

FY 2015

CONGRESSIONAL BUDGET JUSTIFICATION

EMPLOYMENT AND TRAINING ADMINISTRATION

Overview

EMPLOYMENT AND TRAINING ADMINISTRATION

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Introduction

The Employment and Training Administration (ETA) contributes to the more efficient functioning of the U.S. labor market by providing high-quality job training, employment, labor market information, and income maintenance services primarily through state and local workforce development systems. The achievement of ETA's mission is critical to ensuring that job seekers and workers are able to obtain the employment services and credentials needed to secure careers in in-demand industries that lead to the middle class, and to meeting the workforce needs of businesses.

As of February 2014, the United States has experienced 47 straight months of private sector job growth which added 8.5 million jobs to the American economy.¹ While the total unemployment rate of 6.6 percent is the lowest level in more than five years, the economy is still recovering from the Great Recession. In January 2014, there were 10.2 million unemployed persons, of which 4.3 million are long-term unemployed (those jobless for 27 or more weeks) or 42.2 percent of the unemployed persons. In addition, there were 2.6 million persons who were marginally attached to the labor force and 837,000 discouraged workers.²

ETA is committed to promoting and expanding opportunities for all Americans through implementing evidence-based, job-driven employment and training programs. In Fiscal Year (FY) 2015, ETA will continue to identify specific and measurable priority goals and performance indicators for improvement. This approach will allow ETA to maximize the effects of limited taxpayer dollars and increase the efficacy and cost-effectiveness of the public workforce system.

ETA Budget Themes and High Priority Goals

ETA's budget request supports the President's priorities to implement job-driven workforce solutions and the Secretary of Labor's vision of promoting and protecting opportunity for all Americans through cost-effective, evidence-based workforce solutions that support economic growth and reduce income inequality. In FY 2015, ETA proposes to achieve the following goals:

- Help Job Seekers Compete in Today's Labor Market by Increasing Industry-recognized Credential Attainment
 - Increase the percentage of customers who enroll in training who earn an industry-recognized credential;
 - Promote tailored training strategies that improve education and employment outcomes;
 - Advance new strategies and leverage Federal, state and local resources to improve outcomes for disconnected youth;

¹ <http://www.whitehouse.gov/blog/2014/02/07/employment-situation-january>

² <http://www.bls.gov/news.release/pdf/empsit.pdf>

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- ETA will work with the public workforce system to focus on STEM training, and ensure access to bridge programs and career pathways that allow them to succeed in STEM training; and
- Reward states that achieve high outcomes or substantial improvement in employment outcomes for targeted populations that face significant barriers to employment.
- Deploy Effective Strategies that Accelerate Reemployment of Job Seekers in In-Demand Industries
 - Provide UI claimants, including all transitioning service members, with access to reemployment services;
 - Deliver high-quality services to help the long-term unemployed find jobs that provide a good quality of life;
 - Increase opportunities for all displaced workers, regardless of the reason for the job loss, to acquire the skills they need to succeed.
- Implement Job-Driven Workforce Solutions that Help Businesses Grow
 - Encourage the implementation of sector strategies and career pathways to support in-demand industry clusters at the local and regional level;
 - Encourage innovative strategies of workforce service delivery and incentivize better alignment and performance across the workforce system; and
 - Expand Registered Apprenticeship opportunities across the country.

These activities support the following Department of Labor's Strategic Goals and Objectives:

Strategic Goal 1: Prepare Workers for Better Jobs

- Strategic Objective 1.1: Advance employment opportunities for US workers in 21st century demand sectors and occupations using proven training models and through increased employer engagement and partnerships
- Strategic Objective 1.2: Provide marketable skills and knowledge to increase workers' income and help them overcome barriers to the middle class through partnerships among business, education, labor, community organizations, and the workforce system

Strategic Goal 3: Promote fair and high-quality work environments

- Strategic Objective 3.3: Secure wages and overtime

Strategic Goal 4: Secure retirement, health, and other employee benefits and, for those not working, provide income security

- Strategic Objective 4.1: Provide income support when work is impossible or unavailable and facilitate return to work

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New Initiatives for FY 2015

The budget proposes several new initiatives to help job seekers and workers, including the long-term unemployed and other targeted populations, access employment services and get the credentials they need for careers in in-demand industries, as well as assist businesses with accessing a qualified workforce. These efforts will support continued economic growth and help millions of Americans to reach the middle class.

Opportunity, Growth, and Security Initiative

As part of the Opportunity, Growth, and Security Initiative, the Budget supports workforce programs that have strong employer engagement, leading to high quality training and careers in in-demand jobs for workers, and strategies enhancing job retention that are good for workers and business. These investments include:

- \$1,500,000,000 for the Community College Job-Driven Training Fund, to help new partnerships between community colleges and other public or non-profit training entities with industry and employers to reform curricula and launch new training programs that deliver skills for in-demand jobs. This program will offer competitive grants to support industry-education partnerships to co-develop and disseminate common credentials and skills assessments. This program will expand and improve upon the work begun through existing Trade Adjustment Assistance Community College and Career Training grants. Funding in FY 2015 would be the first of a four year commitment totaling \$6,000,000,000.
 - Of the \$1,500,000,000 request, \$500,000,000 is for an Apprenticeship Training Fund, which will support the goal of doubling the number of Registered Apprenticeships across the country in the next five years. The Fund will provide formula-based grants to states to complement their existing efforts to expand quality Registered Apprenticeships within their states. The Fund also will award competitive innovation grants aimed at fostering partnerships among local governments, employers, industry associations, training providers, community colleges, labor organizations, workforce boards, non-profits and faith-based organizations that can scale Registered Apprenticeship models or expand opportunities for apprenticeship in innovative and growing fields. Funding in FY 2015 would be the first of a four year commitment.
- \$750,000,000 to restore prior cuts in job training and employment services grants; invest more intensively in innovation, evidence-based practices and performance incentives; and target additional resources to populations that face significant barriers to employment, such as Native American, ex-offenders, and people with disabilities.
- \$100,000,000 for a State Paid Leave Fund to provide grants to assist states in establishing paid leave programs. The requested resources will fund activities designed to expand adoption of state paid leave programs and to evaluate the programs to better inform program implementation moving forward. Funds may be used to support the

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development of an implementation plan through activities such as research and analysis, program design activities, financing structure modeling, defining family eligibility and benefit requirements, as well as developing outreach strategies for employers and workers. Funds may also be used to implement a state-wide program or to work with employers to implement employer-based paid leave programs. Paid leave programs enhance job retention and help workers stay on career paths – a win-win for employers and workers.

Job-Driven Training for Youth and the Long-Term Unemployed

Building on the President’s Skills Agenda, the Budget includes funding to aggressively address long-term unemployment by evidence-based and innovative approaches to putting Americans back to work:

- \$2,000,000,000 for Bridge to Work, to provide states with flexible funding to implement a menu of innovative reemployment initiatives and work-based reforms targeted to Unemployment Insurance (UI) claimants – as well as design, develop, and implement their own innovative strategies that maintain important protections for workers, such as ensuring all workers receive the minimum wage.
- \$4,000,000,000 for Back to Work Partnerships, to provide competitive grants to partnerships of businesses, educational institutions, training providers, and workforce intermediaries to provide long-term unemployed individuals with training and work-based experiences that lead to employment. To maximize the impact of these investments, these grants will be designed to expand and align with sector-based strategies, which will provide a wider range of opportunities for job seekers at different skill and educational levels.
- \$2,500,000,000 for Summer Jobs Plus, to support subsidized summer and year-round employment opportunities for low-income youth as well as to provide competitive grants to support promising and innovative employment and training strategies designed to improve outcomes for low-income youth.

Reemployment and Eligibility Assessments and Reemployment Services

To address and prevent long term unemployment, the Department requests \$157,650,000, of which \$25,000,000 is requested through a discretionary cap adjustment, to implement an enhanced, integrated, and expanded Reemployment and Eligibility Assessments and Reemployment Services (REA/RES) program as a permanent, required integrated program. REA/RES will support a more comprehensive approach to reemployment, including strategies to encourage more sophisticated communication between UI and the workforce system, aided by technology that will allow both systems to view claimant outcomes on a continuum as they move from assessment, to services (such as job search), to job placement. The Budget requests sufficient funding to reach the quarter of profiled UI claimants who are most likely to exhaust their UI benefits. By helping to ensure both the proper payment of UI benefits and by putting

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claimants back to work faster, the REA/RES initiative is projected to produce \$420,000,000 in benefits savings to states in FY 2015.

Additionally, as part of an integrated set of strategies designed to improve service delivery to transitioning veterans, particularly younger veterans that face increased challenges in entering the civilian labor force, the requested REA/RES funds would provide services to all individuals recently separated from the military and receiving Unemployment Compensation for Ex-Service Members (UCX). This initiative will create a permanent national program to be implemented in all states that would require all UCX claimants to receive REA/RES services, similar to the requirement for the EUC program. Funding would be provided through the UI program on a formula basis based on workload projections and the total funding pool calculated at \$150 per claimant served.

New Career Pathways Program

The 2015 Budget includes a legislative proposal to establish a universal core set of services in which the focus is helping all displaced workers, regardless of their reason for losing their jobs, find new jobs. The New Career Pathways (NCP) program, upon enactment, will deliver on the Administration's vision to offer one set of services to displaced workers. ETA is requesting a total of \$3,732,000,000 in mandatory funding for NCP in FY 2015.

Through NCP, every displaced worker will be eligible to receive a comprehensive suite of mandatory reemployment services. Workers demonstrating attachment to the workforce of three years or longer,³ in addition to extensive reemployment services, job search and relocation allowances, may be eligible to receive training, income support while enrolled in training, or wage insurance for older workers who find new jobs. NCP will offer a new path to reemployment for these workers by consolidating and improving upon the Trade Adjustment Assistance (TAA) and Workforce Investment Act (WIA) Dislocated Worker (DW) programs. NCP will streamline administrative steps and integrate proven practices, service delivery platforms, and infrastructure of the TAA and WIA DW programs to create the availability of a universal suite of training and employment services to a broader number of displaced workers. For workers, NCP will eliminate confusion and make it easier to find help when faced with unemployment.

Disconnected Youth Initiative

The Budget requests \$10,000,000 within the Workforce Innovation Fund for the Disconnected Youth Initiative to fund projects that focus on innovative programs to improve services and outcomes for disconnected youth. The Department will coordinate this funding with the Performance Partnership Pilot authority granted in the FY 2014 budget and requested again in the FY

³ Attachment to the workforce is defined as the period in which "such worker had, in the 52-week period ending with the week in which such total or partial separation occurred, at least three years of employment at wages of at least 20 times the Federal Minimum Hourly Wage for each week." The attachment to the workforce requirement applies to all UDW benefits and services, with the exception of reemployment services.

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2015 budget as well as with the disconnected youth funding requested by the Department of Education.

Sector Strategies Initiative

The Department is requesting \$15,000,000 to provide competitive grants to states and regions to support the development and implementation of sector strategies. Sector strategies are partnerships of businesses within an industry that bring together government, workforce development, education, economic development, labor, and community organizations to focus on the needs of an industry within a region. This initiative includes grants to regions to implement sector-based strategies to meet the dual goals of providing customized business solutions while providing training and career advancement opportunities for targeted populations, as well as capacity building grants to States to support or promote the development of sector partnerships within the state. Sector strategies are a promising workforce model that reduces employer recruitment and turnover costs, increases job placements, decreases poverty, and provides career advancement opportunities for low-wage, low-skilled workers.

Incentive Grants

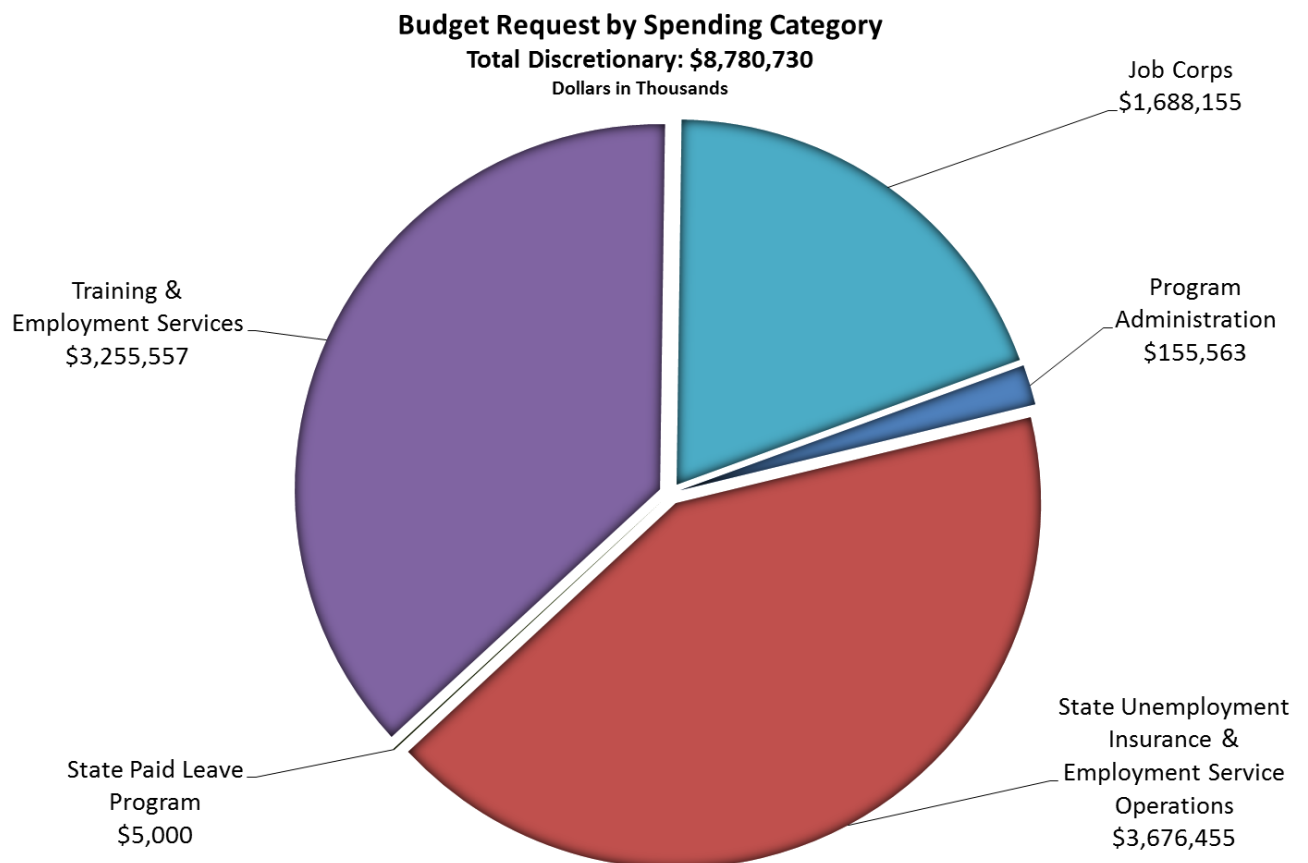
The Department requests \$80,000,000 for Incentive Grants, which will be awarded to eligible states and tribal entities based on the extent to which they improve the levels of performance achieved for targeted populations that face significant barriers to employment from the preceding program year or years. Eligibility for these grants will be based on performance for the Workforce Investment Act title 1B (Adults, Dislocated Workers, and Youth) and section 166 (Indian and Native Americans) programs. States and tribal governments must exceed the adjusted levels of performance for title 1B and section 166; additionally, the Secretary will take into consideration the extent to which they served specific subpopulations that face significant barriers to employment, such as the long-term unemployed, disconnected youth, individuals with disabilities, and veterans. No more than 15 states will be awarded grants in any program year. The goal of these grants is to incentivize states to better align their workforce, education, and social service systems to improve outcomes for all individuals and especially individuals with barriers to employment, who are more likely to be served by multiple programs.

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Executive Summary

The proposed FY 2015 funding level for ETA supports the President’s priority of job-driven training that results in career pathways in in-demand industries for workers and meets businesses’ workforce needs, and the Secretary’s goal of promoting and protecting opportunities for all Americans. The Budget reflects evidence-based investment choices that increase the impact and effectiveness of the public workforce system. ETA requests a total of **\$9,491,330,000**, including:

- **\$8,780,730,000** for discretionary programs, including activities aligned under the Training and Employment Services (TES), State Unemployment Insurance and Employment Service Operations (SUIESO), Job Corps, the State Paid Leave Fund, and Program Administration (PA) accounts; and
- **\$710,600,000** Federal Unemployment Benefits and Allowances (FUBA).



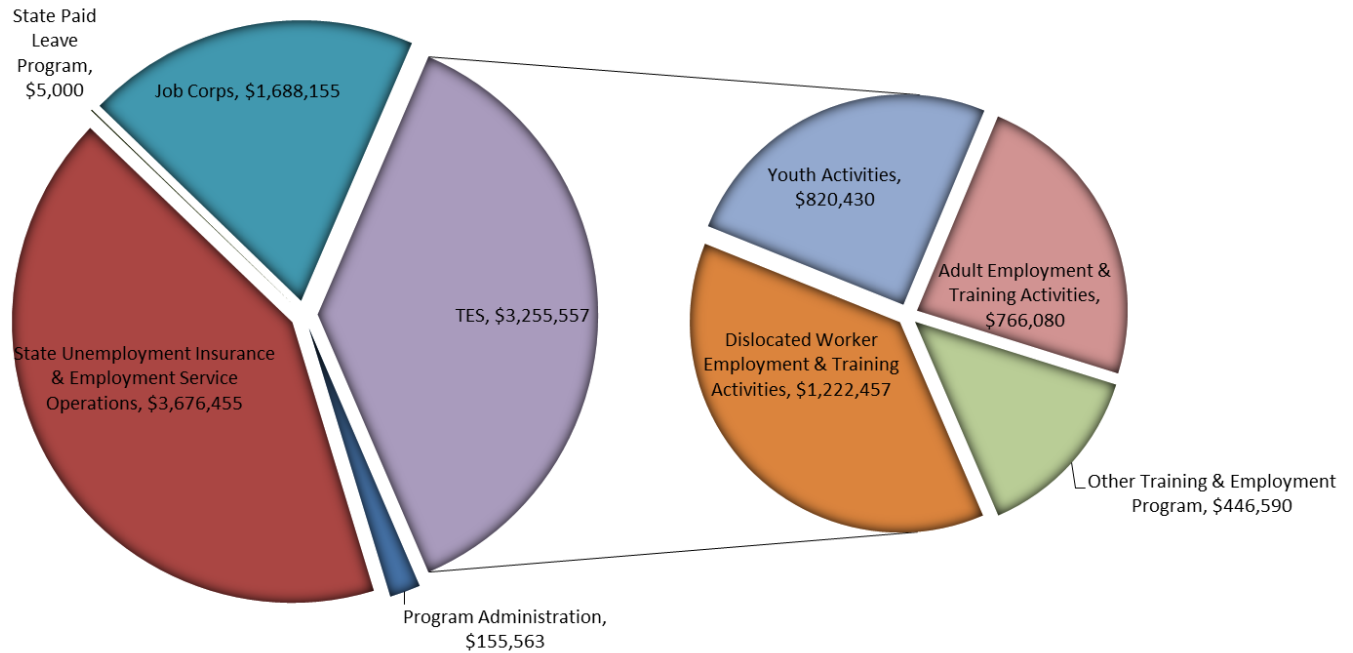
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Training and Employment Services

Discretionary Budget Request by Spending Category

ETA Discretionary Total: \$8,780,730 TES Total: \$3,255,557

Dollars in Thousands



- The requested funding for the WIA Adult, Youth and Dislocated Worker (DW) formula programs will support maintaining the statewide reserve allocation at 8.75 percent. The statewide reserve is available to the Governor to carry out required statewide activities, such as monitoring, audits, and technical assistance to low performing areas.
 - \$766,080,000 for WIA Adult Employment and Training Activities. The impact of the recession resulted in much higher rates of unemployment among disadvantaged and low-skilled adults. The immediate employment and training needs of low-skilled adults must be addressed to prevent this disadvantaged population from slipping further out of the middle class.
 - \$1,222,457,000 for WIA Dislocated Worker Employment and Training Activities. This request includes \$1,001,598,000 in DW formula funds and \$220,859,000 for the National Reserve to continue to meet unanticipated increases in demand for employment and training services throughout the country.
 - \$820,430,000 for WIA Youth Employment and Training Activities. These funds will serve an estimated 216,987 low-income youth who face barriers to employment with an average cost per participant of \$3,781. Increased statewide

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reserve funding will increase oversight and accountability activities and help improve performance in targeted local areas.

- \$60,000,000 for the Workforce Innovation Fund. During the fifth year of WIF implementation, the Department will continue to test innovative strategies and replicate evidence-based practices in the workforce system, emphasizing cross-program collaboration and bold systemic reforms to improve education and employment outcomes for participants. This request includes \$10,000,000 for the Disconnected Youth Demonstration Grants and up to \$10,000,000 for Pay for Success Grants.
- \$80,000,000 for improved Incentive Grants. These grants seek to incentivize states to better align their workforce, education, and social service systems to improve outcomes for all individuals and especially individuals with barriers to employment, who are more likely to be served by multiple programs. Grants will be awarded to states and tribal entities that achieve the highest or most improved performance in serving targeted populations.
- \$80,078,000 for the Reintegration of Ex-Offenders program. This funding level will support up to 9,150 participants with an average cost per participant of \$8,752. In FY 2015, we will be continuing our collaboration with the Department of Defense on piloting the Youth ChalleNGe model for nonviolent, adjudicated youth. In addition, the Department will use the findings of the current random-assignment evaluation to inform the design of adult programs in 2015.
- \$46,082,000 for the Indian and Native American training program. At this funding level, the program will serve approximately 28,047 unemployed and under-skilled Indian, Alaskan Native, and Native Hawaiian adults with an average cost per participant of \$1,643. Intensive training and support services are needed to enhance employment opportunities and help these indigenous communities succeed in a competitive job market.
- \$81,896,000 for the Migrant and Seasonal Farmworker program. This level of funding will serve approximately 19,157 participants with core, intensive, training and supportive services to increase their skills and help them attain greater economic stability with an average cost per participant of \$3,961.
- \$77,534,000 for the YouthBuild program. This level of funding will allow the YouthBuild program to continue its work in assisting youth who have dropped out of high school to acquire the skills necessary for long-term career employment. After the statutory five percent set-aside for technical assistance, funds will be used to fund grant awards to programs that will serve approximately 4,814 youth over a two-year period with an average cost per participant of \$15,300.
- \$6,000,000 for Workforce Data Quality Initiative. This level of funding will expand this initiative to support the development and enhancement of longitudinal data systems that integrate education and workforce data to up to six states.

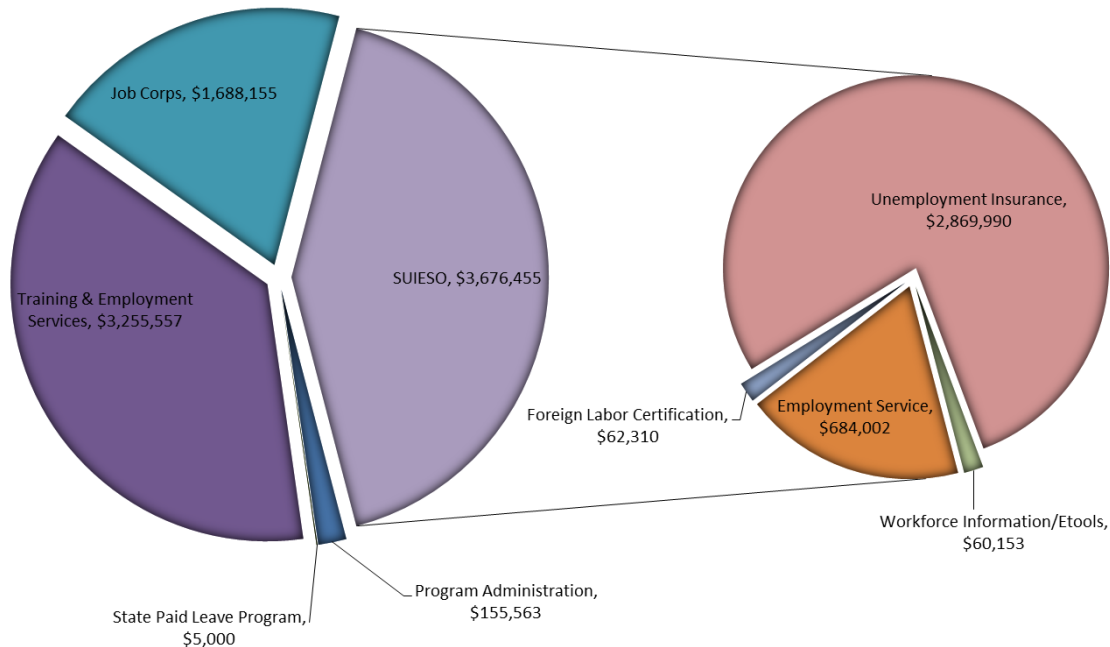
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- \$15,000,000 for Sector Strategies. This level of funding will provide grants to States, consortia of States, or regional partnerships to develop employment and training strategies targeted to particular in-demand industry sectors in regional economies. This strategy can result in reduced turnover for employers, higher earnings for workers, and more sustained employment. These grants will further collaboration between Workforce Investment Boards and businesses, and the resulting partnerships will ensure that businesses' workforce needs are being met, and that the long-term unemployed and other targeted populations receive the training they need for careers in in-demand industry sectors.

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State Unemployment Insurance and Employment Service Operations

Discretionary Budget Request by Spending Category
ETA Discretionary Total: \$8,780,730 SUIESO Total: \$3,676,455
Dollars in Thousands



The funding request level for the SUIESO account is \$3,676,455,000. This proposed funding level reflects lower unemployment insurance workloads under improving economic conditions. The SUIESO account is comprised of the following budget activities:

- \$2,869,990,000 for Unemployment Insurance (UI) includes \$2,697,793,000 for State Administration, \$157,650,000 for an enhanced, integrated, and expanded UI Reemployment and Eligibility Assessment and Reemployment Services program (REA/RES) (including REA/RES for all UCX claimants) and \$14,547,000 for UI National Activities;
- \$684,002,000 for Employment Service (ES) includes \$664,184,000 for ES Grants to States and \$19,818,000 for Employment Service National Activities;
- \$62,310,000 for Foreign Labor Certification includes \$48,028,000 for Program Administration and \$14,282,000 for State Grants; and
- \$60,153,000 for E-Tools/Workforce Information/Capacity Building.

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In addition, the FY 2015 President's Budget Request includes several proposals to speed the reemployment of the long-term unemployed, improve program integrity, improve the solvency of state trust funds, and enable states to more effectively prevent, detect, and recover improper payments. More specifically:

- Establish an enhanced REA/RES program in all states to target UI claimants likely to exhaust benefits and all jobless veterans recently separated from the military that will pair UI eligibility assessments with reemployment services demonstrated to produce successful employment outcomes;
- Mandate states' use of the State Information Data Exchange System (SIDES) that provides a standardized, secure electronic platform for the transmission of employer-provided data on the reasons individuals separated from employment;
- Establish an offset for concurrent receipt of Social Security Disability Insurance (DI) and UI; and
- Prevent the payment of UI benefits to incarcerated individuals. Legislation will be proposed to require states to cross-match UI claimants with the Prisoner Update.

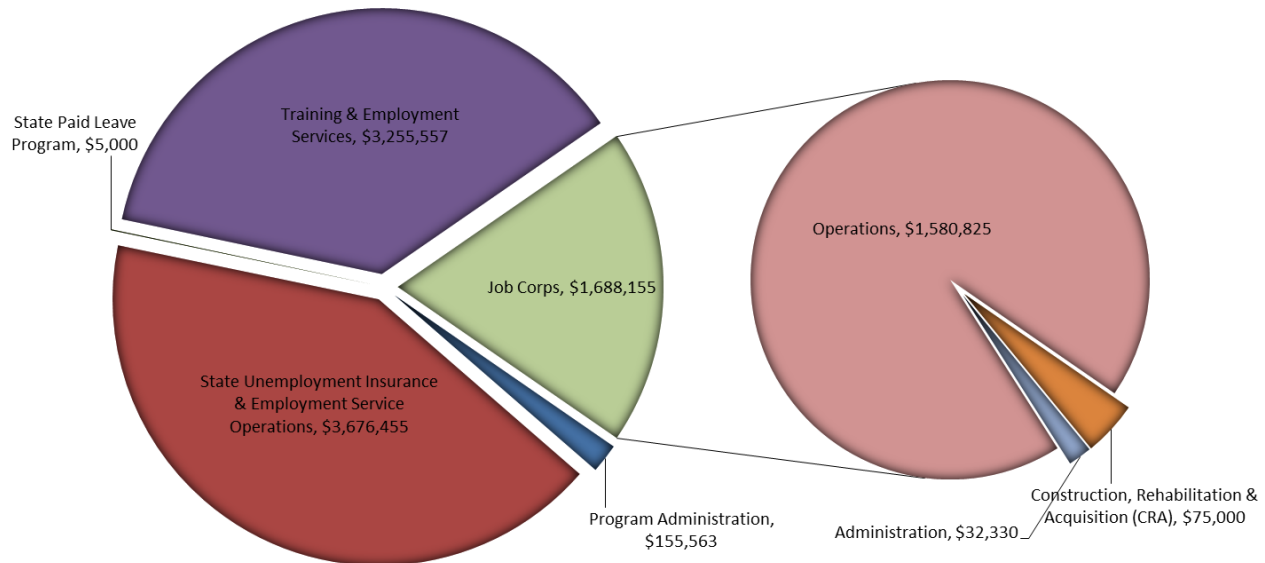
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Job Corps

Discretionary Budget Request by Spending Category

ETA Discretionary Total: \$8,780,730 Job Corps: \$1,688,155

Dollars in Thousands



The funding level for the Job Corps account is \$1,688,155,000 and includes the following budget activities:

- \$1,580,825,000 for Operations, including a transfer to USDA for funding the operations and administration of the 28 Civilian Conservation Centers operated by the USDA Forest Service. In FY 2015, Job Corps will open and fully enroll two new centers in New Hampshire and Wyoming, the last two states without centers. Additionally, we will continue our reform efforts, which include replicating the practices of high-performing centers, closing the small number of chronically low-performing centers, adopting cost-saving reforms, and shifting toward serving older youth.
- \$75,000,000 for Construction, Rehabilitation, and Acquisition (CRA), which will enable Job Corps to address CRA needs, which include the construction and rehabilitation of facilities; repair and upgrade of life, safety and health deficiencies; and modernization of education and training facilities; and
- \$32,330,000 for Federal Administration, which will provide for 168 full-time equivalent (FTE) positions and includes funding for additional FTE that will be devoted to contract administration and management.

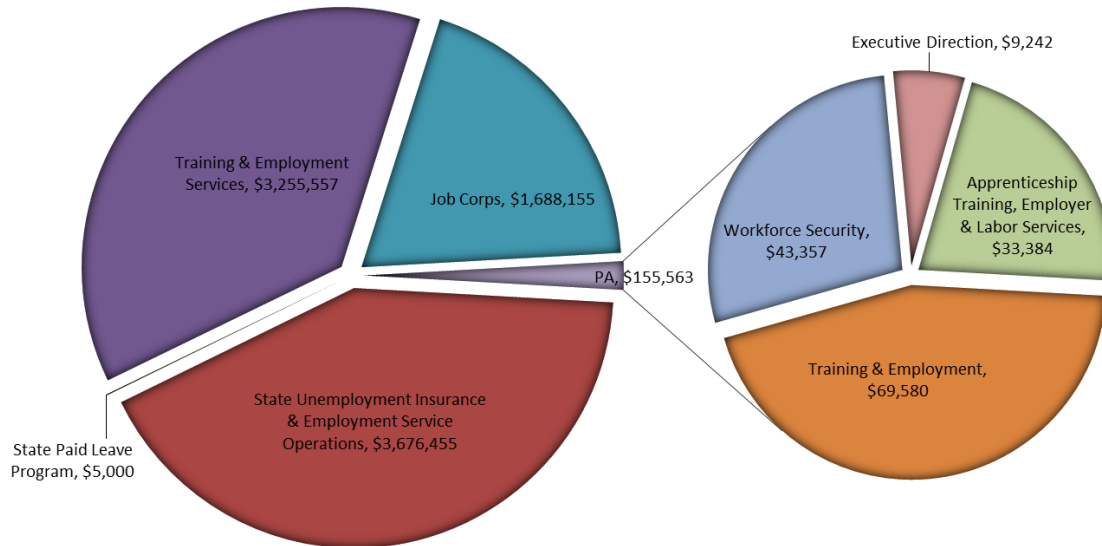
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Program Administration

Discretionary Budget Request by Spending Category

ETA Discretionary Total: \$8,780,730 PA Total: \$155,563

Dollars in Thousands



The PA appropriation provides funding for staffing to administer most ETA programs. The 2015 request of \$155,563,000 supports 781 direct full-time equivalent (FTE) positions. Federal staff in ETA plays a crucial role in ensuring that the Department of Labor (Department) achieves the desired outcomes in support of its strategic goals and priority performance measures. The PA appropriation includes the following budget activities:

- \$69,580,000 for Training and Employment;
- \$43,357,000 for Workforce Security;
- \$33,384,000 for Apprenticeship; and
- \$9,242,000 for Executive Direction.

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Federal Unemployment Benefits and Allowances

The Trade Adjustment Assistance (TAA) program is a federal program that assists U.S. workers who have lost their jobs as a result of foreign trade. Through a variety of benefits and services, the TAA program provides trade-affected workers with opportunities to obtain the support, resources, skills, and credentials they need to meet the demands of employers for better jobs in high-demand industries.

TAA has been amended numerous times since its enactment, most recently in 2002, 2009 and 2011. On January 1, 2014, the Trade Adjustment Assistance Extension Act of 2011 expired and the TAA program is now operating under the sunset provisions of the 2011 Amendments. The sunset provisions legislate a reversion back to the 2002 Amendments, with three holdover provisions from the 2011 Amendments, and are referred to as Reversion 2014.

The TAA program created by the TAAEA sunset provisions, known as Reversion 2014, became effective on January 1, 2014. The legislation states that the authorization for the TAA program will terminate after December 31, 2014. However, the Reversion 2014 program continues in the budget baseline through FY 2015. Therefore, the FUBA request would continue to serve participants certified prior to and after December 31, 2014. As such, the Department is requesting \$710,600,000 in FY 2015 to serve all eligible cohorts of trade-affected workers certified under Reversion 2014, the 2011 Program, the 2009 Program and the 2002 Program.

Community Service Employment for Older Americans

The Budget proposes to transfer the Community Service Employment for Older Americans (CSEOA) account (also known as the Senior Community Service Employment Program (SCSEP)) from ETA to the Administration for Community Living (ACL) in the U.S. Department of Health and Human Services (HHS) to improve coordination with other senior-serving programs. Transferring CSEOA to HHS would also lead to stronger partnerships between CSEOA and safety-net programs outside the Older Americans Act (OAA). These include ACL programs such as homemaker and home health aides, congregate and home-delivered meals, and friendly visiting programs.

State Paid Leave Fund

The budget requests \$5,000,000 for State Paid Leave Funds (SPLF), to provide grants to states for planning and start-up activities that lead to an implementation plan to establish SPLFs. The President is committed to promoting state development of paid leave programs that provide leave to employees for reasons covered under the Family Medical Leave Act, such as for the birth or adoption of a child or care for a sick elder relative for an extended period. To that end and as discussed earlier, the Opportunity, Growth, and Security Initiative includes a request for \$100,000,000 for State Paid Leave programs. Paid leave programs improve health outcomes for children, ill adults, and seniors; improve bottom lines for businesses by contributing to reduced turnover and increased employee loyalty; and supports a strong economy by keeping workers attached to the labor force and boosting their earnings over time. Grant activities may include

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research and analysis, program design activities, financing structure modeling, defining family eligibility and benefit requirements, and developing outreach strategies for employers and workers.

Evaluation Set-Aside

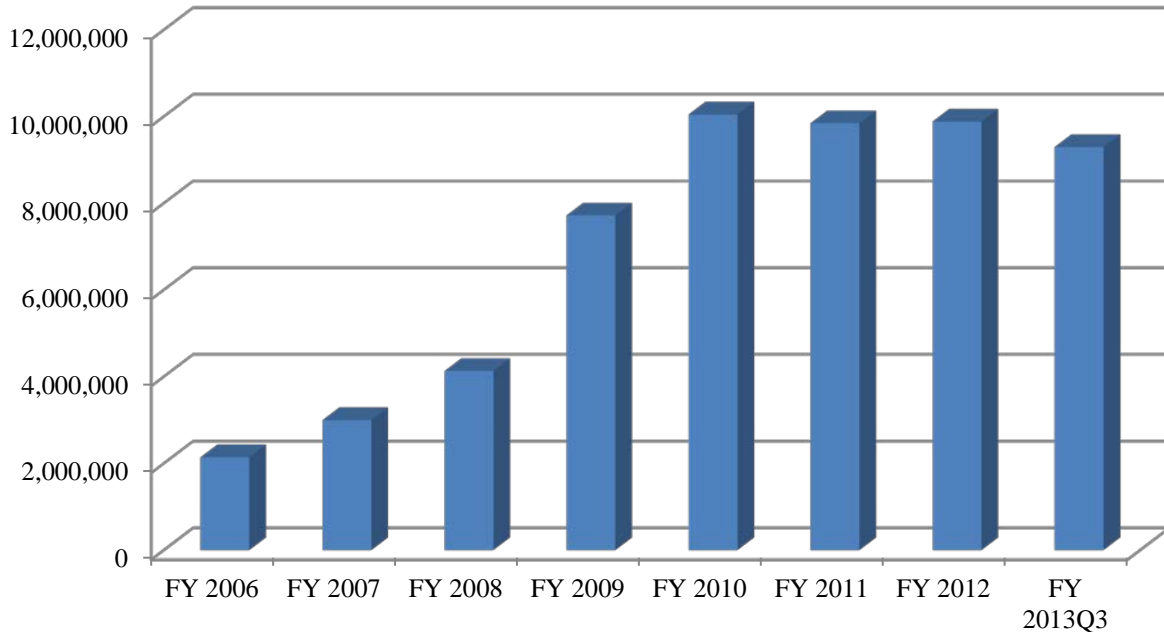
In FY 2015, the Department requests continued use of a set-aside funding mechanism to finance evaluations for employment and training programs. The set-aside approach for evaluations is intended to ensure that sufficient funding is available to carry out comprehensive and rigorous research and evaluations as well as to promote greater stability of funding of these efforts across all training and employment programs, including the Training and Employment Services, Office of Job Corps, State Unemployment Insurance and the Employment Service. Specifically, the Department is requesting that up to one percent of the amounts appropriated for these programs are made available to support evaluation and research. Evaluation and applied research activities funded through this set-aside approach will be conducted in collaboration with the Department's Chief Evaluation Office (CEO) through the Annual Learning Agenda process.

Performance Management in the Employment and Training Administration

ETA's review of outcome data and program improvement plans supports Departmental decision-making and achievement of the agency's strategic and performance goals. Quarterly and annual data available to all stakeholders help to demonstrate that ETA programs help America's workers acquire the skills necessary to succeed in a knowledge-based economy. Training and employment programs collect information on the numbers of individuals served, the types of services provided, personal characteristics of individuals, and program outcomes. Workforce security programs collect information on the timeliness of processing applications, measure integrity to reduce fraud, facilitate reemployment claims, and make employer determinations for tax liability.

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ETA Participants Served FY 2006-FY 2013 Q3 (not including UI and ES)



Overall, the number of individuals served in ETA's employment and training programs increased between FY 2006 and the third quarter of FY 2013 (June 30, 2013) from just over two million participants to nearly 9.3 million, as shown in the bar chart above.⁴ The total number of participants peaked in FY 2010, which coincides with the peak of the recent recession. These numbers include participants in all ETA programs except the Unemployment Insurance and Wagner-Peyser Act Employment Service programs. The chart includes WIA Adult, Dislocated Worker, and Youth; National Emergency Grants; the National Farmworker Jobs Program; Indian and Native American Programs; Registered Apprenticeship; Community Service Employment for Older Americans; Trade Adjustment Assistance; Reintegration of Ex-Offenders – Adult; the Youthful Offender Initiative; the High-Growth Job Training Initiative; American Recovery and Reinvestment Act (ARRA) High Growth and Emerging Industries Grants; the Green Jobs Innovation Fund Grants; Job Corps⁵; YouthBuild; and the Community-Based Job Training Grants.

The increase in participation is attributed to a number of factors. For instance, ETA has encouraged enrollment of participants in multiple programs to obtain the breadth of integrated services that lead to improved participant outcomes. A number of states have co-enrolled their Wagner-Peyser Employment Service participants in their WIA Adult programs. Another factor

⁴ While Fiscal Year (FY) is cited in this section, most of the employment and training programs are administered by Program Year (PY). Most PY programs start in July of the following calendar year. Complete FY 2013 data are not yet available. As a result, the data provided for FY 2013 correspond to the four quarter PY 2012 period ending June 30, 2013.

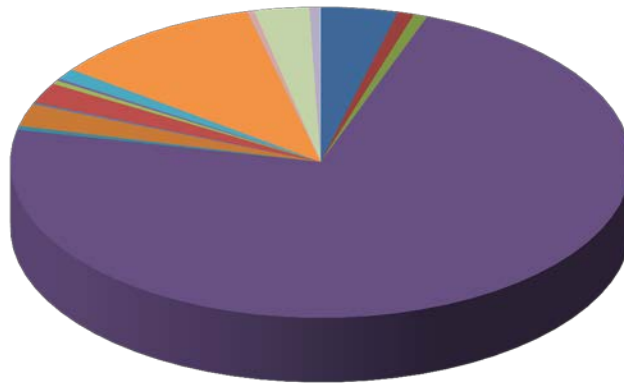
⁵ Job Corps was reintegrated into ETA in FY 2010.

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that has contributed to increases in all of the programs has been the impact of the economic downturn, coupled with the availability of additional resources from the ARRA that were available to serve those looking for work.

Participants Served by Employment and Training Programs FY 2013Q3

■ Registered Apprenticeship 372,347	■ Job Corps 79,595
■ Senior Community Service Employment Program 67,044	■ Workforce Investment Act (WIA) Adults 6,761,455
■ Reintegration of Ex-Offenders 37,677	■ WIA Youth 217,244
■ Youthful Offenders Initiative 16,578	■ ARRA High Growth and Emerging Industries 199,658
■ Indian and Native American Adult Program 37,153	■ National Farmworker Jobs Program 20,330
■ Trade Adjustment Assistance 105,115	■ WIA Dislocated Workers 1,024,863
■ Indian and Native American Youth Program 4,310	■ YouthBuild 28,836
■ Community Based Job Training Grants 265,399	■ National Emergency Grants 50,315
■ Green Jobs Innovation Fund Grants 5,641	

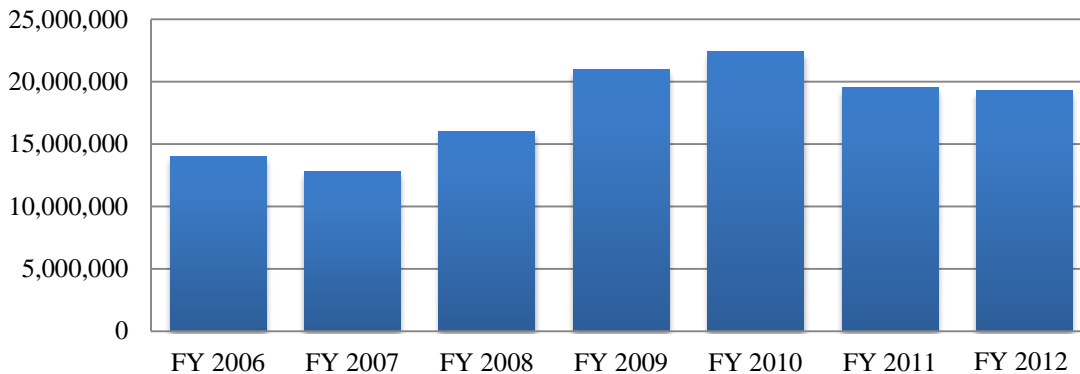


Total: 9,293,560 Participants

As indicated in the chart above, 73 percent of the individuals served by ETA programs (excluding UI and ES) are registered in the WIA Adult program. The other 27 percent of participants were served by the other eight programs. Among these programs, WIA funds also account for the majority of the funding. In FY 2009 and through FY 2012, participation has dramatically increased due to increased demand for services caused by increased unemployment, plus the availability of additional resources through the ARRA. As noted earlier, participation began to level off in FY 2011, and continued to do so in FY 2012 for the WIA Adult, Dislocated Worker and Youth formula programs, as unemployment has decreased and resources have been reduced.

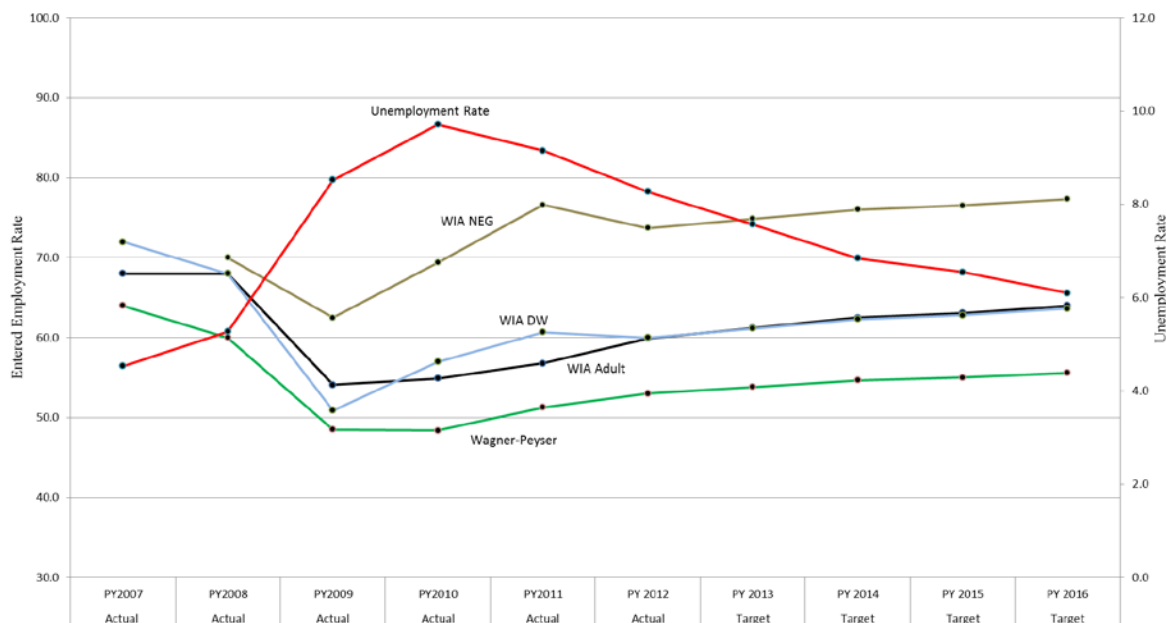
EMPLOYMENT AND TRAINING ADMINISTRATION

Wagner-Peyser Participants Served FY 2006 - FY 2012



The number of individuals served by ES operations increased from roughly 14 million in FY 2006 to the peak of more than 22 million in FY 2010, which aligns with the peak of the recent recession. As ETA moves forward into FY 2013 and beyond, unemployment levels have begun to decline, and employment is projected to increase. ETA's training and employment programs experienced a drop in participation during PY 2011 to approximately 19,200,000 participants and further projects a drop in most program participant numbers, especially for WIA and ES, expect for an anticipated increase in veteran participants.

Entered Employment Rate Outcomes and GPRA Targets: PY 2007 – PY 2016 WIA Adults, WIA DW, NEGs, and WP Programs



Notes: The WIA Youth measure is provided for comparison but is actually measured as the placement in employment or education rate

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The recession underscored the need to take into account the effect of labor market conditions on the ability of program participants to attain jobs when setting performance targets. In PY 2009, ETA began to use a regression-based adjustment method for setting national performance targets. The methodology uses the most recent observed actual performance outcomes as the base and adjusts them using the Office of Management and Budget's forecasts of the unemployment rate and the consumer price index (CPI) and the estimated impacts those variables have on performance outcomes in order to estimate the effects of expected future economic conditions on the common performance measure outcomes. Results from the regression model reveal a negative, and statistically significant, relationship between unemployment rates and the common measure performance outcomes. The evidence shows that when unemployment is high, it is more difficult for ETA program participants to find jobs, stay in those jobs, and earn high wages. Thus, during periods of high unemployment, the model will revise performance targets downward, and as labor markets recover and unemployment numbers drop, performance targets will increase accordingly. The regression-adjusted method is intended to make performance targets more realistic, thus reducing disincentives to serve harder-to-serve participants. Use of a more systematic method for setting performance targets contributes to ETA's efforts to provide all workers with progressive levels of education and job training that will lead to good jobs and a pathway to the middle-class.

In PY 2010, ETA developed performance targets at the state and local Workforce Investment Board (WIB) levels for WIA title I programs. States had the opportunity to use these targets as part of the negotiations process for setting PY 2013 goals. ETA continues to utilize and refine the regression model in order to better inform the negotiations between ETA and states and between states and local areas.

ETA has fully developed and implemented production measures in its agency-level Operating Plan to support the Department's Strategic Plan and strategic goals. Production measures are primarily driven by agency inputs such as staffing and IT resources. Numerous program-specific and grants management-specific measures were developed as production measures. Measures were developed for the Agency Priority Goal (attainment of credentials), Foreign Labor Certification, Grants Management (for both formula and discretionary grants), Job Corps, Registered Apprenticeship, Trade Adjustment Assistance, and Unemployment Insurance. Progress against these measures is monitored quarterly to determine if the initiatives or programs are on track to meet the annual targets, to identify negative or positive developments related to the measures, and to identify steps needed to improve performance, if necessary. For specific production measure information, refer to the detailed workload and performance tables in each appropriation section of this request.

The ETA Operating Plan draws from the funded commitments, resources and goals set forth in both the FY 2014-2018 DOL Strategic Plan and the budget requests to describe ETA's use of inputs (both staff and budgetary) to implement specific strategies intended to achieve outputs in support of the Secretary's strategic goals. As the Operating Plan describes, ETA is primarily engaged in providing a variety of tools that are used to apply leverage to the workforce system and thereby encourage optimal results for participants. ETA administers grants and contracts, provides program direction, shapes policy, and provides guidance and technical assistance to states and regions to carry out these investments in the workforce system. In doing so, ETA

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employs several key strategies to ensure its programs and participants of those programs obtain optimal outcomes:

- Providing Program Direction and Guidance;
- Managing Grant Programs;
- Investing in Infrastructure to Support the Workforce System and Job Seekers;
- Educating the Public about Employment and Training Programs;
- Identifying Effective/Promising Employment and Training Programs/Strategies/Practices and Disseminating that Knowledge;
- Increasing Quality Career Guidance and Training Services;
- Increasing Availability of Quality Training programs that lead to Credentials;
- Helping Unemployed and Long-Term Unemployed; and
- Meeting the Needs of Business.

These strategies also describe how ETA employs performance accountability systems to maintain or correct its course throughout the year.

The Operating Plan for FY 2015 will similarly rely upon the foundation set by the DOL Strategic Plan and the FY 2015 President's Budget Request to create a set of strategies for achieving workforce system and program goals while accounting for changes in budget resources, new initiatives, and new or continuing policy priorities.

Workforce Investment Act Reauthorization

The Administration believes that the Department should be doing everything it can to reform and better align the current job training system to make it easier for people to find a job or build their skills and for employers to find well-qualified workers. Today more than 40 Federal programs across the Government support job training and employment services. The Administration is exploring opportunities to better align these programs to ensure that they are working together to put individuals back to work in good jobs. In addition, the Department proposes improving services to displaced workers by consolidating the TAA and WIA Dislocated Worker programs into a single New Career Pathways program that will provide a single set of core services to all displaced workers.

The reauthorization of the Workforce Investment Act (WIA) is a unique opportunity to promote innovation in the public workforce system, build on its strengths, and address its challenges. Through the reauthorization process, the public workforce system can be positioned to help more workers gain a foothold in the middle class by making sure that they have the skill set to succeed in the 21st Century.

The Administration's core principles for the reauthorization of WIA include:

- Streamlining and improving service delivery. A complex set of rules and differing practices across programs that support job-related services often serve as a barrier to effective service at the state and local level. Additional flexibility for states and localities

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is needed to ensure that they can provide easy access and clear information to individuals and employers in need of service.

- Truly one-stop shopping for high-quality services. All Americans should have access to high-quality American Job Centers that connect them with the full range of services available in their communities, whether they are looking to find a job, build basic or occupational skills, earn a post-secondary certificate or degree, or get guidance on how to chart a career path.
- Engaging with employers on a regional and/or sector basis. Labor markets are typically regional, yet the workforce system is designed around rigid state and local geographic boundaries. Federal programs should be structured to promote continual engagement by the workforce system with employers of all sizes in high-demand sectors of the regional or local economy, as well as other stakeholders, to ensure that training programs lead to better jobs.
- Improving accountability. Performance measures must be aligned across programs throughout the workforce system and designed to make it possible to identify the interventions that deliver the best outcomes for individuals. In addition, performance information should be analyzed, presented, and delivered in a way that helps those delivering workforce services continually improve their programs. Workers and employers should also have easy access to information about outcomes for past participants, so that they can make informed decisions about which programs are most likely to meet their needs.
- Promoting innovation and identifying and replicating best practices. WIA funding streams should be restructured to promote the search for successful practices across programs, continuous innovation, and adoption of the most effective approaches. Federal funds should also support the exploration of new or promising service models and rigorous evaluation to identify successful strategies, including an option to apply for carefully-designed cross-program waivers. Where appropriate, realigning programs should be considered as well.

The Department of Labor looks forward to working with the Congress to strengthen and modernize the workforce system in line with these principles.

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OMB Management Initiatives and IT Savings

ETA's IT functions consist of both applications and systems and infrastructure tools. ETA will work to strengthen Information Technology through the following initiatives:

- Unemployment Insurance Reporting System Information Technology Infrastructure Upkeep,
- Interstate Connection (ICON) Network to support the transfer of UI data between states and other entities, and
- Modernization and Enhancements of Requirements of Information Technology Infrastructure of Job Corps Centers.

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Goal Structure for FY 2014-2018 Strategic Plan ⁶				
Goal 1: Prepare workers for better jobs (45)				
ETA (18 – Adult, DW, NEG, INAP, TAA, NFJP, SCSEP)	VETS (5)	1.1 ⁷ Advance employment opportunities for US workers in 21 st century demand sectors and occupations using proven training models and through increased employer engagement and partnerships (23)		
ETA (18 – TAACCCT, Apprenticeship, Job Corps, WIA Youth, YouthBuild, RExO, and Face Forward)		1.2 ⁸ Provide marketable skills and knowledge to increase workers’ income and help them overcome barriers to the middle class through partnerships among business, education, labor, community organizations, and the workforce system (18)		
ILAB (4)		1.3 ⁹ Advance workers’ rights, acceptable work conditions, and livelihoods, particularly for the world’s vulnerable populations (4)		
Goal 2: Improve workplaces are safety and health (12)				
OSHA (6)	MSHA (6)	2.1 Secure safe and healthy workplaces, particularly in high-risk industries (12)		
Goal 3: Promote fair and high-quality work environments (28)				
OFCCP (3)	WB (2)	ODEP (3)	3.1 ¹⁰ break down barriers to fair and diverse workplaces and narrow wage and income inequality. (8)	
OLMS (3)	OSHA (2)	MSHA (2)	WHD (1)	3.2 ¹¹ Protect workers’ rights (8)
WHD (7)		ETA (5 – OFLC)		3.3 ¹² Secure wages and overtime (12)
Goal 4: Secure retirement, health, and other employee benefits and, for those not working, provide income security (23)				
OWCP (9)		ETA (10 – UI, ES & TAA)		4.1 Provide income support when work is impossible or unavailable and facilitate return to work (19)
EBSA (4)			4.2 ¹³ Improve health benefits and retirement security for all workers (4)	
Goal 5: Produce timely and accurate data on the economic conditions of workers and their families (5)				
BLS (5)		5.1 Provide sound and impartial information on labor market activity, working conditions, and price changes in the economy for decision making, including support for the formulation of economic and social policy affecting virtually all Americans (5)		

⁶ This plan includes 5 strategic goals, 10 strategic objectives, 19 performance goals, and 113 performance measures. Numbers in parentheses refer to measures at that level.

⁷ Previous 1.1 (Increase workers’ incomes and narrow wage and income inequality) has been revised.

⁸ Previous 1.2 (Assure skills and knowledge that prepare workers to succeed in a knowledge-based economy, including in high-growth and emerging industry sectors like “green” jobs) has been revised.

⁹ Previous 1.4 (Help middle class families remain in the middle class) has been removed. Measures are now represented in Strategic Objective 1.1.

¹⁰ Previous 3.1 (Break down barriers to fair and diverse workplaces so that every worker’s contribution is respected) has been revised.

¹¹ Previous 3.2 (Provide workplace flexibility for family and personal caregiving) has been removed.

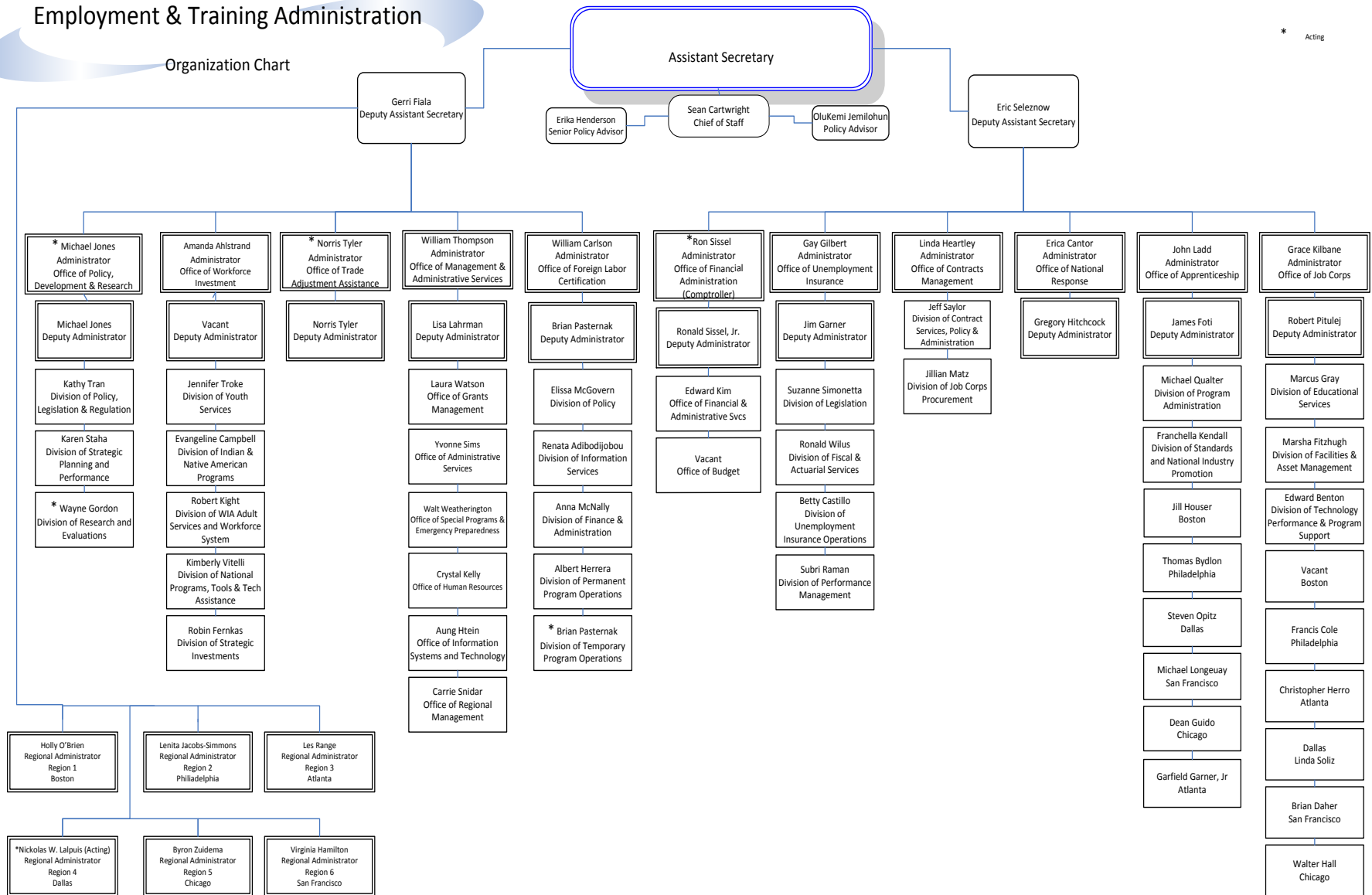
¹² Previous 1.3 (Help workers who are in low-wage jobs or out of the labor market find a path into middle class jobs) has been removed. Measures are now represented in Strategic Objectives 1.1, 1.2., and 3.3.

¹³ Previous 4.2 (Ensure income support when work is impossible or unavailable) has been removed.

EMPLOYMENT AND TRAINING ADMINISTRATION

Employment & Training Administration

Organization Chart



* Acting

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SUMMARY BUDGET AUTHORITY AND FTE BY APPROPRIATION								
(Dollars in Thousands)								
	FY 2013 Enacted		FY 2014 Enacted		FY 2015 Current Law		FY 2015 Legislative Proposal	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Job-Driven Training for Youth and the Long-Term Unemployed	0	\$0	0	\$0	0	\$0	0	\$8,500,000
Bridge to Work	0	\$0	0	\$0	0	\$0	0	\$2,000,000
Summer Jobs Plus	0	\$0	0	\$0	0	\$0	0	\$2,500,000
Back to Work Partnerships	0	\$0	0	\$0	0	\$0	0	\$4,000,000
New Career Pathways Program	0	\$0	0	\$0	0	\$0	0	\$3,732,000
Income Support	0	\$0	0	\$0	0	\$0	0	\$1,062,000
Training	0	\$0	0	\$0	0	\$0	0	\$1,153,000
Re-Employment Services	0	\$0	0	\$0	0	\$0	0	\$668,000
Wage Insurance	0	\$0	0	\$0	0	\$0	0	\$631,000
Relocation Allowance	0	\$0	0	\$0	0	\$0	0	\$18,000
Rapid Response	0	\$0	0	\$0	0	\$0	0	\$200,000
Training and Employment Services	0	\$3,026,241	0	\$3,148,855	0	\$3,255,557	0	\$0
Adult Employment and Training Activities	0	\$730,624	0	\$766,080	0	\$766,080	0	\$0
Youth Activities	0	\$781,375	0	\$820,430	0	\$820,430	0	\$0
Dislocated Workers Employment and Training Activities	0	\$1,167,976	0	\$1,222,457	0	\$1,222,457	0	\$0
Formula Grants	0	\$955,591	0	\$1,001,598	0	\$1,001,598	0	\$0
National Reserve	0	\$212,385	0	\$220,859	0	\$220,859	0	\$0
Workforce Innovation Fund	0	\$47,304	0	\$47,304	0	\$60,000	0	\$0
WIA Incentive Grants	0	\$0	0	\$0	0	\$80,000	0	\$0
Sector Strategies	0	\$0	0	\$0	0	\$15,000	0	\$0
Indian and Native American Programs	0	\$45,082	0	\$46,082	0	\$46,082	0	\$0
Migrant and Seasonal Farmworkers	0	\$79,897	0	\$81,896	0	\$81,896	0	\$0
Women in Apprenticeship	0	\$944	0	\$994	0	\$0	0	\$0
YouthBuild	0	\$75,535	0	\$77,534	0	\$77,534	0	\$0
Pilots, Demonstrations and Research	0	\$6,259	0	\$0	0	\$0	0	\$0
Reintegration of Ex-Offenders	0	\$76,055	0	\$80,078	0	\$80,078	0	\$0
Evaluation	0	\$9,064	0	\$0	0	\$0	0	\$0

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SUMMARY BUDGET AUTHORITY AND FTE BY APPROPRIATION								
(Dollars in Thousands)								
	FY 2013 Enacted		FY 2014 Enacted		FY 2015 Current Law		FY 2015 Legislative Proposal	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Workforce Data Quality Initiative	0	\$6,126	0	\$6,000	0	\$6,000	0	\$0
Job Corps	155	\$1,613,872	155	\$1,688,155	168	\$1,688,155	0	\$0
Operations	0	\$1,487,006	0	\$1,578,008	0	\$1,580,825	0	\$0
Construction	0	\$99,310	0	\$80,000	0	\$75,000	0	\$0
Administration	155	\$27,556	155	\$30,147	168	\$32,330	0	\$0
Community Service Employment for Older Americans	0	\$424,805	0	\$434,371	0	\$0	0	\$0
Community Service Employment for Older Americans	0	\$424,805	0	\$434,371	0	\$0	0	\$0
TAA Community College and Career Training Grant Fund	0	\$474,500	0	\$464,000	0	\$0	0	\$0
TAA Community College and Career Training Grant Fund	0	\$474,500	0	\$464,000	0	\$0	0	\$0
Federal Unemployment Benefits and Allowances	0	\$756,353	0	\$608,768	0	\$710,600	0	\$0
Trade Adjustments Assistance	0	\$756,353	0	\$608,768	0	\$710,600	0	\$0
TAA Benefits	0	\$189,000	0	\$277,500	0	\$399,000	0	\$0
TAA Training	0	\$534,353	0	\$306,268	0	\$287,600	0	\$0
Alternative-Reemployment TAA	0	\$33,000	0	\$25,000	0	\$24,000	0	\$0
State Unemployment Insurance and Employment Service Operations	183	\$3,813,282	188	\$3,698,379	188	\$3,676,455	0	\$0
Unemployment Insurance	0	\$3,007,154	0	\$2,892,251	0	\$2,869,990	0	\$0
State Administration	0	\$2,949,685	0	\$2,801,575	0	\$2,697,793	0	\$0
Reemployment Eligibility Assessments-UI Integrity	0	\$46,793	0	\$80,000	0	\$157,650	0	\$0
National Activities	0	\$10,676	0	\$10,676	0	\$14,547	0	\$0
Employment Service	0	\$684,002	0	\$684,002	0	\$684,002	0	\$0
Grants to States	0	\$664,183	0	\$664,184	0	\$664,184	0	\$0
Employment Service National Activities	0	\$19,818	0	\$19,818	0	\$19,818	0	\$0
TAT-SWA Retirement	0	\$1,333	0	\$1,333	0	\$1,333	0	\$0
WOTC	0	\$18,485	0	\$18,485	0	\$18,485	0	\$0

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SUMMARY BUDGET AUTHORITY AND FTE BY APPROPRIATION								
(Dollars in Thousands)								
	FY 2013 Enacted		FY 2014 Enacted		FY 2015 Current Law		FY 2015 Legislative Proposal	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Foreign Labor Certification	183	\$61,973	188	\$61,973	188	\$62,310	0	\$0
Federal Administration	0	\$47,691	188	\$47,691	188	\$48,028	0	\$0
FLC State Grants	0	\$14,282	0	\$14,282	0	\$14,282	0	\$0
Workforce Information-Electronic Tools-System Building	0	\$60,153	0	\$60,153	0	\$60,153	0	\$0
State Paid Leave Fund	0	\$0	0	\$0	0	\$5,000	0	\$0
State Paid Leave Fund	0	\$0	0	\$0	0	\$5,000	0	\$0
Advances to the Unemployment Trust Fund	0	\$0	0	\$600,000	0	\$0	0	\$0
Advances to the Unemployment Trust Fund (Non-add)	0	\$0	0	\$600,000	0	\$0	0	\$0
Program Administration	758	\$139,388	758	\$150,559	781	\$155,563	0	\$0
Training and Employment	327	\$63,928	327	\$68,713	338	\$69,580	0	\$0
Workforce Security	228	\$40,579	228	\$42,733	235	\$43,357	0	\$0
Apprenticeship	156	\$26,228	156	\$30,000	160	\$33,384	0	\$0
Executive Direction	47	\$8,653	47	\$9,113	48	\$9,242	0	\$0
Total	1,096	\$10,248,441	1,101	\$10,193,087	1,137	\$9,491,330	0	\$12,232,000

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AUTHORIZING STATUTES

Public Law/Act	U.S. Code Citation	Expiration Date
American Competitiveness and Workforce Improvement Act of 1998 (H-1B)	29 U.S.C. 2916a	No expiration date
American Recovery and Reinvestment Act of 2009 (ARRA)	Public Law. 111-5	6/30/2010 ¹
Federal Unemployment Tax Act 2011 (FUTA)	26 U.S.C. 3301	No expiration date
Health Coverage Tax Credit (section 35 of Internal Revenue Code of 1986)	26 U.S.C. 35	1/1/2014
Immigration and Nationality Act of 1952 (INA, alien labor certification)	8 U.S.C. 1101 et seq.	No expiration date
National Apprenticeship Act of 1937 (Fitzgerald Act)	29 U.S.C. 50	No expiration date
Nursing Relief and Disadvantaged Areas Act of 2005	8 U.S.C. 1182	12/20/2009
Older Americans Act of 1965	42 U.S.C. 3056 et seq.	9/30/2011
Robert T. Stafford Disaster Relief and Emergency Assistance Act	42 U.S.C. 5177 and 5189a	No expiration date
Social Security Act of 1935, Title III- Grants to States for Unemployment Compensation Administration	42 U.S.C. 501-504	No expiration date
Social Security Act of 1935, Title IX- Unemployment Security Administration Financing	42 U.S.C. 1101-1110	No expiration date
Social Security Act Title of 1935, XI, Section 1137-Income and Eligibility Verification System	42 U.S.C. 1320b-7	No expiration date
Social Security Act Title of 1935, XII- Advances to State Unemployment Funds	42 U.S.C. 1321-1324	No expiration date
Temporary Payroll Tax Cut Continuation Act of 2011	Public Law 112-78	August 15, 2012 ²
Trade Act of 1974 as amended by the American Recovery and Reinvestment Act of 2009;	Public Law 111-5, 19 U.S.C 2372a(b)	Grant authorization ³ ends 9/30/2014
Health Care and Education Reconciliation Act of 2010 ³	Public Law 111-152	

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Public Law/Act	U.S. Code Citation	Expiration Date
Trade Act of 1974, as amended by the Trade Adjustment Assistance Reform Act of 2002	Public Law 93-618	9/30/2007 ⁴ (temporarily extended to December 31, 2007 by Public Law 110-89)
Trade Act of 1974, as amended by the Trade and Globalization Adjustment Assistance Act of 2009 (TGAAA)	Public Law 111-5	12/31/2010 (temporarily extended to 2/12/2011 by Public Law 111-344)
Trade Act of 1974, as amended by the Trade Adjustment Assistance Extension Act of 2011	Public Law 112-40	12/31/2013 ⁵
Social Security Act of 1933, Title XV, Unemployment Compensation for Federal Civilian Employees Program	5 U.S.C. 8501-8509	No expiration date
Unemployment Compensation for Ex-Servicemembers Program	5 U.S.C. 8521-8525	No expiration date
Wagner-Peyser Act of 1933 (as amended by Workforce Investment Act of 1998)	29 U.S.C. 49 et seq.	No expiration date
The VOW to Hire Heroes Act of 2011	P.L. 112-56	12/31/2012 ⁶
Tax Relief Unemployment Insurance Reauthorization and Job Creation Act of 2010, Work Opportunity Tax Credit (WOTC)	P.L.111-312, 26 U.S.C. 51	12/31/2011
Worker Adjustment and Retraining Notification (WARN) Act of 1988	29 U.S.C. 2801-2945; 20 U.S.C. 9271-9276	No expiration date
Workforce Investment Act of 1998 (WIA)	29 U.S.C. 2801 et seq.	9/30/2003 ⁷

¹ For funds available through the Workforce Investment Act and Wagner-Peyser Act.

² For temporary extension of Emergency Unemployment Compensation Program.

³ For the Trade Adjustment Assistance Community Trade Adjustment Assistance Community College and Career Training (TAACCCT) grants.

⁴ The TAA program also operated under this authority from February 12, 2011, to October 21, 2011, prior to the enactment of the Trade Adjustment Assistance Extension Act of 2011 and, even though the Trade Adjustment Assistance Extension Act of 2011 is retroactive to February 12, 2011, the benefits and services available under the Trade Adjustment Assistance Reform Act of 2002 are still available to some workers certified under petitions filed between February 13, 2011, and October 20, 2011.

⁵ The Trade Adjustment Assistance Extension Act of 2011 expires on December 31, 2013, but authorization to revert to operating the program under the Trade Act of 1974, as amended by the Trade Adjustment Assistance Reform Act of 2002, continues through December 31, 2014.

⁶ For temporary expansion of Work Opportunity Tax Credit eligibility.

⁷ Extended through Appropriations Acts.