



Work-Based Learning Programs and Funding Fact Sheet

Overview of New Jersey's Work-Based Learning Programs and Funding

WBL Types	Programs	Implementation Lead	Target Population
On-the-Job Training	Return and Earn	State	Dislocated Workers
	Work First New Jersey OJT	State	TANF and GA customers
	WDP Dislocated Worker OJT	State	Dislocated Workers
	Parolee Employment Placement Program (PEPP)	Local Grantee Programs	Returning Citizens
	Workforce 55+ On-the-Job Experience	State	Seniors (55+)
	WIOA OJT	LWDBs	Dislocated Workers; Adults with barriers to employment; Youth
Work Experience/ Transitional Jobs	WIOA Transitional Jobs	LWDBs	Adults and dislocated workers with barriers to employment, who are chronically underemployed and/or have inconsistent work histories
	NJDOL Paid Internships	State	Youth
	WIOA Youth Work Experience	LWDBs	Youth
	Summer Youth Employment Programs	LWDBs	Youth
Pre-Apprenticeship	PACE	Local Grantee Programs	Specified by individual programs
	WIOA	LWDBs	Dislocated Workers; Adults with barriers to employment; Youth
	Youth Transitions to Work Program	State	Youth
Apprenticeship	GAINS	Local Grantee Programs	Specified by individual programs
	WIOA	Local	Dislocated Workers; Adults with barriers to employment; Youth
Incumbent Worker Training	Upskill: NJ Incumbent Worker Training	State	Employers who need to provide training to workers to meet new or changing business needs
	WIOA Incumbent Worker Training	LWDBs	
Customized Training	Opportunity Partnership Grants	State	Workers with barriers to employment or advancement
	Fellowship Grants	State	PhD graduates pursuing science and technology

On-the-Job Experiences

ON-THE-JOB TRAINING (OJT): Offers wage reimbursement (typically 50%) to employers for agreeing to train a new hire

Return and Earn

The Return and Earn program benefits employers and their new employees. Qualified employers receive a wage subsidy for six months, while unemployed workers reentering the workforce and receiving job training are eligible for a \$500 incentive in their first paycheck. Employers can [complete this form](#) to express interest and receive application information.

WFNJ and WDP Dislocated Worker OJT

WFNJ and WDP Dislocated Worker OJT programs are led by NJDOL. Employers who hire for full-time positions are reimbursed 50% of the new employee's wages for a period up to 26 weeks in exchange for agreeing to provide training in a specialized skill set. Employers who hire individuals with a disability are also eligible for OJT contracts for part-time work.

Parolee Employment Placement Program (PEPP)

PEPP aims to increase employment opportunities for parolees and significantly reduce the likelihood of recidivism. This program supports targeted job coaching and employment preparation, job placement, and on-the-job supports and training to support the success of returning citizens' connection to and retention in employment opportunities.

Workforce 55+ On-the-Job Experience (OJE)

Private, non-profit employers who offer eligible jobseekers (age 55 or older, income eligible, and unemployed) the opportunity to gain work experience may do so at no cost. OJE participants' salary is covered for four weeks by a federal grant, providing employers with an opportunity to observe and train the employee before making a permanent hire.

WIOA OJT

WIOA-funded On-the-Job Training (OJT) contracts offer mechanisms for including employers as trainers and/or in linking training directly to the needs of employers and specific employment opportunities. OJT provides reimbursements to employers to help compensate for the costs associated with skills upgrade training for newly hired employees and the lost production of current employees providing the training, including management staff. The maximum amount for each WIOA funded OJT per participant should not exceed \$10,000 over a six-month period. Local WDBs will typically reimburse an eligible employer up to 50 percent of an OJT participant's wage rate during the OJT.

WORK EXPERIENCE/TRANSITIONAL JOBS: Provides subsidized wages for short-term employment opportunities

NJDOL Paid Internships

Employers are reimbursed 50% of a college or high school intern's wages (up to \$1,500) for assignments associated with New Jersey's key industries. Employers whose interns work in the area of Science, Technology, Engineering, Mathematics (STEM) are eligible to receive up to \$3,000 in wage

reimbursement.

WIOA Youth Work Experience

WIOA defines work experience as a planned, structured learning activity that takes place in a workplace setting for limited period of time. A work experience may take place in the private for-profit sector, the non-profit sector, or the public sector. Work experiences provide youth participants with opportunities for career exploration and skill development.

WIOA Transitional Jobs

Transitional jobs are a type of work-experience local boards may provide under WIOA, and are considered an individualized career service. Transitional jobs are time-limited and wage-paid work experiences that can be subsidized up to 100 percent. These jobs are in the public, private, or nonprofit sectors.

Pathways to and through Apprenticeship

PRE-APPRENTICESHIP: Supports training costs and subsidized wages aligned with Apprenticeship programs and employment opportunities

Pre-Apprenticeship in Career Education (PACE)

The purpose of the PACE Program is to prepare individuals to enter and succeed in Registered Apprenticeship programs by provide career exploration, workforce readiness, and occupation specific training. These pre-apprenticeship programs must have a documented partnership with at least one Registered Apprenticeship program sponsor that is committed to hiring from the pre-apprenticeship program. The program will drive economic development through skills and educational attainment and create pathways to better-paying careers and advanced credentials.

Each funded grantee will place a minimum of 25% of the program completers into a USDOL Registered Apprenticeship Program and the remaining program participants into employment of other quality outcomes.

Local Areas can refer interested candidates in the industry sector to the grantee to possibly enroll into the program.

WIOA Support for Pre-Apprenticeship

A pre-apprenticeship is a program designed to prepare individuals to enter and succeed in a registered apprenticeship program. Pre-apprenticeship programs must include a partnership with at least on registered apprenticeship program. WIOA funds may be used to support training costs, educational and career counseling, supportive services, and attainment of industry-valued credentials.

Youth Transitions to Work (YTTW) Program

The mission of the YTTW program is to recruit, screen and facilitate effective transitions of high school juniors, seniors and Out of School Youth (ages 16-24) to high-skill, high-wage employment in labor demand occupations, with long-term career potential and opportunities for occupationally relevant lifelong learning, thereby motivating youth to greater success in secondary and post-secondary education.

APPRENTICESHIP: Supports training costs and subsidized wages in connection with a specific employment opportunity

Growing Apprenticeship in Nontraditional Sectors (GAINS)

The GAINS program will provide New Jersey businesses/organizations or current registered apprenticeship sponsors in targeted sectors with support for new Registered Apprenticeship (RA) program development, or existing RA programs who seek to expand into new USDOL approved occupations. Grant funding can offset Related Technical Instruction Costs, some grant administration costs and potential for a wage reimbursement to employers. Program participants are placed into a USDOL Registered Apprenticeship program with a starting wage of at least \$16 per hour.

Each funded grantee will work with partner employers (registered apprenticeship sponsors) to hire and train apprentices.

Local Areas can refer interested candidates to the grantee to determine if positions are available.

WIOA Support for Apprenticeship

Apprenticeship is an employer-driven, “earn while you learn” model that combines on-the-job training (OJT) with job-related instruction in curricula tied to the attainment of industry-recognized skills standards. The employer typically provides OJT only, but in some cases may also provide RTI. WIOA funds may be used to support the classroom instruction as well as the OJT component. WIOA funds may also be used to provide supportive services to participants that help them succeed in apprenticeship programs.

Retention and Advancement for Workers

INCUMBENT WORKER TRAINING: Supports training costs (may include wages if employer offering in-house training) to upskill existing employees who face barriers to retention or advancement

Upskill: NJ Incumbent Worker Training

New Jersey employers (labor unions, businesses, and community organizations) may receive training grants of up to \$1,500 per worker to improve existing employees’ skills. Training may be provided by employers at their business or by an eligible training provider.

WIOA Incumbent Worker Training

WIOA offers resources to support Incumbent Worker Training (IWT). IWT offers training and upskilling opportunities within an employer or a group of employers, often in partnership with other entities delivering external training. These training opportunities support existing employees in obtaining new skills that will support their retention and/or advancement in a company.

CUSTOMIZED TRAINING: Supports development of training relationships between postsecondary partners and employers

Opportunity Partnership for Businesses

Employers design the training programs they need to fill a skills gap in their industry. A customized training program with participants vetted by employers is created, and upon completion, employers have new hires with the specific skills they have prioritized.

Fellowship Grants

The Innovation and Research Fellowship Program (IRFP) grant funds are provided to support technological research and the innovation ecosystem in New Jersey and to encourage Ph.D. graduates to continue their research in fellowship with New Jersey's science and technology companies.

References:

- WIOA Work-Based Learning Desk Reference: <https://d2leuf3vilid4d.cloudfront.net/-/media/FC01FEE82F5A4359B324762476098643.ashx?rev=96068111B2EB8CE1B2CE8D1B81DE53A9>
- NJDOL Business Services – Existing Worker Incentives: <https://www.nj.gov/labor/employer-services/business/businessprograms.shtml?open=existing>
- NJDOL Business Services – New Employee Opportunities: <https://www.nj.gov/labor/employer-services/business/businessprograms.shtml?open=new>
- NJDOL Paid Internships: <https://www.nj.gov/labor/interns/intern.html>
- NJDOL Return and Earn: <https://www.nj.gov/labor/employer-services/business/returnandearn.shtml>