FY 2020

CONGRESSIONAL BUDGET JUSTIFICATION

EMPLOYMENT AND TRAINING ADMINISTRATION

Program Administration

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PROGRAM ADMINISTRATION

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PROGRAM ADMINISTRATION

APPROPRIATION LANGUAGE

For expenses of administering employment and training programs, [$108,674,000] *$106,032,000*, together with not to exceed [$49,982,000] *$48,233,000* which may be expended from the Employment Security Administration Account in the Unemployment Trust Fund. *(Department of Labor Appropriations Act, 2019.)*

PROGRAM ADMINISTRATION

AMOUNTS AVAILABLE FOR OBLIGATION (Dollars in Thousands)						
	FY 2018 Enacted		FY 2019 Enacted		FY 2020 Request	
	FTE	Amount	FTE	Amount	FTE	Amount
A. Appropriation	**483**	**$108,674**	**473**	**$108,674**	**459**	**$106,032**
Subtotal Appropriation	*483*	*$108,674*	*473*	*$108,674*	*459*	*$106,032*
Offsetting Collections From:						
Reimbursements	16	$3,336	13	$3,001	13	$3,001
Trust Funds	243	$49,982	240	$49,982	233	$48,233
Subtotal Offsetting Collections	*259*	*$53,318*	*253*	*$52,983*	*246*	*$51,234*
B. Gross Budget Authority	**742**	**$161,992**	**726**	**$161,657**	**705**	**$157,266**
Offsetting Collections						
Reimbursements	-16	-$3,336	-13	-$3,001	-13	-$3,001
Subtotal Deduction	*-16*	*-$3,336*	*-13*	*-$3,001*	*-13*	*-$3,001*
C. Budget Authority Before Committee	**726**	**$158,656**	**713**	**$158,656**	**692**	**$154,265**
Offsetting Collections From:						
Reimbursements	16	$3,336	13	$3,001	13	$3,001
Subtotal Offsetting Collections	*16*	*$3,336*	*13*	*$3,001*	*13*	*$3,001*
D. Total Budgetary Resources	**742**	**$161,992**	**726**	**$161,657**	**705**	**$157,266**
Unobligated Balance Expiring	-4	-$341	0	$0	0	$0
E. Total, Estimated Obligations	**738**	**$161,651**	**726**	**$161,657**	**705**	**$157,266**

PROGRAM ADMINISTRATION

SUMMARY OF CHANGES
(Dollars in Thousands)

	FY 2019 Enacted	FY 2020 Request	Net Change
Budget Authority			
General Funds	$108,674	$106,032	-$2,642
Trust Funds	$49,982	$48,233	-$1,749
Total	$158,656	$154,265	-$4,391
Full Time Equivalents			
General Funds	473	459	-14
Trust Funds	240	233	-7
Total	713	692	-21

			FY 2020 Change					
Explanation of Change	FY 2019 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	713	$81,653	0	$0	0	$0	0	$0
Personnel benefits	0	$25,784	0	$0	0	$0	0	$0
One day more of pay	0	$0	0	$87	0	$316	0	$403
Federal Employees' Compensation Act (FECA)	0	$321	0	$83	0	$186	0	$269
Benefits for former personnel	0	$36	0	$0	0	$0	0	$0
Travel and transportation of persons	0	$2,042	0	$0	0	$0	0	$0
Transportation of things	0	$0	0	$0	0	$0	0	$0
Rental payments to GSA	0	$9,305	0	$0	0	$0	0	$0
Rental payments to others	0	$0	0	$0	0	$0	0	$0
Communications, utilities, and miscellaneous charges	0	$385	0	$0	0	$0	0	$0
Printing and reproduction	0	$150	0	$0	0	$0	0	$0
Advisory and assistance services	0	$300	0	$0	0	$0	0	$0
Other services from non-Federal sources	0	$2,397	0	$0	0	$0	0	$0
Working Capital Fund	0	$0	0	$0	0	$0	0	$0
Other Federal sources (Census Bureau)	0	$571	0	$0	0	$0	0	$0
Other Federal sources (DHS Charges)	0	$597	0	$0	0	$0	0	$0
Other goods and services from Federal sources	0	$251	0	$0	0	$0	0	$0
Research & Development Contracts	0	$0	0	$0	0	$0	0	$0
Operation and maintenance of facilities	0	$0	0	$0	0	$0	0	$0

PROGRAM ADMINISTRATION

Explanation of Change	FY 2019 Base		Trust Funds		General Funds		Total	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Operation and maintenance of equipment	0	$11,948	0	$0	0	$0	0	$0
Supplies and materials	0	$264	0	$0	0	$0	0	$0
Equipment	0	$72	0	$0	0	$0	0	$0
Insurance claims and indemnities	0	$8	0	$0	0	$0	0	$0
Built-Ins Subtotal	**713**	**+$136,084**	**0**	**+$170**	**0**	**+$502**	**0**	**+$672**
B. Programs:								
Programs Subtotal			**0**	**$0**	**0**	**$0**	**0**	**$0**
Total Increase	**713**	**+$136,084**	**0**	**+$170**	**0**	**+$502**	**0**	**+$672**
Decreases:								
A. Built-Ins:								
To Provide For:								
Working Capital Fund	0	$22,572	0	$0	0	-$160	0	-$160
Built-Ins Subtotal	**0**	**+$22,572**	**0**	**$0**	**0**	**-$160**	**0**	**-$160**
B. Programs:								
FTE and Program Reduction	0	$0	-7	-$1,919	-14	-$2,984	-21	-$4,903
Programs Subtotal			**-7**	**-$1,919**	**-14**	**-$2,984**	**-21**	**-$4,903**
Total Decrease	**0**	**+$22,572**	**-7**	**-$1,919**	**-14**	**-$3,144**	**-21**	**-$5,063**
Total Change	**713**	**+$158,656**	**-7**	**-$1,749**	**-14**	**-$2,642**	**-21**	**-$4,391**

PROGRAM ADMINISTRATION

	FY 2018 Enacted		FY 2019 Enacted		FY 2020 Request		Diff. FY20 Request / FY19 Enacted	
SUMMARY BUDGET AUTHORITY AND FTE BY ACTIVITY (Dollars in Thousands)								
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Training and Employment	**305**	**70,679**	**300**	**70,679**	**289**	**68,324**	**-11**	**-2,355**
General Funds	265	62,040	260	62,040	249	59,973	-11	-2,067
Unemployment Trust Funds	40	8,639	40	8,639	40	8,351	0	-288
Workforce Security	**207**	**42,704**	**200**	**42,704**	**193**	**41,181**	**-7**	**-1,523**
General Funds	17	3,440	11	3,440	11	3,317	0	-123
Unemployment Trust Funds	190	39,264	189	39,264	182	37,864	-7	-1,400
Apprenticeship	**169**	**36,160**	**168**	**36,160**	**168**	**35,914**	**0**	**-246**
General Funds	169	36,160	168	36,160	168	35,914	0	-246
Executive Direction	**41**	**9,113**	**45**	**9,113**	**42**	**8,846**	**-3**	**-267**
General Funds	32	7,034	34	7,034	31	6,828	-3	-206
Unemployment Trust Funds	9	2,079	11	2,079	11	2,018	0	-61
Total	**722**	**158,656**	**713**	**158,656**	**692**	**154,265**	**-21**	**-4,391**
General Funds	**483**	**108,674**	**473**	**108,674**	**459**	**106,032**	**-14**	**-2,642**
Unemployment Trust Funds	**239**	**49,982**	**240**	**49,982**	**233**	**48,233**	**-7**	**-1,749**

NOTE: 2018 reflects actual FTE.

PROGRAM ADMINISTRATION

			FY 2018 Enacted	FY 2019 Enacted	FY 2020 Request	Diff. FY20 Request / FY19 Enacted
BUDGET AUTHORITY BY OBJECT CLASS (Dollars in Thousands)						
	Full-Time Equivalent					
	Full-time Permanent		726	713	692	-21
	Reimbursable		17	13	13	0
	Total		743	726	705	-21
	Average ES Salary		$169,485	$179,235	$182,640	$3,405
	Average GM/GS Grade		13	13	13	0
	Average GM/GS Salary		$107,199	$108,788	$110,855	$2,067
11.1	Full-time permanent		77,625	79,876	77,723	-2,153
11.3	Other than full-time permanent		368	387	387	0
11.5	Other personnel compensation		1,320	1,390	1,390	0
11.8	Special personal services payments		0	0	0	0
11.9	Total personnel compensation		79,313	81,653	79,500	-2,153
12.1	Civilian personnel benefits		26,045	26,105	25,400	-705
13.0	Benefits for former personnel		23	36	27	-9
21.0	Travel and transportation of persons		1,784	2,042	1,702	-340
22.0	Transportation of things		0	0	0	0
23.0	Rent, Communications, and Utilities		0	0	0	0
23.1	Rental payments to GSA		9,402	9,305	9,305	0
23.2	Rental payments to others		4	0	0	0
23.3	Communications, utilities, and miscellaneous charges		632	385	385	0
24.0	Printing and reproduction		260	150	106	-44
25.1	Advisory and assistance services		963	300	250	-50
25.2	Other services from non-Federal sources		2,500	2,397	1,805	-592
25.3	Other goods and services from Federal sources 1/		23,650	23,991	23,831	-160
25.4	Operation and maintenance of facilities		180	0	0	0
25.5	Research and development contracts		0	0	0	0
25.7	Operation and maintenance of equipment		11,765	11,948	11,589	-359
26.0	Supplies and materials		485	264	306	42
31.0	Equipment		1,650	72	51	-21
42.0	Insurance claims and indemnities		0	8	8	0
	Total		**158,656**	**158,656**	**154,265**	**-4,391**
1/Other goods and services from Federal sources						
	Working Capital Fund		22,752	22,572	22,412	-160
	DHS Services		898	597	597	0
	Census Services		0	571	571	0
	GSA Services		0	191	191	0

PROGRAM ADMINISTRATION

APPROPRIATION HISTORY (Dollars in Thousands)					
	Budget Estimates to Congress	**House Allowance**	**Senate Allowance**	**Appropriations**	**FTE**
2010					
Base Appropriation	$147,906	$146,406	$148,906	$147,656	774
2011					
Base Appropriation...1/	$162,042			$147,360	774
2012					
Base Appropriation...2/	$159,882			$147,081	784
2013					
Base Appropriation...3/	$147,613			$139,388	766
2014					
Base Appropriation	$149,617			$153,311	758
2015					
Base Appropriation	$155,563			$154,559	765
2016					
Base Appropriation	$176,564	$158,368	$144,017	$154,559	770
2017					
Base Appropriation	$180,826			$158,656	753
2018					
Base Appropriation...4/	$154,265	$156,348		$158,656	726
2019					
Base Appropriation...5/	$154,265		$158,656	$158,656	713
2020					
Base Appropriation	$154,265				692

1/ Reflects a 0.2% across-the-board rescission pursuant to P.L. 112-10.

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

3/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.

4/A full-year 2018 appropriation for this account was not enacted at the time the budget was prepared.

5/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.

PROGRAM ADMINISTRATION

Overview

The Program Administration (PA) appropriation provides for the Federal administration of most Employment and Training Administration (ETA) programs. The FY 2020 request is $154,265,000 and an estimated 692 full time equivalent (FTE) positions.

Federal staff in the national office and six regional offices provide leadership and policy direction, oversight and performance management, technical assistance to grantees, administrative infrastructure and customer-oriented workforce tools, funds management, and administration for programs under the Workforce Innovation and Opportunity Act (WIOA), the National Apprenticeship Act, and the Trade Act of 1974. The PA appropriation also finances staff to carry out similar responsibilities for Unemployment Insurance (UI), Employment Service (ES), and Work Opportunity Tax Credits (WOTC).

Federal staff also provide administrative support for financial management, procurement, and administrative services, as well as IT support to ETA and the Department's Office of the Chief Information Officer (OCIO).

The Department expends the bulk of ETA's appropriated funding through grants that implement the various workforce programs administered and managed by ETA. As of December 2018, ETA had approximately 3,200 total active grants consisting of 3,048 grants assigned to approximately 160 regional Federal Project Officers (FPOs), and 129 grants assigned to approximately 11 national FPOs, with a total funding portfolio of nearly $29 billion. To ensure grantees remain on track to meet performance goals, the Department monitors grantee performance by looking at system outputs, such as the number of people who received training, and outcomes, such as the number of people trained who entered unsubsidized employment. ETA regional offices monitor grant activity and assess performance through a variety of processes, which include risk assessments of all new grants, quarterly desk reviews of all grants, and onsite monitoring reviews or enhanced desk monitoring reviews (EDMR). Through onsite monitoring reviews and EDMRs, ETA monitors 26 percent of all active grants each year. In addition to monitoring, Federal staff conduct on-site technical assistance visits as needed.

Federal staff work closely with grantees and other partners, including apprenticeship employers and program sponsors, to maximize program effectiveness, document and disseminate issues and improvements, coordinate training curricula, develop federal policies and priorities, and support the activity of the Department in the field. Even as funding levels are reduced and programs expire or are eliminated, FPOs remain responsible for oversight of grants through close-out.

The Department, in partnership with states, will continue to strategically and effectively target its resources to maintain a viable and strong safety net that provides timely and accurate temporary income support to eligible workers, with greater emphasis on reducing risk for improper payments. The Department will maintain its focus on improving the integrity of the UI System, working with states to improve their prevention, detection, and recovery of improper payments, and strengthening performance overall. Activities such as UI Integrity Reform help states disallow improper payments that divert scarce resources needed to accomplish outcome goals.

PROGRAM ADMINISTRATION

The Presidential Executive Order Expanding Apprenticeships in America provided additional focus for ETA Federal administration efforts. As the Department continues to address the growing challenge of equipping Americans with the skills and tools to obtain good jobs and build their careers, it will focus on the expansion and enhancement of apprenticeship programs. The Executive Order states that, "it shall be the policy of the Federal Government to provide more affordable pathways to secure, high paying jobs by promoting apprenticeships and effective workforce development programs, while easing the regulatory burden on such programs and reducing or eliminating taxpayer support for ineffective workforce development programs."

In FY 2020, the Department will act upon its assessment of agency activities and the alignment with ETA's mission with the goal of improving organizational efficiency. One key component of improving efficiency is continued investment in Information Technology (IT) systems to better leverage IT resources, automate processes, and increase productivity of existing Federal staff. IT system improvements rely heavily on PA resources.

- Critical IT improvements include the continued replacement/modernization of ETA legacy systems, including E-Grants, an ETA managed system used by grant-making agencies across DOL to better process and manage more than 4,200 active DOL grants. Efforts in FYs 2016 through 2019 focused on a proof of concept involving two smaller agencies to stand-up and configure the base platform, integrate with the Department's core financial system (New Core Financial Management System or NCFMS), and migrate specific core grant functions into the new Electronic Grants Administration and Management System (EGrAMS). Full implementation will result in a highly integrated and consolidated grants management system.

- ETA is in the process of consolidating disparate case management systems into a modernized solution for YouthBuild and Indian and Native American (INA), Reentry Employment Opportunities (REO), and Senior Community Service Employment Program (SCSEP) programs. The Department plans to continue consolidating these ETA case management systems into the modernized platform, modifying them as needed to comply with new Participant Individual Record Layout (PIRL) standards. FY 2020 efforts will include enhancing systems that will streamline business processes and provide staff with improved IT equipment to automate certain processes and heighten service delivery efficiency.

- ETA began investment in a Petition Automated Workflow System (PAWS) associated with the certification of Trade Adjustment Assistance (TAA) petitions for benefits in previous fiscal years. The new system will be operational by FY 2020 and will improve the processing of TAA investigations and reduce wait times for workers' TAA eligibility. This automated system will provide an electronic workflow for the TAA group eligibility process, beginning with petition intake through investigation processing, and will include issuance of reports and public determinations. The PAWS will increase efficiency and reduce the amount of investigative labor, redundancy, and delay currently caused by the

need to manually re-key collected company information for multiple data points due to the lack of a centralized data source. It will provide opportunities for consolidated reviews by investigators of multiple data points currently spread across multiple documents, and identify delay points in workflow processes.

The Department continues to request authority to make the following transfers: 1) transfer funds made available to the Employment and Training Administration either directly or through a set-aside, for technical assistance services to grantees to "Program Administration" when it is determined that those services will be more efficiently performed by Federal employees: and 2) transfer 0.5 percent of funds made available to the Employment and Training Administration to Program Administration to carry out program integrity activities that lead to a reduction in improper payments or prevent the unauthorized use of funds.

PROGRAM ADMINISTRATION

WORKLOAD AND PERFORMANCE SUMMARY					
		FY 2018 Enacted		FY 2019 Enacted	FY 2020 Request
		Target	Result	Target	Target
OGM/Grants Management					
Strategic Goal 1 - Support the Ability of All Americans to Find Good Jobs					
Strategic Objective ETA 1.1 - Create customer-focused workforce solutions for American workers.					
ETA-Regions-01	Percent of active grant projects that receive a desk review within 30 days after the grantee reports are due, which is 45 days after the end of the quarter (reported quarterly for R1-R6)	95.00%	97.50%	95.00%	95.00%
ETA-Regions-02	Percent of grants monitored by regional offices annually (number of grants monitored reported quarterly for R1-R6)	26.00%	29.83%	26.00%	26.00%
ETA-OCM-02	Percent of Contractor Performance Assessment Reporting System (CPARS) conducted on eligible Contracts by the end of the Rating Period	95.00%	95.00%	95.00%	95.00%

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

PROGRAM ADMINISTRATION

Workload and Performance Summary

With approximately 3,200 formula and discretionary grant investments active, ETA has taken steps to implement a tiered approach to grants management. The first tier is the initial risk assessment. Risk assessments are conducted on all new discretionary grants. FPOs conduct this assessment to determine the grantee's ability to fulfill the terms of its grant proposal based on key criteria outlined in a standardized risk assessment tool.

The second tier is the quarterly desk review, which is an evaluation of the grantee's "risk" level at the close of the quarter. At least 95 percent of all grants receive a quarterly desk review within 30 days of the grantee submitting their quarterly report. The quarterly desk review provides a basic assessment of the grantee's overall programmatic and financial performance, which is then used as a proxy for the management of grant resources. The review is based on the grant's quarterly performance data, financial report, and written program specific narrative(s), as well as regional office insight obtained through technical assistance and interactions with the grantee. Risk status can change during a quarterly desk review.

The third tier is an Enhanced Desk Monitoring Review or EDMR, which provides a more intense review of a grantee. Additional questionnaires are used along with grantee staff interviews. EDMRs are completed on an as needed basis when engagement with a grantee needs to be elevated but also for other reasons, such as when an on-site review is not possible because of limited resources.

The fourth tier of grants management is a comprehensive on-site review at the grantee's location and may take one to three weeks to complete. On-site reviews may require one or a team of Federal staff depending on the size, risk, and complexity of the grant(s) reviewed and the management/performance issues noted through regular risk assessments. Depending on resources, on-site reviews are typically conducted at least once during the life of a discretionary grant and once every 3-4 years for formula grants. On-site reviews include in-depth reviews of grantee financial, administrative and reporting systems; participant files; policies and procedures; and statements of work. They also include interviews with grantee staff and program participants.

Each EDMR and on-site review results in a written monitoring report that is provided to the grantee, and outlines any issues, concerns, or promising practices and actions needed to be taken by grantees to come into compliance with the grant program and financial requirements.

Contractor Performance Assessment Reporting System (CPARS) assessments are required performance evaluations for contractors with contracts valued above the simplified acquisition threshold. All Federal agencies must complete these evaluations and the results must be transferred to the Past Performance Information Retrieval System (PPIRS). This system allows all Federal Contracting Officers to review the past performance of all contractors with applicable federal contracts across the government and not just in their agency.

TRAINING AND EMPLOYMENT

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2018 Enacted	FY 2019 Enacted	FY 2020 Request	Diff. FY20 Request / FY19 Enacted
Activity Appropriation	**70,679**	**70,679**	**68,324**	**-2,355**
FTE	305	300	289	-11

NOTE: FY 2018 reflects actual FTE. Authorized FTE for FY 2018 was 309.

Introduction

This budget activity provides for the Federal administration of programs administered by ETA including: WIOA Adult, Youth, and Dislocated Worker employment and training activities; the TAA program; and competitive grant programs, including INA, Migrant and Seasonal Farmworker, YouthBuild, REO, SCSEP, and H-1B funded competitive grants. Although the Department proposes some of the aforementioned programs for elimination, the Department retains responsibility for oversight activities on grants, such as monitoring and site visits, over the full lifecycle of the grant. This process would likely extend through the end of FY 2021. This budget activity also provides for indirect staff support.

Federal staff work in the national and regional offices, and include numerous FPOs who are trained to oversee the use of government resources. These FPOs provide oversight of grant implementation throughout the period of performance, including conducting compliance monitoring and ensuring that grantees are operating under the law and the guidance of their statements of work.

In addition to grant oversight and monitoring, Federal staff provide technical assistance and policy implementation for the workforce system. The combination of grant oversight, support, and direction that staff provide to grantees contributes to the more efficient operation of the workforce system and helps to ensure quality service delivery to customers to improve their chances of obtaining and retaining employment, and earning good wages.

WIOA Formula Grant Programs

Federal staff administer grants, negotiate performance goals using statistical adjustment models to ensure comparability of goals, prepare program guidance, monitor program implementation, oversee the program and fiscal reporting systems and states' use of them, monitor and analyze grantee performance, provide technical assistance to grantees, and oversee distribution of program resources. Staff also administer web tools that provide occupational information used by students, educational institutions, job seekers, employers, economic development boards, and policy makers at all levels of government to enable informed decision making for career choices, curriculum development, and economic development at the state and local levels.

TRAINING AND EMPLOYMENT

Indian and Native American (INA) Programs

The Department is proposing to eliminate the Indian and Native American Program in the FY 2020 President's Budget. However, the Department is also proposing a Native adult set-aside within the WIOA Adult program, bringing the provision of workforce development services to Native adults into the core workforce system. Staff will continue monitoring active INA grants to ensure grantees are using funds properly until all active grants are closed out.

Migrant and Seasonal Farmworker Program

The Department proposed to eliminate this program in the FY 2018 and 2019 President's Budgets and is again proposing to eliminate this program in FY 2020; however, staff will continue monitoring active grants to ensure grantees use funds properly until close out of all active grants.

YouthBuild Program

Federal staff lead the policy and procurement development process for all YouthBuild funded activities, including researching program models and developing Funding Opportunity Announcements, providing grantee monitoring and technical assistance, and overseeing program and performance reporting for all YouthBuild funded activities.

Reentry Employment Opportunities (REO)

Federal staff lead the policy and procurement development process for all REO funded activities, including researching program models and developing Funding Opportunity Announcements, providing grantee monitoring and technical assistance, and overseeing program and performance reporting for all REO grants. Federal staff also oversee the federal bonding program, working with contractors and states to ensure program results.

Community Service Employment for Older Americans Program

The Department proposed to eliminate this program in the FY 2018 and FY 2019 President's Budget and is again proposing to eliminate this program in FY 2020; however, staff will continue monitoring active grants to ensure grantees use funds properly until close out of all active grants.

Trade Adjustment Assistance (TAA)

Federal staff administering TAA conduct group eligibility determinations for workers adversely affected because of foreign trade; provide oversight to state workforce agencies for assistance in administering TAA Program benefits and services; and deliver timely technical assistance and information to stakeholders about the TAA Program operations. The primary responsibilities of TAA staff are conducting investigations and issuing determinations of petitions for group eligibility; providing technical assistance; writing and issuing program and policy guidance; allocating grant funds; and managing performance and accountability results.

TRAINING AND EMPLOYMENT

Five-Year Budget Activity History

Fiscal Year	Funding	FTE
	(Dollars in Thousands)	
2015	$68,713	331
2016	$68,713	332
2017	$70,679	316
2018	$70,679	309
2019	$70,679	300

FY 2020

The FY 2020 request includes $68,324,000 and 289 FTE for Training and Employment.

Staff will continue to support grantee needs regarding administration of WIOA. Among these activities are providing technical assistance and guidance to the workforce system, including information regarding flexibilities available within WIOA to implement Governors' strategies; promoting apprenticeship, work-based learning, sector strategies, and truly integrated service delivery across WIOA programs; and continuing collaboration with the Department of Education. Specific activities include working with states to provide maximum flexibility through waiver requests, providing assistance to states and competitive grantees in implementing performance accountability requirements, and continuing assistance to states in implementing their unified plans. One key aspect of WIOA implementation is the ETA-led development of an Eligible Training Provider List (ETPL) Scorecard, which will allow job seekers to view training provider outcomes at the program of study level. This information will help them make informed training decisions, while driving continuous system improvement. ETA staff will roll out the ETPL scorecard to the workforce system in FY 2020.

In addition to administering ETA programs, staff will continue to provide Congress with requested information, including policy options, clarifications of current practices, and examples of state implementation of current law.

The Department will continue to explore how to develop IT tools to streamline processes and leverage existing resources. One key investment that has been initiated is the migration from the legacy E-Grants system to the EGrAMS system. The Department's grants management system is serviced and managed by ETA, but used on a reimbursement basis by grant-making agencies across DOL. Improvements will allow stakeholders across DOL to better process and manage more than 4,200 active DOL grants totaling approximately $8.7 billion annually. The modernization effort aims to address issues of limited functionality, high operating and maintenance costs, poor data quality, inadequate reporting capabilities, fragmented architecture, and vulnerable system security through the acquisition of an enterprise cloud-hosted, commercial off-the-shelf grant and performance management solution capable of supporting DOL's grant-making agencies. ETA will continue working towards full implementation of the EGrAMS system in FY 2020.

TRAINING AND EMPLOYMENT

In FY 2020, staff will continue to focus on migrating ETA case management systems from YouthBuild, INA, REO, and SCSEP into the modernized platform for case management, an IT project funded to date by program funds. Legacy case management systems support approximately 100,000 participants served by nearly $1 billion in funding, but the legacy systems do not respond to modern requirements to collect and report on performance metrics under the Workforce Innovation and Opportunity Act (WIOA), resulting in a very manually intensive reporting process. Full implementation will address issues of inadequate data analysis capabilities hindering grantees' and ETA's ability to oversee performance and identify risks, as well as inefficient use of staff time on mitigating system issues, rather than making program improvements. FY 2020 efforts will include enhancing systems that will streamline business processes and provide staff with improved IT equipment to automate certain processes and heighten service delivery efficiency.

Staff will continue to focus on building an integrated performance reporting system that brings ETA's IT profile towards conformity with WIOA performance reporting requirements that were first implemented in FY 2016. In FY 2020, the Department anticipates making system updates based on data validation activities and expanded reporting by additional programs. The WIOA reporting capabilities will align with the case management platform upgrades to enhance reporting and data analytics, and will provide a common platform to consolidate ETA's many disparate case management systems.

ETA began investment in a PAWS associated with the certification of TAA petitions for benefits in FY 2018. The new system will be operational by FY 2020, and will require resources for operations and maintenance. The PAWS will improve processing of TAA investigations and reduce wait times for workers' TAA eligibility. This automated system will provide an electronic workflow for the TAA group eligibility process, beginning with petition intake through investigation processing, and will include issuance of reports and public determinations. The PAWS will increase efficiency and reduce the amount of investigative labor, redundancy, and delay currently caused by manually re-keying collected company information for multiple data points due to a lack of a centralized data source. It will provide opportunity for a consolidated review by investigators of multiple data points currently spread across multiple documents, and identify delay points in workflow processes.

The PAWS will enable ETA to investigate petitions efficiently and process determinations in a timely manner, but will not replace the need for human resources. TAA group eligibility investigations rely heavily on the interactions by investigators and responses from external stakeholders for 16 statutory paths to certification for group eligibility, all of which ETA must explore to issue a decision.

FY 2019

Staff will continue to support grantee needs regarding administration of WIOA and all grant programs. As described in FY 2020, these activities include providing technical assistance and guidance to the workforce system; promoting apprenticeship, work-based learning, sector strategies, and integrated service delivery across WIOA programs; and continuing collaboration with the Departments of Education and Health and Human Services. Specific activities include

working with states to provide maximum flexibility through waiver requests; providing assistance to states and competitive grantees in implementing performance accountability requirements; using Dislocated Worker and other resources to respond to the National Health Emergency, natural disasters, and short-term and long-term significant economic changes; and testing and promoting solutions for individuals leaving incarceration.

In addition to administering ETA programs, staff will continue to provide Congress with requested information, including policy options, clarifications of current practices, and examples of state implementation of current law.

In FY 2019, the Department will continue to support grant management, performance, case management, and petition certification (PAWS) platforms. Specifically, the Department will continue to support two grants management systems during efforts to migrate remaining grants into the modernized EGrAMS system. The Department plans to migrate as many of the remaining ETA case management systems into the modernized platform as possible. The Department will continue to build an integrated performance reporting system that brings ETA's IT profile towards conformity with WIOA performance reporting requirements implemented starting in FY 2016. Investments in FY 2019 will focus on system updates based on data validation activities. The WIOA reporting capabilities will align with the case management platform upgrades to enhance reporting and data analytics and will provide a common platform to consolidate ETA's many disparate case management systems.

FY 2018

National and Regional office staff, primarily in the Office of Workforce Investment (OWI) and Office of Trade Adjustment Assistance (OTAA), with support from the Office of Policy Development and Research (OPDR) and the Office of Management and Administrative Services (OMAS), engaged in a wide range of activities supporting training and employment programs such as:
- Published grant opportunities to creatively address skill gaps and provide work-based learning, including Registered Apprenticeship and Industry-Recognized Apprenticeship Programs for American workers. Grant opportunities also responded to the National Health Emergency, providing resources to workers impacted by trade and economic dislocation.
- Assisted stakeholders in the implementation of WIOA performance measures across grant programs, as well as implementing new reporting systems;
- Provided technical assistance to grantees on performance reporting, grant program and grant management fundamentals, promising practices, and delivering high quality services in online and in-person trainings.
- Published guidance on program operations to assist grantees in implementing WIOA statutory and regulatory requirements.
- Advised states on flexibility within WIOA, including review of and response to state waiver requests.
- Strengthened collaboration with relevant Federal and state agencies to promote a strong, efficient, and integrated workforce system;

TRAINING AND EMPLOYMENT

- Developed and executed new models for workforce programs and analysis of performance data;
- Implemented various new IT requirements to bring ETA's IT profile towards conformity with WIOA;
- Drafted regulation for public comment on the TAA program to minimize burden, save cost, add flexibilities for states, and align with WIOA;
- Maintained accountability and oversight for ETA's portfolio of investments to ensure conformity with statute, compliance with regulations, and fiscal accountability; and
- Supported the program offices in their procurement, grant management, and human resource needs.

The Department invested in crucial IT systems associated with DOL's migration of its grants management system to EGrAMS, including completing migration of Occupational Safety and Health Administration and Mine Safety and Health Administration in the second quarter of FY 2018. During this first phase, Wave 1.0, ETA successfully processed over 300 new grants and established 60 new users in the new system. All critical system connections with the procurement system (Acquisition Management System or AMS), accounting system (NCFMS) and System for Award Management (SAM) were completely tested and will be available for use by other agencies as they migrate to the EGrAMS in the future. ETA completed development for two other agencies (Chief Evaluation Office and Women's Bureau).

TRAINING AND EMPLOYMENT

WORKLOAD AND PERFORMANCE SUMMARY				
	FY 2018 Enacted		FY 2019 Enacted	FY 2020 Request
	Target	Result	Target	Target
Training and Employment				
Strategic Goal 1 - Support the Ability of All Americans to Find Good Jobs				
Strategic Objective ETA 1.1 - Create customer-focused workforce solutions for American workers.				
ETA-OTAA-01 Average Petition Processing Time (APT) in Days	109.0	82.3	70.0	60.0
ETA-OTAA-02 Median TAA Petition Processing Time (MPT) in Days	50.0	50.0	50.0	50.0

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

TRAINING AND EMPLOYMENT

Workload and Performance Summary

The statutory language for TAA requires the Department to process investigations within 40 calendar days. The Department's goal is to improve processing times to ensure eligible workers can apply for benefits and services as soon as possible.

The Average Processing Time (APT) takes into consideration all aspects of an investigation including receipt of petitions, communications with petitioners and company officials, collecting data and information pertaining to the claim(s) by petitioner(s), collecting aggregate industry data, surveying other companies impacted within the industry, subpoenas for uncooperative data collection, and other outliers such as company bankruptcy, successor agents, etc. Many of the outlying factors are beyond the control of the investigator and add significant time to completing an investigation. For example, locating company officials and data for a firm that has declared bankruptcy will significantly delay investigations. One or more outlier investigations with well over the 40 calendar day processing time can skew APT (currently 74 days) upwards and does not give a true picture of the number of investigations completed within the required 40 day timeline.

For this reason, the Department added a new measure in FY 2018 tracking the Median Processing Time (MPT) in calendar days. The MPT takes into consideration the same factors as the APT, but mitigates the impact of outlier investigations. This provides a more accurate representation of the current state of 90 + percent of investigations and how long it takes investigators to complete investigations for new petitions filed at the beginning of the FY for each quarter.

Annual targets for both measures are established based on yearly historical trends of production, petition filings, and performance standards for investigations. This includes tracking data and result trends each fiscal year (including the average total petitions received annually), factoring in investigative resources (staffing), and adjusting targets using internal metrics and timelines for completing each investigation.

In FY 2018, the Department reduced the previous year's total APT of 109 days by 27 days to 82 days, a 25 percent reduction. It also met its goal of 50 days for MPT.

TRAINING AND EMPLOYMENT

		FY 2018 Enacted	FY 2019 Enacted	FY 2020 Request	Diff. FY20 Request / FY19 Enacted
BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
11.1	Full-time permanent	34,209	34,705	33,685	-1,020
11.3	Other than full-time permanent	166	192	192	0
11.5	Other personnel compensation	595	560	560	0
11.8	Special personal services payments	0	0	0	0
11.9	Total personnel compensation	34,970	35,457	34,437	-1,020
12.1	Civilian personnel benefits	11,719	11,057	10,713	-344
13.0	Benefits for former personnel	11	8	1	-7
21.0	Travel and transportation of persons	802	924	760	-164
22.0	Transportation of things	0	0	0	0
23.0	Rent, Communications, and Utilities	0	0	0	0
23.1	Rental payments to GSA	4,221	3,976	3,976	0
23.2	Rental payments to others	2	0	0	0
23.3	Communications, utilities, and miscellaneous charges	285	108	108	0
24.0	Printing and reproduction	117	118	79	-39
25.1	Advisory and assistance services	443	216	180	-36
25.2	Other services from non-Federal sources	1,125	628	351	-277
25.3	Other goods and services from Federal sources 1/	10,643	10,806	10,646	-160
25.4	Operation and maintenance of facilities	81	0	0	0
25.5	Research and development contracts	0	0	0	0
25.7	Operation and maintenance of equipment	5,299	7,264	6,959	-305
26.0	Supplies and materials	218	69	81	12
31.0	Equipment	743	48	33	-15
42.0	Insurance claims and indemnities	0	0	0	0
	Total	**70,679**	**70,679**	**68,324**	**-2,355**
1/Other goods and services from Federal sources					
	Working Capital Fund	10,419	10,183	10,023	-160
	DHS Services	224	284	284	0
	Census Services	0	311	311	0

TRAINING AND EMPLOYMENT

CHANGES IN FY 2020
(Dollars in Thousands)

Activity Changes
  Built-In
    To Provide For:

Costs of pay adjustments	$0
Personnel benefits	0
One day more of pay	178
Federal Employees' Compensation Act (FECA)	108
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	-160
Other Federal sources (Census Bureau)	0
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	**$126**
Net Program	**-$2,481**
Direct FTE	**-11**

	Estimate	FTE
Base	**$70,805**	**300**
Program Increase	**$0**	**0**
Program Decrease	**-$2,481**	**-11**

WORKFORCE SECURITY

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2018 Enacted	FY 2019 Enacted	FY 2020 Request	Diff. FY20 Request / FY19 Enacted
Activity Appropriation	**42,704**	**42,704**	**41,181**	**-1,523**
FTE	207	200	193	-7

NOTE: FY 2018 reflects actual FTE. Authorized FTE for FY 2018 was 206.

Introduction

This budget activity provides for the Federal administration of Workforce Security programs, which include UI, ES, Workforce Information/National Electronic Tools/System Building activities, and indirect staff support.

Federal staff in the national and regional offices provide oversight of grant implementation throughout the period of performance, including conducting compliance monitoring and ensuring that grantees operate in compliance with the law and under the guidance of their statements of work.

In addition to grant oversight and monitoring, Federal staff provide technical assistance, training, and policy development for the workforce system. The combination of grant oversight, support, and direction that staff provide to grantees contributes to the more efficient operation of the workforce system and helps to ensure better service delivery to customers.

Unemployment Insurance (UI)

Federal staff provide leadership, legislative and performance oversight, policy guidance, technical assistance, training, and legislative support to states in operation of their Unemployment Compensation (UC) programs. The Department uses these resources for Federal budget and policy development and to collect, analyze, and publish data related to state UC programs that supports economic analysis, research, and program oversight. Staff attention and resources also focus on measuring, evaluating, and improving performance in the UI program as well as addressing improper payments.

Employment Service (ES)

Federal staff provide policy guidance and direction, technical assistance, training, and oversight for the operation of the national public ES system through state offices and local American Job Centers. Regional office staff provide oversight and technical assistance at the state and local levels.

Workforce Information/Electronic Tools/System Building

Workforce Information/National Electronic Tools/System Building supports the operation and management of information and tools for the workforce development system. Federal staff

develop workforce information policy guidance and provide and manage grants to states for national, state, regional, and local workforce information that promote informed decision-making. Staff update and support national electronic tools to provide career guidance, information, tools, and products for use by workforce system partners, career counselors, job seekers, employers, veterans, students, and the public, including assessment guidance, the Occupational Information Network (O*NET), Competency Models, and the suite of electronic tools found at www.careeronestop.org. Staff also make strategic investments and collaborate in the development of interactive Web-based tools that capture information from a variety of databases and support regional and community analysis to underpin strategic planning, cluster analysis, benchmarking, and assessment of interventions.

Five-Year Budget Activity History

Fiscal Year	Funding	FTE
	(Dollars in Thousands)	
2015	$42,733	231
2016	$42,733	217
2017	$42,704	218
2018	$42,704	206
2019	$42,704	200

FY 2020

The FY 2020 request for Workforce Security is $41,181,000 and 193 FTE.

Federal staff will:
- monitor and oversee over $2.6 billion in grants to 53 state UI agencies;
- provide guidance, training and technical assistance to these grantees;
- formulate, communicate, and analyze program policies;
- develop and analyze critical economic and employment data;
- measure performance and encourage continuous improvement throughout the UI system; and
- work with states to develop state laws and operating procedures that comply with Federal laws and regulations.

The Department's staff continues its implementation of an aggressive strategic plan to work with State Workforce Agencies (SWAs) to control UI improper payments. The plan includes a number of robust strategies focused on prevention, detection, and recovery of overpayments with the goal of bringing the UI program into compliance with Federal improper payment requirements. These strategies target the three largest root causes of UI improper payments:
- Payments to individuals who continue to claim benefits after they have returned to work (Benefit Year Earnings);
- Failure of claimants to comply with the SWAs' work search requirements (Work Search); and
- Failure of employers or their third party administrators to provide timely and adequate information on the reason for an individual's separation from employment (Separation).

WORKFORCE SECURITY

The Department's staff will continue to support and monitor the work of the UI Integrity Center of Excellence. The UI Integrity Center of Excellence is a state-driven source of innovative program integrity strategies to prevent and detect improper payments and reduce fraud. The UI Integrity Center of Excellence will support the Department's intensive technical assistance efforts to work with targeted states that have high improper payment rates and may influence the national rate.

Federal staff will continue to promote the implementation of the State Information Data Exchange System (SIDES), another key to preventing UI improper payments. The web-based system SIDES allows electronic transmission of UI information requests from UI agencies to multi-state employers and/or Third Party Administrators, as well as transmission of replies containing the requested information back to the UI agencies. It allows for the exchange of separation, earnings verification, and monetary and potential charges information between states and employers.

The Department will also oversee and provide technical assistance for state implementation of the Reemployment Services and Eligibility Assessment (RESEA) program enacted by Congress in the Bipartisan Budget Act of 2018. The RESEA program focuses on strategies to ensure the integrity of the UI program and identifies evidence-based strategies that assist UI claimants to return to work more quickly. RESEA provides funds to states to better serve UI claimants at American Job Centers, conduct an eligibility review, and develop a reemployment plan that connects them to reemployment services.

The Department will continue to support the UI Database, a database primarily used for the collection and storage of data related to unemployment insurance workloads, performance, financials, and other activities within the national office and states.

The Department anticipates using the FY 2020 program integrity transfer to continue funding a front-end claimant identity-verification database for the UI Integrity Center data hub, first implemented using the FY 2018 program integrity transfer authority and described below.

FY 2019

Federal staff will monitor and oversee over $2.6 billion in grants to 53 state UI agencies; provide guidance, training and technical assistance to these grantees; formulate, communicate, and analyze program policies; develop and analyze critical economic and employment data; measure performance and encourage continuous improvement throughout the UI system; and work with states to develop state laws and operating procedures that comply with Federal regulations. Specifically regarding Wagner-Peyser employment services, staff will issue guidance and provide related technical assistance through webinars and calls with states.

As described in FY 2020, the Department is implementing an aggressive strategic plan to work with SWAs to control UI improper payments. Strategies focus on prevention, detection, and recovery of overpayments and target the three largest root causes of UI improper payments: Benefit Year Earnings, Work Search, and Separation.

WORKFORCE SECURITY

The Department will continue to support and oversee the work of the UI Integrity Center of Excellence, oversee and provide technical assistance for state implementation of the RESEA initiative, and improve the UI Database. Additional outreach to the employer community is ongoing in FY 2019 to promote the use of SIDES to reduce improper payments due to separation errors. Federal staff will propose Wagner-Peyser regulations providing flexibility in merit-staffing.

The Department will issue a plan for the workforce and labor market information system containing recommendations from the Workforce Information Advisory Committee (WIAC) to improve employers' access to resources in response to worker turnover. Federal Staff will work on further alignment and reporting for non-core WIOA programs and programs authorized by other statutes with WIOA performance measures and reporting. This includes the employment rate of all UI claimants who are participants in ES and ES participants co-enrolled in RESEA.

The Department anticipates using the FY 2019 program integrity transfer to continue funding a front-end claimant identity verification database leveraging the UI Integrity Center data hub, first implemented using the FY 2018 program integrity transfer authority and executed during FY 2019.

FY 2018

ETA made significant progress on the UI Integrity Center, a state-driven source of innovative program integrity strategies to prevent and detect improper payments and reduce fraud. ETA has implemented the Integrity Center through cooperative agreements with New York and the National Association of State Workforce Agencies. In FY 2018, the Department worked with the Integrity Center to support the following activities:

- o Providing program integrity training through a UI National Academy via online modules and instructor-led courses leading to credentials. Training curricula includes tracks in fraud investigation, UI claims intake and processing, and program leadership.

- o Promoting an Integrity Knowledge Exchange, with a Digital Library of model state practices, and program integrity information available to all states.

- o Offering technical assistance and business process analysis services to states through UI subject matter experts.

- o Expanding a Suspicious Actor Repository beyond its initial pilot for all states to share specific data elements associated with fraudulent UI claims for cross-matching purposes, and adding additional data sources as part of its Integrity Data Hub.

Support of the SIDES remains another key to preventing UI improper payments. A web-based system, SIDES allows electronic transmission of UI information requests from UI agencies to multi-state employers and/or Third Party Administrators, as well as transmission of replies containing the requested information back to the UI agencies. It allows for the exchange of

separation, earnings verification, and monetary and potential charges information between states and employers. A total of 50 state UI agencies have implemented and are using SIDES for separation requests. Also, 39 are exchanging SIDES data with all Third-Party Administrators (TPAs) that are live and operating in their state.

ETA also provided guidance, direction, oversight, and technical assistance for the RESEA initiative. FY 2018 was the first full year that states implemented the RESEA model. RESEA provides funds for states to bring UI claimants into American Job Centers for an assessment of continuing UI eligibility, assistance with the development of a reemployment plan, reemployment services, labor market information, and referrals to other training or other workforce services.

The Department continued to modernize the Tax Performance System (TPS), part of the UI Database. In FY 2018, the Department created an additional TPS external user interface and a business model that interacts with the existing database to produce, display, and allow manipulation of 14 additional TPS reports.

The Department is using the FY 2018 program integrity transfer authority to procure dataset(s) that will enable states to immediately conduct claimant identity verification at the point of application to help prevent identity theft fraud before it occurs. This solution relies on existing technology and data made available by financial institutions and/or credit reporting agencies. State access to the data will be facilitated by the UI Integrity Center through its Integrity Data Hub. The project will leverage the UI Integrity Center's existing funds and technical assistance capabilities to assist states with separate funding to support technology updates to enable the cross-matching of the data and support for states connecting to the Integrated Data Hub.

These data will provide states with access to real-time claimant identity authentication and risk assessments, and the risk attributes associated with the identity analysis. Providing access to this existing data will enable states to immediately screen out ineligible applicants and prevent improper payments. Building the capacity and procuring the data set through a competitive procurement process will take place in FY 2019, while testing and rollout will occur in FY 2020.

WORKFORCE SECURITY

<table>
<tr><td colspan="6">BUDGET ACTIVITY BY OBJECT CLASS
(Dollars in Thousands)</td></tr>
<tr><td></td><td></td><td>FY 2018 Enacted</td><td>FY 2019 Enacted</td><td>FY 2020 Request</td><td>Diff. FY20 Request / FY19 Enacted</td></tr>
<tr><td>11.1</td><td>Full-time permanent</td><td>20,825</td><td>23,043</td><td>22,028</td><td>-1,015</td></tr>
<tr><td>11.3</td><td>Other than full-time permanent</td><td>98</td><td>127</td><td>127</td><td>0</td></tr>
<tr><td>11.5</td><td>Other personnel compensation</td><td>357</td><td>382</td><td>382</td><td>0</td></tr>
<tr><td>11.9</td><td>Total personnel compensation</td><td>21,280</td><td>23,552</td><td>22,537</td><td>-1,015</td></tr>
<tr><td>12.1</td><td>Civilian personnel benefits</td><td>7,034</td><td>7,544</td><td>7,179</td><td>-365</td></tr>
<tr><td>13.0</td><td>Benefits for former personnel</td><td>6</td><td>16</td><td>16</td><td>0</td></tr>
<tr><td>21.0</td><td>Travel and transportation of persons</td><td>482</td><td>354</td><td>291</td><td>-63</td></tr>
<tr><td>22.0</td><td>Transportation of things</td><td>0</td><td>0</td><td>0</td><td>0</td></tr>
<tr><td>23.0</td><td>Rent, Communications, and Utilities</td><td>0</td><td>0</td><td>0</td><td>0</td></tr>
<tr><td>23.1</td><td>Rental payments to GSA</td><td>2,544</td><td>3,545</td><td>3,545</td><td>0</td></tr>
<tr><td>23.2</td><td>Rental payments to others</td><td>0</td><td>0</td><td>0</td><td>0</td></tr>
<tr><td>23.3</td><td>Communications, utilities, and miscellaneous charges</td><td>170</td><td>61</td><td>61</td><td>0</td></tr>
<tr><td>24.0</td><td>Printing and reproduction</td><td>70</td><td>0</td><td>0</td><td>0</td></tr>
<tr><td>25.1</td><td>Advisory and assistance services</td><td>255</td><td>44</td><td>37</td><td>-7</td></tr>
<tr><td>25.2</td><td>Other services from non-Federal sources</td><td>676</td><td>85</td><td>44</td><td>-41</td></tr>
<tr><td>25.3</td><td>Other goods and services from Federal sources 1/</td><td>6,385</td><td>4,835</td><td>4,835</td><td>0</td></tr>
<tr><td>25.4</td><td>Operation and maintenance of facilities</td><td>48</td><td>0</td><td>0</td><td>0</td></tr>
<tr><td>25.5</td><td>Research and development contracts</td><td>0</td><td>0</td><td>0</td><td>0</td></tr>
<tr><td>25.7</td><td>Operation and maintenance of equipment</td><td>3,177</td><td>2,513</td><td>2,459</td><td>-54</td></tr>
<tr><td>26.0</td><td>Supplies and materials</td><td>131</td><td>139</td><td>163</td><td>24</td></tr>
<tr><td>31.0</td><td>Equipment</td><td>446</td><td>8</td><td>6</td><td>-2</td></tr>
<tr><td>42.0</td><td>Insurance claims and indemnities</td><td>0</td><td>8</td><td>8</td><td>0</td></tr>
<tr><td></td><td>Total</td><td>42,704</td><td>42,704</td><td>41,181</td><td>-1,523</td></tr>
<tr><td></td><td></td><td></td><td></td><td></td><td></td></tr>
<tr><td colspan="2">1/Other goods and services from Federal sources</td><td></td><td></td><td></td><td></td></tr>
<tr><td></td><td>Working Capital Fund</td><td>6,161</td><td>4,509</td><td>4,509</td><td>0</td></tr>
<tr><td></td><td>DHS Services</td><td>224</td><td>128</td><td>128</td><td>0</td></tr>
<tr><td></td><td>Census Services</td><td>0</td><td>185</td><td>185</td><td>0</td></tr>
</table>

WORKFORCE SECURITY

CHANGES IN FY 2020
(Dollars in Thousands)

Activity Changes
 Built-In
  To Provide For:

Costs of pay adjustments	$0
Personnel benefits	0
One day more of pay	111
Federal Employees' Compensation Act (FECA)	83
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	0
Other Federal sources (Census Bureau)	0
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	**$194**
Net Program	**-$1,717**
Direct FTE	**-7**

	Estimate	FTE
Base	$42,898	200
Program Increase	$0	0
Program Decrease	-$1,717	-7

APPRENTICESHIP

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2018 Enacted	FY 2019 Enacted	FY 2020 Request	Diff. FY20 Request / FY19 Enacted
Activity Appropriation	**36,160**	**36,160**	**35,914**	**-246**
FTE	169	168	168	0

NOTE: FY 2018 reflects actual FTE. Authorized FTE for FY 2018 was 171.

Introduction

Pursuant to the Presidential Executive Order Expanding Apprenticeships in America and consistent with the Department's Agency Priority Goal (APG) of enrolling 1 million new apprentices by 2022, the Department is devoting FTE to monitor associated grants and contracts to ensure successful outcomes of apprenticeship investments and expand apprenticeship-focused technical support and subject matter expertise.

The Executive Order states that, "it shall be the policy of the Federal Government to provide more affordable pathways to secure, high paying jobs by promoting apprenticeships and effective workforce development programs." With the vision articulated in the Executive Order, and furthered through the work of the Taskforce on Apprenticeship Expansion, the private and public sector demand for apprenticeship programs is at an unprecedented level. The Department intends to expand capacity to implement strategic activities to modernize the apprenticeship system and develop solutions to make it easier for both businesses and apprentices to access apprenticeship programs. The Department will build strategic partnerships, provide technical assistance to new apprenticeship industry stakeholders and, establish the process to recognize accreditors.

Funds support the increased demand for subject matter experts and other staff available to engage in a wide variety of apprenticeship expansion activities including, but not limited to: stand up of a new Industry-Recognized Apprenticeship Program (IRAP) system; support for Registered Apprenticeship Programs; employer engagement and customer relationship management; program development and approval; grant and contract monitoring and risk management; and policy, regulatory, and technical assistance support. Agency-wide apprenticeship training efforts will help equip other staff across ETA to better integrate apprenticeship strategies and technical assistance across the workforce system. Apprenticeship PA investments, coupled with programmatic funding, will build a stronger apprenticeship system.

Employer demand for apprenticeship support services has significantly increased since announcement of the Executive Order, coupled with greater state and Federal investment in this earn and learn workforce development strategy.

ETA monitors approximately 20 apprenticeship contracts and approximately 175 apprenticeship grants funded out of the Training and Employment Service Apprenticeship Program budget activity. Additionally, other ETA competitive funding opportunities use apprenticeship as a

workforce development strategy. Many of these contractors and grantees require Federal technical support to implement their apprenticeship strategies. The Department works with grantees in all states, not just those with Office of Apprenticeship training representatives.

Five-Year Budget Activity History

Fiscal Year	Funding	FTE
	(Dollars in Thousands)	
2015	$34,000	156
2016	$34,000	174
2017	$36,160	174
2018	$36,160	171
2019	$36,160	168

FY 2020

The FY 2020 request for Apprenticeship program administration and monitoring activities is $35,914,000 and 168 FTE and will be used to advance implementation of the President's 2017 Executive Order on Expanding Apprenticeship.

The Department's Office of Apprenticeship (OA) recently recorded a 20-year high in the number of new apprentices at 238,000, which is 24 percent higher than the prior year. Additionally, the number of new programs jumped 36 percent, reaching a ten-year high. These leading indicators show that private sector demand for apprenticeship continues to grow, creating pressure to respond in new ways.

The FY 2020 request is made with the objective to support a customer experience that is more seamless and streamlined, and builds confidence and trust among our clients. In order to be successful, the Department must improve our ability to respond to apprenticeship program sponsors (employers, industry associations, colleges, labor organizations, and others), which currently number 23,440.

Federal staff will continue to provide oversight of the Apprenticeship funding appropriated within the Training and Employment Services. There are over 20 apprenticeship contracts, 155 apprenticeship grants, and a number of other competitive grant programs across ETA utilizing apprenticeship strategies, many of which require technical assistance. Onsite visits, including monitoring visits, serve to minimize risk both in the grant award phase as well as during the course of the grant.

FY 2019

In FY 2019, Department initiatives focus on continuing to advance implementation of the President's 2017 Executive Order on Expanding Apprenticeship through improving our ability to respond to the current apprenticeship program sponsors. The Department will continue to support critical IT Modernizations projects, including Customer Relations Management (CRM) solutions, a key aspect of modernizing customer support, interaction, and servicing. Staff will continue to oversee over 20 apprenticeship contracts, 155 apprenticeship grants, and a number of

other competitive grant programs across ETA utilizing apprenticeship strategies. Many of these require technical assistance. Onsite visits, including monitoring visits, serve to minimize risk both in the grant award phase as well as during the course of the grant.

FY 2018

In FY 2018, the Department supported new and innovative approaches that engage employers on the benefits of apprenticeship programs and assist in approving such programs; raised the profile of apprenticeship throughout the workforce system; and allowed for the expansion of the model to new nontraditional occupations and under-represented populations. The FY 2018 investment also funded support for the Taskforce on Apprenticeship Expansion, which issued a final report to the President on May 10, 2018 and launched the Apprenticeship.Gov Apprenticeship Finder Tool on August 30, 2018.

Additionally, the Department continued to support critical IT Modernizations projects, including CRM solutions, a key aspect of modernizing customer support, interaction, and servicing. ETA has been able to reach over 8,000 new customer accounts, a strong foundation for future apprenticeship growth. Integrating CRM solutions into the program's case management system supports the establishment of new programs and allows the Department to track the entire life-cycle of a program from the initial outreach effort through the employment of the first apprentice.

APPRENTICESHIP

WORKLOAD AND PERFORMANCE SUMMARY				
	FY 2018 Enacted		**FY 2019 Enacted**	**FY 2020 Request**
	Target	**Result**	**Target**	**Target**
Apprenticeship				
Strategic Goal 1 - Support the Ability of All Americans to Find Good Jobs				
Strategic Objective ETA 1.1 - Create customer-focused workforce solutions for American workers.				
ETA-OA-02 Number of NEW Apprentices Note: Targets based on cumulative running count starting in 2018 to achieve 1 million by 2022	191,563	238,549	400,000	600,000

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

APPRENTICESHIP

Workload and Performance Summary

The Department will continue progressing towards its goal to enroll 1 million new apprentices over the period of FY 2018 – FY 2022 to enable more Americans to obtain jobs that pay a family-sustaining wage through high quality earn-and-learn opportunities. By the end of FY 2020, DOL will achieve a minimum of 600,000 apprentices or 60 percent of the 1 million new apprentice goal; and will achieve 100 percent of the goal by the FY 2022 target. For the workload table above, the Department based the targets on the cumulative running count that began in 2018 to achieve the Department's overall strategic goal of 1 million new apprentices by 2022.

APPRENTICESHIP

		FY 2018 Enacted	**FY 2019 Enacted**	**FY 2020 Request**	**Diff. FY20 Request / FY19 Enacted**
	BUDGET ACTIVITY BY OBJECT CLASS (Dollars in Thousands)				
11.1	Full-time permanent	17,521	18,144	18,213	69
11.3	Other than full-time permanent	86	0	0	0
11.5	Other personnel compensation	303	360	360	0
11.9	Total personnel compensation	17,910	18,504	18,573	69
12.1	Civilian personnel benefits	5,989	5,892	5,976	84
13.0	Benefits for former personnel	6	12	10	-2
21.0	Travel and transportation of persons	410	724	611	-113
22.0	Transportation of things	0	0	0	0
23.0	Rent, Communications, and Utilities	0	0	0	0
23.1	Rental payments to GSA	2,166	1,068	1,068	0
23.2	Rental payments to others	1	0	0	0
23.3	Communications, utilities, and miscellaneous charges	145	216	216	0
24.0	Printing and reproduction	60	16	11	-5
25.1	Advisory and assistance services	219	40	33	-7
25.2	Other services from non-Federal sources	575	1,500	1,226	-274
25.3	Other goods and services from Federal sources 1/	5,439	6,044	6,044	0
25.4	Operation and maintenance of facilities	42	0	0	0
25.5	Research and development contracts	0	0	0	0
25.7	Operation and maintenance of equipment	2,707	2,100	2,100	0
26.0	Supplies and materials	112	32	38	6
31.0	Equipment	379	12	8	-4
42.0	Insurance claims and indemnities	0	0	0	0
	Total	**36,160**	**36,160**	**35,914**	**-246**
1/Other goods and services from Federal sources					
	Working Capital Fund	5,214	5,706	5,706	0
	DHS Services	225	133	133	0
	GSA Services	0	191	191	0

APPRENTICESHIP

CHANGES IN FY 2020
(Dollars in Thousands)

Activity Changes
  Built-In
    To Provide For:

Costs of pay adjustments	$0
Personnel benefits	0
One day more of pay	92
Federal Employees' Compensation Act (FECA)	61
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	0
Other Federal sources (Census Bureau)	0
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	**$153**
Net Program	**-$399**
Direct FTE	**0**

	Estimate	FTE
Base	**$36,313**	**168**
Program Increase	**$0**	**0**
Program Decrease	**-$399**	**0**

EXECUTIVE DIRECTION

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2018 Enacted	FY 2019 Enacted	FY 2020 Request	Diff. FY20 Request / FY19 Enacted
Activity Appropriation	**9,113**	**9,113**	**8,846**	**-267**
FTE	41	45	42	-3

NOTE: FY 2018 reflects actual FTE. Authorized FTE for FY 2018 was 40.

Introduction

Executive Direction activities provide leadership and policy for all training and employment service programs and activities and for related program operations support, including research, evaluations, demonstrations, program and performance management, legislative relations, regulatory development, dissemination of formal policies and notices, and Operating Plan development and management. ETA's Office of the Assistant Secretary for Employment and Training (OASET) and the OPDR administer these activities. Performance measures for these activities are discussed in the relevant program activity sections of the budget request.

Through the active engagement of OASET and OPDR, the following strategies support program management and results throughout ETA:

- Developing and managing pilot, demonstration, research, and evaluation activities, and analyzing and disseminating results of these activities to internal and external audiences;
- Collecting, analyzing, reporting, and validating performance data on a regular basis from a variety of sources to create consolidated performance reports critical for agency decision-makers and to inform workforce system partners and stakeholders;
- Developing and refining performance measures in alignment with Federal priorities and alignment of performance accountability across DOL administered programs, including continued implementation of the statutory requirements of the WIOA, and creating short- and long-term performance goals;
- Setting national performance targets to effectively set the agenda for program performance in accordance with priorities;
- Providing legislative support and technical assistance to Congress, and coordinating the alignment of technical expertise with agency priorities, resources and capacity to improve the effectiveness and efficiency of existing programs, initiatives and policies. This work includes management of Government Accountability Office (GAO) engagements;
- Development of the agency's Regulatory Agenda, and support for regulatory and de-regulatory activities; and
- Oversight of the official system for disseminating agency guidance and notices

EXECUTIVE DIRECTION

Five-Year Budget Activity History

Fiscal Year	Funding	FTE
	(Dollars in Thousands)	
2015	$9,113	47
2016	$9,113	47
2017	$9,113	45
2018	$9,113	40
2019	$9,113	45

FY 2020

The FY 2020 request of $8,846,000 supports 42 FTE.

Staff will continue work on ETA and Departmental initiatives including policy and legislative functions as well as analyzing and disseminating key performance data associated with the WIOA, provide leadership to the agency on policy issues including support for execution of the agency's regulatory agenda, and provide project management for continuing research and evaluation efforts. This leadership and support is critical to the program offices as they implement strategies to achieve the Department's performance goals. In FY 2020, these staff, collaborating with the Office of Information Systems and Technology (OIST), will continue to modernize ETA's performance systems, make data entry simpler for stakeholders, and improve data analysis capabilities.

Through the active engagement of OASET and OPDR, ETA leadership, office administrators and program officials obtain actionable intelligence to assist them in assessing and improving the operation, effectiveness, and efficiency of the public workforce system.

Staff in OPDR conduct pilots, demonstrations, research and evaluations in cooperation with the Department's Chief Evaluation Office (CEO). OPDR staff interpret the findings, conclusions and recommendations into usable information and disseminate reports and summaries to inform policy and program decision-making. Pilots and demonstrations of promising workforce development interventions and strategies enable ETA to determine if they are effective means of providing workforce system customers with temporary income support while unemployed, reemployment services, and skills instruction and can be replicated and brought to scale. Rigorous evaluations enable ETA to measure the impact of existing workforce development strategies.

OPDR also manages ETA program performance reporting and analysis; publishes performance data and provides the tools that grantees use for data collection, validation, and performance reporting; and develops and publishes guidance to inform the workforce system of new or revised reporting requirements. These activities lead to better information that ETA leadership and stakeholders use for decision-making.

OPDR promotes awareness of ETA policies and programming to interested stakeholders. OPDR plays a crucial role in facilitating communications with GAO and the Department's Office of Congressional and Intergovernmental Affairs (OCIA). In FY 2020, OPDR will continue to serve

as ETA's liaison to GAO and OCIA as well as to coordinate ETA's participation in GAO audits and OCIA inquiries. OPDR will also continue to administer the ETA Regulatory Agenda, and support the agency's regulatory and de-regulatory efforts. Through its communication efforts and support, OPDR fulfills a necessary function that assists with Congressional oversight and promotes accountability.

OPDR also facilities communications with the Department's Bureau of International Labor Affairs (ILAB). In FY 2020, OPDR will continue to serve as ETA's liaison to ILAB and coordinate ETA's participation in international engagements.

FY 2019

As described in FY 2020, staff will work on ETA and Departmental initiatives, including policy and legislative functions, GAO and OCIA liaison activities, execution of the agency's regulatory agenda, project management for continuing research and evaluation efforts, and management of ETA's performance reporting and analysis. In FY 2019, staff will continue to modernize ETA's performance systems, make data entry simpler for stakeholders, and improve data analysis capabilities.

FY 2018

Staff worked on Departmental initiatives including policy and legislative functions as well as analyzing and disseminating key performance data associated with implementation of the WIOA, providing critical leadership to the agency on policy issues including support for execution of the agency's regulatory agenda, and managing continuing research and evaluation efforts. This leadership and support was critical to the program offices as they implemented their strategies to achieve the Department's performance goals.

Through the active engagement of OASET and OPDR, ETA leadership, office administrators and program officials were given actionable intelligence to help assist them in assessing and improving the operation, effectiveness, and efficiency of the public workforce system.

OPDR also managed ETA program performance reporting and analysis; published performance data and provided the tools that grantees used for data collection, validation, and performance reporting; and developed and published guidance letters and notices to inform the workforce system of new or revised reporting requirements. In doing so, OPDR provided ETA leadership and stakeholders with the timely and relevant feedback that supports good decision making.

Through legislative support activities, OPDR helped position the agency to provide leadership on legislative proposals that furthered the Department's goals. OPDR also worked with Congress, as requested, with legislative proposals that, if enacted, could impact the agency's ability to reach its outcome goals. OPDR also ensured that the Department and ETA priorities and expertise contributed to the development of policies, including regulations, legislation, and new programs government-wide. OPDR also coordinated the dissemination of all agency guidance, ensuring that the public workforce system received timely information on program policies and direction, the publication of research and evaluation findings, and the availability of technical assistance tools

and resources. OPDR continued to play a critical role in ETA's implementation of WIOA, analyzing and interpreting legislation and regulations, as well as ensuring ETA achieved implementation targets.

EXECUTIVE DIRECTION

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2018 Enacted	**FY 2019 Enacted**	**FY 2020 Request**	**Diff. FY20 Request / FY19 Enacted**
11.1	Full-time permanent	5,070	3,984	3,797	-187
11.3	Other than full-time permanent	18	68	68	0
11.5	Other personnel compensation	65	88	88	0
11.8	Special personal services payments	0	0	0	0
11.9	Total personnel compensation	5,153	4,140	3,953	-187
12.1	Civilian personnel benefits	1,303	1,612	1,532	-80
13.0	Benefits for former personnel	0	0	0	0
21.0	Travel and transportation of persons	90	40	40	0
22.0	Transportation of things	0	0	0	0
23.0	Rent, Communications, and Utilities	0	0	0	0
23.1	Rental payments to GSA	471	716	716	0
23.2	Rental payments to others	1	0	0	0
23.3	Communications, utilities, and miscellaneous charges	32	0	0	0
24.0	Printing and reproduction	13	16	16	0
25.1	Advisory and assistance services	46	0	0	0
25.2	Other services from non-Federal sources	124	184	184	0
25.3	Other goods and services from Federal sources 1/	1,183	2,306	2,306	0
25.4	Operation and maintenance of facilities	9	0	0	0
25.5	Research and development contracts	0	0	0	0
25.7	Operation and maintenance of equipment	582	71	71	0
26.0	Supplies and materials	24	24	24	0
31.0	Equipment	82	4	4	0
42.0	Insurance claims and indemnities	0	0	0	0
	Total	**9,113**	**9,113**	**8,846**	**-267**
1/Other goods and services from Federal sources					
	Working Capital Fund	958	2,174	2,174	0
	DHS Services	225	52	52	0
	Census Services	0	75	75	0

EXECUTIVE DIRECTION

CHANGES IN FY 2020
(Dollars in Thousands)

Activity Changes
  Built-In
    To Provide For:

Costs of pay adjustments	$0
Personnel benefits	0
One day more of pay	22
Federal Employees' Compensation Act (FECA)	17
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	0
Other Federal sources (Census Bureau)	0
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	**$39**
Net Program	**-$306**
Direct FTE	**-3**

	Estimate	FTE
Base	**$9,152**	**45**
Program Increase	**$0**	**0**
Program Decrease	**-$306**	**-3**