

U.S. Department of Labor (DOL)
Fiscal Year (FY) 2010
Annual Federal Performance Plan on Executive Agency Actions
To Assist Historically Black Colleges and Universities (HBCUs)

Part I, Section A: Executive Summary

The Department of Labor is committed to the implementation of Executive Order 13256. During FY 2010, DOL plans to achieve the following goals and measurable objectives:

- DOL will increase advocacy for HBCUs among DOL agencies and increase efforts to assure that the HBCU's perspective is incorporated in DOL policy affecting Institutions of Higher Education (IHE).
- DOL will increase efforts to assist HBCUs in strengthening their capabilities to attract funding from DOL agencies through technical assistance and other activities.
- DOL will provide oversight, program monitoring, and technical assistance for all existing and new grants awarded to HBCUs. This includes grants awarded under the Technology-Based Learning (TBL) Initiative and Community-Based Job Training (CBJT) Grants.
- DOL regional offices will convene meetings with HBCUs to keep them informed of various Workforce Investment Act (WIA) programs and available funding resources. Further, the regions will continue to provide outreach, technical assistance, and oversight to HBCU grants awarded through Congressional earmarks.
- DOL will encourage partnerships between HBCUs and other public or private entities for greater leverage of Federal and private dollars.
- DOL will actively recruit at HBCUs to ensure that applicant pools are diverse and in support of its priority to obtain and maintain a high quality diverse workforce at all organizational levels throughout the Department, including mission-critical occupations.
- DOL will continue to monitor its progress under this plan to ensure HBCU's remain key stakeholders of the Department.

In FY 2010, DOL will continue the following programs to increase opportunities for HBCUs:

- The **Employee Benefits Security Administration (EBSA)** will work with Howard University to establish a mini-Employee Retirement Income Security Act (ERISA) course to be taught during the first and second semesters of the 2010-2011 school year. EBSA staff will teach the course during the initial phase of this venture.

- The following **Employment and Training Administration (ETA)** implemented programs will be used for increasing Federal opportunities for HBCUs:
 - ▶ **The American Recovery and Reinvestment Act of 2009 - Health Care Sector and Other High Growth and Emerging Industries:** The purpose of these grants is to teach workers the necessary skills for, and help them pursue careers in, health care and other high growth emerging industry sectors. Eligible applicants include public entities and private nonprofit organizations. ETA intends to fund 45 - 65 grants ranging from \$2 to \$5 million. Approximately \$25 million of the total funds available through this Solicitation will be reserved for projects serving communities impacted by automotive-related restructuring.

Southern University was recently awarded a \$4,296,308 Health Care Sector grant to implement a ladder curriculum/career ladder model to train unemployed and underemployed workers for employment in the health care industry.

- ▶ **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 enhanced with TBL and an increased number of people trained in high-growth jobs through the use of TBL methods.

- ▶ **The Transitional Jobs Demonstration** will test customized employment to fit the needs and abilities of workers with significant barriers to employment while simultaneously meeting the needs of employers. Populations such as ex-offenders, substance abusers, high school dropouts and other disadvantaged youth face unique challenges and significant barriers to employment.
- ▶ ETA also administers **Congressional Earmark Grants** under its Pilots, Demonstrations and Research authority.

- **Job Corps Initiatives**

- ▶ Projected activities involving HBCUs from both existing partnerships and future partnerships with **Job Corps Centers:**

Atlanta Job Corps Center (Atlanta, GA)

Center students will participate in campus tours at *Clark Atlanta University*, *Morehouse College* and *Spelman College*.

Brunswick Job Corps Center (Brunswick, GA)

The center will continue efforts to form partnerships with *Edward Waters College* and *Savannah State University* to provide center students with the opportunity to participate in college fairs, diversity conferences, campus tours and other campus-sponsored activities.

Carville Job Corps Center (Carville, LA)

Job Corps students will collaborate with *Southern University* students on various community projects, participate in campus tours, the University's Job Fair and Health and Wellness Fair.

Charleston Job Corps Center (Charleston, WV)

The Center plans to establish an MOU with *Cheyney University of Pennsylvania* to allow Job Corps students to enroll at the university through the Centers Off-Center Training/Advanced Career Training (ACT/OCT) program.

Dayton Job Corps Center (Dayton, OH)

Center students will participate in monthly 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 will participate 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*.

Gadsden Job Corps Center (Gadsden, AL)

Gadsden State Community College, Valley Street Campus will provide Gadsden Job Corps Center students the opportunity for advanced training through the Center's OCT/ACT program.

Gainesville Job Corps Center (Gainesville, FL)

The Center is working to develop partnerships with local area HBCUs to enhance Job Corps students' awareness of educational opportunities at HBCUs.

Guthrie Job Corps Center (Guthrie, OK)

The Center plans to renew the MOU with *Langston University*; this memorandum allows Job Corps students to enroll at the university through the Center's ACT/OCT programs.

Homestead Job Corps Center (Homestead, FL)

The Center plans to establish an MOU with *Florida Memorial University* to allow Job Corps students to enroll at the university through the Center's ACT/OCT program.

Jacksonville Job Corps Center (Jacksonville, FL)

Edward Waters College will continue to serve as a work-based learning site for the Job Corps Center and in turn the Center will continue to encourage Job Corps graduates to attend the college.

Little Rock Job Corps Center Little Rock, AR)

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

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

Mississippi Job Corps Center (Batesville, MS)

The Center will work to establish MOUs with *Alcorn University* to provide Job Corps students with leadership training and *Jackson State University* to provide tutoring and mentoring services to Center students.

Montgomery Job Corps Center (Montgomery, AL)

The Job Corps Center will continue to partner with *Alabama State University's* Theatre Arts Program to provide cultural enrichment to Job Corps students. *Alabama State University's* Small Business Development Incubator will offer the Montgomery Job Corps Center use of both its facilities and projects offices as National Job Shadow sites.

The Job Corps Center will serve as a feeder into the Licensed Practical Nursing program at *Trenholm State Technical College*.

New Orleans Job Corps Center (New Orleans, LA)

The Job Corps Center's Construction, Carpentry and Electrical Training departments will partner with *Dillard University's* Performing Arts Program to provide stage designing and lighting as a career technical trade. Dillard University will tutor Job Corps students in math and language arts.

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

Xavier University will partner with the Job Corps Center to provide mentoring and tutoring services to Center students.

North Texas Job Corps Center (McKinney, TX)

Job Corps students will participate in campus tours of *Paul Quinn College* and *Wiley College*.

St. Louis Job Corps Center (St. Louis, MO)

Harris-Stowe State University will continue to be a GED testing site for the Center. Students from *Harris-Stowe State University* will provide academic tutoring for Job Corps students experiencing difficulty in math and reading. This tutoring is an opportunity for *Harris-Stowe State University* students to earn practicum hours toward their college degree.

Shreveport Job Corps Center (Shreveport, LA)

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

Job Corps students will participate in campus tours and/or Advanced Career Training tours to *Jackson State University, Grambling State University, Southern University-Shreveport* and *Wiley College*.

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 college career centers, student organizations, and alumni groups nationwide to expand recruitment.
- ▶ The Occupational Safety and Health Administration (OSHA) will continue to sponsor an occupational safety and health seminar at *Howard University*. The **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. The series consists of two seminars and includes a professional exchange program supported by OSHA professional staff members. Under the leadership of Dr. Surender Ahir, an OSHA Health Scientist/Toxicologist, and OSHA staff, lectures will be given on such topics as industrial toxicology, epidemiology, chemical hazards, physical hazards, ergonomics, biological hazards, environmental hazards, and medical surveillance.

The **On-site Consultation Programs** is primary funded under Section 21(d) of the Occupation 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.

Total projected funding for awards to HBCUs during FY 2010 **\$4,688,308**

Amount of increased funding for HBCUs during FY 2010 compared to funding for these institutions during FY 2009: **\$1,183,606**

DOL FY 2010 funding currently includes a Congressional Earmark grant and a Consultation grant. The number of awards to HBCUs in FY 2010 will depend on the results of a competitive process. Totals are subject to change due to possible grant awards to HBCUs through this competitive process.

In addition to FY 2010 grant funding already awarded to HBCUs, DOL anticipates the availability of competitive grant funding opportunities during FY 2010 for which HBCUs may also be eligible; including Community Based Job Training Initiative (a \$125 million solicitation to be issued in late March 2010, with awards expected before June 30, 2010), YouthBuild (a solicitation for approximately \$30 million to be issued in the summer of 2010, with awards expected early in FY 2011), and National and Regional Intermediaries Serving Youthful Offenders in Minority Communities (a solicitation for approximately \$20 million to be issued in later March 2010, with awards expected before June 30, 2010).

Part I. Section B
Summary of Projected Agency Awards, by Category

1. AGENCY: United States Department of Labor

2. DATE: March 11, 2010

3. TOTAL PROJECTED AWARDS TO INSTITUTIONS OF HIGHER EDUCATION (IHEs):
\$159,062,145

CATEGORY	FY 2010 Projected Funds to IHE+	FY 2010 Projected Funds To HBCUs	Projected Funds to HBCUs as % of Projected Funds to IHEs
1. Research & Development	\$ 0	\$0	0.0%
2. Program Evaluation	\$3,613,750	\$0	0.0%
3. Training	\$141,944,673	\$4,688,308	3.0%
4. Facilities and Equipment	\$0	\$0	0.0%
5. Fellowships, Internships, Traineeships, Recruitment, and IPAs	\$686,722	\$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	\$12,817,000	\$0	0.0%
Total	\$159,062,145	\$4,688,308	3.0%

Part I. Section D
Department of Labor
FY 2010
Historically Black Colleges and Universities (HBCUs)
Projected Awards Narrative

Research & Development

Amount Projected

\$ 0

Program Evaluation

Amount Projected

\$ 0

Training

Amount Projected

\$4,688,308

Employment & Training Administration (ETA)

- In FY 2010, ETA will award an earmark grant of \$143,000 to Mississippi Valley State University.
- In FY 2010, DOL will award competitive grants under the **American Recovery and Reinvestment Act of 2009 – Health Care Sector and Other High Growth and Emerging Industries**, the **Transitional Jobs Demonstration** and the **Technology-Based Learning Initiative**. The number of awards to HBCUs in FY 2010 will depend on the results of the competitive process.

In FY 2010, *Southern University at Shreveport* has received a \$4,296,308 Health Care Sector grant to implement a ladder curriculum/career ladder model to train unemployed and underemployed workers for employment in the health care industry. Participants will complete training in six career pathways that include: Dental Hygiene, Health Information Technology, Nursing, Medical Lab Technology, Radiology Technology, and Respiratory Therapy. The project will also develop EKG technician curriculum to support a career pathway to respiratory therapy programs. The proposed outcome of this grant is to serve 325 participants, of whom 250 will complete training and approximately 200 will be placed into employment in allied health and nursing occupations.

Occupational Safety and Health Administration (OSHA)

- **Occupational Safety and Health Seminar** - OSHA will continue to sponsor an occupational safety and health seminar at Howard University. Under the leadership of Dr. Surender Ahir, OSHA Health Scientist/Toxicologist and OSHA staff, lectures will be given on such topics as industrial toxicology, epidemiology, chemical hazards, physical hazards, ergonomics, biological hazards, environmental hazards, and medical surveillance. The seminar program is ongoing.

Facilities & Equipment

Amount Projected
\$ 0

Fellowships, Traineeships, Internships, Recruitment, and IPAs

Amount Projected
\$ 0

Employee Benefits Security Administration (EBSA)

- EBSA national and regional offices will continue outreach efforts to recruit graduating HBCU students for employment, and anticipates expenditures for HBCU student internship placement.

Mine Safety and Health Administration (MSHA)

- MSHA will provide 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 will canvass its managers to identify positions to be advertised in the Departmental On-line Opportunities Recruitment System (DOORS). Copies of the announcements will be circulated to HBCUs during college visits, information sessions, and through direct mailings.
- **Outreach Efforts at HBCUs** – OASAM will market opportunities through advertisements and Web linkages, participate in career fairs and conferences, and will share information on employment and career opportunities with HBCU academic institutions and professional organizations to ensure that applicant pools are diverse and in support of its priority to obtain and maintain a high quality diverse workforce at all organizational levels throughout the Department, including mission critical occupations.

Women's Bureau (WB)

- The Women's Bureau (WB) will continue 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. As a member of the recipient list, HBCUs are kept abreast of Bureau partnerships and funding opportunities. The WB will also continue to pursue opportunities to participate in activities and events sponsored by HBCUs.

Student Tuition Assistance, Scholarships, and Other Aid

Amount Projected
\$ 0

Direct Institutional Subsidies

Amount Projected

\$ 0

Third Party Awards

Amount Projected

\$ 0

Private-Sector Involvement

Amount Projected

\$ 0

Administrative Infrastructure

Amount Projected

\$ 0

Other Activities

Amount Projected

\$ 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	\$4,688,308	\$0	\$4,688,308							
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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
.	ADMINISTRATIVE INFRASTRUCTURE
OTHER	OTHER

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