NEW JERSEY DEPARTMENT OF LABOR AND WORKFORCE DEVELOPMENT

Office of Research and Information

MyCareerNJ

One platform, three tools, and the data behind a career decision

2026 LMI Institute Award, 66th C2ER + LMI Institute Annual Conference

"In recognition of impactful research and sustained contributions to economic growth and insight."

Lesley Hirsch, Assistant Commissioner, Office of Research and Information

WHY WE BUILT IT

Grounded in statute, built for every hour of the day

STATUTORY ANCHOR

New Jersey law (N.J.S.A. 34:1A-86) establishes the Center for Occupational Employment Information within ORI and charges it with meeting the career and occupational information needs of New Jersey's youth and adults, with a clear preference for delivering that information in digital format.

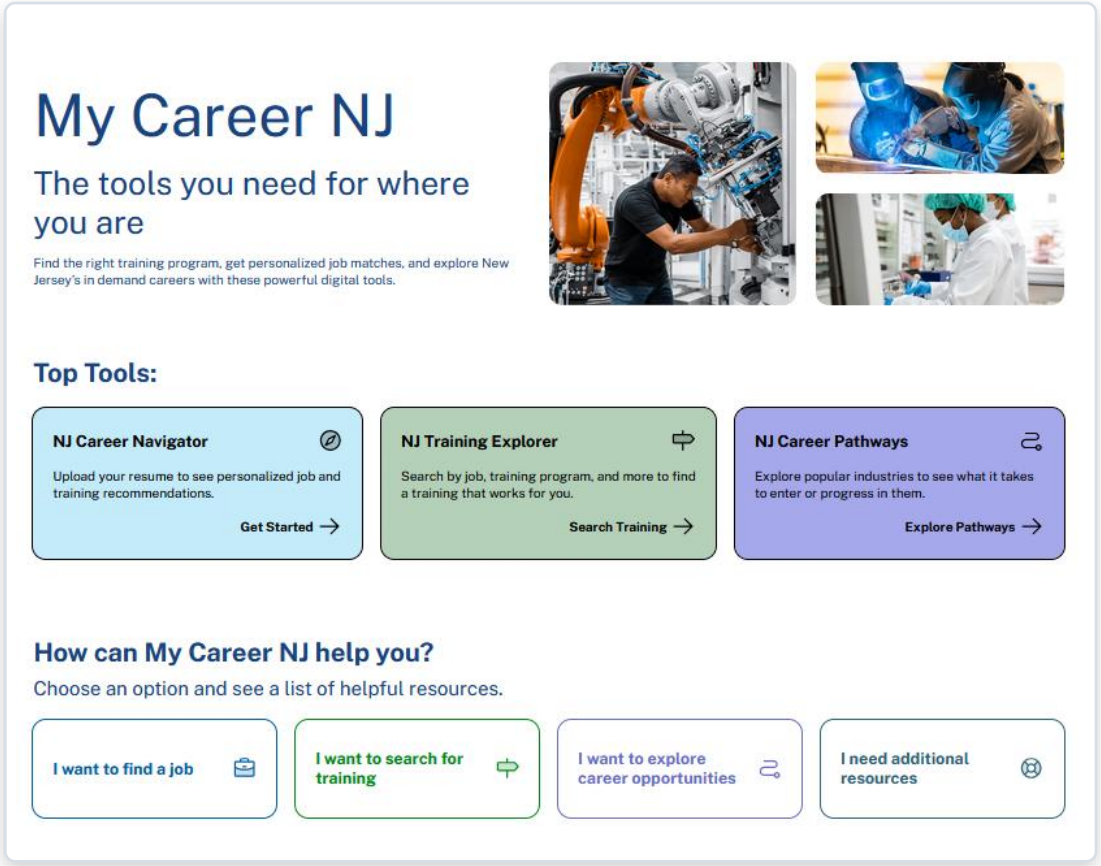
OUR MOTIVATION

That mandate is what drove us to build MyCareerNJ as a true 24/7/365 career platform, available whenever and wherever a resident is ready to engage, and able to meet them at any point in their career journey, not just during business hours in a One-Stop office.

The statute set the mandate. MyCareerNJ is how ORI chose to meet it.

THE PLATFORM

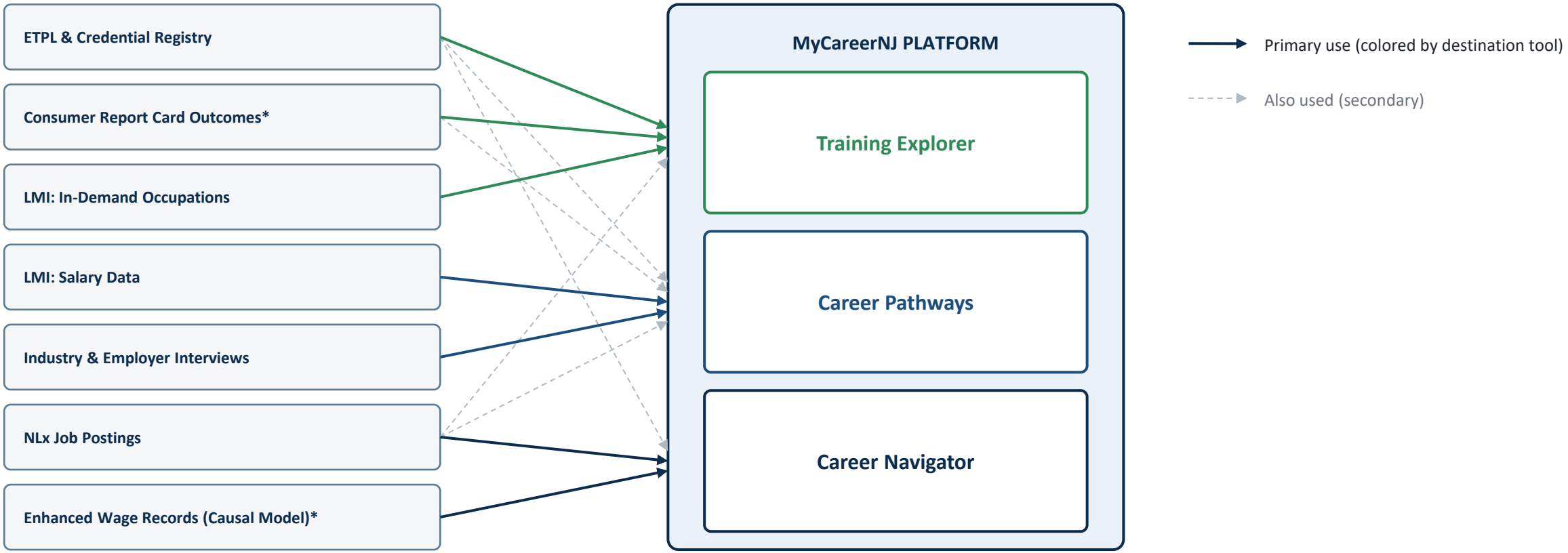
Three tools, one connected experience



Shared branding, shared login, shared data: users move between all three without starting over.

SYSTEM ARCHITECTURE

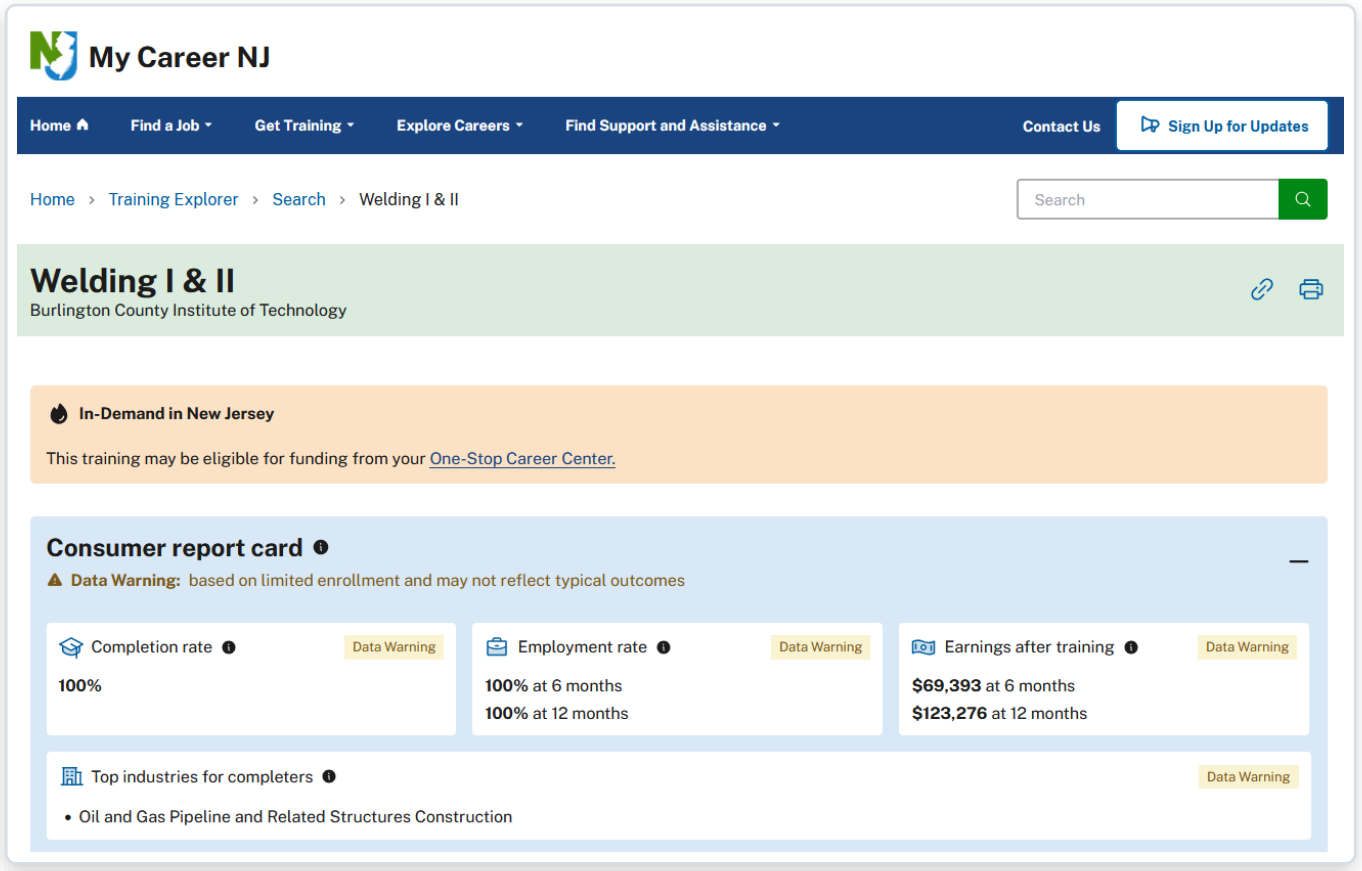
Each data source routes to the tools that use it



* *Consumer Report Card Outcomes and Enhanced Wage Records are analytical products ORI builds by matching two raw inputs (quarterly student reports and resumes, respectively, with UI wage records), not standalone feeds.*

HOW THE DATA SURFACES

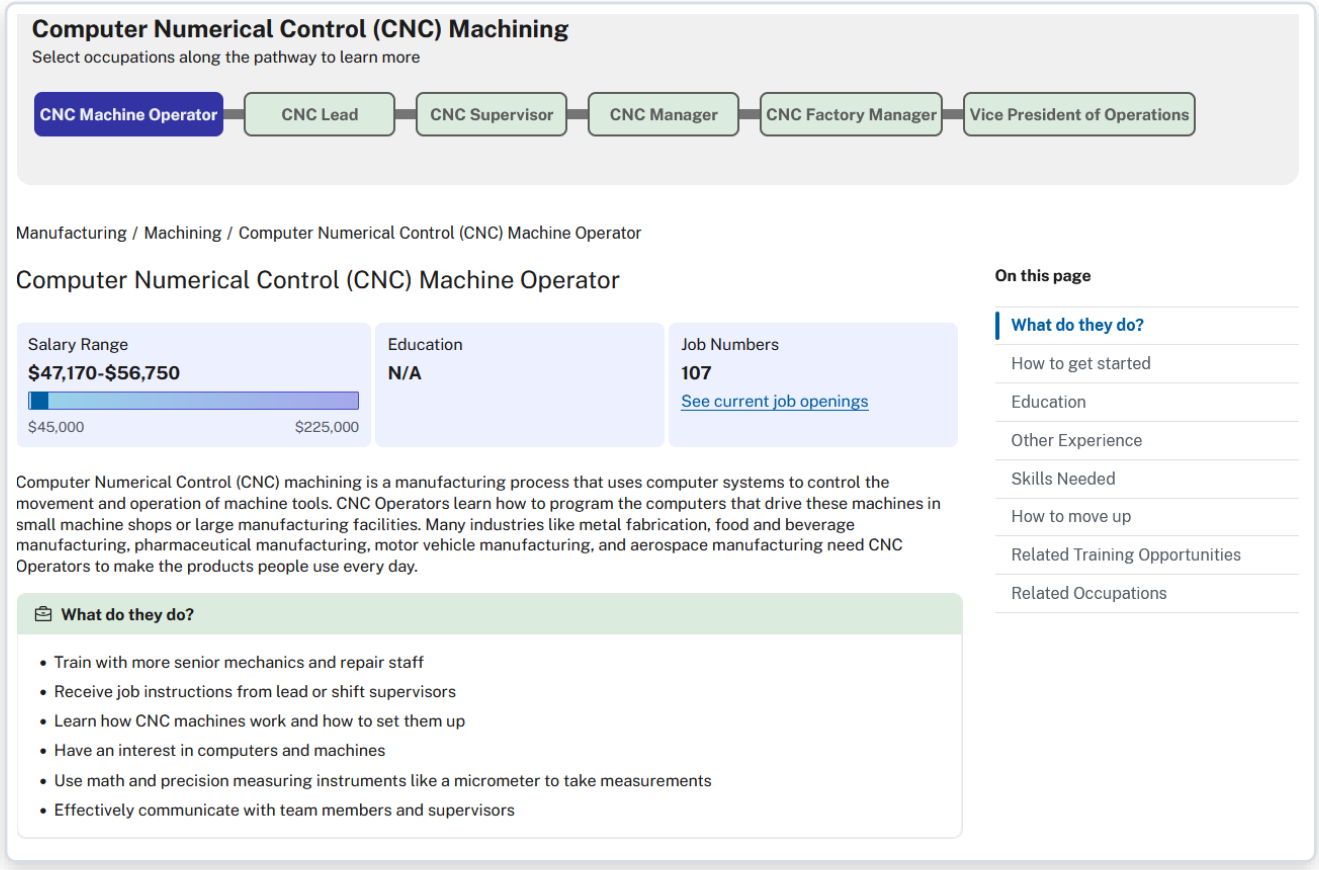
Training Explorer: a Consumer Report Card in practice



Example: Welding I & II, Burlington County Institute of Technology. 100% completion, 100% employment at 6 and 12 months, and $69,393 median earnings at 6 months rising to $123,276 at 12 months.

HOW THE DATA SURFACES

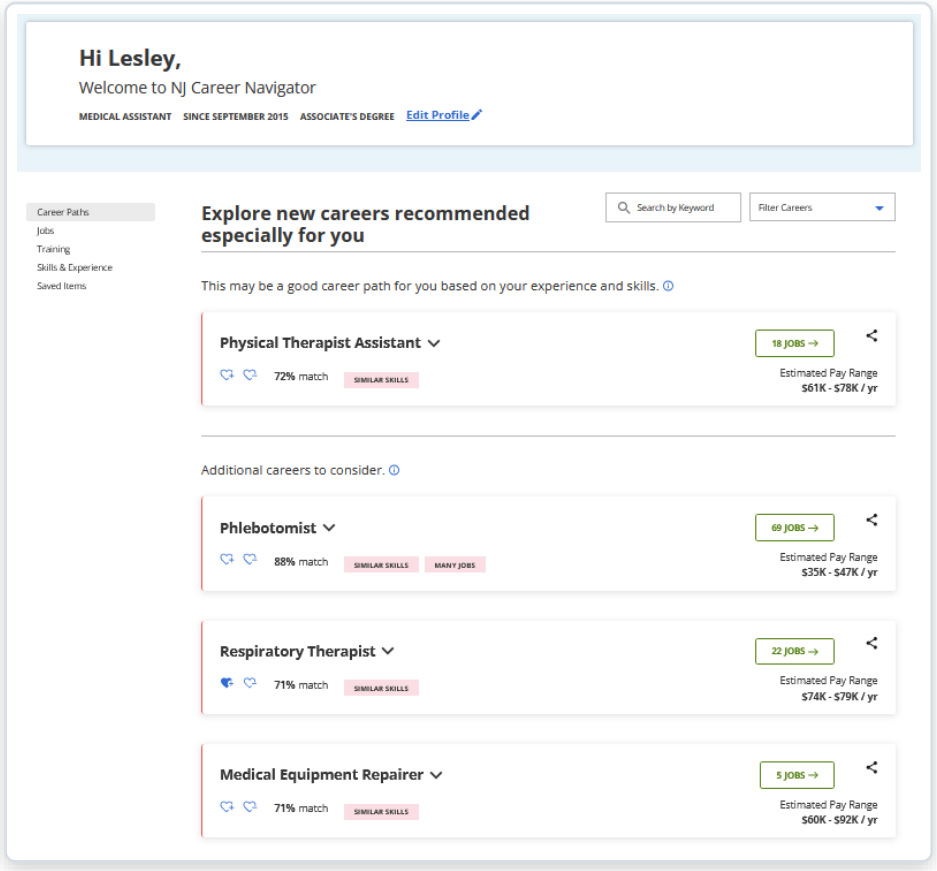
Career Pathways: LMI in context on an occupation page



Example: CNC Machine Operator. LMI salary range $47,170–$56,750 and 107 current job openings, shown alongside the full CNC career ladder from Machine Operator up through Vice President of Operations.

HOW THE DATA SURFACES

Career Navigator: real recommendation output



Example: a Medical Assistant's recommendations include Phlebotomist (88% match, 69 jobs, $35K–$47K), Physical Therapist Assistant (72% match, 18 jobs, $61K–$78K), Respiratory Therapist (71% match, 22 jobs, $74K–$79K), and Medical Equipment Repairer (71% match, 5 jobs, $60K–$92K).

THE SCIENCE

The causal model behind Career Navigator

Career Navigator's recommendations aren't rule-based lookups. They come from robust, unbiased causal machine learning models built on a purpose-built longitudinal dataset.

- **The enhanced wage record file.**

Hundreds of thousands of matched worker histories, resumes merged with UI wage records, build a longitudinal file carrying job titles, places of employment, education, skills, and wages for the same workers over time.

- **The skills-occupation matrix.**

Natural language processing measures skill similarity across occupations, producing the matrix the model uses to recommend realistic, skills-adjacent transitions.

- **The estimation.**

The causal model estimates the likely wage effect of a given job change, training program, or career transition for someone with a specific work and skills history, not just a generic path for their occupation.

- **The output.**

Three kinds of personalized recommendations in one query: open jobs (from NLx), training programs (from the ETPL), and career transitions, each with an estimated wage effect.

WHAT'S NEXT

Closing the loop: connecting Career Navigator to Unemployment Insurance

- We are building a back-end connection from MyCareerNJ to the UI claims system, so claimants can be routed directly into the Career Navigator recommendation engine.
- Claimants will get the same personalized job, training, and career-transition recommendations, grounded in their own work and skills history, as any other New Jersey job seeker, at the moment they need it most.
- It closes the loop between benefits administration and the workforce data ORI has spent years building. It turns a compliance touchpoint into a job search and re-employment opportunity.