

Discussion Points (Cont'd)

1. In response to Office of Legislative Services (OLS) questions during the review of the FY 2005 budget, the department projected that during FY 2004, job training would be provided to an estimated 49,475 individuals by the Workforce Development Partnership (WPD) program, to 19,100 individuals under the Workforce Investment Act (WIA), and 5,250 under the Work First New Jersey (WFNJ) program, thus providing training to a total of 73,825 individuals, not counting the 70,511 other individuals receiving career counseling, placement and other "intensive" services. The department projected at that time that the number receiving training would increase, by 6,890, to 80,715 in FY 2005.

- **Question:** a. Please indicate for each of the following programs, how many individuals were trained during FY 2004 and how many are expected to be trained during FY 2005 and FY 2006: WDP individual training grants (ITA's) for dislocated workers; WDP ITA's for disadvantaged workers; WDP customized training grants; WDP occupational safety and health training; WDP Youth Transitions to Work; WDP Supplemental Workforce Development Benefits; Workforce Investment Act (WIA) dislocated worker training; WIA adult training; WIA youth training; WFNJ Temporary Assistance for Needy Families (TANF) recipient training; WFNJ Food Stamp recipient training; and WFNJ General Assistance recipient training? Please indicate any overlap between the categories.

Response: See attached Schedule Ia.

- b. Please indicate for each of the programs listed above in each of the indicated years, the cost per individual trained and what portion of total program costs reflects direct training costs and what portion reflects administrative overhead.

Response: See attached Schedule Ib.

- c. Please indicate for each of the programs listed above for FY 2005 and FY 2006 (estimated), the total amount appropriated and how much of the funding is appropriated to the Department of Labor and Workforce Development and how much, if any is appropriated to the Department of Human Services.

Response: See attached Schedule Ic.

- d. Please provide any available data regarding how effective each program has been in assisting individuals without jobs to find employment providing self-sufficiency and assisting already employed individuals to retain employment or raise earning levels.

Response: See attached Schedule Id.

2. Under the act reorganizing the Department of Labor and renaming it the Department of Labor and Workforce Development, P.L.2004, c.39 (C.34:1A-1.2 et seq.), the main transfer from the Department of Human Services to the Department of Labor and Workforce Development shifted all employment and job readiness activities and programs in the State's Work First New Jersey (WFNJ) program and the federal Personal Responsibility and Work Opportunity Reconciliation Act and Food Stamp Act programs. As indicated in section 2 of that act, the transferred activities include career guidance, labor market information, employability assessment and plan development, case management, subsidized and unsubsidized public and private sector employment, job search,

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community work experience and alternative work experience programs, on-the-job training, vocational training, job skills, literacy, employment and training-related expenses, referral to support services and career advance vouchers. In the proposed FY 2006 budget, notwithstanding the extensive indicated responsibilities transferred to the DLWD, the total amount available to DLWD for WFNJ training-related expenses and work activities is \$59.3 million, consisting of \$33.7 million in WDP funds and \$25.6 million in federal funds (page D-255 of the Budget). In the FY 2006 budget, DHS receives \$86.3 million for WFNJ work activities and training-related expenses (page D-222), including \$49.8 million in federal funds and all of the non-WDP State funds appropriated for those purposes.

- **Question:** a. If a major purpose of the reorganization was to facilitate efficient administration by consolidating welfare-to-work programs, why does a majority of all funding for WFNJ work activities and training-related expenses (\$91.7 million out of \$152.3 million) remain with DHS? Are there any plans for further consolidation by transferring more resources to DLWD? If so, please detail.

Response: Federal Funding for all WFNJ activities is reflected in the DHS budget a portion of which is transferred to DLWD based in part on case load. New Jersey has experienced a significant increase in the welfare caseload over the last two years and as such, DHS has retained the case management funds because of this increase. We are working with DHS to ensure that the appropriate level of funding is transferred to DLWD and the relationship continues to evolve.

- Please provide an update on the progress of efforts to coordinate the various kinds of counseling and case work between DLWD and DHS and the progress on having welfare offices co-located in One-Stop Career Centers.

Response: The workforce investment boards have created local plans that define the workflow between the various partner agencies. The referral process has been enhanced through adoption of America's One Stop Operating System (AOSOS) case management system. Automated linkages between AOSOS and the DHS case management systems have reduced duplicate data entry and the accompanying problems that go along with it. Also, in many areas, county welfare staff have been co-located in the One-Stops to facilitate enhanced customer service goals.

The State's strategic plan for its information systems calls for systems to be built with technologies that facilitate the sharing of data. There are real savings that can be realized by system interfaces and data sharing. At the most basic level, having systems share basic customer data can significantly reduce resources needed for data entry.

DLWD is involved in multiple IT efforts to facilitate data sharing, improve customer flow, and make services simply more customer oriented. These efforts will help facilitate referrals and services between county welfare operations and the One-Stops.

- c. Indicate any improvements in the delivery of services and the effectiveness of the transferred programs in facilitating the transition to careers providing economic self sufficiency.

Response: DLWD programs are designed to maximize the potential of each customer that

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enters the One-Stop Career Center system. Our counselors provide detailed assessments of each customer's strengths and weaknesses and develop a customized plan for achieving employment goals. Traditional job search assistance such as resume writing assistance, job referrals, workshops, support groups, job fairs, and public access areas containing Internet-enabled PCs, fax machines and telephones works for many customers and continue as an integral part of the One-Stop system. However, DLWD saw the need to more effectively serve customers falling through the cracks of the traditional employment-directed government agency. Innovative, customer-driven solutions called for the transfer of programs from DHS and the Department of Education. One-Stop counselors familiar with the multiple program resources can utilize more than one funding resource to develop individual customer solutions.

Welfare customers referred to the One-Stop can take advantage of distance learning programs that can be tailored to individuals whose family or job responsibilities make traditional learning opportunities difficult. For those individuals in need of basic skills training, the Workforce Learning Link Centers provide an opportunity to increase literacy skills under the guidance of trained instructors supplemented by state-of-the-art technology and curriculum. Pre- and post-testing of learning link participants confirms the value and effectiveness of the program. Another initiative that DLWD strongly believes will provide real opportunities to welfare customers is the Smart STEPS program. Welfare customers will be allowed to temporarily stop the sixty-month welfare clock to pursue a college degree while continuing to receive certain benefits. The old model of simply trying to find any job no matter the pay, benefits or suitability to the customer are gone. Our programs are to assist customers in finding career track employment that can lead to greater self sufficiency.

3. P.L.2004, c.39 (C.34:1A-1.2 et seq.) provides that all staff hired to work at a One Stop Career Center and supported by any resources transferred to the DLWD by that act must be hired and employed by the State under civil service, by a political subdivision of the State, or by a nonprofit organization which began functioning as the One Stop Career Center operator before the law went into effect. P.L.2004, c.39 requires that all One Stop Career Center staff hired and supported by WDP moneys or Workforce Investment Act (WIA) or other federal workforce development moneys also be hired and employed by the State under civil service, by a political subdivision of the State or by a nonprofit organization functioning as the One Stop Career Center operator before the law went into effect, or by an approved community-based or faith-based organization to provide services at the level of staffing provided in an agreement entered into before the law went into effect. The department has indicated that four local areas, Atlantic/Cape May Counties, Passaic County, Jersey City and Ocean County, have nonprofit organizations serving as One Stop Career Center operators.

- **Question:** How many counselors and other staff are supported in each local area under a workforce investment board (WIB) by funds transferred to DLWD under P.L. 2004, c.39? How many of the staff in each area are supported by WIA or other federal funds? How many by WDP funds? In each area, how many of those staff are employed by a non-profit organization functioning as the One Stop Career Center operator or by an approved community-based or faith-based organization?

Response: Approximately 163 DLWD staff are supported through Work First NJ and Food Stamps program funds. Funding for counseling staff totaling approximately 27 positions was allocated to the WIBs for the WDP program. Non-profit organizations are present in

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Atlantic/Cape May Counties, Passaic County, Jersey City and Ocean county. There are no community- or faith-based organizations operating in any of the One-Stop Career Centers.

4. Pursuant to P.L. 2003, c.107, laid off workers may collect unemployment benefits equal to 100% of their base weeks up to a maximum of 26 weeks, instead of 75% of their base weeks. Under that law those improved benefits were to be in effect from July 1, 2003 until June 30, 2005, but they were made permanent by P.L.2004, c.45. In response to follow-up questions from the Senate Budget Committee during the review of the FY 2005 budget, the department indicated that, during the first six months of the program, from July 1 to December 31, 2003, 7,100 laid off workers received an average increase in the length of their benefits of 3.5 weeks, receiving a total of \$7.7 million more benefits.

- **Question:** Please indicate how many additional laid off workers received additional benefits under this program during the last six months of FY 2004 and how many during the first six months of FY 2005. What was the average increase in the length of benefits for those workers due to the program during each of those two periods? What was the total increase in benefit costs from the program during each of those two periods?

Response: During the last six months of FY2004 (January 1 – June 30, 2004), \$63.0 million was paid to claimants in additional benefits associated with the change in the payment of base weeks pursuant to P.L. 2003, c.107 and subsequently P.L. 2004,c.45. For the period July 1 through December 31, 2004, the first six months of FY2005, an additional \$44.8 million was paid in additional benefits. The amount of benefits identified as additional benefits from July 1, 2003 through December 31, 2003 has been revised upward to \$11.4 million. Thus, the total amount of additional benefits paid through December 31, 2004 is approximately \$119 million.

The number of individuals that benefited from the increase in the number of base weeks payable since the change became effective is 77,800 and the average increase in additional benefits since July 1, 2003 is approximately \$1,500 per recipient. Over 420,000 weeks of additional benefits have been paid since the effective date of the Legislation. During the entire 18-month period, the average individual who benefited from the change received 5.4 weeks of additional benefits.

5. The Governor's proposed budget recommends \$3.55 million for supported Employment Services within the Vocational Rehabilitation Services Program, a \$1 million increase from the \$2.55 million FY 2005 appropriation. According to new budget language (p. D-254), the \$1 million will "be expended consistent with the recommendations in the final report of the Governor's Task Force on Mental Health." The budget narrative indicates (p. B-13) that this additional \$1 million in funding will "enable approximately 450 additional individuals with mental illness to participate" in State funded supportive employment programs.

- **Question:** How does the department anticipate using this additional \$1 million? When does the department estimate implementation of this initiative?

Response: With these funds, DVRS will be able to increase the number of eligible individuals with severe mental illness who will be able to receive intensive and long-term

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follow-along job coaching services that bring about the attainment and retention of employment towards becoming a fully-contributing member of society and reducing, where possible, the need for institutionalization.

DVRS eligible individuals who have been identified as having impediments to employment due to severe mental illness will have access to Fee-For-Service (FFS) job coach services from DVRS approved provider agencies that have a history and competency in serving the needs of individuals with severe mental illness. These job coach services provide the opportunity for employment for individuals with mental illness who are coping with medication issues and the cyclical nature of their illness. The services also provide valuable assistance to employers for whom these persons work and assist the employer in understanding the needs of the employee and resolving issues to assure job retention.

The key person is the job coach. Job coaches are used in conjunction with placement and follow-up support services and enhance the training provided by employers. Coaches may also help to develop "natural supports" or communication and relationships between the consumer and their supervisor and coworkers that are associated with long term success in employment. Job coaches, working directly with the employee, can create ways to help the consumer improve their performance or overcome difficulties that may occur.

This initiative will enable DVRS to increase the availability of job coach services involving pre-placement, intensive and long-term-follow-along to meet the service demands from individuals with severe mental illness thereby allowing them to remain in the community.

The initiative will be implemented July 1, 2005.

6. The State Disability Benefits Fund (SDBF) is used by the State's Temporary Disability Insurance (TDI) program to provide partial wage replacement for workers who become disabled due to injury or illness unrelated to work and pay for administration of the benefits from the SDBF. In FY 2005, \$110 million was earmarked for transfer to the General Fund. The proposed budget does not specify an appropriation from the SDBF to the General Fund in FY 2006.

- **Question:** Please provide the value of revenues, benefits and administrative expenditures, and the cash balance in the SDBF for each month in calendar year 2004 and as many months as possible for calendar year 2005 and an estimate for 2006.

Response: See Schedule II attached.

7. The federal "Job Creation and Worker Assistance Act of 2002," (JCWAA) included a one-time distribution of \$8 billion of previously accumulated federal "Reed Act" funds, the federal funds normally used to support State costs of administering the Employment Service (ES) and Unemployment Insurance (UI) programs. Under the JCWAA, the \$8 billion may be used by states, not only for ES and UI administration, but also to fund increased unemployment insurance benefits. The New Jersey share of the \$8 billion is \$242.8 million. The department's FY 2006 budget request recommend that \$30 million, "or so much as may be necessary," of the indicated "Reed Act" funds be used for "the improvement of services to unemployment insurance claimants through the improvement and modernization of the benefit payment system and other technology improvements

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and to employment service clients through a continued development of one-stop offices throughout the State and other investments in technology and processes that will enhance job opportunities for clients." \$37 million, \$30 million and \$32.5 million in these funds were appropriated in FY 2003, FY 2004 and FY 2005, respectively for similar purposes.

- **Question:** How much of the \$32.5 million for FY 2005 and the \$30 million for FY 2006 appropriation of "Reed Act" funds will be spent on modernizing the UI benefit payment system? How much for improvements to employment services? In addition, how much will be spent on retraining or upgrading the skills of department personnel?

Response: Prior to the end of fiscal year 2005, we will award the contract to redesign the Department's unemployment insurance benefit payment system. Based on the responses we received to the request for proposal for this project, we expect this project to cost between \$70 million and \$80 million over the next several years. This estimate includes system design and development, software development and hardware requirements. Included in the amounts appropriated from the Reed Act funds is \$21 million for both 2005 and 2006 for the modernization project. We also expect to use approximately \$8 million to enhance our employment service operations including a continued investment in our one-stop system. Finally, approximately \$250,000 will be used to upgrade the skills of our workers.

8a. P.L.2002, c.44 (C.52:38-1 et seq.) authorized public entities to include project labor agreements (PLAs) in public works projects recognizing New Jersey's compelling interest in carrying out public works projects "at the lowest reasonable cost and the highest degree of quality." The Legislative findings further stated "Project labor agreements make it possible to provide the State with assurance that public works projects are completed with a diverse workforce, facilitate the efficient integration of work schedules among different trades on project sites," and "promote harmonious and productive work environments in public works projects."

- **Question:** Please provide a list of all PLA projects entered into thus far which are subject to the provisions of the act since its enactment, including projects which have been awarded, are in progress or those that have been completed. For each, include the following information: the cost of the project covered by the PLA; the number of construction jobs covered under the PLA, including the number of apprenticeships; the number and share of the jobs and apprenticeships which have gone to minority group members and women; the agreements entered into pursuant to the act regarding shares of employment and apprenticeships for women and minorities.

Response: A listing of the completed projects is attached as an appendix and includes 70 projects that were started after July 25, 2002 and were completed by September 30, 2004. (A cut-off date of September 30, 2004 was required to enable the data to be submitted by contractors, then compiled and analyzed.) LWD does not collect information on the number of Project Labor Agreement (PLA) or non-PLA projects in progress and thus we are unable to report on them. The listing includes the project award amounts; the total employment work hours for each project; and the work-hours and percent share for apprentices, minorities and females.

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8b. The PLA act required the Commissioner of Labor and Workforce Development to submit an annual report to the Governor and Legislature concerning the effectiveness of all project labor agreements.

- **Question:** What is the status of the report on PLAs required by the act? Have PLAs improved the efficiency of public works projects? If so, please explain how. List any project for which the completion time or cost have exceeded what were agreed to and by how much. What, if any, recommendations does the department have to strengthen the program?

Response: Under the terms of the Act, LWD was assigned the task to evaluate and report on the effectiveness of PLA projects. The Act provided neither the regulatory authority to mandate the required reporting from contractors and project owners for a complete and thorough analysis, nor the funding to develop what would be a costly computerized data base to compile all of the information necessary for all projects. Because of these restrictions and limitations, the 2004 annual PLA report is still being finalized and will be made available to the Legislature by the end of May.

9. The Workforce Development Partnership (WDP) Program provides training grants to disadvantaged and displaced workers, as well as to employers, to provide training to their employees. The WDP program is funded by worker and employer payroll taxes on wages subject to unemployment (UI) taxes. The proposed budget estimates that these payroll tax revenues, plus investment earnings, will generate approximately \$96.6 million in FY 2006 (page H-27). The proposed budget includes language (pages D-255) transferring \$35.6 million from the WDP fund to the New Jersey Youth Corps (\$1.9 million) and Work First New Jersey Program (\$33.7 million).

- **Question:** For FY 2004, please provide the following actual data for each component of the WDP program (customized training, displaced worker training, disadvantaged worker training, youth training, occupational safety and health training, program administration, and transfers to programs other than WDP) and provide estimates of the same information for FY 2005 and FY 2006, based on the assumption that the percentages which are required by P.L. 2001, c.152 to be deposited in accounts for each component will remain in effect:

- The amount the department was required to spend under the WDP law's mandated allocations (from FY 2005 forward, the amounts required to be deposited in the accounts for each allocation), and the amount actually spent;
- The amount transferred out of the fund for each purpose not indicated in the WDP law (such as the Work First New Jersey and New Jersey Youth Corps programs);
- The balance at the end of the year; and the amount encumbered as a reserve for future payments of multi-year grants for each WDP program component;
- From FY 2005 forward, estimates of any amount anticipated to remain in the account at the end of the fiscal year exceeding 20% of the amount deposited for the year and thus required, pursuant to P.L. 2001, c.152, to be deposited into the unemployment compensation fund

Response: The attached Schedule III includes the information requested.

10. The Supplemental Workforce Development Benefits (SWDB) program was established,

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pursuant to P.L. 2004, c.39, to provide alternative financial assistance to individuals to engage in full-time work-related education needed to attain self-sufficiency. The budget (page D-225) provides new language allocating from the WDP fund to the SWDB program up to 15% of the total amount available from the WDP fund for SWDB administrative costs. This 15% allocation would permit up to \$870,000 in administrative costs for the SWDB program, which is funded from a \$5.8 million share of WDP funds currently dedicated to disadvantaged worker training grants. The \$870,000 would be in addition to the \$9.7 million already allocated for WDP administration, which is limited to 10% of the total \$96.6 million dedicated to the WDP. According to the department's response to last year's Office of Legislative Services (OLS) discussion points, for FY 2003 only \$6.7 million of the \$8.1 million of WDP funds allocated to administration were spent for that purpose. The department also estimated that for FY 2004, \$7.0 million of the \$9.3 million allocated would be spent for administration and for FY 2005 only \$7.5 million of the \$9.8 million allocated would be spent. Taking into account an initial balance of \$4 million beginning in June 2002, the department estimated that \$8.9 million would remain to be diverted from the WDP administrative allocation to fund other purposes over these three years.

- **Question:** Please explain why the department requires additional administrative funds for the Supplemental Workforce Development Benefits program, given that the current amount allocated for administrative expenses from the WDP fund appears sufficient.

Response: At the time the fiscal year 2006 request was being developed, the process for managing the supplemental workforce development benefits was still being developed. Since these benefits are mirrored after the TANF program, which allows for 15% in administrative costs, language was requested to allow for the additional administrative expenses. If there are sufficient administrative funds available in fiscal year 2006 out of the 10% pool, then this additional 5% will not be used.

11. The FY 2006 budget includes a proposal to redirect \$250 million in UI tax revenues from the UI trust fund to the Health Care Subsidy Fund (HCSF) (page B-8). This is in addition to \$325 million in UI taxes diverted to the HCSF in FY 2002, \$325 million in FY 2003, pursuant to P.L.2002, c.123, \$325 million in FY 2004 pursuant to P.L. 2003, c.107 and \$100 million in FY 2005 pursuant to P.L.2004, c.45. The UI tax rates imposed on each employer are calculated on the basis of a combination of the employer's own "reserve ratio" (the amount of UI taxes paid by the employer minus the benefits paid to workers laid off by the employer as a percentage of UI taxable wages paid by the employer) and the "reserve ratio" for the entire UI trust fund (the fund balance as a percentage of the total UI taxable wages in the State). As explained at greater length in the background paper on the finances of the UI fund (see page), the balance of the State's UI fund (\$1.539 billion at the end of FY 2004) has been high enough for the last four years to keep employers in the "A" tax schedule, which provides the lowest UI tax rates for employers.

- **Question:** If the proposed budget is adopted and the proposed diversion of \$250 million of UI tax revenues to the HCSF is executed, what will be the estimated UI fund balance be on March 31, 2006? ...on March 31, 2007? What UI tax schedule will be put into effect as a result? What UI tax schedule will be in effect without the diversion? Please provide the actual "Unemployment Compensation Fund Reserve Rate Calculation" for FY 2003 and FY 2004 and estimates for FY 2005 and FY 2006, based on the assumption that the budget and the \$250 million diversion will be enacted as proposed. Please provide the assumptions made regarding unemployment rates as the basis and the anticipated payment for those estimates. What does the department estimate the total

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revenue, in UI and HCSF taxes will be if the "A" schedule is in effect during CY 2006?
...."B" schedule?"C" schedule?

Response: Our projection of the fund balance in the unemployment insurance trust fund at March 31, 2006 and 2007 is \$1,257.1 million and \$1,575.0 million, respectively. We expect to be in column A of the tax table in both years with or without the diversion. The calculations and assumptions are shown on Schedule IV attached. The calculation of the reserve ratios for fiscal year 2003 and 2004 along with the projected revenue data for fiscal year 2006 using the three different scenarios requested is also shown on the Schedule. We are showing the information on a fiscal year basis since tax schedules are determined on a fiscal year basis, not calendar year.

Schedule 1b

Program	Administration %	Cost Per Trainee		
		Direct Training Costs		
		Actual FY04	FY05 Estimated	FY06 Projected

Workforce Development Partnership Program (WDP)

WDP individual training grants (ITA's) for dislocated workers	10%	\$3,829	\$4,000	\$4,000
WDP ITA's for disadvantaged workers		n/a	n/a	n/a
WDP customized training grants	10%	\$486	\$753	\$700
WDP occupational safety and health training	10%	\$168	\$161	\$161
WDP Youth Transitions to Work	10%	n/a	\$4,125	\$4,125
WDP Supplemental Workforce Development Benefits	10%	-	\$5,596	\$5,596

Workforce Investment Act (WIA)

WIA dislocated worker participants	11.0%	\$8,310	\$5,738	\$5,544
WIA adult participants	13.5%	\$7,461	\$5,544	\$5,114
WIA youth participants	13.5%	\$1,701	\$2,060	\$1,881

Notes: 5% of the Dislocated Worker allocation is used for DLWD administration and 10% for statewide program activities. 25% is reserved for Rapid Response activities. 60% of the grant amount is passed through to the WIBs of which 10% is used for local administration.

5% of the Adult and Youth allocations is used for DLWD administration and 10% for statewide program activities. 85% of the grant amount is passed through to the WIBs of which 10% is used for local administration.

Work First New Jersey (WFNJ)

WFNJ Temporary Assistance for Needy Families (TANF) recipient training	15%	n/a	\$1,420	\$1,420
WFNJ General Assistance/Food Stamp recipient training	15%	n/a	\$773	\$773

Note: 12.0% - 12.5% is available for local administration, 2.5% - 3% for DLWD administration.

Schedule Ia

Program	Number of Trainees		
	FY04 Projected	Actual FY04	FY05 Estimated

Workforce Development Partnership Program (WDP)

WDP individual training grants (ITA's) for dislocated workers	4,200	3,761	4,200	4,200
WDP ITA's for disadvantaged workers	n/a	n/a	n/a	n/a
WDP customized training grants	30,000	47,137	30,400	28,571
WDP occupational safety and health training	11,775	11,341	11,775	11,775
WDP Youth Transitions to Work	n/a	n/a	800	800
WDP Supplemental Workforce Development Benefits	-	-	300	553

Workforce Investment Act (WIA)

WIA dislocated worker training	5,100	2,939	5,120	4,600
WIA adult training	3,800	2,225	3,600	3,600
WIA youth training	10,200	11,130	10,000	10,000

Work First New Jersey (WFNJ)

WFNJ Temporary Assistance for Needy Families (TANF) recipient training	3,900	3,572	5,800	7,000
WFNJ Food Stamp recipient training	900	401	1,100	1,200
WFNJ General Assistance recipient training	450	687	1,300	1,750
Total	70,325	83,193	74,395	74,049

Schedule Ic

Program	Allocation	
	FY05	FY06
<u>Workforce Development Partnership Program (WDP)</u>		
WDP individual training grants (ITA's) for dislocated workers	\$14,200,000	\$12,700,000
WDP ITA's for disadvantaged workers	\$0	\$0
WDP customized training grants	\$25,000,000	\$23,000,000
WDP occupational safety and health training	\$1,700,000	\$1,500,000
WDP Youth Transitions to Work	\$2,700,000	\$2,600,000
WDP Supplemental Workforce Development Benefits	\$3,200,000	\$3,100,000
<u>Workforce Investment Act (WIA)</u>		
WIA dislocated worker	\$21,600,000	\$18,800,000
WIA adult	\$20,800,000	\$19,200,000
WIA youth	\$21,400,000	\$19,600,000
<u>Work First New Jersey (WFNJ)</u>		
WFNJ Temporary Assistance for Needy Families (TANF)	\$33,300,000	\$33,300,000
WFNJ General Assistance/Food Stamp	\$11,200,000	\$11,200,000

Schedule Id

WIA PY 2003 (July 1, 2003 through July 1, 2004) Annual Report Data

Performance Measures	PY 2002 Goal	PY 2002 Actual	% of Goal (*)	PY 02 Results	PY 2003 Goal	PY 2003 Actual	% of Goal (*)	PY 03 Results
Adult								
Entered Employment	73%	74.60%	102%	Exceed	73%	84.65%	116%	Exceed
Retention	81%	83.90%	103%	Exceed	81%	91.52%	113%	Exceed
Earnings Change	\$3,725	\$3,241	87%	Met	\$3,200	\$3,346.92	104.60%	Exceed
Credential and Employment	48%	52.20%	108%	Exceed	45%	63.10%	136.10%	Exceed
Dislocated Worker								
Entered Employment	80%	81.80%	102%	Exceed	81%	90.87%	112.20%	Exceed
Retention	87%	87.20%	100%	Exceed	87%	93.64%	107.60%	Exceed
Wage Replacement	104%	92%	88%	Met	93%	91.37%	98.30%	Met
Credential and Employment	64%	64%	100%	Exceed	64%	73.53%	114.70%	Exceed
Older Youth								
Entered Employment	71%	74.80%	105%	Exceed	72%	82.10%	114%	Exceed
Retention	79%	78.10%	98%	Met	79%	88.71%	112.30%	Exceed
Earnings Change	\$3,334	\$3,084	92%	Met	\$3,212	\$3,228.15	100.50%	Exceed
Credential And Employment	40%	58.50%	146%	Exceed	39%	51.65%	132.40%	Exceed
Younger Youth								
Skills Attainment	72%	67.20%	93%	Met	71%	87.96%	123.20%	Exceed
Diploma or Equiv.	55%	74.50%	135%	Exceed	55%	68.43%	124.40%	Exceed
Retention	54%	46.10%	85%	Met	54%	63.27%	117.20%	Exceed
Customer Satisfaction								
Participants	71%	65.80%	93%	Met	72%	71.30%	99%	Met
Employers	69%	61.50%	89%	Met	69%	61.20%	88.60%	Met

(*) Goal is met if 80% of stated goal is achieved.

TEMPORARY DISABILITY INSURANCE FUND
 CASH FLOW ANALYSIS
 FY 2004
 (in millions)

MONTH	BEG BLNCE	NET CONT	ASSMTS	INVEST INC	ST PLAN BNFS	4F BNFS	ADMIN EXP	OTHER	RESIDUAL EQTY TRF	END BLNCE
JULY 2003	\$ 86.1	\$ 62.4	\$ 13.1	\$ 0.1	\$ 37.3	\$ 2.1				\$ 122.3
AUGUST	122.3	60.9	4.3	0.2	36.0	1.8				149.9
SEPTEMBER	149.9	16.4	1.6	0.3	35.5	2.2		\$ 1.7		132.2
OCTOBER	132.2	20.1	0.5	0.1	38.2	2.1	\$ 31.1			81.5
NOVEMBER	81.5	53.0	0.6	0.1	30.8	1.6				102.8
DECEMBER	102.8	4.4	0.2	0.1	36.2	2.5				68.8
JANUARY 2004	68.8	0.4	-	-	35.2	1.8				32.2
FEBRUARY	32.2	60.4	0.3	0.1	29.6	1.9				61.5
MARCH	61.5	1.6	-	-	37.1	2.3				23.7
APRIL	23.7	12.7	0.2	-	35.9	2.4				(1.7)
MAY	(1.7)	160.2	0.2	0.1	34.8	2.4				121.6
JUNE	121.6	6.7	4.8	0.1	35.7	2.5				95.0
TOTAL	\$ 86.1	\$ 459.2	\$ 25.8	\$ 1.2	\$ 422.3	\$ 25.6	\$ 31.1	\$ 1.7	\$ -	\$ 95.0

TEMPORARY DISABILITY INSURANCE FUND
 CASH FLOW ANALYSIS
 FY 2005
 (in millions)

MONTH	BEG BLNCE	NET CONT	ASSMTS	INVEST INC	ST PLAN BNFS	4F BNFS	ADMIN EXP	OTHER	RESIDUAL EQTY TRF	END BLNCE
JULY 2004	\$ 95.0	\$ 21.5	\$ 5.5	\$ 0.1	\$ 37.2	\$ 2.1			\$ 30.0	\$ 52.8
AUGUST	52.8	113.9	15.3	0.1	39.3	2.1	\$ 32.1			108.6
SEPTEMBER	108.6	9.2	1.5	0.1	36.6	2.3				80.5
OCTOBER	80.5	9.7	2.6	0.1	35.5	1.9				55.5
NOVEMBER	55.5	74.5	0.4	0.2	36.2	2.0				92.4
DECEMBER	92.4	3.6	0.3	0.2	35.1	2.1				59.3
JANUARY 2005	59.3	14.1	-	0.1	34.8	2.1				36.6
FEBRUARY	36.6	45.3	0.1	0.1	31.7	1.6				48.8
MARCH	48.8	5.4	-	0.1	36.5	2.1				15.7
APRIL	15.7	13.4	0.1		37.5	2.6				(10.8)
MAY	(10.8)	169.3	0.1	0.1	36.3	2.6			\$ 55.0	64.8
JUNE	64.8	7.1	7.3		37.3	2.6		\$ 1.0	55.0	(14.8)
TOTAL	\$ 95.0	\$ 487.0	\$ 33.2	\$ 1.2	\$ 434.0	\$ 26.1	\$ 32.1	\$ 1.0	\$ 140.0	\$ (14.8)

TEMPORARY DISABILITY INSURANCE FUND
 CASH FLOW ANALYSIS
 FY 2006
 (in millions)

MONTH	BEG BLNCE	NET CONT	ASSMTS	INT INC/EXP	ST PLAN BNFS	4F BNFS	ADMIN EXP	OTHER	END BLNCE
JULY 2005	\$ (14.8)	\$ 22.7	\$ 13.4		\$ 38.8	\$ 2.3			\$ (19.7)
AUGUST	(19.7)	120.4	4.6		41.0	2.3			62.0
SEPTEMBER	62.0	9.7	1.7	\$ 0.1	38.2	2.5		\$ 1.0	33.8
OCTOBER	33.8	10.3	0.8		37.1	2.0	\$ 32.0		(26.3)
NOVEMBER	(26.3)	78.7	0.5		37.8	2.1			13.0
DECEMBER	13.0	3.8	0.5		36.7	2.3			(21.6)
JANUARY 2006	(21.6)	14.9	0.2	(0.1)	36.3	2.3			(45.2)
FEBRUARY	(45.2)	47.9	0.1	(0.1)	33.1	1.7			(32.1)
MARCH	(32.1)	5.7	0.1	(0.1)	38.1	2.3			(66.8)
APRIL	(66.8)	14.1	0.1	(0.1)	39.2	2.8			(94.6)
MAY	(94.6)	178.3	0.1	(0.1)	38.0	2.8			43.0
JUNE	43.0	7.5	7.4		38.9	2.8			16.1
TOTAL	\$ (14.8)	\$ 514.0	\$ 29.5	\$ (0.4)	\$ 453.2	\$ 28.0	\$ 32.0	\$ 1.0	\$ 16.1

Workforce Development
FY 2004 (actual) FY 2005 (estimated) FY 2006 (estimated)
as of 6/30/04

SCHEDULE III

	100.0%	10.5%	25.0%	6.0%	45.0%	3.0%	5.0%	5.5%	
	Total	Admin.	Ind. Grants	Disadvant.	Cust. Trng	OSHA	YTTW	To Work Activities	Unallocated
Balance July 1, 2003	\$ 67,803,339	\$ 1,561,168	\$ 12,322,252	\$ 900,000	\$ 37,640,878	\$ 873,248	\$ 780,686	\$ 12,925,106	\$ 800,000
FY 2004 Actual									
Allocation	87,263,003	9,162,615	21,815,751	5,235,780	39,268,351	2,617,890	4,363,150	-	4,799,465
Expenditures	92,499,538	7,659,462	12,654,879	-	13,545,954	1,162,133	2,726,544	54,750,566	-
Encumbrances (non-add)	57,701,110	-	6,000,999	-	31,532,319	404,283	1,199,383	18,564,227	-
Subtotal	62,566,804	3,084,321	21,483,124	6,135,780	63,363,275	2,329,005	2,417,292	(41,825,460)	5,599,465
Allocation of Diversion	-	1,306,750	12,287,336	6,135,780	35,832,857	1,623,299	505,499	(62,350,000)	4,658,479
Balance	\$ 62,566,804	\$ 1,757,571	\$ 9,195,788	\$ -	\$ 27,530,418	\$ 705,706	\$ 1,911,793	\$ 20,524,540	\$ 940,986
Balance net of encumbrances	4,865,694	1,757,571	3,194,889	-	(4,001,901)	301,423	712,410	1,960,313	940,986
20% Limitation	17,452,601	1,832,523	4,363,150	1,047,156	7,853,670	523,578	872,630	-	959,893
Excess to be sent to UI fund	-	-	-	-	-	-	-	-	-
FY 2005 Estimate									
Allocation	\$ 91,274,000	\$ 9,583,770	\$ 22,818,500	\$ 5,476,440	\$ 41,073,300	\$ 2,738,220	\$ 4,563,700	\$ -	\$ 5,020,070
Expenditures	85,540,000	5,880,000	13,900,000	1,200,000	22,540,000	1,700,000	2,400,000	35,540,000	2,380,000
Encumbrances (non-add)	61,000,000	-	6,000,000	2,000,000	38,000,000	400,000	1,200,000	13,400,000	-
Subtotal	68,300,804	5,461,341	18,114,288	4,276,440	46,063,718	1,743,926	4,075,493	(15,015,460)	3,581,056
Allocation of Diversion	-	3,570,000	8,600,000	2,200,000	15,500,000	1,000,000	2,100,000	(35,540,000)	2,570,000
Balance	\$ 68,300,804	\$ 1,891,341	\$ 9,514,288	\$ 2,076,440	\$ 30,563,718	\$ 743,926	\$ 1,975,493	\$ 20,524,540	\$ 1,011,056
Balance net of encumbrances	7,300,804	1,891,341	3,514,288	76,440	(7,436,282)	348,926	775,493	7,124,540	1,011,056
20% Limitation	18,294,800	1,916,754	4,563,700	1,095,288	8,214,660	547,644	912,740	-	1,004,014
Excess to be sent to UI fund	-	-	-	-	-	-	-	-	-
FY 2006 Estimate									
Allocation	\$ 96,600,000	\$ 10,143,000	\$ 24,150,000	\$ 5,796,000	\$ 43,470,000	\$ 2,898,000	\$ 4,830,000	\$ -	\$ 5,313,000
Expenditures	95,540,000	5,360,000	12,700,000	3,100,000	21,140,000	1,500,000	2,600,000	46,340,000	2,800,000
Encumbrances (non-add)	62,000,000	-	6,000,000	2,000,000	40,000,000	400,000	1,000,000	12,600,000	-
Subtotal	69,360,804	6,674,341	20,964,288	4,772,440	52,893,718	2,141,926	4,205,493	(25,815,460)	3,524,056
Allocation of Diversion	-	4,783,000	11,450,000	2,696,000	20,470,000	1,398,000	2,230,000	(45,540,000)	2,513,000
Balance	\$ 69,360,804	\$ 1,891,341	\$ 9,514,288	\$ 2,076,440	\$ 32,423,718	\$ 743,926	\$ 1,975,493	\$ 19,724,540	\$ 1,011,056
Balance net of encumbrances	7,360,804	1,891,341	3,514,288	76,440	(7,576,282)	343,926	975,493	7,124,540	1,011,056
20% Limitation	19,320,000	2,028,600	4,830,000	1,159,200	8,694,000	579,600	966,000	-	1,062,600
Excess to be sent to UI fund	-	-	-	-	-	-	-	-	-

Note: Data in shaded areas are for display purposes only and are not included in the calculation of the ending balance.

Schedule IV

UNEMPLOYMENT COMPENSATION FUND
RESERVE RATE CALCULATIONS
Fiscal Years 7/03 - 7/08
(in millions)

	7/03	7/04	7/05	7/06	7/07	7/08
ACTUAL		ACTUAL	\$100 mil.	\$250 mil.	NO	NO
			DIVERSION (Estimated)	DIVERSION (Estimated)	DIVERSION (Estimated)	DIVERSION (Estimated)
Fund Balance 3/31	\$ 2,287.7	\$ 1,622.3	\$ 1,320.1	\$ 1,144.8	\$ 1,257.1	\$ 1,575.0
Taxable Wages Prior Cal. Yr.	\$ 62,537.4	\$ 63,287.0	\$ 65,248.9	\$ 68,968.1	\$ 72,623.4	\$ 76,399.8
Reserve Ratio	3.66%	2.56%	2.02%	1.66%	1.73%	2.06%
Column in Tax Table	A	A	A	A	A	A
Insured Unemployment Rate	3.4 - 3.5%	3.2 - 3.5%	3.1 - 3.2%	2.9 - 3.0%	2.7 - 2.8%	2.6%
Revenues Column A - estimated				\$ 1,877.7	\$ 2,008.4	
Revenues Column B - estimated				\$ 2,148.4	\$ 2,403.8	
Revenues Column C - estimated				\$ 2,397.2	\$ 2,758.0	

APPENDIX

Project Labor Agreements

Individual Completed Projects Information

RICHARD STOCKTON COLLEGE OF NJ (ATLANTIC)
Student Housing / Academic Campus - Exterior Repairs / Fire Suppression System

Award Amount: \$8,869,000

Cumulative Total Work

% Hours by Classification	Total	Female Total Hours	% Female	Minority Total Hours	% Minority
16.4% Apprentice	5,825	0	0.0%	681	11.7%
83.6% Journeyman	29,787	186	0.6%	6,318	21.2%
Grand Total:	35,612	186	0.5%	6,999	19.7%

DEMAREST B.O.E. (BERGEN)
Northern Valley Regional High School at Demarest - New Addition & Renovation

Award Amount: \$7,489,000

Cumulative Total Work

% Hours by Classification	Total	Female Total Hours	% Female	Minority Total Hours	% Minority
6.8% Apprentice	2,608	8	0.3%	114	4.4%
93.2% Journeyman	35,727	8	0.0%	2,884	8.1%
Grand Total:	38,335	16	0.0%	2,998	7.8%

NORTHERN VALLEY REGIONAL B.O.E. (BERGEN)
Old Tappan High School - Addition & Renovation

Award Amount: \$7,599,000

Cumulative Total Work

<u>% Hours by Classification</u>	<u>Total</u>	<u>Female Total Hours</u>	<u>% Female</u>	<u>Minority Total Hours</u>	<u>% Minority</u>
5.9% Apprentice	1,124	0	0.0%	2	0.2%
94.1% Journeyman	18,035	0	0.0%	4,585	25.4%
Grand Total:	19,159	0	0.0%	4,587	23.9%

RAMAPO COLLEGE OF NEW JERSEY (BERGEN)
Phase 8 Housing - New Construction

Award Amount: \$18,908,595

Cumulative Total Work

<u>% Hours by Classification</u>	<u>Total</u>	<u>Female Total Hours</u>	<u>% Female</u>	<u>Minority Total Hours</u>	<u>% Minority</u>
10.5% Apprentice	9,439	140	1.5%	1,931	20.5%
89.5% Journeyman	80,316	874	1.1%	12,966	16.1%
Grand Total:	89,755	1,014	1.1%	14,897	16.6%

RAMAPO COLLEGE OF NEW JERSEY (BERGEN)
Sports & Recreation Center - New Construction

Award Amount: \$19,812,800

Cumulative Total Work

% Hours by Classification	Total	Female Total Hours	% Female	Minority Total Hours	% Minority
9.6% Apprentice	10,902	451	4.1%	1,311	12.0%
90.4% Journeyman	102,706	121	0.1%	14,547	14.2%
Grand Total:	113,608	572	0.5%	15,858	14.0%

RAMAPO INDIAN HILLS REG H.S. B.O.E. (BERGEN)
Ramapo High School - Additions & Alterations

Award Amount: \$21,334,600

Cumulative Total Work

% Hours by Classification	Total	Female Total Hours	% Female	Minority Total Hours	% Minority
100.0% Journeyman	85,241	640	0.8%	14,296	16.8%
Grand Total:	85,241	640	0.8%	14,296	16.8%

BURLINGTON COUNTY INST.OF TECH. (BURLINGTON)
Burlington County Institute of Technology - Addition & Alteration

Award Amount: \$18,970,284

Cumulative Total Work

% Hours by Classification	Total	Female Total Hours	% Female	Minority Total Hours	% Minority
9.9% Apprentice	11,886	86	0.7%	2,212	18.6%
90.1% Journeyman	108,752	1,418	1.3%	24,402	22.4%
Grand Total:	120,638	1,504	1.2%	26,614	22.1%

MEDFORD TOWNSHIP B.O.E. (BURLINGTON)
South 70 Elementary School - New Construction

Award Amount: \$9,195,828

Cumulative Total Work *

% Hours by Classification	Total	Female Total Hours	% Female	Minority Total Hours	% Minority
26.2% Apprentice	5,368	879	16.4%	668	12.4%
73.8% Journeyman	15,159	58	0.4%	1,444	9.5%
Grand Total:	20,527	937	4.6%	2,112	10.3%

* Data Checked - Appears Outside Norm

RIVERSIDE TOWNSHIP B.O.E (BURLINGTON)
Riverside Elementary School - New Construction

Award Amount: \$6,594,610

Cumulative Total Work

% Hours by Classification	Total	Female Total Hours	% Female	Minority Total Hours	% Minority
17.2% Apprentice	7,484	0	0.0%	465	6.2%
82.8% Journey person	36,073	79	0.2%	4,056	11.2%
Grand Total:	43,557	79	0.2%	4,521	10.4%

BERLIN BOROUGH B.O.E. (CAMDEN)
Berlin Community School - Addition & Renovation

Award Amount: \$6,499,600

Cumulative Total Work

% Hours by Classification	Total	Female Total Hours	% Female	Minority Total Hours	% Minority
13.8% Apprentice	5,842	8	0.1%	1,123	19.2%
86.2% Journey person	36,369	0	0.0%	5,069	13.9%
Grand Total:	42,211	8	0.0%	6,192	14.7%

CHERRY HILL TOWNSHIP (CAMDEN)
Cherry Hill Library - New Construction

Award Amount: \$12,229,588

Cumulative Total Work

% Hours by Classification	Total	Female Total Hours	% Female	Minority Total Hours	% Minority
14.3% Apprentice	11,816	0	0.0%	610	5.2%
85.7% Journeyman	71,083	409	0.6%	10,029	14.1%
Grand Total:	82,899	409	0.5%	10,639	12.8%

GLOUCESTER DISTRICT (CAMDEN) ABBOTT / SCC

Cold Springs E.S. Early Childhood Center - New Construction Addition

Award Amount: \$8,606,573

Cumulative Total Work

% Hours by Classification	Total	Female Total Hours	% Female	Minority Total Hours	% Minority
14.3% Apprentice	7,543	0	0.0%	955	12.7%
79.5% Journeyman	41,845	90	0.2%	5,063	12.1%
6.1% Foreperson	3,234	0	0.0%	48	1.5%
Grand Total:	52,622	90	0.2%	6,066	11.5%

LOWER CAPE MAY REG. B.O.E. (CAPE MAY)

Lower Cape May Regional High School - Addition & Renovation

Award Amount: \$12,225,490

Cumulative Total Work

% Hours by Classification	Total	Female Total Hours	% Female	Minority Total Hours	% Minority
14.9% Apprentice	11,402	0	0.0%	2,637	23.1%
85.1% Journeyman	64,882	16	0.0%	5,402	8.3%
Grand Total:	76,284	16	0.0%	8,039	10.5%

BRIDGETON DISTRICT (CUMBERLAND) ABBOTT / SCC

Buckshutem Road Elementary School - New Construction Addition

Award Amount: \$9,986,977

Cumulative Total Work

% Hours by Classification	Total	Female Total Hours	% Female	Minority Total Hours	% Minority
19.6% Apprentice	12,053	16	0.1%	1,526	12.7%
74.2% Journeyman	45,595	505	1.1%	9,253	20.3%
6.2% Foreperson	3,782	0	0.0%	162	4.3%
Grand Total:	61,430	521	0.8%	10,941	17.8%

COUNTY OF ESSEX (ESSEX)

Essex County Court House Phase 3 - Interior Restoration

Award Amount: \$14,475,000

Cumulative Total Work

% Hours by Classification	Total	Female Total Hours	% Female	Minority Total Hours	% Minority
7.6% Apprentice	3,892	815	20.9%	2,203	56.6%
92.4% Journey person	47,604	2,886	6.1%	14,154	29.7%
Grand Total:	51,496	3,701	7.2%	16,357	31.8%

COUNTY OF ESSEX (ESSEX)

South Mountain Arena Parking Garage (West Orange) - New Construction

Award Amount: \$7,547,000

Cumulative Total Work

% Hours by Classification	Total	Female Total Hours	% Female	Minority Total Hours	% Minority
1.7% Apprentice	124	0	0.0%	0	0.0%
98.3% Journey person	7,122	0	0.0%	2,886	40.5%
Grand Total:	7,246	0	0.0%	2,886	39.8%

EAST ORANGE DISTRICT (ESSEX) ABBOTT / SCC

Clifford J. Scott High School - New Construction

Award Amount: \$10,374,000

Cumulative Total Work

% Hours by Classification	Total	Female Total Hours	% Female	Minority Total Hours	% Minority
16.0% Apprentice	16,883	871	5.2%	7,856	46.5%
71.8% Journeyman	75,937	3,279	4.3%	38,417	50.6%
12.3% Foreperson	12,999	0	0.0%	4,179	32.1%
Grand Total:	105,819	4,150	3.9%	50,452	47.7%

GLEN RIDGE B.O.E. (ESSEX)

Glen Ridge High School - Addition & Renovation

Award Amount: \$9,427,000

Cumulative Total Work

% Hours by Classification	Total	Female Total Hours	% Female	Minority Total Hours	% Minority
10.7% Apprentice	3,520	0	0.0%	1,311	37.2%
89.3% Journeyman	29,344	0	0.0%	8,734	29.8%
Grand Total:	32,864	0	0.0%	10,045	30.6%

MONTCLAIR STATE UNIVERSITY (ESSEX)
Alexander Kasser Theater - New Construction

Award Amount: \$21,500,000

Cumulative Total Work

% Hours by Classification	Total	Female Total Hours	% Female	Minority Total Hours	% Minority
10.7% Apprentice	6,725	96	.14%	1,135	16.9%
89.3% Journeyperson	56,393	411	.07%	12,020	21.3%
Grand Total:	63,118	507	0.8%	13,155	20.8%

MONTCLAIR STATE UNIVERSITY (ESSEX)
Student Resident Facility - New Construction

Award Amount: \$34,175,000

Cumulative Total Work

% Hours by Classification	Total	Female Total Hours	% Female	Minority Total Hours	% Minority
6.7% Apprentice	10,730	222	2.1%	1,789	16.7%
93.3% Journeyperson	150,264	1,896	1.3%	26,406	17.6%
Grand Total:	160,994	2,118	1.3%	28,195	17.5%

NEWARK PUBLIC SCHOOLS (ESSEX)

Belmont Runyon Elementary School - New Construction

Award Amount: \$19,989,000

<u>Cumulative Total Work</u>		*			
% Hours by Classification	Total	Female Total Hours	% Female	Minority Total Hours	% Minority
3.8% Apprentice	2,912	0	0.0%	409	14.0%
96.2% Journeyman	73,847	942	1.4%	18,788	25.5%
Grand Total:	76,759	942	1.2%	19,197	25.0%

* Data Checked - Appears Outside Norm - Non-PLA project in Abbott district / Part of I-78 realignment

NORTH CALDWELL B.O.E. (ESSEX)

Grandview School - Addition & Alteration

Award Amount: \$5,368,500

<u>Cumulative Total Work</u>					
% Hours by Classification	Total	Female Total Hours	% Female	Minority Total Hours	% Minority
2.0% Apprentice	360	0	0.0%	0	0.0%
98.0% Journeyman	17,760	0	0.0%	4,832	27.2%
Grand Total:	18,120	0	0.0%	4,832	26.7%

UNIVERSITY OF MEDICINE AND DENTISTRY OF NJ (ESSEX)
 Science Center - New Addition

Award Amount: \$5,167,449

Cumulative Total Work

% Hours by Classification	Total	Female Total Hours	% Female	Minority Total Hours	% Minority
8.0% Apprentice	1,564	0	0.0%	170	10.9%
92.0% Journey person	18,056	820	4.5%	1,744	9.7%
Grand Total:	19,620	820	4.2%	1,914	9.8%

CLEARVIEW REGIONAL B.O.E. (GLOUCESTER)

Clearview Regional Middle School - Addition & Alteration

Award Amount: \$12,190,422

Cumulative Total Work

% Hours by Classification	Total	Female Total Hours	% Female	Minority Total Hours	% Minority
19.0% Apprentice	11,896	0	0.0%	1,173	9.9%
81.0% Journey person	50,808	702	1.4%	7,650	15.1%
Grand Total:	62,704	702	1.1%	8,823	14.1%

GLOUCESTER COUNTY VO-TECH SCHOOL DISTRICT (GLOUCESTER)

Gloucester County Inst. Of Tech. (Deptford Township/Sewell) - Addition & Renovation

Award Amount: \$6,144,611

Cumulative Total Work

% Hours by Classification	Total	Female Total Hours	% Female	Minority Total Hours	% Minority
8.9% Apprentice	1,005	0	0.0%	0	0.0%
91.1% Journeyman	10,346	27	0.3%	943	9.1%
Grand Total:	11,351	27	0.2%	943	8.3%

ROWAN COLLEGE OF NEW JERSEY (GLOUCESTER)

Student Modular Housing - New Construction

Award Amount: \$11,124,880

Cumulative Total Work

% Hours by Classification	Total	Female Total Hours	% Female	Minority Total Hours	% Minority
64.4% Apprentice	2,939	499	17.0%	1,833	62.4%
35.6% Journeyman	1,622	0	0.0%	1,362	84.0%
Grand Total:	4,561	499	10.9%	3,195	70.1%

ROWAN COLLEGE OF NEW JERSEY (GLOUCESTER)
Student Townhome Apartment - New Construction

Award Amount: \$18,470,420

Cumulative Total Work

% Hours by Classification	Total	Female Total Hours	% Female	Minority Total Hours	% Minority
8.7% Apprentice	6,764	0	0.0%	451	6.7%
91.3% Journeyman	71,041	360	0.5%	5,478	7.7%
Grand Total:	77,805	360	0.5%	5,929	7.6%

WOOLWICH TOWNSHIP (GLOUCESTER)
Elementary School - New Construction

Award Amount: \$6,609,675

Cumulative Total Work

% Hours by Classification	Total	Female Total Hours	% Female	Minority Total Hours	% Minority
3.9% Apprentice	1,229	0	0.0%	580	47.2%
96.1% Journeyman	30,431	0	0.0%	3,705	12.2%
Grand Total:	31,660	0	0.0%	4,285	13.5%

HUDSON COUNTY COMMUNITY COLLEGE (HUDSON)

Culinary Arts School (Concrete Package) - Addition & Alteration

Award Amount: \$5,279,400

Cumulative Total Work

% Hours by Classification	Total	Female Total Hours	% Female	Minority Total Hours	% Minority
1.1% Apprentice	452	0	0.0%	317	70.1%
98.9% Journey person	41,959	0	0.0%	14,374	34.3%
Grand Total:	42,411	0	0.0%	14,691	34.6%

NEW JERSEY CITY UNIVERSITY (HUDSON)

University Academy Charter High School - Addition & Renovation

Award Amount: \$7,298,000

Cumulative Total Work *

% Hours by Classification	Total	Female Total Hours	% Female	Minority Total Hours	% Minority
100.0% Journey person	7,420	0	0.0%	1,999	26.9%
Grand Total:	7,420	0	0.0%	1,999	26.9%

* Data Checked - Appears Outside Norm

UNION CITY DISTRICT (HUDSON) ABBOTT / SCC
Jose Marti Middle School - New Construction

Award Amount: \$24,749,000

Cumulative Total Work

% Hours by Classification	Total	Female Total Hours	% Female	Minority Total Hours	% Minority
13.8% Apprentice	14,014	273	1.9%	2,449	17.5%
79.3% Journeyman	80,660	164	0.2%	16,721	20.7%
7.0% Foreperson	7,090	0	0.0%	0	0.0%
Grand Total:	101,764	437	0.4%	19,170	18.8%

WEST NEW YORK DISTRICT (HUDSON) ABBOTT / SCC
Middle School for 1000 Students - New Construction

Award Amount: \$29,794,000

Cumulative Total Work

% Hours by Classification	Total	Female Total Hours	% Female	Minority Total Hours	% Minority
12.5% Apprentice	21,460	199	0.9%	8,318	38.8%
75.6% Journeyman	129,571	1,179	0.9%	30,112	23.2%
11.9% Foreperson	20,439	0	0.0%	2,451	12.0%
Grand Total:	171,470	1,378	0.8%	40,881	23.8%

READINGTON TOWNSHIP B.O.E. (HUNTERDON)
Three Bridges School - Addition & Renovation

Award Amount: \$6,242,970

Cumulative Total Work

% Hours by Classification	Total	Female Total Hours	% Female	Minority Total Hours	% Minority
9.4% Apprentice	1,459	0	0.0%	204	14.0%
90.6% Journeyman	14,014	0	0.0%	1,812	12.9%
Grand Total:	15,473	0	0.0%	2,016	13.0%

READINGTON TOWNSHIP B.O.E. (HUNTERDON)
Whitehouse School - Addition & Renovation

Award Amount: \$7,421,000

Cumulative Total Work

% Hours by Classification	Total	Female Total Hours	% Female	Minority Total Hours	% Minority
8.1% Apprentice	2,789	0	0.0%	818	29.3%
91.9% Journeyman	31,633	0	0.0%	5,359	16.9%
Grand Total:	34,422	0	0.0%	6,177	17.9%

PRINCETON REGIONAL B.O.E. (MERCER)
John Witherspoon Middle School - Addition & Renovation

Award Amount: \$17,802,900

Cumulative Total Work

% Hours by Classification	Total	Female Total Hours	% Female	Minority Total Hours	% Minority
11.8% Apprentice	11,983	88	0.7%	1,394	11.6%
88.2% Journeyperson	89,631	212	0.2%	12,692	14.2%
Grand Total:	101,614	300	0.3%	14,086	13.9%

PRINCETON TOWNSHIP (MERCER)
Princeton Library - New Construction

Award Amount: \$12,000,000

Cumulative Total Work

% Hours by Classification	Total	Female Total Hours	% Female	Minority Total Hours	% Minority
11.2% Apprentice	2,427	0	0.0%	347	14.3%
88.8% Journeyperson	19,191	0	0.0%	2,706	14.1%
Grand Total:	21,618	0	0.0%	3,053	14.1%

PRINCETON BOROUGH (MERCER)

Spring Street Garage & Plaza - New Construction

Award Amount: \$11,635,120

Cumulative Total Work

% Hours by Classification	Total	Female Total Hours	% Female	Minority Total Hours	% Minority
4.4% Apprentice	1,932	24	1.2%	705	36.5%
95.6% Journeyman	42,064	64	0.2%	4,683	11.1%
Grand Total:	43,996	88	0.2%	5,388	12.2%

COUNTY OF MIDDLESEX (MIDDLESEX)

Middlesex County Long Term Care Facility (Roosevelt) - New Construction

Award Amount: \$15,219,000

Cumulative Total Work

% Hours by Classification	Total	Female Total Hours	% Female	Minority Total Hours	% Minority
7.3% Apprentice	9,673	203	2.1%	2,106	21.8%
92.7% Journeyman	123,226	0	0.0%	26,787	21.7%
Grand Total:	132,899	203	0.2%	28,893	21.7%

CRANBURY TOWNSHIP B.O.E. (MIDDLESEX)
Cranbury School - Addition

Award Amount: \$5,932,107

<u>Cumulative Total Work</u>					
% Hours by Classification	Total	Female Total Hours	% Female	Minority Total Hours	% Minority
4.1% Apprentice	1,151	0	0.0%	16	1.4%
95.9% Journey person	26,593	0	0.0%	4,799	18.0%
Grand Total:	27,744	0	0.0%	4,815	17.4%

PERTH AMBOY DISTRICT (MIDDLESEX) ABBOTT / SCC
Ignacio Cruz Early Childhood Center - New Construction

Award Amount: \$11,922,535

<u>Cumulative Total Work</u>					
% Hours by Classification	Total	Female Total Hours	% Female	Minority Total Hours	% Minority
13.9% Apprentice	11,142	0	0.0%	2,695	24.2%
70.1% Journey person	56,314	234	0.4%	16,482	29.3%
16.1% Foreperson	12,915	470	3.6%	4,765	36.9%
Grand Total:	80,371	704	0.9%	23,942	29.8%

NORTH BRUNSWICK TOWNSHIP B.O.E. (MIDDLESEX)
North Brunswick High School - Addition & Renovation

Award Amount: \$17,665,575

Cumulative Total Work

% Hours by Classification	Total	Female Total Hours	% Female	Minority Total Hours	% Minority
8.5% Apprentice	2,043	0	0.0%	104	5.1%
91.5% Journeyman	22,114	61	0.3%	2,263	10.2%
Grand Total:	24,157	61	0.3%	2,367	9.8%

RUTGERS STATE UNIVERSITY (MIDDLESEX)
Hale Center (Athletic Center) - Renovation

Award Amount: \$8,710,000

Cumulative Total Work

% Hours by Classification	Total	Female Total Hours	% Female	Minority Total Hours	% Minority
8.1% Apprentice	2,952	0	0.0%	608	20.6%
91.9% Journeyman	33,700	104	0.3%	7,822	23.2%
Grand Total:	36,652	104	0.3%	8,430	23.0%

RUTGERS UNIVERSITY (MIDDLESEX)
Rutgers Genetics And Bio Material Life Sciences

Award Amount: \$20,013,594

<u>Cumulative Total Work</u> *					
% Hours by Classification	Total	Female Total Hours	% Female	Minority Total Hours	% Minority
100.0% Journeyperson	2,869	0	0.0%	16	0.6%
Grand Total:	2,869	0	0.0%	16	0.6%

* Data Checked - Appears Outside Norm

SAYREVILLE B.O.E. (MIDDLESEX)
Samsel School - Addition & Alteration

Award Amount: \$8,198,599

<u>Cumulative Total Work</u>					
% Hours by Classification	Total	Female Total Hours	% Female	Minority Total Hours	% Minority
18.7% Apprentice	9,532	636	6.7%	577	6.1%
81.3% Journeyperson	41,459	0	0.0%	799	1.9%
Grand Total:	50,991	636	1.2%	1,376	2.7%

SPOTSWOOD B.O.E. (MIDDLESEX)

Spotswood Elementary School - Addition & Renovation

Award Amount: \$5,741,000

Cumulative Total Work

% Hours by Classification	Total	Female Total Hours	% Female	Minority Total Hours	% Minority
7.6% Apprentice	3,189	0	0.0%	105	3.3%
92.4% Journeyman	38,792	0	0.0%	7,870	20.3%
Grand Total:	41,981	0	0.0%	7,975	19.0%

ASBURY PARK DISTRICT (MONMOUTH) ABBOTT / SCC

Bradley Primary Elementary School - New Renovation Addition

Award Amount: \$8,104,800

Cumulative Total Work

% Hours by Classification	Total	Female Total Hours	% Female	Minority Total Hours	% Minority
13.4% Apprentice	6,792	1,438	21.2%	671	9.9%
80.1% Journeyman	40,544	24	0.1%	8,266	20.4%
6.5% Foreperson	3,279	0	0.0%	531	16.2%
Grand Total:	50,615	1,462	2.9%	9,468	18.7%

FREEHOLD REGIONAL H.S. DISTRICT B.O.E.(MONNMOUTH)

Freehold Borough High School - Addition & Renovation

Award Amount: \$6,230,000

Cumulative Total Work

% Hours by Classification	Total	Female Total Hours	% Female	Minority Total Hours	% Minority
12.0% Apprentice	2,963	0	0.0%	0	0.0%
88.0% Journeyman	21,640	0	0.0%	1,371	6.3%
Grand Total:	24,603	0	0.0%	1,371	5.6%

FREEHOLD TOWNSHIP B.O.E (MONNMOUTH)

K-5 Elementary School - New Construction

Award Amount: \$15,506,203

Cumulative Total Work

% Hours by Classification	Total	Female Total Hours	% Female	Minority Total Hours	% Minority
9.8% Apprentice	8,234	0	0.0%	403	4.9%
90.2% Journeyman	75,372	1,073	1.4%	23,634	31.4%
Grand Total:	83,606	1,073	1.3%	24,037	28.8%

HOLMDEL TOWNSHIP B.O.E. (MONMOUTH)
Holmdel High School - Addition & Alteration

Award Amount: \$5,650,060

Cumulative Total Work

% Hours by Classification	Total	Female Total Hours	% Female	Minority Total Hours	% Minority
17.8% Apprentice	3,780	0	0.0%	0	0.0%
82.2% Journeyperson	17,398	32	0.2%	2,656	15.3%
Grand Total:	21,178	32	0.2%	2,656	12.5%

HOLMDEL TOWNSHIP B.O.E. (MONMOUTH)
Village Elementary School - Addition & Alteration

Award Amount: \$11,175,556

Cumulative Total Work

% Hours by Classification	Total	Female Total Hours	% Female	Minority Total Hours	% Minority
11.0% Apprentice	5,416	0	0.0%	224	4.1%
89.0% Journeyperson	43,955	0	0.0%	11,739	26.7%
Grand Total:	49,371	0	0.0%	11,963	24.2%

NEPTUNE DISTRICT (MONMOUTH) ABBOTT / SCC
New Neptune Early Childhood Center - New Construction Addition

Award Amount: \$7,454,000

Cumulative Total Work

% Hours by Classification	Total	Female Total Hours	% Female	Minority Total Hours	% Minority
13.5% Apprentice	6,247	0	0.0%	551	8.8%
85.8% Journeyman	39,680	8	0.0%	7,676	19.3%
0.7% Foreperson	311	0	0.0%	32	10.3%
Grand Total:	46,238	8	0.0%	8,259	17.9%

RED BANK REGIONAL H.S. DIST. B.O.E. (MONMOUTH)
Red Bank Regional High School - Alterations & Renovations

Award Amount: \$11,457,700

Cumulative Total Work *

% Hours by Classification	Total	Female Total Hours	% Female	Minority Total Hours	% Minority
11.5% Apprentice	2,161	0	0.0%	0	0.0%
88.5% Journeyman	16,647	172	1.0%	861	5.2%
Grand Total:	18,808	172	0.9%	861	4.6%

* Data Checked - Appears Outside Norm

SPRING LAKE B.O.E. (MONMOUTH)
Spring Lake Heights Elementary School - Addition & Alteration

Award Amount: \$5,143,232

Cumulative Total Work

% Hours by Classification	Total	Female Total Hours	% Female	Minority Total Hours	% Minority
2.5% Apprentice	473	0	0.0%	84	17.8%
97.5% Journey person	18,088	0	0.0%	3,935	21.8%
Grand Total:	18,561	0	0.0%	4,019	21.7%

UPPER FREEHOLD REG SCHOOL B.O.E. (MONMOUTH)
Allentown High School - Addition & Alteration

Award Amount: \$12,895,850

Cumulative Total Work

% Hours by Classification	Total	Female Total Hours	% Female	Minority Total Hours	% Minority
10.4% Apprentice	5,482	0	0.0%	244	4.5%
89.6% Journey person	47,411	2	0.0%	8,647	18.2%
Grand Total:	52,893	2	0.0%	8,891	16.8%

FLORHAM PARK B.O.E. (MORRIS)

Ridgedale Avenue School - Addition & Alteration

Award Amount: \$5,689,000

Cumulative Total Work

% Hours by Classification	Total	Female Total Hours	% Female	Minority Total Hours	% Minority
3.8% Apprentice	1,056	0	0.0%	112	10.6%
96.2% Journeyman	26,698	0	0.0%	3,108	11.6%
Grand Total:	27,754	0	0.0%	3,220	11.6%

JEFFERSON TOWNSHIP B.O.E. (MORRIS)

Middle / High School - Addition (Connector) & Renovation

Award Amount: \$6,299,800

Cumulative Total Work

% Hours by Classification	Total	Female Total Hours	% Female	Minority Total Hours	% Minority
24.1% Apprentice	3,463	0	0.0%	313	9.0%
75.9% Journeyman	10,897	0	0.0%	274	2.5%
Grand Total:	14,360	0	0.0%	587	4.1%

KINNELON BOROUGH B.O.E. (MORRIS)
Stonybrook Elementary School - Addition & Alteration

Award Amount: \$7,785,319

Cumulative Total Work

% Hours by Classification	Total	Female Total Hours	% Female	Minority Total Hours	% Minority
6.4% Apprentice	1,937	0	0.0%	224	11.6%
93.6% Journeyman	28,215	0	0.0%	4,049	14.4%
Grand Total:	30,152	0	0.0%	4,273	14.2%

LITTLE EGG HARBOR TWP (OCEAN)
Municipal Complex - New Construction

Award Amount: \$5,370,000

Cumulative Total Work

% Hours by Classification	Total	Female Total Hours	% Female	Minority Total Hours	% Minority
7.3% Apprentice	684	0	0.0%	77	11.3%
92.7% Journeyman	8,733	0	0.0%	418	4.8%
Grand Total:	9,417	0	0.0%	495	5.3%

OCEAN COUNTY BOARD OF CHOSEN FREEHOLDERS (OCEAN)
Ocean County Library - Expansion

Award Amount: \$11,560,107

Cumulative Total Work

% Hours by Classification	Total	Female Total Hours	% Female	Minority Total Hours	% Minority
6.9% Apprentice	2,525	0	0.0%	122	4.8%
93.1% Journeyman	33,841	0	0.0%	5,798	17.1%
Grand Total:	36,366	0	0.0%	5,920	16.3%

PLUMSTED TOWNSHIP B.O.E. (OCEAN)
New Egypt Primary School - New Construction

Award Amount: \$6,873,300

Cumulative Total Work

% Hours by Classification	Total	Female Total Hours	% Female	Minority Total Hours	% Minority
13.0% Apprentice	5,561	0	0.0%	311	5.6%
87.0% Journeyman	37,100	278	0.7%	8,481	22.9%
Grand Total:	42,661	278	0.7%	8,792	20.6%

**CLIFTON B.O.E. (PASSAIC)
K-5 Elementary School - New Construction**

Award Amount: \$12,139,881

Cumulative Total Work

% Hours by Classification	Total	Female Total Hours	% Female	Minority Total Hours	% Minority
7.2% Apprentice	4,809	3	0.1%	602	12.5%
92.8% Journeyperson	62,188	1,052	1.7%	7,480	12.0%
Grand Total:	66,997	1,055	1.6%	8,082	12.1%

**PASSAIC DISTRICT (PASSAIC) ABBOTT / SCC
Mario J Drago Elementary School (Number 3) - New Renovation Addition**

Award Amount: \$11,835,294

Cumulative Total Work

% Hours by Classification	Total	Female Total Hours	% Female	Minority Total Hours	% Minority
13.4% Apprentice	7,307	196	2.7%	1,431	19.6%
84.0% Journeyperson	45,698	213	0.5%	10,448	22.9%
2.6% Foreperson	1,426	0	0.0%	120	8.4%
Grand Total:	54,431	409	0.8%	11,999	22.0%

PATERSON DISTRICT (PASSAIC) ABBOTT / SCC
PANTHER Academy High School - New Construction

Award Amount: \$8,461,200

<u>Cumulative Total Work</u>						
% Hours by Classification	Total	Female Total Hours	% Female	Minority Total Hours	% Minority	
8.8% Apprentice	4,135	0	0.0%	2,008	48.6%	
87.8% Journey person	41,257	344	0.8%	9,890	24.0%	
3.4% Foreperson	1,617	0	0.0%	526	32.5%	
Grand Total:	47,009	344	0.7%	12,424	26.4%	

WATCHUNG HILLS REGIONAL B.O.E. (SOMERSET)
Valley View Middle School - Addition & Alteration

Award Amount: \$8,131,000

<u>Cumulative Total Work</u>						
% Hours by Classification	Total	Female Total Hours	% Female	Minority Total Hours	% Minority	
16.5% Apprentice	4,383	0	0.0%	670	15.3%	
83.5% Journey person	22,115	0	0.0%	3,081	13.9%	
Grand Total:	26,498	0	0.0%	3,751	14.2%	

NEWTON B.O.E. (SUSSEX)

Merriam Elementary School - Addition & Renovation

Award Amount: \$9,196,751

<u>Cumulative Total Work</u>		*	
% Hours by Classification	Total	Female Total Hours	% Female
8.4% Apprentice	496	0	0.0%
91.6% Journeyman	5,378	202	3.8%
Grand Total:	5,874	202	3.4%
		50	0.9%

* Data Checked - Appears Outside Norm

ELIZABETH DISTRICT (UNION) ABBOTT / SCC

Early Childhood Center (Number 44) - New Construction

Award Amount: \$11,377,736

<u>Cumulative Total Work</u>			
% Hours by Classification	Total	Female Total Hours	% Female
6.3% Apprentice	7,331	1,018	13.9%
91.6% Journeyman	106,231	710	0.7%
2.1% Foreperson	2,446	0	0.0%
Grand Total:	116,008	1,728	1.5%
		24,002	20.7%

HACKETTSTOWN B.O.E. (WARREN)
Hackettstown High School - Addition & Alteration

Award Amount: \$5,273,638

<u>Cumulative Total Work</u> *						
% Hours by Classification	Total	Female Total Hours	% Female	Minority Total Hours	% Minority	
2.5% Apprentice	929	0	0.0%	334	36.0%	
97.5% Journeyperson	36,192	0	0.0%	20,953	57.9%	
Grand Total:	37,121	0	0.0%	21,287	57.3%	

* Data Checked - Appears Outside Norm

OXFORD TOWNSHIP B.O.E. (WARREN)
Oxford Central School - Addition & Alteration

Award Amount: \$8,878,010

<u>Cumulative Total Work</u>						
% Hours by Classification	Total	Female Total Hours	% Female	Minority Total Hours	% Minority	
15.0% Apprentice	6,292	0	0.0%	385	6.1%	
85.0% Journeyperson	35,666	160	0.4%	6,252	17.5%	
Grand Total:	41,958	160	0.4%	6,637	15.8%	