

U.S. Department of Labor (DOL)
Fiscal Year (FY) 2009
Annual Federal Performance Report on Executive Agency Actions
To Assist Historically Black Colleges and Universities (HBCUs)

A. Executive Summary of Department of Labor (DOL) Performance

(1) Goals and measurable objectives DOL achieved during FY 2009:

- DOL provided information to HBCUs on Federal, state and local program funding opportunities.
- DOL provided program oversight, monitoring, and technical assistance for all existing grants awarded to HBCUs, including awards under the High Growth Job Training (HGJT) Initiative, the Community-Based Job Training (CBJT) Grants Initiative, through the unsolicited grant proposal process, and Congressional Earmarks.
- DOL continued to inform HBCUs of various Workforce Investment Act (WIA) programs and funding resources.
- DOL encouraged partnerships between HBCUs and other public or private entities for greater leverage of federal and private dollars.
- DOL actively recruited at HBCUs to assist in meeting its objectives in the areas of strategic planning and to increase diversity in management and mission-critical occupations.

(2) Programs DOL has implemented for increasing Federal opportunities for HBCUs and replicated in other agencies:

During FY 2009, DOL continued its commitment to comply with Executive Order 13256 to increase the capacity of HBCUs to compete effectively for grants, contracts, and/or cooperative agreements.

- HBCU opportunities for increased involvement in DOL programs were offered through the following **Employment and Training Administration (ETA)** programs:
 - ▶ **The Technology-Based Learning (TBL) Initiative** is developed to expand the vital role of TBL in helping workers quickly acquiring the training and skills needed for success in today's global economy, thereby increasing the nation's economic competitiveness and growth.

The desired outcomes of this initiative include the availability of increased on-line workforce training and/or training enhanced with TBL and an increased number of people trained in high-growth jobs through the use of TBL methods. In FY 2009, fourteen competitive grants were awarded, one of which was received by *Dillard University*.

- ▶ **The Community-Based Job Training Grants (CBJT)** are designed to help build community colleges' capacity to equip workers with the required skills for success. These grants are built on the foundation laid by HGJT and prepare workers for careers in industries with the greatest local area demands. Through these grants, HBCUs and other technical and community colleges are uniquely positioned to meet the industries' needs for a well-qualified workforce. Sixty-two competitive grants were awarded to institutions of higher education in FY 2009, one of which was received by *Coahoma Community College*.
- ▶ **YouthBuild** grant funds are used to provide disadvantaged youth with the education and employment skills necessary to achieve economic self-sufficiency in occupations in high demand and postsecondary education and training opportunities. In addition, YouthBuild opens doors for disadvantaged youth to obtain meaningful work and service to their communities and opportunities to develop employment and leadership skills and commitment to community development. In FY 2009 there was an open competition for YouthBuild grant funds; however, no funds were awarded to HBCUs.

Competitive grant competitions under these Initiatives are the best way DOL can assure fairness in awarding grants. Applications are reviewed by a panel of experts and rated against established criteria. Awards are based primarily on the applicant's ability to meet such criteria.

DOL has worked to transform the public workforce system so that it is better equipped to help address the workforce needs and requirements of the 21st century economy. Through the TBL Initiative, CBJT and YouthBuild grants, the Department can see exciting reforms taking place in many parts of the country. DOL recognizes that HBCUs have a vital role to play in helping to shape our economy and prepare skilled workers, and will continue to work with and encourage HBCUs to participate fully in programs and initiatives.

- HBCU opportunities for increased involvement in DOL programs were offered through the following **Occupational Safety and Health Administration (OSHA)** programs:
 - ▶ **OSHA/Howard University Memorandum of Understanding** was developed to further OSHA's relationship with *Howard University* and was designed to expand OSHA's student and professional programs. For the twelfth year, OSHA provided a Safety and Health seminar with Howard University College of Allied Health Sciences. Twelve lectures were presented by OSHA professional staff on such topics as industrial toxicology, epidemiology, chemical hazards, physical hazards, ergonomics, biological hazards, environmental hazards and medical surveillance.
 - ▶ **The On-site Consultation Program** is primarily funded under Section 21(d) of the Occupational Safety and Health (OSH) Act of 1970. Under the auspices of the OSH Act, OSHA has ongoing individual cooperative agreements with all 50 states, the District of Columbia and four territories. The On-site Consultation

Program allows employers subject to the Act to consult with state personnel with respect to the application of safety and health requirements under the OSH Act or under state plans approved under Section 18; and supports the voluntary efforts that employers may take to establish and maintain safe and healthful employment for their employees. Each of the states which accept funds are required to contribute a portion of the funds for meeting the costs of the agreements.

OSHA's On-site Consultation Program offers free and confidential advice to small and medium-sized businesses in all states across the country, with priority given to high-hazard worksites. On-site consultation services are separate from enforcement and do not result in penalties or citations. Consultants from state agencies or universities work with employers to identify workplace hazards, provide advice on compliance with OSHA standards, and assist in establishing safety and health management systems.

- ▶ **The Susan B. Harwood Training Program** is a competitive grant program published in the Federal Register, and open for application by HBCUs, non-profit organizations and institutions where workers and employers are trained to recognize, avoid, and prevent safety and health hazards in their workplaces.

In FY 2009, OSHA provided a **Susan B. Harwood Training Grant** in the amount of \$249,000 to the *University of the Virgin Islands*, to provide on-site consultation service, in accordance with section 21 (d) of the OSH Act of 1970. Through this grant, the University offers free and confidential advice to small and medium-sized businesses on the United States Virgin Islands (USVI), with priority given to high-hazard worksites.

- **Job Corps Initiatives**

- ▶ Activities involving HBCUs occurred at the following **Job Corps Centers**:

- ▶ **Atlanta Job Corps Center (Atlanta, GA)**

- ▶ The Center has a Memorandum of Understanding (MOU) with *Morris Brown College* to provide Atlanta Job Corps Center students with tutoring services and work based learning opportunities at *Morris Brown College*.

- ▶ The Center partnered with *Morehouse School of Medicine* to provide Atlanta Job Corps students with work based learning and for *Morehouse College* to provide Atlanta Job Corps Center's Culinary Arts students work based learning opportunities at Morehouse College's cafeteria.

- ▶ **Bamberg Job Corps Center (Bamberg, SC)**

- ▶ The Center has a MOU with *Benedict College*, *Denmark Technical College*, *South Carolina State University* and *Voorhees College* to provide higher education opportunities for students enrolled in the centers Off-Center Training/Advanced Career Training (OCT/ACT) programs.

Bamberg Job Corps Center students participated in campus tours of *Denmark Technical College, South Carolina State University* and *Voorhees College*.

Carville Job Corps Center (Carville, LA)

Job Corps students participated in various campus tours, career fairs, open houses and health and wellness fairs at *Southern University A&M College*.

Dayton Job Corps Center (Dayton, OH)

Job Corps students participated in campus tours of *Central State University*.

Dr. Benjamin L. Hooks Job Corps Center (Memphis, TN) and Finch-Henry Job Corps Center (Batesville, MS)

Students and staff have participated in career fairs, open houses, cultural development, and academic affairs activities at *Coahoma Community College, Jackson State University, Lane College, Lemoyne-Owen College, and Rust College*.

Coahoma Community College served as a GED testing site for the Job Corps Center.

Gadsden Job Corps Center (Gadsden, AL)

Gadsden State Community College, Valley Street Campus provided Gadsden Job Corps Center students the opportunity for advanced training through the Center's Off-Center Training/Advanced Career Training (OCT/ACT) program.

Guthrie Job Corps Center (Guthrie, OK)

The Center has a Memorandum of Understanding with *Langston University* to provide higher education opportunities for individuals enrolled in the Center's ACT/OCT programs.

Homestead Job Corps Center (Homestead, FL)

Job Corps Center students participated in a campus tour of *Florida Memorial University*.

Jacksonville Job Corps Center (Jacksonville, FL)

The Job Corps Center has an MOU with *Edward Waters College* to provide higher education opportunities for students enrolled in the center's OCT/ACT programs. Additionally, the college offered work based learning opportunities for center students.

Kittrell Job Corps Center (Kittrell, NC)

Job Corps students participated in conferences, college/career fairs, and campus tours at *Howard University, North Carolina A&T University, Saint Augustine College, and Shaw University*.

Little Rock Job Corps Center Little Rock, AR)

Job Corps Center students participated in recreation and public speaking events at *Philander Smith University*.

Shorter College served as a GED testing site for the Job Corps Center.

Mississippi Job Corps Center (Batesville, MS)

Alcorn University and *Jackson State University* provided tutoring and mentoring services to Job Corps Center students.

The Job Corps Center has an MOU with *Tougaloo College* and Central Mississippi Area Health Education Center (AHEC) to provide an Interactive Health Fair on the Job Corps Center campus.

Montgomery Job Corps Center (Montgomery, AL)

The Job Corps Center partnered with *Alabama State University's* Theatre Arts Program to provide cultural enrichment to center students. *Alabama State University* awarded a scholarship to a Job Corps Center student participant.

Center students also participated in *Alabama State University's* Technical Theatre Initiative and received training in electrical estimating, state building/management, professional career skills, carpentry, costuming, and entertainment law. As a result of this training, these students will be certified to assist with professional acts.

The Job Corps Center partnered with *Trenholm State Technical College* in the implementation of the Center's new Automotive Services program. In addition, the center has an MOU with *Trenholm State Technical College* that allows center students the opportunity to earn college credits towards obtaining degrees in various programs.

New Orleans Job Corps Center (New Orleans, LA)

Two Job Corps students received certifications in Asbestos Abatement, Lead Removal, Mold Remediation and Hazmat Removal through the Deep South Center for Environmental Justice-Minority Workers training program at *Dillard University*.

Counseling students at *Southern University* collaborated with the Job Corps Center's counselors on group therapy, focus groups, Think Tanks and Behavior Modification Workshops for Job Corps Center students.

Job Corps students participated in various campus-sponsored activities and received mentoring and tutoring at *Dillard University*, *Southern University* and *Xavier University*

North Texas Job Corps Center (McKinney, TX)

Job Corps students toured *Paul Quinn College* and participated in try-outs for basketball scholarships at *Paul Quinn College* and *Wiley College*.

Shreveport Job Corps Center (Shreveport, LA)

Job Corps students toured the campuses and/or participated in Advanced Career Training tours to *Jackson State University, Grambling State University, Southern University-Shreveport* and *Wiley College*.

The Job Corps Center has a MOU with *Southern University-Shreveport* to provide higher education opportunities for individuals enrolled in the center's OCT/ACT programs.

Tulsa Job Corps Center (Tulsa, OK)

Job Corps students participated in campus tours at *Langston University*.

• **Other DOL Initiatives**

- ▶ The Department of Labor continues to use the **DOL Online Opportunities Recruitment System (DOORS)**, web-based automated recruitment and application system. DOORS provides applicants up-to-date access to DOL vacancies while also eliminating manual submission of resumes. Electronic linkages have been developed with HBCU career centers, student organizations, and alumni groups nationwide to expand recruitment.

(3) Total funding for awards to HBCUs during FY 2009	<u>\$3,504,702</u>
(4) Amount of funding for HBCUs during FY 2008	<u>\$ 246,600</u>
(5) Amount of increased funding for HBCUs during FY 2009 compared to funding for these institutions during FY 2008	<u>\$3,258,102</u>

Funding to HBCUs can fluctuate during any given period based on DOL's discretionary budget, investment spending plan, and the competitive grant process. Each fiscal year, Congress appropriates funds for projects that support training, employment, and technical assistance for the workforce investment system. The \$3,258,102 increase in total awards to HBCUs in FY 2009 is attributed to the award of competitive grants to HBCUs.

B. Summary of Total DOL FY 2009 Awards by Category

See Attachment 1

C. Table of DOL FY 2009 Agency Awards, by Institution and Category

See Attachment 2

D. FY 2009 Awards Narrative

See Attachment 3

Attachment 1

Part I. Section B
Summary Of Agency Awards, By Category

1. AGENCY: Department of Labor

2. DATE: March 11, 2010

3. TOTAL PROJECTED AWARDS TO INSTITUTIONS OF HIGHER EDUCATION (IHEs):
\$162,079,932

CATEGORY	FY 2009 Total Funds to IHEs	FY 2009 Funds To HBCUs	Funds to HBCUs as % of Funds to IHEs
1. Research & Development	\$ 0	\$0	0.0%
2. Program Evaluation	\$3,994,990	\$0	0.0%
3. Training	\$144,176,538	\$3,504,702	2.4%
4. Facilities and Equipment	\$0	\$0	0.0%
5. Fellowships, Traineeships Internships, Recruitment, and IPAs	\$964,305	\$0	0.0%
6. Student Tuition Assistance, Scholarships, and Other Aid	\$0	\$0	0.0%
7. Direct Institutional Subsidies	\$0	\$0	0.0%
8. Third Party Awards	\$0	\$0	0.0%
9. Private Sector Involvement	\$0	\$0	0.0%
10. Administrative Infrastructure	\$0	\$0	0.0%
11. Other Activities	\$12,944,099	\$0	0.0%
Total	\$162,079,932	\$3,504,702	2.2%

Attachment 3

**Department of Labor
FY 2009
Historically Black Colleges and Universities (HBCUs)
Award Narratives**

Research & Development

Amount Awarded
\$0

Program Evaluation

Amount Awarded
\$0

Training

Amount Awarded
\$3,504,702

Employment and Training Administration (ETA)

In FY 2009, *Coahoma Community College*, in collaboration with Mississippi Delta Rural Healthcare Training Partnership, received a \$1,999,714 CBJT grant to expand the college's training capacity to provide additional qualified nurses through establishing a weekend Licensed Practical Nursing (LPN) program, developing an accelerated Associate's Degree in Nursing (ADN) program, and implementing articulation agreements with universities for ADNs to receive their Bachelor of Science in Nursing (BSN) or Master of Science in Nursing (MSN) degrees, which in turn will provide career ladder opportunities to Certified Nursing Assistants (CNAs), LPNs, and Registered Nurses (RNs). The college will also develop and implement a Summer Residency Program and a Math and Science Remedial Program for high school students, provide professional staff development to improve the quality of instruction by Math and Science instructors in targeted middle schools, and expand the College's Math and Science Enrichment Program for middle students. The project will provide support services to students while in training and develop competency training models for training purposes.

Dillard University received a \$969,090 TBL Initiative grant to provide environmental and green construction training utilizing technology-based learning principles to prepare underserved dislocated workers, unemployed/underemployed residents, and contractors/subcontractors working in targeted communities, for careers in the high growth-high-demand area of "green" construction and environmental remediation. This project identifies, assesses, trains and places a total of 320 individuals from underserved populations in New Orleans, LA; Atlanta and Savannah, GA; and Detroit, MI. Utilizing technology-based methods, the project provides foundational training as needed and technical training in construction enhanced with green technology including weatherization and solar panel installation, and environmental remediation course work specific to the needs of the community.

Congressional Earmark Grants

Senator Thad Cochran sponsored *Mississippi Valley State University's* receipt of \$191,593 in 2008 earmark funding which was awarded in FY 2009. The purpose of the project is to train 40 students in Automated Identification Technology.

Congressman Jim McCrery sponsored *Southern University of Shreveport's* receipt of \$95,305 in 2008 earmark funding which was awarded in FY 2009. The purpose of the project is to train 15 incumbent and low-income/unemployed single parents in Health Information Technology, Surgical Technology or Nursing.

The Southern University at Shreveport Louisiana (SUSLA) "Jags4Hire" earmark program trains individuals in Health Information Technology, Surgical Technology and Nursing. Participants are a combination of incumbent workers and low-income/unemployed single parents who are matriculating in the clinical phase of training. Veterans and their spouses who meet criteria are given priority over others. The target population for career awareness activities include, among others, high school students, hospital workers, underemployed, veterans and veterans' spouses who have completed introductory courses, yet must overcome barriers to complete training. Workforce Investment Act (WIA) funds are leveraged to provide educational sponsorships in the form of tuition assistance, textbooks and credentialing fees. "Jags4Hire" serves as a career pathway to success in these occupations by combining technical skills training with employability skills training. Training is conducted through a mixture of classroom settings, technology-facilitated learning, clinical simulation labs and clinical rotations in healthcare facilities. Program completers are expected to obtain a Louisiana WorkReady! Certificate, Associate Degree and industry credentials. A Louisiana WorkReady! Certificate is a portable credential that signifies to an employer that an individual has obtained, through adequate training, the fundamental skills necessary for success in the workplace, according to three WorkKeys subject areas of Applied Mathematics, Reading for Information, and Locating Information.

The goal of the "Jags4Hire" program is to produce an educated and skilled pool of workers to assist the healthcare industry of the Greater Shreveport area and surrounding parishes. Activities will enable individuals to complete training and gain employment within a two year period as well as attract newcomers to the industry.

Occupational Safety and Health Administration (OSHA)

In FY 2009, OSHA provided a Susan B Harwood Training Grant in the amount of \$249,000 to the *University of the Virgin Islands*, to provide on-site consultation service, in accordance with Section 21 (d) of the Occupational Safety and Health Act of 1970. On-site consultation services are separate from enforcement and do not result in penalties or citations. Consultants from state agencies or universities work with employers to identify workplace hazards, provide advice on compliance with OSHA standards, and assist in establishing safety and health management systems. Through this grant, the University offers free and confidential advice to small and medium-sized businesses on the USVI, with priority given to high-hazard worksites.

Facilities & Equipment

Amount Awarded

\$0

Fellowships, Traineeships, Internships, Recruitment, and IPAs

Amount Awarded

\$0

Employee Benefits Security Administration (EBSA)

- EBSA national and regional offices continued outreach efforts to recruit graduating HBCU students for employment.

Mine Safety and Health Administration (MSHA)

- MSHA provided opportunities for HBCU students to gain occupation experience through internship positions.

Office of the Assistant Secretary for Administration and Management (OASAM)

- **Summer Employment Program** – OASAM canvases its managers to identify positions for advertisement in the DOL On-line Opportunities Recruitment System (DOORS). Copies of the announcements were circulated to HBCUs during college visits, information sessions, and through direct mailings.
- **Outreach Efforts at HBCUs** – OASAM marketed opportunities through advertisements and Web linkages to further support increasing diversity in the Department's management and mission critical occupations. In addition, OASAM participated in career fairs and conferences and shared information on employment and career opportunities with HBCU academic institutions and professional organizations.

Women's Bureau (WB)

- The Women's Bureau (WB) continued to conduct outreach activities to encourage the participation of HBCUs in WB events and to provide information on funding and contracting opportunities. The national and regional offices regularly update their online database to include HBCUs in all WB mailings. Publications such as e-News provide current information on key WB initiatives and regional events. In addition, as a member of the recipient list, HBCUs are kept abreast of Bureau partnerships and funding opportunities. The WB also continued to pursue opportunities to participate in activities and events sponsored by HBCUs.

Student Tuition Assistance, Scholarships, and Other Aid

Amount Awarded

\$0

Direct Institutional Subsidies

Amount Awarded

\$0

Third Party Awards

Amount Awarded

\$0

Private-Sector Involvement

Amount Awarded

\$0

Administrative Infrastructure

Amount Awarded

\$0

Other Activities

Amount Awarded

\$0

STATE/INSTITUTION	R&D	PE	TRAINING	F&E	FELLOWS	SFA	DIS	TPA	PSI	AI	OTHER	TOTALS
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VIRGINIA

HAMPTON UNIVERSITY												\$0
NORFOLK STATE												\$0
SAINT PAUL'S												\$0
VIRGINIA STATE												\$0
VIRGINIA UNION												\$0
VA UNIV. OF LYNCHBURG												\$0

WEST VIRGINIA

BLUEFIELD STATE												\$0
W. VIRGINIA STATE												\$0

U.S. VIRGIN ISLANDS

UNIV. of the VIRGIN ISLANDS			\$249,000									\$249,000
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GRAND TOTAL	\$0	\$0	\$3,504,702	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$3,504,702
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CATEGORIES:

R&D	RESEARCH AND DEVELOPMENT
PE	PROGRAM EVALUATION
TRAINING	TRAINING
F&E	FACILITIES AND EQUIPMENT
FELLOWS	FELLOWSHIP, RECRUITMENT, IPA
SFA	STUDENT FINANCIAL ASSISTANCE
DIS	DIRECT INSTITUTIONAL SUBSIDIES
TPA	THIRD-PARTY AWARDS
PSI	PRIVATE-SECTOR INVOLVEMENT
AI	ADMINISTRATIVE INFRASTRUCTURE
OTHER	OTHER