

FY 2022

CONGRESSIONAL BUDGET JUSTIFICATION

EMPLOYMENT AND TRAINING ADMINISTRATION

Training and Employment Services

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TRAINING AND EMPLOYMENT SERVICES

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APPROPRIATION LANGUAGE

For necessary expenses of the Workforce Innovation and Opportunity Act (referred to in this Act as "WIOA") and the National Apprenticeship Act, [\$3,663,200,000] \$4,210,672,000, plus reimbursements, shall be available. Of the amounts provided:

(1) for grants to States for adult employment and training activities, youth activities, and dislocated worker employment and training activities, [\$2,845,332,000] \$3,019,102,000 as follows:

(A) [\$862,649,000] \$899,987,000 for adult employment and training activities, of which [\$150,649,000] \$187,987,000 shall be available for the period July 1, [2021] 2022 through June 30, [2022] 2023, and of which \$712,000,000 shall be available for the period October 1, [2021] 2022 through June 30, [2022] 2023;

(B) [\$921,130,000] \$963,837,000 for youth activities, which shall be available for the period April 1, [2021] 2022 through June 30, [2022] 2023; and

(C) [\$1,061,553,000] \$1,155,278,000 for dislocated worker employment and training activities, of which [\$201,553,000] \$295,278,000 shall be available for the period July 1, [2021] 2022 through June 30, [2022] 2023, and of which \$860,000,000 shall be available for the period October 1, [2021] 2022 through June 30, [2022] 2023:

Provided, That the funds available for allotment to outlying areas to carry out subtitle B of title I of the WIOA shall not be subject to the requirements of section 127(b)(1)(B)(ii) of such Act; and

(2) for national programs, [\$817,868,000] \$1,191,570,000 as follows:

(A) [\$280,859,000] \$380,859,000 for the dislocated workers assistance national reserve, of which [\$80,859,000] \$180,859,000 shall be available for the period July 1, [2021] 2022 through September 30, [2022] 2023, and of which \$200,000,000 shall be available for the period October 1, [2021] 2022 through September 30, [2022] 2023: *Provided, That funds made available in this subparagraph shall be available for the pilot program authorized under section 8041 of the SUPPORT for Patients and Communities Act (Public Law 115-271): Provided further, That funds provided to carry out section 132(a)(2)(A) of the WIOA may be used to provide assistance to a State for statewide or local use in order to address cases where there have been worker dislocations across multiple sectors or across multiple local areas and such workers remain dislocated; coordinate the State workforce development plan with emerging economic development needs; and train such eligible dislocated workers:*

Provided further, That funds provided to carry out sections 168(b) and 169(c) of the WIOA may be used for technical assistance and demonstration projects,

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respectively, that provide assistance to new entrants in the workforce and incumbent workers: *Provided further*, That notwithstanding section 168(b) of the WIOA, of the funds provided under this subparagraph, the Secretary of Labor (referred to in this title as "Secretary") may reserve not more than 10 percent of such funds to provide technical assistance and carry out additional activities related to the transition to the WIOA: *Provided further*, That of the funds provided under this subparagraph, [\$80,000,000] \$180,000,000 shall be for training and employment assistance under sections 168(b), 169(c) (notwithstanding the 10 percent limitation in such section) and 170 of the WIOA as follows:

(i) \$35,000,000 shall be for workers in the Appalachian region, as defined by 40 U.S.C. 14102(a)(1) and workers in the Lower Mississippi, as defined in section 4(2) of the Delta Development Act (Public Law 100-460, 102 Stat. 2246; 7 U.S.C. 2009aa(2));

(ii) \$45,000,000 shall be for the purpose of developing, offering, or improving educational or career training programs at community colleges, defined as public institutions of higher education, as described in section 101(a) of the Higher Education Act of 1965 and at which the associate's degree is primarily the highest degree awarded, with other eligible institutions of higher education, as defined in section 101(a) of the Higher Education Act of 1965, eligible to participate through consortia, with community colleges as the lead grantee: *Provided*, That the Secretary shall follow the requirements for the program in House Report 116-62 and in the explanatory statement accompanying this Act: *Provided further*, That any grant funds used for apprenticeships shall be used to support only apprenticeship programs registered under the National Apprenticeship Act and as referred to in section 3(7)(B) of the WIOA;

(iii) \$100,000,000 shall be for training and employment assistance for workers in communities that have experienced job losses due to dislocations in industries related to fossil fuel extraction or energy production;

(B) [\$55,500,000] \$58,000,000 for Native American programs under section 166 of the WIOA, which shall be available for the period July 1, [2021] 2022 through June 30, [2022] 2023;

(C) [\$93,896,000] \$96,711,000 for migrant and seasonal farmworker programs under section 167 of the WIOA, including [\$87,083,000] \$89,315,000 for formula grants (of which not less than 70 percent shall be for employment and training services), [\$6,256,000] \$6,429,000 for migrant and seasonal housing (of which not less than 70 percent shall be for permanent housing), and [\$557,000] \$967,000 for other discretionary purposes, which shall be available for the period April 1, [2021] 2022 through June 30, [2022] 2023: *Provided*, That notwithstanding any other provision of law or related regulation, the Department of Labor shall take no action limiting the number or proportion of eligible participants receiving related

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assistance services or discouraging grantees from providing such services: *Provided further*, That notwithstanding the definition of "eligible seasonal farmworker" in section 167(i)(3)(A) of the WIOA relating to an individual being "low-income", an individual is eligible for migrant and seasonal farmworker programs under section 167 of the WIOA under that definition if, in addition to meeting the requirements of clauses (i) and (ii) of section 167(i)(3)(A), such individual is a member of a family with a total family income equal to or less than 150 percent of the poverty line;

(D) [\$96,534,000] *\$145,000,000* for YouthBuild activities as described in section 171 of the WIOA, which shall be available for the period April 1, [2021] 2022 through June 30, [2022] 2023;

(E) [\$100,079,000] *\$150,000,000* for ex-offender activities, under the authority of section 169 of the WIOA, which shall be available for the period April 1, [2021] 2022 through June 30, [2022] 2023: *Provided*, That of this amount, \$25,000,000 shall be for competitive grants to national and regional intermediaries for activities that prepare for employment young adults with criminal records, young adults who have been justice system-involved, or young adults who have dropped out of school or other educational programs, with a priority for projects serving high-crime, high-poverty areas;

(F) \$6,000,000 for the Workforce Data Quality Initiative, under the authority of section 169 of the WIOA, which shall be available for the period July 1, [2021] 2022 through June 30, [2022] 2023; [and]

(G) [\$185,000,000] *\$285,000,000* to expand opportunities through apprenticeships only registered under the National Apprenticeship Act and as referred to in section 3(7)(B) of the WIOA, to be available to the Secretary to carry out activities through grants, cooperative agreements, contracts and other arrangements, with States and other appropriate entities, including equity intermediaries and business and labor industry partner intermediaries, which shall be available for the period July 1, [2021] 2022 through June 30, [2022] 2023;

(H) *\$50,000,000 for a National Youth Employment Program, under the authority of section 169 of the WIOA, including the expansion of summer and year-round job opportunities for disadvantaged youth, which shall be available for the period April 1, 2022 through June 30, 2023; and*

(I) *\$20,000,000 for a national training program for veterans, members of the armed forces who are separating from active duty, and the spouses of veterans and such members, focused on training related to employment in clean energy sectors and occupations, under the authority of section 169 of the WIOA, which shall be available for the period July 1, 2022 through June 30, 2023.*
(Department of Labor Appropriations Act, 2021.)

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ANALYSIS OF APPROPRIATION LANGUAGE

Language Provision	Explanation
<p>In the provisos in paragraph (2)(A):</p> <p><i>Provided, That funds made available in this subparagraph shall be available for the pilot program authorized under section 8041 of the SUPPORT for Patients and Communities Act (PL 115–271);</i></p>	<p>The SUPPORT for Patients and Communities Act was signed into law on October 24, 2018 and contained provisions to address the opioid crisis and other substance use disorders. Section 8041 of that Act established a competitive grant program administered by the Department of Labor to address economic and workforce impacts associated with high rates of substance use disorder. Section 8041(g) provided that the program was to be funded from funds appropriated to carry out section 170 of WIOA, the Dislocated Worker National Grants (DWNs). The funding for those DWNs would be appropriated in FY 2020 in paragraph (2)(A) under the “Training and Employment Service” heading and including a reference to the SUPPORT Act section in the appropriations language would be complementary to that section and clarify that this funding is available to carry out that section.</p>
<p><i>(iii) \$100,000,000 shall be for training and employment assistance for workers in communities that have experienced job losses due to dislocations in industries related to fossil fuel extraction or energy production;</i></p>	<p>The new clause (iii) under paragraph (2)(A) of TES appropriates \$100 million under the dislocated worker assistance national reserve to provide employment and training assistance to workers in communities where there have been job losses resulting from dislocations in industries that are related to the extraction of fossil fuels or energy production. Building on the POWER+ initiative, this program is intended to address changes in the energy economy through strategic planning, partnership development, and reskilling and reemployment activities aligned with longer-term economic transformation efforts. Under the authorities provided under the dislocated worker assistance national reserve for demonstration and pilot programs (section 169(c) of WIOA), national dislocated worker grants (section 170 of WIOA) and technical assistance (section 168(b) of WIOA), the program will support community-led workforce transition, layoff aversion, job creation and other strategic initiatives designed to ensure economic prosperity for workers and job seekers in the coal, oil, gas, and other industries experiencing dislocations.</p>

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In Paragraph (2)(H):

(H) \$50,000,000 for a National Youth Employment Program, under the authority of section 169 of the WIOA, including the expansion of summer and year-round job opportunities for disadvantaged youth, which shall be available for the period April 1, 2022 through June 30, 2023; and

Under the new paragraph (2)(H) of TES, \$50 million would be appropriated under the authority of section 169 of WIOA to establish a National Youth Employment Program. The focus of the program will be to create summer and year-round youth employment opportunities beginning in the summer of 2022 that will enable youth to enter a career pathway in high demand industries and occupations, such as healthcare, information technology, conservation and climate. Projects will provide supportive services, such as transportation and childcare, necessary for youth participation in such employment, and will connect youth with additional skill-building opportunities that enable them to enter on-ramps to careers. The intent is to provide grants directly to Local Workforce Development Boards to fund summer employment opportunities for at-risk youth eligible under the WIOA title I-B youth formula program, with a focus on serving justice-involved youth and other youth with barriers to employment. Local Boards will partner with employers in high demand industries and occupations, Local Education Agencies, and community-based organizations in carrying out the program.

In Paragraph (2)(I):

(I) \$20,000,000 for a national training program for veterans, members of the armed forces who are separating from active duty, and the spouses of veterans and such members, focused on training relating to employment in clean energy sectors and occupations, under the authority of section 169 of the WIOA, which shall be available for the period July 1, 2022 through June 30, 2023.

Under the new paragraph (2)(I) of TES, \$20 million would be appropriated under the authority of section 169 of WIOA to establish a competitive grant program to prepare eligible veterans, Transitioning Service Members (TSMs), and spouses of veterans and TSMs for careers in the clean energy sectors of the energy industry.

This Veterans Clean Energy Training program will provide participants with education, training, and credentials necessary to secure careers in various clean energy sectors, including the solar, wind, and other low-carbon emissions or zero-emissions sectors of the energy industry, as well as cybersecurity sectors of the energy industry. The program will provide participants with education and training for in-demand careers, provide employers in these necessary and growing industry sectors with appropriately trained workers, and complement existing education and training programs.

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AMOUNTS AVAILABLE FOR OBLIGATION						
(Dollars in Thousands)						
	FY 2020 Revised Enacted		FY 2021 Enacted		FY 2022 Request	
	FTE	Amount	FTE	Amount	FTE	Amount
A. Appropriation	0	\$1,839,200	0	\$1,891,200	0	\$2,438,672
<i>Subtotal Appropriation</i>	<i>0</i>	<i>\$1,839,200</i>	<i>0</i>	<i>\$1,891,200</i>	<i>0</i>	<i>\$2,438,672</i>
Offsetting Collections From:						
Fees	0	\$191,289	0	\$277,000	0	\$203,000
Supplemental Pursuant to P.L. 116-136	0	\$345,000	0	\$0	0	\$0
Transfer Pursuant to P.L. 116-94	0	-\$1,093	0	\$0	0	\$0
Rescission of fees Pursuant to P.L. 116-94	0	-\$150,000	0	\$0	0	\$0
Rescission of fees Pursuant to P.L. 116-260	0	\$0	0	-\$360,000	0	\$0
<i>Subtotal Appropriation Offsetting Collections</i>	<i>0</i>	<i>\$385,196</i>	<i>0</i>	<i>-\$83,000</i>	<i>0</i>	<i>\$203,000</i>
Advance Appropriation	0	\$1,772,000	0	\$1,772,000	0	\$1,772,000
Transfer Pursuant to P.L. 116-94	0	-\$1,594	0	\$0	0	\$0
<i>Subtotal Advance Appropriation</i>	<i>0</i>	<i>\$1,770,406</i>	<i>0</i>	<i>\$1,772,000</i>	<i>0</i>	<i>\$1,772,000</i>
B. Gross Budget Authority	0	\$3,994,802	0	\$3,580,200	0	\$4,413,672
Offsetting Collections From:						
Fees	0	-\$191,289	0	-\$277,000	0	\$0
<i>Subtotal Fees</i>	<i>0</i>	<i>-\$191,289</i>	<i>0</i>	<i>-\$277,000</i>	<i>0</i>	<i>\$0</i>
C. Budget Authority Before Committee	0	\$3,803,513	0	\$3,303,200	0	\$4,413,672
Offsetting Collections From:						
Prior Year Balance	0	\$386,744	0	\$806,578	0	\$201,000
Fees	0	\$191,289	0	\$277,000	0	\$203,000
Rescission	0	-\$150,000	0	-\$360,000	0	\$0
<i>Subtotal</i>	<i>0</i>	<i>\$428,033</i>	<i>0</i>	<i>\$723,578</i>	<i>0</i>	<i>\$404,000</i>
D. Total Budgetary Resources	0	\$4,231,546	0	\$4,026,778	0	\$4,817,672
Unobligated Balance End-of-Year	0	-\$806,578	0	-\$201,000	0	\$0
Unobligated Balances Expiring	0	\$0	0	\$0	0	\$0
E. Total, Estimated Obligations	0	\$3,424,968	0	\$3,825,778	0	\$4,817,672

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SUMMARY OF CHANGES

(Dollars in Thousands)

	FY 2021 Enacted	FY 2022 Request	Net Change
Budget Authority			
General Funds	\$3,663,200	\$4,210,672	+\$547,472
Total	\$3,663,200	\$4,210,672	+\$547,472
Full Time Equivalents			
General Funds	0	0	0
Total	0	0	0

FY 2022 Change

Explanation of Change	FY 2021 Base		Trust Funds		General Funds		Total	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Increases:								
A. Built-Ins:								
To Provide For:								
Costs of pay adjustments	0	\$0	0	\$0	0	\$0	0	\$0
Advisory and assistance services	0	\$0	0	\$0	0	\$0	0	\$0
Other services from non-Federal sources	0	\$0	0	\$0	0	\$0	0	\$0
Operation and maintenance of equipment	0	\$0	0	\$0	0	\$0	0	\$0
Grants, subsidies, and contributions	0	\$3,663,200	0	\$0	0	\$0	0	\$0
Built-Ins Subtotal	0	+\$3,663,200	0	\$0	0	\$0	0	\$0
B. Programs:								
POWER Plus	0	\$280,859	0	\$0	0	\$100,000	0	\$100,000
Expand Apprenticeship opportunities for women and people of color	0	\$185,000	0	\$0	0	\$100,000	0	\$100,000
Dislocated Worker Formula Grants	0	\$1,061,553	0	\$0	0	\$93,725	0	\$93,725
National Youth Employment Program	0	\$0	0	\$0	0	\$50,000	0	\$50,000
REO Grant Program	0	\$100,079	0	\$0	0	\$49,921	0	\$49,921
YouthBuild Grant Program	0	\$96,534	0	\$0	0	\$48,466	0	\$48,466
Youth Formula Grants	0	\$921,130	0	\$0	0	\$42,707	0	\$42,707
Adult Formula Grants	0	\$0	0	\$0	0	\$37,338	0	\$37,338
Veterans Clean Energy Grant Program	0	\$0	0	\$0	0	\$20,000	0	\$20,000
National Farmworker Jobs Grant Program	0	\$93,896	0	\$0	0	\$2,815	0	\$2,815
INAP Grant Program	0	\$55,500	0	\$0	0	\$2,500	0	\$2,500

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FY 2022 Change

Explanation of Change	FY 2021 Base		Trust Funds		General Funds		Total	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Programs Subtotal			0	\$0	0	+\$547,472	0	+\$547,472
Total Increase	0	+\$3,663,200	0	\$0	0	+\$547,472	0	+\$547,472
Decreases:								
A. Built-Ins:								
To Provide For:								
Built-Ins Subtotal	0	\$0	0	\$0	0	\$0	0	\$0
B. Programs:								
Programs Subtotal			0	\$0	0	\$0	0	\$0
Total Decrease	0	\$0	0	\$0	0	\$0	0	\$0
Total Change	0	+\$3,663,200	0	\$0	0	+\$547,472	0	+\$547,472

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SUMMARY BUDGET AUTHORITY AND FTE BY ACTIVITY (Dollars in Thousands)								
	FY 2020 ¹ Revised Enacted		FY 2021 Enacted		FY 2022 Request		Diff. FY22 Request / FY21 Enacted	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Adult Employment and Training Activities	0	854,649	0	862,649	0	899,987	0	37,338
General Funds	0	854,649	0	862,649	0	899,987	0	37,338
Youth Activities	0	913,130	0	921,130	0	963,837	0	42,707
General Funds	0	913,130	0	921,130	0	963,837	0	42,707
Dislocated Workers Employment and Training Activities	0	1,322,912	0	1,342,412	0	1,536,137	0	193,725
General Funds	0	1,322,912	0	1,342,412	0	1,536,137	0	193,725
Formula Grants	0	1,052,053	0	1,061,553	0	1,155,278	0	93,725
General Funds	0	1,052,053	0	1,061,553	0	1,155,278	0	93,725
National Dislocated Worker Grants	0	270,859	0	280,859	0	380,859	0	100,000
General Funds	0	270,859	0	280,859	0	380,859	0	100,000
Indian and Native American Programs	0	55,000	0	55,500	0	58,000	0	2,500
General Funds	0	55,000	0	55,500	0	58,000	0	2,500
Migrant and Seasonal Farmworkers	0	91,896	0	93,896	0	96,711	0	2,815
General Funds	0	91,896	0	93,896	0	96,711	0	2,815

¹ Excludes \$345 million in funding appropriated under the CARES Act.

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SUMMARY BUDGET AUTHORITY AND FTE BY ACTIVITY								
(Dollars in Thousands)								
	FY 2020 ¹ Revised Enacted		FY 2021 Enacted		FY 2022 Request		Diff. FY22 Request / FY21 Enacted	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Reentry Employment Opportunities	0	98,079	0	100,079	0	150,000	0	49,921
General Funds	0	98,079	0	100,079	0	150,000	0	49,921
Apprenticeship Program	0	175,000	0	185,000	0	285,000	0	100,000
General Funds	0	175,000	0	185,000	0	285,000	0	100,000
Workforce Data Quality Initiative	0	6,000	0	6,000	0	6,000	0	0
General Funds	0	6,000	0	6,000	0	6,000	0	0
YouthBuild	0	94,534	0	96,534	0	145,000	0	48,466
General Funds	0	94,534	0	96,534	0	145,000	0	48,466
National Youth Employment Program	0	0	0	0	0	50,000	0	50,000
General Funds	0	0	0	0	0	50,000	0	50,000
Veterans' Clean Energy Training Program	0	0	0	0	0	20,000	0	20,000
General Funds	0	0	0	0	0	20,000	0	20,000
Total	0	3,611,200	0	3,663,200	0	4,210,672	0	547,472
General Funds	0	3,611,200	0	3,663,200	0	4,210,672	0	547,472

NOTE: 2020 reflects actual FTE.

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BUDGET AUTHORITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2020 Revised Enacted	FY 2021 Enacted	FY 2022 Request	Diff. FY22 Request / FY21 Enacted
	Full-Time Equivalent				
	Total	0	0	0	0
11.1	Full-time permanent	0	0	0	0
11.9	Total personnel compensation	0	0	0	0
22.0	Transportation of things	0	0	0	0
24.0	Printing and reproduction	0	0	0	0
25.1	Advisory and assistance services	0	0	0	0
25.2	Other services from non-Federal sources	0	0	0	0
25.7	Operation and maintenance of equipment	0	0	0	0
41.0	Grants, subsidies, and contributions	3,611,200	3,663,200	4,210,672	547,472
	Total	3,611,200	3,663,200	4,210,672	547,472

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SIGNIFICANT ITEMS IN FY 2021 APPROPRIATIONS' REPORTS

Youth Unemployment Data Update

House: The Committee directs the Secretary to include an update in the fiscal year 2022 Congressional Budget Justification on youth unemployment, including the number of unemployed youth ages 16–24, disaggregated by race, socioeconomic status, and age, as well as the disparities such youth face in seeking and obtaining employment. This update must also include information on youth unemployment by industry and sector, including Science, Technology, Engineering, and Math (STEM), as well as entrepreneurship. In addition, the Committee directs the Secretary to include recommendations on actions Congress can take to ensure that youth unemployment decreases.

Response: In 2020, based on data from the Bureau of Labor Statistics (BLS), the annual average number of unemployed youth ages 16-24 increased by 70 percent to 3.0 million from 1.77 million in 2019. This is the first time the number has increased since 2011. In fact, the 2020 number is at its highest since 2015 when there were 3.3 million youth unemployed. The largest driver of this is the Covid-19 pandemic, which has significantly impacted the employment prospects of youth. In July 2020, compared to the previous year, the number of unemployed youth ages 16 to 24 increased by 1.9 million, or 88 percent, to 3.97 million. Youth employment typically peaks in the month of July.

When disaggregated by age, the 2020 unemployment rate was 17.9 percent for 16-17 year olds, 18.2 percent for 18-19 year olds; and 13.7 percent for 20-24 year olds.

When disaggregated by race and ethnicity, the number of unemployed White youth increased by 1.3 million, or 91.9 percent, to 2.7 million; unemployed Black youth increased by 261,000, or 55.3 percent, to 733,000; unemployed Asian youth increased by 156,000, or 179.3 percent, to 243,000; and unemployed Hispanic youth increased by 463,000, or 80.7 percent, to 1.037 million in July 2020 compared to July 2019.

According to the most recent Census data available, the number of unemployed American Indian and Alaska Native youth was 29,713 in 2019 and their unemployment rate was 14.4 percent. The unemployment rate¹ for all youth was 18.5 percent in July 2020, twice as high as the 9.1 percent rate in the previous year. The youth unemployment rates of Whites (16.7 percent), Blacks (25.4 percent), Asians (25.4 percent), and Hispanics (21.7 percent) were all “substantially” higher in July 2020 than in the previous summer.²

BLS does not provide data on youth unemployment disaggregated by socioeconomic status. BLS also does not provide data on youth unemployment disaggregated by disparities. BLS does not provide data on youth employment by industry and sector, including Science, Technology, Engineering, and math (STEM) and entrepreneurship. BLS does provide employment data on 16

¹ Note: when restricted to youth, the denominator for the unemployment rate is “youth in the civilian non-institutionalized population,” not just those in the labor force. Youth may be out of the labor market because they are in school or may not be actively looking for work.

² Employment and Unemployment Among Youth – Summer 2020, BLS Release, August 18, 2020

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to 24 year old youth in specific industry sectors. The industry sector with the highest number of youth employed in July 2020 was leisure and hospitality (4.18 million), followed by retail trade (3.56 million), education and health services (1.91 million), and professional and business services (1.35 million).

The Department's recommendations to help decrease youth unemployment include the accompanying request for \$50,000,000 to fund a National Youth Employment program which will fund programs to provide youth, including justice-involved youth and other opportunity youth with barriers to employment, with summer and year-round employment opportunities that will enable them to enter career pathways. In addition, to reduce youth unemployment, the Department recommends funding youth apprenticeship and pre-apprenticeship partnerships that provide more youth with direct pathways into Registered Apprenticeships. Lastly, the Department proposes increasing funding for the WIOA Youth Formula funds.

Reentry Employment Opportunities (REO) performance data

House: The Committee directs the Department to provide an update in the fiscal year 2022 Congressional Budget Justification on information from the last three fiscal years on pathways and relationships built with employers, including data on formerly incarcerated individuals who have utilized the program, rates of increased credentials, and placement in higher paying positions.

Response: The REO program grants awarded from PY 2017 through PY 2019 have thus far served approximately 22,700 justice-involved individuals and provided opportunities for employment, training, credential attainment, and other support needed to improve employment outcomes. Employer relationships are critical to the success of reentry grants. As such, REO applicants are rated, in part, on how well their occupational skills education serves the needs of their local business community. Based on recent technical assistance conversations with grantees the majority of REO grants have long established relationships with employers in the community. REO grantees tend to work most with medium sized employers (50 - 249 employees). The vast majority partner with warehouse and logistics companies, followed closely by construction and manufacturing, and culinary and food service companies. About half of the grantees reported working with the health care industry. Sixty-five percent of REO grantees report having regular check-ins with employer partners about hiring needs. Furthermore, employer partners contribute to the participants' development through company site visits, job fair participation, mock interviews, job readiness preparation, and apprenticeships and other work-based learning opportunities.

Most REO grantees encountered significant service delivery disruptions due to COVID-19 over the past year. Organizations receiving PY 2019 grants only began enrolling participants a few months before the pandemic started, resulting in significant enrollment and outcome delays which continue. Grants awarded in PY 2018 were 75 percent into their enrollment period when the pandemic hit, which impacts their enrollment and outcomes. The 2017 grants had the advantage of primarily operating before the COVID pandemic began.

TRAINING AND EMPLOYMENT SERVICES

The REO adult program grants awarded in 2017, 2018, and 2019 have made 7,259 job placements at an average wage of approximately \$13.00 an hour. Out of 5,660 individuals who entered training leading to a credential, 4,341 (77 percent) individuals received credentials. During the past three program years, REO young adult programs have made 4,762 job placements at an average wage of roughly \$12.00 an hour. Out of 5,220 young adults who entered training leading to a credential, 3,392 young adults (65 percent) received credentials.

TRAINING AND EMPLOYMENT SERVICES

APPROPRIATION HISTORY					
(Dollars in Thousands)					
	Budget Estimates to Congress	House Allowance	Senate Allowance	Appropriations	FTE
2012 ...1/	\$1,854,947		\$1,538,247	\$1,409,009	0
2012 Advance for 2013	\$1,772,000			\$1,772,000	0
2013 ...2/	\$1,459,812			\$1,265,922	0
2013 Advance for 2014	\$1,772,000			\$1,772,000	0
2014	\$1,615,405			\$1,376,855	0
2014 Advance for 2015	\$1,772,000			\$1,772,000	0
2015	\$1,483,507			\$1,367,706	0
2015 Advance for 2016	\$1,772,000			\$1,772,000	0
2016	\$1,630,431	\$1,231,314	\$2,156,494	\$1,563,425	0
2016 Advance for 2017	\$1,772,000	\$1,772,000	\$1,772,000	\$1,697,000	0
2017	\$1,753,460		\$2,322,520	\$1,566,699	0
2017 Advance for 2018...4/	\$1,759,967			\$1,753,641	0
2018	\$1,180,766	\$1,470,720		\$1,714,200	0
2018 Advance for 2019	\$873,000	\$1,572,000		\$1,719,000	0
2019 ...6/	\$1,523,549			\$1,730,700	0
2019 Advance for 2020	\$1,697,000			\$1,772,000	0
2020 ...7/	\$1,561,549	\$2,205,615		\$1,839,200	0
2020 Advance for 2021	\$1,685,858	\$1,772,000		\$1,772,000	0
2021 ...8/	\$1,646,304	\$1,924,700		\$1,891,200	0
2021 Advance for 2022	\$1,772,000	\$1,772,000		\$1,772,000	0
2022	\$2,438,672				0
2022 Advance for 2023	\$1,772,000				0

1/ Reflects a 0.189% across-the-board rescission pursuant to P.L. 112-74

2/ Reflects a 0.2% across the board rescission pursuant to P.L. 113-6 and the sequestration reduction pursuant to the Balanced Budget and Emergency Deficit Control Act of 1985, as executed. Does not reflect Hurricane Sandy Disaster Supplemental funds provided pursuant to P.L. 113-2.

3/ Reflects a \$75,000 rescission against the National Dislocated Worker Grants, pursuant to P.L. 115-31.

4/ Reflects a rescission of \$12,500 against the National Dislocated Worker Grants, pursuant to P.L. 115-141.

5/ Reflects a \$53,000 rescission against the National Dislocated Worker Grants, pursuant to P.L. 115-245.

6/ This bill was passed by the Senate. It was passed out of the House Subcommittee but was not reported out of the House Committee or by the full House.

7/ This bill was passed by the House. It was not taken up by the Senate Appropriations Subcommittee or the full Senate Appropriations Committee. Excludes supplemental funding appropriated through P.L. 116-136.

8/ This bill was passed by the House. It was not taken up by the Senate Appropriations Subcommittee or the full Senate Appropriations Committee.

TRAINING AND EMPLOYMENT SERVICES

OVERVIEW

The Training and Employment Services (TES) programs assist workers and job seekers in securing jobs, establishing careers, and acquiring skills and credentials through a wide range of activities, including Registered Apprenticeships, other work-based learning opportunities, and reemployment services. The Employment and Training Administration (ETA) also provides states and the workforce system with policy direction, guidance, and flexibility that support meeting the needs of workers and industry in their states.

Programmatic activities under the TES account provide a comprehensive, integrated public workforce system while addressing diverse worker and employer needs through formula-funded employment and workforce development programs for adults, youth, and dislocated workers, and national programs, such as YouthBuild and Reentry Employment Opportunities (REO). In addition, the Dislocated Worker National Reserve provides grants to communities that have experienced job losses due to disasters or mass layoffs. TES also provides Registered Apprenticeship funding to increase adoption of this evidence-based learn-and-earn model.

The funding request level for the TES account is \$4,210,672,000 and includes the following budget activities:

- \$3,019,102,000 for formula grant programs, funding them at their most recent authorized levels, plus \$380,859,000 for the National Dislocated Worker Reserve:
 - \$899,987,000 for Workforce Innovation and Opportunity Act (WIOA) Adult Employment and Training Activities Grants to provide financial assistance to States and territories to design and operate training and employment assistance programs for adults, with a priority for low-income individuals and public assistance recipients.
 - \$963,837,000 for WIOA Youth Activities Grants to support a wide range of activities and services to prepare low-income youth for academic and employment success, including summer and year-round jobs. The program links academic and occupational learning with youth development activities.
 - \$1,536,137,000 for WIOA Dislocated Worker (DW) Employment and Training Activities. This request includes \$1,155,278,000 for DW formula funds and \$380,859,000 for the National Reserve to provide assistance to workers and communities impacted by mass layoffs and areas affected by disasters, including disaster impacts and economic impacts from the pandemic. These funds will continue to provide reemployment services for individuals impacted by the pandemic; train individuals to transition into new professions; and create temporary employment opportunities for positions that can immediately mitigate the impact of the crisis. This funding request includes a \$50,000,000 set-aside in the National Reserve to serve workers in the Appalachian and Lower Mississippi Delta regions; a set-aside of \$45,000,000 for strengthening community college grants, and \$100,000,000 for a new program as part of the new Interagency Working Group on Coal and Power Plant Communities and Economic Revitalization, which builds on President Obama's POWER+ initiative. The new program will support community-led workforce transition, layoff aversion, job creation and other strategic initiatives designed to ensure economic prosperity for workers and job seekers in the coal, oil, gas, and other

TRAINING AND EMPLOYMENT SERVICES

industries in decline. A portion of the DWG money is also available for demonstration grants and technical assistance to states and localities.

- \$58,000,000 for the Indian and Native Americans Program to support grants to provide employment, education, intensive training, and supportive services to tribes, tribal consortia, and nonprofit Indian organizations.
- \$96,711,000 for the Migrants and Seasonal Farmworkers to support grants to provide career services, training services, housing assistance services, youth services, and other related assistance services to migrant and seasonal farmworkers.
- \$150,000,000 for the Reentry Employment Opportunities, which supports activities authorized under section 169 of the WIOA to help individuals exiting the justice system make a successful transition to community life and long-term employment through mentoring, job training, and other services. The Department also provides competitive grants for a range of young adults who have been involved with the criminal justice system or who left high school before graduation, particularly those in high-poverty, high-crime areas, with similar services. The Administration intends to devote funds to test and replicate evidence-based strategies for serving individuals with justice system involvement.
- \$285,000,000 to expand Registered Apprenticeship opportunities, in particular for historically underrepresented groups including women and people of color.
- \$145,000,000 for the YouthBuild program, which will support grants that provide academic training, occupational skills training, mentoring, and supportive services, with a specific focus on developing construction skills through building or rehabilitating affordable housing for low-income or homeless families in program participants' own neighborhoods.

In order to serve more participants and achieve better workforce development outcomes, the Department is requesting funding increases for TES programs. In addition to the existing programs and the new program that builds on the POWER+ initiative, the Department is also proposing two new programs:

- \$50,000,000 for a National Youth Employment Program, which will provide competitive grants for summer and year-round youth employment programs. In addition to employment, programs will provide supportive services, such as transportation and childcare necessary for youth participation in summer and year-round employment, and will connect youth with additional skill-building opportunities that enable them to enter on-ramps to careers.
- \$20,000,000 for Veterans' Clean Energy Training, which will provide competitive grants to prepare eligible veterans, transitioning service members, and their spouses for careers in the clean energy sectors of the energy industry.

The Department notes that FY 2020 was the last year of WIOA's authorization, and the Administration looks forward to working with Congress on reauthorization efforts.

ADULT EMPLOYMENT AND TRAINING ACTIVITIES

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2020 Revised Enacted	FY 2021 Enacted	FY 2022 Request	Diff. FY22 Request / FY21 Enacted
Activity Appropriation	854,649	862,649	899,987	37,338
FTE	0	0	0	0

Introduction

The Workforce Innovation and Opportunity Act (WIOA) Adult program helps adults with barriers to employment gain new skills and find good jobs in in-demand industries and sectors. WIOA requires local areas under this program to provide a priority in the provision of training and certain intensive career services to recipients of public assistance, individuals who are basic skills deficient, or low-income individuals, to help them enter or re-enter the workforce and gain a pathway to self-sufficiency. The WIOA Adult program (as do all DOL-funded job training programs) also provides priority of service for employment and training services to veterans and eligible spouses. The WIOA Adult program:

- Supports workers in accessing career and training services to help them find quality employment;
- Provides job seekers with job placement, career counseling, skills training, credential attainment, and other employment services, including labor market information, that make it possible for adults served by the program to quickly return to work;
- Provides customer-centered business services to assist employers in finding and retaining skilled workers for in-demand jobs; and
- Offers seamless service delivery by providing multiple federally funded workforce-related programs in American Job Centers (AJC), which maximizes the federal investment in workforce services through non-duplication and economies of scale.

The WIOA Adult program provides an array of career, supportive, and training services to meet the needs of adult job seekers, particularly those with barriers to employment. Those services include basic career services, such as job search and placement assistance and real-time labor market information, as well as individualized case management services ranging from comprehensive skills assessments to career counseling and planning. For adult job seekers needing new or upgraded skills, integrated work-readiness and work-based learning opportunities are available, including, but not limited to: apprenticeship programs, occupational skills training, on-the-job training (OJT), incumbent worker training, workplace training and related instructional programs, skill upgrading, adult education and literacy training, and customized training. In addition, job seekers may receive supportive services, such as transportation, childcare, and needs-related payments necessary to enable them to participate in activities authorized under the program.

ADULT EMPLOYMENT AND TRAINING ACTIVITIES

Resource and Program Data Adult Activities Training and Employment Services (Dollars in Thousands)

Data Category	FY 2018 Enacted	FY 2019 Enacted	FY 2020 Enacted	FY 2021 Enacted	FY 2022 President's Budget
<u>Resource Data:</u>	845,556	845,556	854,649	862,649	899,987
Service Grant					
Formula	845,556	845,556	854,474	860,675	899,987
Competitive					
Research Evaluation			175	857	
Program Support				1,117	
Total Resources	845,556	845,556	854,649	862,649	899,987
<u>Program Data:</u>					
Total Grants	57	57	57	57	57
New Starts					
#	57	57	57	57	57
\$	845,556	845,556	854,474	860,675	899,987
Contracts					
#			1	2	
\$			175	1,974	

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2017	\$813,233	0
2018	\$845,556	0
2019	\$845,556	0
2020	\$854,649	0
2021	\$862,649	0

Funding Mechanism

The Adult program operates on a program year (PY) basis. Funds appropriated in FY 2022 would be available from July 1, 2022, through June 30, 2023 (PY 2022). The Department allocates funding to states based on a statutory formula as described in section 132(b) of WIOA. The states, in turn, after reserving up to 15 percent of those funds for statewide activities, allocate the remainder to local workforce areas based on a formula distribution as described in section 133(b) of WIOA.

ADULT EMPLOYMENT AND TRAINING ACTIVITIES

FY 2022

To address the employment and training needs of adults, particularly those adults who are recipients of public assistance, have limited literacy or numeracy, or low-income the Department is requesting \$899,987,000 in FY 2022, funding WIOA Adult at its most recent authorized level. FY 2022 funds will be allotted by formula to states and localities to provide WIOA Adult services. Based on the most recent cost per participant data for the Adult program (\$2,365 per participant in PY 2019), these funds will serve an estimated 380,544 eligible adults who face barriers to employment. The request maintains the Governor's Reserve of 15 percent, which allows states to provide services, conduct statewide projects, ensure financial and programmatic oversight of the local workforce system, and plan workforce programs.

FY 2021

To address the employment and training needs of adults, particularly those adults who are recipients of public assistance, have limited literacy or numeracy, or low-income individuals the Department was appropriated \$862,649,000 in FY 2021. FY 2021 funds will be allotted by formula to states and localities to provide WIOA Adult services, and 1.5 percent of funds will be reserved for services to Indians, Native Hawaiians and Native Alaskans. Based on the most recent cost per participant data for the Adult program (\$2,365 per participant in PY 2019), these funds will serve an estimated 364,756 eligible adults who face barriers to employment. The request maintains the Governor's Reserve of 15 percent, which allows states to provide services, conduct statewide projects, ensure financial and programmatic oversight of the local workforce system, and plan workforce programs.

FY 2020

To address the employment and training needs of adults, particularly those adults in priority status who are public assistance recipients, low-income, or have limited literacy or numeracy, the Department was appropriated \$854,649,000 in FY 2020. FY 2020 funds were allotted by formula to states and localities to provide WIOA Adult services. Based on the most recent cost per participant data for the Adult program (\$2,365 per participant in PY 2019), these funds were estimated to serve 361,373 eligible adults who face barriers to employment. Please note that due to COVID-19, the Department anticipates fewer participants will be served in PY 2020 than this previous estimation. The appropriation maintains the Governor's Reserve of 15 percent, which allows states to provide services, conduct statewide projects, ensure financial and programmatic oversight of the local workforce system, and plan workforce programs.

ADULT EMPLOYMENT AND TRAINING ACTIVITIES

WORKLOAD AND PERFORMANCE SUMMARY							
	PY 2019 Revised Enacted		PY 2020 Revised Enacted		PY 2021 Enacted	PY 2022 Request	
	Target	Result	Target	Result	Target	Target	
Adult Employment and Training Activities							
Strategic Goal 1 - Support the Ability of All Americans to Find Good Jobs							
Strategic Objective ETA 1.1 - Create customer-focused workforce solutions for American workers.							
ETA-WIOA Adult-01	Employment Rate – 2nd Quarter After Exit (WIOA Adult)	[base]	71.4%	69.9%	--	67.7%	69.9%
ETA-WIOA Adult-02	Employment Rate – 4th Quarter After Exit (WIOA Adult)	[base]	70.4%	68.3%	--	65.3%	66.8%
ETA-WIOA Adult-03	Median Earnings – 2nd Quarter After Exit (WIOA Adult)	[base]	\$6,515	\$6,658	--	\$6,805	\$6,955
ETA-WIOA Adult-04	Credential Attainment Rate (WIOA Adult)	[base]	69.7%	70.4%	--	71.5%	71.5%
ETA-WIOA Adult-05	Measurable Skill Gains (WIOA Adult)	[base]	53.4%	53.4%	--	55.4%	57.4%

Legend: (r) Revised (e) Estimate (base) Baseline -- Not Applicable TBD - To Be Determined [p] - Projection

ADULT EMPLOYMENT AND TRAINING ACTIVITIES

Workload and Performance Narrative

WIOA authorizes six primary indicators of performance. States report to the Department on: 1) employment in the second quarter after exit; 2) employment in the fourth quarter after exit; 3) median earnings of those employed in the second quarter after exit; 4) credential attainment; 5) measurable skill gain; and 6) effectiveness in serving employers. Please note that due to COVID-19, the Departments anticipates results to decrease for the employment rates in the 2nd and 4th quarter after exit and the credential attainment rate in PY 2020 and 2021. The Department anticipates these indicators will begin to increase again in PY 2022. This is because there is a structural delay from when we observe changes in the economy to when that is reflected in our reported outcomes. This delay occurs for two reasons: the first is due to the timing of the WIOA primary indicators of performance as defined in statute (i.e. the second or fourth quarter after exit) and the second is the additional two quarters that states are granted to collect outcomes and conduct wage matching. The result of this delay is that, although the economic outlook for PY 2021/FY 2022 is promising, the cohorts for Q2 Employment Rates reported during that period will reflect individuals who exited between 7/1/2020 and 6/30/2021. This means that these individuals exited during pandemic-impacted quarters and therefore ETA expects lower employment-related outcomes to be reported.

The Department will continue to monitor grantee performance regularly through Federal Project Officers in the regional offices to ensure grantees are on track to meet performance goals. Such monitoring informs the design and delivery of technical assistance to improve performance. As part of program monitoring, the Department looks at the following system outputs:

- Number of people served by the program;
- Number of people who received training;
- Number of people who received career services;
- Number of people in training who received a credential;
- Number of people with demonstrated skill gains; and
- Amount of funds spent.

Additional data are collected on the types of participant services, individuals who have exited the program, and those with positive outcomes for employment. These outputs help determine whether states are implementing strategies that will help meet their outcome goals. In addition, the Department will continue to conduct research and evaluations in support of continuous program improvement of programs to determine the effectiveness of services for various subpopulations and improve program efficiency and performance.

ADULT EMPLOYMENT AND TRAINING ACTIVITIES

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2020 Revised Enacted	FY 2021 Enacted	FY 2022 Request	Diff. FY22 Request / FY21 Enacted
11.1	Full-time permanent	0	0	0	0
11.9	Total personnel compensation	0	0	0	0
25.1	Advisory and assistance services	0	0	0	0
41.0	Grants, subsidies, and contributions	854,649	862,649	899,987	37,338
	Total	854,649	862,649	899,987	37,338

ADULT EMPLOYMENT AND TRAINING ACTIVITIES

CHANGES IN FY 2022

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments \$0

Advisory and assistance services 0

Grants, subsidies, and contributions 0

Built-Ins Subtotal \$0

Net Program \$37,338

Direct FTE 0

	Estimate	FTE
Base	\$862,649	0
Program Increase	\$37,338	0
Program Decrease	\$0	0

YOUTH ACTIVITIES

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2020 Revised Enacted	FY 2021 Enacted	FY 2022 Request	Diff. FY22 Request / FY21 Enacted
Activity Appropriation	913,130	921,130	963,837	42,707
FTE	0	0	0	0

Introduction

The Youth program helps out-of-school youth and low-income in-school youth with barriers to employment by providing them with services that prepare them for employment and post-secondary education.

Under Title I of WIOA, Youth Activities funds are allotted by formula to states that, in turn, allocate funds to local areas to deliver a comprehensive array of youth workforce investment activities. These activities aim to develop a strong youth pipeline that provides youth, including disconnected youth, with work readiness skills and industry-driven credential attainment opportunities that equip them with skills and knowledge that prepare them for success in the knowledge-based economy and in-demand industries. The services offered through the Youth program also seek to provide out-of-school youth and low-income in-school youth with job opportunities that lead to high-paying jobs in today’s workforce.

WIOA authorizes services to 14-21 year old low-income in-school youth and 16-24 year old out-of-school youth who have barriers to employment. WIOA requires that not less than 75 percent of funds be used to serve out-of-school youth, which focuses resources on youth facing the greatest challenges in gaining skills and good employment. Service providers prepare youth for employment and post-secondary education by stressing linkages between academic and occupational learning and creating effective connections to employers. Service providers also assist youth by providing a variety of other services, such as tutoring; alternative secondary school services; summer and year-round work experiences, including pre-apprenticeship programs and on-the-job training opportunities; and occupational training, among others.

YOUTH ACTIVITIES

Resource and Program Data Youth Activities Training and Employment Services (Dollars in Thousands)

Data Category	FY 2018 Enacted	FY 2019 Enacted	FY 2020 Enacted	FY 2021 Enacted	FY 2022 President's Budget
Resource Data:	903,416	903,416	913,130	921,130	963,837
Service Grant					
Formula	902,287	903,416	912,906	918,557	963,837
Competitive					
Research Evaluation	1,129		204	1,109	
Program Support				1,444	
Total Resources	903,416	903,416	913,130	921,130	963,837
Program Data:					
Total Grants	190	190	190	190	190
New Starts					
#	190	190	190	190	190
\$	902,287	903,416	912,906	918,557	963,837
Contracts					
#	1		1	2	
\$	1,129		204	1,553	

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2017	\$873,416	0
2018	\$903,416	0
2019	\$903,416	0
2020	\$913,130	0
2021	\$921,130	0

Funding Mechanism

WIOA Youth programs operate on a program year basis. Funds appropriated in FY 2022 would be available from April 1, 2022 through June 30, 2023 (PY 2022). Under section 127(b) of WIOA, formula funds are provided to states for the operation of WIOA Youth programs based on a statutory formula. After states reserve up to 15 percent for statewide activities, the remainder is allocated to local areas based on a formula distribution as described in section 128(b) of WIOA.

YOUTH ACTIVITIES

FY 2022

The Department is requesting \$963,837,000 for FY 2022, funding WIOA Youth at its most recent authorized level. PY 2022 funds will be allotted by formula to states and localities to provide WIOA youth services. Based on the most recent cost per participant data of \$6,580 (from PY 2019), these funds will serve an estimated 146,479 eligible in-school and out-of-school youth who face barriers to employment. This will result in an additional 6,490 youth served compared to PY 2021, providing these additional youth with work experience opportunities, occupational skills training, and preparing them for success in the labor market. The proposed budget maintains the current 15 percent Governor's Reserve.

FY 2021

The Department was appropriated \$921,130,000 for FY 2021. PY 2021 funds were allotted by formula to states and localities to provide WIOA youth services. Based on the most recent cost per participant data of \$6,580 (from PY 2019), these funds will serve an estimated 139,989 eligible in-school and out-of-school youth who face barriers to employment.

FY 2020

The Department was appropriated \$913,130,000 for the period of April 1, 2020, through June 30, 2021 (end of PY 2020). PY 2020 funds were allotted by formula to states and localities to provide WIOA youth services. Based on the most recent cost per participant data (from PY 2019), these funds were estimated to serve 138,774 eligible in-school and out-of-school youth who face barriers to employment. Please note that due to COVID-19, the Department anticipates fewer youth will be served in PY 2020 than this previous estimation.

YOUTH ACTIVITIES

WORKLOAD AND PERFORMANCE SUMMARY							
		PY 2019 Revised Enacted		PY 2020 Revised Enacted		PY 2021 Enacted	PY 2022 Request
		Target	Result	Target	Result	Target	Target
Youth Activities							
Strategic Goal 1 - Support the Ability of All Americans to Find Good Jobs							
Strategic Objective ETA 1.1 - Create customer-focused workforce solutions for American workers.							
ETA-WIOA Youth-01	Education and Employment Rate – 2nd Quarter After Exit (WIOA Youth)	[base]	73.1%	68.2%	--	61.0%	68.2%
ETA-WIOA Youth-02	Education and Employment Rate – 4th Quarter After Exit (WIOA Youth)	[base]	73.4%	68.2%	--	61.1%	64.7%
ETA-WIOA Youth-03	Median Earnings – 2nd Quarter After Exit (WIOA Youth)	[base]	\$3,518	\$3,595	--	\$3,674	\$3,755
ETA-WIOA Youth-04	Credential Attainment (WIOA Youth)	[base]	63.4%	61.9%	--	59.6%	60.8%
ETA-WIOA Youth-05	Measurable Skill Gains (WIOA Youth)	[base]	47.1%	47.1%	--	49.1%	51.1%

Legend: (r) Revised (e) Estimate (base) Baseline -- Not Applicable TBD - To Be Determined [p] - Projection

YOUTH ACTIVITIES

Workload and Performance Narrative

WIOA authorizes six primary indicators of performance. States report to the Department on: 1) education and employment in the second quarter after exit; 2) education and employment in the fourth quarter after exit; 3) median earnings of those employed in the second quarter after exit; 4) credential attainment; 5) measurable skill gains; and 6) effectiveness in serving employers (measure under development). The results of these measures demonstrate the value of these investments to help address the employment and skill needs of workers, job seekers, and employers. Please note that due to COVID-19, the Department anticipates results to decrease for the education and employment rates in the 2nd and 4th quarter after exit and the credential attainment rate in PY 2020 and 2021. The Department anticipates these indicators will begin to increase again in PY 2022. This is because there is a structural delay from when we observe changes in the economy to when that is reflected in our reported outcomes. This delay occurs for two reasons: the first is due to the timing of the WIOA primary indicators of performance as defined in statute (i.e. the second or fourth quarter after exit) and the second is the additional two quarters that states are granted to collect outcomes and conduct wage matching. The result of this delay is that, although the economic outlook for PY 2021/FY 2022 is promising, the cohorts for Q2 Employment Rates reported during that period will reflect individuals who exited between 7/1/2020 and 6/30/2021. This means that these individuals exited during pandemic-impacted quarters and therefore ETA expects lower employment-related outcomes to be reported.

The Department will monitor grantee performance regularly through Federal Project Officers in the regional offices to ensure grantees are on track to meet performance goals. Such monitoring informs the design and delivery of technical assistance to improve performance. As part of program monitoring, the Department also looks at system outputs, including:

- Number of people served by the program;
- Number of people who received training;
- Number of people who received career services;
- Number of people in training who received a credential;
- Number of people with demonstrated skill gains; and
- Amount of funds spent.

Additional data are collected on the types of participant services, individuals who have exited the program, and those with positive outcomes for employment. These outputs help determine whether states are implementing strategies that will help meet their outcome goals. In addition, the Department will continue to conduct research and evaluations in support of continuous program improvement of programs to determine the effectiveness of services for various subpopulations and improve program efficiency and performance.

YOUTH ACTIVITIES

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2020 Revised Enacted	FY 2021 Enacted	FY 2022 Request	Diff. FY22 Request / FY21 Enacted
25.1	Advisory and assistance services	0	0	0	0
41.0	Grants, subsidies, and contributions	913,130	921,130	963,837	42,707
	Total	913,130	921,130	963,837	42,707

YOUTH ACTIVITIES

CHANGES IN FY 2022

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Advisory and assistance services \$0

Grants, subsidies, and contributions 0

Built-Ins Subtotal \$0

Net Program \$42,707

Direct FTE 0

	Estimate	FTE
Base	\$921,130	0
Program Increase	\$42,707	0
Program Decrease	\$0	0

DISLOCATED WORKER EMPLOYMENT AND TRAINING ACTIVITIES

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2020 Revised Enacted¹	FY 2021 Enacted	FY 2022 Request	Diff. FY22 Request / FY21 Enacted
Activity Appropriation	1,322,912	1,342,412	1,536,137	193,725
FTE	0	0	0	0

Introduction

The Workforce Innovation and Opportunity Act (WIOA) Dislocated Worker (DW) program serves as the primary vehicle to help workers who have lost their jobs as a result of layoffs gain new skills and find in-demand jobs in sectors that are projected to grow. The DW program also provides employment and workforce development services to transitioning military service members, as well as military spouses having difficulty finding employment.

The DW program helps workers secure good jobs and careers and acquire skills and credentials and helps employers and industry recruit and hire workers they need to compete in the global economy, including through apprenticeships and other work-readiness and work-based learning opportunities. Specifically, the DW program:

- Supports Americans finding good jobs by helping align the skills of American workers with the skill needs of industry;
- Offers a variety of workforce development options ranging from traditional classroom settings to work-based opportunities, such as apprenticeships and on-the-job training, for dislocated workers needing new or upgraded skills;
- Provides services that help dislocated workers obtain employment, such as career counseling, training, credential attainment, and job placement; and
- Provides for rapid response services to employers to assist them and their workers during layoffs, plant closings, and downsizings.

Additionally, a portion of DW program funds are maintained in a National Reserve to provide employment services and other assistance to workers laid off due to emergencies and major disasters, mass layoffs of at least 50 workers, or circumstances where at least 50 individuals relocate from a disaster area. Specifically, the activities funded in the DW National reserve include:

- Disaster Relief Employment in temporary positions to clean-up damaged and destroyed structures, facilities and lands located within the disaster area and in offshore areas related to the emergency or disaster; and to distribute food, clothing, and other humanitarian assistance for disaster victims;
- Employment and workforce development services for those in Disaster Relief Employment, who are unlikely to return to their prior employment;

¹ Excludes supplemental appropriation of \$345,000 provided under P.L. 116-136.

DISLOCATED WORKER EMPLOYMENT AND TRAINING ACTIVITIES

- Assistance for workers who are affected by mass layoffs in a community and require assistance beyond what the DW formula programs can provide.
- Funds for U.S. outlying areas to operate their employment and workforce development programs for youth, adults, and dislocated workers;
- Funds for demonstration projects to promote strategies to help dislocated workers strengthen reemployment outcomes, target special populations, and promote new models and efficiencies in service delivery through the workforce system; and
- Funds for technical assistance for grantees in the workforce system to serve dislocated workers.

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2017	\$1,225,683	0
2018	\$1,208,719	0
2019	\$1,261,719	0
2020	\$1,322,912	0
2021	\$1,342,412	0

DISLOCATED WORKER EMPLOYMENT AND TRAINING ACTIVITIES

Resource and Program Data Dislocated Worker Employment and Training Activities Training and Employment Services (Dollars in Thousands)

Data Category	FY 2018 Enacted	FY 2019 Enacted	FY 2020 Enacted	FY 2021 Enacted	FY 2022 President's Budget
Resource Data:	1,308,719	1,311,219	1,667,912	1,342,412	1,536,137
Service Grant					
Formula	1,044,014	1,042,120	1,051,713	1,059,169	1,155,278
Competitive	241,960	245,123	588,694	224,132	324,687
Research Evaluation	171	1,890	419	1,276	
Demonstration					
Development	5			28,086	28,086
Training/Technical					
Assistance	22,069	22,086	27,086	28,086	28,086
Program Support				1,663	
Total Resources	1,308,219	1,311,219	1,667,912	1,342,412	1,536,137
Program Data:					
Total Grants	135	146	150	144	164
New Starts					
#	96	135	138	144	164
\$	1,184,896	1,270,164	1,605,400	1,283,2301	1,522,962
Continuing					
#	39	11	12		
\$	112,568	30,300	49,337		
Contracts					
#	25	25	28	28	28
\$	9,930	9,930	12,350	12,350	12,350
Interagency Agreements					
#	2	2	2	2	2
\$	825	825	825	825	825

Funding Mechanism

The DW program operates on a program year (PY) basis. Funds appropriated in FY 2022 would be available from July 1, 2022, through June 30, 2023 (PY 2022). The Department allots funding to states based on a statutory formula as described in section 132(b)(2) of WIOA. The states, in turn, after reserving up to 15 percent of those funds for statewide activities and up to 25 percent of those funds for rapid response services, allocate the remaining funds to local workforce areas based on a formula distribution as described in section 133(b) of WIOA.

DISLOCATED WORKER EMPLOYMENT AND TRAINING ACTIVITIES

Funds appropriated for the DW National Reserve receive an additional three months of availability, through September 30, 2023.

FY 2022

To provide dislocated workers with employment and workforce development services, and disaster-affected communities with the resources they need, the Department is requesting a total of \$1,536,137,000 in FY 2022, funding WIOA Dislocated Worker at its most recent authorized level.

Of the amount requested for FY 2022, \$380,859,000 will be available to the National Reserve to provide assistance to workers and communities impacted by mass layoffs and areas affected by disasters, including disaster impacts and economic impacts from the pandemic. These funds will continue to provide reemployment services for individuals impacted by the pandemic; train individuals to transition into new professions; and create temporary employment opportunities for other positions that can immediately mitigate the impact of the crisis. This funding request includes a \$35,000,000 set-aside in the National Reserve to serve workers in the Appalachian and Lower Mississippi Delta regions and \$100,000,000 for a new initiative as part of the new Interagency Working Group on Coal and Power Plant Communities and Economic Revitalization. The initiative will build on the success of the original POWER initiative and expand beyond the coal industry. It will focus on addressing changes in the energy economy, as well as other legacy industries through strategic planning, partnership development, and reskilling and reemployment activities aligned with longer-term economic transformation efforts. It will support community-led workforce transition, layoff aversion, job creation and other strategic initiatives designed to ensure economic prosperity for workers and job seekers in the coal, oil, gas, and other industries in decline. This request will complement other targeted Federal investments to assist workers and transform local economies in communities transitioning into new, sustainable industries, including those supporting new or sustainable energy sources. The request also continues the \$45,000,000 set-aside for the community college grant program.

The remaining \$1,155,278,000 of requested PY 2022 funds will be directed by formula to states to provide WIOA dislocated worker services and rapid response services. Based on the most recent cost per participant data (from PY 2019 WIOA Annual Performance Report), these funds will serve an estimated 234,860 dislocated workers at a cost of \$4,919 per participant.

The Employment and Training Administration (ETA) plans to continue delivering technical assistance for WIOA programs in FY 2022 as part of its continued grants management and program management for any major grant program, and as required by Section 168 of WIOA. In addition to the technical assistance provided to the State-level workforce entities, ETA and its partners also provide technical assistance to American Job Center partner programs and competitive grantees, which are required to partner with Workforce Development Boards. Technical assistance activities in FY 2022 will include:

- Training state and local boards, whose members regularly change;

DISLOCATED WORKER EMPLOYMENT AND TRAINING ACTIVITIES

- Retraining and reemploying Americans impacted by the pandemic-related economic changes;
- Integrating intake, case record, and financial management systems and program operations;
- Replicating effective practices;
- Enhancing state and local capacity to conduct and use evaluations and analytics; and
- Performance accountability.

States continue to struggle with antiquated and siloed information technology (IT) systems. The Department anticipates a continuing need to help states implement IT solutions that support cross-program integrated service delivery, addressed through the DOL-funded WIOA IT Support Center. States will also continue to implement performance reporting responsibilities that will require technical assistance.

ETA will also continue building and maintaining the robust performance tracking systems and infrastructure necessary for performance reporting across WIOA formula and competitive grant programs. The Dislocated Worker Technical Assistance and Training (DWTAT) reserve provides funding for activities such as the data infrastructure that underpins the State Wage Interchange System, which allows sharing of employment information for performance reporting among states for all WIOA core programs. The reserve also supports the extensive WIOA performance reporting system, which allows common performance reporting across all WIOA formula and competitive grantees.

FY 2021

The Department was appropriated \$1,342,412,000 in FY 2021 for the period of July 1, 2021, through June 30, 2022, (PY 2021) for the DW formula program, and through September 30, 2022, for the DW National Reserve. Of the appropriated amount for FY 2021, \$280,859,000 will be available to the National Reserve to provide assistance to workers and communities impacted by mass layoffs and areas affected by disasters, as well as communities that have been impacted by the opioid epidemic. This appropriation includes a \$35,000,000 set-aside in the National Reserve to serve workers in the Appalachian and Lower Mississippi Delta regions. A \$45,000,000 set-aside is included for the purpose of developing, offering, or improving educational or career training programs at community colleges.

The remaining \$1,061,553,000 of the PY 2021 funds will be directed by formula to states to provide WIOA dislocated worker services and rapid response services. Based on the most recent cost per participant data (from PY 2019 WIOA Annual Performance Report), these funds will serve an estimated 215,806 dislocated workers at a cost of \$4,919 per participant.

ETA plans to continue delivering technical assistance for WIOA programs in FY 2021 as part of its continued grants management and program management for any major grant program, and as required by Section 168 of WIOA. In addition to the technical assistance provided to the State-level workforce entities, ETA and its partners also provide technical assistance to American Job Center partner programs and competitive grantees, which are required to partner with Workforce Development Boards.

DISLOCATED WORKER EMPLOYMENT AND TRAINING ACTIVITIES

FY 2020

To provide dislocated workers with employment and workforce development services and disaster-affected communities with the resources they need, the Department was appropriated a total of \$1,667,912,000 in FY 2020. This included \$1,322,912,000 in annual appropriations for the period of July 1, 2020, through June 30, 2021, (PY 2020) for the DW formula program, and through September 30, 2021, for the DW National Reserve. An additional \$345,000,000 was appropriated in the Coronavirus Aid, Relief, and Economic Security (CARES) Act to respond to the COVID-19 pandemic, which is available through September 30, 2022.

Of the appropriated amount, \$270,859,000 is available to the National Reserve to provide assistance to workers and communities impacted by mass layoffs and areas affected by disasters, including pandemic response.

This funding includes a \$30,000,000 set-aside in the National Reserve to serve workers in the Appalachian and Lower Mississippi Delta regions. This National Reserve appropriation also includes \$10,000,000 to utilize the demonstration grant authority under the DW National Reserve for grants to support national out-of-school time organizations that serve youth and teens. These organizations place an emphasis on age-appropriate workforce readiness programming to expand job training and workforce pathways for youth and disconnected youth including foundational skill development, career exploration, job readiness and certification, summer jobs, year-round job opportunities, and apprenticeships. Lastly, the total includes a set-aside of \$40,000,000 for the Strengthening Community College Training Grant program

The remaining \$1,052,053,000 of the appropriated PY 2020 funds will be directed by formula to states to provide WIOA dislocated worker services and rapid response services. Based on the most recent cost per participant data (from PY 2019 WIOA Annual Performance Report), these funds were estimated to serve 213,875 dislocated workers at a cost of \$4,919 per participant. Please note that due to COVID-19, the Department anticipates fewer participants will be served in PY 2020 than this previous estimation.

DISLOCATED WORKER EMPLOYMENT AND TRAINING ACTIVITIES

WORKLOAD AND PERFORMANCE SUMMARY							
		PY 2019 Revised Enacted		PY 2020 Revised Enacted		PY 2021 Enacted	PY 2022 Request
		Target	Result	Target	Result	Target	Target
Dislocated Workers Employment and Training Activities							
Strategic Goal 1 - Support the Ability of All Americans to Find Good Jobs							
Strategic Objective ETA 1.1 - Create customer-focused workforce solutions for American workers.							
ETA-WIOA DW-01	Employment Rate – 2nd Quarter After Exit (WIOA Dislocated Worker)	[base]	70.5%	66.2%	--	60.5%	66.2%
ETA-WIOA DW-02	Employment Rate – 4th Quarter After Exit (WIOA Dislocated Worker)	[base]	71.3%	68.6%	--	64.7%	66.6%
ETA-WIOA DW-03	Median Earnings – 2nd Quarter After Exit (WIOA Dislocated Worker)	[base]	\$7,828	\$8,000	--	\$8,176	\$8,356
ETA-WIOA DW-04	Credential Attainment Rate (WIOA Dislocated Worker)	[base]	68.9%	61.6%	--	51.1%	56.4%
ETA-WIOA DW-05	Measurable Skill Gains (WIOA Dislocated Worker)	[base]	49.6%	49.6%	--	51.6%	53.6%
ETA-WIOA NDWG-01	Employment Rate – 2nd Quarter After Exit (WIOA National Dislocated Worker Grants)	[base]	70.1%	66.8%	--	61.7%	66.8%
ETA-WIOA NDWG-02	Employment Rate – 4th Quarter After Exit (WIOA National Dislocated Worker Grants)	[base]	71.9%	67.5%	--	61.5%	64.5%
ETA-WIOA NDWG-03	Median Earnings – 2nd Quarter After Exit (WIOA National Dislocated Worker Grants)	[base]	\$8,403	\$8,588	--	\$8,777	\$8,970
ETA-WIOA NDWG-04	Credential Attainment Rate (WIOA National Dislocated Worker Grants)	[base]	66.3%	61.6%	--	54.6%	58.1%

Legend: (r) Revised (e) Estimate (base) Baseline -- Not Applicable TBD - To Be Determined [p] - Projection

DISLOCATED WORKER EMPLOYMENT AND TRAINING ACTIVITIES

Workload and Performance Narrative

WIOA authorizes six primary indicators of performance. States report to the Department on: 1) employment in the second quarter after exit; 2) employment in the fourth quarter after exit; 3) median earnings of those employed in the second quarter after exit; 4) credential attainment; 5) measurable skill gains; and 6) effectiveness in serving employers (measure under development). The results of these measures demonstrate the value of these investments to help address the employment and skill needs of workers, job seekers, and employers. Please note that due to COVID-19, the Department anticipates results to decrease for the employment rates in the 2nd and 4th quarter after exit and the credential attainment rate in PY 2020 and 2021. The Department anticipates these indicators will begin to increase again in PY 2022. This is because there is a structural delay from when we observe changes in the economy to when that is reflected in our reported outcomes. This delay occurs for two reasons: the first is due to the timing of the WIOA primary indicators of performance as defined in statute (i.e. the second or fourth quarter after exit) and the second is the additional two quarters that states are granted to collect outcomes and conduct wage matching. The result of this delay is that, although the economic outlook for PY 2021/FY 2022 is promising, the cohorts for Q2 Employment Rates reported during that period will reflect individuals who exited between 7/1/2020 and 6/30/2021. This means that these individuals exited during pandemic-impacted quarters and therefore ETA expects lower employment-related outcomes to be reported.

The Department will monitor grantee performance regularly through Federal Project Officers in the regional offices to ensure grantees are on track to meet performance goals. Such monitoring informs the design and delivery of technical assistance to improve performance. As part of program monitoring, the Department looks at the following system outputs:

- Number of people served by the program;
- Number of people who received training;
- Number of people who received career services;
- Number of people in training who received a credential;
- Number of people with demonstrated skill gains; and
- Amount of funds spent.

Additional data are collected on the types of participant services, individuals who have exited the program, and those with positive outcomes for employment. These outputs help determine whether states are implementing strategies that will help meet their outcome goals. In addition, the Department will continue to conduct research and evaluations in support of continuous program improvement of programs to determine the effectiveness of services for various subpopulations and improve program efficiency and performance.

DISLOCATED WORKER EMPLOYMENT AND TRAINING ACTIVITIES

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2020 Revised Enacted	FY 2021 Enacted	FY 2022 Request	Diff. FY22 Request / FY21 Enacted
11.1	Full-time permanent	0	0	0	0
11.9	Total personnel compensation	0	0	0	0
25.1	Advisory and assistance services	0	0	0	0
25.2	Other services from non-Federal sources	0	0	0	0
25.7	Operation and maintenance of equipment	0	0	0	0
41.0	Grants, subsidies, and contributions	1,322,912	1,342,412	1,536,137	193,725
	Total	1,322,912	1,342,412	1,536,137	193,725

DISLOCATED WORKER EMPLOYMENT AND TRAINING ACTIVITIES

CHANGES IN FY 2022

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$0
Advisory and assistance services	0
Other services from non-Federal sources	0
Operation and maintenance of equipment	0
Grants, subsidies, and contributions	0

Built-Ins Subtotal **\$0**

Net Program **\$193,725**

Direct FTE **0**

	Estimate	FTE
Base	\$1,342,412	0
Program Increase	\$193,725	0
Program Decrease	\$0	0

INDIAN AND NATIVE AMERICANS PROGRAM

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2020 Revised Enacted	FY 2021 Enacted	FY 2022 Request	Diff. FY22 Request / FY21 Enacted
Activity Appropriation	55,000	55,500	58,000	2,500
FTE	0	0	0	0

Introduction

The Indian and Native American (INA) program, authorized under Section 166 of the Workforce Innovation and Opportunity Act (WIOA), is designed to help American Indian, Alaska Native, and Native Hawaiian individuals obtain jobs and remain employed through the provision of employment, education, intensive training, and supportive services.

The INA program is intended to: (a) increase the academic, occupational, and literacy skills of Indian and Native American participants to better position them in the workforce, making them more competitive; and (b) equip them as appropriate with the entrepreneurial skills necessary for self-employment. In addition, it connects employers with Native American workers who meet their skills needs in order to successfully compete in the global economy. It also promotes the economic and social development of Indian and Native American communities while preserving the goals and values of such communities.

American Indians and Alaska Natives are the most impoverished population in the United States. According to the U.S. Census Bureau, 24.9 percent of American Indians and Alaska Natives live in poverty compared to 13.4 percent of the total U.S. population.¹ American Indians and Alaska Natives also have lower academic attainment in comparison to the overall U.S. population. For instance, only 15 percent of American Indians and Alaska Natives ages 25 and older have a bachelor's degree compared to 32.1 percent of the total US population.²

Improving these outcomes requires a concentrated effort to enhance education and employment opportunities, to create pathways to jobs and careers with advancement opportunities, and to help Indians and Native Americans enter and remain in the middle class. The WIOA Section 166 grant program does this by providing intensive training and employment services specifically targeted to Indians and Native Americans who may not otherwise receive these services. The WIOA Section 166 adult program is the only federal employment and job training program that provides funding specifically to serve the unique needs of American Indians, Alaska Natives, and Native Hawaiians who reside both on and off reservations, including those who are living in urban areas who often face cultural challenges in transitioning from remote reservation areas to densely populated urban areas. For American Indians and Alaska Natives living on remote reservations, the challenge is lack of access to services as the nearest American Job Centers are

¹ U.S. Census Bureau, Poverty Status in the Past 12 Months; 2019 ACS 5-Year Estimates, Table S1701

² U.S. Census Bureau, American Community Survey Brief; Bachelor's Degree Attainment in the United States: 2005 to 2019 for the American Indian and Alaska Native alone population.

<https://www.census.gov/content/dam/Census/library/publications/2021/acs/acsbr-009.pdf>

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often located many miles away. These distances and the lack of transportation create barriers to Native Americans accessing the employment and training services at off-reservation American Job Centers.

The WIOA Section 166 INA program provides services to adults through a network of 165 grantees. These grantees provide a range of activities that support the program goals, including but not limited to: assistance with tuition and books; resume writing and interviewing; job referrals; assistance with work-related expenses such as necessary tools or uniforms; transportation assistance; payment for professional and licensing fees; and work-based learning such as on-the-job training. WIOA continues to support the Department's consultation with the Native American Employment and Training Council as it plans grant funding opportunities, including strategies and activities to be undertaken by grantees, performance accountability and reporting, and technical assistance. The program emphasizes training in jobs that are in high demand in the local economy as well as high demand jobs available outside the local community for individuals that are willing to relocate to obtain employment. As part of this effort, the Department will encourage and provide assistance to grantees that offer an opportunity to Native Americans to acquire the entrepreneurial skills necessary for successful self-employment. Supplemental youth funding is also awarded to help low-income American Indian, Alaska Native and Native Hawaiian youth, between the ages of 14 and 24, acquire the educational and occupational skills needed to achieve academic and employment success and transition to careers and productive adulthood.

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2017	\$50,000	0
2018	\$54,000	0
2019	\$54,500	0
2020	\$55,000	0
2021	\$55,500	0

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Resource and Program Data Indian and Native Americans Program Training and Employment Services (Dollars in Thousands)

Data Category	FY 2018 Enacted	FY 2019 Enacted	FY 2020 Enacted	FY 2021 Enacted	FY 2022 President's Budget
Resource Data:	54,000	54,500	55,000	55,500	58,000
Service Grant					
Formula					
Competitive	53,460	53,955	54,450	54,950	57,450
Training/Technical Assistance	540	545	550	550	550
Total Resources	54,000	54,500	55,000	55,500	58,000
Program Data:					
Total Grants	174	173	173	173	173
New Starts					
#	174	173	173	173	173
\$	53,460	53,955	54,450	54,950	57,450
Contracts					
#	2	2	2	2	2
\$	540	545	550	550	550

Funding Mechanism

WIOA programs operate on a program year (PY) basis. Funds appropriated in FY 2022 would be available from July 1, 2022, through June 30, 2023 (PY 2022). A set aside of 1.5 percent of the WIOA Youth appropriation will be used to operate Indian and Native American supplemental youth service program grants.

FY 2022

The Department is requesting \$58,000,000 in FY 2022 for the period of July 1, 2022 through June 30, 2023 (PY 2022). At this funding level, the program will serve approximately 10,027¹ unemployed and under-skilled American Indian, Alaska Native, and Native Hawaiian adults.

To help grantees implement these programs, the Department will continue to use up to one percent of the appropriation for technical assistance. These funds will be set aside for technical assistance activities based on the training needs of the INA community as determined through

¹ Participants served is based on grantee allocations of \$45,183,782 after subtractions for technical assistance (\$580,000) and grantee funds transfers to the Department of Interior, Bureau of Indian Affairs of \$12,236,218 (est.) and an average cost per participant of \$4,506

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oversight activities conducted by the Department, and in consultation with the Native American Employment and Training Council.

The INA program will continue to develop policies and implement strategies that support economic growth in rural reservations and also provide services to American Indian, Alaska Native and Native Hawaiians living in urban areas. The program will continue to engage employers to address their needs, and promote entrepreneurship where possible. In addition, the INA program will focus on improving administrative efficiencies to increase the number of individuals who can be served while improving the quality of services provided through the program. The Department will continue to work with Section 166 grantees to help more American Indians, Alaska Natives and Native Hawaiians to access and complete post-secondary education. In FY 2022, the INA program will focus technical assistance on:

- ***Implementation of the Grants Performance Management System (GPMS).*** In FY 2021, ETA will complete the development of a new case management system known as GPMS. ETA has begun intensive training on the new system to ensure Native American grantees accurately collect and report on participant demographics, activities and program outcomes. In FY 2022, ETA will be collecting and reviewing data submitted in FY2021 for continued technical assistance and to inform program policies and operations.
- ***Increased Credential Attainment.*** Because credential attainment is strongly associated with improved labor market outcomes for workers, the Department will seek to increase the percent of exiters who acquire an in-demand industry-recognized credential.
- ***Evidence-Based Decision-Making.*** To help grantees make Section 166 services more job-driven and effective, the Department will continue to summarize and disseminate evidence on what works in job training for adults and for youth to improve outcomes for both participants and employers.

FY 2021

The Department was appropriated \$55,500,000 in FY 2021, for the period of July 1, 2021 through June 30, 2022 (PY 2021). At this funding level, the program will serve approximately 9,595² unemployed and under-skilled American Indian, Alaska and Native Hawaiian adults. The Department coordinates with the Department of the Interior, Bureau of Indian Affairs and other federal agencies to increase employment and training services to Native Americans that lost their jobs due to the pandemic. In addition, the Department will focus efforts on retraining eligible individuals in professions that meet current market demands on or near reservation based areas and in large urban Indian areas, and focus on the reopening of tribal businesses and tribal government offices as a result of the pandemic.

² Participants served is based on grantee allocations of \$43,236,205 after subtractions for technical assistance (\$555,000) and grantee funds transfers to the Department of Interior, Bureau of Indian Affairs of \$11,708,795 (est.) and an average cost per participant of \$4,506.

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FY 2020

The Department was appropriated \$55,000,000 in FY 2020 for the period of July 1, 2020, through June 30, 2021 (PY 2020). Of this, \$550,000 was reserved for technical assistance and \$11,603,310 was transferred to the Department of Interior, Bureau of Indian Affairs under Public Law 102-477, leaving \$42,846,690 to be awarded and administered by the DOL. At this funding level, the program expects to serve approximately 9,508 unemployed and low-income American Indian, Alaska Native, and Native Hawaiian adult participants based on a PY 2019 cost per participant of \$4,506.

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WORKLOAD AND PERFORMANCE SUMMARY							
		PY 2019 Revised Enacted		PY 2020 Revised Enacted		PY 2021 Enacted	PY 2022 Request
		Target	Result	Target	Result	Target	Target
Indian and Native American Programs							
Strategic Goal 1 - Support the Ability of All Americans to Find Good Jobs							
Strategic Objective ETA 1.1 - Create customer-focused workforce solutions for American workers.							
ETA-WIOA INA Adult-01	Employment Rate – 2nd Quarter After Exit (WIOA Indian and Native American Program - Adult)	[base]	--	[base]	--	[base]	TBD
ETA-WIOA INA Adult-02	Employment Rate – 4th Quarter After Exit (WIOA Indian and Native American Program - Adult)	[base]	--	[base]	--	[base]	TBD
ETA-WIOA INA Adult-03	Median Earning – 2nd Quarter After Exit (WIOA Indian and Native American Program - Adult)	[base]	--	[base]	--	[base]	TBD
ETA-WIOA INA Adult-04	Credential Attainment Rate (WIOA Indian and Native American Program - Adult)	[base]	--	[base]	--	[base]	TBD
ETA-WIOA INA Adult-05	Measurable Skill Gains (WIOA Indian and Native American Program - Adult)	[base]	--	[base]	--	[base]	TBD

Legend: (r) Revised (e) Estimate (base) Baseline -- Not Applicable TBD - To Be Determined [p] - Projection

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Workload and Performance Narrative

Beginning in PY 2016, the performance measures were revised based on WIOA authorization for six key indicators. In order to accurately collect the data for these indicators, ETA began working on the development of a data collection system (known as GPMS) for the INA program. However, the system only recently became operational, and the December 31, 2020, quarter was the first quarter for which the INA program reported data for the WIOA indicators. Since PY 2016, ETA has used the transition authority under WIOA section 503(b) to continue reporting under the Workforce Investment Act indicators, but will begin reporting performance outcomes on the WIOA indicators beginning in PY 2021.

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BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2020 Revised Enacted	FY 2021 Enacted	FY 2022 Request	Diff. FY22 Request / FY21 Enacted
11.1	Full-time permanent	0	0	0	0
11.9	Total personnel compensation	0	0	0	0
25.2	Other services from non-Federal sources	0	0	0	0
25.7	Operation and maintenance of equipment	0	0	0	0
41.0	Grants, subsidies, and contributions	55,000	55,500	58,000	2,500
	Total	55,000	55,500	58,000	2,500

INDIAN AND NATIVE AMERICANS PROGRAM

CHANGES IN FY 2022

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$0
Other services from non-Federal sources	0
Operation and maintenance of equipment	0
Grants, subsidies, and contributions	0

Built-Ins Subtotal **\$0**

Net Program **\$2,500**

Direct FTE **0**

	Estimate	FTE
Base	\$55,500	0
Program Increase	\$2,500	0
Program Decrease	\$0	0

MIGRANT AND SEASONAL FARMWORKERS

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2020 Revised Enacted	FY 2021 Enacted	FY 2022 Request	Diff. FY22 Request / FY21 Enacted
Activity Appropriation	91,896	93,896	96,711	2,815
FTE	0	0	0	0

Introduction

The National Farmworker Jobs Program (NFJP) is a nationally-directed, locally administered program providing career services and training and housing to MSFWs and their dependents. Created by the Economic Opportunity Act of 1964, and currently authorized under section 167 of the Workforce Innovation and Opportunity Act (WIOA), the NFJP seeks to counter the impact of the chronic unemployment and underemployment experienced by MSFWs who depend primarily on jobs in agricultural labor. NFJP services are provided by community-based organizations and public agencies that assist MSFWs and their families to attain greater economic stability. The program responds to the unique needs of MSFWs by providing career services, training, housing assistance, youth services, and other related assistance, such as English language and literacy instruction and pesticide and worker safety training. NFJP supports the goals of WIOA by enabling job seekers and workers to succeed in the American labor market.

Program services are accessed through NFJP grantees, who are required partners in the American Job Center network. The NFJP is not a substitute for other WIOA services that must be available to farmworker job seekers. In addition to directly providing employment and training services, the NFJP connects its participants to relevant services of the American Job Center network.

In providing services to MSFWs, NFJP grantees must take into account factors that are unique to this population. One such factor is the mobility of the farmworker population. NFJP grantees use specific outreach and service delivery methods to serve participants who will otherwise not be able to take advantage of services offered through the network of American Job Centers. Because of the specific, targeted outreach that it provides, the program is able to reach a long-term disadvantaged population with multiple barriers to employment. The mobility of the farmworker population also creates challenges for their families. Minors who accompany families in search of work have an inherent educational disadvantage and NFJP also serves dependents of MSFWs, offering youth workforce activities and services to equalize their educational opportunities.

The cyclical nature of agricultural work leads MSFWs to seek off-season work in industries that require similar skill sets. According to the National Agricultural Worker Survey (NAWS), 28 percent of agricultural workers reported holding at least one non-farm job in the 12 months prior to the interview. Because MSFWs often work in labor-intensive positions in industry sectors such as construction, they are prime candidates for dislocation in economic downturns or slow recoveries. This dislocation presents an exponential challenge to farmworkers, who do not qualify under most unemployment benefit programs, primarily because most agricultural

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employers do not meet requirements for coverage related to the number of employees or amount of wages paid.

The agricultural industry is characterized by a large workforce with numerous job openings, chronic unemployment and underemployment due to the cyclical nature of the work, and below average pay. MSFWs, whose livelihoods are primarily derived from agricultural employment, experience these difficulties and also are faced with additional barriers to employment. According to information from NAWS, these barriers include low levels of education. MSFWs have an average of eighth grade attainment, with 30 percent having no spoken English skills and 40 percent having no written English skills. To address these barriers, NFJP grantees utilize a comprehensive service model that combines an array of career services, training, housing assistance, youth services, and other related assistance, such as English language and literacy instruction.

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2017	\$81,896	0
2018	\$87,896	0
2019	\$88,896	0
2020	\$91,896	0
2021	\$93,896	0

MIGRANT AND SEASONAL FARMWORKERS

Resource and Program Data Migrant and Seasonal Farmworkers Training and Employment Services (Dollars in Thousands)

Data Category	FY 2018 Enacted	FY 2019 Enacted	FY 2020 Enacted	FY 2021 Enacted	FY 2022 President's Budget
Resource Data:	87,896	88,896	91,896	93,896	96,711
Service Grant					
Formula	87,369	88,369	91,351	93,214	95,744
Training/Technical Assistance	527	527	545	545	967
Research Evaluation				137	
Total Resources	87,896	88,896	91,896	93,896	96,711
Program Data:					
Total Grants	68	68	68	68	68
New Starts					
#	68	68	68	68	68
\$	87,369	88,369	91,351	93,214	95,744
Contracts					
#	4	4	4	4	4
\$	527	527	545	682	967

Funding Mechanism

NFJP operates on a Program Year (PY) basis (April 1 through June 30), and NFJP funding is available for the Department to prepare grants and obligate funds starting April 1 through June 30, 2021. WIOA requires the Department of Labor (Department) to conduct a grants competition every four years to select the community organizations and state agencies that will operate the NFJP. The grant competition is performed through a Funding Opportunity Announcement (FOA) for grant applications, typically for employment and training grants and housing grants. The competition is open to state and local agencies, state and local Workforce Development Boards, faith-based and community organizations, institutions of higher education, and other entities that have the capacity to operate a diversified program of workforce services. In non-competition program years, grant recipients submit an annual program plan for the coming year.

NFJP employment and training funds are allocated annually to state service areas through a funding formula. The formula estimates the number of eligible farmworkers in each state by using data from the Census, the Agricultural Census, the National Agricultural Workers Survey (NAWS), and the Farm Labor Survey. There is at least one grant organization in every state and Puerto Rico with the following exceptions: Alaska and Washington, DC, which do not have grants due to their very small relative share of agricultural employment; Connecticut and Rhode

MIGRANT AND SEASONAL FARMWORKERS

Island, which are a combined state service area; and Maryland and Delaware, which are a combined state service area. Because of the large number of agricultural workers, California is represented by a total of six grant organizations. NFJP housing grant funds are allocated based on awarded proposals received through the FOA process.

FY 2022

The Department is requesting \$96,711,000 in FY 2022 for the period of April 1, 2022 through June 30, 2023 (PY 2022). This is an increase of \$2,815,000. At this funding level, the program will serve approximately 11,878 participants through Career Services and Training grants, and will provide housing services to 8,768 individuals through Housing grants.

Of the funds requested, the funding breakout includes one percent for discretionary purposes, as authorized under WIOA.

FY 2021

In FY 2021, \$93,896,000 was appropriated for migrant and seasonal farmworker programs under section 167 of the WIOA. The funding will be available for the period April 1, 2021 through June 30, 2022 (PY 2021). Of this amount, \$87,083,000 will be allocated for formula grants for career services and training; \$6,256,000 for permanent and temporary housing; and \$557,000 for other purposes, including technical assistance to grantees. Based on the PY 2019 cost per participant data (\$7,519 for Career Services and Training grant and \$733 for Housing grants), the program will serve approximately 11,582 participants through Career Services and Training grants, and will provide housing services to 8,532 individuals through Housing grants.¹

FY 2020

In FY 2020, \$91,896,000 was appropriated for migrant and seasonal farmworker programs under section 167 of the WIOA. The funding is available for the period April 1, 2020 through June 30, 2021 (PY 2020). Of this amount, \$85,229,000 will be allocated for formula grants for career services and training; \$6,122,000 for permanent and temporary housing services; and \$545,000 for other purposes, including technical assistance to grantees. The program will serve approximately 11,335 participants through Career Services and Training grants, and will provide housing services to 8,349 individuals through Housing grants.

¹ The cost per participant for Career Services and Training grants is based on the PY 2019 funding amount divided by the total number of participants served. This calculation excludes reportable individuals. The cost per participant for Housing grants is based on PY 2019 funding amount divided by the total number of individuals served. This calculation excludes families being served under Housing grants.

MIGRANT AND SEASONAL FARMWORKERS

WORKLOAD AND PERFORMANCE SUMMARY							
		PY 2019 Revised Enacted		PY 2020 Revised Enacted		PY 2021 Enacted	PY 2022 Request
		Target	Result	Target	Result	Target	Target
Migrant and Seasonal Farmworkers							
Strategic Goal 1 - Support the Ability of All Americans to Find Good Jobs							
Strategic Objective ETA 1.1 - Create customer-focused workforce solutions for American workers.							
ETA-WIOA NFJP Adult-01	Employment Rate – 2nd Quarter After Exit (WIOA National Farmworker Jobs Program - Adult)	[base]	80.4%	[base]	--	[base]	TBD
ETA-WIOA NFJP Adult-02	Employment Rate – 4th Quarter After Exit (WIOA National Farmworker Jobs Program - Adult)	[base]	74.9%	[base]	--	[base]	TBD
ETA-WIOA NFJP Adult-03	Median Earning – 2nd Quarter After Exit (WIOA National Farmworker Jobs Program - Adult)	[base]	\$6,731	[base]	--	[base]	TBD
ETA-WIOA NFJP Youth-01	Education and Employment Rate – 2nd Quarter After Exit (WIOA National Farmworker Jobs Program - Youth)	[base]	89.3%	[base]	--	[base]	TBD
ETA-WIOA NFJP Youth-02	Education and Employment Rate – 4th Quarter After Exit (WIOA National Farmworker Jobs Program - Youth)	[base]	87.2%	[base]	--	[base]	TBD
ETA-WIOA NFJP Youth-03	Median Earning – 2nd Quarter After Exit (WIOA National Farmworkers Jobs Program - Youth)	[base]	\$6,240	[base]	--	[base]	TBD
ETA-WIOA NFJP Youth-04	Credential Attainment (WIOA National Farmworker Jobs Program - Youth)	[base]	72.0%	[base]	--	[base]	TBD

Legend: (r) Revised (e) Estimate (base) Baseline -- Not Applicable TBD - To Be Determined [p] - Projection

MIGRANT AND SEASONAL FARMWORKERS

Workload and Performance Narrative

The WIOA authorizes six primary indicators of performance. States report to the Department on: 1) employment in the second quarter after exit for adults, and employment, education, and training for youth; 2) employment in the fourth quarter after exit for adults, and employment, education, and training for youth; 3) median earnings of those employed in the second quarter after exit; 4) credential attainment; 5) measurable skill gains; and 6) effectiveness in serving employers (measure under development). ETA will set performance targets for PY 2021 by July 2021, and set performance targets for PY 2022 by July 2022.

MIGRANT AND SEASONAL FARMWORKERS

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2020 Revised Enacted	FY 2021 Enacted	FY 2022 Request	Diff. FY22 Request / FY21 Enacted
11.1	Full-time permanent	0	0	0	0
11.9	Total personnel compensation	0	0	0	0
25.2	Other services from non-Federal sources	0	0	0	0
41.0	Grants, subsidies, and contributions	91,896	93,896	96,711	2,815
	Total	91,896	93,896	96,711	2,815

MIGRANT AND SEASONAL FARMWORKERS

CHANGES IN FY 2022

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$0
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Other services from non-Federal sources	0
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Grants, subsidies, and contributions	0
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Built-Ins Subtotal	\$0
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Net Program	\$2,815
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Direct FTE	0
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	Estimate	FTE
Base	\$93,896	0
Program Increase	\$2,815	0
Program Decrease	\$0	0

REENTRY EMPLOYMENT OPPORTUNITIES

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2020 Revised Enacted	FY 2021 Enacted	FY 2022 Request	Diff. FY22 Request / FY21 Enacted
Activity Appropriation	98,079	100,079	150,000	49,921
FTE	0	0	0	0

Introduction

The Reentry Employment Opportunities (REO) program provides current or formerly incarcerated adults and youth involved in the justice system with occupational skills training leading to industry-recognized credentials and apprenticeships that lead to employment in industries and occupations that offer competitive wages and opportunities for advancement. The REO program also contributes to the development of a skilled labor force that helps boost the economic development of communities.

The REO program provides pre-release and comprehensive post-release services targeted in communities where high rates of poverty and crime exist, and have large numbers of persons returning from incarceration. These services include career assistance, occupational skills training, work-based learning, mentoring, career coaching, transportation assistance, and preparation for post-secondary education. REO grantees also connect participants with additional supportive services such as housing, childcare, family unification services, and legal assistance from non-profit legal service centers. REO grants also includes employer partners in planning and development of these programs, so participants are prepared with the skills businesses need. Grantees connect with employers to educate them on the benefits of hiring persons with criminal records, and assist them in tapping into this underutilized labor pool.

The Workforce Innovation and Opportunity Act (WIOA) defines offenders as adults or juveniles who have been subject to any stage of the criminal justice process, and for whom services under WIOA may be beneficial, or people who require assistance in overcoming artificial barriers to employment resulting from a record of arrest or conviction. Adult reentry programming focuses on persons aged 18 or older who were sentenced under the adult criminal justice system.

The Department of Labor has taken several steps to build effective industry partnerships and job-placement services, offer industry-recognized credentials, and provide work-readiness and work-based learning opportunities, including apprenticeships in in-demand occupations. The Department is committed to using its REO funding stream to advance the evidence base on workforce development interventions serving justice-involved adults and youth. The Department also plans its interventions in consultation with the Department of Justice to ensure that the Federal government is addressing the needs of justice-involved individuals in a holistic manner. All grants must include employment-focused services, such as apprenticeship, occupational skills training leading to industry-recognized credentials, work-based learning, or a career pathways approach. To support job placement, the Department has expanded the Federal Bonding Program, which provides fidelity insurance to employers that hire persons with criminal records, as well as other at-risk job candidates.

REENTRY EMPLOYMENT OPPORTUNITIES

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2017	\$88,078	0
2018	\$93,079	0
2019	\$93,079	0
2020	\$98,079	0
2021	\$100,079	0

Resource and Program Data REO (Dollars in Thousands)

Data Category	PY 2018 Enacted	PY 2019 Enacted	PY 2020 Enacted	FY 2021 Enacted	FY 2022 President's Budget
<u>Resource Data:</u>	93,079	93,079	98,079	100,079	150,079
Service Grant					
Formula					
Competitive	91,331	89,300	90,979	91,405	142,079
Training/Technical Assistance	1,507	2,596	2,800	2,800	2,800
Research Evaluation				157	
Program Support	241	1,183	5,200	5,320	5,200
Total Resources	93,079	93,079	98,079	100,079	150,079
<u>Program Data:</u>					
Total Grants	72	71	71	72	112
New Starts					
#	72	1	71	72	112
\$	91,331	89,300	90,097	91,405	142,079
Contracts					
#	4	4	6	8	6
\$	1,748	3,779	8,000	8,397	8,000

Funding Mechanism

REO operates on a program year (PY) basis. The funds requested for FY 2022 will be available from April 1, 2022 through June 30, 2023 (end of PY 2022). The Department funds REO projects through a competitive solicitation process. Grants serving current and formerly incarcerated adults may be awarded to local workforce development boards, post-secondary education institutions, state or local governments, Indian and Native American serving entities, and non-profit faith-based and 501(c) (3) community- and faith-based organizations. Grants for serving current and formerly incarcerated youth involved in the justice system may be awarded

REENTRY EMPLOYMENT OPPORTUNITIES

to various types of organizations, including non-profit national and regional intermediaries, 501(c) (3) community- and faith-based organizations, state and local government agencies, and Indian and Native American entities eligible for grants under WIOA Section 166.

FY 2022

The Department is requesting \$150,000,000 in FY 2022 for the period of April 1, 2022, through June 30, 2023 (PY 2022) to serve persons sentenced under the adult criminal justice system and juveniles and young adults involved or at risk of involvement in the justice system. This funding will serve an estimated 29,394 participants in PY 2022 at a cost per participant of \$5,103.

In PY 2022, the Department will continue to focus on projects that provide comprehensive occupational skills training and apprenticeship opportunities and evaluate program models funded through the REO grants to assess their effectiveness. The Department has incorporated existing evidence on how to best serve justice-involved individuals into the design of our current programs. For example, the Pathway Home demonstration grant program builds upon evidence from the Linking to Employment Activities Pre-Release Program (LEAP) Implementation Evaluation.¹ The Department will continue to incorporate lessons learned from its ongoing Reentry Employment Opportunities Evaluation while building additional evidence through future planned evaluations of its Reentry Projects and Pathway Home models.² At least \$25,000,000 will be used to serve juveniles and young adults, and most remaining funding will be used for grants to serve adults. The Department will also deploy the Grantee Performance Management System for grantee case management and performance reporting and provide technical assistance to grantees to help them improve their performance.

FY 2021

The Department was appropriated \$98,079,000 in FY 2021 for the period of April 1, 2021, through June 30, 2022 (end of PY 2021) to serve persons sentenced under the adult criminal justice system and young adults involved in the juvenile or adult justice system. This funding will serve an estimated 19,220 participants in PY 2021 at a cost per participant of \$5,103.

In PY 2021, the Department will continue to focus on projects that provide comprehensive occupational skills training and apprenticeship opportunities and evaluate program models funded through the REO grants to assess their effectiveness. The Department will use lessons learned through the random assignment evaluation of the Department's Reintegration of Ex-Offenders Program: Final Impact Report³ and Enhanced Transitional Jobs Demonstration.⁴ At

¹ Linking to Employment Activities Pre-Release Program (LEAP) Implementation Evaluation Briefs, Mathematica Policy Research, May 2018. <https://www.dol.gov/sites/dolgov/files/OASP/legacy/files/Providing-Services-in-a-Jail-Based-American-Job-Center.pdf>

² Reentry Employment Opportunities. <https://www.dol.gov/agencies/oasp/evaluation/currentstudies/Reentry-Employment-Opportunities-Evaluation>

³ Reintegration of Ex-Offenders (RExO) Program: Final Impact Report, Social Policy Research, December 2016. https://wdr.doleta.gov/research/FullText_Documents/ETAOP-2015-10_The-Evaluation-of-the-Re-Integration-of-Ex-Offenders-%28RExO%29-Program-Final-Impact-Report_Acc.pdf

⁴ New Perspectives on Creating Jobs - Final Impacts of the Next Generation of Subsidized Employment Programs, MDRC, November 2018; <https://wdr.doleta.gov/research/details.cfm?q=&id=2613>

REENTRY EMPLOYMENT OPPORTUNITIES

least \$25,000,000 will be used to serve young adults between the ages of 16 to 24, while remaining funding will be used to serve justice-involved adults, evaluate REO grants, develop a case management and performance reporting system to replace a legacy system, and provide technical assistance to grantees to help them improve their performance.

FY 2020

The Department was appropriated \$98,079,000 in FY 2020 for the period of April 1, 2020, through June 30, 2021 (end of PY 2020) to serve current and formerly incarcerated adults and youth involved in the justice system. This funding will serve an estimated 19,220 participants in PY 2020 at a cost per participant of \$5,103.

In PY 2020, the Department will continue to focus on building the evidence base on previously incarcerated individuals and justice-involved individuals serving workforce models. The Department learned from the random assignment evaluation of the Reintegration of Ex-Offenders Program that beginning to serve individuals after they have returned home from prison results in serving a self-selected group of more motivated individuals, and learned from the Center for Employment Opportunities Transitional Jobs Demonstration that reentry programs can have the greatest impact on reducing the number of individuals who subsequently commit violent felonies by serving individuals within the first three months of release from prison and who are at medium or high risk of re-offending. Consistent with these findings, the Department is now focusing its adult reentry grants on starting services to individuals prior to release so as to reach a more at-risk population and to begin serving them at the very start of their reentry planning.

At least \$25,000,000 will be used to serve young adults between the ages of 18 to 24, while remaining funding will be used to serve justice-involved adults, evaluate REO grants, and provide technical assistance to grantees to help them improve their performance.

REENTRY EMPLOYMENT OPPORTUNITIES

WORKLOAD AND PERFORMANCE SUMMARY							
		PY 2019 Revised Enacted		PY 2020 Revised Enacted		PY 2021 Enacted	PY 2022 Request
		Target	Result	Target	Result	Target	Target
Reentry Employment Opportunities							
Strategic Goal 1 - Support the Ability of All Americans to Find Good Jobs							
Strategic Objective ETA 1.1 - Create customer-focused workforce solutions for American workers.							
ETA-WIOA REO Adult-01	Employment Rate – 2nd Quarter After Exit (WIOA ReEntry Employment Opportunities - Adult)	[base]	44.0%	[base]	--	[base]	TBD
ETA-WIOA REO Adult-02	Employment Rate – Fourth Quarter After Exit (WIOA ReEntry Employment Opportunities - Adult)	[base]	31.0%	[base]	--	[base]	TBD
ETA-WIOA REO Adult-03	Median Earning – 2nd Quarter After Exit (WIOA ReEntry Employment Opportunities - Adult)	[base]	\$5,532	[base]	--	[base]	TBD
ETA-WIOA REO Adult-04	Credential Attainment (WIOA ReEntry Employment Opportunities - Adult)	[base]	78.0%	[base]	--	[base]	TBD
ETA-WIOA REO Adult-05	Measurable Skill Gains (WIOA ReEntry Employment Opportunities - Adult)	[base]	87.0%	[base]	--	[base]	TBD
ETA-WIOA REO Youth-01	Education and Employment Rate – 2nd Quarter After Exit (WIOA ReEntry Employment Opportunities - Youth)	[base]	36.0%	[base]	--	[base]	TBD
ETA-WIOA REO Youth-02	Education and Employment Rate – Fourth Quarter After Exit (WIOA ReEntry Employment Opportunities - Youth)	[base]	22.0%	[base]	--	[base]	TBD
ETA-WIOA REO Youth-03	Median Earning – 2nd Quarter After Exit (WIOA ReEntry Employment Opportunities - Youth)	[base]	\$5,019	[base]	--	[base]	TBD
ETA-WIOA REO Youth-04	Credential Attainment (WIOA ReEntry Employment Opportunity - Youth)	[base]	73.0%	[base]	--	[base]	TBD

REENTRY EMPLOYMENT OPPORTUNITIES

WORKLOAD AND PERFORMANCE SUMMARY							
		PY 2019 Revised Enacted		PY 2020 Revised Enacted		PY 2021 Enacted	PY 2022 Request
		Target	Result	Target	Result	Target	Target
ETA-WIOA	Measurable Skill Gains (WIOA ReEntry Employment	[base]	66.0%	[base]	--	[base]	TBD
REO Youth-05	Opportunities - Youth)						

Legend: (r) Revised (e) Estimate (base) Baseline -- Not Applicable TBD - To Be Determined [p] - Projection

REENTRY EMPLOYMENT OPPORTUNITIES

Workload and Performance Narrative

The WIOA authorizes six primary indicators of performance. Grantees report to the Department on: 1) employment in the second quarter after exit; 2) employment in the fourth quarter after exit; 3) median earnings of those employed in the second quarter after exit; 4) credential attainment; 5) measurable skill gains; and 6) effectiveness in serving employers. The REO program also measure recidivism. The results of these measures demonstrate the value of these investments to help address the employment and skill needs of workers, job seekers, and employers. Baseline data will be available at the end of PY 2020 (August 2021) and targets will be set for PY 2021 and 2022 based on PY 2020 baseline data.

The workforce development and employment services delivered through the REO program are designed to address WIOA performance indicators. States and local areas target their service delivery strategies to the specific needs of their employer and youth populations, and the Department provides policy and programmatic guidance to help states and local areas identify strategies that are beneficial in improving successful outcomes in the current economy.

The Department will monitor grantee performance regularly through Federal Project Officers in the regional offices to ensure grantees are on target to meet performance goals. Such monitoring informs the design and delivery of technical assistance to improve performance. As part of program monitoring, the Department looks at the following system outputs:

- Number of people served by the program; Number of people who received occupational skills education;
- Number of people who entered employment;
- Number of people in training who earned a credential;
- Number of people with measurable skill gains; and
- Amount of funds spent.

Additional data are collected on the types of participant services, individuals who have exited the program, and those with positive outcomes for entered employment. These measures help determine whether states are implementing strategies that will help meet their outcome goals.

REENTRY EMPLOYMENT OPPORTUNITIES

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2020 Revised Enacted	FY 2021 Enacted	FY 2022 Request	Diff. FY22 Request / FY21 Enacted
11.1	Full-time permanent	0	0	0	0
11.9	Total personnel compensation	0	0	0	0
25.2	Other services from non-Federal sources	0	0	0	0
41.0	Grants, subsidies, and contributions	98,079	100,079	150,000	49,921
	Total	98,079	100,079	150,000	49,921

REENTRY EMPLOYMENT OPPORTUNITIES

CHANGES IN FY 2022

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments \$0

Other services from non-Federal sources 0

Grants, subsidies, and contributions 0

Built-Ins Subtotal \$0

Net Program \$49,921

Direct FTE 0

	Estimate	FTE
Base	\$100,079	0
Program Increase	\$49,921	0
Program Decrease	\$0	0

APPRENTICESHIP PROGRAM

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2020 Revised Enacted	FY 2021 Enacted	FY 2022 Request	Diff. FY22 Request / FY21 Enacted
Activity Appropriation	175,000	185,000	285,000	100,000
FTE	0	0	0	0

Introduction

The Employment and Training Administration’s Office of Apprenticeship (OA) utilizes the TES budget to invest in the expansion, diversification, and modernization of the National Apprenticeship system. On February 17, 2021, the President announced actions to bolster Registered Apprenticeship (RA) and has proposed significant investments in Registered Apprenticeship in the American Jobs Plan.

RA programs train workers for in-demand jobs while earning a decent income. RA combines job-related technical instruction with structured on-the-job learning experiences. Upon completion of a RA program, participants receive nationally recognized credentials that certify occupational proficiency, are portable, and provide pathways to the middle class. In many cases, these programs provide apprentices with the opportunity to simultaneously obtain post-secondary degrees.

RA is a key strategy to develop the nation’s workforce in areas including advanced manufacturing, financial services, educational services, transportation, information technology, healthcare, and the skilled trades. Apprentices receive wages that increase as their knowledge, skills, and abilities progress. RAs (which often last from one to six years) also connect education and work simultaneously. Apprentices gain industry-recognized credentials, and, in many cases college credits, that can lead to an associate’s or bachelor’s degree. Those credentials, in turn, lead to a long-term, well-paying career.

Over 1 million individuals have begun an apprenticeship since FY 2016, when Congress first appropriated funding to expand apprenticeship. The Department will continue to pursue ways to expand RA opportunities in high-growth sectors where RAs are underutilized, and will expand the number and diversity of job seekers engaging in earn-and-learn programs that offer portable and stackable credentials.

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2017	\$95,000	0
2018	\$145,000	0
2019	\$160,000	0
2020	\$175,000	0
2021	\$185,000	0

APPRENTICESHIP PROGRAM

Resource and Program Data Apprenticeship Program Training and Employment Services (Dollars in Thousands)

Data Category	PY 2018 Enacted	PY 2019 Enacted	PY 2020 Enacted	PY 2021 Enacted	PY 2022 President's Budget
Resource Data:	145,000	160,000	175,000	185,000	285,000
Service Grant	92,953	104,000	115,932	TBD	TBD
Formula ¹	0				
Competitive/Discretionary ²	73,000	115,500	115,932	TBD	TBD
Research Evaluation	0	1,000	43	23	TBD
Training/Technical Assistance ³	22,200	4,000	3,000	TBD	TBD
Program Support ⁴	49,900	39,500	56,025	290	TBD
Total Resources	144,995	160,000	175,000	185,000	285,000
Program Data:					
Total Grants	52	52	52	TBD	TBD
New Starts					
#	52	52	52	TBD	TBD
\$	92,953	104,000	115,932	TBD	TBD
Contracts					
#	25	25	25	TBD	TBD
\$	52,042	56,000	59,068	TBD	TBD

Funding Mechanism

FY 2022 apprenticeship funds will be available from July 1, 2021, through June 30, 2022. The Department will carry out activities through grants, cooperative agreements, contracts, and other arrangements.

¹ For PY 18 and 19, although the State Apprenticeship grant amounts were awarded based on a formula, these were discretionary still discretionary grants that states had to apply for.

² For PY 18, includes State Apprenticeship grants (\$73m). For PY 19, includes proposed state grants (\$73m) and youth apprenticeship grants (\$42.5).

³ For PY 18, includes Technical Assistance to support state grantees and a cooperative agreement with AACC to train 16,000 apprentices and expand community college apprenticeship programs (\$20m). For PY 19, this includes Technical Assistance to support state grantees (\$2m) and youth apprenticeship grantees (\$2m).

⁴ Includes RAP program support, specifically to support the expansion and modernization of RAP. For PY 18, this includes: Youth Intermediary Contacts (\$7.7m); Apprenticeship Expansion and Modernization Fund (\$25.9m); Industry and Equity intermediary Contracts (\$15.8 m); Marketing (\$550k); data management modernization (\$2.9m); performance reporting data collection (435k); Competency-based Occupational Frameworks (\$600k); and IT support (\$22k). For PY 19, Industry and Equity intermediary Contracts (\$27m); technology modernization and related technical assistance (\$7.9); apprenticeship.gov (\$4m); and, Competency-based Occupational Frameworks (\$600k).

APPRENTICESHIP PROGRAM

FY 2022

The Department requests \$285,000,000 in FY 2022 for the period of July 1, 2022, through June 30, 2023 (PY 2022).

RA programs offer effective work-based training that combine job-related technical instruction with structured on-the-job learning experiences. Apprentices begin earning wages on day one and their wages rise with their skill attainment and improved productivity.

The Department has made significant strides in expanding the RA program over the last five years. RA has grown the number of active apprentices by over 60 percent growth and well over 20,000 new RA programs. During that time the Department has been focused on strategically scaling all aspects of the registered apprenticeship system to expand apprenticeship nationwide and ensuring equitable access for under-represented populations.

This appropriation allows the Office of Apprenticeship to build on the progress already made and continue to expand its investments in both expanding apprenticeship into new industries and occupations as well as to new populations, particularly previously underrepresented groups such as women, people of color, people with disabilities, and others.

In FY 2022, the Department will prioritize investments that expand the apprenticeship model to new sectors and occupations and increase access for historically underrepresented groups, including people of color and women. As the Department moves forward, ETA continues to look for opportunities to better integrate equity work into all of our apprenticeship expansion investments to best serve the Department's objectives in promoting diversity in apprenticeship by establishing greater alignment of outreach, recruitment, and on-ramps with the apprenticeship opportunities being created.

FY 2021

The Department was appropriated \$185,000,000 in FY 2021 for the period of July 1, 2021, through June 30, 2022 (PY 2021). The Department's investment approach supports the Biden Administration's goals to both modernize Registered Apprenticeship (RA) and advance equity and inclusion for women, people of color, and other underrepresented populations. Apprenticeship will continue to take on increased importance during and in the aftermath of the COVID-19 pandemic.

FY 2020

The Department was appropriated \$175,000,000 in FY 2020 for the period of July 1, 2020, through June 30, 2021 (PY 2020) to expand Registered Apprenticeships across the country. The Department pursued ways to expand Registered Apprenticeship opportunities in high-growth sectors where apprenticeships are underutilized, including advanced manufacturing, financial services, educational services, transportation, information technology, and healthcare. The Department developed a spend plan based on the appropriated resources.

APPRENTICESHIP PROGRAM

In addition, the Department was appropriated \$36,160,000 within ETA's Program Administration account for staff and related costs associated with the apprenticeship program activities.

APPRENTICESHIP PROGRAM

WORKLOAD AND PERFORMANCE SUMMARY				
	FY 2020		FY 2021	FY 2022
	Revised	Enacted	Enacted	Request
	Target	Result	Target	Target
Apprenticeship Program				
Strategic Goal 1 - Support the Ability of All Americans to Find Good Jobs				
Strategic Objective ETA 1.1 - Create customer-focused workforce solutions for American workers.				
ETA-OA-02 Number of NEW Apprentices	720,000	713,754	1,000,000	1,300,000

Legend: (r) Revised (e) Estimate (base) Baseline -- Not Applicable TBD - To Be Determined [p] - Projection

APPRENTICESHIP PROGRAM

Workload and Performance Narrative

The Department will continue its goal to enroll 1.3 million new apprentices over the period of FY 2018 – FY 2022 to enable more Americans to obtain jobs that pay a family-sustaining wage. For the workload table above, the Department based the targets on the cumulative running count that began in FY 2018 to achieve the Department’s overall strategic goal of 1 million new apprentices by the end of FY 2021 and 1.3 million new apprentices by the end of FY 2022.

APPRENTICESHIP PROGRAM

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2020 Revised Enacted	FY 2021 Enacted	FY 2022 Request	Diff. FY22 Request / FY21 Enacted
25.1	Advisory and assistance services	0	0	0	0
41.0	Grants, subsidies, and contributions	175,000	185,000	285,000	100,000
	Total	175,000	185,000	285,000	100,000

APPRENTICESHIP PROGRAM

CHANGES IN FY 2022

(Dollars in Thousands)

Activity Changes	
Built-In	
To Provide For:	
Advisory and assistance services	\$0
Grants, subsidies, and contributions	0
Built-Ins Subtotal	\$0
Net Program	\$100,000
Direct FTE	0

	Estimate	FTE
Base	\$185,000	0
Program Increase	\$100,000	0
Program Decrease	\$0	0

WORKFORCE DATA QUALITY INITIATIVE

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2020 Revised Enacted	FY 2021 Enacted	FY 2022 Request	Diff. FY22 Request / FY21 Enacted
Activity Appropriation	6,000	6,000	6,000	0
FTE	0	0	0	0

Introduction

The Workforce Data Quality Initiative (WDQI) provides competitive grants to support states in developing, connecting, and enhancing their longitudinal data systems that integrate education and workforce data to support evaluation and research on the effectiveness of workforce and education programs, and to provide customer-friendly information that helps customers select the education and training programs that best suit their needs. Authorized under section 169 of the Workforce Innovation and Opportunity Act (WIOA), these grants are intended to support accountability and transparency, which are both key goals of WIOA.

Data linkages help state leaders identify effective pathways through education and training services that lead to success in the workforce and provide individuals with information that help them make smart choices about their education and careers. Longitudinal data systems have information on individuals as they progress through the education system and into the workforce. Some states have developed comprehensive data systems that link individuals' demographic information, high school transcripts, college transcripts, and quarterly wage data. These data systems have provided valuable information to consumers, practitioners, policymakers, researchers, and evaluators about the performance of education and workforce development programs and how those programs serve workers.

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2017	\$6,000	0
2018	\$6,000	0
2019	\$6,000	0
2020	\$6,000	0
2021	\$6,000	0

WORKFORCE DATA QUALITY INITIATIVE

Resource and Program Data Workforce Data Quality Initiative Training and Employment Services (Dollars In Thousands)

Data Category	PY 2018 Enacted	PY 2019 Enacted	PY 2020 Enacted	PY 2021 President's Enacted	PY 2022 President's Budget
Resource Data:	6,000	6,000	6,000	6,000	6,000
Service Grant					
Competitive	6,000	5,558	6,000	5,558	6,000
Training/Technical Assistance		442		442	
Total Resources	6,000	6,000	6,000	6,000	6,000
Program Data:					
Total Grants	10	10	10	10	10
New Starts					
#	10		10		10
\$	6,000		6,000		6,000
Continuing					
#		10	5	10	5
\$		5,558		5,558	
Contracts					
#		1		1	
\$		442		442	

Funding Mechanism

The WDQI operates on a Program Year (PY) basis (July 1 through June 30). The WDQI grants are awarded to states through competitive Funding Opportunity Announcements (FOA).

FY 2022

In FY 2022, the Department is requesting \$6,000,000 for the WDQI to support States' development of integrated longitudinal data systems. For PY 2022, the Department will conduct a grant competition that requires States to build enhanced data systems integration with these funds. With this funding, States will be able to develop linkages of program and other data sources, with the goal of improved performance information.

This funding will help states build integrated or bridged longitudinal data systems to support WIOA implementation, such as developing/enhancing integrated longitudinal performance management, case management, and fiscal data systems. Such systems will build from existing longitudinal databases developed under WDQI, which link individual-level workforce data to

WORKFORCE DATA QUALITY INITIATIVE

education data. This funding would support the next phase of the WDQI initiative, to effectively and meaningfully expand access to and connectivity of data, and provide useful data to workforce system stakeholders and the public. It would continue to support States to enhance the dissemination of workforce training provider performance information and outcomes, and enhance interactive State websites to provide workforce system stakeholders and the public with additional information to guide decisions regarding workforce and educational programs, including eligible training provider reporting.

These investments will enable workforce data to be matched with education data, while protecting PII, to ultimately create longitudinal data systems with information from pre-kindergarten through post-secondary education and into the workforce system. The connection of workforce and education data enables the analysis of individuals' receipt of both education and training services to help determine ways to maximize the outcomes of these services and the effectiveness of the programs. The funding would allow more states to integrate their databases across different programs and types of data. This provides a complete and comprehensive view for workforce system stakeholders and the public.

FY 2021

In FY 2021, the Department was appropriated \$6,000,000 for the WDQI to support States' development of integrated longitudinal data systems. For PY 2021, the Department is conducting a grant competition that requires States to build or further enhance databases with these funds. With this funding, States will be able to develop linkages of program and other data sources, with the goal of improved performance information, analysis of programs, and enhanced information for consumers.

FY 2020

In FY 2020, the Department was appropriated \$6,000,000 for the WDQI to support States' development of integrated longitudinal data systems. For PY 2020, the Department is conducting a grant competition that requires States to build or further enhance databases with these funds. With this funding, States will be able to develop linkages of program and other data sources, with the goal of improved performance information, analysis of programs, and enhanced information for workforce system stakeholders and the public.

WORKFORCE DATA QUALITY INITIATIVE

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2020 Revised Enacted	FY 2021 Enacted	FY 2022 Request	Diff. FY22 Request / FY21 Enacted
25.1	Advisory and assistance services	0	0	0	0
41.0	Grants, subsidies, and contributions	6,000	6,000	6,000	0
	Total	6,000	6,000	6,000	0

WORKFORCE DATA QUALITY INITIATIVE

CHANGES IN FY 2022

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Advisory and assistance services \$0

Grants, subsidies, and contributions 0

Built-Ins Subtotal \$0

Net Program \$0

Direct FTE 0

	Estimate	FTE
Base	\$6,000	0
Program Increase	\$0	0
Program Decrease	\$0	0

YOUTHBUILD

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2020 Revised Enacted	FY 2021 Enacted	FY 2022 Request	Diff. FY22 Request / FY21 Enacted
Activity Appropriation	94,534	96,534	145,000	48,466
FTE	0	0	0	0

Introduction

The YouthBuild program helps provide disconnected youth with work readiness and industry-driven credential attainment opportunities. YouthBuild addresses the challenges faced by unemployed youth and those who left high school prior to graduation by providing them with an opportunity to gain the education and occupational skills that will prepare them for quality employment.

YouthBuild is a work-based pre-apprenticeship program that provides job training and educational opportunities to at-risk youth ages 16-24 with a specific focus on attaining construction skills through building or rehabilitating affordable housing for low-income or homeless families in their own neighborhoods. Youth split their time between occupational training and the classroom, where they earn their high school diploma or equivalency, learn to be community leaders, and prepare for post-secondary training opportunities. Since 2013, the program has expanded its training and educational focus to include in-demand occupations outside of construction, including STEM fields, such as information technology, healthcare, and manufacturing. YouthBuild provides significant support services, such as mentoring, follow-up education, personal and employment counseling, and participation in community service and civic engagement. There are approximately 220 Department-funded YouthBuild programs currently active in 42 states, serving approximately 6,000 youth per year.

Findings from the long-term national impact evaluation of YouthBuild indicated the program improved receipt of high school equivalency credentials by 11 percentage points, measured 48 months after enrollment. YouthBuild also had a statistically significant positive impact of 7.8 percentage points on enrollment into a two-year community college compared to the control group.¹

The Department will continue to support technical assistance to address findings from the long-term national impact evaluation.

¹ Miller, Cynthia, Cummings, Danielle, Millenky, Megan Wiegand, Andrew, and Long David. May 2018. *Laying a Foundation Four-Year Results from the National YouthBuild Evaluation*. New York: MDRC.
https://wdr.doleta.gov/research/FullText_Documents/ETAOP_2018-01_Youth_Build_Evaluation.pdf

YOUTHBUILD

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2017	\$84,534	0
2018	\$89,534	0
2019	\$89,534	0
2020	\$94,534	0
2021	\$96,534	0

Resource and Program Data YouthBuild Training and Employment Services (Dollars in Thousands)

Data Category	PY 2018 Enacted	PY 2019 Enacted	PY 2020 Enacted	PY 2021 Enacted	PY 2021 President's Budget
<u>Resource Data:</u>	89,534	89,534	94,534	96,534	145,000
Service Grant					
Competitive Training/Technical Assistance	85,522	85,057	89,807	91,707	137,750
Total Resources	89,534	89,534	94,534	96,534	145,000
<u>Program Data:</u>					
Total Grants	81	68	75	76	115
New Starts					
#	81	68	75	76	115
\$	85,522	85,057	89,807	91,707	137,750
Contracts					
#	1	1	1	1	1
\$	4,012	4,477	4,727	4,827	7,250

Funding Mechanism

YouthBuild operates on a program year (PY) basis. Funds appropriated for YouthBuild are authorized by the Workforce Innovation and Opportunity Act (WIOA), available from April 1 through June 30 of the next year and are awarded through an annual grant competition. Programs are funded for four months of implementation, two years of program operation, and one year of follow-up support.

FY 2022

In FY 2022, the Department requests \$145,000,000. Of the total funding amount, five percent will be directed toward the statutory set-aside for technical assistance. The remainder will

YOUTHBUILD

support approximately 115 grants to serve an estimated 9,183 youth with an average cost per participant of \$15,001 based on PY 2019 results after the statutory 5 percent technical assistance set-aside is removed.

In FY 2022, the Department's YouthBuild program will continue to provide pre-apprenticeship opportunities that link education and occupational skills training in construction and other in-demand industries. The program will also maintain its efforts to increase credential attainment, including high school diplomas, high school equivalency degrees, and industry-recognized credentials, for YouthBuild participants. YouthBuild will also emphasize connections to emerging apprenticeship pathways beyond traditional fields and support ongoing pilots to demonstrate this placement approach for youth.

FY 2021

In FY 2021, the Department was appropriated \$96,534,000. Of the total funding amount, five percent will be directed toward the statutory set-aside for technical assistance. The remainder will support approximately 76 grants to serve an estimated 6,113 youth with an average cost per participant of \$15,001 based on PY 2019 results after the statutory 5 percent technical assistance set-aside is removed.

In FY 2021, the Department's YouthBuild program continues to provide pre-apprenticeship opportunities that link education and occupational skills training in construction and other in-demand industries. The program also maintains its efforts to increase credential attainment, including high school diplomas, high school equivalency degrees, and industry-recognized credentials, for YouthBuild participants. YouthBuild also emphasizes connections to emerging apprenticeship pathways beyond traditional fields and support ongoing pilots to demonstrate this placement approach for youth.

FY 2020

In FY 2020, the Department was appropriated \$94,534,000 for the period of April 1, 2020 through June 30, 2021 (end of PY 2020). Of the total funding amount, five percent was directed toward the statutory set-aside for technical assistance. The remainder is supporting approximately 75 grants to serve an estimated 5,987 youth with an average cost per participant of \$15,001 based on PY 2019 results.

In FY 2020, the Department's YouthBuild program continued to provide pre-apprenticeship opportunities that link education and occupational skills training in construction and other in-demand industries. The program also maintained its efforts to increase credential attainment, including high school diplomas, high school equivalency degrees, and industry-recognized credentials, for YouthBuild participants. Due to COVID-related restrictions, much of this work occurred virtually or through a hybrid service delivery model. YouthBuild also emphasized connections to emerging apprenticeship pathways beyond traditional fields and support ongoing pilots to demonstrate this placement approach for youth.

YOUTHBUILD

WORKLOAD AND PERFORMANCE SUMMARY							
		PY 2019 Revised Enacted		PY 2020 Revised Enacted		PY 2021 Enacted	PY 2022 Request
		Target	Result	Target	Result	Target	Target
YouthBuild							
Strategic Goal 1 - Support the Ability of All Americans to Find Good Jobs							
Strategic Objective ETA 1.1 - Create customer-focused workforce solutions for American workers.							
ETA-WIOA YB-01	Education and Employment Rate – 2nd Quarter After Exit (WIOA YouthBuild)	[base]	45.0%	[base]	--	[base]	TBD
ETA-WIOA YB-02	Education and Employment Rate – 4th Quarter After Exit (WIOA YouthBuild)	[base]	35.0%	[base]	--	[base]	TBD
ETA-WIOA YB-03	Median Earning – 2nd Quarter After Exit (WIOA YouthBuild)	[base]	\$3,440	[base]	--	[base]	TBD
ETA-WIOA YB-04	Credential Attainment (WIOA YouthBuild)	[base]	57.0%	[base]	--	[base]	TBD
ETA-WIOA YB-05	Measurable Skill Gains (WIOA YouthBuild)	[base]	60.0%	[base]	--	[base]	TBD

Legend: (r) Revised (e) Estimate (base) Baseline -- Not Applicable TBD - To Be Determined [p] - Projection

YOUTHBUILD

Workload and Performance Narrative

The WIOA authorizes six primary indicators of performance. Grantees report to the Department on: 1) employment in the second quarter after exit; 2) employment in the fourth quarter after exit; 3) median earnings of those employed in the second quarter after exit; 4) credential attainment; 5) measurable skill gains; and 6) effectiveness in serving employers (measure under development). The results of these measures demonstrate the value of these investments to help address the employment and skill needs of workers, job seekers, and employers. Baseline data will be available at the end of PY 2020 (August 2021) and targets will be set for PY 2021 and 2022 based on PY 2020 baseline data.

YOUTHBUILD

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2020 Revised Enacted	FY 2021 Enacted	FY 2022 Request	Diff. FY22 Request / FY21 Enacted
11.1	Full-time permanent	0	0	0	0
11.9	Total personnel compensation	0	0	0	0
41.0	Grants, subsidies, and contributions	94,534	96,534	145,000	48,466
	Total	94,534	96,534	145,000	48,466

YOUTHBUILD

CHANGES IN FY 2022

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments \$0

Grants, subsidies, and contributions 0

Built-Ins Subtotal \$0

Net Program \$48,466

Direct FTE 0

	Estimate	FTE
Base	\$96,534	0
Program Increase	\$48,466	0
Program Decrease	\$0	0

NATIONAL YOUTH EMPLOYMENT PROGRAM

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2020 Revised Enacted	FY 2021 Enacted	FY 2022 Request	Diff. FY22 Request / FY21 Enacted
Activity Appropriation	0	0	50,000	50,000
FTE	0	0	0	0

Introduction

According to Pew data, two decades ago half of American teens were in summer employment, compared to less than one third of teens in 2018. The Urban Institute attributes this drop in teen summer employment to the Great Recession and Drexel’s Center for Labor Market Studies suggests that the teen summer employment rate may have been at a historic low in the summer of 2020. The Bureau of Labor Statistics reported that in July 2020, only 46.7 percent of 16 to 24 year old youth were employed, down from 56.2 percent in July of 2019. The youth unemployment rate in July 2020 was about double the rate in July 2019.

Evidence has shown that providing youth with work experience opportunities reduces violence. A randomized controlled trial found that Chicago’s 2012 One Summer Chicago program for at-risk youth reduced violent-crime arrests by 43 percent over 16 months. The persistence of the impacts long after the program ended demonstrates the promise of this strategy for reducing violence and improving outcomes for youth.

In addition, according to a Brookings report, work-based learning experiences in high school, including internships and apprenticeships, that incorporate positive relationships with adults still affect job quality a decade later. In addition, the report showed that having a job as a teenager (age 16 – 18) predicts higher job quality in adulthood.

This program would provide grants directly to communities to fund summer and year-round employment opportunities for at-risk youth beginning in the summer of 2022.

Funding Mechanism

The National Youth Employment program will operate on a program year (PY) basis. Funds appropriated in FY 2022 would be available from April 1, 2022, through June 30, 2023 (PY 2022).

FY 2022

The Department is requesting \$50,000,000 in FY 2022 for the period of July 1, 2022, through June 30, 2023 (PY 2022) to serve disadvantaged youth through the National Youth Employment Program. This funding will serve an estimated 15,000 participants in PY 2022 at a cost per participant of \$3,333. Through a competitive Funding Opportunity Announcement, the Department will fund summer and year-round youth employment programs beginning in the summer of 2022. Programs will serve eligible WIOA Youth, with a focus on serving justice-involved youth and other opportunity youth with barriers to employment. Grants will be awarded to consortia of Local

NATIONAL YOUTH EMPLOYMENT PROGRAM

Workforce Development Boards, employers in high demand industries and occupations, Local Education Agencies, and community-based organizations to carry out the program. This will create summer and year-round youth employment opportunities that will enable youth to enter a career pathway. These jobs will include opportunities in high-growth industries such as healthcare, information technology, and clean energy. Programs will provide supportive services, such as transportation and childcare, necessary for youth participation in summer and year-round employment and will connect youth with additional skill-building opportunities that enable them to enter on-ramps to careers. A key goal of the program will be to ensure that youth participants successfully exit the program and achieve positive long-term outcomes, including enrollment in and completion of secondary and postsecondary education, placement in and retention of unsubsidized employment, and enrollment in and completion of occupational skills training and Registered Apprenticeship.

FY 2021

N/A

FY 2020

N/A

Workload and Performance Narrative

Because this program will be short term in nature and include an approximately six to eight week summer job, this program will use two indicators: 1) youth employment completion rate and 2) successful exit rate. The youth employment completion rate will measure the percentage of program participants that successfully complete their job. The successful exit rate will measure the percentage of program participants who, at the time of program exit, are in a successful outcome following employment including secondary education, postsecondary education, unsubsidized employment, or occupational skills training. Because this is a new program, there are no prior program results and national targets will be set based on grantee targets proposed as part of their grant agreements.

NATIONAL YOUTH EMPLOYMENT PROGRAM

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2020 Revised Enacted	FY 2021 Enacted	FY 2022 Request	Diff. FY22 Request / FY21 Enacted
25.2	Other services from non-Federal sources	0	0	0	0
41.0	Grants, subsidies, and contributions	0	0	50,000	50,000
	Total	0	0	50,000	50,000

NATIONAL YOUTH EMPLOYMENT PROGRAM

CHANGES IN FY 2022

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Other services from non-Federal sources \$0

Grants, subsidies, and contributions 0

Built-Ins Subtotal \$0

Net Program \$50,000

Direct FTE 0

	Estimate	FTE
Base	\$0	0
Program Increase	\$50,000	0
Program Decrease	\$0	0

VETERANS' CLEAN ENERGY TRAINING PROGRAM

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2020 Revised Enacted	FY 2021 Enacted	FY 2022 Request	Diff. FY22 Request / FY21 Enacted
Activity Appropriation	0	0	20,000	20,000
FTE	0	0	0	0

Introduction

The Department proposes to establish a competitive grant program to prepare eligible veterans, Transitioning Service Members (TSMs), and their spouses for careers in the clean energy sectors of the energy industry. Clean energy job opportunities are expected to grow between now and 2029 and certain occupations are expected to grow rapidly in the next several years or will have large numbers of job openings. A skilled workforce, with a free and fair chance to join a union, is foundational to achieving the President’s goal of having 100 percent carbon-free electricity by 2035 while creating a more resilient energy grid, lowering energy bills for middle class Americans, and improving air quality and public health outcomes.

The Veterans’ Clean Energy Training program will provide veterans, TSMs, and their spouses with the education, training, and credentials necessary to secure good-paying careers in various clean energy sectors, including solar and wind generation, electric vehicle manufacturing and services, and building energy efficiency retrofits, as well as the appropriate cybersecurity sectors of the energy industry. The program will:

- Provide participants with education and training for in-demand careers;
- Provide employers in these necessary and growing industry sectors with appropriately trained workers; and
- Complement existing education and training programs.

ETA will develop and implement the program collaboratively with the Department’s Veterans’ Employment and Training Service and the Department of Veterans Affairs to identify appropriate state, federal, and industry partners to deliver the education, training, and job placement of program participants.

Grantees will use effective outreach, media, and engagement to recruit a diverse cohort of participants for job training. Grantees will use robust, comprehensive work-based learning strategies, such as On-the-Job Training, customized training, Incumbent Worker Training, Registered Apprenticeship, pre-apprenticeship programs that articulate to Registered Apprenticeship programs, and paid work and internships. Other allowable approaches will include classroom, competency-based, and technology-based training strategies, which culminate in the receipt of an appropriate industry-recognized certificate or credential.

Grantees will also provide technical assistance to this network of employers to enable them to successfully employ and retain veterans, TSMs, and military spouses. In addition, grantees will

VETERANS' CLEAN ENERGY TRAINING PROGRAM

provide participants with supportive services, such as transportation, childcare, and needs-related payments necessary to enable them to participate in activities authorized under the program.

The program will engage a wide array of employers, large and small, including Veteran Owned Small Businesses and Service Disabled Veteran Owned Small Businesses in the adoption and deployment of training and work-based learning.

These will be public-private partnerships engaging employers across clean energy sectors . The program will develop new or expand existing successful industry sector partnerships and build off of lessons learned from the Department of Energy's Solar Ready Vets program. These partnerships of multiple employers, educational institutions, economic development agencies, workforce development entities, and community based organizations will identify and collaboratively meet the workforce needs of the growing clean energy sector within a given labor market, incorporating career pathway strategies by aligning education and training programs with industry needs.

Funding Mechanism

The Veterans' Clean Energy Training program will operate on a program year (PY) basis. Funds appropriated in FY 2022 would be available from July 1, 2022, through June 30, 2023 (PY 2022). The Department intends to fund projects through a competitive solicitation process.

FY 2022

The Department is requesting \$20,000,000 in FY 2022 for the period of July 1, 2022, through June 30, 2023 (PY 2022) to serve Veterans, TSMs, and military spouses.

FY 2021

N/A

FY 2020

N/A

VETERANS' CLEAN ENERGY TRAINING PROGRAM

Workload and Performance Narrative

The Department will monitor program performance regularly through Federal Project Officers in the regional offices to ensure grantees are on track to meet performance goals. Such monitoring informs the design and delivery of technical assistance to improve performance.

Program grantees will report to the Department on key WIOA employment and earnings indicators, including employment in the second quarter after exit, employment in the fourth quarter after exit, and median earnings of those employed in the second quarter after exit.

As part of program monitoring, the Department will also analyze the following outputs:

- Number of participants served by the program;
- Number of program participants who receive training;
- Number of program participants who receive additional career services;
- Number of program participants who receive a credential; and
- Amount of funds spent.

Additional data will also be collected on the types of participant services offered. In addition, the Department will conduct research and evaluations in support of continuous program improvement to determine the effectiveness of services and improve program efficiency and performance.

VETERANS' CLEAN ENERGY TRAINING PROGRAM

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2020 Revised Enacted	FY 2021 Enacted	FY 2022 Request	Diff. FY22 Request / FY21 Enacted
25.2	Other services from non-Federal sources	0	0	0	0
41.0	Grants, subsidies, and contributions	0	0	20,000	20,000
	Total	0	0	20,000	20,000

VETERANS' CLEAN ENERGY TRAINING PROGRAM

CHANGES IN FY 2022

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Other services from non-Federal sources \$0

Grants, subsidies, and contributions 0

Built-Ins Subtotal \$0

Net Program \$20,000

Direct FTE 0

	Estimate	FTE
Base	\$0	0
Program Increase	\$20,000	0
Program Decrease	\$0	0

JOB TRAINING FOR EMPLOYMENT IN HIGH GROWTH INDUSTRIES

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2020 Revised Enacted¹	FY 2021 Enacted	FY 2022 Request	Diff. FY22 Request / FY21 Enacted
Activity Appropriation	191,289	277,000	203,000	-74,000
FTE	0	0	0	0

Introduction

Funding for job training for employment in high growth industries is provided through a portion of H-1B visa fees, which are authorized under Section 414(c) of the American Competitiveness and Workforce Improvement Act of 1998 (29 U.S.C. 3224a) (ACWIA). The fees are collected from employers when they file applications seeking to hire temporary foreign workers in occupations that require highly-specialized knowledge and skills. A portion of these fees are authorized to be available to the Department without being subject to annual appropriations and are used to provide Americans with education and job training to acquire the skills needed to fill jobs in occupations and industries that employ foreign workers with H-1B visas. The ACWIA provides the Secretary of Labor with discretion regarding the funding that will be used in a fiscal year.

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2017	\$0	0
2018	\$0	0
2019	\$0	0
2020	\$0	0
2021	\$0	0

Funding Mechanism

Job Training for Employment in High Growth Industries funds are awarded competitively through one or more Funding Opportunity Announcements (FOA). Eligible applicants for these grants include public-private partnerships of business-related nonprofit organizations, education and training providers, community-based organizations, entities involved in administering the public workforce system, and economic development agencies.

¹ Does not reflect temporary rescission of \$150,000 in FY 2020 or permanent rescission of \$360,000 in FY 2021. FY 2021 fees appear artificially high due to temporary nature of FY 2020 rescission.

JOB TRAINING FOR EMPLOYMENT IN HIGH GROWTH INDUSTRIES

FY 2022

The Department will award competitive grants during FY 2022 that align with the Administration's strategic vision for economic recovery as an opportunity to advance quality employment in key growth sectors for American workers and job seekers. The Department will continue to direct investments to industries and occupations for which employers use H-1B visas to hire foreign workers.

FY 2021

The FY 2021 appropriation bill rescinded \$75,000,000 when the bill was enacted, and another \$285,000,000 is to be rescinded by September 30, 2021. The rescissions, combined with the grant awards planned for FY 2021, depleted the Department's H-1B job training funds and no additional grant competitions will be run during FY 2021.

The Department awarded a total of \$185,000,000 in grants during FY 2021 through two grant programs that responded to the need for skilled workers in the health care and other high growth industries. One grant program provided \$40,000,000 to 17 grantees to increase training in health care occupations that directly impact patient care, and create sustainable employment and training programs in rural communities. The second grant program provided \$145,000,000 to 19 grantees to equip states and economic regions to work with industry stakeholders to develop replicable, comprehensive workforce strategies for preparing the workforce for middle-to high-skilled H-1B occupations within key growth sectors.

FY 2020

The FY 2020 appropriation rescinded \$150,000,000 of unobligated H-1B fees. In 2020, the Department awarded approximately \$100 million in H-1B funds to 28 public-private partnerships across the country to expand apprenticeship to industry sectors and occupations that have not traditionally deployed apprenticeships, such as advanced manufacturing, healthcare, and information technology. These also include in-demand cybersecurity professions and emerging occupations involving artificial intelligence.

JOB TRAINING FOR EMPLOYMENT IN HIGH GROWTH INDUSTRIES

DETAILED WORKLOAD AND PERFORMANCE¹						
	PY2019		PY2020 ²		PY 2021	PY 2022
	Target	Result	Target	Result	Target	Target
Job Training for Employment in High Growth Industries						
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						
Employment Rate (Q2) ³	[base]	[base]			TBD	TBD
Employment Rate (Q4)	[base]	[base]			[base]	TBD
Median Earnings	[base]	[base]			[base]	TBD
Total Enrolled in Training	72,237	55,290	87,632	58,445	112,565	TBD
Total Completed Training	55,391	35,631	78,219	40,528	82,653	TBD

¹ Data provided includes the Ready To Work Grant program, awarded in PY 2014; the TechHire Partnership, Strengthening Working Families Initiative and America's Promise Job-Driven Grants, awarded in PY 2016; the Scaling Apprenticeship Grants, and the Apprenticeships: Closing the Skills Gap grants awarded in PY 2019.

² H-1B grants are not awarded on a PY basis and grant data is reported in the PY being requested. The actuals are all from certified data via DOL performance systems and reflect the cumulative data from the start of the grant to the end of each PY requested. To develop the PY targets, the yearly performance benchmarks from each grant for each measure were used. For the America's Promise, SWFI, and TechHire grants, some grantees received period of performance extensions of up to one year. Additional performance targets were not set for the extension period so targets remain the same as those in year 4 of the grant.

³ Two new H-1B grant programs, the Rural Healthcare Grant Program and the One Workforce Grant Program have targets for the employment rate outcomes. These grants were just awarded in January 2021 and their data is still being validated at this time.

JOB TRAINING FOR EMPLOYMENT IN HIGH GROWTH INDUSTRIES

DETAILED WORKLOAD AND PERFORMANCE¹						
	PY2019		PY2020²		PY 2021	PY 2022
	Target	Result	Target	Result	Target	Target
Total Participants Who Complete Education/Training Activities and Attain a Degree or Other Credential	45,726	29,091	67,184	32,055	75,706	TBD
Total Number of Participants Who Enter Unsubsidized Employment	43,282	25,970	58,749	30,346	54,779	TBD

JOB TRAINING FOR EMPLOYMENT IN HIGH GROWTH INDUSTRIES

Workload and Performance Narrative

These grants focus on the Department's key system outcomes for program participants: 1) improved earnings; 2) increasing employment in emerging and/or growth industries; and 3) increasing rates of credential and education attainment. In order to address employers' current workforce needs, the Department will continue to require that grantees work closely with employers to target growth occupations with good wages based on current labor market information. In addition, grantees will be required to be specific about the skills and credentials the training programs will provide to participants.

Data collected quarterly include participant characteristics, progress measures, and performance outcomes. These data are used by the Department and grantees to continuously monitor and improve program performance. The Department expects to use a similar approach in subsequent solicitations.

In the long term, the Department will assess grantee performance by requiring grantees to establish performance targets in key outcome categories, and then assessing grantee performance in achieving these targets, using the WIOA employment-based measures. The Department is currently collecting baseline data to calculate the WIOA performance indicators.

The outcomes for the employment-based performance measures become available towards the end of the life of the grants, and will demonstrate the value of these investments to help address the employment and skill needs of workers, jobseekers, and employers. H-1B funded grants have a focus on providing training and related activities in high demand and growth industry sectors, but are used in different initiatives that may target varying strategies, types of training, and populations, making it difficult to translate potential performance across initiatives. Therefore, other grant specific metrics and outcomes may be identified based on the nature of the grant.

JOB TRAINING FOR EMPLOYMENT IN HIGH GROWTH INDUSTRIES

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2020 Revised Enacted	FY 2021 Enacted	FY 2022 Request	Diff. FY22 Request / FY21 Enacted
41.0	Grants, subsidies, and contributions	191,289	277,000	203,000	-74,000
	Total	191,289	277,000	203,000	-74,000

JOB TRAINING FOR EMPLOYMENT IN HIGH GROWTH INDUSTRIES

CHANGES IN FY 2022

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Grants, subsidies, and contributions \$0

Built-Ins Subtotal \$0

Net Program \$0

Direct FTE 0

	Estimate	FTE
Base	\$277,000	0
Program Increase	\$0	0
Program Decrease	\$0	0