage and Hour to strengthened and streamline NJDOL's on-line application process and ensure youth are made aware of NJ Child Labor Laws.
- ***Pathways to Recovery:*** NJDOL issued a \$5.5 million NGO to strengthen program statewide and ensure all New Jersey residents affected by opioids can easily access employment and training services.

- **Fund Our Future:** NGO was developed in partnership with the Governor’s Office of Innovation to provide participants with autonomy to choose training and/or supportive services to increase their employability and promote self-sufficiency.
- **SNAP Skills, Training, Employment Program to Success (SNAP STEPS):** NJDOL issued a \$3.5 million NGO to increase slots and expand employment and training services to SNAP participants statewide.
- **Work First New Jersey Innovation Fund:** NJDOL issued a \$6 million TANF Innovations NGO to Local Workforce Development Boards (WDBs) to increase employment and training services to the TANF population via innovative approaches. Five LWDBs were awarded this funding to support new approaches for supporting TANF participants.

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

Promising Practices

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

Sustainability of monitoring and oversight activities: The development of our Program Oversight and Development team has offered a center for New Jersey’s monitoring, technical assistance, and guidance and training activities directly supporting New Jersey’s 17 Local Workforce Development Boards. In PY21 and PY22, NJDOL offered a lot of new guidance and sought to shift and strengthen the capacity of our POD unit to serve and support our local areas. In PY23, we saw this team grow and emerge as a core support in guiding our LWDBs, regularly attending meetings with our local areas through SETC and GSETA meeting, providing answers to guidance questions, and elevating and addressing concerns raised by local areas and One Stop staff. Furthermore, the connection of this team to our Fiscal and Internal Audit teams has allowed for more coordination, understanding, and alignment of fiscal and programmatic monitoring activities.

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

identifying a system of record to replace AOSOS. Over this next year, a key goal is to strengthen the integration of these systems and connection to our system of record.

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

Challenges

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

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

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

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

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

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

Technical Assistance Needs

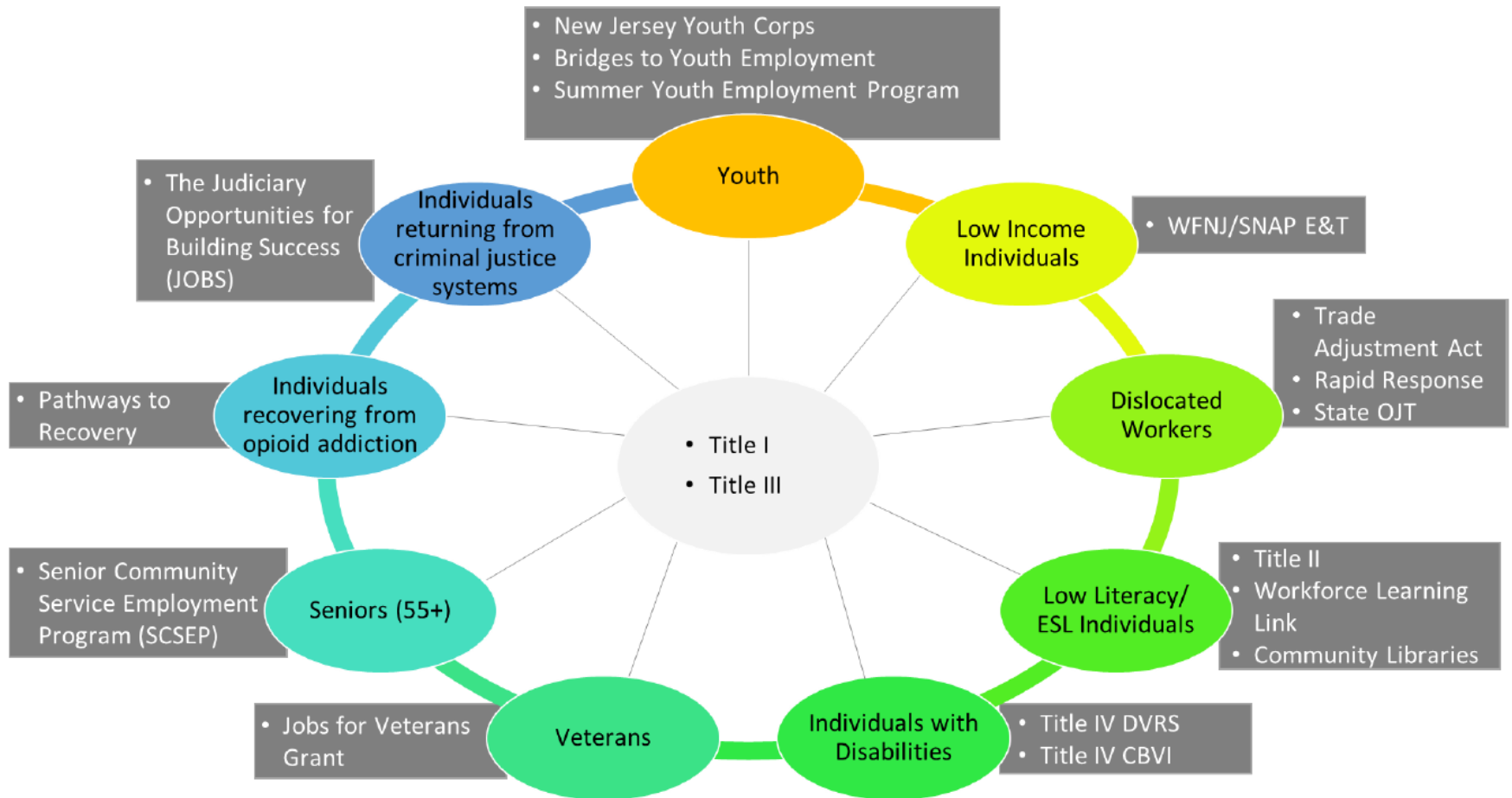
Support from USDOL has been of incredible value to NJDOL and the SETC as we seek to strengthen our public workforce system and leverage the vision that WIOA offers of a unified public workforce system that connects learning and training opportunities to good jobs.

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

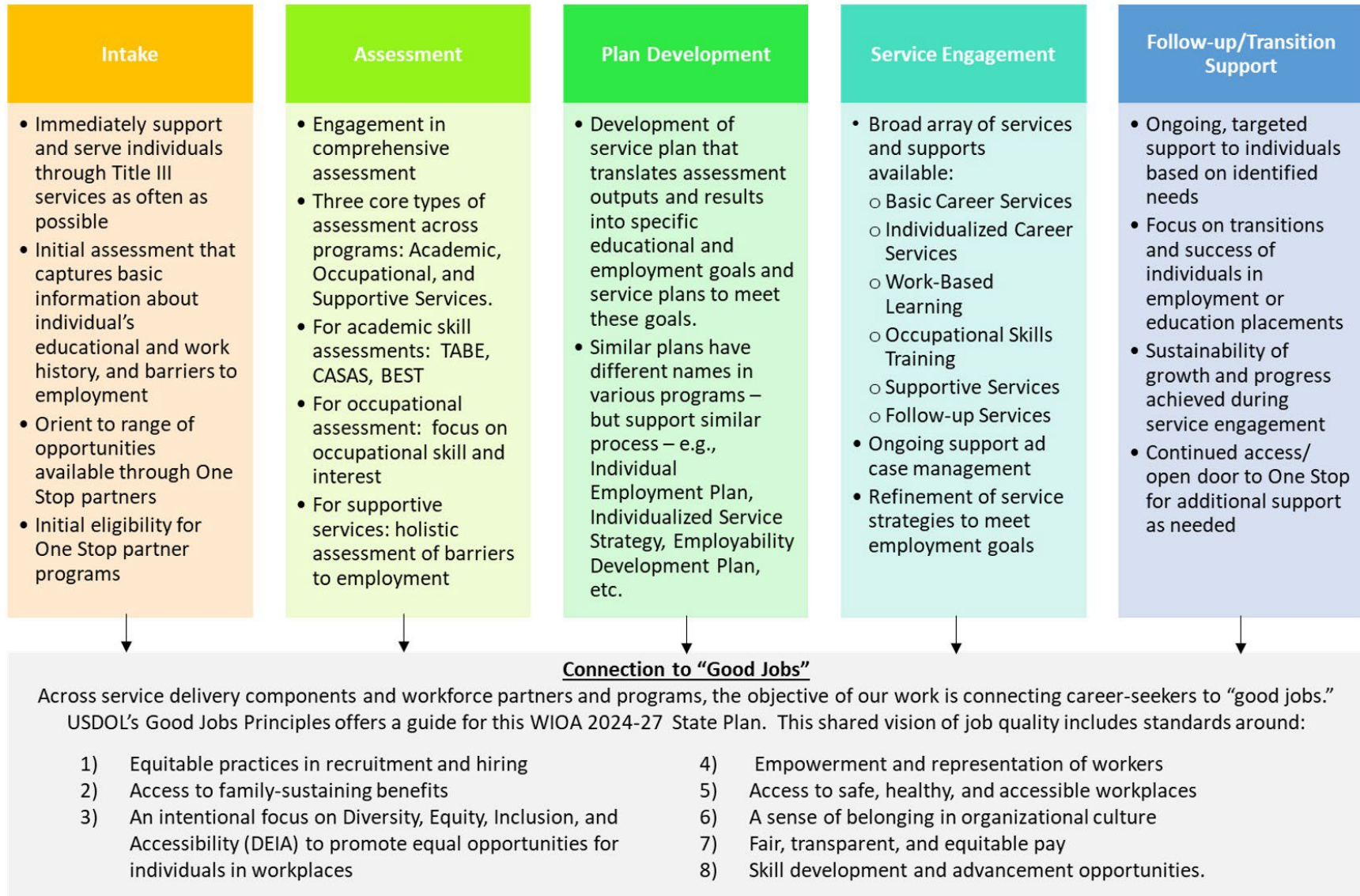
- *Uniform Guidance training* – providing training around fiscal and administrative expectations
- *Developing common and expanded definitions of performance* – including emphasizing Reportables, and integrating metrics around levels of service and service diversity
- *Industry-recognized credentials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

Appendix A: Partnership Frameworks

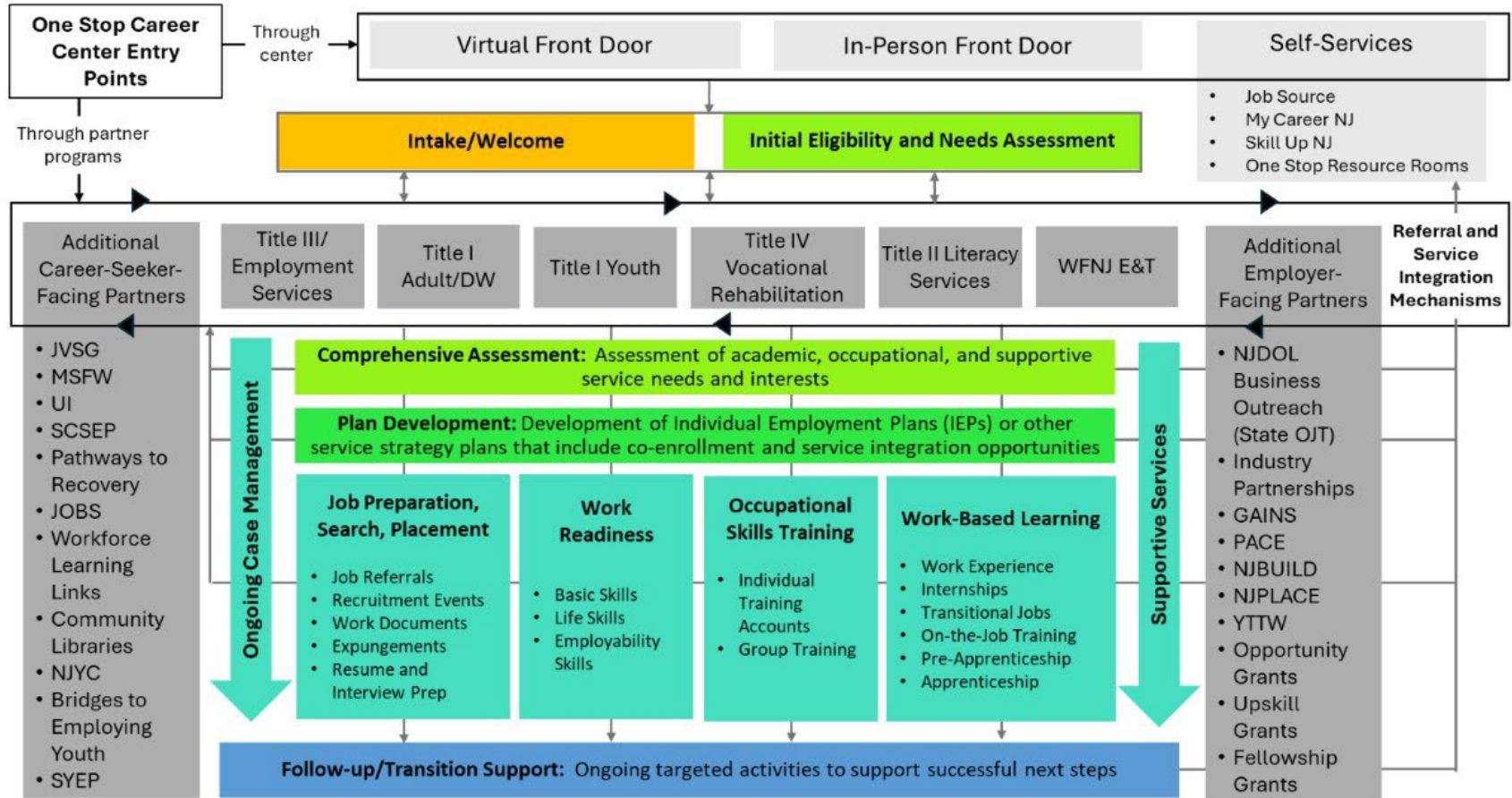
WIOA 2024-27 State Plan – Overview of Workforce Programs Serving Underserved Populations



WIOA 2024-27 State Plan – Universal Service Delivery Components



One Stop Career Center Service Flow



Appendix B: Evaluation Research Questions

Transportation Study Research Questions:

- 1) To what extent were transportation services provided through WIOA to Title I and Title IV customers during Program Year 2021? What was the size and scope of transportation services provided in New Jersey to access WIOA services, enroll in training, and search for and prepare for employment?
- 2) What are the transportation service delivery strategies currently implemented in five of New Jersey's rural/southern counties (Atlantic, Burlington, Cumberland, Salem, and Cape May)?
- 3) What, if any, transportation service strategies currently offered in one or more of New Jersey's rural counties warrant further evaluation and/or expansion and replication, based on transportation and workforce development staff and/or other state subject matter experts?
- 4) What modifications could be made to WIOA services in context of the transportation challenges identified in New Jersey?

RESEA Study Research Questions

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

Appendix C: Local SAM Development

NJDOL Local Area SAM Development Process

- A) Identify list of Dependent and Independent Variables: use PIRL data and Bureau of Labor Statistics data.
- *Dependent variables (DV) indicators of performance: Five levels of performance (Y)*
 1. Employed at Quarter 2 after exit
 2. Employed at Quarter 4 after exit
 3. Median Wage at Quarter 2 after exit
 4. Credential Attained
 5. Measurable Skill Gains
 - *Independent variables IV (factors) (X)*
- B) Match variables with the time period.
- C) Download the same list of dependent variables and independent variables for Time 1 (the pre-program time period) and Time 2 (post-program time period). New Jersey will use PY 21 Performance Assessment Time 1: PY 2020 and Time 2: PY2021.
- D) Download data for Adult, Dislocated Worker, and Youth programs for Pre-Program and Post-Program Years (Time 1 and Time 2).
- E) Number of Datasets to be prepared for analysis: Six (6) datasets will be used.
- *PY23 Performance Assessment - Calculation of PY 2023 Adjusted Level of Performance*
 1. Pre-program (2022) ADULT
 2. Post-program (2023) ADUL
 3. Pre-program (2022) DISLOCATED WORKER
 4. Post-program (2023) DISLOCATED WORKER
 5. Pre-program (2022) YOUTH
 6. Post-program (2023) YOUTH
- F) Prepare the datasets for analysis:
1. Clean data: Remove duplicates, inaccurate data, check missing data, verify missing data really is missing.
 2. Check data quality: Verify that the number of respondents in the dataset matches with the population, check the accuracy of the data for each variable in the dataset.
 3. Run descriptive statistics: These include mean or average, range, and sample size for each variable, running correlation to see the one-to-one relationships with variables.

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

1. Run regressions for each of the 5 dependent variables– for each time period (Time1 & Time2) for each group (Adult, Youth, and Dislocated Worker).
 - a. Pre-program (2022) ADULT x 5 DV
 - b. Post-program (2023) ADULT x 5 DV
 - c. Pre-program (2022) DISLOCATED WORKER x 5 DV
 - d. Post-program (2023) DISLOCATED WORKER x 5 DV
 - e. Pre-program (2022) YOUTH x 5 DV
 - f. Post-program (2023) YOUTH x 5 DV
2. Calculate Y-hat (regression-adjusted level of performance) for the pre-program year (Y-hat pre) and post-program year (Y-hat post).
3. Calculate Adjustment Factor = Y-hat post (-) Y-hat pre.

H) Performance Assessment

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

Appendix D: Customer Satisfaction Survey Respondent Demographics

Recipients were first asked which One Stop they contacted for workforce services. Cumberland/Salem/Cape May (Vineland, Salem and Wildwood OSCCs) had the highest rate of office contacts at 13.6 percent, while Hudson (Hudson OSCC) had the lowest of 0.3 percent. Various demographic data were then collected and the results were graphed showing 83 percent of those surveyed were currently unemployed.

Female respondents slightly exceeded males at 50.2 percent compared to 48.6 percent. More than two-thirds (67.4 percent) of the respondents were in the 35-44, 55-64 and 45-54 age brackets; these represented 23.5 percent, 22.7 percent and 21.4 percent of respondents, respectively. Additionally, 27.6 percent of respondents were in the 25-34 and 16-24 age brackets, 14.5 and 13.1 percent, respectively.

Education levels varied; high school/GED were reported by the largest percentage of respondents (35.5 percent), followed by some college (24 percent) and Bachelor's degree (20.4 percent). Respondents who indicated their race as White or Caucasian were the highest (39.8 percent), with the next highest (32.8 percent) as Black or African American. More than three-quarters (76.1 percent) indicated their ethnicity was Hispanic.

Appendix E: Employer Effectiveness Methodology

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

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

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

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

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

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

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

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

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

Essex County Workforce Area		
Adults	PY 2024 Targets	PY 2025 Targets

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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