

FY 2024

CONGRESSIONAL BUDGET JUSTIFICATION

EMPLOYMENT AND TRAINING ADMINISTRATION

Training and Employment Services

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TRAINING AND EMPLOYMENT SERVICES

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TRAINING AND EMPLOYMENT SERVICES

APPROPRIATION LANGUAGE

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For necessary expenses of the Workforce Innovation and Opportunity Act (referred to in this Act as "WIOA") and the National Apprenticeship Act, [\$4,140,911,000] \$4,420,684,000, plus reimbursements, shall be available. Of the amounts provided:

(1) for grants to States for adult employment and training activities, youth activities, and dislocated worker employment and training activities, [\$2,929,332,000] \$3,019,102,000 as follows:

(A) [\$885,649,000] \$899,987,000 for adult employment and training activities, of which [\$173,649,000] \$187,987,000 shall be available for the period July 1, [2023] 2024 through June 30, [2024] 2025, and of which \$712,000,000 shall be available for the period October 1, [2023] 2024 through June 30, [2024] 2025;

(B) [\$948,130,000] \$963,837,000 for youth activities, which shall be available for the period April 1, [2023] 2024 through June 30, [2024] 2025; and

(C) [\$1,095,553,000] \$1,155,278,000 for dislocated worker employment and training activities, of which [\$235,553,000] \$295,278,000 shall be available for the period July 1, [2023] 2024 through June 30, [2024] 2025, and of which \$860,000,000 shall be available for the period October 1, [2023] 2024 through June 30, [2024] 2025:

Provided, That the funds available for allotment to outlying areas to carry out subtitle B of title I of the WIOA shall not be subject to the requirements of section 127(b)(1)(B)(ii) of such Act: *Provided further*, That notwithstanding the requirements of WIOA, outlying areas may submit a single application for a consolidated grant that awards funds that would otherwise be available to such areas to carry out the activities described in subtitle B of title I of the WIOA: *Provided further*, That such application shall be submitted to the Secretary of Labor (referred to in this title as "Secretary"), at such time, in such manner, and containing such information as the Secretary may require: *Provided further*, That outlying areas awarded a consolidated grant described in the preceding provisos may use the funds for any of the programs and activities authorized under such subtitle B of title I of the WIOA subject to approval of the application and such reporting requirements issued by the Secretary; and

(2) for national programs, [\$1,211,579,000] \$1,401,582,000 as follows:

(A) [\$325,859,000] \$364,386,000 for the dislocated workers assistance national reserve, of which [\$125,859,000] \$164,386,000 shall be available for the period July 1, [2023] 2024 through September 30, [2024] 2025, and of which \$200,000,000 shall be available for the period October 1, [2023] 2024 through September 30, [2024] 2025: *Provided*, That funds provided to carry out section 132(a)(2)(A) of the WIOA may be used to provide assistance to a State for statewide or local use in order to address cases where there have been worker dislocations across multiple sectors or across multiple local areas

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and such workers remain dislocated; coordinate the State workforce development plan with emerging economic development needs; and train such eligible dislocated workers: *Provided further*, That funds provided to carry out sections 168(b) and 169(c) of the WIOA may be used for technical assistance and demonstration projects, respectively, that provide assistance to new entrants in the workforce and incumbent workers: *Provided further*, That notwithstanding section 168(b) of the WIOA, of the funds provided under this subparagraph, the Secretary may reserve not more than 10 percent of such funds to provide technical assistance and carry out additional activities related to the transition to the WIOA: *Provided further*, That of the funds provided under this subparagraph, [\$115,000,000] \$187,000,000 shall be for training and employment assistance under sections 168(b), 169(c) (notwithstanding the 10 percent limitation in such section) and 170 of the WIOA as follows:

(i) [\$50,000,000] \$67,000,000 shall be for workers in the Appalachian region, as defined by 40 U.S.C. 14102(a)(1), workers in the Lower Mississippi, as defined in section 4(2) of the Delta Development Act (Public Law 100-460, 102 Stat. 2246; 7 U.S.C. 2009aa(2)), and workers in the region served by the Northern Border Regional Commission, as defined by 40 U.S.C. 15733; [and]

(ii) [\$65,000,000] \$100,000,000 shall be for the purpose of developing, offering, or improving educational or career training programs at community colleges, defined as public institutions of higher education, as described in section 101(a) of the Higher Education Act of 1965 and at which the associate's degree is primarily the highest degree awarded, with other eligible institutions of higher education, as defined in section 101(a) of the Higher Education Act of 1965, eligible to participate through consortia, with community colleges as the lead grantee: *Provided*, That the Secretary shall follow the requirements for the program in House Report 116-62 (*except that the 120-day requirement, the requirement for each individual grant proposal to include a plan for a third party evaluation, and the 15-day advance notice requirement shall not apply*): *Provided further*, That any grant funds used for apprenticeships shall be used to support only apprenticeship programs registered under the National Apprenticeship Act and as referred to in section 3(7)(B) of the WIOA; *and*

(iii) \$20,000,000 shall be for training and employment assistance for workers in communities that have experienced job losses due to dislocations in industries related to fossil fuel extraction or energy production;

(B) [\$60,000,000] \$63,800,000 for Native American programs under section 166 of the WIOA, which shall be available for the period July 1, [2023] 2024 through June 30, [2024] 2025;

(C) \$97,396,000 for migrant and seasonal farmworker programs under section 167 of the WIOA, including \$90,134,000 for formula grants (of which not less than 70 percent shall be for employment and training services), \$6,591,000 for migrant and seasonal housing (of which not less than 70 percent shall be for permanent housing), and \$671,000 for

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other discretionary purposes, which shall be available for the period April 1, [2023] 2024 through June 30, [2024] 2025: *Provided*, That notwithstanding any other provision of law or related regulation, the Department of Labor shall take no action limiting the number or proportion of eligible participants receiving related assistance services or discouraging grantees from providing such services: *Provided further*, That notwithstanding the definition of "eligible seasonal farmworker" in section 167(i)(3)(A) of the WIOA relating to an individual being "low-income", an individual is eligible for migrant and seasonal farmworker programs under section 167 of the WIOA under that definition if, in addition to meeting the requirements of clauses (i) and (ii) of section 167(i)(3)(A), such individual is a member of a family with a total family income equal to or less than 150 percent of the poverty line;

(D) [\$105,000,000] *\$145,000,000* for YouthBuild activities as described in section 171 of the WIOA, which shall be available for the period April 1, [2023] 2024 through June 30, [2024] 2025 *Provided*, That amounts awarded under this paragraph may be used to meet all or a portion of the requirement to provide matching funds under section 121(e) of the National and Community Service Act of 1990 (42 U.S.C. 12571(e)) and all or a portion of any requirement to provide matching funds under the Domestic Volunteer Service Act of 1973 (42 U.S.C. 4950 et seq.);

(E) [\$115,000,000] *\$170,000,000* for ex-offender activities, under the authority of section 169 of the WIOA, which shall be available for the period April 1, [2023] 2024 through June 30, [2024] 2025: *Provided*, That of this amount, *\$30,000,000* shall be for competitive grants to national and regional intermediaries for activities that prepare for employment young adults with criminal legal histories, young adults who have been justice system-involved, or young adults who have dropped out of school or other educational programs, with a priority for projects serving high-crime, high-poverty areas;

(F) [\$6,000,000] *\$11,000,000* for the Workforce Data Quality Initiative, under the authority of section 169 of the WIOA, which shall be available for the period July 1, [2023] 2024 through June 30, [2024] 2025; [and]

(G) [\$285,000,000] *\$335,000,000* to expand opportunities through apprenticeships only registered under the National Apprenticeship Act and as referred to in section 3(7)(B) of the WIOA, to be available to the Secretary to carry out activities through grants, cooperative agreements, contracts and other arrangements, with States and other appropriate entities, including equity intermediaries and business and labor industry partner intermediaries, which shall be available for the period July 1, [2023] 2024 through June 30, [2024] 2025;

(H) *\$15,000,000* for employment and training activities for youth related to high-quality employment opportunities in industry sectors or occupations related to climate resilience or mitigation, to be provided through grants, contracts, or cooperative agreements to State or local public agencies or private nonprofit entities, and which may include paid work experiences in public agencies (notwithstanding section 194(10) of the WIOA), private nonprofit entities, or pre-apprenticeship and registered apprenticeship programs,

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and other appropriate activities in coordination with climate resilience or mitigation activities undertaken by other Federal agencies under the authority of section 169 of the WIOA, which shall be available for the period July 1, 2024 through June 30, 2025; and

(I) \$200,000,000 shall be for grants, contracts, or cooperative agreements to create or expand industry or sector partnerships, which may include organizations such as state or local workforce boards, employers, labor organizations, and education and training providers, to expand employment and training activities for high-growth or in-demand sectors and occupations: Provided, That activities conducted using funds provided in this subparagraph shall be targeted to individuals from historically marginalized and underrepresented communities, unemployed or underemployed workers, and other individuals with barriers to employment: Provide further, That funds made available by this subparagraph may also be used to support state and local boards to further their capacity to support sector partnership development and engagement under WIOA: Provided further, That funds made available by this subparagraph shall be available for the period July 1, 2024 through June 30, 2025. (Department of Labor Appropriations Act, 2023.)

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ANALYSIS OF APPROPRIATION LANGUAGE

Language Provision

Explanation

In Paragraph (2)(A)(ii):

(ii) Provided, That the Secretary shall follow the requirements for the program in House Report 116-62 (*except that the 120 day requirement, the requirement for each individual grant proposal to include a plan for a third party evaluation, and the 15-day advance notice requirement, shall not apply*):

Language is included relating to the appropriation for the Strengthening Community Colleges (SCC) program to modify the provision that the requirements in House Report 116-62 (from FY 2020) shall apply by providing that three such requirements shall not apply in FY 2024.

The first requirement that would not apply is the requirement that the Solicitation for Grant Applications (SGA) for SCC be issued within 120 days of the enactment of the Appropriations Act. Congress removed this requirement through a statutory language change in FY 2021, but only used report language in FY 2022 and FY 2023 to try to remove the requirement, which does not have the legal effect of overriding the statute's reference to following the requirements in House Report 116-62. The Department has found that this requirement limits the ability to design an SGA that reflects the knowledge acquired from previous rounds of awards, and that supports a rigorous impact evaluation, which requires significant additional research before an SGA may be issued.

The second requirement in the House Report 116-62 that would not apply provides the Department is to "require a plan for third party evaluations in each individual grant proposal." DOL has found that requiring individual third-party evaluations is not cost-effective, the quality of the evaluations varies significantly, and it is difficult to obtain national results from separate evaluations, even with syntheses. The Department is planning to launch a national evaluation of the SCC program in FY 23 (described in the U.S. Department of Labor Evaluation Plan for Fiscal Years 2023-2024) , which the Department believes will provide more useful information.

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The third requirement in the House Report 116-62 that would not apply requires the Department to report SCC grant awards to the Appropriations Committees not less than 15 days in advance of the announcement of such awards. DOL notes that beginning with the FY 2021 DOL Appropriations Act, (which was enacted after the FY 2020 SCC report language) the General Provisions applicable to DOL (in the Consolidated Appropriations Act, 2023, PL 117-103, Division H, section 525) require notice be provided to the Appropriations Committees 3 full business days in advance of the announcement of grant awards. For purposes of consistency and ease of administration, eliminating the 15-day notice requirement would mean that general requirement of notice of awards at least 3 full business days in advance would also apply to the SCC grant announcements.

In Paragraph (2)(A)(iii):

(iii) \$20,000,000 shall be for training and employment assistance for workers in communities that have experienced job losses due to dislocations in industries related to fossil fuel extraction or energy production;

The new clause (iii) under paragraph (2)(A) of TES appropriates \$20,000,000 under the dislocated worker assistance national reserve to provide employment and training assistance to workers in communities where there have been job losses resulting from dislocations in industries that are related to the extraction of fossil fuels or energy production. Building on the POWER+ initiative, this program is intended to address changes in the energy economy through strategic planning, partnership development, and reskilling and reemployment activities aligned with longer-term economic transformation efforts. Under the authorities provided under the dislocated worker assistance national reserve for demonstration and pilot programs under section 169(c) of WIOA), national dislocated worker grants (section 170 of WIOA) and technical assistance (section 168(b) of WIOA), the program will support community-led workforce transition, layoff aversion, job creation and other strategic initiatives designed to ensure economic prosperity for workers and job seekers in the coal, oil, gas, and other industries experiencing dislocations.

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In Paragraph (2)(D)

(D) \$145,000,000 for YouthBuild activities as described in section 171 of the WIOA, which shall be available for the period April 1, 2024 through June 30, 2025 Provided, That amounts awarded under this paragraph may be used to meet all or a portion of the requirement to provide matching funds under section 121(e) of the National and Community Service Act of 1990 (42 U.S.C. 12571(e)) and all or a portion of any requirement to provide matching funds under the Domestic Volunteer Service Act of 1973 (42 U.S.C. 4950 et seq.);

Language is included related to the Appropriation for YouthBuild that would allow YouthBuild grant funds to be applied to matching requirements for the National and Community Service Act of 1990 and the Domestic Volunteer Service Act of 1993. Currently, Federal funds may only be used as match where the “Federal statute authorizing a program specifically provides that Federal funds made available for such program can be applied to matching or cost sharing requirements of other Federal programs.” (See Uniform Guidance at 2 CFR 200.306(b)(5)). Even though the authorizing statutes for the CNCS programs allow required matches to be provided from other Federal sources, the YouthBuild provisions do not specifically provide that YouthBuild grant funds may be applied to such matching or cost sharing requirements. YouthBuild and these CNCS programs are complementary in terms of their focus on community service, civic engagement, and workforce development, and allowing YouthBuild funds to be used to meet the CNCS matching requirements would facilitate expansion of successful programs and reduce administrative burdens for grantees.

In Paragraph (2)(I)

(I) \$15,000,000 for employment and training activities for youth related to high-quality employment opportunities in industry sectors or occupations related to climate resilience or mitigation, to be provided through the award of grants, contracts, or cooperative agreements to State or local public agencies or private nonprofit entities, and which may include paid work experiences in public agencies (notwithstanding section 194(10) of the WIOA) , private nonprofit entities, or, pre-apprenticeship and registered

Under the new paragraph (2)(I) of TES, \$15,000,000 would be appropriated under the authority of section 169 of WIOA to establish a program to provide employment and training activities for youth that are related to high-quality employment opportunities in industry sectors or occupations related to climate resilience. Under the program grants, contracts or cooperative agreements would be entered into with State or local public agencies or private nonprofit agencies. The activities may include paid work experiences, including work experiences in public agencies notwithstanding section 194(10) of WIOA that prohibits the use of funds for public service employment unless explicitly authorized in

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apprenticeship programs, and other appropriate activities in coordination with climate resilience or mitigation activities undertaken by other federal agencies, under the authority of section 169 of the WIOA, which shall be available for the period July 1, 2024 through June 30, 2025.

WIOA, private nonprofit entities and pre-apprenticeship and apprenticeship programs, and other appropriate activities. The paid work experiences language provides an illustrative and not exclusive list of such activities, as it is intended that the program may also provide paid work experiences with other private entities engaged in climate resilience or mitigation activities. The activities funded under this subparagraph also are to be carried out in coordination with climate resilience or mitigation activities that are carried out by other federal agencies.

In paragraph (2)(J):

(J) \$200,000,000 shall be for grants, contracts, or cooperative agreements to create or expand industry or sector partnerships, which may be comprised of organizations such as state or local workforce boards, employers, labor organizations, and education and training providers, to expand employment and training activities for high-growth or in-demand sectors and occupations: Provided, That activities conducted using funds provided in this subparagraph shall be targeted to individuals from historically marginalized and underrepresented communities, unemployed or underemployed workers, and other individuals with barriers to employment: Provided further, That funds made available by this subparagraph may also be used to support state and local boards to further their capacity to support sector partnership development and engagement under WIOA: Provided further, That funds made available by this subparagraph shall be available for the period July 1, 2024 through June 30, 2025.

Under the new paragraph (2)(J) of TES, \$200,000,000 would be appropriated to carry out the Sectoral Employment through Career Training for Occupational Readiness (SECTOR) program. The SECTOR program would create or expand industry or sector partnerships to expand employment and training activities for high-growth or in-demand sectors and occupations. The industry or sector partnerships would include organizations such as state or local workforce boards, employers, labor organizations, and education and training providers. The employment and training activities provided by the partnerships (which may include supportive and wrap-around services) would be targeted to individuals from historically marginalized and underrepresented communities, unemployed and underemployed workers and other individuals with barriers to employment. A portion of the funds may also be used to enhance the capacity of state and local workforce development boards to support the development of and engagement with sector partnerships, as required under WIOA.

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AMOUNTS AVAILABLE FOR OBLIGATION						
(Dollars in Thousands)						
	FY 2022 Revised Enacted		FY 2023 Revised Enacted		FY 2024 Request	
	FTE	Amount	FTE	Amount	FTE	Amount
A. Appropriation	0	\$2,137,218	0	\$2,368,911	0	\$2,648,684
Transfer Pursuant to P.L. 117-103	0	-\$6,750	0	\$0	0	\$0
<i>Subtotal Appropriation</i>	<i>0</i>	<i>\$2,130,468</i>	<i>0</i>	<i>\$2,368,911</i>	<i>0</i>	<i>\$2,648,684</i>
Offsetting Collections From:						
Fees	0	\$237,425	0	\$198,575	0	\$198,575
Rescission of fees Pursuant to P.L. 117-103	0	-\$72,000	0	\$0	0	\$0
Rescission of fees Pursuant to P.L. 117-328	0	\$0	0	-\$142,000	0	\$0
<i>Subtotal Appropriation Offsetting Collections</i>	<i>0</i>	<i>\$165,425</i>	<i>0</i>	<i>\$56,575</i>	<i>0</i>	<i>\$198,575</i>
Advance Appropriation	0	\$1,772,000	0	\$1,772,000	0	\$1,772,000
Transfer Pursuant to P.L. 117-103	0	-\$7,526	0	\$0	0	\$0
<i>Subtotal Advance Appropriation</i>	<i>0</i>	<i>\$1,764,474</i>	<i>0</i>	<i>\$1,772,000</i>	<i>0</i>	<i>\$1,772,000</i>
B. Gross Budget Authority	0	\$4,060,367	0	\$4,197,486	0	\$4,619,259
Offsetting Collections From:						
Fees	0	-\$237,425	0	-\$198,575	0	-\$198,575
<i>Subtotal Fees</i>	<i>0</i>	<i>-\$237,425</i>	<i>0</i>	<i>-\$198,575</i>	<i>0</i>	<i>-\$198,575</i>
C. Budget Authority Before Committee	0	\$3,822,942	0	\$3,998,911	0	\$4,420,684
Offsetting Collections From:						
Prior Year Balance	0	\$449,651	0	\$610,501	0	\$0
Fees	0	\$237,425	0	\$198,575	0	\$0
Rescission	0	-\$72,000	0	-\$142,000	0	\$0
<i>Subtotal</i>	<i>0</i>	<i>\$615,076</i>	<i>0</i>	<i>\$667,076</i>	<i>0</i>	<i>\$0</i>
D. Total Budgetary Resources	0	\$4,438,018	0	\$4,665,987	0	\$4,420,684
Unobligated Balance End-of-Year	0	-\$610,501	0	\$0	0	\$0
Unobligated Balances Expiring	0	\$236	0	\$0	0	\$0
E. Total, Estimated Obligations	0	\$3,827,753	0	\$4,665,987	0	\$4,420,684

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SUMMARY OF CHANGES

(Dollars in Thousands)

	FY 2023 Revised Enacted	FY 2024 Request	Net Change
Budget Authority			
General Funds	\$4,140,911	\$4,420,684	+\$279,773
Total	\$4,140,911	\$4,420,684	+\$279,773
 Full Time Equivalents			
General Funds	0	0	0
Total	0	0	0

Explanation of Change	FY 2024 Change							
	FY 2023 Base		Trust Funds		General Funds		Total	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Increases:								
A. Built-Ins:								
To Provide For:								
Costs of pay adjustments	0	\$0	0	\$0	0	\$0	0	\$0
Personnel benefits	0	\$0	0	\$0	0	\$0	0	\$0
Travel and transportation of persons	0	\$0	0	\$0	0	\$0	0	\$0
Rental payments to GSA	0	\$0	0	\$0	0	\$0	0	\$0
Advisory and assistance services	0	\$0	0	\$0	0	\$0	0	\$0
Other services from non-Federal sources	0	\$0	0	\$0	0	\$0	0	\$0
Operation and maintenance of equipment	0	\$0	0	\$0	0	\$0	0	\$0
Grants, subsidies, and contributions	0	\$4,140,911	0	\$0	0	\$0	0	\$0
Built-Ins Subtotal	0	+\$4,140,911	0	\$0	0	\$0	0	\$0
B. Programs:								
SECTOR	0	\$0	0	\$0	0	\$200,000	0	\$200,000
Dislocated Worker Formula Grants	0	\$1,095,553	0	\$0	0	\$59,725	0	\$59,725
Reentry Employment Opportunities	0	\$115,000	0	\$0	0	\$55,000	0	\$55,000
Apprenticeship Program	0	\$285,000	0	\$0	0	\$50,000	0	\$50,000
YouthBuild	0	\$105,000	0	\$0	0	\$40,000	0	\$40,000
Dislocated Worker Employment and Training Activities	0	\$364,386	0	\$0	0	\$38,527	0	\$38,527
Youth Employment and Training Activities	0	\$948,130	0	\$0	0	\$15,707	0	\$15,707
Civilian Climate Corps	0	\$0	0	\$0	0	\$15,000	0	\$15,000
Adult Employment and Training Activities	0	\$885,649	0	\$0	0	\$14,338	0	\$14,338
Workforce Data Quality Initiative	0	\$6,000	0	\$0	0	\$5,000	0	\$5,000
Indian and Native American Program	0	\$60,000	0	\$0	0	\$3,800	0	\$3,800

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Explanation of Change	FY 2024 Change							
	FY 2023 Base		Trust Funds		General Funds		Total	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Programs Subtotal	0	+\$4,140,911	0	\$0	0	+\$497,097	0	+\$497,097
Total Increase	0	+\$4,140,911	0	\$0	0	+\$497,097	0	+\$497,097
Decreases:								
A. Built-Ins:								
To Provide For:								
Built-Ins Subtotal	0	\$0	0	\$0	0	\$0	0	\$0
B. Programs:								
Reduction in Community Projects	0	\$217,324	0	\$0	0	-\$217,324	0	-\$217,324
Programs Subtotal			0	\$0	0	-\$217,324	0	-\$217,324
Total Decrease	0	\$0	0	\$0	0	-\$217,324	0	-\$217,324
Total Change	0	+\$4,140,911	0	\$0	0	+\$279,773	0	+\$279,773

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SUMMARY BUDGET AUTHORITY AND FTE BY ACTIVITY								
(Dollars in Thousands)								
	FY 2022 Revised Enacted		FY 2023 Revised Enacted		FY 2024 Request		Diff. FY24 Request / FY23 Revised Enacted	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Adult Employment and Training Activities	0	870,649	0	885,649	0	899,987	0	14,338
General Funds	0	870,649	0	885,649	0	899,987	0	14,338
Youth Activities	0	931,834	0	948,130	0	963,837	0	15,707
General Funds	0	931,834	0	948,130	0	963,837	0	15,707
Dislocated Workers Employment and Training Activities	0	1,375,412	0	1,421,412	0	1,519,664	0	98,252
General Funds	0	1,375,412	0	1,421,412	0	1,519,664	0	98,252
Formula Grants	0	1,075,553	0	1,095,553	0	1,155,278	0	59,725
General Funds	0	1,075,553	0	1,095,553	0	1,155,278	0	59,725
National Dislocated Worker Grants	0	299,859	0	325,859	0	364,386	0	38,527
General Funds	0	299,859	0	325,859	0	364,386	0	38,527
Indian and Native American Programs	0	56,921	0	60,000	0	63,800	0	3,800
General Funds	0	56,921	0	60,000	0	63,800	0	3,800
Migrant and Seasonal Farmworkers	0	95,264	0	97,396	0	97,396	0	0
General Funds	0	95,264	0	97,396	0	97,396	0	0
Reentry Employment Opportunities	0	101,937	0	115,000	0	170,000	0	55,000

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SUMMARY BUDGET AUTHORITY AND FTE BY ACTIVITY

(Dollars in Thousands)

	FY 2022 Revised Enacted		FY 2023 Revised Enacted		FY 2024 Request		Diff. FY24 Request / FY23 Revised Enacted	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
General Funds	0	101,937	0	115,000	0	170,000	0	55,000
Apprenticeship Program	0	234,674	0	285,000	0	335,000	0	50,000
General Funds	0	234,674	0	285,000	0	335,000	0	50,000
Community Projects	0	137,638	0	217,324	0	0	0	-217,324
General Funds	0	137,638	0	217,324	0	0	0	-217,324
Workforce Data Quality Initiative	0	5,992	0	6,000	0	11,000	0	5,000
General Funds	0	5,992	0	6,000	0	11,000	0	5,000
Civilian Climate Corps	0	0	0	0	0	15,000	0	15,000
General Funds	0	0	0	0	0	15,000	0	15,000
YouthBuild	0	98,897	0	105,000	0	145,000	0	40,000
General Funds	0	98,897	0	105,000	0	145,000	0	40,000
SECTOR Program	0	0	0	0	0	200,000	0	200,000
General Funds	0	0	0	0	0	200,000	0	200,000
Total	0	3,909,218	0	4,140,911	0	4,420,684	0	279,773
General Funds	0	3,909,218	0	4,140,911	0	4,420,684	0	279,773

TRAINING AND EMPLOYMENT SERVICES

BUDGET AUTHORITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2022 Revised Enacted	FY 2023 Revised Enacted	FY 2024 Request	Diff. FY24 Request / FY23 Revised Enacted
	Full-Time Equivalent				
	Total	0	0	0	0
11.1	Full-time permanent	0	0	0	0
11.5	Other personnel compensation	0	0	0	0
11.9	Total personnel compensation	0	0	0	0
12.1	Civilian personnel benefits	0	0	0	0
21.0	Travel and transportation of persons	0	0	0	0
22.0	Transportation of things	0	0	0	0
23.1	Rental payments to GSA	0	0	0	0
24.0	Printing and reproduction	0	0	0	0
25.1	Advisory and assistance services	0	0	0	0
25.2	Other services from non-Federal sources	0	0	0	0
25.7	Operation and maintenance of equipment	0	0	0	0
41.0	Grants, subsidies, and contributions	3,909,218	4,140,911	4,420,684	279,773
	Total	3,909,218	4,140,911	4,420,684	279,773

TRAINING AND EMPLOYMENT SERVICES

APPROPRIATION HISTORY					
(Dollars in Thousands)					
	Budget Estimates to Congress	House Allowance	Senate Allowance	Appropriations	FTE
2014	\$1,615,405			\$1,376,855	0
2014 Advance for 2015	\$1,772,000			\$1,772,000	0
2015	\$1,483,507			\$1,367,706	0
2015 Advance for 2016	\$1,772,000			\$1,772,000	0
2016	\$1,630,431	\$1,231,314	\$2,156,494	\$1,563,425	0
2016 Advance for 2017	\$1,772,000	\$1,772,000	\$1,772,000	\$1,697,000	0
2017	\$1,753,460		\$2,322,520	\$1,566,699	0
2017 Advance for 2018...1/	\$1,765,807			\$1,753,641	0
2018	\$1,180,766	\$1,470,720		\$1,714,200	0
2018 Advance for 2019	\$873,000	\$1,572,000		\$1,719,000	0
2019	\$1,523,549			\$1,730,700	0
2019 Advance for 2020	\$1,697,000			\$1,772,000	0
2020	\$1,561,549	\$2,205,615		\$1,839,200	0
2020 Advance for 2021	\$1,685,858	\$1,772,000		\$1,772,000	0
2021	\$1,646,304	\$1,924,700		\$1,891,200	0
2021 Advance for 2022	\$1,772,000	\$1,772,000		\$1,772,000	0
2022 ...2/	\$2,438,672	\$2,636,108		\$2,140,338	0
2022 Advance for 2023	\$1,772,000	\$1,772,000		\$1,772,000	0
2023	\$2,642,472			\$2,151,587	0
2023 Advance for 2024	\$1,772,000			\$1,772,000	0
2024	\$2,648,684				0

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

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

ADULT EMPLOYMENT AND TRAINING ACTIVITIES

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2022 Revised Enacted	FY 2023 Revised Enacted	FY 2024 Request	Diff. FY24 Request / FY23 Revised Enacted
Activity Appropriation	870,649	885,649	899,987	14,338
FTE	0	0	0	0

Introduction

The Workforce Innovation and Opportunity Act (WIOA) Adult program helps adults with barriers to employment gain new skills and find high-quality jobs in in-demand industries and sectors. For the Adult program, WIOA requires local areas to provide priority of service in the provision of training and certain intensive career services to recipients of public assistance, individuals who are basic skills deficient (including English language-learners), and low-income individuals, to help them enter or re-enter the workforce and gain a pathway to economic stability. The WIOA Adult program, and all job training programs funded by the Department, also provides priority of service for employment and training services to veterans and eligible spouses. The WIOA Adult program:

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

The WIOA Adult program provides an array of career, supportive, and training services to help adult job seekers, particularly those with barriers to employment, enter and advance in quality jobs. Those services include basic career services, such as job search and placement assistance and real-time labor market information, as well as individualized case management services ranging from comprehensive skills assessments to career counseling and planning. For adult job seekers needing new or upgraded skills, integrated work-readiness and work-based learning opportunities are available, including: occupational skills training, including related training for Registered Apprenticeship programs; on-the-job training; incumbent worker training; workplace training and related instructional programs; skills upgrading; and customized training. In addition, job seekers may receive supportive services, such as transportation, childcare, and needs-related payments necessary to enable them to participate in activities authorized under the program.

ADULT EMPLOYMENT AND TRAINING ACTIVITIES

The WIOA Adult program aligns with the President’s priority of advancing racial and gender equity and support for underserved communities through services that by statute are focused on those who have been disadvantaged in the labor market, such as recipients of public assistance, individuals who are basic skills deficient, and low-income individuals. The Department continues to expand opportunity and access to those adults who are historically underserved, marginalized, and adversely affected by persistent poverty and inequality, including through increased technical assistance to ensure states and local areas meet the requirement to provide priority of service to individuals who are low-income, recipients of public assistance, and basic skills deficient (including English language learners). Through focused analysis of disaggregated data, the Department will provide technical assistance to ensure that local workforce boards use an evidence-informed approach to help them to focus the WIOA Adult program resources on the most effective solutions for those adults who are most in need. The Department has also launched guidance and a technical assistance academy to support states in prioritizing job quality. These quality jobs will allow employers to recruit and retain workers and allow workers and job seekers to attain jobs that pay family-sustaining wages, provide benefits and training opportunities, and prioritize worker voice.

The FY 2024 Budget proposes to continue to allow Guam, American Samoa, the Commonwealth of the Northern Mariana Islands, and the Republic of Palau to manage their WIOA Adult, DW, and Youth formula funding streams as a single grant, to better match the administrative requirements for these programs to their relative size.

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

Data Category	FY 2021 Enacted	FY 2022 Enacted	FY 2023 Enacted	FY 2024 Request
Resource Data:	862,649	870,649	885,649	899,987
Service Grant				
Formula	860,675	868,614	883,675	897,952
Competitive				
Research Evaluation	857	883	883	883
Program Support	1,117	1,152	1,152	1,152
Total Resources	862,649	870,649	885,649	899,987
Program Data:				
Total Grants	57	57	57	57
New Starts				
#	57	57	57	57
\$	860,675	868,614	883,675	897,952
Contracts				
#	2	2	2	2
\$	1,974	2,035	2,035	2,035

ADULT EMPLOYMENT AND TRAINING ACTIVITIES

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2019	\$845,556	0
2020	\$854,649	0
2021	\$862,649	0
2022	\$870,649	0
2023	\$885,649	0

Funding Mechanism

The Adult program operates on a program year (PY) basis. Funds appropriated in FY 2024 would be available from July 1, 2024, through June 30, 2025 (PY 2024). The Department allocates funding to states based on a statutory formula as described in section 132(b) of WIOA. The states, in turn, after reserving up to 15 percent of those funds for statewide activities, allocate the remainder to local workforce areas based on a formula distribution as described in section 133(b) of WIOA.

FY 2024

To address the employment and training needs of adults— particularly recipients of public assistance, individuals who are basic skills deficient and low-income individuals—the Department is requesting \$899,987,000 in FY 2024. FY 2024 funding will be available for Program Year (PY) 2024 (July 1, 2024 through June 30, 2025). FY 2024 funds will be allotted by statutory formula to states and localities to provide WIOA Adult services. Based on the most recent cost per participant data for the Adult program (\$2,999 per participant in PY 2021), these funds will serve an estimated 300,096 eligible adults who face barriers to employment. The request maintains the Governor’s Reserve of 15 percent, which allows states to provide services, conduct statewide projects, ensure financial and programmatic oversight of the local workforce system, and plan workforce programs.

FY 2023

To address the employment and training needs of adults, particularly recipients of public assistance, individuals who are basic skills deficient and low-income individuals, the Department was appropriated \$885,649,000 in FY 2023. FY 2023 funding will be available for Program Year (PY) 2023 (July 1, 2023 through June 30, 2024). FY 2023 funds will be allotted by statutory formula to states and localities to provide WIOA Adult services. Based on the most recent cost per participant data for the Adult program (\$2,999 per participant in PY 2021), these funds will serve an estimated 295,315 eligible adults who face barriers to employment. The appropriation maintains the Governor’s Reserve of 15 percent, which allows states to provide services, conduct statewide projects, ensure financial and programmatic oversight of the local workforce system, and plan workforce programs.

ADULT EMPLOYMENT AND TRAINING ACTIVITIES

FY 2022

To address the employment and training needs of adults, particularly those adults who are recipients of public assistance, basic skills deficient, or are low-income, the Department was appropriated \$870,649,000 in FY 2022. FY 2022 funds were allotted by formula to states and localities to provide WIOA Adult services. Based on cost per participant data for the Adult program (\$3,226 per participant in PY 2020), these funds served an estimated 269,885 eligible adults who face barriers to employment. The appropriation maintained the Governor's Reserve of 15 percent, which allowed states to provide services, conduct statewide projects, ensure financial and programmatic oversight of the local workforce system, and plan workforce programs.

ADULT EMPLOYMENT AND TRAINING ACTIVITIES

WORKLOAD AND PERFORMANCE SUMMARY							
		PY 2021 Revised Enacted		PY 2022 Revised Enacted		PY 2023 Revised Enacted	PY 2024 Request
		Target	Result	Target	Result	Target	Target
Adult Employment and Training Activities							
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 Adult-01	Employment Rate – 2nd Quarter After Exit (WIOA Adult)	67.7%	70.1%	69.9%	TBD	71.4%	71.6%
ETA-WIOA Adult-02	Employment Rate – 4th Quarter After Exit (WIOA Adult)	65.3%	66.6%	66.8%	TBD	70.4%	70.6%
ETA-WIOA Adult-03	Median Earnings – 2nd Quarter After Exit (WIOA Adult)	\$6,805	\$7,552	\$6,955	TBD	\$7,094	\$7,235
ETA-WIOA Adult-04	Credential Attainment Rate (WIOA Adult)	71.5%	70.0%	71.7%	TBD	71.9%	72.1%
ETA-WIOA Adult-05	Measurable Skill Gains (WIOA Adult)	62.0%	63.4%	62.2%	TBD	62.4%	62.6%

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

ADULT EMPLOYMENT AND TRAINING ACTIVITIES

Workload and Performance Narrative

WIOA authorizes six primary indicators of performance. States report to the Department on: 1) employment in the second quarter after exit; 2) employment in the fourth quarter after exit; 3) median earnings of those employed in the second quarter after exit; 4) credential attainment; 5) measurable skill gains; and 6) effectiveness in serving employers (shared measure across programs). 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. The Department observed decreases in employment rate performance indicators for PY 2020 and 2021, but expects performance to improve in PY 2022 and 2023 as those participants who exited during the COVID-19 pandemic phase out of the performance reporting cohorts. There is a structural delay from when we observe changes in the economy to when that is reflected in reported outcomes. This delay occurs for two reasons: the first is due to the timing of the WIOA primary indicators of performance as defined in statute (i.e. the second or fourth quarter after exit) and the second is the additional two quarters that states are granted to collect outcomes and conduct wage matching. For example, the cohort for Q2 Employment Rates reporting during PY 2022 will reflect participants who exited between July 1, 2021 and June 30, 2022.

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

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

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

ADULT EMPLOYMENT AND TRAINING ACTIVITIES

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2022 Revised Enacted	FY 2023 Revised Enacted	FY 2024 Request	Diff. FY24 Request / FY23 Revised Enacted
11.1	Full-time permanent	0	0	0	0
11.9	Total personnel compensation	0	0	0	0
25.1	Advisory and assistance services	0	0	0	0
41.0	Grants, subsidies, and contributions	870,649	885,649	899,987	14,338
	Total	870,649	885,649	899,987	14,338

ADULT EMPLOYMENT AND TRAINING ACTIVITIES

CHANGES IN FY 2024

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$0
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Advisory and assistance services	0
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Grants, subsidies, and contributions	0
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Built-Ins Subtotal	\$0
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Net Program	\$14,338
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Direct FTE	0
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	Estimate	FTE
Base	\$885,649	0
Program Increase	\$14,338	0
Program Decrease	\$0	0

YOUTH ACTIVITIES

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2022 Revised Enacted	FY 2023 Revised Enacted	FY 2024 Request	Diff. FY24 Request / FY23 Revised Enacted
Activity Appropriation	931,834	948,130	963,837	15,707
FTE	0	0	0	0

Introduction

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

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

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

YOUTH ACTIVITIES

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

Data Category	FY 2021 Enacted	FY 2022 Enacted	FY 2023 Enacted	FY 2024 Request
Resource Data:	921,130	931,834	948,130	963,837
Service Grant				
Formula	918,557	927,871	945,463	961,170
Competitive				
Research Evaluation	1,109	2,667	2,667	2,667
Program Support	1,444	1,296	1,296	1,296
Total Resources	921,130	931,834	948,130	963,837
Program Data:				
Total Grants	57	57	57	57
New Starts				
#	57	57	57	57
\$	918,557	929,167	945,463	
Contracts				
#	2	2	2	2
\$	1,553	2,667	2,667	2,667

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2019	\$903,416	0
2020	\$913,130	0
2021	\$921,130	0
2022	\$933,130	0
2023	\$948,130	0

Funding Mechanism

WIOA Youth programs operate on a program year basis. Funds appropriated in FY 2024 would be available from April 1, 2024 through June 30, 2025 (PY 2024). Under section 127(b) of WIOA, formula funds are provided to states for the operation of WIOA Youth programs based on a statutory formula. After states reserve up to 15 percent for statewide activities, the remainder is allocated to local areas based on a formula distribution as described in section 128(b) of WIOA.

YOUTH ACTIVITIES

FY 2024

The Department is requesting \$963,837,000 for FY 2024. PY 2024 funds will be allotted by formula to states and localities to provide WIOA youth services. Based on the most recent cost per participant data of \$7,386 (from PY 2021), these funds will serve an estimated 130,495 eligible in-school and out-of-school youth who face barriers to employment. This request will enable the grantees to provide these youth with work experience opportunities and occupational skills training and prepare them for success in the labor market. The proposed budget maintains the current 15 percent Governor's Reserve.

The FY 2024 Budget also continues to include a provision to improve the efficiency and responsiveness of workforce development state formula programs. The Budget proposes to continue to allow Guam, American Samoa, the Marianas Islands, and Palau to manage their WIOA Adult, Dislocated Worker, and Youth formula funding streams as a single grant, to better match the administrative requirements for these programs to their relative size. This provision was included in the FY 2023 appropriation.

The WIOA Youth program aligns with the President's priority of advancing racial and gender equity and support for underserved communities through services to low-income youth and youth of color. The Department will further expand opportunity and access to those youth who are historically underserved, marginalized, and adversely affected by persistent poverty and inequality. It will do this through increased guidance and technical assistance to state and local youth workforce providers in order to realize the Department's vision of a no-wrong-door youth workforce system that offers seamless access to resources, programs, and wrap around services; offers guaranteed paid work experiences for young people; and coordinates with critical partners—including but not limited to employers, sector-based industry coalitions, workforce intermediaries, labor unions, and philanthropy—committed to high-quality career pathways for young workers. The Department will build upon its FY 2023 Youth System Building Academy and create tools and showcase effective practices that will assist the broader youth workforce development system in achieving the goals set out in the Department's vision for youth.

FY 2023

The WIOA Youth program was appropriated \$948,130,000 for FY 2023. PY 2023 funds will be allotted by formula to states and localities to provide WIOA youth services. Based on the most recent cost per participant data of \$7,386 (from PY 2021), these funds will serve an estimated 128,368 eligible in-school and out-of-school youth who face barriers to employment. This request will enable the grantees to provide these youth with work experience opportunities and occupational skills training, and prepare them for success in the labor market. The proposed budget maintains the current 15 percent Governor's Reserve.

The WIOA Youth program continues to align with the President's priority of advancing racial and gender equity and support for underserved communities through services to low-income youth and youth of color. The Department will provide guidance that clarifies policies in order to foster innovation and increase flexibilities, as well as encourages states and local workforce areas to prioritize equity, job quality, mental health, and youth voice in program design. The WIOA

YOUTH ACTIVITIES

Youth program will focus on supporting the Department’s vision of a no-wrong-door youth workforce system that offers seamless access to resources, programs, and wrap around services; offers guaranteed paid work experiences for young people; and coordinates with critical partners—including but not limited to employers, sector-based industry coalitions, workforce intermediaries, labor unions, and philanthropy—committed to high-quality career pathways for young workers. Additionally, through its Youth Systems Building Academy, the Department will provide a cohort of local workforce systems and their community partners with targeted and individualized training and technical assistance to explore, design, test, implement, or scale system-level approaches to improve youth employment opportunities and outcomes.

FY 2022

The Department was appropriated \$933,130,000 in FY 2022. PY 2022 (July 1, 2022 through June 30, 2023) funds were allotted by formula to states and localities to provide WIOA youth services. Based on the most recent cost per participant data of \$7,368 (from PY 2021), these funds will serve an estimated 126,646 eligible in-school and out-of-school youth who face barriers to employment. The allotments maintain the current 15 percent Governor’s Reserve.

YOUTH ACTIVITIES

WORKLOAD AND PERFORMANCE SUMMARY							
		PY 2021 Revised Enacted		PY 2022 Revised Enacted		PY 2023 Revised Enacted	PY 2024 Request
		Target	Result	Target	Result	Target	Target
Youth Activities							
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 Youth-01	Education and Employment Rate – 2nd Quarter After Exit (WIOA Youth)	56.4%	73.1%	70.6%	TBD	70.8%	71.0%
ETA-WIOA Youth-02	Education and Employment Rate – 4th Quarter After Exit (WIOA Youth)	61.1%	70.9%	67.8%	TBD	68.0%	68.2%
ETA-WIOA Youth-03	Median Earnings – 2nd Quarter After Exit (WIOA Youth)	\$3,674	\$4,235	\$3,830	TBD	\$3,907	\$3,985
ETA-WIOA Youth-04	Credential Attainment (WIOA Youth)	59.6%	60.0%	59.8%	TBD	60.0%	60.2%
ETA-WIOA Youth-05	Measurable Skill Gains (WIOA Youth)	54.0%	54.7%	54.2%	TBD	54.4%	54.6%

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

YOUTH ACTIVITIES

Workload and Performance Narrative

WIOA authorizes six primary indicators of performance. States report to the Department on: 1) education and employment in the second quarter after exit; 2) education and employment in the fourth quarter after exit; 3) median earnings of those employed in the second quarter after exit; 4) credential attainment; 5) measurable skill gains; and 6) effectiveness in serving employers (shared measure across core programs). 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. The Department observed decreases in performance for PY 2020 and 2021 but expects performance to improve in PY 2022 and 2023 as those participants who exited during the COVID-19 pandemic phase out of the performance reporting cohorts. There is a structural delay from when we observe changes in the economy to when that is reflected in our reported outcomes. This delay occurs for two reasons: the first is due to the timing of the WIOA primary indicators of performance as defined in statute (i.e. the second or fourth quarter after exit) and the second is the additional two quarters that states are granted to collect outcomes and conduct wage matching. For example, the cohort for Q2 Employment Rates reporting during PY 2022 will reflect participants who exited between July 1, 2021 and June 30, 2022.

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

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

Additional data are collected on the types of participant services and individuals who have exited the program, including demographic characteristics such as race, gender, disability status, and those with positive outcomes for entered employment. These outputs help determine whether states are implementing strategies that will help meet their outcome goals and allow an examination of the program's effectiveness for subpopulations. In addition, the Department will continue to conduct research and evaluations in support of continuous program improvement to determine the effectiveness of the services provided to various subpopulations and improve program efficiency and performance.

YOUTH ACTIVITIES

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2022 Revised Enacted	FY 2023 Revised Enacted	FY 2024 Request	Diff. FY24 Request / FY23 Revised Enacted
25.1	Advisory and assistance services	0	0	0	0
41.0	Grants, subsidies, and contributions	931,834	948,130	963,837	15,707
	Total	931,834	948,130	963,837	15,707

YOUTH ACTIVITIES

CHANGES IN FY 2024

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Advisory and assistance services	\$0
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Grants, subsidies, and contributions	0
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Built-Ins Subtotal	\$0
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Net Program	\$15,707
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Direct FTE	0
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	Estimate	FTE
Base	\$948,130	0
Program Increase	\$15,707	0
Program Decrease	\$0	0

DISLOCATED WORKER EMPLOYMENT AND TRAINING ACTIVITIES

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2022 Revised Enacted	FY 2023 Revised Enacted	FY 2024 Request	Diff. FY24 Request / FY23 Revised Enacted
Activity Appropriation	1,375,412	1,421,412	1,519,664	98,252
FTE	0	0	0	0

Introduction

The Workforce Innovation and Opportunity Act (WIOA) Dislocated Worker (DW) formula program helps workers get back to work as quickly as possible following job loss. When an individual loses their job due to mass layoffs, global trade dynamics, or transitions in economic sectors, the DW program provides services to assist them in re-entering the workforce. The DW program also provides employment and workforce development services to transitioning military service members, as well as military spouses having difficulty finding employment.

States may reserve up to 25 percent of DW formula funding for Rapid Response services. Rapid Response is a proactive, demand-focused, and flexible strategy designed to respond to layoffs and plant closings by quickly coordinating services and providing immediate aid to companies and their affected workers. Rapid Response teams work with employers and employee representatives to quickly maximize public and private resources to minimize disruptions associated with job loss. Rapid Response can provide customized services on-site at an affected company, accommodate any work schedules, and assist companies and workers through the painful transitions associated with job loss. Rapid Response is carried out by states and local workforce development agencies in partnership with local AJCs.

The DW program helps workers acquire skills needed to secure high-quality jobs and helps employers and industry recruit and hire workers they need to compete in the global economy, including through Registered Apprenticeships and other work-readiness and work-based learning opportunities. Specifically, the DW program:

- Supports Americans finding good jobs by helping workers gain skills and experience and jobs with family-sustaining pay;
- Offers a variety of workforce development options ranging from traditional classroom settings to work-based opportunities, such as Registered Apprenticeships and on-the-job training, for dislocated workers needing new or upgraded skills;
- Provides services that help dislocated workers obtain employment, such as career counseling, job search assistance, training, credential attainment; and
- Provides for Rapid Response services to employers to assist them and their workers during layoffs, plant closings, and downsizings.

A portion of the funding for dislocated worker employment and training activities is maintained in a Dislocated Worker National Reserve, and grants are awarded using this funding to provide Dislocated Worker Grants (DWG) to states and other eligible applicants to respond to large,

DISLOCATED WORKER EMPLOYMENT AND TRAINING ACTIVITIES

unexpected layoff events causing significant job losses. This funding is intended to temporarily expand capacity to serve dislocated workers, including military service members, and meet the increased demand for WIOA employment and training services, with a purpose to reemploy laid off workers and enhance their employability and earnings. Disaster DWGs provide funding to create temporary employment opportunities to assist with clean-up and recovery efforts, when an area impacted by disaster is declared eligible for public assistance by the Federal Emergency Management Agency or otherwise recognized by a federal agency with authority or jurisdiction over federal response to the emergency or disaster.

The activities funded in the National Reserve include:

- Disaster Relief Employment through DWGs in temporary positions to clean-up damaged and destroyed structures, facilities and lands located within the disaster area and in offshore areas related to the emergency or disaster; and to distribute food, clothing, and other humanitarian assistance for disaster victims;
- Employment and workforce development services through DWGs for those in Disaster Relief Employment, who are unlikely to return to their prior employment;
- Assistance through DWGs for workers who are affected by mass layoffs in a community and require assistance beyond what the DW formula program can provide.
- Funds for outlying areas to operate their employment and workforce development programs for youth, adults, and dislocated workers;
- Funds for demonstration projects to promote strategies to help dislocated workers strengthen reemployment outcomes, target special populations, and promote new models and efficiencies in service delivery through the workforce system; and
- Funds for technical assistance for grantees in the workforce system to serve dislocated and other workers.

The WIOA DW program aligns with the President's priority of advancing racial and gender equity and support for underserved communities, particularly those who were impacted by the COVID-19 pandemic. The Department will further expand opportunity and access to dislocated workers who are historically underserved, marginalized, and adversely affected by persistent poverty and inequality through Dislocated Worker Grant opportunities and technical assistance to ensure states and local areas serve these individuals. Through focused analysis of disaggregated data, the Department will provide technical assistance to ensure that local workforce boards use an evidence-informed approach to focus the limited WIOA DW program resources on the most effective solutions for those dislocated workers who are most in need.

The FY 2024 Budget proposes to continue to allow Guam, American Samoa, the Commonwealth of the Northern Mariana Islands, and the Republic of Palau to manage their WIOA Adult, DW, and Youth formula funding streams as a single grant, to better match the administrative requirements for these programs to their relative size.

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

Data Category	FY 2021 Enacted	FY 2022 Enacted	FY 2023 Request	FY 2024 Request
<u>Resource Data:</u>	1,342,412	1,375,412	1,421,412	1,519,664
Service Grant				
Formula	1,059,169	1,075,553	1,095,553	1,155,278
Competitive	224,132	223,132	422,444	286,815
Research Evaluation	1,276	3,030	3,030	3,030
Demonstration Development	28,086	28,086	52,738	36,439
Training/Technical Assistance	28,086	28,086	49,265	36,439
Program Support	1,663	1,663	1,663	1,663
Total Resources	1,342,412	1,375,412	1,421,412	1,519,664
<u>Program Data:</u>				
Total Grants	166	166	186	186
New Starts				
#	148	154	174	174
\$	1,283,230	1,283,230	1,577,722	1,577,722
Continuing				
#	18	12	12	12
\$				
Contracts				
#	28	28	28	28
\$	12,350	12,350	12,350	12,350
Interagency Agreements				
#	2	2	2	2
\$	825	825	825	825

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2019	\$1,261,719	0
2020	\$1,322,912	0
2021	\$1,342,412	0
2022	\$1,376,412	0
2023	\$1,421,412	0

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Funding Mechanism

The DW program operates on a program year (PY) basis. Funds appropriated in FY 2024 would be available from July 1, 2024, through June 30, 2025 (PY 2024). The Department allots funding to states based on a statutory formula as described in section 132(b)(2) of WIOA. The states, in turn, after reserving up to 15 percent of those funds for statewide activities and up to 25 percent of those funds for Rapid Response services, allocate the remaining funds to local workforce areas based on a formula distribution as described in section 133(b) of WIOA.

Funds appropriated for the Dislocated Worker National Reserve receive an additional three months of availability, through September 30, 2025.

FY 2024

To provide dislocated workers with employment and workforce development services, and disaster-affected communities with the resources they need, the Department is requesting a total of \$1,519,664,000 in FY 2024.

Of the amount requested for FY 2024, \$364,386,000 will be available to the National Reserve to provide assistance to workers and communities impacted by mass layoffs, economic changes, and areas affected by disasters. These funds will continue to provide reemployment services for individuals impacted by economic changes; train individuals to transition into new professions; and, for disaster DWGs, create temporary employment opportunities for other positions that can immediately mitigate the impact of the disaster.

This funding request includes a \$67,000,000 set-aside in the National Reserve to serve workers in the Appalachian, Lower Mississippi Delta, and Northern Border regions, which will be used to award grants for the Workforce Opportunity for Rural Communities (WORC) initiative. The request proposes a \$100,000,000 set-aside in FY 2024 for the Strengthening Community Colleges (SCC) Training grant program. This investment, which will continue to be implemented in coordination with the Department of Education, will support the Administration's priority of increasing capacity at community colleges to provide effective training programs and build partnerships with industry. In addition, we are recommending changes to the General Provisions related to the requirements for SCC in House Report 116-62 (stating the Secretary will continue to follow them except that the 120-day requirement to publish a FOA, the requirement for each individual grant proposal to include a plan for a third-party evaluation, and the 15-day advance notice requirement, shall not apply). ETA will continue to issue FOAs in a timely manner, conduct quality program evaluations, and notify Congress 3 days in advance of making awards. The proposed changes make the SCC program requirements consistent with other TES programs and reduce administrative burdens. The request includes \$20,000,000 for the POWER+ initiative to address changes in the energy economy and in legacy industries through strategic planning, partnership development, and reskilling and reemployment activities aligned with longer-term economic transformation efforts. This proposal will support community-led workforce transition, layoff aversion, job creation and other strategic initiatives designed to ensure economic prosperity for workers in communities shifting away from fossil fuel production. This request will complement other targeted federal investments to assist workers and transform local

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economies in communities transitioning into new, sustainable industries, including those supporting new or sustainable energy sources.

The remaining \$1,155,278,000 of requested PY 2024 funds will be directed by formula to states to provide WIOA dislocated worker services and rapid response services. FY 2024 funding will be available for Program Year (PY) 2024 (July 1, 2024 through June 30, 2025). Based on the most recent cost per participant data from the PY 2021 WIOA Annual Performance Reports, these funds will serve an estimated 248,607 dislocated workers at a cost of \$4,647 per participant.

The Department plans to continue delivering technical assistance for WIOA programs in FY 2024 as part of its continued grants management and program management for all major grant programs, and as required by Section 168 of WIOA. In addition to the technical assistance provided to the State-level workforce entities, the Department and its partners also provide technical assistance to AJC partner programs and competitive grantees, which are required to partner with Workforce Development Boards. Technical assistance activities in FY 2024 will include:

- Increasing equity and job quality in employment and training programs;
- Training state and local boards, whose members regularly change;
- Retraining and reemploying Americans impacted by economic changes;
- Integrating intake, case record, and financial management systems and program operations;
- Replicating effective practices;
- Enhancing state and local capacity to conduct and use evaluations and analytics; and
- Performance accountability.

The Department will also continue building and maintaining the robust performance tracking systems and infrastructure necessary for performance reporting across WIOA formula and competitive grant programs, and for analyzing participant data to determine the program's effectiveness by race, gender, geographic location, and disability status. The Dislocated Worker Technical Assistance and Training (DWTAT) reserve provides funding for activities such as the data infrastructure that underpins the State Wage Interchange System, which allows sharing of employment information for performance reporting among states for all WIOA core programs. The DWTAT reserve also supports the extensive WIOA performance reporting system, which allows common performance reporting across all WIOA formula and competitive grantees.

FY 2023

To provide dislocated workers with employment and workforce development services, and disaster-affected communities with the resources they need, the Department was appropriated \$1,421,412,000 in FY 2023.

Of the amount for FY 2023, \$325,859,000 is for the National Reserve to provide assistance to workers and communities impacted by mass layoffs and areas affected by disasters. These funds continue to provide reemployment services for individuals impacted by economic change; train

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individuals to transition into new professions; and create temporary employment opportunities for other positions that can immediately mitigate the impact of the crisis.

This included a \$50,000,000 set-aside in the National Reserve to serve workers in the Appalachian, Lower Mississippi Delta, and Northern Border regions, which will be used to award WORC Round 6 grants.

This also included a set-aside of \$65,000,000 for the Strengthening Community Colleges Training grant program, which will be implemented in coordination with the Department of Education, and supports the Administration's priority of increasing capacity at community colleges to provide effective training programs and build partnerships with industry.

The remaining \$1,095,553,000 of PY 2023 funds will be directed by formula to states to provide WIOA dislocated worker services and rapid response services. FY 2023 funding will be available for Program Year (PY) 2023 (July 1, 2023 through June 30, 2024). Based on the most recent cost per participant data from the PY 2021 WIOA Annual Performance Reports, these funds will serve an estimated 235,755 dislocated workers at a cost of \$4,647 per participant.

The Department is continuing to delivering technical assistance for WIOA programs in FY 2023 as part of its continued grants management and program management for any major grant program, and as required by Section 168 of WIOA. In addition to the technical assistance provided to the State-level workforce entities, the Department and its partners also provide technical assistance to AJC partner programs and competitive grantees, which are required to partner with Workforce Development Boards. Technical assistance activities in FY 2023 will include:

- Increasing equity in employment and training programs;
- Training state and local boards, whose members regularly change;
- Retraining and reemploying Americans impacted by economic changes;
- Integrating intake, case record, and financial management systems and program operations;
- Replicating effective practices;
- Enhancing state and local capacity to conduct and use evaluations and analytics; and
- Performance accountability.

The Department is continuing to build and maintain the robust performance tracking systems and infrastructure necessary for performance reporting across WIOA formula and competitive grant programs, and for analyzing participant data to determine the program's effectiveness by race, gender, geographic location, and disability status. The Dislocated Worker Technical Assistance and Training (DWTAT) reserve provides funding for activities such as the data infrastructure that underpins the State Wage Interchange System, which allows sharing of employment information for performance reporting among states for all WIOA core programs. The DWTAT reserve also supports the extensive WIOA performance reporting system, which allows common performance reporting across all WIOA formula and competitive grantees.

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FY 2022

The Department was appropriated \$1,376,412,000 in FY 2022 to provide dislocated workers with employment and workforce development services, and disaster-affected communities with the resources they need.

Of that amount, \$300,859,000 is available to the National Reserve to provide assistance to workers and communities impacted by mass layoffs and areas affected by disasters, including disaster impacts and economic impacts from the pandemic. These funds provide reemployment services for individuals impacted by the pandemic; train individuals to transition into new professions; and create temporary employment opportunities for other positions that help to mitigate the impact of the crisis. The funding level included a \$45,000,000 set-aside in the National Reserve to serve workers in the Appalachian, Lower Mississippi Delta, and Northern Border regions (WORC Round 5 grants) and the \$50,000,000 set-aside for the Strengthening Community College grant program. The third round of the Strengthening Community Colleges Training Grants Program built the capacity of community colleges to address identified equity gaps and meet the skill development needs of employers in in-demand industries and career pathways, leading to quality jobs.

The remaining \$1,075,553,000 of PY 2022 funds was directed by formula to states to provide WIOA dislocated worker services and rapid response services. FY 2022 funding will be available for Program Year (PY) 2022 (July 1, 2022 through June 30, 2023). Based on the most recent cost per participant data (from PY 2021 WIOA Annual Performance Report), these funds will serve an estimated 231,451 dislocated workers at a cost of \$4,647 per participant.

The ETA delivered technical assistance for WIOA programs in FY 2022 as part of its continued grants management and program management for any major grant program, and as required by Section 168 of WIOA. In addition to the technical assistance provided to the State-level workforce entities, ETA and its partners also provided technical assistance to American Job Center partner programs and competitive grantees, which are required to partner with Workforce Development Boards.

Technical assistance activities in FY 2022 included:

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

States struggled with antiquated and siloed information technology (IT) systems. The Department assists states with implementing IT solutions that support cross-program integrated

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service delivery, addressed through the DOL-funded WIOA IT Support Center. States continued to implement performance reporting responsibilities that will require technical assistance.

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

DISLOCATED WORKER EMPLOYMENT AND TRAINING ACTIVITIES

WORKLOAD AND PERFORMANCE SUMMARY							
		PY 2021 Revised Enacted		PY 2022 Revised Enacted		PY 2023 Revised Enacted	PY 2024 Request
		Target	Result	Target	Result	Target	Target
Dislocated Workers Employment and Training Activities							
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 DW-01	Employment Rate – 2nd Quarter After Exit (WIOA Dislocated Worker)	66.2%	65.0%	66.2%	TBD	70.5%	70.7%
ETA-WIOA DW-02	Employment Rate – 4th Quarter After Exit (WIOA Dislocated Worker)	64.7%	60.0%	64.7%	TBD	66.6%	71.3%
ETA-WIOA DW-03	Median Earnings – 2nd Quarter After Exit (WIOA Dislocated Worker)	\$8,176	\$8,588	\$8,356	TBD	\$8,523	\$8,693
ETA-WIOA DW-04	Credential Attainment Rate (WIOA Dislocated Worker)	70.6%	71.2%	70.8%	TBD	71.0%	71.2%
ETA-WIOA DW-05	Measurable Skill Gains (WIOA Dislocated Worker)	63.0%	64.5%	63.2%	TBD	63.4%	63.6%
ETA-WIOA NDWG-01	Employment Rate – 2nd Quarter After Exit (WIOA National Dislocated Worker Grants)	61.7%	73.9%	74.1%	TBD	74.3%	74.5%
ETA-WIOA NDWG-02	Employment Rate – 4th Quarter After Exit (WIOA National Dislocated Worker Grants)	61.5%	65.9%	68.9%	TBD	71.9%	72.1%
ETA-WIOA NDWG-03	Median Earnings – 2nd Quarter After Exit (WIOA National Dislocated Worker Grants)	\$8,777	\$10,168	\$9,149	TBD	\$9,332	\$9,518

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WORKLOAD AND PERFORMANCE SUMMARY							
		PY 2021 Revised Enacted		PY 2022 Revised Enacted		PY 2023 Revised Enacted	PY 2024 Request
		Target	Result	Target	Result	Target	Target
ETA-WIOA NDWG-04	Credential Attainment Rate (WIOA National Dislocated Worker Grants)	54.6%	52.6%	54.8%	TBD	55.0%	55.2%
ETA-WIOA NDWG-05	Measurable Skill Gains (WIOA National Dislocated Worker Grants)	59.0%	65.2%	65.4%	TBD	65.6%	65.8%

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

DISLOCATED WORKER EMPLOYMENT AND TRAINING ACTIVITIES

Workload and Performance Narrative

WIOA authorizes six primary indicators of performance. States report to the Department on: 1) employment in the second quarter after exit; 2) employment in the fourth quarter after exit; 3) median earnings of those employed in the second quarter after exit; 4) credential attainment; 5) measurable skill gains; and 6) effectiveness in serving employers (shared measure across programs). 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. The Department observed decreases in employment rate performance indicators for PY 2020 and 2021, but expects performance to improve in PY 2022 and 2023 as those participants who exited during the COVID-19 pandemic phase out of the performance reporting cohorts. There is a structural delay from when we observe changes in the economy to when that is reflected in our reported outcomes. This delay occurs for two reasons: the first is due to the timing of the WIOA primary indicators of performance as defined in statute (i.e. the second or fourth quarter after exit) and the second is the additional two quarters that states are granted to collect outcomes and conduct wage matching. For example, the cohort for Q2 Employment Rates reporting during PY 2022 will reflect participants who exited between July 01, 2021 and June 30, 2022.

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

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

Additional data are collected on the types of participant services and individuals who have exited the program, including demographic characteristics such as race, gender, disability status, and those with positive outcomes for employment. These outputs help determine whether states are implementing strategies that will help meet their outcome goals and allow an examination of the program's effectiveness for subpopulations. In addition, the Department will continue to conduct research and evaluations in support of continuous program improvement to determine the effectiveness of services provided to various subpopulations and improve program efficiency and performance.

DISLOCATED WORKER EMPLOYMENT AND TRAINING ACTIVITIES

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2022 Revised Enacted	FY 2023 Revised Enacted	FY 2024 Request	Diff. FY24 Request / FY23 Revised Enacted
11.1	Full-time permanent	0	0	0	0
11.9	Total personnel compensation	0	0	0	0
25.1	Advisory and assistance services	0	0	0	0
25.2	Other services from non-Federal sources	0	0	0	0
25.7	Operation and maintenance of equipment	0	0	0	0
41.0	Grants, subsidies, and contributions	1,375,412	1,421,412	1,519,664	98,252
	Total	1,375,412	1,421,412	1,519,664	98,252

DISLOCATED WORKER EMPLOYMENT AND TRAINING ACTIVITIES

CHANGES IN FY 2024

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

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

Built-Ins Subtotal **\$0**

Net Program **\$98,252**

Direct FTE **0**

	Estimate	FTE
Base	\$1,421,412	0
Program Increase	\$98,252	0
Program Decrease	\$0	0

INDIAN AND NATIVE AMERICANS PROGRAM

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2022 Revised Enacted	FY 2023 Revised Enacted	FY 2024 Request	Diff. FY24 Request / FY23 Revised Enacted
Activity Appropriation	56,921	60,000	63,800	3,800
FTE	0	0	0	0

Introduction

The Indian and Native American (INA) programs, authorized under Section 166 of the Workforce Innovation and Opportunity Act (WIOA), are designed to help American Indian, Alaska Native, and Native Hawaiian individuals obtain jobs and remain employed in order to become self-sufficient through the provision of employment, education, training, and supportive services. The INA programs allow tribes to design their programs in a manner that best fits the needs of those communities, consistent with the principles of the Indian Self Determination and Education Assistance Act.

The INA programs are intended to: (a) increase the academic, occupational, and literacy skills of Indian and Native Americans to better position them in the workforce, making them more competitive; and (b) equip them as appropriate with the entrepreneurial skills necessary for self-employment. In addition, they connect employers with Native American workers with in-demand skills and credentials. The INA programs also promote the economic and social development of Indian and Native American communities while preserving the goals and values of such communities.

American Indians and Alaska Natives are the most impoverished population in the United States. According to the U.S. Census Bureau, 23.4 percent of American Indians and Alaska Natives live in poverty compared to 12.6 percent of the total U.S. population.¹ American Indians and Alaska Natives also have lower academic attainment in comparison to the overall U.S. population. For instance, only 15 percent of American Indians and Alaska Natives ages 25 and older have a bachelor’s degree or higher compared to 32.1 percent of the total US population.²

Improving these outcomes requires a concentrated effort to enhance education and employment opportunities, to create pathways to jobs and careers with advancement opportunities, and to help Indians and Native Americans enter and remain in the middle class. The INA programs do this by providing training and employment services specifically targeted to Indians and Native Americans who may not otherwise receive these services. The INA programs are the only federal employment and job training programs that provide funding specifically to serve the unique needs of American Indians, Alaska Natives, and Native Hawaiians who reside both on and off

¹ U.S. Census Bureau, Poverty Status in the Past 12 Months; 2021 ACS 5-Year Estimates, Table S1701

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

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

INDIAN AND NATIVE AMERICANS PROGRAM

reservations, including those who are living in urban areas who often face cultural challenges in transitioning from remote reservation areas to densely populated urban areas. American Indians and Alaska Natives living on remote reservations often lack access to services provided by American Job Centers as these centers are often located many miles away from the reservation in areas that may also face a lack of transportation.

The INA programs provide services to adults and youth through a network of 165 tribes and INA organizations. These grantees provide a range of activities that support program and community goals, including assistance with tuition and books; resume writing and interviewing techniques; job referrals; assistance with work-related expenses such as necessary tools or uniforms; transportation assistance; payment for professional and licensing fees; and work-based learning such as on-the-job training. ETA continues to seek the advice of the Department's Native American Employment and Training Council and the consultation process as it plans grant funding opportunities, including strategies and activities to be undertaken by grantees, performance accountability and reporting, and technical assistance. The programs emphasize training in jobs that are in high demand in the local economy as well as high demand jobs available outside the local community for individuals who are willing to relocate to obtain employment. As part of this effort, the Department will encourage and provide assistance to grantees that offer an opportunity to Native Americans to acquire the entrepreneurial skills necessary for successful self-employment. Supplemental youth funding is also awarded to help low-income American Indian, Alaska Native and Native Hawaiian youth, between the ages of 14 and 24, acquire the educational and occupational skills needed to achieve academic and employment success and transition to quality jobs.

INDIAN AND NATIVE AMERICANS PROGRAM

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

Data Category	FY 2021 Enacted	FY 2022 Enacted	FY 2023 Enacted	FY 2024 Request
Resource Data:	54,000	56,921	60,000	63,800
Service Grant				
Formula				
Competitive	53,460	56,351	59,400	63,162
Training/Technical Assistance	540	570	600	638
Total Resources	54,000	56,921	60,000	63,800
Program Data:				
Total Grants	174	173	166	166
New Starts				
#	174	173	173	173
\$	53,460	56,351	59,400	63,162
Contracts				
#	2	2	2	2
\$	540	570	600	638

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2019	\$54,500	0
2020	\$55,000	0
2021	\$55,500	0
2022	\$57,000	0
2023	\$60,000	0

Funding Mechanism

Like other WIOA programs, the INA programs operate on a program year (PY) basis. Funds appropriated in FY 2023 will be available from July 1, 2023, through June 30, 2024 (PY 2023). A set aside of 1.5 percent of the WIOA Youth appropriation will be used to operate INA supplemental youth service program grants. The Department competes INA grants every four years as required under WIOA Sec. 166. The Department transfers a portion of appropriated funds to the Department of Interior Bureau of Indian Affairs (BIA) under the Indian Employment, Training, and Related Services Demonstration Act of 1992 (P.L. 102-477), amended in 2017, which allows Federally-recognized tribes to consolidate certain Federal funding under an approved plan for comprehensive services.

INDIAN AND NATIVE AMERICANS PROGRAM

FY 2024

The Department is requesting \$63,800,000 in FY 2024 for the period of July 1, 2024, through June 30, 2025 (PY 2024). At this funding level, the program will serve approximately 10,513³ unemployed and under-skilled American Indian, Alaska Native, and Native Hawaiian adults in Indian and Native American Program grants administered by the Department of Labor. Additional participants are served through programs administered by BIA through funds transferred from this appropriation.

To help grantees implement these programs, the Department will continue to use up to one percent of the appropriation for technical assistance. These funds will be set aside for technical assistance activities based on the training needs of the INA community as determined through oversight activities conducted by the Department, and in consultation with the Native American Employment and Training Council.

The INA programs will continue to develop policies and implement strategies that support economic growth in rural reservations and provide services to American Indian, Alaska Native and Native Hawaiians living in urban areas. The programs will also continue to engage employers to address their needs and promote the benefits of diversity and inclusion in the workforce. In addition, the INA programs will focus on improving administrative efficiencies to increase the number of individuals who can be served while improving the quality of services provided. The Department will continue to work with Section 166 grantees to help more American Indians, Alaska Natives and Native Hawaiians to access and complete post-secondary education. In FY 2024, the INA Programs will focus on:

- ***Advancing Economic Equity for Indian and Native Americans.*** The Department will assist Indian and Native Americans in obtaining quality jobs and moving into the middle class through its employment and training program. In FY 2024, the INA programs will continue to make credential attainment a priority and will use the credential attainment performance measure as a key indicator in determining the program's success in helping participants acquire industry-recognized credentials.
- ***Value and Invest in the Care of Indian and Native Americans Seeking to Improve their Socio-Economic Status.*** The INA programs support a holistic approach in serving Indian and Native American communities and this approach aligns with the cultural values of these communities. Health, nutrition, family support and maintaining cultural values are all factors in an individual's career success. Therefore, the provision of support services such as childcare, transportation, work clothes, and health care (including mental health services) are necessary for individuals to successfully complete an employment and training program. The INA programs will continue to provide support services to remove the barriers that may prevent individuals from successfully completing a training program or obtaining a better job.

³ Participants served is based on requested amount for FY 2024 (\$63,800,000) and cost per participant of \$6,069. This estimate assumes that any funds transfers to the Department of Interior, Bureau of Indian Affairs will result in a comparable cost per participant served.

INDIAN AND NATIVE AMERICANS PROGRAM

FY 2023

The Department was appropriated \$60,000,000 in FY 2023 for the period of July 1, 2023 through June 30, 2024 (PY 2023). At this funding level, the program will serve approximately 7,536 unemployed and under-skilled American Indian, Alaska Native, and Native Hawaiian adults in Indian and Native American Program grants administered by the Department of Labor.⁴ Additional participants are served through programs administered by BIA through funds transferred from this appropriation.

To help grantees implement these programs, the Department will continue to use up to one percent of the appropriation for technical assistance. These funds will be set aside for technical assistance activities based on the training needs of the INA community as determined through oversight activities conducted by the Department, and in consultation with the Native American Employment and Training Council.

The INA Programs in PY 2023 will continue to develop policies and implement strategies that support economic growth in rural reservations and provide services to American Indian, Alaska Native and Native Hawaiians living in urban areas. In PY 2023, the INA Programs will focus on:

- ***Advancing Economic Equity for Indian and Native Americans.*** The Department will assist Indian and Native Americans in obtaining better paying jobs and moving into the middle class through its employment and training program. In FY 2023, the INA programs will continue to make credential attainment a priority and will use the credential attainment performance measure as a key indicator in determining the program's success in helping participants acquire industry-recognized credentials
- ***Value and Invest in the Care of Indian and Native Americans Seeking to Improve their Socio-Economic Status.*** The INA programs support a holistic approach in serving Indian and Native American communities and this approach aligns with the cultural values of these communities. Health, nutrition, family support and maintaining cultural values are all factors in an individual's career success. Therefore, the provision of support services such as childcare, transportation, work clothes, and health care (including mental health services) are necessary for individuals to successfully complete an employment and training program. As part of Administration efforts to provide holistic services, in PY 2023 the Department will work with the Department of the Interior's Bureau of Indian Affairs to provide technical assistance to Federally-recognized tribes on using the authority of P.L. 102-477 to consolidate programs related to employment and training into a single award.
- ***Prioritizing Information Technology Modernization.*** The Department completed the development of a web-based case management system for the INA adult programs and by PY 2023 will have completed a similar version for the INA supplemental youth program. The Department will continue to maintain the INA adult and youth case management systems to provide reporting and evaluation tools to improve decision making by INA grantees and the Department. Also, many Native American

⁴ Participants served is based on FY 2023 allocations (\$60,000,000) after subtractions for grantee funds transfers to the Department of Interior, Bureau of Indian Affairs of \$14,265,886 (est.) and an average cost per participant of \$6,069.

INDIAN AND NATIVE AMERICANS PROGRAM

grantees have outdated computers and software that creates data integrity and data security concerns. The Department will continue to encourage and support the use of INA program funds to invest in new computer equipment and software.

- ***Increased Training and Technical Assistance.*** The INA programs will provide training and technical assistance to grantees to increase the capabilities of grantees to provide virtual platforms and deliver services through increased use of technology. Tribes and tribal organizations often lack the technology to provide virtual services and travel long distances to seek enrollment and track progress of participants. There will be an increased emphasis on programs to develop ways to serve clients in a more efficient manner.

FY 2022

The Department was appropriated \$57,000,000 in FY 2022 for the period of July 1, 2022 through June 30, 2023 (PY 2022). At this funding level, the program is serving approximately 7,376⁵ unemployed and under-skilled American Indian, Alaska Native, and Native Hawaiian adults.

To help grantees implement these programs, the Department uses one percent of the appropriation for technical assistance. These funds are used to provide technical assistance activities based on the training needs of the INA community as determined through oversight activities conducted by the Department, and in consultation with the Native American Employment and Training Council. The Department competed the INA grants for PY 2022; WIOA requires such a competition every four years.

In PY 2022, the INA program focuses technical assistance on:

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

⁵ Participants served is based on FY 2022 appropriation (\$57,000,000) after subtractions for grantee funds transfers to the Department of Interior, Bureau of Indian Affairs of \$12,236,218 (est.) and an average cost per participant of \$6,069.

INDIAN AND NATIVE AMERICANS PROGRAM

WORKLOAD AND PERFORMANCE SUMMARY							
		PY 2021 Revised Enacted		PY 2022 Revised Enacted		PY 2023 Revised Enacted	PY 2024 Request
		Target	Result	Target	Result	Target	Target
Indian and Native American Programs							
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 INA Adult-01	Employment Rate – 2nd Quarter After Exit (WIOA Indian and Native American Program - Adult)	60.7%	69.4%	69.6%	TBD	69.8%	70.0%
ETA-WIOA INA Adult-02	Employment Rate – 4th Quarter After Exit (WIOA Indian and Native American Program - Adult)	56.9%	69.0%	69.2%	TBD	69.4%	69.6%
ETA-WIOA INA Adult-03	Median Earning – 2nd Quarter After Exit (WIOA Indian and Native American Program - Adult)	\$4,971	\$5,670	\$5,783	TBD	\$5,899	\$6,017
ETA-WIOA INA Adult-04	Credential Attainment Rate (WIOA Indian and Native American Program - Adult)	46.2%	49.4%	49.6%	TBD	49.8%	50.0%
ETA-WIOA INA Adult-05	Measurable Skill Gains (WIOA Indian and Native American Program - Adult)	25.8%	37.4%	37.6%	TBD	37.8%	40.0%

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

INDIAN AND NATIVE AMERICANS PROGRAM

Workload and Performance Narrative

Like other WIOA programs, the INA program uses six key indicators. Grantees report to the Department on: 1) employment in the second quarter after exit; 2) employment in the fourth quarter after exit; 3) median earnings of those employed in the second quarter after exit; 4) credential attainment; 5) measurable skill gains; and 6) effectiveness in serving employers. After data collection via a legacy system, in FY 2021, the Department deployed a case management system for grantees that also facilitates performance reporting. The quarter ending December 31, 2020 was the first quarter for which the INA program reported full data under the new reporting system. The INA program has collected sufficient data from the new case management system to establish performance targets for grant recipients and evaluate program outcomes.

INDIAN AND NATIVE AMERICANS PROGRAM

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2022 Revised Enacted	FY 2023 Revised Enacted	FY 2024 Request	Diff. FY24 Request / FY23 Revised Enacted
11.1	Full-time permanent	0	0	0	0
11.9	Total personnel compensation	0	0	0	0
25.2	Other services from non-Federal sources	0	0	0	0
25.7	Operation and maintenance of equipment	0	0	0	0
41.0	Grants, subsidies, and contributions	56,921	60,000	63,800	3,800
	Total	56,921	60,000	63,800	3,800

INDIAN AND NATIVE AMERICANS PROGRAM

CHANGES IN FY 2024

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$0
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Other services from non-Federal sources	0
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Operation and maintenance of equipment	0
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Grants, subsidies, and contributions	0
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Built-Ins Subtotal	\$0
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Net Program	\$3,800
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Direct FTE	0
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	Estimate	FTE
Base	\$60,000	0
Program Increase	\$3,800	0
Program Decrease	\$0	0

MIGRANT AND SEASONAL FARMWORKERS

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2022 Revised Enacted	FY 2023 Revised Enacted	FY 2024 Request	Diff. FY24 Request / FY23 Revised Enacted
Activity Appropriation	95,264	97,396	97,396	0
FTE	0	0	0	0

Introduction

The National Farmworker Jobs Program (NFJP) provides grants to local community-based organizations and public agencies that assist migrant and seasonal farmworkers (MSFW), and their dependents in attaining greater economic stability. The program helps farmworkers acquire skills that they need to obtain, retain, and advance in agricultural jobs, or start new careers. NFJP serves eligible MSFWs, who are low-income and primarily underemployed in agricultural or fish farming labor, and their dependents, by providing an array of comprehensive career services, training services (i.e., occupational skills and job training), youth services, housing services (short-term or permanent housing), and related assistance services (i.e., English language and literacy instruction), designed to assist eligible MSFWs retain or stabilize their agricultural employment. Additionally, NFJP partners with the [Monitor Advocate System](#)¹ to ensure farmworkers have equitable access to these services and other workforce protections offered by American Job Centers, so that MSFWs may improve their living and working conditions. The NFJP program is authorized under Section 167 of the Workforce Innovation and Opportunity Act (WIOA).

NFJP grantees are required partners in the American Job Center (AJC) network. NFJP services are not a substitute for other WIOA services, which must be available to farmworker job seekers. In addition to directly providing employment and training services and housing services, NFJP grantees connect its MSFW participants to relevant AJC services.

In providing services to MSFWs, NFJP grantees must consider factors that are unique to this population. One such factor is the mobility of the farmworker population, as MSFWs may travel to different geographic locations in search of available seasonal work, based on crop harvest seasons and/or local area labor shortages. NFJP grantees use specific outreach and service delivery methods to serve participants who may otherwise not be able to take advantage of services offered through their local AJC network. Because of the specific, targeted outreach that it provides, the NFJP program is able to reach a historically underserved and disadvantaged population with multiple barriers to employment. The mobility of the farmworker population also creates challenges for their families, as minors who accompany families traveling in search of work have an inherent educational disadvantage. NFJP serves dependents of MSFWs, offering youth workforce activities and services to ensure equitable educational opportunities.

The cyclical nature of agricultural work leads MSFWs to seek off-season work in industries that require similar skill sets. According to the National Agricultural Worker Survey (NAWS), 31

¹ Additional information on the Monitor Advocate System is available at <https://www.dol.gov/agencies/eta/agriculture/monitor-advocate-system/>.

MIGRANT AND SEASONAL FARMWORKERS

percent of crop workers reported holding at least one non-farm job in the 12 months prior to the interview.² Because MSFWs often work in labor-intensive positions in industry sectors such as construction, they are prime candidates for employment dislocation in economic downturns, or slow recoveries. This dislocation presents a significant challenge to farmworkers, who do not qualify under most unemployment insurance benefit programs because agricultural employers generally do not meet UI requirements for coverage related to the number of employees or amount of wages paid. The NFJP program seeks to counter the impact of chronic unemployment and underemployment MSFWs experience due to the cyclical nature of agricultural work.

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

Data Category	FY 2021 Enacted	FY 2022 Enacted	FY 2023 Enacted	FY 2024 Request
<u>Resource Data:</u>	93,896	95,264	97,396	97,396
Service Grant				
Formula	93,339	94,984	97,116	97,116
Training/Technical Assistance	557	280	280	280
Research Evaluation				
Total Resources	93,896	95,264	97,396	97,396
<u>Program Data:</u>				
Total Grants	68	63	68	62
New Starts				
#	68	63	68	62
\$	88,369	94,984	97,116	97,116
Contracts				
#	4	1	1	1
\$	527	280	280	280

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2019	\$88,896	0
2020	\$91,896	0
2021	\$93,896	0
2022	\$95,396	0
2023	\$97,396	0

² Source is available at: <https://www.dol.gov/agencies/eta/national-agricultural-workers-survey>.

MIGRANT AND SEASONAL FARMWORKERS

Funding Mechanism

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

NFJP employment and training funds are allocated annually to state service areas through a funding formula. The formula estimates the number of eligible farmworkers in each state by using data from the U.S. Census, the Agricultural Census, the National Agricultural Workers Survey (NAWS), and the Farm Labor Survey. There is at least one grant organization in every state and Puerto Rico with the following exceptions: Alaska and Washington, DC, which do not have grants due to their very small relative share of agricultural employment; Connecticut and Rhode Island, which are a combined state service area; and Maryland and Delaware, which are a combined state service area. Because of its large number of agricultural workers, California is represented by a total of six grant organizations. NFJP housing grant funds are allocated based on awarded proposals received through the FOA process.

FY 2024

The Department is requesting \$97,396,000 in FY 2024 for the period of April 1, 2024, through June 30, 2025 (PY 2024). The funds requested include a one percent breakout for discretionary purposes, as authorized under WIOA. At this funding level, the program will serve approximately 12,294 participants through 53 Career Services and Training grants based on the PY 2021 cost per participant of \$7,331 and provide housing services to approximately 9,231 individuals through 9 Housing grants across the U.S. and Puerto Rico, based on the PY 2021 cost per participant of \$714.

Through services to farmworkers and their families, NFJP aligns with the President's priority of advancing racial and gender equity and support for underserved communities who have been historically marginalized. MSFWs, whose livelihoods are primarily derived from agricultural employment, often experience wage theft, heat-related illness, exposure to pesticide, inferior housing, transportation barriers, limited access to health care, discrimination, trafficking, forced labor, sexual assault, and other workplace abuses. The Department will continue to develop guidance and technical assistance that encourages grantees to adopt policies and practices that are inclusive and take into account the nature of the agriculture industry, including farmworkers' seasonal employment patterns and irregular income.

MIGRANT AND SEASONAL FARMWORKERS

FY 2023

The Department was appropriated \$97,396,000 in FY 2023 for the period of April 1, 2023, through June 30, 2024 (PY 2023). At this funding level, the program will serve approximately 12,294 participants through Career Services and Training grants based on the PY 2021 cost per participant of \$7,331 and will provide housing services to 9,231 individuals through Housing grants based on the PY 2021 cost per participant of \$714.

NFJP aligns with the President's priority of advancing racial and gender equity and support for underserved communities through services to farmworkers and their families, who have been historically marginalized, and the President's vision for reinvesting in drivers of growth and shared prosperity, such as education, public health and research. MSFWs, whose livelihoods are primarily derived from agricultural employment, experience chronic unemployment and underemployment due to the cyclical nature of the work. Additionally, MSFWs often experience wage theft, heat-related illness, exposure to pesticide, inferior housing, transportation barriers, limited access to health care, discrimination, and other abuses.

To address these challenges, NFJP grantees utilize a comprehensive service model that combines an array of career services, training, housing assistance, youth services, and other related assistance, such as English language and literacy instruction. NFJP enables farmworkers to acquire necessary skills to either stabilize or advance in their agricultural jobs or obtain employment in new industries. The Department will continue to develop guidance and technical assistance that encourage grantees to commit to adopting policies and practices that are inclusive and take into account the nature of the agriculture industry, including farmworker's seasonal employment patterns and irregular income.

FY 2022

The Department was appropriated \$95,396,000 in FY 2022 for the period of April 1, 2022 through June 30, 2023 (PY 2022). At this funding level, the program expects to serve approximately 12,042 participants through Career Services and Training grants based on the PY 2021 cost per participant of \$7,331 and provide housing services to 9,042 individuals through Housing grants based on the PY 2021 cost per participant of \$714.

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

MIGRANT AND SEASONAL FARMWORKERS

WORKLOAD AND PERFORMANCE SUMMARY							
		PY 2021		PY 2022		PY 2023	PY 2024
		Revised Enacted		Revised Enacted		Revised Enacted	Request
		Target	Result	Target	Result	Target	Target
Migrant and Seasonal Farmworkers							
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 NFJP Adult-01	Employment Rate – 2nd Quarter After Exit (WIOA National Farmworker Jobs Program - Adult)	70.1%	85.9%	72.3%	TBD	72.5%	72.5%
ETA-WIOA NFJP Adult-02	Employment Rate – 4th Quarter After Exit (WIOA National Farmworker Jobs Program - Adult)	71.3%	83.1%	71.5%	TBD	71.7%	71.7%
ETA-WIOA NFJP Adult-03	Median Earning – 2nd Quarter After Exit (WIOA National Farmworker Jobs Program - Adult)	\$5,180	\$7,800	\$5,284	TBD	\$5,389	\$5,389
ETA-WIOA NFJP Youth-01	Education and Employment Rate – 2nd Quarter After Exit (WIOA National Farmworker Jobs Program - Youth)	70.1%	90.5%	70.3%	TBD	70.5%	70.5%
ETA-WIOA NFJP Youth-02	Education and Employment Rate – 4th Quarter After Exit (WIOA National Farmworker Jobs Program - Youth)	68.6%	89.2%	68.8%	TBD	69.0%	69.0%
ETA-WIOA NFJP Youth-03	Median Earning – 2nd Quarter After Exit (WIOA National Farmworkers Jobs Program - Youth)	\$5,180	\$6,971	\$5,284	TBD	\$5,389	\$5,389
ETA-WIOA NFJP Youth-04	Credential Attainment (WIOA National Farmworker Jobs Program - Youth)	53.2%	63.3%	53.4%	TBD	53.6%	53.6%

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

MIGRANT AND SEASONAL FARMWORKERS

Workload and Performance Narrative

The WIOA authorizes six primary indicators of performance. Grantees report to the Department on: 1) employment in the second quarter after exit for adults, and employment, education, and training in the second quarter after exit for youth; 2) employment in the fourth quarter after exit for adults, and employment, education, and training in the second quarter after exit for youth; 3) median earnings of those employed in the second quarter after exit; 4) credential attainment; 5) measurable skill gains; and 6) effectiveness in serving employers (tracking outcomes to establish baseline).

The Department is currently transitioning to the process of using the Common Reporting Information System (CRIS). This is a new process and may impact future results and therefore targets. Current targets set may be adjusted based on the use of CRIS data in the future.

MIGRANT AND SEASONAL FARMWORKERS

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2022 Revised Enacted	FY 2023 Revised Enacted	FY 2024 Request	Diff. FY24 Request / FY23 Revised Enacted
11.1	Full-time permanent	0	0	0	0
11.9	Total personnel compensation	0	0	0	0
25.2	Other services from non-Federal sources	0	0	0	0
41.0	Grants, subsidies, and contributions	95,264	97,396	97,396	0
	Total	95,264	97,396	97,396	0

MIGRANT AND SEASONAL FARMWORKERS

CHANGES IN FY 2024

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$0
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Other services from non-Federal sources	0
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Grants, subsidies, and contributions	0
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Built-Ins Subtotal	\$0
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Net Program	\$0
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Direct FTE	0
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	Estimate	FTE
Base	\$97,396	0
Program Increase	\$0	0
Program Decrease	\$0	0

REENTRY EMPLOYMENT OPPORTUNITIES

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2022 Revised Enacted	FY 2023 Revised Enacted	FY 2024 Request	Diff. FY24 Request / FY23 Revised Enacted
Activity Appropriation	101,937	115,000	170,000	55,000
FTE	0	0	0	0

Introduction

The Reentry Employment Opportunities (REO) program connects current or formerly incarcerated adults and youth involved in the justice system with occupational skills training and Registered Apprenticeships leading to industry-recognized credentials and employment in industries and occupations that offer competitive wages and opportunities for advancement, which can reduce the significant barriers to employment that justice-involved individuals face. The REO program facilitates a smoother reentry for justice-involved individuals and helps them reintegrate into their communities.

The Workforce Innovation and Opportunity Act (WIOA) defines “offenders” as adults or juveniles who have been subject to any stage of the criminal justice process, and for whom services under WIOA may be beneficial, or people who require assistance in overcoming artificial barriers to employment resulting from a record of arrest or conviction. In addition to focusing on this population, the REO program provides pre-release and comprehensive post-release services targeted in communities where high rates of poverty and crime exist. REO services include career assistance, occupational skills training, work-based learning, mentoring, transportation assistance, community violence intervention, trauma informed care approaches, mental health and substance abuse support, and preparation for post-secondary education. REO grantees also provide or connect participants with additional supportive services such as housing, childcare, identification assistance, family unification services, and legal assistance. REO grants have employer partners involved in the program design, so participants are prepared with skills and credentials that are in-demand. Grantees connect with employers to educate them on the benefits of hiring persons with criminal records and assist them in connecting with an often overlooked labor supply.

The Department is committed to using its REO funding to build the evidence base on workforce development interventions serving justice-involved adults and youth. In addition, the Department plans its interventions in consultation with the Department of Justice, Department of Health and Human Services, Department of Housing, and the Department of Education to ensure that the Federal government is addressing the holistic needs of justice-involved individuals. To support job placement, the Department maintains the Federal Bonding Program, which provides fidelity insurance to employers that hire persons with criminal records, as well as other at-risk job candidates.

The FY 2023 House Committee Report (117-403) directed the Department to provide an update in the FY 2024 Congressional Justifications on addressing workforce challenges.

REENTRY EMPLOYMENT OPPORTUNITIES

“The Committee is aware that recent re-entry programs are an excellent way to help address workforce challenges, including those in the advanced manufacturing sector. The Committee directs the Department to provide an update in the fiscal year 2024 Congressional Budget Justification on information from the last three fiscal years on pathways and relationships built with employers, including data on formerly incarcerated individuals who have utilized the program, rates of increased credentials, and placement in higher paying positions.”

Employer relationships are critical to the success of reentry grants. Grantee feedback indicates that the majority of Reentry Employment Opportunities grants have long-established relationships with employers in their communities. REO grantees tend to work most with medium-sized employers (50 - 249 employees). The vast majority partner with warehouse and logistics companies, followed closely by construction and manufacturing, and culinary and food service companies. About half of the grantees reported working with the health care industry. 65 percent of REO grantees report having regular check-ins with employer partners about hiring needs. Furthermore, employer partners contribute to the participants’ development through company site visits, job fair participation, mock interviews, job readiness preparation, and apprenticeships and other work-based learning opportunities.

These employer partnerships and contributions have led to improved outcomes for participants. Our most recent adult data indicate that median earnings in the 2nd quarter after exit have increased from \$5,720 to \$6,400, a 10% increase from January 2022. Similarly, the employment rate in the 2nd quarter after exit has increased for both adults and youth to 68% and 66%, respectively. For comparison, the employment rates in the 2nd quarter after exit were 40% and 46%, respectively, in December of 2020. Credential attainment remained relatively steady at 89% for adults and 70% for youth when compared with employment outcomes.

REO adult participant demographics for calendar year 2022 are as follows: men 85%, women 15%; Black/African American 56%, White 24%, Hispanic/Latino 21%, American Indian/Native Alaskan >1%, Asian 1%, Native Hawaiian/Pacific Islander <1%, More than one race 6%. Demographics of REO youth program participants are as follows: men 79%, women 21%; Black/African American 60%, White 22%, Hispanic/Latino 27%, American Indian/Native Alaskan 2%, Asian <1%, Native Hawaiian/Pacific Islander <1%, and more than one race 15%.

REENTRY EMPLOYMENT OPPORTUNITIES

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

Data Category	FY 2021 Enacted	FY 2022 Enacted	FY 2023 Enacted	FY 2024 Request
<u>Resource Data:</u>	100,079	101,937	115,000	170,000
Service Grant				
Formula				
Competitive	93,802	93,660	106,880	162,000
Training/Technical Assistance	2,800	2,800	2,800	2,800
Research Evaluation	157	157		
Program Support	5,320	5,320	5,320	5,200
Total Resources	100,079	101,937	115,000	170,000
<u>Program Data:</u>				
Total Grants	28	33	35	50
New Starts				
#	28	33	35	50
\$	93,802	93,937	105,800	156,400
Contracts				
#	8	6	6	6
\$	8,397	8,000	8,000	8,000

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2019	\$93,079	0
2020	\$98,079	0
2021	\$100,079	0
2022	\$102,079	0
2023	\$115,000	0

Funding Mechanism

REO operates on a program year (PY) basis. Funds appropriated for REO are available from April 1 through June 30 of the next year and are awarded through a competitive solicitation process. Grants serving current and formerly incarcerated adults may be awarded to local workforce development boards, post-secondary education institutions, state or local governments, Indian and Native American serving entities, and non-profit faith-based and

REENTRY EMPLOYMENT OPPORTUNITIES

501(c)(3) community- and faith-based organizations. Grants for serving current and formerly incarcerated youth involved in the justice system may be awarded to various types of organizations, including non-profit national and regional intermediaries, 501(c)(3) community- and faith-based organizations, state and local government agencies, and Indian and Native American entities eligible for grants under WIOA Section 166.

FY 2024

The Department is requesting \$170,000,000 in FY 2024 for the period of April 1, 2024, through June 30, 2025 (PY 2024) to serve persons sentenced under the adult criminal justice system and juveniles and young adults involved or at risk of involvement in the justice system. This funding will serve an estimated 13,178 adult participants in PY 2024 at a cost per participant of \$7,740, and an estimated 5,217 young adult participant at a cost per participant of \$11,500.

In PY 2024, the Department will continue to focus on projects that provide comprehensive occupational skills training and apprenticeship opportunities and evaluate program models funded through the REO grants to assess their effectiveness. The Department has incorporated existing evidence on how to best serve justice-involved individuals into the design of current programs. These funds will continue to support a partnership with the Federal Bureau of Prisons (BOP), authorized by the First Step Act, to provide workforce development services to people in BOP custody as they serve their sentences and continue services during their transition into the community after exiting BOP custody. By doing so, the program will improve both the employment outcomes of returning citizens and reduce the recidivism risk of the reentering Federal prison population¹. The program specifically supports providers to deliver workforce development services, including occupational skills training, to incarcerated individuals throughout their time in the prison system, with a focus on pre-release services and consistent case management upon release. The Department will continue to incorporate lessons learned from its ongoing Reentry Employment Opportunities Evaluation while building additional evidence through future planned evaluations of its Reentry Projects and Pathway Home models.²

The Department will continue to support youth and young adults through the REO Youth Growth Opportunities (GO) initiative, which focuses on evidence-based practices in community violence intervention, such as paid work experience, leadership, mentoring, and partnerships with violence interrupters. At least \$60,000,000 will be used to serve juveniles and young adults through the GO initiative in coordination with the Administration's comprehensive strategy to combat gun violence and other violent crime, in part, with preventative measures proven to reduce violent crime, in partnership with experienced violence prevention organizations. Most of the remaining funding will be used for grants to serve adults and system alignment activities, including contributions to the First Step Initiative for services delivered within the community. To advance First Step Act implementation, the FY 2024 Budget will include, within the

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

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

REENTRY EMPLOYMENT OPPORTUNITIES

Department of Justice appropriation, an allocation of \$100 million for this evidence-informed workforce development and reentry initiative. The Department will also use the Grantee Performance Management System for grantee case management and performance reporting and provide technical assistance to grantees to help them improve their performance.

FY 2023

The Department was appropriated \$115,000,000 in FY 2023 for the period of April 1, 2023, through June 30, 2024 (PY 2023) to serve persons sentenced under the adult criminal justice system and juveniles and young adults involved or at risk of involvement in the justice system. This funding is projected to serve an estimated 13,113 adult participants in PY 2023 at a cost per participant of \$5,863 and an estimated 2,609 young adult participant at a cost per participant of \$11,500.

In PY 2023, the Department is focused on projects that provide comprehensive occupational skills training and apprenticeship opportunities and is evaluating program models funded through the REO grants to assess their effectiveness. The Department has incorporated existing evidence on how to best serve justice-involved individuals into the design of current programs. For example, the Pathway Home demonstration grant program builds upon evidence from the Linking to Employment Activities Pre-Release Program (LEAP) Implementation Evaluation.³ The Department continues to incorporate lessons learned from its ongoing Reentry Employment Opportunities Evaluation while building additional evidence through planned evaluations of its Reentry Projects and Pathway Home models.⁴ At least \$30,000,000 is used to serve juveniles and young adults, and the remaining funds are used for grants to serve adults and system alignment activities. The Department fully transitioned to the Grantee Performance Management System for grantee case management and performance reporting and provided technical assistance to grantees to help them improve their performance.

To advance First Step Act implementation and reduce recidivism risk in the reentering Federal prisoner population, the 2022 Budget included, within the Department of Justice Federal Bureau of Prisons' (BOP) appropriation an allocation of at least \$45 million for an evidence-informed workforce development initiative with the funding administered by DOL in partnership and collaboration with BOP. This initiative will also be allocated significant funding in FY 2023. The initiative aims to align job training and skills development services provided to individuals incarcerated in the Federal corrections system to the specific labor market needs of the communities where they will live upon release. Seven states received a total of \$42,053,137 to deliver workforce development services to incarcerated individuals throughout their time in the prison system, with an initial focus on pre-release services, including occupational skills training, while incarcerated individuals are housed in BOP facilities, continuing with a transition model while they are housed in a community placement, and ending with a seamless transition to local service providers when they are back in the community.

³ Linking to Employment Activities Pre-Release Program (LEAP) Implementation Evaluation Briefs, Mathematica Policy Research, May 2018. <https://www.dol.gov/sites/dolgov/files/OASP/legacy/files/Providing-Services-in-a-Jail-Based-American-Job-Center.pdf>

⁴ Reentry Employment Opportunities. <https://www.dol.gov/agencies/oasp/evaluation/currentstudies/Reentry-Employment-Opportunities-Evaluation>

REENTRY EMPLOYMENT OPPORTUNITIES

FY 2022

The Department was appropriated \$102,079,000 in FY 2022 for the period of April 1, 2022, through June 30, 2023 (PY 2022) to serve persons sentenced under the adult criminal justice system and juveniles and young adults involved or at risk of involvement in the justice system. This funding will serve an estimated 9,559 adult participants in PY 2022 at a cost per participant of \$5,283, and an estimated 7,854 young adult participant at a cost per participant of \$5,513.

In PY 2022, the Department focused on projects that provided comprehensive occupational skills training and apprenticeship opportunities and evaluated program models funded through the REO grants to assess their effectiveness. The Growth Opportunities grant contributes to the President's priority on community violence intervention among youth and young adults. Growth Opportunities grants build off of community violence intervention evidence and prepare justice-involved youth (ages 15-18) and young adults (ages 18-24) for the world of work. The program simultaneously addresses multiple core issues important to youth and young adults in low-income communities. These issues include mentorship, conflict resolution, leadership development, education, and employment opportunities in in-demand industries, with a focus on paid work experiences during program enrollment. The Department also deployed the Grantee Performance Management System for grantee case management and performance reporting and provided technical assistance to grantees to help them improve their performance.

REENTRY EMPLOYMENT OPPORTUNITIES

WORKLOAD AND PERFORMANCE SUMMARY							
		PY 2021		PY 2022		PY 2023	PY 2024
		Revised Enacted		Revised Enacted		Revised Enacted	Request
		Target	Result	Target	Result	Target	Target
Reentry Employment Opportunities							
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 REO Adult-01	Employment Rate – 2nd Quarter After Exit (WIOA ReEntry Employment Opportunities - Adult)	64.0%	68.2%	68.4%	TBD	68.6%	68.8%
ETA-WIOA REO Adult-02	Employment Rate – Fourth Quarter After Exit (WIOA ReEntry Employment Opportunities - Adult)	56.8%	64.5%	64.7%	TBD	64.9%	65.1%
ETA-WIOA REO Adult-03	Median Earning – 2nd Quarter After Exit (WIOA ReEntry Employment Opportunities - Adult)	\$5,700	\$6,446	\$6,575	TBD	\$6,706	\$6,840
ETA-WIOA REO Adult-04	Credential Attainment (WIOA ReEntry Employment Opportunities - Adult)	83.0%	89.6%	89.8%	TBD	90.0%	90.2%
ETA-WIOA REO Adult-05	Measurable Skill Gains (WIOA ReEntry Employment Opportunities - Adult)	87.0%	57.8%	72.5%	TBD	72.7%	72.9%
ETA-WIOA REO Youth-01	Education and Employment Rate – 2nd Quarter After Exit (WIOA ReEntry Employment Opportunities - Youth)	59.1%	66.1%	66.3%	TBD	66.5%	66.7%
ETA-WIOA REO Youth-02	Education and Employment Rate – Fourth Quarter After Exit (WIOA ReEntry Employment Opportunities - Youth)	50.5%	66.1%	66.3%	TBD	66.5%	66.7%
ETA-WIOA REO Youth-03	Median Earning – 2nd Quarter After Exit (WIOA ReEntry Employment Opportunities - Youth)	\$3,770	\$4,560	\$4,651	TBD	\$4,744	\$4,839

REENTRY EMPLOYMENT OPPORTUNITIES

WORKLOAD AND PERFORMANCE SUMMARY							
		PY 2021 Revised Enacted		PY 2022 Revised Enacted		PY 2023 Revised Enacted	PY 2024 Request
		Target	Result	Target	Result	Target	Target
ETA-WIOA REO Youth-04	Credential Attainment (WIOA ReEntry Employment Opportunity - Youth)	69.0%	70.1%	69.2%	TBD	69.4%	69.6%
ETA-WIOA REO Youth-05	Measurable Skill Gains (WIOA ReEntry Employment Opportunities - Youth)	77.0%	54.8%	66.0%	TBD	66.2%	66.4%

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

REENTRY EMPLOYMENT OPPORTUNITIES

Workload and Performance Narrative

The WIOA authorizes six primary indicators of performance. Grantees report to the Department on: 1) employment in the second quarter after exit; 2) employment in the fourth quarter after exit; 3) median earnings of those employed in the second quarter after exit; 4) credential attainment; and 5) measurable skill gains. ETA also measures recidivism among participants in the REO program. 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.

The Department has fully transitioned to validating employment outcomes through the Common Reporting Information System, which provides more accurate data for assessment and planning, and this may impact future results and therefore targets.

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

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

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

Additional data are collected on the types of participant services and individuals who have exited the program including demographic characteristics such as race, gender, disability status, and those with positive outcomes for entered employment. These measures help determine whether states are implementing strategies that will help meet their outcome goals, and allow an examination of the program's effectiveness for subpopulations.

REENTRY EMPLOYMENT OPPORTUNITIES

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2022 Revised Enacted	FY 2023 Revised Enacted	FY 2024 Request	Diff. FY24 Request / FY23 Revised Enacted
11.1	Full-time permanent	0	0	55,000	55,000
11.9	Total personnel compensation	0	0	55,000	55,000
25.2	Other services from non-Federal sources	0	0	0	0
41.0	Grants, subsidies, and contributions	101,937	115,000	115,000	0
	Total	101,937	115,000	170,000	55,000

REENTRY EMPLOYMENT OPPORTUNITIES

CHANGES IN FY 2024

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments \$0

Other services from non-Federal sources 0

Grants, subsidies, and contributions 0

Built-Ins Subtotal \$0

Net Program \$55,000

Direct FTE 0

	Estimate	FTE
Base	\$115,000	0
Program Increase	\$55,000	0
Program Decrease	\$0	0

APPRENTICESHIP PROGRAM

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2022 Revised Enacted	FY 2023 Revised Enacted	FY 2024 Request	Diff. FY24 Request / FY23 Revised Enacted
Activity Appropriation	234,674	285,000	335,000	50,000
FTE	0	0	0	0

Introduction

The Employment and Training Administration’s Office of Apprenticeship (OA) utilizes the TES budget to invest in the expansion, diversification, and modernization of the National Apprenticeship system. On February 17, 2021, the President announced actions to bolster pre-apprenticeship and strengthen Registered Apprenticeship (RA) in traditional and nontraditional industries. The President’s landmark legislative accomplishments are now rebuilding U.S. infrastructure, supporting clean energy, and boosting American manufacturing while creating millions of high-quality jobs. The Administration is committed to ensuring that the good jobs generated by these historic investments are available to all Americans, and Registered Apprenticeship represents a critical tool for creating pipelines into these jobs and ensuring that they are high-quality. Equally importantly, Registered Apprenticeship and the pre-apprenticeship pathways that feed into it offer the chance to ensure that populations that have traditionally been under-represented in apprenticeship programs have access to the model.

RA programs train workers for in-demand jobs, offer progressively higher wages, and afford worker protections that ensure workers’ welfare, safety, and equal opportunity. RA combines job-related technical instruction with structured, paid on-the-job learning experiences. Upon completion of an RA program, participants receive nationally-recognized credentials that certify occupational proficiency, are portable, and provide pathways to the middle class. In many cases, these programs provide apprentices with the opportunity to simultaneously obtain post-secondary credit and degrees. Many successful apprenticeship programs are jointly operated by labor and management, ensuring that workers have a voice in their future professional development.

RA is a key strategy to develop the nation’s workforce across a range of industries, including advanced manufacturing (including semiconductor manufacturing and biomanufacturing), financial services, education, government, transportation, information technology, healthcare, care economy, energy, supply chain occupations, and the skilled trades. More than 1 million individuals have begun an apprenticeship since FY 2016, when Congress first appropriated funding to expand apprenticeship. The Department will continue to pursue ways to expand pre-apprenticeship, apprenticeship opportunities for youth, and RA in high-growth sectors where RAs are underutilized. The Department will also aggressively pursue strategies that support increased equity and opportunity for under-represented populations to ensure that the National Apprenticeship system reflects the communities in which it operates.

APPRENTICESHIP PROGRAM

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

Data Category	FY 2021 Enacted	FY 2022 Enacted	FY 2023 Enacted	FY 2024 Request
<u>Resource Data:</u>	185,000	235,000	285,000	335,000
Service Grant		TBD	TBD	TBD
Formula				
Competitive/ Discretionary	121,761	TBD	TBD	TBD
Research Evaluation	513	672	TBD	TBD
Training/Technical Assistance		TBD	TBD	TBD
Program Support		290	TBD	TBD
Total Resources	185,000	234,674	285,000	335,000
<u>Program Data:</u>				
Total Grants	30	TBD	TBD	TBD
New Starts				
#	30	TBD	TBD	TBD
\$	121,761	TBD	TBD	TBD
Contracts				
#	33	TBD	TBD	TBD

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2019	\$160,000	0
2020	\$175,000	0
2021	\$185,000	0
2022	\$235,000	0
2023	\$285,000	0

Funding Mechanism

FY 2024 apprenticeship funds will be available from July 1, 2024, through June 30, 2025. The Department will carry out activities through grants, cooperative agreements, contracts, and other arrangements.

APPRENTICESHIP PROGRAM

FY 2024

The Department is requesting \$335,000,000 in FY 2024 for the period of July 1, 2024, through June 30, 2025 (PY 2024).

In FY 2024, the Department is focused on building a modern and inclusive workforce and ensuring Registered Apprenticeship helps to lead these efforts. The Department will prioritize investments that expand the apprenticeship model to new sectors and occupations. This budget request also supports the President's goal to expand Registered Apprenticeship to serve at least 1 million apprentices annually within ten years as well as the Administration's priority of advancing racial and gender equity and support for underserved communities. In doing so, it will place a focus on increasing access to RA for historically under-represented groups, including people of color and women; diversifying the industry sectors involved; and building better alignment between RA and workforce, higher education, and K-12 systems through youth apprenticeship models.

During FY 2024, the Department will continue implementation of its five-year investment plan that builds on efforts initiated in FY 2021, FY 2022, and FY 2023, supported by evidence-based strategies coming out of the initial investments in apprenticeship, to create model, expansive, and equitable apprenticeship ecosystems. Key elements expected to be implemented through this investment are:

- Support for a comprehensive approach to achieving equity in apprenticeship and ensuring worker voice to ensure programs meet the needs of both employers and workers.
- Provide strong support for core components of Registered Apprenticeship including: 1) Related Technical Instruction (RTI); 2) incentives that grow apprenticeship adoption while ensuring quality in apprenticeship and program designs that support diversity, equity, inclusion and accessibility; and 3) supportive services that support access, persistence and completion in Registered Apprenticeship.
- Support for pre-apprenticeships, youth apprenticeships, and degreed apprenticeships that ensure more Americans have career pathways to good jobs.
- Increased state capacity to support regional and local apprenticeship program expansion, to meet the needs of BIL, CHIPS and IRA investments, with a focus on maintaining high standards for program compliance, job quality, safeguards for apprentices, and EEO.

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

ETA continues to look for opportunities to better integrate equity work into all of our apprenticeship expansion investments to best serve the Department's objectives in promoting diversity in apprenticeship by establishing greater alignment of outreach, recruitment, and on-ramps with the apprenticeship opportunities being created.

APPRENTICESHIP PROGRAM

Of the total request of \$335,000,000, the Department's request of an additional \$50,000,000 is intended to be focused on supporting readiness for BIL, CHIPS, and IRA investment; expanding youth and pre-apprenticeship models; and expanding our network of Apprenticeship Hubs. These efforts support the Department's objectives in promoting diversity in apprenticeship by ensuring youth and workers of all backgrounds have multiple access points to post-secondary education and training and the supportive services that address barriers to the family-sustaining jobs associated with Registered Apprenticeship programs.

FY 2023

The Department received \$285,000,000 in FY 2023 for the period of July 1, 2023, through June 30, 2024 (PY 2023).

In FY 2023, the Department is focused on building a modern and inclusive workforce and ensuring Registered Apprenticeship helps to lead these efforts. The Department will prioritize investments that expand the apprenticeship model to new sectors and occupations. This budget request also supports the President's goal to support an expansion of Registered Apprenticeship to support at least 1 million apprenticeship opportunities annually within ten years as well as the Administration's priority of advancing racial and gender equity and support for underserved communities through the Federal Government. In doing so, it will place a focus on increasing access to RA for historically under-represented groups, including people of color and women; diversifying the industry sectors involved; and building better alignment between RA and workforce, higher education, and K-12 systems through youth apprenticeship models.

In FY 2023, the Department will continue implementation of its 5-year investment plan that builds on efforts initiated in FY 2021 and FY 2022, supported by evidence-based strategies coming out of the initial investments in apprenticeship, to create model, expansive and equitable apprenticeship ecosystems. Key elements expected to be implemented through this investment are:

- Continued State Formula Funding to increase state capacity and drive innovation, building off funding provided in FY 2022;
- Competitive Funding to a range of organizations to support pre-apprenticeship and equity efforts, youth apprenticeship, and Apprenticeship Hubs;
- Expansion of Industry Intermediary Funding targeted to critical sectors of the economy; and
- Funding to support national infrastructure needs, including data, evaluation, marketing, and other efforts.

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

APPRENTICESHIP PROGRAM

ETA continues to look for opportunities to better integrate equity work into all of our apprenticeship expansion investments to best serve the Department's objectives in promoting diversity in apprenticeship by establishing greater alignment of outreach, recruitment, and on-ramps with the apprenticeship opportunities being created. As part of its FY 2023 Agency Management Plan, the Department is monitoring its success on these efforts through its established performance measures as well as the addition of other measures such as:

- the number of new apprentices from under-represented populations;
- the number of apprenticeship completers from under-represented populations; and,
- the number of quality assurance and EEO reviews.

Additional funds appropriated in FY 2023 will be focused on supporting readiness for BIL investments, expanding youth and pre-apprenticeship models, and expanding our network of Apprenticeship Hubs. These efforts support the Department's objectives in promoting diversity in apprenticeship by ensuring youth and workers of all backgrounds have multiple access points to post-secondary education and training and the supportive services that address barriers to the family-sustaining jobs associated with Registered Apprenticeship programs.

FY 2022

The Department was appropriated \$235,000,000 for the period of July 1, 2022, through June 30, 2023 (PY 2022).

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

APPRENTICESHIP PROGRAM

WORKLOAD AND PERFORMANCE SUMMARY				
	FY 2022 Revised Enacted		FY 2023 Revised Enacted	FY 2024 Request
	Target	Result	Target	Target
Apprenticeship Program				
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-OA-05	Total Annual Number of Apprentices Served (Rolling 4 Quarters)		--	835,632
			850,000	900,000

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

APPRENTICESHIP PROGRAM

Workload and Performance Narrative

In FY 2024, OA will measure and report the total number of annual apprentices served. In FY 2020-2021, ETA measured “new” apprentices. The number of apprentices served covers all apprentices currently enrolled, as well as those who have completed or cancelled in their program during the FY. This provides the most complete representation of total apprentice activity from year-to-year. The number of apprentices served is in alignment with the measure of participant activity in the WIOA system. DOL anticipates growth returning in FY 2023 due to new investments and other Administration efforts. Data such as demographic/DEIA data, completion data, number of high-impact reviews, program registrations, and other program management data will also be tracked.

APPRENTICESHIP PROGRAM

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2022 Revised Enacted	FY 2023 Revised Enacted	FY 2024 Request	Diff. FY24 Request / FY23 Revised Enacted
25.1	Advisory and assistance services	0	0	0	0
41.0	Grants, subsidies, and contributions	234,674	285,000	335,000	50,000
	Total	234,674	285,000	335,000	50,000

APPRENTICESHIP PROGRAM

CHANGES IN FY 2024

(Dollars in Thousands)

Activity Changes		
Built-In		
To Provide For:		
Advisory and assistance services	\$0	
Grants, subsidies, and contributions	0	
Built-Ins Subtotal	\$0	
Net Program	\$50,000	
Direct FTE	0	

	Estimate	FTE
Base	\$285,000	0
Program Increase	\$50,000	0
Program Decrease	\$0	0

WORKFORCE DATA QUALITY INITIATIVE

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2022 Revised Enacted	FY 2023 Revised Enacted	FY 2024 Request	Diff. FY24 Request / FY23 Revised Enacted
Activity Appropriation	5,992	6,000	11,000	5,000
FTE	0	0	0	0

Introduction

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

As laid out in the DOL Equity Plan, the department is committed to improving the well-being of underserved, marginalized, and excluded communities, recognizing that by doing so we improve working conditions and economic opportunities for all workers. Advancing equity requires data in order to assess the needs of underserved populations, the scope of existing programs, and the impacts of interventions specifically on underserved populations. Last year, DOL conducted an inventory of the equity-oriented data collected by agencies to better understand where there are gaps in necessary data and opportunities for addressing those gaps. One issue identified by this inventory involves missing demographic data for program participants, including employment and training programs, which makes it more difficult to assess whether those programs are reaching our nation's workers.

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

WORKFORCE DATA QUALITY INITIATIVE

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

Data Category	PY 2021 Enacted	PY 2022 Enacted	PY 2023 Enacted	PY 2024 Request
<u>Resource Data:</u>	6,000	6,000	6,000	11,000
Service Grant				
Competitive	5,558	6,000	5,558	11,000
Training/Technical Assistance	442		442	
Total Resources	6,000	6,000	6,000	11,000
<u>Program Data:</u>				
Total Grants	10	10	10	10
New Starts				
#		10		10
\$		6,000		11,000
Continuing				
#	10	5	10	5
\$	5,558		5,558	
Contracts				
#	1		1	
\$	442		442	

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2019	\$6,000	0
2020	\$6,000	0
2021	\$6,000	0
2022	\$6,000	0
2023	\$6,000	0

Funding Mechanism

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

FY 2024

In FY 2024, the Department is requesting \$11,000,000 for the WDQI to support states' development, connectivity, and enhancement of integrated longitudinal data systems, with a

WORKFORCE DATA QUALITY INITIATIVE

focus on measuring the outcomes of education and workforce programs for historically underserved groups. For PY 2024, the Department will conduct a grant competition that requires states to build or further develop data systems with these funds, and to demonstrate how their systems will be built to answer key analytical questions about service access and program outcomes for historically underserved groups. With this funding, states will be able to develop linkages of program and other data sources, with the goal of improved performance information.

This \$11,000,000 investment will help states build integrated or bridged longitudinal data systems to support WIOA implementation, such as developing/enhancing integrated longitudinal performance management, case management, and fiscal data systems. Such systems will build from existing longitudinal databases developed under previous WDQI grants, which link individual-level workforce data to education data. This funding would support the next phase of the WDQI initiative, to effectively and meaningfully expand access to and connectivity of data, and provide useful information to workforce system stakeholders and the public. It would continue to support states to enhance the dissemination of workforce training provider performance information and outcomes by individual characteristics, and enhance interactive state websites to provide workforce system stakeholders and the public with additional information to guide decisions regarding workforce and education programs, including eligible training provider reporting.

These investments will enable workforce data to be matched with education data, while protecting personally identifiable information (PII), to ultimately create longitudinal data systems with information from pre-kindergarten through post-secondary education and into the workforce. The connection of workforce and education data enables the analysis of individuals' receipt of education and training services to help determine ways to maximize the outcomes of these services and the effectiveness of the programs for historically underserved groups. The funding would allow more states to integrate their databases across different programs and types of data especially in partnership with K-12 and higher education systems. This can provide a complete and comprehensive view for policymakers, education and workforce system stakeholders, and the public.

The additional \$5,000,000 will be utilized by grantees to leverage federal statistical data, WIOA performance data, and other relevant data sources to answer key analytical questions in support of efforts to advance equitable access to benefits and services for underserved and marginalized communities and to measuring the outcomes of education and workforce programs for such groups. Through this initiative, grantees would identify programmatic barriers that prevent underserved populations from receiving full and equitable access to workforce services and establish performance measures to drive accountability. These additional funds will allow grantees to analyze access to services and participant outcomes disaggregated by salient demographic variables for key ETA programs. The results of grantee analysis, along with qualitative analysis and other evidence, will inform equity-related strategies, activities, and performance metrics.

To improve the quality and completeness of demographic data (*e.g.*, race, ethnicity, sex, disability status) collected and reported under WIOA, grantees could use these funds to:

WORKFORCE DATA QUALITY INITIATIVE

- analyze workforce system reach, including identifying demographic groups or geographic areas that are underserved;
- analyze equitable access to services, including assessing demographic differences in access to training, individualized career services, and supportive services;
- analyze differences in outcomes, including employment, earnings, credential attainment, and measurable skill gains, by demographic group;
- develop public-facing and/or internal data products, reports, dashboards, or other tools to communicate existing differences to relevant stakeholders; and/or
- support data-informed decision-making and strategic planning to reduce unwanted differences and address disparities.

FY 2023

In FY 2023, the Department was appropriated \$6,000,000 for the WDQI to support states' development, connectivity, and enhancement of integrated longitudinal data systems. For PY 2023, the Department will conduct a grant competition that requires states to build or further develop data systems with these funds. With this funding, states will be able to develop linkages of program and other data sources, with the goal of improved performance information.

This funding will help states build integrated or bridged longitudinal data systems to support WIOA implementation, such as by developing/enhancing integrated longitudinal performance management, case management, and fiscal data systems. Such systems will build from existing longitudinal databases developed under WDQI, which link individual-level workforce data to education data. This funding will support the next phase of the WDQI initiative, to effectively and meaningfully expand access to and connectivity of data, and provide useful information to workforce system stakeholders and the public. It will continue to support states to enhance the dissemination of workforce training provider performance information and outcomes, and enhance interactive state websites to provide workforce system stakeholders and the public with additional information to guide decisions regarding workforce and education programs, including eligible training provider reporting.

These investments will enable workforce data to be matched with education data, while protecting personally identifiable information (PII), to ultimately create longitudinal data systems with information from pre-kindergarten through post-secondary education and into the workforce. The connection of workforce and education data enables the analysis of individuals' receipt of education and training services to help determine ways to maximize the outcomes of these services and the effectiveness of the programs. The funding will allow more states to integrate their databases across different programs and types of data especially in partnership with K-12 and higher education systems. This provides a complete and comprehensive view for policymakers, education and workforce system stakeholders, and the public.

WORKFORCE DATA QUALITY INITIATIVE

FY 2022

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

This funding will help states build integrated or bridged longitudinal data systems to support WIOA implementation, such as by developing/enhancing integrated longitudinal performance management, case management, and fiscal data systems. Such systems will build from existing longitudinal databases developed under WDQI, which link individual-level workforce data to education data. This funding will support the next phase of the WDQI initiative, to effectively and meaningfully expand access to and connectivity of data, and provide useful data to workforce system stakeholders and the public. It will continue to support States to enhance the dissemination of workforce training provider performance information and outcomes, and enhance interactive State websites to provide workforce system stakeholders and the public with additional information to guide decisions regarding workforce and educational programs, including eligible training provider reporting.

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

WORKFORCE DATA QUALITY INITIATIVE

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2022 Revised Enacted	FY 2023 Revised Enacted	FY 2024 Request	Diff. FY24 Request / FY23 Revised Enacted
11.1	Full-time permanent	0	0	0	0
11.5	Other personnel compensation	0	0	0	0
11.9	Total personnel compensation	0	0	0	0
12.1	Civilian personnel benefits	0	0	0	0
21.0	Travel and transportation of persons	0	0	0	0
23.1	Rental payments to GSA	0	0	0	0
25.1	Advisory and assistance services	0	0	0	0
41.0	Grants, subsidies, and contributions	5,992	6,000	11,000	5,000
	Total	5,992	6,000	11,000	5,000

WORKFORCE DATA QUALITY INITIATIVE

CHANGES IN FY 2024

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments \$0

Personnel benefits 0

Travel and transportation of persons 0

Rental payments to GSA 0

Advisory and assistance services 0

Grants, subsidies, and contributions 0

Built-Ins Subtotal \$0

Net Program \$5,000

Direct FTE 0

	Estimate	FTE
Base	\$6,000	0
Program Increase	\$5,000	0
Program Decrease	\$0	0

YOUTHBUILD

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2022 Revised Enacted	FY 2023 Revised Enacted	FY 2024 Request	Diff. FY24 Request / FY23 Revised Enacted
Activity Appropriation	98,897	105,000	145,000	40,000
FTE	0	0	0	0

Introduction

YouthBuild addresses the challenges faced by unemployed youth and those who left high school prior to graduation by providing them with an opportunity to gain the education and occupational skills that will prepare them for quality employment.

YouthBuild is a work-based pre-apprenticeship program that provides job training and educational opportunities to opportunity youth ages 16-24 with a focus on attaining construction skills through building or rehabilitating affordable housing for low-income or homeless families in their own neighborhoods. Youth split their time between occupational training and the classroom, where they earn their high school diploma or equivalency, learn to be community leaders, and prepare for post-secondary training opportunities. Since 2013, the program has expanded its training and educational focus to include in-demand occupations outside of construction, including STEM fields, such as information technology, healthcare, and manufacturing. YouthBuild provides significant support services, such as mentoring, follow-up education, personal and employment counseling, and participation in community service and civic engagement. There are approximately 200 Department-funded YouthBuild programs currently active in 40 states, serving approximately 5,000 youth per year.

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

YOUTHBUILD

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

Data Category	FY 2021 Enacted	FY 2022 Enacted	FY 2023 Enacted	FY 2024 Request
Resource Data:	96,534	98,897	105,000	145,000
Service Grant				
Competitive	91,707	93,945	99,750	137,750
Training/Technical Assistance	4,827	4,952	5,250	7,250
Total Resources	96,534	98,897	105,000	145,000
Program Data:				
Total Grants	68	68	83	115
New Starts				
#	68	68	83	115
\$	91,707	94,082	99,750	137,750
Continuing				
#				
\$				
Contracts				
#	1	1	1	1
\$	4,827	4,952	5,250	7,250

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2019	\$89,534	0
2020	\$94,534	0
2021	\$96,534	0
2022	\$99,034	0
2023	\$105,000	0

Funding Mechanism

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

YOUTHBUILD

FY 2024

In FY 2024, the Department is requesting \$145,000,000. Of the total funding amount, five percent will be directed toward the statutory set-aside for technical assistance. The remainder will support approximately 115 grants to serve an estimated 7,820 youth with an average cost per participant of \$17,615 after the statutory 5% technical assistance set-aside is removed. The Department is also requesting a legislative proposal to allow YouthBuild grant funds to be applied to matching requirements for Corporation for National and Community Service (CNCS) programs.

In FY 2024, the Department's YouthBuild program will continue to provide pre-apprenticeship opportunities that link education and occupational skills training in construction and other in-demand industries. The program will also maintain its efforts to increase credential attainment, including high school diplomas, high school equivalency degrees, and industry-recognized credentials, for YouthBuild participants. Additionally, YouthBuild will emphasize connections to emerging apprenticeship pathways beyond traditional fields and support ongoing pilots to demonstrate this placement approach for youth.

The FY 2024 YouthBuild program aligns with the President's priority of reducing climate pollution by encouraging grantees to train participants in green construction techniques. It also supports the Justice40 goal, and 40 percent or more of the overall YouthBuild investments flow to disadvantaged communities that are marginalized, underserved, and overburdened by pollution. The YouthBuild program also aligns with the President's priority of advancing racial and gender equity and supporting underserved communities through its commitment to increase affordable housing, and by serving opportunity youth of color and preparing them for in-demand career pathways. During PY 2021, more than half of participants self-identified as people of color. The YouthBuild program model contains wrap-around services such as mentoring, trauma-informed care, personal counseling, and employment, which are also key strategies for addressing community gun violence and generational poverty.

FY 2023

In FY 2023, the Department was appropriated \$105,000,000, for use in PY 2023. Of the total funding amount, five percent will be directed toward the statutory set-aside for technical assistance. The remainder will support approximately 83 grants to serve an estimated 5,663 youth with an average cost per participant of \$17,615 based on PY 2021 results after the statutory 5% technical assistance set-aside is removed.

In FY 2023, the Department's YouthBuild program will continue to provide pre-apprenticeship opportunities that link education and occupational skills training in construction and other in-demand industries. The program will also maintain its efforts to increase credential attainment, including high school diplomas, high school equivalency degrees, and industry-recognized credentials, for YouthBuild participants. Additionally, YouthBuild will emphasize connections to emerging apprenticeship pathways beyond traditional fields and support ongoing pilots to demonstrate this placement approach for youth.

YOUTHBUILD

The FY 2023 YouthBuild program aligns with the President's priority of advancing racial and gender equity and supporting underserved communities through its commitment to increase affordable housing, and by serving opportunity youth of color and preparing them for in-demand career pathways. During PY 2021, more than half of participants self-identified as people of color. The YouthBuild program model contains wrap-around services such as mentoring, trauma-informed care, personal counseling, and employment, which are also key strategies for addressing community gun violence and breaking cycles of poverty.

To better align with the President's priority of reducing climate pollution, the Department is now encouraging YouthBuild grantees to train participants in green construction techniques.

FY 2022

In FY 2022, the Department was appropriated \$99,034,000, for use in PY 2022. Of the total funding amount, five percent was directed toward the statutory set-aside for technical assistance. The remainder supported 68 grants that will serve an estimated 5,341 youth with an average cost per participant of \$17,615 based on PY 2021 results after the statutory 5 percent technical assistance set-aside was removed.

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

YOUTHBUILD

WORKLOAD AND PERFORMANCE SUMMARY							
		PY 2021 Revised Enacted		PY 2022 Revised Enacted		PY 2023 Revised Enacted	PY 2024 Request
		Target	Result	Target	Result	Target	Target
YouthBuild							
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 YB-01	Education and Employment Rate – 2nd Quarter After Exit (WIOA YouthBuild)	48.8%	46.9%	49.0%	TBD	49.2%	49.4%
ETA-WIOA YB-02	Education and Employment Rate – 4th Quarter After Exit (WIOA YouthBuild)	40.8%	41.6%	41.0%	TBD	41.2%	41.4%
ETA-WIOA YB-03	Median Earning – 2nd Quarter After Exit (WIOA YouthBuild)	\$4,016	\$4,657	\$4,750	TBD	\$4,845	\$4,942
ETA-WIOA YB-04	Credential Attainment (WIOA YouthBuild)	72.6%	72.5%	72.8%	TBD	73.0%	73.2%
ETA-WIOA YB-05	Measurable Skill Gains (WIOA YouthBuild)	61.2%	58.6%	61.4%	TBD	61.6%	61.8%

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

YOUTHBUILD

Workload and Performance Narrative

The WIOA authorizes six primary indicators of performance. Grantees report to the Department on: 1) employment and education in the second quarter after exit; 2) employment and education in the fourth quarter after exit; 3) median earnings of those employed in the second quarter after exit; 4) credential attainment; 5) measurable skill gains; and 6) effectiveness in serving employers (measure under development). The results of these measures demonstrate the value of these investments to help address the employment and skill needs of workers, job seekers, and employers.

Targets have been set for PY 2022, PY 2023, and PY 2024 based on PY 2021 baseline data. The Department continues to implement the Common Reporting Information System (CRIS). This process may impact future results and therefore targets. Current targets set may be adjusted based on the use of CRIS data in the future.

YOUTHBUILD

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2022 Revised Enacted	FY 2023 Revised Enacted	FY 2024 Request	Diff. FY24 Request / FY23 Revised Enacted
11.1	Full-time permanent	0	0	0	0
11.9	Total personnel compensation	0	0	0	0
41.0	Grants, subsidies, and contributions	98,897	105,000	145,000	40,000
	Total	98,897	105,000	145,000	40,000

YOUTHBUILD

CHANGES IN FY 2024

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments \$0

Grants, subsidies, and contributions 0

Built-Ins Subtotal \$0

Net Program \$40,000

Direct FTE 0

	Estimate	FTE
Base	\$105,000	0
Program Increase	\$40,000	0
Program Decrease	\$0	0

CIVILIAN CLIMATE CORPS PROGRAM

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2022 Revised Enacted	FY 2023 Revised Enacted	FY 2024 Request	Diff. FY24 Request / FY23 Revised Enacted
Activity Appropriation	0	0	15,000	15,000
FTE	0	0	0	0

Introduction

The Civilian Climate Corps (CCC) is a multi-departmental investment intended to mobilize the next generation of conservation and resilience workers and maximize the creation of accessible training opportunities and good jobs¹². The Department of Labor’s specific proposed CCC investments will focus on providing job training and subsidized work experience for under-represented populations in clean energy, climate resilience, and climate mitigation, along with supportive services, to connect participants to high-quality jobs in those growing sectors and support the Justice40 initiative. Through the President’s Inflation Reduction Act, Bipartisan Infrastructure Law, and the American Rescue Plan, Federal agencies are making historic levels of investment to advance environmental justice. This investment will help confront decades of underinvestment in disadvantaged communities, and bring critical resources to communities that have been overburdened by legacy pollution and environmental hazards. The Department will coordinate with Federal partner agencies with complementary programs and proposals to ensure that CCC programs across government reach as broad a cross-section of workers and learners as possible, and that all CCC experiences are pathways to high-quality jobs in the clean energy and climate mitigation sectors and are either paid or include a living allowance. Through these investments, CCC programs will establish new partnerships and expand programs that provide work-based learning, an evidence-based strategy, while supporting career entry and exposure for populations currently under-represented in these sectors.

The impacts of climate change will be felt in different ways around the United States. Regardless of where an individual or community is located, a changing climate will lead to a changing economy, which in turn, will lead to new in-demand jobs. Workers from all backgrounds should have access to these jobs and the training requisite for working effectively in them. The risks of climate change must be addressed, and the CCC presents an opportunity to advance equitable economic growth, to promote high-quality jobs, and to address racial and economic inequality.

The CCC can especially help young people, particularly those with barriers to employment, prepare for a successful career in critical industries related to climate mitigation and resilience. This is imperative since young people struggle disproportionately to find quality employment opportunities. At the end of 2022, the unemployment rate among 16- to 24-year-olds was more

¹² <https://www.whitehouse.gov/briefing-room/presidential-actions/2021/01/27/executive-order-on-tackling-the-climate-crisis-at-home-and-abroad/>

CIVILIAN CLIMATE CORPS PROGRAM

than double the overall unemployment rate, at 8.2% and 3.5%, respectively, reflecting a longstanding trend of limited employment opportunities for young people¹³.

The Department's proposed CCC program would focus on offering job skills training, subsidized work experience, and supportive services to eligible participants, creating pathways from the CCC to quality jobs through existing programs, including but not limited to pre-apprenticeships and Registered Apprenticeships.

Funding Mechanism

The Civilian Climate Corps programs operate on a program year (PY) basis. Funds appropriated in FY 2024 will be available from April 1, 2024, through June 30, 2025 (PY 2024) and will be used for employment and training activities for youth related to high-quality employment opportunities in industry sectors or occupations related to climate resilience or mitigation. Projects will be funded through the competitive award of grants, contracts, or cooperative agreements to State or local public agencies or private nonprofit entities and may include paid work experiences, including such experiences in public agencies, pre-apprenticeship and Registered Apprenticeship programs, under the authority of Sec. 169 of the WIOA.

FY 2024

The Department is requesting \$15,000,000 for the period of April 1, 2024, through June 30, 2025 (PY 2024), to pilot a new Civilian Climate Corps (CCC). The Department will coordinate with AmeriCorps, the U.S. Department of Agriculture, the Department of the Interior, and other CCC agencies to implement the new pilot CCC programming.

Through a competitive funding opportunity announcement, the requested funding will pilot climate resilience or mitigation demonstration grants using the existing authority under WIOA Sec. 169. These grants will incorporate program elements common to all strong CCC programs including:

- a specific focus on climate resiliency and mitigation work including a minimum of 300 hours spent on climate related work;
- paid work-based learning opportunities offering a minimum of \$15 per hour;
- minimum participation term lengths;
- a clear pathway to employment, including but not limited to pre-apprenticeships leading to Registered Apprenticeship; and
- access to education or training leading to an industry-recognized credential.

Programs will serve individuals aged 16 to 24, with a focus on serving justice-involved individuals and other individuals with barriers to employment. Grants will be awarded to community-based organizations working in partnership with local workforce development boards and employers in climate resiliency and mitigation work to create employment opportunities using the CCC model. Programs will provide supportive services, such as transportation and childcare, necessary for

¹³ https://www.brookings.edu/blog/the-avenue/2022/01/27/americas-young-people-face-a-grim-future-a-civilian-climate-corps-can-help/?utm_campaign=Metropolitan%20Policy%20Program&utm_medium=email&utm_content=202158787&utm_source=hs_email

CIVILIAN CLIMATE CORPS PROGRAM

participation in, and successful completion of, the program. A key goal of the program will be to ensure that participants successfully exit the program and achieve positive long-term outcomes, including entry into and retention in unsubsidized employment, enrollment in and completion of secondary and postsecondary education, and enrollment in and completion of occupational skills training and Registered Apprenticeship.

FY 2023

Not applicable.

FY 2022

Not applicable.

Workload and Performance Narrative

The Department will measure a successful exit rate for CCC, which will be defined as the percentage of program participants who, at the time of program exit, are employed or enrolled in secondary education, postsecondary education, or occupational skills training including Registered Apprenticeship. Because this is a new program, there are no prior program results and national targets will be based on the targets proposed by the grantees as part of their grant agreements. The Department will also require grantees to ensure targeted CCC program completion rates.

In addition, the program will measure three of the WIOA core indicator longer-term measures, including the employment/education/training in the second and fourth quarters after exit and the median earnings of those employed in the second quarter after exit.

CIVILIAN CLIMATE CORPS PROGRAM

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2022 Revised Enacted	FY 2023 Revised Enacted	FY 2024 Request	Diff. FY24 Request / FY23 Revised Enacted
11.1	Full-time permanent	0	0	0	0
11.9	Total personnel compensation	0	0	0	0
25.2	Other services from non-Federal sources	0	0	0	0
41.0	Grants, subsidies, and contributions	0	0	15,000	15,000
	Total	0	0	15,000	15,000

CIVILIAN CLIMATE CORPS PROGRAM

CHANGES IN FY 2024

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$0
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Other services from non-Federal sources	0
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Grants, subsidies, and contributions	0
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Built-Ins Subtotal	\$0
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Net Program	\$15,000
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Direct FTE	0
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	Estimate	FTE
Base	\$0	0
Program Increase	\$15,000	0
Program Decrease	\$0	0

SECTOR PROGRAM

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2022 Revised Enacted	FY 2023 Revised Enacted	FY 2024 Request	Diff. FY24 Request / FY23 Revised Enacted
Activity Appropriation	0	0	200,000	200,000
FTE	0	0	0	0

Introduction

The Budget proposes to create the Sectoral Employment through Career Training for Occupational Readiness (SECTOR) program, which will spur the creation of sector-based training programs that provide workers with in-demand training leading to high-quality jobs. SECTOR’s approach is based on decades of research showing that when employers take a leading role in the design and implementation of training, workers – especially underserved workers – gain access to high-quality programs that lead directly to good, in-demand jobs. Numerous rigorous studies have demonstrated that sector-based training programs generate substantial earnings gains (11-40 percent) for low-income workers.¹⁴ More funding for sector-based training is critical if we are to meet industry's demand for skilled workers. SECTOR will support both established sector partnerships to expand and ensure a greater focus on equity and diversity in their recruitment, training, and hiring efforts; and seed capacity-building grants to underserved communities to support the foundational work necessary to build strong sector partnerships, such as assessing local labor market information, asset mapping, initiating partnership building and vision setting with industry and unions, and aligning and leveraging resources to support the skills training.

In alignment with the Biden-Harris Administration’s emphasis on equity and job quality, a sector-based model of training creates a strategic sector partnership that allows for training and work-based learning that is industry-driven and worker-centered, supporting more equitable access to opportunities in jobs that provide the salary, benefits, and career pathways that are necessary for a strong economy.

SECTOR will build equitable pathways to the millions of high-quality jobs that are being created through the President’s historic legislative accomplishments to rebuild U.S. infrastructure, support clean energy, and boost American semiconductor manufacturing. These funds will support innovative sector strategy partnerships and sector-based training in a broad array of industries, but will include a focus on clean energy and other critical and growing industries, such as direct care

¹⁴Katz, Lawrence F; Roth, Jonathan; Hendra, Richard; and Schaberg, Kelsey. “Why Do Sectoral Employment Programs Work? Lessons from WorkAdvance.” National Bureau of Economic Research, Working Paper 28248, December 2020; Schaberg, Kelsey and Greenburg, David H.; “Long-Term Effects of a Sectoral Advancement Strategy: Costs, Benefits, and Impacts of the WorkAdvance Demonstration.” MDRC, March 2020; Elliott, Mark and Roder, Anne. “Escalating Gains: Project QUEST’s Sectoral Strategy Pays Off.” Economic Mobility Corporation, April 2017; Michaelides, Marios; Mueser, Peter; Davis, Scott; and Mbwana, Kassim. “Quasi-Experimental Impact Study of NFWS/SIF Workforce Partnership Programs Evidence on the Effectiveness of Workforce Partnership Programs in Ohio and Wisconsin.” IMPAQ International, August 2016; Fein, David and Hamadyk, Jill; “Bridging the Opportunity Divide for Low-Income Youth: Implementation and Early Impacts of the Year Up Program.” Abt Associates, May 2018.

SECTOR PROGRAM

(including childcare), public health, information technology, and advanced manufacturing (including semiconductor manufacturing and biomanufacturing). These partnerships will align with and emphasize current Administration priorities, including a focus on Registered Apprenticeship Program expansion and other on-the-job learning opportunities, particularly for historically marginalized populations and underserved communities. These funds will also build on DOL's forthcoming investments in sector-based training programs in the healthcare, advanced manufacturing, information technology, and care sectors and will be implemented in conjunction with the Department of Commerce's Good Jobs Challenge, which uses a phased approach to seed the field for sector partnership development across diverse industries.

The SECTOR grant program design will be informed by the *Request for Information on Sector Strategies to Meet Critical Workforce Needs Across Industries* that the Department published in January of 2023.¹⁵ This RFI will provide important information on the key factors of success, funding and other resource challenges, and effective approaches to build equity and job quality into the model based on feedback from workforce system practitioners currently using these models. SECTOR will incorporate equity, job quality, worker empowerment, and partnerships with labor and management that prioritize worker voice, enabling disadvantaged workers to enter on-ramps to middle class jobs, and creating the skilled workforce the economy needs to thrive.

Funding Mechanism

The SECTOR program operates on a program year (PY) basis. Funds appropriated in FY 2024 would be available from July 1, 2024 – June 30, 2025 (PY 2024). Grants will be awarded using several funding vehicles. These funds will be awarded using a competitive funding opportunity announcement.

FY 2024

The Department is requesting \$200,000,000 to award grants, contracts, or cooperative agreements to create or expand industry or sector partnerships, which can be made up of organizations such as state or local workforce boards, employers, labor organizations, and education and training providers, to expand employment and training activities for high-growth or in-demand sectors and occupations. Activities will be targeted to individuals from historically marginalized and underrepresented communities who are unemployed, underemployed, or incumbent workers, and other individuals with barriers to employment. Programs will provide comprehensive supportive services, such as transportation and childcare, necessary for participation in, and successful completion of, the program.

These grants will align with and support existing Department of Labor sector strategy investments made in FY 2023 to support critical healthcare workforce shortages, as well as those to support the continuing skilled workforce needs within key Bipartisan Infrastructure Law industries. These grants will also build on the Critical Sectors Job Quality Dislocated Worker pilot's efforts to increase job quality for marginalized workers in critical sectors by incorporating the best practices learned from the pilots and leveraging the built capacity in those communities. These funds will

¹⁵ <https://www.govinfo.gov/content/pkg/FR-2023-01-23/pdf/2023-01142.pdf>

SECTOR PROGRAM

support innovative sector strategy partnerships and sector-based training in a broad array of industries, but will include a focus on clean energy and other critical and growing industries, such as direct care (including childcare), public health, information technology, and advanced manufacturing (including semiconductor manufacturing and biomanufacturing).

These funds may also be used to support State and Local Boards to further their capacity to support sector partnership development and engagement, as authorized under the Workforce Innovation and Opportunity Act. These awards will also support implementation of the job quality guidance provided to the workforce system through Training and Employment Guidance Letter (TEGL) 07-22, *Increasing Employer and Workforce System Customer Access to Good Jobs*.¹⁶

FY 2023

Not Applicable.

FY 2022

Not Applicable.

Workload and Performance Narrative

The Department will collect and report on the six WIOA performance measures. Grantees may also be required to collect and report on additional indicators of job quality, as relevant and reportable. Because this is a new program, there are no prior program results and national targets will be based on the targets proposed by the grantees as part of their grant agreements.

¹⁶ <https://www.dol.gov/agencies/eta/advisories/tegl-07-22>

SECTOR PROGRAM

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2022 Revised Enacted	FY 2023 Revised Enacted	FY 2024 Request	Diff. FY24 Request / FY23 Revised Enacted
11.1	Full-time permanent	0	0	0	0
11.9	Total personnel compensation	0	0	0	0
41.0	Grants, subsidies, and contributions	0	0	200,000	200,000
	Total	0	0	200,000	200,000

SECTOR PROGRAM

CHANGES IN FY 2024

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments \$0

Grants, subsidies, and contributions 0

Built-Ins Subtotal \$0

Net Program \$200,000

Direct FTE 0

	Estimate	FTE
Base	\$0	0
Program Increase	\$200,000	0
Program Decrease	\$0	0

JOB TRAINING FOR EMPLOYMENT IN HIGH GROWTH INDUSTRIES

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2022 Revised Enacted	FY 2023 Revised Enacted	FY 2024 Request	Diff. FY24 Request / FY23 Revised Enacted
Activity Appropriation	122,129	0	0	0
FTE	0	0	0	0

Introduction

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

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2019	\$0	0
2020	\$0	0
2021	\$0	0
2022	\$0	0
2023	\$0	0

Funding Mechanism

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

FY 2024

The Department intends to use available H-1B job training funds to award additional competitive grants during FY 2024 that support workforce development activities associated with Bipartisan Infrastructure Law implementation. These grants will continue to support the Administration’s broad focus on increasing equity and job quality through the use of worker-centered private-public

JOB TRAINING FOR EMPLOYMENT IN HIGH GROWTH INDUSTRIES

sector partnerships to train for critical sector workforce needs in middle- and high-skill occupations for which employers use H-1B visas to hire foreign workers.

FY 2023

The FY 2023 appropriation included a rescission of \$142 million, decreasing the number of competitive grants the Department can award to train skilled workers in critical sectors in FY 2023. Based on the FY 2022 receipts that accrued after the FY 2022 rescission, the Department published one funding opportunity announcement in early FY 2023 and will publish another in mid FY 2023. The Department anticipates awarding \$160 million in grants through these two grant programs. The Department anticipates awarding \$80 million in sector strategy grants to address critical training needs for skilled nurses, as well as increasing the number of credentialed nursing faculty to teach the nursing workforce, particularly in Historically Black Colleges and Universities, Tribal Colleges and Universities, Hispanic Serving Institutions, and other Minority Serving Institutions. The second grant program is anticipated to award \$80 million to support the development and implementation of worker-centered sector strategy partnerships that will support training for middle-to high-skilled H-1B occupations within key industries targeted by the Bipartisan Infrastructure Law, including advanced manufacturing, information technology, and the professional, scientific, and technical services.

FY 2022

The FY 2022 appropriation bill rescinded \$72,000,000 from H-1B training balances. This rescission, combined with the FY 2021 rescissions, eliminated funding that would have allowed the Department to award grants to prepare American workers for new high-growth job opportunities, and no grant competitions were funded during FY 2022.

JOB TRAINING FOR EMPLOYMENT IN HIGH GROWTH INDUSTRIES

WORKLOAD AND PERFORMANCE SUMMARY							
		PY 2021 Revised Enacted		PY 2022 Revised Enacted		PY 2023 Revised Enacted	PY 2024 Request
		Target	Result	Target	Result	Target	Target
Job Training for Employment in High Growth Industries							
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-JTEHGI-01	Employment Rate (Q2)	[base]	57.6%	[base]	TBD	TBD	TBD
ETA-WIOA-JTEHGI-02	Employment Rate (Q4)	[base]	58.8%	[base]	TBD	TBD	TBD
ETA-WIOA-JTEHGI-03	Median Earnings	[base]	\$7,654	[base]	TBD	TBD	TBD
ETA-WIOA-JTEHGI-04	Total Enrolled in Training	125,088[r]	60,291[r]	165,806	TBD	173,015	TBD
ETA-WIOA-JTEHGI-05	Total Completed Training	91,868[r]	26,356[r]	127,856	TBD	135,577	TBD
ETA-WIOA-JTEHGI-06	Total Participants Who Complete Education/Training Activities and Attain a Degree or Other Credential	85,974[r]	23,370[r]	116,958	TBD	123,852	TBD
ETA-WIOA-JTEHGI-07	Total Number of Participants Who Enter Unsubsidized Employment	59,996[r]	14,142[r]	77,384	TBD	82,216	TBD

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

*Note: These targets and results cover four H-1B Skills Training grant programs that were active during the reporting periods: 1) Scaling Apprenticeship Through Sector-Based Strategies (began in June 2019), 2) Apprenticeships: Closing the Skills Gap (began in February 2020), 3) One Workforce (began in February 2021), and 4) Rural Healthcare (began in February 2021). These results represent the average of the UI wage record reported outcomes for each program (however, in the case of PY 2021 "Employment Rate (Q4)," the One Workforce and the Rural Healthcare programs have not been in operation long enough to reach this outcome yet; therefore, the result for this measure is the average of the two grants with outcomes for this period: Scaling Apprenticeship Through Sector-Based Strategies and Apprenticeships: Closing the Skills Gap). Due to the time lag with reporting the UI wage record outcomes (up to 9 months), PY 22 data is not yet available for these measures.

JOB TRAINING FOR EMPLOYMENT IN HIGH GROWTH INDUSTRIES

**Note: These targets and results cover four H-1B Skills Training grant programs that were active during the reporting periods: 1) Scaling Apprenticeship Through Sector-Based Strategies (began in June 2019), 2) Apprenticeships: Closing the Skills Gap (began in February 2020), 3) One Workforce (began in February 2021), and 4) Rural Healthcare (began in February 2021). These grant programs have varying start and end dates that do not align with program year start and end dates. These grants all report program to date cumulative data and, therefore, this chart reflects the cumulative targets from each program based on its start and end dates where those results fall within the requested program years, rather than PY-specific targets and outcomes.

JOB TRAINING FOR EMPLOYMENT IN HIGH GROWTH INDUSTRIES

Workload and Performance Narrative

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

Data collected on a quarterly basis include the types of participant services and individuals who have exited the program, including demographic characteristics such as race, gender, disability status, and those with positive outcomes for employment. These outputs help determine whether grantees are implementing strategies that will help meet their outcome goals and allow an examination of the program's effectiveness for subpopulations. In addition, the Department will continue to conduct research and evaluations in support of continuous improvement of programs to determine the effectiveness of services for various subpopulations and improve program efficiency and performance. The Department expects to use a similar approach in subsequent solicitations.

The Department assesses grantee performance by requiring grantees to establish performance targets in key outcome categories, and then assessing grantee performance in achieving these targets over the life of the grant through the use of real-time grantee reporting. The Department also collects aggregated data on three of the WIOA outcome measures, collected through the Common Reporting Information System (CRIS), which allows ETA's national program grantees access to aggregated wage information through the State Wage Interchange System (SWIS) to calculate performance measure outcomes.

The four grant programs active during the budget cycle reporting periods did not meet their performance targets in PY 2021 due to several reasons. All four grant programs were awarded just before or during the pandemic. Grantees struggled to pivot to virtual training models, which was particularly disruptive to the two apprenticeship-focused grant programs, Scaling Apprenticeship and Closing the Skills Gap, which traditionally rely on an in-person work-based learning model. Additionally, many of the grantees had to modify employer partners and grant scope based on the economic and sectoral impacts of the pandemic.

H-1B funded grants have a focus on providing training and related activities in high demand and growth industry sectors but are used in different initiatives that may target varying strategies, types of training, and populations, making it difficult to translate potential performance across initiatives. Therefore, other grant-specific metrics and outcomes may be identified based on the nature of the grant.

JOB TRAINING FOR EMPLOYMENT IN HIGH GROWTH INDUSTRIES

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2022 Revised Enacted	FY 2023 Revised Enacted	FY 2024 Request	Diff. FY24 Request / FY23 Revised Enacted
41.0	Grants, subsidies, and contributions	122,129	237,425	198,575	-38,850
	Total	122,129	237,425	198,575	-38,850

JOB TRAINING FOR EMPLOYMENT IN HIGH GROWTH INDUSTRIES

CHANGES IN FY 2024

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Grants, subsidies, and contributions \$0

Built-Ins Subtotal \$0

Net Program \$0

Direct FTE 0

	Estimate	FTE
Base	\$0	0
Program Increase	\$0	0
Program Decrease	\$0	0