

FY 2023

CONGRESSIONAL BUDGET JUSTIFICATION

EMPLOYMENT AND TRAINING ADMINISTRATION

Job Corps

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JOB CORPS

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JOB CORPS

APPROPRIATION LANGUAGE

(INCLUDING TRANSFER OF FUNDS)

To carry out subtitle C of title I of the WIOA, including Federal administrative expenses, the purchase and hire of passenger motor vehicles, the construction, alteration, and repairs of buildings and other facilities, and the purchase of real property for training centers as authorized by the WIOA, \$1,778,964,000, plus reimbursements, as follows:

(1) \$1,603,011,000 for Job Corps Operations, which shall be available for the period July 1, 2023 through June 30, 2024: Provided, That the Secretary may transfer up to 3 percent of such funds for construction, rehabilitation, and acquisition of Job Corps Centers: Provided further, That any funds transferred pursuant to the preceding provision shall be available for obligation through June 30, 2026: Provided further, That the Committees on Appropriations of the House of Representatives and the Senate are notified at least 15 days in advance of any transfer;

(2) \$133,000,000 for construction, rehabilitation and acquisition of Job Corps Centers, which shall be available for the period July 1, 2023 through June 30, 2026, and which may include the acquisition, maintenance, and repair of major items of equipment; and

(3) \$42,953,000 for necessary expenses of Job Corps, which shall be available for obligation for the period October 1, 2022 through September 30, 2023: Provided, That no funds from any other appropriation shall be used to provide meal services at or for Job Corps centers.

Note.— A full-year 2022 appropriation for this account was not enacted at the time the Budget was prepared; therefore, the Budget assumes this account is operating under the Continuing Appropriations Act, 2022 (Division A of P.L.117-43, as amended). The amounts included for 2022 reflect the annualized level provided by the continuing resolution.

JOB CORPS

ANALYSIS OF APPROPRIATION LANGUAGE

Language Provision

Provided, That the Secretary may transfer up to 3 percent of such funds for construction, rehabilitation and acquisition of Job Corps Centers: Provided further, That any funds transferred pursuant to the preceding provision shall be available for obligation through June 30, 2026: Provided further, That the Committees on Appropriations of the House of Representatives and the Senate are notified at least 15 days in advance of any transfer;

Explanation

The proviso authorizes the Secretary of Labor to transfer up to 3 percent of the funds appropriated for Job Corps Operations to the appropriation for construction, rehabilitation and acquisition (CRA) for Job Corps Centers. Transferred funds would remain available for obligation through June 30, 2026, the period that is applicable to the other funds appropriated for CRA. This transfer authority would provide important flexibility that the Secretary could use if needed to help to address CRA needs in FY 2023.

JOB CORPS

| AMOUNTS AVAILABLE FOR OBLIGATION | | | | | | |
|---|------------------------------------|--------------------|-----------------------------------|--------------------|----------------------------|--------------------|
| (Dollars in Thousands) | | | | | | |
| | FY 2021 Revised Enacted | | FY 2022 Full Year C.R. | | FY 2023 Request | |
| | FTE | Amount | FTE | Amount | FTE | Amount |
| A. Appropriation | 127 | \$1,748,655 | 140 | \$1,748,655 | 170 | \$1,778,964 |
| <i>Subtotal Appropriation</i> | <i>127</i> | <i>\$1,748,655</i> | <i>140</i> | <i>\$1,748,655</i> | <i>170</i> | <i>\$1,778,964</i> |
| <i>Subtotal Transfer</i> | <i>0</i> | <i>\$0</i> | <i>0</i> | <i>\$0</i> | <i>0</i> | <i>\$0</i> |
| B. Gross Budget Authority | 127 | \$1,748,655 | 140 | \$1,748,655 | 170 | \$1,778,964 |
| <i>Subtotal Transfer</i> | <i>0</i> | <i>\$0</i> | <i>0</i> | <i>\$0</i> | <i>0</i> | <i>\$0</i> |
| C. Budget Authority Before Committee | 127 | \$1,748,655 | 140 | \$1,748,655 | 170 | \$1,778,964 |
| <i>Subtotal Transfer</i> | <i>0</i> | <i>\$0</i> | <i>0</i> | <i>\$0</i> | <i>0</i> | <i>\$0</i> |
| D. Total Budgetary Resources | 127 | \$1,748,655 | 140 | \$1,748,655 | 170 | \$1,778,964 |
| Unobligated Balance Expiring | -3 | -\$40 | 0 | \$0 | 0 | \$0 |
| E. Total, Estimated Obligations | 124 | \$1,748,615 | 140 | \$1,748,655 | 170 | \$1,778,964 |

JOB CORPS

SUMMARY OF CHANGES

(Dollars in Thousands)

| | FY 2022 Full Year C.R. | FY 2023 Request | Net Change |
|----------------------------------|---------------------------|--------------------|------------|
| Budget Authority | | | |
| General Funds | \$1,748,655 | \$1,778,964 | +\$30,309 |
| Total | \$1,748,655 | \$1,778,964 | +\$30,309 |
| Full Time Equivalents | | | |
| General Funds | 140 | 170 | 30 |
| Total | 140 | 170 | 30 |

| Explanation of Change | FY 2023 Change | | | | | | | |
|--|----------------|-------------|-------------|--------|---------------|---------|-------|---------|
| | FY 2022 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 | 140 | \$83,324 | 0 | \$0 | 0 | \$4,716 | 0 | \$4,716 |
| Personnel benefits | 0 | \$23,663 | 0 | \$0 | 0 | \$0 | 0 | \$0 |
| Employee health benefits | 0 | \$0 | 0 | \$0 | 0 | \$0 | 0 | \$0 |
| Federal Employees' Compensation Act (FECA) | 0 | \$0 | 0 | \$0 | 0 | \$0 | 0 | \$0 |
| Benefits for former personnel | 0 | \$60 | 0 | \$0 | 0 | \$0 | 0 | \$0 |
| Travel and transportation of persons | 0 | \$1,569 | 0 | \$0 | 0 | \$0 | 0 | \$0 |
| Transportation of things | 0 | \$390 | 0 | \$0 | 0 | \$0 | 0 | \$0 |
| Rental payments to GSA | 0 | \$1,224 | 0 | \$0 | 0 | \$0 | 0 | \$0 |
| Rental payments to others | 0 | \$3,006 | 0 | \$0 | 0 | \$0 | 0 | \$0 |
| Communications, utilities, and miscellaneous charges | 0 | \$8,055 | 0 | \$0 | 0 | \$0 | 0 | \$0 |
| Printing and reproduction | 0 | \$340 | 0 | \$0 | 0 | \$0 | 0 | \$0 |
| Advisory and assistance services | 0 | \$7 | 0 | \$0 | 0 | \$0 | 0 | \$0 |
| Other services from non-Federal sources | 0 | \$1,512,263 | 0 | \$0 | 0 | \$0 | 0 | \$0 |
| Working Capital Fund | 0 | \$23,424 | 0 | \$0 | 0 | \$1,082 | 0 | \$1,082 |
| Other Federal sources (DHS Charges) | 0 | \$0 | 0 | \$0 | 0 | \$0 | 0 | \$0 |
| Other goods and services from Federal sources | 0 | \$0 | 0 | \$0 | 0 | \$0 | 0 | \$0 |
| Research & Development Contracts | 0 | \$0 | 0 | \$0 | 0 | \$0 | 0 | \$0 |
| Operation and maintenance of facilities | 0 | \$22,800 | 0 | \$0 | 0 | \$0 | 0 | \$0 |
| Operation and maintenance of equipment | 0 | \$3,160 | 0 | \$0 | 0 | \$0 | 0 | \$0 |
| Supplies and materials | 0 | \$6,030 | 0 | \$0 | 0 | \$0 | 0 | \$0 |
| Equipment | 0 | \$8,346 | 0 | \$0 | 0 | \$0 | 0 | \$0 |

JOB CORPS

FY 2023 Change

| Explanation of Change | FY 2022 Base | | Trust Funds | | General Funds | | Total | |
|--|--------------|---------------------|-------------|------------|---------------|------------------|-----------|------------------|
| | FTE | Amount | FTE | Amount | FTE | Amount | FTE | Amount |
| Grants, subsidies, and contributions | 0 | \$900 | 0 | \$0 | 0 | \$0 | 0 | \$0 |
| Insurance claims and indemnities | 0 | \$350 | 0 | \$0 | 0 | \$0 | 0 | \$0 |
| Land and Structures | 0 | \$47,410 | 0 | \$0 | 0 | \$0 | 0 | \$0 |
| Built-Ins Subtotal | 140 | +\$1,746,321 | 0 | \$0 | 0 | +\$5,798 | 0 | +\$5,798 |
| B. Programs: | | | | | | | | |
| CRA Facility Restoration and Renovations | 0 | \$0 | 0 | \$0 | 0 | \$20,000 | 0 | \$20,000 |
| Job Corps Staff Increase | 140 | \$32,330 | 0 | \$0 | 30 | \$5,095 | 30 | \$5,095 |
| Programs Subtotal | | | 0 | \$0 | 30 | +\$25,095 | 30 | +\$25,095 |
| Total Increase | 140 | +\$1,746,321 | 0 | \$0 | 30 | +\$30,893 | 30 | +\$30,893 |
| Decreases: | | | | | | | | |
| A. Built-Ins: | | | | | | | | |
| To Provide For: | | | | | | | | |
| Federal Employees' Compensation Act (FECA) | 0 | \$2,334 | 0 | \$0 | 0 | -\$584 | 0 | -\$584 |
| Built-Ins Subtotal | 0 | +\$2,334 | 0 | \$0 | 0 | -\$584 | 0 | -\$584 |
| B. Programs: | | | | | | | | |
| Programs Subtotal | | | 0 | \$0 | 0 | \$0 | 0 | \$0 |
| Total Decrease | 0 | +\$2,334 | 0 | \$0 | 0 | -\$584 | 0 | -\$584 |
| Total Change | 140 | +\$1,748,655 | 0 | \$0 | 30 | +\$30,309 | 30 | +\$30,309 |

JOB CORPS

| SUMMARY BUDGET AUTHORITY AND FTE BY ACTIVITY | | | | | | | | |
|---|----------------------------|------------------|------------------------------|------------------|--------------------|------------------|---|---------------|
| (Dollars in Thousands) | | | | | | | | |
| | FY 2021 Revised Enacted | | FY 2022 Full Year C.R. | | FY 2023 Request | | Diff. FY23 Request / FY22 Full Year C.R. | |
| | FTE | Amount | FTE | Amount | FTE | Amount | FTE | Amount |
| Operations | 0 | 1,603,325 | 0 | 1,603,325 | 0 | 1,603,011 | 0 | -314 |
| General Funds | 0 | 1,603,325 | 0 | 1,603,325 | 0 | 1,603,011 | 0 | -314 |
| | | | | | | | | |
| Construction | 0 | 113,000 | 0 | 113,000 | 0 | 133,000 | 0 | 20,000 |
| General Funds | 0 | 113,000 | 0 | 113,000 | 0 | 133,000 | 0 | 20,000 |
| | | | | | | | | |
| Administration | 124 | 32,330 | 140 | 32,330 | 170 | 42,953 | 30 | 10,623 |
| General Funds | 124 | 32,330 | 140 | 32,330 | 170 | 42,953 | 30 | 10,623 |
| | | | | | | | | |
| Total | 124 | 1,748,655 | 140 | 1,748,655 | 170 | 1,778,964 | 30 | 30,309 |
| General Funds | 124 | 1,748,655 | 140 | 1,748,655 | 170 | 1,778,964 | 30 | 30,309 |

NOTE: FY 2021 reflects actual FTE. FY 2022 reflects estimated FTE usage at the annualized level of the CR.

JOB CORPS

| BUDGET AUTHORITY BY OBJECT CLASS | | | | | |
|---|--|-------------------------------|------------------------------|--------------------|--|
| (Dollars in Thousands) | | | | | |
| | | FY 2021 Revised Enacted | FY 2022 Full Year C.R. | FY 2023 Request | Diff. FY23 Request / FY22 Full Year C.R. |
| | Full-Time Equivalent | | | | |
| | Full-time Permanent | 127 | 140 | 170 | 30 |
| | Total | 127 | 140 | 170 | 30 |
| | Average ES Salary | \$175,000 | \$175,000 | \$175,000 | \$0 |
| | Average GM/GS Grade | 13 | 13 | 13 | 0 |
| | Average GM/GS Salary | \$102,500 | \$102,500 | \$102,500 | \$0 |
| | | | | | |
| 11.1 | Full-time permanent | 77,522 | 77,801 | 85,017 | 7,216 |
| 11.3 | Other than full-time permanent | 525 | 525 | 525 | 0 |
| 11.5 | Other personnel compensation | 5,061 | 4,998 | 4,998 | 0 |
| 11.8 | Special personal services payments | 0 | 0 | 0 | 0 |
| 11.9 | Total personnel compensation | 83,108 | 83,324 | 90,540 | 7,216 |
| 12.1 | Civilian personnel benefits | 25,897 | 25,997 | 28,008 | 2,011 |
| 13.0 | Benefits for former personnel | 60 | 60 | 60 | 0 |
| 21.0 | Travel and transportation of persons | 1,569 | 1,569 | 1,569 | 0 |
| 22.0 | Transportation of things | 390 | 390 | 390 | 0 |
| 23.1 | Rental payments to GSA | 1,224 | 1,224 | 1,224 | 0 |
| 23.2 | Rental payments to others | 3,006 | 3,006 | 3,006 | 0 |
| 23.3 | Communications, utilities, and miscellaneous charges | 8,055 | 8,055 | 8,055 | 0 |
| 24.0 | Printing and reproduction | 340 | 340 | 340 | 0 |
| 25.1 | Advisory and assistance services | 7 | 7 | 7 | 0 |
| 25.2 | Other services from non-Federal sources | 1,515,207 | 1,512,263 | 1,512,263 | 0 |
| 25.3 | Other goods and services from Federal sources 1/ | 20,796 | 23,424 | 24,506 | 1,082 |
| 25.4 | Operation and maintenance of facilities | 22,800 | 22,800 | 42,800 | 20,000 |
| 25.5 | Research and development contracts | 0 | 0 | 0 | 0 |
| 25.7 | Operation and maintenance of equipment | 3,160 | 3,160 | 3,160 | 0 |
| 26.0 | Supplies and materials | 6,030 | 6,030 | 6,030 | 0 |
| 31.0 | Equipment | 8,346 | 8,346 | 8,346 | 0 |
| 32.0 | Land and Structures | 47,410 | 47,410 | 47,410 | 0 |
| 41.0 | Grants, subsidies, and contributions | 900 | 900 | 900 | 0 |
| 42.0 | Insurance claims and indemnities | 350 | 350 | 350 | 0 |
| | Total | 1,748,655 | 1,748,655 | 1,778,964 | 30,309 |
| | | | | | |
| | 1/Other goods and services from Federal sources | | | | |
| | Working Capital Fund | 20,796 | 23,424 | 24,506 | 1,082 |

JOB CORPS

| APPROPRIATION HISTORY | | | | | |
|------------------------------|---|----------------------------|-----------------------------|-----------------------|------------|
| (Dollars in Thousands) | | | | | |
| | Budget Estimates to Congress | House Allowance | Senate Allowance | Appropriations | FTE |
| 2013 | | | | | |
| Base Appropriation...1/ | \$1,650,004 | | | \$1,613,872 | 163 |
| 2014 | | | | | |
| Base Appropriation | \$1,688,155 | | | \$1,688,155 | 155 |
| 2015 | | | | | |
| Base Appropriation | \$1,688,155 | | | \$1,688,155 | 160 |
| 2016 | | | | | |
| Base Appropriation | \$1,715,944 | | | \$1,689,155 | 160 |
| 2017 | | | | | |
| Base Appropriation | \$1,754,590 | | | \$1,704,155 | 168 |
| 2018 | | | | | |
| Base Appropriation...2/3/ | \$1,448,444 | \$1,704,155 | | \$1,718,655 | 159 |
| 2019 | | | | | |
| Base Appropriation...4/ | \$1,296,938 | | \$1,718,655 | \$1,718,655 | 162 |
| 2020 | | | | | |
| Base Appropriation...5/ | \$1,015,583 | \$1,868,655 | | \$1,743,655 | 113 |
| 2021 | | | | | |
| Base Appropriation...5/ | \$1,015,897 | \$1,755,655 | | \$1,748,655 | 127 |
| 2022 | | | | | |
| Base Appropriation...6/ | \$1,754,759 | \$1,830,073 | | | |
| 2023 | | | | | |
| Base Appropriation | \$1,778,964 | | | | 170 |

1/ 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.

2/ This bill was passed by the House.

3/ Excludes disaster supplemental resources appropriated as part of the Bipartisan Budget Act of 2018 (P.L. 115-123)

4/ 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.

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

6/ This bill was passed by the House. It was not taken up by the Senate Appropriations Subcommittee or the full Senate Appropriations Committee. The full-year FY 2022 appropriations was not enacted at the time the budget was prepared

JOB CORPS

OVERVIEW

Over fifty years ago, President Lyndon Johnson signed into law the Economic Opportunity Act creating the Job Corps program. The program was designed to help improve the economic outlook for at-risk youth by providing education and technical skills training. Today, Job Corps has become the nation's largest national residential employment and workforce development program for youth. The program provides comprehensive career development services to students, including academic instruction, career and technical education, and work readiness preparation. It also provides housing, meals, health care services, and support services to students. The combination of services provided in Job Corps is intended to prepare youth to obtain and hold gainful employment, pursue further education or skills instruction, or satisfy entrance requirements for careers in the Armed Forces.

Each year, the Job Corps program serves thousands of youth, ages 16 to 24. The Department remains committed to helping young people leave Job Corps prepared for jobs in high-demand occupations and ready to assume the responsibilities of citizenship and adulthood. Job Corps currently operates centers, both residential and non-residential, in all 50 states, the District of Columbia, and the Commonwealth of Puerto Rico.

The program serves eligible low-income youth who are one or more of the following: basic skills deficient; a school dropout; homeless, including a runaway, a foster child or an individual who was in foster care and has aged out of the foster care system; a parent; or an individual who requires additional career and technical instruction to obtain and retain employment. In PY 2019, the last full program year without significant COVID disruption, 57.6 percent of Job Corps enrollees were high school dropouts, 21.0 percent were from families receiving public assistance, 28.7 percent had a self-reported disability, and 9.4 percent were in foster care, a runaway, or homeless.

Job Corps is funded by three distinct accounts: Operations, which funds the residential, academic, and career and technical education programs; Administration, which funds federal positions at the National Office and six Regional Offices; and Construction, Rehabilitation, and Acquisition (CRA), which funds the acquisition, design, construction, and rehabilitation of facilities used in the Job Corps program across the country.

Equity in Budgeting

ETA recognizes that equity must be at the heart of everything ETA does and that advancing equity requires a comprehensive approach. ETA has engaged in a number of activities to support the Administration's priorities, including a number of executive orders, to advance diversity, equity, and inclusion. Moving forward, ETA will focus agency efforts on progress in four delineated areas: strengthening staff competencies, reviewing and adjusting ETA practices, enhancing data collection and use, and reviewing programs and services the agency delivers to American workers.

Job Corps is committed to advancing equity within the program. Through its strategic planning efforts, Job Corps will assess various facets of the program (including the recruitment and admission of applicants, the availability of trades, the curriculum, etc.) and its impact on equity.

JOB CORPS

Connection Between the Zero Tolerance Drug Policy and the Trainee Employment Assistance Program

Job Corps has a Zero Tolerance Policy for drug possession, use, and distribution. Students who violate this policy will be separated. For all new students, Job Corps uses a Trainee Employment Assistance Program (TEAP) to help them understand and prevent drug-related issues. The TEAP program includes components for drug prevention and drug education activities. Each Job Corps center employs TEAP specialists to facilitate the program with an overall goal to ensure students are prepared to enter the workforce drug-free and able to secure and maintain gainful employment. TEAP specialists employ a multitude of empirically-based tools to ensure our students are drug free and remain that way thus fostering a stronger, healthier, and drug-free society. TEAP programming focuses on prevention, treatment, and recovery. Activities include drug testing, screening for level of risk for abusing substances, group and individual intervention services, and educational programming that focus on prevention. Referrals for substance use treatment are provided when students require specialized substance use therapy or inpatient treatment.

OPERATIONS

| BUDGET AUTHORITY BEFORE THE COMMITTEE | | | | |
|--|--|---------------------------------------|----------------------------|---|
| (Dollars in Thousands) | | | | |
| | FY 2021 Revised Enacted | FY 2022 Full Year C.R. | FY 2023 Request | Diff. FY23 Request / FY22 Full Year C.R. |
| Activity Appropriation | 1,603,325 | 1,603,325 | 1,603,011 | -314 |
| FTE | 0 | 0 | 0 | 0 |

Introduction

Job Corps' Operations account funds Job Corps center operations, Outreach and Admissions (OA), Career Transition Services (CTS), and operational support activities. Job Corps centers operate in all 50 states and the District of Columbia and Puerto Rico. Programs at each center support at-risk youth—including homeless youth, young parents, or human trafficking victims—who can benefit from intensive education and career technical skills instruction. Job Corps' mission and plans closely align with the Administration's plans to invest in pathways to the middle class for underserved communities, as Job Corps provides its unique cross-section of youth an opportunity to enter good-paying quality jobs and Registered Apprenticeships.

Job Corps provides the overwhelming majority of its students with residential services combined with career technical skills instruction and work-based learning experiences that align with industry standards. Its work-based learning program links classroom and career skills instruction to practical, on-the-job activities, upgrading student academic skills needed in the modern workplace and helping them earn high school diplomas or GEDs. The *Job Corps Policy and Requirements Handbook*¹ establishes standards for the program and services provided to students.

Activities funded using the Operations account directly support Job Corps center operations. Job Corps administers its centers primarily through center operations contracts. The Department is also continuing its transition to awarding firm-fixed-price contracts for center operations, and the anticipated result is greater cost predictability. This transitional process will be completed once new contract awards are made. Students' recruitment and placement are primarily administered through center operations contracts that include OA and CTS responsibilities awarded on a competitive basis.

Around 20 percent of Job Corps' centers are Civilian Conservation Centers (CCC). These centers are operated by the US Department of Agriculture's (USDA) Forest Service (FS) and provide conservation training. Whether operated by a contractor or the USDA FS, all centers provide similar academic and skills training services.

Center operations costs typically fall into the following categories: direct student services, indirect student services, USDA FS budgetary transfers, contract performance incentive fees on remaining cost-reimbursement contracts, regional/field operations and support, and national office operations and support.

¹ prh.jobcorps.gov

OPERATIONS

The Operations account also funds the strategic communications plan and other activities to support Onboard Strength (OBS), such as:

- implementing the business engagement initiative and integrating Job Corps into the workforce development community;
- Job Corps center safety and security, the implementation of the *Comprehensive Safety and Safety Strategic Plan*;
- planning and implementation of the National Enrollee Assignment Plan (NEAP);
- identifying and consolidating excess real property holdings;
- improving processes for identifying contractors with significant compliance risks;
- engaging in contract compliance oversight; and
- providing technical assistance to contractors.

The Department is requesting \$1,603,011,000 in FY 2023 for Job Corps Operations. Job Corps, launched in 1964 and over the years, has evolved. A necessary part of this spending will be investments in new training approaches, workforce development and connectivity, Job Corps' innovative demonstration projects, and new learning systems. These investments will help students thrive in the workforce of today and tomorrow. The Department envisions the program as one of the first choices for young people, where having a Job Corps certificate is meaningful and widely sought after. Through upcoming strategic planning efforts, Job Corps is investing in innovation and modernizing student education to meet future employer and worker needs to both harness the momentum exiting the pandemic and demonstrate how students, staff, and stakeholders are prepared to meet the needs of tomorrow's workforce.

The Department will refine and modernize the Job Corps program by drawing on the expertise of top employers and industry leaders to better train Job Corps students for tomorrow's in-demand skills; harnessing new technologies to deliver better academics and skills training, including leveraging lessons learned during the pandemic to expand virtual learning (when necessary) and where appropriate, offer hybrid options to reach more students; and further crafting center plans that ensure students learn in safe and healthy environments.

With more than 100 career technical training offerings, Job Corps continually ensures that participants receive training that reflects the labor market's need for in-demand skills conveyed by up-to-date industry standards. Job Corps is increasing its employer engagement to create proactive partnerships that further modernize its training and connect industry leaders to our diverse student body. Meeting this charge requires investments in curriculum, technology, equipment, and facilities. Job Corps is leveraging its engagement with local Workforce Development Boards, Industry Councils, local and national businesses, community colleges, and other training partners to create pathways for placing students in good jobs after graduation.

Job Corps is committed to advancing equity within the program. Through its strategic planning efforts, Job Corps will assess various facets of the program (including but not limited to the recruitment and admission of applicants, the availability of in-demand training, the enhancement of academic supports, etc.) and its impact on equity.

OPERATIONS

Five-Year Budget Activity History

| <u>Fiscal Year</u> | <u>Funding</u> (Dollars in Thousands) | <u>FTE</u> |
|--------------------|--|------------|
| 2018 | \$1,603,325 | 0 |
| 2019 | \$1,603,325 | 0 |
| 2020 | \$1,603,325 | 0 |
| 2021 | \$1,603,325 | 0 |
| 2022 | \$0 | 0 |

NOTE: A full-year 2022 appropriation for this account was not enacted at the time the budget was prepared.

Funding Mechanism

Student career technical skills instruction and the residential services of the program are operated through contracts or an interagency agreement with the USDA. Job Corps also obtains outreach and recruitment and student placement services through contracts. Program analysis, technical assistance, and administrative support (i.e., information technology support) are also supported by Operations funds.

Job Corps' funding for Operations is available on a Program Year (PY) basis, July 1 through June 30. Therefore, funds appropriated for Operations in FY 2023 are available from July 1, 2023, through June 30, 2024 (PY 2023).

FY 2023

The FY 2023 Budget Request for Operations is \$1,603,011,000. The Department will continue to focus on increasing OBS as a part of Job Corps' COVID-19 recovery, in addition to the following activities.

New Training Approaches and Partnerships

Job Corps is committed to supporting an equitable recovery by ensuring that students get the quality education, training, and critical supportive services they need to obtain and maintain quality, in-demand jobs. As a result, the program must ensure that the students have the academic knowledge needed to complete their trade. Job Corps will re-evaluate its teaching contents and incorporate those reflective of the in-demand quality jobs. In addition to training students in their respective trades, it is essential to teach and practice critical workplace and life skills. To that end, Job Corps will expand its curricula to include a more robust focus on soft skills and financial literacy.

Job Corps continues to explore new ways to strengthen its relationship to Registered Apprenticeship Programs. This work includes exploring partnerships that help refine Job Corps' role in pre-apprenticeship and youth apprenticeship and builds pipelines to good jobs in Registered Apprenticeship Programs.

OPERATIONS

Workforce Development and Employer Connectivity

Job Corps is actively engaging industry leaders to ascertain information on in-demand occupations and draw on their expertise as we modernize the Job Corps program and connect students to good quality jobs. Additionally, during the previous year, Job Corps worked to strengthen its engagement with the workforce development community and business partners, including labor unions. As a result, Job Corps expects stronger relationships with workforce development boards, businesses, and local communities. This will help Job Corps identify state and local workforce needs, increase referrals to the Job Corps program, and improve job placement and retention for Job Corps students.

Moreover, Job Corps will continue implementing its Business Engagement Initiatives launched in FY 2020. Among other activities and strategies, this initiative aims to create opportunities for Job Corps to enter into partnership agreements with employers to develop career training that aligns with their needs and develop direct hiring opportunities for Job Corps graduates. The initiative provides training to Job Corps recruiters and placement specialists who help students find good jobs. Additionally, this initiative will assist Job Corps staff with engaging and maintaining meaningful relationships with industry and workforce development boards.

Refining Center Assignments for Students

FY 2023 will see the next planned update of Job Corps' National Enrollee Assignment Plan (NEAP) as required by WIOA Section 145(c).² This plan, revised every two years, applies a formula to all Job Corps centers to determine how many students each center must enroll to maintain its full capacity. Historically, Job Corps has used a fixed national average of students it anticipated would leave the program each year to help calculate the arrival goals for each outreach and admissions provider. These revised goals are included in each center's contract as appropriate to ensure that Job Corps centers reach and maintain full capacity. Revisions in the FY 2023 NEAP will allow for increased arrival goals as needed in order to rebuild OBS as a result of the pause of new student arrival brought on by the COVID-19 pandemic. The FY 2023 plan will build upon the FY 2021 plan, as the program continues to adjust to the impacts of the pandemic on OBS. Costs associated with this project are contract costs for acquiring and analyzing data, software, and technical support.

Increasing Job Corps Access for Students with Disabilities

In FY 2023, Job Corps will continue to study and change the program to make it more accessible and equitable for students with disabilities. In FY 2021, Job Corps initiated an evaluation of services provided to the increasing numbers of students with disabilities, but progress was delayed due to the COVID-19 pandemic. In FY 2022, work on this study resumed. The study examines performance statistics, accommodation and staffing needs, and other metrics identifying actions necessary to ensure the needs of students with various disabilities are met (e.g., staffing, staff training, assistive technology needs). Once completed, Job Corps will

² U.S. Department of Labor, Employment and Training Administration, Office of Job Corps, National Enrollee Assignment Plan, https://www.doleta.gov/job_corps/national-enrollee-assignment-plan/ (last accessed January 22, 2020).

OPERATIONS

develop a plan of action for serving students with disabilities to begin implementing needed changes to its program in FY 2023.

Open-Source Learning Management System (LMS) and e-Textbooks

In 2023, Job Corps plans to complete the development of its Learning Management System (LMS). The Job Corps program has largely been delivered in a face-to-face model throughout its 121 centers in the United States and Puerto Rico. Due to the Covid-19 pandemic, centers were forced to send students home and move operations online during spring 2020. An open-source LMS will allow Job Corps to advance its capacity for distance and technology-based learning, consolidate systems, and grow a more efficient and cohesive operation to support students' access and success. Job Corps students and staff will require training and instructional support to transition to digital platforms for portions of their curricula. Building opportunities for staff development and collaboration among Job Corps' many operators will promote program-wide quality, efficiency, and consistency.

Job Corps has needed a national, open source LMS for well over ten years. The Office of the Inspector General (OIG) in several reports recommended that Job Corps institute analytical systems to inform and strengthen its education and training program. Job Corps became acutely aware of this need when centers closed due to the COVID-19 pandemic. Hardbound textbooks in academic, education and career technical training classes were no longer accessible and third-party providers such as online high schools, quickly adapted their programs and shifted from hardbound textbooks to e-Textbooks. National Training Contractors (NTCs) used their own LMS and e-Textbooks to continue career technical training. However, Job Corps did not have in place a national, open source LMS to manage its program-wide learning, nor did Job Corps have a system in place to aggregate third-party education and training providers. In addition, Job Corps did not have a coordinated platform to communicate with distance-based students and staff, or to facilitate access to community colleges and universities.

A strong Job Corps education and training program that uses an open-source LMS to integrate and communicate with its third-party providers will contribute to ETA reaching the goals of expanding registered apprenticeship programs, credential attainment, and developing a strong youth pipeline. Student access to an LMS as well as to e-Textbooks provides the access needed for 24/7 learning, promoting educational equity. As framed by the U.S. Department of Education and other organizations, Educational Equity is the idea that every student gets what they need to succeed in the way they need it, when they need it, and where they need it. Supports like eBooks have features including "read-aloud" that allow students to access the knowledge required to earn education and industry credentials.

Risk-Based Contractor Oversight

Job Corps increased program performance by eliminating the paperwork intensive desk audit in favor of leveraging the data-based Risk Management Dashboard (RMD) to identify high-risk centers. The RMD analytics and reports provide a graphical and numerical representation of changes in key performance metrics that Job Corps believes are indicative of emerging problems in a center's climate, culture, and performance. Job Corps uses the RMD to identify Job Corps

OPERATIONS

centers with performance issues, and then it performs increased oversight or conducts formal compliance assessments to obtain corrective action, as warranted. In FY 2021, Job Corps began focusing on formalizing this approach and training staff and will continue this effort into FY 2022 and FY 2023.

Performance-Based Service Contracting

Job Corps will continue to utilize its Performance-Based Service Contracting (PBSC) system until the final cost reimbursement contracts have transitioned to firm fixed price contracts by late FY 2024. The methodology for identifying centers for this incentive is rooted in center Outcome Measurement System (OMS) performance. Each center's OMS performance is a reflection of student retention, achievement of academic and vocational credentials, placement, job retention and post-placement earnings. Job Corps annually reviews, revises, and publishes its PBSC methodology.

Legislative Flexibilities

The Budget continues the language included in FY 2021 Enacted providing the authority to dispose of or divest itself of all or a portion of the Treasure Island Job Corps Center real property. The Department would receive the net proceeds of this sale, which would be available until expended to carry out the Job Corps program on Treasure Island. This authority is consistent with the Department's efforts to work with the Treasure Island Development Authority, a California nonprofit public benefit corporation dedicated to the economic development of the former Naval Station Treasure Island, and the Treasure Island Community Development, LLC, which is undertaking a major redevelopment of Treasure Island.

Job Corps plans to make use of the flexibilities provided for a qualifying emergency as defined in Section 3502(a)(4) of the Coronavirus Aid, Relief, and Economic Security Act (CARES Act), Pub. L. 116-136. These flexibilities allow Job Corps to waive the upper age limit for enrollment in certain circumstances and defer the Workforce Innovation and Opportunity Act's drug testing requirements until a student begins or resumes participation onsite at a center.

Job Corps has requested new appropriations language that would permit the Secretary the authority to transfer up to 3 percent of the Operations appropriation to the Construction appropriation for construction, rehabilitation, and acquisition-related costs.

FY 2022

Under a full-year CR, the FY 2022 Operations funding level is \$1,603,325,000. The Department will continue to focus on increasing OBS as a part of Job Corps' COVID-19 recovery, in addition to the following activities.

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Center Safety and Security

Job Corps will also continue implementing and evaluating its *Comprehensive Safety and Security Plan* that calls for the ongoing assessment of contract and USDA centers for safety and security risks. More than half of the centers were fully equipped with basic security equipment in FY 2020, and security assessments were completed at 18 centers in FY 2020 due to COVID-19 related travel and shelter-in-place restrictions. In FY 2021, Job Corps addressed the backlog of center security assessments and equipment installations. The Department will assess, prioritize, and address the security risks of all remaining centers in FY 2022. Some of the strategies and activities the Department is pursuing in FY 2022 include:

- Completing the installation of basic security equipment and assessing the additional physical security needs of each center;
- Completing a review of centers to determine the level of existing security risk at each center;
- Prioritizing centers for physical security enhancements based on their level of risk;
- Installing additional security equipment, as needed;
- Training center staff on the appropriate use of security equipment; and
- Reviewing Job Corps security policies.

Demonstration Projects

Job Corps continued the multi-year demonstration projects that it launched in FY 2019 and FY 2020 under WIOA demonstration authority. Two projects are using cooperative agreements with states and other entities to operate centers at a cost lower than traditional Job Corps centers to determine if improved student outcomes can be achieved. The Louisiana National Guard and the State of Idaho are operating under these agreements. The current period of performance for the National Guard project is June 2019 through December 2022, and the State of Idaho's period of performance is April 2019 through September 2023. Another demonstration project is the Job Corps Scholars grant that provides funding to community colleges and historically black colleges and universities to provide Job Corps eligible youth with educational and career technical skills instruction; intensive personal and academic counseling; and employment placement services to Job Corps eligible students. Approximately \$31 million was awarded to 26 grantees in 15 states. This Job Corps Scholars grant has a period of performance of 39 months and will continue through calendar year 2023. A third demonstration project was awarded to a nonprofit organization to provide youth training, education, and development expertise while operating a Job Corps center. In FY 2020 and FY 2021, nonprofits were encouraged to compete for Job Corps center operator contracts through the procurement process. The Potomac Job Corps Center multi-year contract was awarded to a nonprofit organization under a cost-reimbursement type contract in FY 2021. The Department will continue to monitor the progress of these projects in FY 2022. The Department will also assess the forthcoming evaluation results of the Cascades College and Career Academy demonstration project, which focuses on improving outcomes for youth aged 16 to 19, to determine if aspects of the pilot should be incorporated into the broader Job Corps service delivery model. The Department will also assess the forthcoming evaluation results of the Job Corps Scholars and State of Idaho projects currently underway with the Department's Chief Evaluation Office.

OPERATIONS

National Enrollee Assignment Plan

In FY 2021, Job Corps updated its National Enrollee Assignment Plan (NEAP) as required by WIOA Section 145(c)³. Every two years, Job Corps will review, revise as needed, and implement an updated NEAP, and has planned the next update in FY 2023. This plan applies a standard formula to all Job Corps centers to determine the number of new students each center must enroll to maintain full capacity. In FY 2021, and given the low OBS due to COVID-19, Job Corps used a fixed national average of students it anticipated would leave the program each year to help calculate the new student arrival goals.

Workforce Development and Employer Connectivity

During the previous year, Job Corps worked to strengthen its engagement with the workforce development community and business partners, including labor unions. As part of the NEAP implementation strategy, student recruitment areas were designated through alignment with existing workforce development areas across the nation. As a result, Job Corps expects stronger relationships with workforce development boards, business and local communities. This should help Job Corps identify state and local workforce needs, increase referrals to the Job Corps program, and improve job placement for Job Corps students.

Moreover, Job Corps will continue implementing its Business Engagement Initiatives launched in FY 2020. Among other activities and strategies, this initiative aims to create opportunities for Job Corps to enter into partnership agreements with employers to create career training that aligns with their needs and develop direct hiring opportunities for Job Corps graduates. The initiative provides training to center OA/CTS providers and Job Corps staff on engaging and maintaining meaningful relationships with industry and workforce development boards. Job Corps will also explore the feasibility of requiring professional certification for CTS providers to support their professional skills development and increase the effectiveness of their job placement efforts.

Job Corps maintained its partnership with the Federal Emergency Management Agency (FEMA). This partnership, launched in early FY 2021 at both of the Advanced Training Hubs, created a customized, advanced training program that will graduate job-ready emergency management specialists. Successful Job Corps graduates will be equipped for employment in a variety of public and private employment opportunities in the disaster relief arena. The training partnership with FEMA's Public Assistance Program is especially beneficial given its mission support to provide assistance to communities affected by natural disasters and other emergencies, and the growing demand for emergency management workers. Ongoing expansion of this program is expected as more students return to Job Corps campuses.

³ U.S. Department of Labor, Employment and Training Administration, Office of Job Corps, National Enrollee Assignment Plan, https://www.doleta.gov/job_corps/national-enrollee-assignment-plan/ (last accessed January 22, 2020).

OPERATIONS

Evaluation of the Impact of the Increasing Number of Students with Disabilities

In FY 2021, Job Corps initiated an evaluation of the impact of the services provided to the increasing numbers of students with disabilities in the program, but progress was delayed due to the COVID-19 pandemic. In FY 2022, work on this study will resume. The study will examine accommodation costs, staffing costs, performance statistics, and other metrics, identifying actions necessary to ensure the needs of students with various disabilities are met (e.g., staffing, staff training, assistive technology needs). Once completed, Job Corps will develop a plan of action for how it could reasonably ensure that the program meets the skills training, educational placement, and other needs of this population and begin implementing needed changes to its program in FY 2023.

Distance Learning and Virtual Enrollment

During the COVID-19 pandemic, Job Corps transitioned to distance learning to continue to provide academic and skills training. As a result of this experience in FY 2020 and FY 2021, Job Corps concluded that virtual enrollment and distance (i.e., online) learning may present opportunities for expanding the number of students the program can serve and gaining efficiencies related to Job Corps' use of space on campuses. With the use of laptops and other IT support, in FY 2021 Job Corps began identifying specific academic and skills training that could be delivered online or with limited need to be at a Job Corps campus full-time. Students only requiring a high school diploma, students participating in trades without the requirement to demonstrate hands-on proficiency, and older students with family responsibilities and who are already employed but want to improve their career options, may be appropriate for online participation in Job Corps before transiting to a campus to complete training, academic testing, or other items required to complete the program. In furtherance of COVID-19 OBS recovery efforts, in FY 2021 Job Corps used virtual enrollment to allow students to enroll and complete CPP online before moving to a Job Corps campus. During FY 2022 there is an increased focus on retention during CPP. Both virtual enrollment and the use of online learning support the ability of the program to respond to future events that may require one or more Job Corps campuses to suspend physical center operations.

COVID-19 Recovery Efforts and OBS Build-Up

The focus on overall health services at Job Corps centers will continue to be a focus in FY 2022. Job Corps accepts students with barriers to employment, including those that have histories of substance abuse, contact with the criminal justice system, learning disabilities, mental health issues, and/or behavioral issues. In FY 2021, all health services were impacted by the COVID-19 pandemic and a majority of students were placed on distance learning status. In response, Job Corps transitioned to a virtual model based on the Trauma Informed Approach (TIA). This included, but was not limited to:

- Delivering staff training on TIA
- Providing telehealth services to students
- Developing virtual classrooms for ongoing health promotion and education
- Providing suicide awareness and prevention training/activities for staff and students

OPERATIONS

- Using technology to support wellness among students
- Collaborating with community agencies to provide care to students

In FY 2022, Job Corps plans to continue to fund increases in nursing hours to cover both additional programmatic tasks due to COVID-19 response and recovery and increased administrative tasks. Job Corps plans to substantially increase funding for mental health professional hours to allow for assessment, earlier intervention, increased services, and better outcomes for students that may be at risk. This increase in service provision will ensure that the Job Corps program meets the skills training, educational, and other needs of this population. Investing in a telehealth or telemedicine system for the program is planned for FY 2022. Job Corps will secure contracted services to provide ePrescription and electronic health records functions to centers.

Risk-Based Contractor Oversight

Job Corps increased program performance by eliminating the paperwork intensive desk audit in favor of leveraging the data-based Risk Management Dashboard (RMD) to identify high-risk centers. The RMD analytics and reports provide a graphical and numerical representation of changes in key performance metrics that Job Corps believes are indicative of emerging problems in a center's climate, culture, and performance. Job Corps uses the RMD to identify Job Corps centers with performance issues and then provide technical assistance, or conduct formal compliance assessments with corrective action plans as required. In FY 2021, Job Corps began focusing on formalizing this approach and training staff and will continue this effort into FY 2022.

Job Corps also deploys data integrity audits (DIA) to ensure the validity and reliability of the information supporting Job Corps' performance management systems. These reviews provide a mechanism for Regional Office staff to identify and report on specific instances of improperly reported or anomalous data as well as on management practices that could potentially affect data integrity. Job Corps is on target to complete its goal of 105 DIAs in FY 2022.

Performance-based Service Contracting

Job Corps will continue to utilize its Performance-Based Service Contracting (PBSC) system until the final cost reimbursement contracts have transitioned to firm fixed price contracts by late FY 2024. The methodology for identifying centers for this incentive is rooted in center Outcome Measurement System (OMS) performance. Each center's OMS performance is a reflection of students' retention, achievement of academic and vocational credentials, placement, job retention and post-placement earnings. Job Corps annually reviews and revises, and publishes its PBSC methodology.

OPERATIONS

Legislative Flexibilities

An FY 2022 Continuing Resolution continues the language enacted in FY 2021 providing the authority to dispose of or divest itself of all or a portion of the Treasure Island Job Corps Center real property. The Department would receive the net proceeds of this sale, which would be available until expended to carry out the Job Corps program on Treasure Island. This authority is consistent with the Department's efforts to work with the Treasure Island Development Authority, a California nonprofit public benefit corporation dedicated to the economic development of the former Naval Station Treasure Island, and the Treasure Island Community Development, LLC, which is undertaking a major redevelopment of Treasure Island.

Job Corps plans to make use of the flexibilities provided for a qualifying emergency as defined in Section 3502(a)(4) of the Coronavirus Aid, Relief, and Economic Security Act (CARES Act), Pub. L. 116-136. These flexibilities allow Job Corps to waive the upper age limit for enrollment in certain circumstances and to defer the Workforce Innovation and Opportunity Act's drug testing requirements until a student begins or resumes participation onsite at a center.

FY 2021

In FY 2021, the Department continued its efforts to reform the Job Corps program, including refining center safety plans and exploring new approaches to delivering job training. The Department intensified and reinforced the oversight of operations and performance outcomes for all centers in accordance with WIOA.

COVID-19 Response

Job Corps was presented with unparalleled challenges and opportunities in FY 2020 and FY 2021 with the onset of the COVID-19 global pandemic and the suspension of new student enrollment. In the third quarter of FY 2020, Job Corps transitioned to distance learning to continue to provide academic and skills training to students. In the first quarter of FY 2021, most centers resumed center operations by beginning to return residential students to Job Corps campuses. Job Corps has incrementally returned students, as health and safety permitted, over subsequent quarters, with all centers open except for two, who have not met the criteria for resuming operations. However, Job Corps operations and management of the Job Corps program were significantly impacted by the COVID-19 pandemic and operational goals and plans were extensively adjusted as all attention was focused on navigating the pandemic and providing services to Job Corps students in a safe and secure manner. Job Corps OBS significantly declined and began recovering through new student enrollment that began in FY 2021.

COVID-19 also changed how health services were delivered by Job Corps. Job Corps transitioned to a robust virtual model based on the Trauma Informed Approach (TIA) that included telehealth, suicide awareness and prevention training/activities for staff and students, and connecting students with local and community resources.

OPERATIONS

Center Safety and Security

Job Corps continued implementing its *Comprehensive Safety and Security Plan* that calls for the ongoing assessment of contract and USDA centers for safety and security risks. All centers have their security risks assessed, prioritized, and addressed by the Department. Some of the strategies and activities Job Corps pursued in FY 2021 include:

- Ensuring that all centers have basic security equipment and assessing the additional physical security needs of each center;
- Determining the level of existing security risk at each center;
- Prioritizing centers for physical security enhancements based on their level of risk;
- Installing additional security equipment as needed;
- Training center staff on the appropriate use of security equipment; and
- Reviewing Job Corps security policies.

Demonstration Projects

Job Corps continued its multi-year demonstration projects that it launched in FY 2019 and FY 2020 under WIOA demonstration authority. Two projects were funded under cooperative agreements with states and other entities to operate centers at a cost lower than traditional Job Corps centers to determine if improved student outcomes can be achieved. Another demonstration funded as the Job Corps Scholars grant provides community colleges, including historically black colleges and universities, with approximately \$31 million to train Job Corps eligible students and support job placement of students in either an entry-level job, registered apprenticeship, or military. A third demonstration project funded a nonprofit to provide youth training, education, and development in serving Job Corps eligible youth while operating a Job Corps center. In FY 2020 and FY 2021, nonprofits were encouraged to compete for Job Corps center operator contracts through the procurement process. The Cascades College and Career Academy demonstration project, which focuses on improving outcomes for youth aged 16 to 19, also continued in FY 2021. Despite the challenges of COVID-19 that impacted recruitment of Job Corps eligible youth, all demonstration projects revamped their career technical training offerings, developed innovative and creative recruitment processes, and increased employer engagement to promote the placement of students in career opportunities.

Workforce Development and Employer Connectivity

Job Corps has worked to strengthen its engagement with the workforce development community and business partners. As part of the NEAP implementation strategy, student recruitment areas were designated through alignment with existing workforce development areas across the nation. As a result, Job Corps expects stronger relationships with workforce development boards, business, labor organizations, and local communities. This has helped Job Corps identify state and local workforce needs, increase referrals to the Job Corps program, and improve job placement for Job Corps students. Moreover, Job Corps continued implementing its Business Engagement Initiative launched in FY 2020. Among other activities and strategies, this initiative provides training to Job Corps centers and OA/CTS staff on engaging and maintaining meaningful relationships with industry and workforce development boards.

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Risk-Based Contractor Oversight

Job Corps increased program performance by eliminating the paperwork intensive desk audit in favor of leveraging the data-based Risk Management Dashboard (RMD) to identify high-risk centers. The RMD analytics and reports provide a graphical and numerical representation of changes in performance metrics that Job Corps believes are indicative of emerging problems in a center's climate, culture, and performance. Job Corps uses the RMD to identify Job Corps centers with performance issues and then provide technical assistance or conduct formal compliance assessments. In FY 2021, Job Corps focused on formalizing this approach and training staff.

Performance-based Service Contracting

Job Corps continued to utilize its Performance-Based Service Contracting (PBSC) system and will do so until the final cost reimbursement contracts have transitioned to firm fixed price contracts by late FY 2024. The methodology for identifying centers for this incentive is rooted in center Outcome Measurement System (OMS) performance. Each center's OMS performance is a reflection of students' retention, achievement of academic and vocational credentials, placement, job retention and post-placement earnings. Job Corps annually reviews and revises and publishes its PBSC methodology.

OPERATIONS

| WORKLOAD AND PERFORMANCE SUMMARY | | | | | | | |
|--|--|------------------------------------|---------------|------------------------------------|---------------|---------------------------------------|----------------------------|
| | | PY 2020 Revised Enacted | | PY 2021 Revised Enacted | | PY 2022 Full Year C.R. | PY 2023 Request |
| | | Target | Result | Target | Result | Target | Target |
| Operations | | | | | | | |
| Strategic Goal 1 - Build Opportunity and Equity for All | | | | | | | |
| Strategic Objective 1.1 - Advance training, employment, and return-to-work opportunities that connect workers to higher-wage jobs, especially in ways that address systemic inequities. | | | | | | | |
| ETA-WIOA JC-01 | Education and Employment Rate – 2nd Quarter After Exit (WIOA Job Corps) | [base] | -- | -- | -- | -- | -- |
| ETA-WIOA JC-02 | Education and Employment Rate – 4th Quarter After Exit (WIOA Job Corps) | [base] | -- | -- | -- | -- | -- |
| ETA-WIOA JC-03 | Median Earning – 2nd Quarter After Exit (WIOA Job Corps) | [base] | -- | -- | -- | -- | -- |
| ETA-WIOA JC-04 | Credential Attainment (WIOA Job Corps) | [base] | -- | -- | -- | -- | -- |
| ETA-Budget- OJC-01 | Number of New Enrollees (Job Corps) | 48,000 | 1,559 | 48,000 | 9,877 | 48,000 | 48,000 |
| ETA-Budget- OJC-02 | Slots (Job Corps) | 38,194 | 17,771 | 23,269 | 9,526 | 23,269 | 36,600 |
| ETA-Budget- OJC-04 | Number of Operating Centers at Year End (Job Corps) | 121 | 112 | 121 | 121 | 121 | 121 |

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

OPERATIONS

Workload and Performance

The Workforce Innovation and Opportunity Act (WIOA) authorizes primary indicators of performance. Job Corps centers 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; and 4) credential attainment. 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.

Job Corps undertook a complete overhaul of its Outcome Measurements System (OMS) to align with the WIOA measures and to reflect the program's focus on longer-term outcomes for program participants. Since PY 2018, Job Corps has been using its new OMS to evaluate center and operator performance based on the WIOA primary measures. The deployment of that system emphasizes the need for the system to focus its resources on placement outcomes and longer-term attachment of the program participants to the workforce.

Beginning in March 2020 and continuing in the current program year (PY 2021), the COVID-19 pandemic significantly impacted Job Corps' typical program operations, resulting in unprecedented challenges for performance evaluations for PY 2020 and PY 2021. Students were sent home on Spring Break in March 2020 and then placed in distance learning in May 2020, with centers suspending on-campus operations, and new student enrollment was suspended. It was not until November 2020 that centers began slowly returning students to campus in a staggered fashion.

In May of 2021, Job Corps began enrolling new students. In order to ensure the safety of students during the pandemic, the program adjusted its on-board strength level to 23,000 and is gradually and safely enrolling students. As of early February 2022, 119 out of 121 contract and USDA centers were approved to return both previously-enrolled and newly-enrolled students to in-person learning on centers based on an assessment of COVID-19 risk. As COVID-19 conditions change, the ability of these centers to continue to operate may change.

While Job Corps has been adjusting as flexibly as possible to the changing circumstances brought about by COVID and the fluctuating infection rates in various areas of the country, it is not possible at this time to definitively account for how the changing environment will impact overall performance by the end of PY 2021. Moreover, the staggered resumption of full operations, while necessary given the current circumstances, creates performance inequities in comparisons across operators. Centers that resume in-person operations earlier than others are likely to have relatively more graduates among those that separate in the program year and will consequently perform at higher levels. Such differences are artificial advantages and not reflective of performance differences. Thus, while performance data continue to be collected, it is not a full and accurate depiction of center and Job Corps program performance in PY 2020 and likely PY 2021.

Job Corps currently does not have sufficient baseline data to project expected levels of performance (targets) for upcoming program years because of its recent incorporation of UI data. Until recently, Job Corps has only reported WIOA outcomes using supplemental (survey) data.

OPERATIONS

Beginning with PY 2020, Q4, Job Corps' WIOA outcomes began to incorporate aggregated UI matches as the primary data source along with the supplemental data. Since UI matches have only been available for the past two quarters (PY 2020 Q4 and PY 2021 Q1), and the results from incorporating UI matches are significantly different from when only the supplemental data were used, Job Corps must continue to accumulate and monitor additional quarters' results to determine reasonable future targets. Appropriate targets will be set when program operations stabilize. Job Corps is reviewing program outcomes reported across PY 2021 and PY 2022 as baseline data for determining targets for PY 2023. Job Corps aligns with other programs' timelines for establishing expected levels of performance.

OPERATIONS

| BUDGET ACTIVITY BY OBJECT CLASS | | | | | |
|--|--|--|---------------------------------------|----------------------------|---|
| (Dollars in Thousands) | | | | | |
| | | FY 2021 Revised Enacted | FY 2022 Full Year C.R. | FY 2023 Request | Diff. FY23 Request / FY22 Full Year C.R. |
| 11.1 | Full-time permanent | 62,800 | 62,800 | 62,800 | 0 |
| 11.3 | Other than full-time permanent | 525 | 525 | 525 | 0 |
| 11.5 | Other personnel compensation | 4,700 | 4,700 | 4,700 | 0 |
| 11.8 | Special personal services payments | 0 | 0 | 0 | 0 |
| 11.9 | Total personnel compensation | 68,025 | 68,025 | 68,025 | 0 |
| 12.1 | Civilian personnel benefits | 20,500 | 20,500 | 19,916 | -584 |
| 13.0 | Benefits for former personnel | 60 | 60 | 60 | 0 |
| 21.0 | Travel and transportation of persons | 1,515 | 1,515 | 1,515 | 0 |
| 22.0 | Transportation of things | 390 | 390 | 390 | 0 |
| 23.1 | Rental payments to GSA | 175 | 175 | 175 | 0 |
| 23.2 | Rental payments to others | 3,000 | 3,000 | 3,000 | 0 |
| 23.3 | Communications, utilities, and miscellaneous charges | 8,030 | 8,030 | 8,030 | 0 |
| 24.0 | Printing and reproduction | 300 | 300 | 300 | 0 |
| 25.1 | Advisory and assistance services | 7 | 7 | 7 | 0 |
| 25.2 | Other services from non-Federal sources | 1,476,973 | 1,476,420 | 1,476,420 | 0 |
| 25.3 | Other goods and services from Federal sources 1/ | 12,615 | 13,168 | 13,438 | 270 |
| 25.4 | Operation and maintenance of facilities | 0 | 0 | 0 | 0 |
| 25.5 | Research and development contracts | 0 | 0 | 0 | 0 |
| 25.7 | Operation and maintenance of equipment | 3,160 | 3,160 | 3,160 | 0 |
| 26.0 | Supplies and materials | 6,000 | 6,000 | 6,000 | 0 |
| 31.0 | Equipment | 1,325 | 1,325 | 1,325 | 0 |
| 32.0 | Land and Structures | 0 | 0 | 0 | 0 |
| 41.0 | Grants, subsidies, and contributions | 900 | 900 | 900 | 0 |
| 42.0 | Insurance claims and indemnities | 350 | 350 | 350 | 0 |
| | Total | 1,603,325 | 1,603,325 | 1,603,011 | -314 |
| | | | | | |
| | 1/Other goods and services from Federal sources | | | | |
| | Working Capital Fund | 12,615 | 13,168 | 13,438 | 270 |

OPERATIONS

CHANGES IN FY 2023

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

| | |
|--|------|
| Costs of pay adjustments | \$0 |
| Personnel benefits | 0 |
| Federal Employees' Compensation Act (FECA) | -584 |
| Benefits for former personnel | 0 |
| Travel and transportation of persons | 0 |
| Transportation of things | 0 |
| Rental payments to GSA | 0 |
| Rental payments to others | 0 |
| Communications, utilities, and miscellaneous charges | 0 |
| Printing and reproduction | 0 |
| Advisory and assistance services | 0 |
| Other services from non-Federal sources | 0 |
| Working Capital Fund | 270 |
| Other goods and services from Federal sources | 0 |
| Research & Development Contracts | 0 |
| Operation and maintenance of facilities | 0 |
| Operation and maintenance of equipment | 0 |
| Supplies and materials | 0 |
| Equipment | 0 |
| Grants, subsidies, and contributions | 0 |
| Insurance claims and indemnities | 0 |
| Land and Structures | 0 |

Built-Ins Subtotal **-\$314**

Net Program **\$0**

Direct FTE **0**

| | Estimate | FTE |
|-------------------------|--------------------|----------|
| Base | \$1,603,011 | 0 |
| Program Increase | \$0 | 0 |
| Program Decrease | \$0 | 0 |

CONSTRUCTION

| BUDGET AUTHORITY BEFORE THE COMMITTEE | | | | |
|--|--|---------------------------------------|----------------------------|---|
| (Dollars in Thousands) | | | | |
| | FY 2021 Revised Enacted | FY 2022 Full Year C.R. | FY 2023 Request | Diff. FY23 Request / FY22 Full Year C.R. |
| Activity Appropriation | 113,000 | 113,000 | 133,000 | 20,000 |
| FTE | 0 | 0 | 0 | 0 |

Introduction

The Job Corps Construction, Rehabilitation, and Acquisition (CRA) account provides for:

- Rehabilitating current Job Corps facilities, modernizing instructional classrooms, and upgrading skills training spaces and buildings so that student instruction meets industry standards;
- Repairing buildings with structural deficiencies to address safety and health concerns;
- Executing emergency building repairs;
- Constructing new center buildings when further repairs are not cost effective;
- Repairing and replacing equipment; and
- Acquiring new sites and constructing new centers, as directed by Congress.

CRA funding is critical to the success of the Job Corps program because healthy and safe facilities contribute to an effective learning environment. Moreover, as a residential program, the living conditions of the program participants must be healthy and safe.

Large and small businesses, including Alaskan Native Corporations, manage and operate most of the Job Corps centers through contractual agreements with the Department. Through an Interagency Agreement with the United States Department of Agriculture (USDA), the Forest Service (FS) operates a number of centers. Both contract and FS operated centers have significant facility deficiencies. However, based on the Facilities Condition Index scores as of September 2020, the overall condition of the FS centers is better, on average, than the contract centers.

Over the past several program years, the cost associated with correcting property life safety and health deficiencies has increased by more than 50 percent. In many instances, older buildings require repairs in accordance with requirements of the National Historic Preservation Act (NHPA). This often results in higher costs for Job Corps as the age of Job Corps' facilities portfolio continues to grow. More than 44 percent of Job Corps' square footage is more than 50 years old. Job Corps estimates that in five years, 122 additional buildings comprising nearly 1,135,000 gross square feet will reach the age of 50, which will result in an additional 119 buildings subject to compliance with the historic preservation regulations when undergoing renovations.

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Job Corps, which holds over 99 percent of the Department's building stock, is a major contributor to the Department's efforts to meet energy efficiency and real property goals. Job Corps will work to achieve sustainability requirements through a number of efforts including: reducing energy and water intensity to promote efficient federal operations and ensuring that new or renovated building stock is designed to exceed energy efficiency standards such as Energy Star rated heating ventilation and air-conditioning (HVAC) equipment systems, LED lighting, High Efficiency water heaters, and low flow plumbing fixtures. Job Corps is also working towards diverting 50 percent of waste to recycling as well as using sustainable materials and products where applicable.

Job Corps will continue to incorporate construction projects into centers' annual Career Technical Skills Training (CTST) plans. Student involvement in construction projects is a fundamental component of CTST and deemed suitable for training. These projects, among other community enhancement efforts, provide practical experience for students to hone their skills, making them more marketable and competitive in the emerging high performance construction sector.

In order to better manage resources and facilities, in FY 2021, Job Corps developed a two-to-three-year plan for managing preventive maintenance, roof and HVAC repairs, including an approach for effectively using and consolidating the land/acreage at centers. The plan may include redesigning some centers, eliminating buildings that pose a safety or security risk, and projecting facilities lifecycle repairs and costs.

Five-Year Budget Activity History

| <u>Fiscal Year</u> | <u>Funding</u> (Dollars in Thousands) | <u>FTE</u> |
|---------------------------|---|-------------------|
| 2018 | \$83,000 | 0 |
| 2019 | \$83,000 | 0 |
| 2020 | \$108,000 | 0 |
| 2021 | \$113,000 | 0 |
| 2022 | \$0 | 0 |

NOTE: A full-year 2022 appropriation for this account was not enacted at the time the budget was prepared.

Funding Mechanism

Job Corps construction funding operates on a program year (PY) basis, with funds available for three years. Funds appropriated in FY 2023 will be available for obligation from July 1, 2023, through June 30, 2026. The funding is awarded to contractors using competitive procurement, and the design and construction projects are awarded to small businesses. The program also provides funding to the USDA through an interagency agreement.

CONSTRUCTION

FY 2023

The Department is requesting \$133,000,000 in FY 2023 to not only address urgent and emergency repair requests but to begin to address its increasing backlog of facility deficiencies. In addition, the Department has requested new appropriations language that would permit the Secretary to transfer up to 3 percent of the Operations appropriation to the Construction appropriation for construction, rehabilitation, and acquisition activities.

Specifically, through its CRA budget, Job Corps rehabilitates current Job Corps facilities, modernizes instructional classrooms, and upgrades skills training spaces and buildings so that student instruction meets industry standards. Job Corps uses this funding source to maintain 121 contracted and USDA centers as well as two demonstration project centers, and addresses structural deficiencies that raise safety concerns, upgrades facilities to comply with local building codes, and completes emergency repairs. The program also uses this funding to construct new center buildings when further repairs are not cost-effective, repair or replace equipment, and acquire new sites and build new centers.

At the current funding levels, Job Corps can only respond to urgent or emergency repair requests without addressing Job Corps facilities' growing restoration and renovation needs. With the requested CRA funding increase, Job Corps will be able to rehabilitate facilities more broadly, address structural deficiencies that raise safety concerns; upgrade facilities to comply with local building codes; complete emergency repairs; modernize instructional classrooms; upgrade skills training spaces and buildings so that student instruction meets industry standards; and construct new center buildings to address critical infrastructure problems and help create a more equitable and positive living and learning environment for Job Corps youth.

The FY 2023 Budget, and planned allocations are as follows:

- \$31,000,000 for major projects – redevelopment, rehabilitation and safety and security
- \$30,000,000 for critical HVAC and roof repair or replacement
- \$22,000,000 for contingency, emergency, and unplanned repairs
- \$22,000,000 for engineering support contract
- \$18,775,000 for Job Corps Center redesign
- \$4,800,000 for life and safety deficiencies
- \$2,000,000 for demolition projects
- \$2,000,000 for center telecommunications wiring upgrades
- \$350,000 for environmental abatement
- \$75,000 for renewable energy credits

Addressing Immediate Facilities Needs

With CRA funds in FY 2023, Job Corps will continue to identify facilities that have physical assets appropriate for continuing investment. Within this group, Job Corps will continue to give priority to life and safety issues, repairs that have an immediate impact on center operations, and repairs to items that serve to stem further facilities deterioration. For example, leaking roofs, if not repaired, result in facility damage and unhealthy living conditions; heating ventilation and air

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conditioning (HVAC) systems that no longer provide adequate air quality are a serious danger; and environmental and Executive Order compliance matters are priorities. Job Corps will use available resources to address urgent and emergency situations.

Excessing and Consolidating Real Property Holdings

Job Corps will continue its initiative to identify and dispose of or divest itself of acres of real property through the General Services Administration's (GSA) excess property process. This process may result in some expenses as the program relocates structures or buildings. The Department has proposed a General Provision that would speed the process of making excess property available for competitive public sale and reduce costs to the program.

FY 2022

The Department requested \$113,000,000 in the FY 2022 Budget, and planned allocations are as follows:

- \$25,000,000 for major projects – redevelopment, rehabilitation and safety and security
- \$25,000,000 for Job Corps Center redesign
- \$21,800,000 for engineering support contract
- \$21,490,000 for contingency, emergency, and unplanned repairs
- \$10,000,000 for critical HVAC and roof repair or replacement
- \$4,800,000 for life and safety deficiencies
- \$2,500,000 for demolition projects
- \$2,000,000 for center telecommunications wiring upgrades
- \$350,000 for environmental abatement
- \$60,000 for renewable energy credits

The plan for facilities and equipment management will include, among other things:

- goals, objectives, strategies, and outcomes;
- risk assessment;
- equipment lifecycle repair/replacement schedules;
- routine maintenance schedules;
- demolition and construction schedules;
- equipment upgrades;
- upgrade or redesign of facilities on selected Job Corps campuses to reduce the size, and increase the functionality and safety; and
- budget funding, and other needs.

Job Corps will have a year-by-year plan with measures and target outcomes for the repair, maintenance, upgrade, and construction of facilities and equipment. Having and executing such a plan will guide Job Corps CRA decision-making and resource allocation and presents an

CONSTRUCTION

opportunity to manage, improve, and account for the facilities conditions at the 121 contract and Forest Service-operated Job Corps centers, and two centers currently operating demonstration projects or pilots.

In FY 2020, Job Corps initiated an assessment of its HVAC systems and prioritized training center maintenance staff on properly scheduling and conducting routine HVAC maintenance using available tracking and reporting tools to drive accountability. HVAC repairs are a significant cost to the program and sound, regular preventive maintenance should prolong the life of these systems. In FY 2021, the impact of this FY 2020 effort was assessed. The assessment has informed needed improvements and enhancements to the Job Corps minimum preventive maintenance requirements. In FY 2022 Job Corps will implement the revised requirements.

Addressing Immediate Facilities Needs

With CRA funds in FY 2022, Job Corps has continued to identify facilities that have physical assets appropriate for continuing investment. Within this group, Job Corps will continue to give priority to life and safety issues, repairs that have an immediate impact on center operations, and repairs to items that serve to stem further facilities deterioration. For example, leaking roofs, if not repaired, result in facility damage and unhealthy living conditions; heating ventilation and air conditioning (HVAC) systems that no longer provide adequate air quality are a serious danger; and environmental and Executive Order compliance matters are priorities. Job Corps will use available resources to address urgent and emergency situations.

Excessing and Consolidating Real Property Holdings

Job Corps has continued its initiative to identify and dispose of or divest itself of acres of real property through the General Services Administration's (GSA) excess property process. This process may result in some short-run expenses as the program relocates structures or buildings. The Department has proposed a General Provision that would speed the process of making excess property available for competitive public sale and reduce costs to the program.

FY 2021

The Budget for FY 2021 (PY 2021) for CRA was \$113,000,000.

In FY 2021, Job Corps' spend plan was:

- \$46,410,000 for major redevelopment and rehabilitation projects
- \$22,076,000 for contingency, emergency, and unplanned repairs
- \$21,144,000 for engineering support contract
- \$5,830,000 for critical roof repairs/replacement
- \$4,830,000 for critical HVAC repairs/replacement
- \$4,800,000 for Life and Safety deficiencies
- \$3,000,000 for security upgrades
- \$2,500,000 for demolition projects

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- \$2,000,000 for center telecommunications wiring upgrades
- \$350,000 for environmental abatement
- \$60,000 for renewable energy credits

Addressing Immediate Facilities Needs

With CRA funds in FY 2021, Job Corps identified facilities that had physical assets appropriate for continuing investment. Within this group, Job Corps gave priority to life and safety issues, repairs that had an immediate impact on center operations, and repairs to items that served to stem further facilities deterioration. Job Corps used available resources to address urgent and emergency situations.

Excessing and Consolidating Real Property Holdings

Job Corps continued its initiative to identify and dispose of or divest itself of acres of real property through the General Services Administration's (GSA) excess property process in FY 2021. This process resulted in short-run expenses as the program relocated structures and buildings.

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| WORKLOAD AND PERFORMANCE SUMMARY | | | | |
|--|------------------------------------|---------------|-----------------------------------|----------------------------|
| | FY 2021 Revised Enacted | | FY 2022 Full Year C.R. | FY 2023 Request |
| | Target | Result | Target | Target |
| Construction | | | | |
| Strategic Goal 1 - Build Opportunity and Equity for All | | | | |
| Strategic Objective 1.1 - Advance training, employment, and return-to-work opportunities that connect workers to higher-wage jobs, especially in ways that address systemic inequities. | | | | |
| ETA-OJC-03 Facilities Condition Index (FCI) | 89.00% | 89.00% | 88.00% | 88.00% |

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

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Workload and Performance

The facilities condition index (FCI) has been the metric of choice because it can be consistently validated when Job Corps surveys each facility, with Job Corps conducting complete facility surveys once every three years. This metric is reported to the federal real property council as a federal government-wide metric. Job Corps FCI is in decline because many of its facilities are second- or third-use federal facilities—many more than four decades old—with physical needs the program has not been able to address for several years due to availability of funds. For example, some facilities have significant structural and HVAC needs; others have plumbing in such a state of disrepair that several students share one working sink in a dormitory wing. An infusion of funds in the short term will not result in a significant increase in FCI; however, it will prevent FCI from significantly decreasing. A marked decrease of 2-3 percentage points in FCI would indicate that Job Corps facilities are in greater disrepair and thus in worse condition to serve the same number of students.

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| BUDGET ACTIVITY BY OBJECT CLASS | | | | | |
|--|---|--|---------------------------------------|----------------------------|---|
| (Dollars in Thousands) | | | | | |
| | | FY 2021 Revised Enacted | FY 2022 Full Year C.R. | FY 2023 Request | Diff. FY23 Request / FY22 Full Year C.R. |
| 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 | 35,790 | 35,790 | 35,790 | 0 |
| 25.4 | Operation and maintenance of facilities | 22,800 | 22,800 | 42,800 | 20,000 |
| 31.0 | Equipment | 7,000 | 7,000 | 7,000 | 0 |
| 32.0 | Land and Structures | 47,410 | 47,410 | 47,410 | 0 |
| 41.0 | Grants, subsidies, and contributions | 0 | 0 | 0 | 0 |
| 42.0 | Insurance claims and indemnities | 0 | 0 | 0 | 0 |
| | Total | 113,000 | 113,000 | 133,000 | 20,000 |
| | | | | | |

CONSTRUCTION

CHANGES IN FY 2023

(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 facilities | 0 |
| Equipment | 0 |
| Grants, subsidies, and contributions | 0 |
| Insurance claims and indemnities | 0 |
| Land and Structures | 0 |

Built-Ins Subtotal **\$0**

Net Program **\$20,000**

Direct FTE **0**

| | Estimate | FTE |
|-------------------------|------------------|----------|
| Base | \$113,000 | 0 |
| Program Increase | \$20,000 | 0 |
| Program Decrease | \$0 | 0 |

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| BUDGET AUTHORITY BEFORE THE COMMITTEE | | | | |
|--|--|---------------------------------------|----------------------------|---|
| (Dollars in Thousands) | | | | |
| | FY 2021 Revised Enacted | FY 2022 Full Year C.R. | FY 2023 Request | Diff. FY23 Request / FY22 Full Year C.R. |
| Activity Appropriation | 32,330 | 32,330 | 42,953 | 10,623 |
| FTE | 124 | 140 | 170 | 30 |

NOTE: FY 2021 reflects actual FTE. Authorized FTE for FY 2021 was 127. FY 2022 reflects estimated FTE usage at the annualized level of the CR.

Introduction

Job Corps' Administration account provides funding for salaries, travel, and workforce development for staff in the National Office and six Regional Offices.

The Job Corps' National Office includes the Director, two Deputy Directors, and five operational divisions. The National Office performs the below key roles and responsibilities:

- Overall oversight of the Job Corps program;
- Developing innovative approaches to administer the program;
- Creating, evaluating, and revising program standards and policy;
- Reviewing program performance;
- Establishing and coordinating career technical skills instruction and academic programs;
- Overseeing center performance and performance reporting;
- Assessing center safety and security;
- Evaluating Job Corps regional office performance; and
- Conducting national stakeholder engagement.

Job Corps has six Regional Offices, each led by a Regional Director. These offices have designated staff that serve as contracting officers' representatives (CORs) for contracts relating to center operations, Outreach and Admissions (OA), and/or Career Technical Services (CTS). Regional Office staff are also responsible for the direct oversight of contractor-operated centers and US Department of Agriculture (USDA) Forest Service (FS) operated Job Corps Civilian Conservation Centers (CCC). This oversight extends to center OA and CTS functions that are part of a center operations contract, as well as any remaining stand-alone OA and CTS contracts.

The Regional Offices primarily use compliance assessments to conduct oversight of contract-operated and USDA FS centers. Regional Office Center Assessments (ROCA) are scheduled assessments that evaluate the overall operation of a center while Regional Office Targeted Assessments (ROTAs) are used to examine specific aspects of a center's operation. Regional staff conduct ongoing monitoring of center activities and examine center risks using a risk management dashboard--using this information to inform, schedule, and perform assessments. These assessments, individually and in combination, fulfill the obligation in Section 159(f)(1) of

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WIOA that requires the Secretary to conduct an annual assessment of the performance of each Job Corps center.

In addition, the account provides funding for the Employment Training Administration's (ETA) Office of Financial Administration (OFA), DOL's Office of the Senior Procurement Executive (OSPE), ETA's Office of Management and Administrative Services (OMAS), and DOL's Office of Human Resources (OHR). These offices provide support functions to Job Corps, such as financial oversight of contracts and control of Job Corps funds, administrative management, and human resources.

Five-Year Budget Activity History

| <u>Fiscal Year</u> | <u>Funding</u> (Dollars in Thousands) | <u>FTE</u> |
|---------------------------|---|-------------------|
| 2018 | \$32,330 | 159 |
| 2019 | \$32,330 | 162 |
| 2020 | \$32,330 | 113 |
| 2021 | \$32,330 | 127 |
| 2022 | \$0 | 0 |

NOTE: A full-year 2022 appropriation for this account was not enacted at the time the budget was prepared.

FY 2023

The Department is requesting \$42,953,000 and 170 FTEs in the FY 2023 budget request for Administration. The 30 additional FTE will be used for improved program management and oversight as outlined below. Job Corps will emphasize:

- Center safety and security;
- Contractor oversight, performance, and compliance;
- Oversight and the delivery of technical assistance to USDA FS operated centers;
- Consistency across regions;
- Job Corps program evaluations and studies;
- Employer and other stakeholder engagement and technical assistance;
- Staff development that supports Job Corps' contractor oversight role; and
- Background check process improvement.

Safety and Security

Job Corps will continue implementing its multi-year *Comprehensive Safety and Security Plan* that calls for the ongoing evaluation of centers for safety and security risks. The security plan has three strategic goals, as listed below. Each goal has specific strategies and performance measures.

- Improve the physical security of Job Corps centers;
- Ensure contract Job Corps center operators and USDA-operated centers understand and adhere to their center safety and security obligations; and

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- Ensure Job Corps has policies in place to promote safe and secure centers that are current, clear, and accurate.

The program will invest in training and development for Job Corps staff responsible for conducting center safety and security assessments, and provide instruction or technical assistance to center staff.

Contractor Oversight and Compliance

In FY 2023, Job Corps will fully implement an automated system to standardize and streamline the way it assesses the operation of contract and agency providers during ROTAs and ROCAs. Within the Regional Office Assessment Process (ROAP) system is a Regional Office Assessment Guide (ROAG) that offers strategies for federal staff to use when conducting assessments and replaced the Program Assessment Guide (PAG) formally used by Job Corps. The ROAP system is designed to clearly identify center requirements taken from the *Job Corps Policy and Requirements Handbook*. This approach will result in quantifiable and actionable information. In addition, the ROAP system will house all associated documents related to assessment activity including the actions taken by Job Corps center staff and corporate personnel, and USDA FS staff to resolve any identified compliance issues. Consequently, resources will be invested to continue to enhance the ROAP system and expand its functionality. When a contractor does not improve its performance, Job Corps will use existing contract administration tools to hold contractors accountable. Similarly, Job Corps' CORs may require additional development to be effective in this area.

Forest Service Center Support and Technical Assistance

By the end of FY 2022, Job Corps will have completed assessments of all USDA FS centers. The goal in FY 2023 is to have an established baseline for performance, provide technical assistance, obtain improvement plans for USDA FS centers with identified deficiencies, and monitor performance. Assessment reports are provided to USDA and FS leadership, and regularly scheduled calls were conducted in FY 2020 and FY 2021 to review assessment findings and corrective actions, adherence to program policies, and key performance indicators. To the extent possible, Job Corps will seek to align its USDA FS funding and programming with other USDA FS program initiatives. Finally, Job Corps will work with USDA FS to promote placement of Job Corps students into registered apprenticeship programs available within USDA.

Consistency and Predictability Across Regions

Consistency within the Job Corps program continues to be a priority because it supports effective contractor oversight and provides certainty to Job Corps contractors. To support consistency across its Regional Offices, Job Corps will conduct regional office audits. Using the framework created in FY 2020, these audits focus on whether and how each region executes key regional functions, and how closely each region adheres to established Job Corps program policies and procedures. Moreover, Job Corps is incorporating adherence to policies and procedures into staff performance plans.

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Studies and Evaluations

ETA and the Department's Office of the Chief Evaluation Office is funding a third-party research contract to develop a research and evaluation framework that will provide options and support the research and evaluation requirements of Job Corps in the Workforce Innovation and Opportunity Act (WIOA) sections 161 and 169. The project includes an implementation evaluation of Job Corps demonstration pilots or service model variations and feasibility assessment(s) including potential impact and/or outcome design options across or within these pilots or service model variations, in addition to lessons learned because of COVID-19 that could be used to improve center and program operations. Job Corps staff will also assess the forthcoming evaluation results of the Cascades College and Career Academy demonstration project, which focuses on improving outcomes for youth aged 16 to 19, to determine if aspects of the pilot should be incorporated into the broader Job Corps service delivery model.

Stakeholder Engagement and Technical Assistance

FY 2023 will continue stakeholder engagements that resumed in FY 2022. This may include conducting three regional and one national stakeholder meetings and other third-party events. The stakeholder meetings sponsored by Job Corps will engage contractors in discussions on national office priorities, initiatives, policies, and expectations for continuous improvement. These meeting will also focus on contractor training and gathering stakeholder feedback on their experiences as Job Corps service providers, including any challenges and barriers to achieving their performance goals.

Staff Development

Job Corps will coordinate trainings for staff. These will focus on evaluating contract performance and/or auditing or program evaluation. Beyond this, Job Corps' long-term aim is to develop a staff training and development plan for staff charged with participating in the contracting/procurement process and assessing or auditing contractor performance. Ensuring that key staff have the tools needed to support the program and its goals is central to achieving program performance goals.

Background Check Process Improvement

Job Corp plans to expand its pre-enrollment approach to determining applicants' Job Corps readiness. Job Corps intends to recruit social science experts to analyze applicant background check data including the nature, frequency, and recency of identified criminal activity, and associate a potential risk level. This analysis and these criteria are meant to bring consistency and fairness to the process, identify patterns of behaviors, and give Job Corps insight into potential risk factors to help identify programmatic support services that will lead to improved student outcomes.

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FY 2022

The FY 2022 Continuing Resolution funding level for Administration was \$32,330,000. Job Corps will emphasize:

- Center safety and security;
- Contractor oversight and compliance;
- Oversight and the delivery of technical assistance to USDA FS operated centers;
- Consistency across regions;
- Job Corps program evaluations and studies;
- Employer and other stakeholder engagement and technical assistance; and
- Staff development that supports Job Corps' contractor oversight role.

Safety and Security

Job Corps will continue implementing its multi-year *Comprehensive Safety and Security Plan* that calls for the ongoing evaluation of centers for safety and security risks. The security plan has three strategic goals, as listed below. Each goal has specific strategies and performance measures.

- Improve the physical security of Job Corps centers;
- Ensure contract Job Corps center operators and USDA-operated centers understand and adhere to their center safety and security obligations; and
- Ensure Job Corps has policies in place to promote safe and secure centers that are current, clear, and accurate.

The program will invest in training and development for Job Corps staff responsible for conducting center safety and security assessments and provide instruction or technical assistance to center staff.

Contractor Oversight and Compliance

In FY 2022, Job Corps will finish the development of an automated system to standardize and streamline the way the program assesses the operation of contract providers during ROTAs and ROCAs. Within the Regional Office Assessment Process (ROAP) system is a Regional Office Assessment Guide (ROAG) that offers strategies for federal staff to use when conducting assessments and replaced the Program Assessment Guide (PAG) formally used by Job Corps. The ROAP system is designed to clearly identify center requirements taken from the *Job Corps Policy and Requirements Handbook*. This approach will result in quantifiable and actionable information. In addition, the ROAP system will also minimize the degree of subjectivity involved in the process, creating transparency and accountability. Job Corps center staff and corporate personnel, USDA FS staff, and center staff will know exactly what is expected, what specific issues exist, and when each identified compliance issue should be resolved. However, through a compliance assistance approach, Job Corps will stress the importance of providing contractors and the USDA FS with reliable and accurate technical assistance to help drive performance improvement. Consequently, resources will be invested in sharpening Job Corps

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staff technical, audit, and communication skills. When a contractor does not improve its performance, Job Corps will use existing contract administration tools to hold contractors accountable. Similarly, Job Corps' CORs may require additional development to be effective in this area.

Forest Service Center Support and Technical Assistance

By the end of FY 2022, Job Corps will have completed assessments of all USDA FS centers. The goal is to establish a baseline for performance, provide technical assistance, obtain improvement plans for USDA FS centers with identified deficiencies, and monitor performance. Assessment reports are provided to USDA and FS leadership, and regularly scheduled calls will be conducted in FY 2020 and FY 2021 to review assessment findings and corrective actions, adherence to program policies, and key performance indicators. To the extent possible, Job Corps will seek to align its USDA FS funding and programming with other USDA FS program initiatives. Finally, Job Corps will work with USDA FS to promote placement of Job Corps students into registered apprenticeship programs available within USDA.

Consistency and Predictability Across Regions

Consistency within the Job Corps program continues to be a priority because it supports effective contractor oversight and provides certainty to Job Corps contractors. To support consistency across its Regional Offices, Job Corps will conduct regional office audits. Using the framework created in FY 2020, these audits focus on whether and how each region executes key regional functions, and how closely each region adheres to established Job Corps program policies and procedures. Moreover, Job Corps is incorporating adherence to policies and procedures into staff performance plans.

Studies and Evaluations

ETA and the Department's Office of the Chief Evaluation Office, is funding a third-party research contract to develop a research and evaluation framework that will provide options and support the research and evaluation requirements of Job Corps in the Workforce Innovation and Opportunity Act (WIOA) sections 161 and 169. The project includes an implementation evaluation of Job Corps demonstration pilots or service model variations and feasibility assessment(s) including potential impact and/or outcome design options across or within these pilots or service model variations, in addition to lessons learned because of COVID-19 that could be used to improve center and program operations. Job Corps staff will also assess the forthcoming evaluation results of the Cascades College and Career Academy demonstration project, which focuses on improving outcomes for youth aged 16 to 19, to determine if aspects of the pilot should be incorporated into the broader Job Corps service delivery model.

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Stakeholder Engagement and Technical Assistance

In FY 2022, Job Corps will undertake stakeholder engagement events. This may include conducting three regional and one national stakeholder meetings, and Job Corps will participate in certain third-party events. The stakeholder meetings sponsored by Job Corps will engage contractors in discussions on national office priorities, initiatives, policies, and expectations for continuous improvement. These meeting will also focus on contractor training and gathering stakeholder feedback on their experiences as Job Corps service providers, including any challenges and barriers to achieving their performance goals.

Staff Development

Job Corps will coordinate trainings for staff. These will focus on evaluating contract performance and/or auditing or program evaluation. Beyond this, Job Corps' long-term aim is to develop a staff training and development plan for staff charged with participating in the contracting/procurement process and assessing or auditing contractor performance. Ensuring that key staff have the tools needed to support the program and its goals is central to achieving program performance goals.

FY 2021

The FY 2021 budget for Administration was \$32,330,000. Job Corps staff were focused on safety and security; contractor oversight and compliance; consistency and predictability across regions; studies and evaluation; staff development; and Forest Service center support. The program also continued its COVID-19 response with 117 out of 121 centers allowed to return students to campus and resume on-campus operations as of December 31, 2021, as conditions allowed, and resumed new student enrollment during FY 2021. Center safety and security was revisited to determine whether new approaches were needed to support the return of students to campuses that would complement existing efforts to physically secure campuses as described in the program's multi-year *Comprehensive Safety and Security Plan*. Oversight evolved to include assessments of how centers implemented their COVID-19 resumption plans and how they responded to outbreaks of infection on campus. New policies and tools were developed to support resuming campus operations and center oversight by Job Corps' regional offices.

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| WORKLOAD AND PERFORMANCE SUMMARY | | | | |
|--|---|---------------|-----------------------------------|----------------------------|
| | FY 2021 Revised Enacted | | FY 2022 Full Year C.R. | FY 2023 Request |
| | Target | Result | Target | Target |
| Administration | | | | |
| Strategic Goal 1 - Build Opportunity and Equity for All | | | | |
| Strategic Objective 1.1 - Advance training, employment, and return-to-work opportunities that connect workers to higher-wage jobs, especially in ways that address systemic inequities. | | | | |
| ETA-OJC-01 | Number of Regional Office Center Assessments (ROCAs) completed. | 45 | 50 | 45 |
| ETA-OJC-02 | Number of Regional Office Targeted Assessments (ROTAs) completed. | 50 | 109 | 50 |
| ETA-OJC-03 | Number of Job Corps Regional Audits | -- | 3 | 6 |

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

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Workload and Performance

In FY 2023, Job Corps will use three performance measures – the number of ROCAs completed, the number of ROTAs completed, and the number of Regional Audits – to capture key elements of the contract management activities conducted by Federal staff. ROCAs are the most comprehensive review of program operations by a team of Federal staff. Through ROCAs, Federal staff evaluate management, administrative support, program outcomes, compliance with policy and requirements, and data integrity. ROTAs are assessments of specific or targeted areas of a center's operation. For FY 2022, Job Corps is projecting that it will conduct 45 ROCAs and 50 ROTAs. In addition, six audits of functions and operations of Job Corps regional offices will be conducted. In FY 2021, Job Corps began to physically return students to Job Corps centers and resumed enrollment. To ensure student safety, Job Corps increased its targeted assessments to focus on adherence to COVID-19 protocols and the safe return of students.

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| BUDGET ACTIVITY BY OBJECT CLASS | | | | | |
|--|--|--|---------------------------------------|----------------------------|---|
| (Dollars in Thousands) | | | | | |
| | | FY 2021 Revised Enacted | FY 2022 Full Year C.R. | FY 2023 Request | Diff. FY23 Request / FY22 Full Year C.R. |
| 11.1 | Full-time permanent | 14,722 | 15,001 | 22,217 | 7,216 |
| 11.3 | Other than full-time permanent | 0 | 0 | 0 | 0 |
| 11.5 | Other personnel compensation | 361 | 298 | 298 | 0 |
| 11.9 | Total personnel compensation | 15,083 | 15,299 | 22,515 | 7,216 |
| 12.1 | Civilian personnel benefits | 5,397 | 5,497 | 8,092 | 2,595 |
| 13.0 | Benefits for former personnel | 0 | 0 | 0 | 0 |
| 21.0 | Travel and transportation of persons | 54 | 54 | 54 | 0 |
| 22.0 | Transportation of things | 0 | 0 | 0 | 0 |
| 23.1 | Rental payments to GSA | 1,049 | 1,049 | 1,049 | 0 |
| 23.2 | Rental payments to others | 6 | 6 | 6 | 0 |
| 23.3 | Communications, utilities, and miscellaneous charges | 25 | 25 | 25 | 0 |
| 24.0 | Printing and reproduction | 40 | 40 | 40 | 0 |
| 25.1 | Advisory and assistance services | 0 | 0 | 0 | 0 |
| 25.2 | Other services from non-Federal sources | 2,444 | 53 | 53 | 0 |
| 25.3 | Other goods and services from Federal sources 1/ | 8,181 | 10,256 | 11,068 | 812 |
| 25.4 | Operation and maintenance of facilities | 0 | 0 | 0 | 0 |
| 25.5 | Research and development contracts | 0 | 0 | 0 | 0 |
| 25.7 | Operation and maintenance of equipment | 0 | 0 | 0 | 0 |
| 26.0 | Supplies and materials | 30 | 30 | 30 | 0 |
| 31.0 | Equipment | 21 | 21 | 21 | 0 |
| 42.0 | Insurance claims and indemnities | 0 | 0 | 0 | 0 |
| | Total | 32,330 | 32,330 | 42,953 | 10,623 |
| | | | | | |
| | 1/Other goods and services from Federal sources | | | | |
| | Working Capital Fund | 8,181 | 10,256 | 11,068 | 812 |

ADMINISTRATION

CHANGES IN FY 2023

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

| | |
|--|---------|
| Costs of pay adjustments | \$4,716 |
| Personnel benefits | 0 |
| Employee health benefits | 0 |
| Federal Employees' Compensation Act (FECA) | 0 |
| Benefits for former personnel | 0 |
| Travel and transportation of persons | 0 |
| Transportation of things | 0 |
| Rental payments to GSA | 0 |
| Rental payments to others | 0 |
| Communications, utilities, and miscellaneous charges | 0 |
| Printing and reproduction | 0 |
| Advisory and assistance services | 0 |
| Other services from non-Federal sources | 0 |
| Working Capital Fund | 812 |
| Other Federal sources (DHS Charges) | 0 |
| Other goods and services from Federal sources | 0 |
| Research & Development Contracts | 0 |
| Operation and maintenance of facilities | 0 |
| Operation and maintenance of equipment | 0 |
| Supplies and materials | 0 |
| Equipment | 0 |
| Insurance claims and indemnities | 0 |

Built-Ins Subtotal **\$5,528**

Net Program **\$5,095**

Direct FTE **30**

| | Estimate | FTE |
|-------------------------|-----------------|------------|
| Base | \$37,858 | 140 |
| Program Increase | \$5,095 | 30 |
| Program Decrease | \$0 | 0 |