



New Jersey State Plan Presentation

September 2012

Business & Labor Unions

Government &
Community
Based
Organizations

State Employment and
Training Commission
(SETC)

Education & Training Providers

Economic Development

Vision

New Jersey's Workforce System

is an innovative and dynamic

TALENT DEVELOPMENT ENGINE

fueling the state's 21st Century

success in a global economy

New Jersey's Talent Connection Priorities

High Unemployment

Prioritize investments: persons with disabilities, veterans, youth, and long-term unemployed

System Integration

Maximum leveraging of resources

• Quicker Connections

Shortest path between Jobseekers and Employers

Stronger Partnerships

Employers, Community Colleges, State Library, Higher Education

New Jersey's Talent Connection Core Values

1. Driving Investments Based on Industry Needs

Talent Development Investments based on needs of NJ Key Industries

2. Meeting Jobseekers Where They Are

Re-employment services based on broader partnerships and optimizing technology

3. Equipping the Workforce for Employment

Basic Skills, Literacy and Workforce Readiness are the critical foundation of talent development

4. Increasing System Accountability

Enhanced performance metrics and processes increase accountability and improve customer service

New Jersey's Key Industries

Health Care

Life Sciences

Financial Services

Advanced Manufacturing

Transportation,
Logistics &
Distribution

Technology & Entrepreneurship

Hospitality, Tourism & Retail

Core Value 1: Driving Investments Based on Industry Needs STRATEGIC ACTIONS

- Strategic Action 1: Focus workforce investments on the current and future needs of the State's seven key industries.
- Strategic Action 2: Strengthen services to businesses, with a focus on small- to mid-sized employers in key industries
- Strategic Action 3: Support regional planning and collaboration among local partners to be responsive to the State's labor markets
- Strategic Action 4: Closely monitor economic and demographic trends in the State to ensure that programs and policies are responsive to current customer needs

Core Value 2: Meeting Jobseekers Where They Are STRATEGIC ACTIONS

- Strategic Action 1: Strengthen Delivery of In-Person Services to Jobseekers
- Strategic Action 2: Strengthen Career Guidance information and resources as a foundation for employment services
- Strategic Action 3: Establish networking as a foundational and essential job search tool
- Strategic Action 4: Strengthen online workforce services to jobseekers and employers
- Strategic Action 5: Invest in the skills of workforce system staff through enhanced professional development
- Strategic Action 6: Improve and expand partnerships and collaborations
- Strategic Action 7: Strengthen services for special populations



Meeting Jobseekers Where They Are Jobseeker Delivery Model



EDUCATIONAL ATTAINMENT

Internships **Fellowships** Networking – "Ignite" Job Search Assistance Entrepreneurship On-the-Job Training Returnships

Hi-Tech

Networking Jersey Job Clubs **Peer Mentoring**

Education-GED/Training Job Search Assistance Contextualized Learning

Hi-Touch * Literacy **Basic Skills** Workplace Readiness Skills

Education Mentoring **Job Training** On-the-Job/Customized Training Registered Apprenticeships Career Ladders

Low



WORK EXPERIENCE



High



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Core Value 3: Equipping the Workforce for Employment STRATEGIC ACTIONS

Strategic Action 1: Strengthen literacy and basic skills programs

Strategic Action 2: Ensure that jobseekers have access to work readiness skills training

Strategic Action 3: Ensure that all training programs are directly responsive to industry needs and lead to employment opportunities for jobseekers

Strategic Action 4: Create stackable credential models based on industry demand

Balanced Scorecard: Performance Accountability Model

Workforce System Efficiency

Workforce System Effectiveness

Service / Flow

Individuals / Employers Served

Characteristics of Individuals Served (% with significant barriers to employment)

Market Penetration - Key Industries

Skills Outcomes

Credential /
Degree Attainment

Increase in Skill Levels

Employment Outcomes

Job Placement
Retention
Average Earnings
Job Fill Rate

Financial/Compliance

Total Expended / Obligated

Cost per Participant

Compliance with Funders' Requirements

Customer Satisfaction

Employer Satisfaction

Jobseeker Satisfaction

Return on Investment

Leading

Lagging

Core Value 4: Increasing System Accountability STRATEGIC ACTIONS

- Strategic Action 1: Develop a common set of workforce system metrics to ensure greater accountability and continuous improvement
- Strategic Action 2: Ensure that new metrics are disseminated to various audiences and that they drive program and policy decisions
- Strategic Action 3: Ensure accountability among local workforce delivery partners
- Strategic Action 4: Conduct formal evaluations of workforce programs
- Strategic Action 5: Expand data-driven funding alignment and leveraging of resources

New Jersey's Talent Connection Vision

Key Sectors

Talent Advisory Councils
Talent Networks

Core Value 1: Driving Investments
Based on Industry Needs

Metrics

Balanced Scorecard, Dashboards
And Evaluations

Core Value 4: Increasing System Accountability



Jobseeker Services

Jobs4Jersey.com/OnRamp

Jersey Job Clubs

Jobs4Jersey University

Effective Job Search Techniques

Core Value 2: Meeting Jobseekers
Where They Are

Training and Placement

On-The-Job Training
Work Experience Programs
Registered Apprenticeships
Vocational Training
Foundational Skills

Core Value 3: Equipping the Workforce for Employment