

**FY 2011**

**CONGRESSIONAL BUDGET JUSTIFICATION**

**EMPLOYMENT AND TRAINING ADMINISTRATION**

**Overview**



# EMPLOYMENT AND TRAINING ADMINISTRATION

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# EMPLOYMENT AND TRAINING ADMINISTRATION

## OVERVIEW

### Introduction

Secretary of Labor Hilda L. Solis has established a vision for the Department of “good jobs for everyone”. The Employment and Training Administration’s (ETA’s) workforce programs have a critical role to play in realizing the Secretary’s vision of good jobs by supporting the following three strategic and seven of the thirteen outcome goals for the Department of Labor:

Strategic Goal 1: Prepare workers for good jobs and ensure fair compensation.

- Outcome Goal 1.1: Increasing workers’ incomes and narrow wage and income inequality.
- Outcome Goal 1.2: Assuring skills and knowledge that prepare workers to succeed in a knowledge-based economy, including in high-growth and emerging industry sectors like “green” jobs.
- Outcome Goal 1.3: Helping workers who are in low-wage jobs or out of the labor market find a path into middle class jobs.
- Outcome Goal 1.4: Helping middle-class families remain in the middle class.
- Outcome Goal 1.5: Securing wages and overtime

Strategic Goal 3: Assure fair and high quality work-life environments.

- Outcome Goal 3.1: Breaking down barriers to fair and diverse work places so that every worker’s contribution is respected.

Strategic Goal 4: Secure health benefits and, for those working, provide income security.

- Outcome Goal 4.2: Ensuring income support when work is impossible or unavailable.

The public workforce system is leading America’s workers to good jobs. The system contributes to our nation’s global competitiveness and economic productivity by providing lifelong learning opportunities and a broad array of services. The downturn of the economy has posed substantial economic and workforce challenges to our nation, but the workforce system has provided critical services to help workers find new jobs quickly and support the workforce needs of employers, particularly in high-growth and emerging industry sectors. These services include high-quality career counseling and case management, and skills assessments that identify transferable skills. ETA and the workforce system are committed to continuous improvement and testing new ideas and approaches and rigorously evaluating program strategies and management practices.

ETA provides high quality employment assistance, labor market information, job training, and income support through the administration of the following programs: Adults, Dislocated Workers, Youth, and services for targeted populations authorized by the Workforce Investment Act of 1998 (WIA); Trade Adjustment Assistance (TAA) authorized by the Trade Act of 1974, as amended; Employment Services authorized under the Wagner-Peyser Act; Unemployment Insurance (UI) authorized by the Social Security Act; Foreign Labor Certification activities authorized by the Immigration and Nationality Act; the Senior Community Service Employment

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Program (also known as Community Service Employment for Older Americans, or CSEOA), authorized by the Older Americans Act; and Apprenticeship programs, authorized by the National Apprenticeship Act, as well as significant enhancements to many of these programs, and the new program of Competitive Grants for Worker Training and Placement in High Growth and Emerging Industry Sectors authorized under the American Recovery and Reinvestment Act of 2009 (Recovery Act).

The Consolidated Appropriations Act, FY 2010 included a provision requiring DOL to submit to the Committees on Appropriations a transfer plan prior to moving the Office of Job Corps back to the Employment and Training Administration. The Department of Labor will submit such a plan early in calendar year 2010, and plans to implement the transfer prior to program year 2010. Thus the FY 2011 budget includes the account for Office of Job Corps within the Employment and Training Administration.

To enable the Department to meet its outcome goals, which are based on Secretary Solis' vision, ETA's FY 2011 Budget request (including Job Corps) is \$12,818,832,000, which includes \$10,880,632,000 for discretionary programs and \$1,938,200,000 for mandatory programs (excluding Advances to the Unemployment Trust Fund). The FY 2011 request is \$356,065,000 below the FY 2010 level. In addition to the FY 2010 Appropriation, \$4,720,000,000 was appropriated in February 2009 for programs funded through the Recovery Act. ETA's FY 2011 request will support 1,224 FTE (includes staff in Program Administration, Foreign Labor Certification, State Paid Leave Fund, and Job Corps). An additional 31 FTE will be funded by H-1B fees and an additional 4 FTE by reimbursements.

In support of the Secretary's vision of "good jobs for everyone," ETA has aligned a selection of its program performance indicators with six Departmental Outcome Goals.

- The average earnings indicator for WIA Adults, WIA Dislocated Workers (DW), Indian and Native American Programs (INAP), Trade Adjustment Assistance (TAA), and the Senior Community Service Employment Program (SCSEP), as well as the entered employment, average wage at initial placement, and average wage of placed graduates indicators for Job Corps, advance DOL Outcome Goal 1.1.
- Four training and certification indicators for four programs support DOL Outcome Goal 1.2: for WIA Youth and YouthBuild, the percent of participants entering employment or enrolling in post-secondary education, the military, or advanced training/occupational skills training in the first quarter after exit, and the percent of participants who earn a diploma, GED, or certificate by the end of the third quarter after exit; for the Green Jobs Innovation Fund, the total number of participants completing training; and for Career Pathways, the number of participants receiving certifications. Also in support of this goal is the average wage of graduates placed in job training matches indicator for Job Corps.
- The entered employment indicators for six programs—Apprenticeship, WIA Adult, WIA DW, Employment Services, INAP, and NFJP—and the certification and literacy/numeracy indicators for Job Corps support DOL Outcome Goal 1.3.

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- The employment retention indicators for Apprenticeship, TAA, WIA DW, and Employment Services support DOL Outcome Goal 1.4.
- Two indicators for the Foreign Labor Certification (FLC) program—the percent of resolved permanent applications selected for integrity review and found in compliance and the number of H-2A applications with no pending state actions processed within 15 days of receipt and 20 days from the date of need—support DOL Outcome Goal 1.5.
- The Unemployment Insurance program was aligned with DOL Outcome Goal 4.2, with the payment timeliness and overpayment detection indicators directly supporting the goal.

The indicators represented above are being considered for the DOL Strategic Plan and were selected because of their relevance to each outcome goal. The narrative for each budget activity provides a more detailed discussion, with performance information, to show how the particular program or initiative supports the outcome goals and the Secretary's vision.

### **Economic Recovery**

As the Obama Administration took office, the United States faced the most significant recession in the last quarter century. Revitalizing our economy has been one of President Obama's top priorities. The Recovery Act that the President signed into law in February 2009 was an extraordinary response to this crisis. It included measures to modernize our nation's infrastructure, enhance energy independence, expand educational opportunities, preserve and improve affordable health care, provide tax relief to individuals and businesses, and protect those in greatest need. It also was a major step to revitalize our economy.

The Recovery Act provided significant additional workforce funding to support employment and training services deemed vital to America's economic recovery. The investment of stimulus funds provided an extraordinary and unique opportunity for the workforce system to demonstrate its ability to implement more effective One-Stop service delivery strategies and better meet the needs of both workers and employers.

Funding at the FY 2011 request level will help ETA programs follow through with Recovery Act investments in the public workforce system to continue meeting the Nation's diverse employment and training needs. In addition, President Obama has called on the Congress to work with him to reauthorize and reform the Workforce Investment Act (WIA) and other statutes intended to help individuals prepare for successful employment. We support WIA reauthorization and reform in order to continue meeting the diverse employment and training needs of our workforce.

### **Workforce System Innovation and Transformation**

The FY 2011 Budget will continue to support transformational efforts to improve the effectiveness of the workforce system. These efforts include the following elements: a stronger, more comprehensive One-Stop delivery system; a dual focus on both workers and business as customers, progressive levels of education and job training that will provide those most in need

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with a pathway to the middle class; innovative approaches to service delivery, regional partnerships and collaboration; and sector strategies for high-demand industry sectors, including the nation's investment in green jobs as an effort to jump start the economy, put Americans back to work, and help make America more energy independent. In addition, transparency and financial accountability are crucial, as is a focus on results-based management.

ETA and the workforce system are committed to continuous improvement, testing new ideas and approaches, and rigorously evaluating program strategies and management practices. The federal-state-local workforce partnership that exists through WIA has demonstrated enormous potential for exploring and testing alternative service strategies. However, there are few regular resources available to provide funding for the meaningful testing of these ideas, evaluate them or disseminate them for replication when they prove effective. To address this need, the FY 2011 budget request establishes the Partnership for Workforce Innovation, which would provide about \$321 million to the Departments of Labor and Education to test and validate strategies for improving service delivery and participant outcomes. The departments will coordinate with other relevant agencies to design grants that encourage collaboration across program silos to better serve participants' needs.

For the Department of Labor, the budget request includes a new Workforce Innovation Fund (WIF). The fund is comprised of five percent contributions each from the WIA Adult program and the WIA Dislocated Worker program, totaling \$107,651,000. Grants would be awarded competitively through Solicitations for Grant Applications to states or localities for the demonstration of new ideas and for the replication of proven practices. This effort will test innovative approaches to training and reemployment services, especially for vulnerable populations, and promote rigorous evaluation of practices that already show promise, such as "learn and earn" strategies like apprenticeships and on-the-job training, and regional and sectoral collaboration. The approaches tested also will make use of technology to expand or improve service delivery.

Following the same rationale, the FY 2011 budget request also includes funding for a Youth Innovation Fund, comprised of a 15 percent contribution from the WIA Youth program. This effort would test and rigorously evaluate innovative approaches to providing summer and year-round employment opportunities for youth, as well as interventions serving out-of-school youth in a comprehensive manner combining work experience, education, and training. The Youth Innovation Fund would have two components: Summer and Year-Round Employment opportunities and a Work Experience Plus program. The Work Experience Plus program will award competitive grants to local workforce investment boards in partnership with youth service providers (including community-based organizations), governors and state workforce boards. It will serve exclusively out-of-school youth ages 16 to 24 and move them into post secondary education leading to industry-based credentials, degrees, and employment. The Department will coordinate its innovation activities with the Secretary of Education, and other cabinet officers, as appropriate.

WIA was enacted over a decade ago, and its authorization expired in 2003. Reauthorization that will transform the workforce investment system is needed and overdue. The Administration regards WIA reauthorization as an opportunity to promote innovation in the public workforce

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system, build on its strengths, and address its weaknesses. The Administration also believes the time has come to take a fresh look at the broad range of federal investments in job training, and develop improved models for delivering quality services.

The Administration has five main objectives for WIA reauthorization and job training reform legislation:

1. Streamlining service delivery: A complex set of rules and differing requirements and practices across the multiple federal agencies and programs that support job-related services often serve as a barrier to innovation and seamless service delivery at the state and local level. To spur innovation and improve service delivery, new incentives and additional flexibility for states and localities are needed, including an option to apply for carefully-designed cross-program waivers. Where appropriate, realigning programs should be considered as well.
2. Truly one-stop shopping for high-quality services: All Americans should have access to high-quality one-stop career centers that connect them with the full range of services available in their communities, whether they are looking to find a job, build basic or occupational skills, earn a postsecondary certificate or degree, or get guidance on how to chart a career path. This was the promise of the Workforce Investment Act, but it has yet to be fully realized. To free up resources to invest in high-quality personalized services, overhead costs should be minimized, duplication in the system should be eliminated, and technology should be deployed more effectively. Education and workforce professionals should be well trained themselves, with access to ongoing professional development to help them respond to customer needs.
3. Engaging with employers on a regional and/or sectoral basis: Labor markets are typically regional, yet the workforce system is designed around rigid state and local geographic boundaries. Federal programs should be structured to promote continual engagement by the workforce system with employers of all sizes in high-demand sectors of the regional or local economy, as well as other stakeholders, to ensure that training programs lead to good jobs.
4. Improving accountability: Performance measures must be overhauled and made consistent among programs throughout the workforce system, to promote better outcomes for individuals of all skill and need levels, particularly those who are not yet ready and able to move quickly into a good job. Programs should also be designed so that successful completion moves a worker along a career pathway; for example, an adult who earns a GED should be ready for college-level work. Information about program performance must be gathered with enough detail and frequency to make it possible to identify the interventions that deliver the best outcomes for individuals of different skill levels and needs. In addition, performance information should be analyzed, presented, and delivered in a way that helps those delivering workforce services continually improve their programs. Workers and employers should also have easy access to information about outcomes for past participants, so that they can make informed decisions about which programs are most likely to meet their needs.

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5. Promoting innovation and identifying and replicating best practices: Too often, successful programs are not replicated and unsuccessful programs are not discontinued. WIA funding streams should be restructured to promote the search for successful practices across programs, continuous innovation, and adoption of the most effective approaches. Federal funds should also support the exploration of new or promising service models and rigorous evaluation to identify successful strategies. This is particularly needed for programs serving disconnected youth as well as for programs serving adult workers with barriers to employment.

The Department of Labor looks forward to working with Congress to achieve successful WIA reauthorization.

### **Green Jobs**

ETA is a key resource for the Administration's "Green Jobs" initiative. The energy industries offer workers new opportunities that will require additional training and certification. Through the Recovery Act, other federal programs have received large investments in programs and projects that could create green jobs. These include investments in renewable energy infrastructure, energy-efficiency home retrofitting, biofuel development, and advanced drive train/vehicle development and manufacturing. ETA has encouraged states that have received Recovery Act funding for the WIA and Wagner-Peyser Act programs to recognize collaborative opportunities to prepare workers for green jobs related to other sources of federal funding. States have also been encouraged to expand existing training programs, such as registered apprenticeship programs that have the potential to prepare workers for careers in the renewable energy sectors and for other green jobs.

The Recovery Act provided \$750,000,000 for a program of competitive grants for worker training and placement in high-growth and emerging industry sectors, of which \$500,000,000 is to be used for research, labor exchange, and job training projects that prepare workers for careers in energy efficiency and renewable energy industries. These grants will play an important role in joining other federal agencies' green training and job creation programs with the workforce investment system to forge a government-wide approach to the development and expansion of these critical new industries. Using the \$500,000,000 provided in the Recovery Act, ETA issued five separate Solicitations for Grant Applications on June 24, 2009 to support a number of green job activities including: job training and placement services; identifying and providing successful career pathways for workers including those currently living in poverty; capacity building for organizations providing job training; the collection, analysis, and dissemination of labor market information; and funds for State Workforce Investment Boards to develop strategic planning processes that align with the Governor's overall workforce vision. These grants were competitively awarded and funded during the latter part of 2009 and in early 2010.

The Department also received \$250,000,000 in Recovery Act funds for Job Corps, an intensive education and training program for at-risk youth, and \$50,000,000 for the YouthBuild program, created to help at-risk youth gain education and occupational credentials while building or

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rehabilitating affordable housing. Both Job Corps centers and YouthBuild programs are implementing green curricula and many Job Corps facilities will employ green technology.

The Green Jobs Innovation Fund, first funded in FY 2010, supports efforts begun with Recovery Act funds. It funds competitive grant opportunities to help workers receive job training in green industry sectors and occupations and access green career pathways. These investments are geared towards energy efficiency and renewable energy industries as well as industries that impact our environment such as transportation, green construction, environmental protection, sustainable agriculture, forestry, and recycling and waste reduction.

The FY 2011 Budget requests \$85,000,000 for the second year of the Green Jobs Innovation Fund. By FY 2011, the emerging green economy will have become more firmly established as a result of Recovery Act investments as well as private investments. There will be a clearer picture of the workforce needs in specific impacted sectors and with the significant investment of Recovery Act funds to develop workforce solutions supporting the green economy, there will be an opportunity to identify innovative approaches and products that can be taken to scale nationally. ETA will build upon initial investments and further address the workforce needs associated with green jobs for FY 2011 by targeting its efforts on further development of green curricula, competency models, career pathways, and other valuable training tools. In addition, other Federal agencies will be investing in complementary green industry activities and leveraging our resources will be critical to developing the green workforce as jobs are emerging in state and regional economies.

### **Health Care Training Initiative**

Health care expenditures constitute 16 percent of the economy and health care workers are present in every community. The new health care reforms will extend coverage to millions of individuals and will require more nurses, allied health, and health IT professionals be trained to provide care for underserved populations nationwide. ETA proposes an initiative to fund grants to state and local organizations that prepare workers for careers in the health care sector. This initiative would be supported by using a portion of H-1B training funds, and could be supplemented by including community college resources that the Department expects to jointly administer with the Department of Education. While the extent of the program depends on the adoption of the American Graduation Initiative legislation, ETA expects that approximately \$100,000,000 would be available for this initiative. Grantees would also implement their projects in partnership with workforce system organizations, health care providers, educational institutions, and recipients of funds administered by the U.S. Department of Health and Human Services.

All grantees will be required to leverage resources, which could include other Federal resources and contributions from their partners. The initiative will focus on four specific areas: (1) grants to state workforce agencies for statewide sector strategies that train for jobs across career pathways in the health care sector; (2) grants to community colleges as part of the Career Pathways Innovation Fund; (3) grants to local government agencies and non-profit organizations to develop and implement local programs that prepare low-income adults, dislocated workers and low-wage incumbent workers for career pathways in the health care sector; and (4) incentive

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grants to health care providers and education and training institutions to adapt existing programs to address the gaps in health care sector training and to increase teaching capacity.

### Programs Serving Youth

Through a set of workforce development programs for youth that work together, ETA plays a lead role in helping disadvantaged, disconnected and at-risk youth obtain the education and skills they need to obtain good jobs in today's knowledge-based economy. Because the economic downturn has made it unusually difficult to connect these youth to the labor market, this Budget requests funding to increase services to youth from this population. This request is in addition to the Youth Innovation Fund, discussed above.

- **YouthBuild:** The Budget requests \$120,000,000 for YouthBuild, an increase of \$17,500,000 over FY 2010. YouthBuild is a workforce development program that helps disadvantaged youth gain high school credentials and skill training that leads to employment. YouthBuild provides an opportunity for at-risk and out-of-school youth ages 16 through 24 to earn their diploma or GED and gain job skills, while constructing or rehabilitating affordable housing for low-income or homeless families in poor communities. The YouthBuild program is a successful re-engagement strategy for out-of-school youth and is increasingly a key component of community plans to develop multiple education pathway strategies.
- **Job Corps:** The FY 2011 budget requests \$1,707,363,000 for Job Corps, a decrease of \$842,000 from FY 2010. In accordance with FY 2010 appropriations language, the administration and funding for the Job Corps program will be transferred back to ETA from the Office of the Secretary to better coordinate the program with the rest of the workforce system. Job Corps serves severely disadvantaged youth, aged 16-24 through 122 residential and non-residential centers nationwide... The program interacts with the public workforce system in a variety of ways, including receiving referrals from the workforce system for participation in the Job Corps, and utilizing the services of the workforce system for placement of Job Corps graduates in good jobs with career pathways. Programmatic increases being requested in FY11 include:
  - o A new Iowa Center will be ready for occupancy in mid-PY 2011. Operational funding in the amount of \$4,000,000 is requested to activate the center.
  - o In order to retain highly qualified instructors and professional staff and be competitive with academic institutions for these staff, funding in the amount of \$5,869,000 is requested to provide a 3.8% compensation increase.
  - o The Job Corps Licensed Practical/Vocational Nurse program would be expanded to increase opportunities for graduates to find a path to both post-secondary education and/or middle class jobs. Additionally, this could increase the enrollment of more females in the Job Corps. Funding in the amount of \$1,500,000 is requested to expand this program.

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- o Continuation of a reform initiative that will begin in FY 2010 that will include a rigorous and comprehensive review of Job Corps operations with the goal of setting high standards for the system.

### Targeted Programs for Specific Worker Populations

Supporting the Department's vision of good jobs for everyone, the FY 2011 Budget requests funding for several initiatives that will provide targeted opportunities to several specific worker populations to further support them in acquiring the skills and knowledge needed to gain or retain middle class jobs. These initiatives are described below.

- **Individuals with Disabilities:** The FY 2011 Budget requests \$12,000,000 of funding under the Workforce Information/National Electronic Tools/System Building line item to continue targeted assistance to persons with disabilities. Another \$12,000,000 is requested in the Office of Disability Employment Policy (ODEP) budget. These funds will support the *Disability Employment Initiative*, first funded in the Department's FY 2010 appropriations. The initiative will seek to build upon the promising practices of ETA's Disability Program Navigator initiative and ODEP's customized employment initiative to improve the employment outcomes of individuals with disabilities served by One-Stop Career Centers. This initiative will include the effective deployment of staff in selected states and their One-Stop Career Center system to: (1) improve coordination and collaboration among employment and training and asset development programs carried out at the state or local level; (2) build effective state and local partnerships that leverage public and private resources to better serve individuals with disabilities and result in increased employment or self-employment outcomes; and (3) expand services to women, minorities and veterans with disabilities. States will develop models for One-Stops that will help them improve accessibility in terms of physical, programmatic and communications, including state of the art assistive technologies.
- **Native American Program:** Section 174 of the Workforce Investment Act specifies that the Secretary shall annually reserve \$55,000,000 of the funds appropriated for the Native American Programs authorized by section 166. FY 2003 was the last time the appropriation for the Section 166 program was at or above this authorized level. ETA requests an increase of \$2,242,000 above the FY 2010 level to fund the program at \$55,000,000. These additional funds will support expanded employment and training services to approximately 1,196 more participants in Native American communities with some of the highest unemployment rates in the nation. Recipients will be encouraged to use these additional resources to support training programs focused on renewable energy and energy efficiency.
- **National Farmworker Jobs Program:** The budget requests \$87,378,000, an increase of \$2,758,000 above the FY 2010 level. This request supports expanding training and employment services to approximately 1,027 more participants, supporting skill development beyond agricultural work, while also addressing chronic unemployment and underemployment among this target population.

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### **Assisting Workers Adversely Impacted by Foreign Trade**

On February 17, 2009, President Obama signed into law the Trade and Globalization Adjustment Assistance Act (TGAAA) of 2009, as part of the Recovery Act. The reauthorized Trade Adjustment Assistance (TAA) program expanded TAA coverage to more workers and firms, including workers and firms in the service sector; made benefits available to workers whose jobs have been off-shored to any country (as opposed to only covering countries in a free-trade agreement with the United States); and improved workers' training opportunities and opportunities for health insurance coverage. The reauthorization expanded the scope of the program and the benefits to better assist trade-dislocated workers in finding new employment. The reauthorized program includes funding for employment services and case management and encourages the types of long-term training necessary for jobs in the 21<sup>st</sup> century economy through an extension of income support, increased funding for training, and earlier access to training for some employees. The reauthorization under the TGAAA only extended the TAA program until December 31, 2010, and ETA supports reauthorization of the program, without significant amendment, beyond that date. For FY 2011, ETA's request under current law (which assumes a reversion to TAA without the TGAAA enhancements) is \$1,938,200,000. Assuming the TGAAA enhancements are continued through reauthorization, ETA's FY 2011 request is \$2,369,500,000 for the TAA program. This request reflects not only the expansions to the program under the Recovery Act reauthorization, but also takes into account the significant increase in program applications and certifications due to the recession.

### **Unemployment Insurance**

The FY 2011 Budget request for UI State Administration is \$3,515,079,000, a decrease of \$413,566,000 from the FY 2010 estimate. The funds requested are sufficient to process 6,051,000 continued claims per week (referred to as average weekly insured unemployment (AWIU)) which includes processing benefit payments made under the Trade Act of 1974, as amended. During the year, states are expected to collect \$52.7 billion in state unemployment taxes and to pay an estimated \$83.1 billion in Federal and State UI benefits to 15.5 million beneficiaries, including former Federal military and civilian personnel, recipients of federal-state extended benefits, and workers adversely affected by imports who may be eligible for benefits under the Trade Act.

The request includes the Unemployment Insurance Integrity Act – a set of legislative proposals that will give states new tools and additional resources to prevent, detect, and collect improper UI benefit payments and delinquent employer tax contributions. There is no federal cost associated with this proposal, which is expected to reduce overpayments by \$2.6 billion and reduce tax revenues by \$282 million over 10 years. (These estimates reflect the direct and indirect effects of the legislative proposal.)

The request also includes funding for the ETA portion of a Department of Labor multi-agency initiative to strengthen and coordinate Federal and State efforts to enforce statutory prohibitions, identify, and deter employee misclassification as independent contractors. The ETA request includes: (1) \$300,000 and 2 FTE for a new ETA audit and enforcement program to recoup unpaid UI taxes due to misclassification, and (2) a \$10,950,000 pilot program to reward the

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states that are the most successful (or most improved) at detecting and prosecuting employers that fail to pay their fair share of taxes due to misclassification and other illegal tax schemes that deny the federal and state UI trust funds hundreds of millions of dollars annually.

### **State Paid Leave Fund**

The request includes \$50,000,000 for a new State Paid Leave Fund, which will provide grants to assist states in establishing state paid leave programs. Nearly half of private-sector workers (48%) do not have paid sick leave to care for them, and even fewer have leave available to care for another family member when they are ill. Millions of workers risk losing pay and or their jobs when they are sick or their children are sick. In addition, at a time when a one-income family is a luxury few can afford, changes in family circumstances - whether it's the birth of a new child or the serious illness of an older relative - put greater stress on the economic security of families than ever before.

State programs that provide for paid leave for workers facing these challenges offer a solution for working families who cannot afford to lose a day's pay or risk loss of their job to care for themselves and their families. In addition, businesses also benefit from these programs because it enables them to retain valuable employees, reduce turnover and absenteeism, and increase employee loyalty and morale. Currently, California, Washington, and New Jersey offer State Paid Leave programs, which are called family leave insurance. Typically, the programs offer up to six weeks of benefits to workers who must take time off to care for a seriously ill child, spouse, or parent, or bond with a newborn or recently adopted child. In doing so, the programs may enhance job retention for many workers or help workers stay on their career paths. Under this new initiative, grants would assist other states in planning and start-up activities relating to paid leave programs. The Department will develop this grant program based on the information available from established family leave insurance programs.

### **Foreign Labor Certification Fees**

The FY 2011 Budget proposes legislation to authorize user fees on new applications for three visa programs. Currently, employers do not pay a fee to the Department for the processing of permanent foreign labor certification applications. Employers are the primary beneficiaries – at taxpayers' expense – of the permanent admission of specific foreign workers and of the attestation-based review of applications they receive under the current process. Therefore, it is reasonable to require that employers pay the processing expense to the Department of providing this service. Second, it is proposed that the Department keep application fees paid by employers under the H-2A temporary agricultural worker program to offset its processing costs (\$100 base fee plus \$10 per worker, up to a maximum of \$1,000 for each application approved). However, the Department does not retain these H-2A fees to offset its processing costs. Third, it is proposed that the Department be permitted to charge employers a fee to support the processing of applications for the H-2B nonagricultural program. H-2B fee revenue also would be used for a new apprenticeship initiative that would expand apprenticeship opportunities across the country through a competitive grant program that could lessen our dependence on foreign labor for these occupations.

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### Continuation of Other FY 2010 ETA Initiatives

In addition to the fundamental changes being proposed for the workforce investment system, ETA's Budget requests funding for two current initiatives that will help prepare workers for jobs that will emerge as the economy recovers from recession: Transitional Jobs and the Workforce Data Quality Initiative.

- The Budget proposes that \$40,000,000 of the \$46,556,000 for Pilots, Demonstrations, and Research funds be used to fund a second round of grants to demonstrate and evaluate transitional jobs. Transitional Jobs combine short-term subsidized employment with case management services to help individuals with significant barriers to employment, such as noncustodial parents, obtain the skills needed to secure unsubsidized jobs. Begun in FY 2010, the Department of Labor will continue to collaborate with other Federal agencies in carrying out this demonstration.
- The Budget requests \$13,750,000, an increase of \$1,250,000 above FY 2010, for the second year of a Workforce Data Quality Initiative. This initiative provides competitive grants to support the development of longitudinal data systems that integrate education and workforce data. The grants are provided under the research authority in WIA Section 171. Education and workforce longitudinal data systems track individuals as they progress through the education system and into the workforce. Some states have developed comprehensive education and workforce data systems that link individuals' demographic information, high school transcripts, college transcripts, and quarterly wage data. When linked to workforce data, these data systems can provide valuable information to consumers, practitioners, policymakers, and researchers about the performance of education and workforce development programs. The Department of Education has provided state grants since 2003 to assist with kindergarten to university-level longitudinal data system development. The Department of Labor is working with them on this initiative by assisting states to develop workforce data systems that include comprehensive training and employment service data, as well as unemployment insurance wage records.

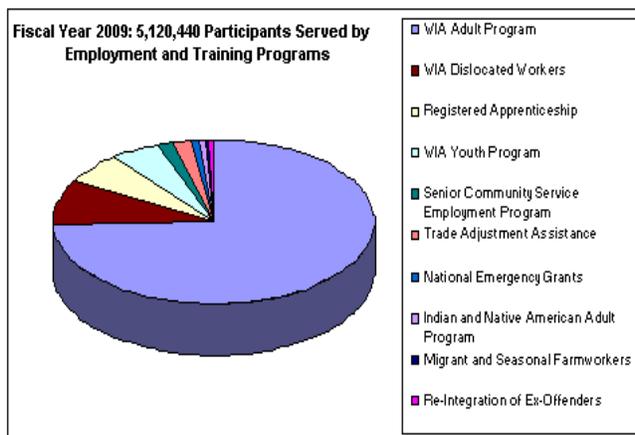
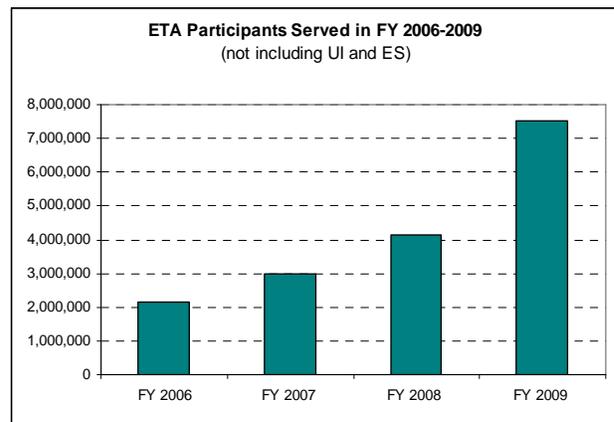
The Budget does not contain a request for the Career Pathways Innovation Fund, which was funded in FY 2010 to focus on developing and expanding career pathway programs at community colleges. Career pathway programs have clear sequences of coursework and credentials, each leading to a better job in a particular field such as health care, law enforcement, and clean energy. Instead of requesting money for the Career Pathways Innovation Fund, the Administration strongly supports enactment of the American Graduation Initiative (AGI), which is part of student aid legislation passed by the House and pending in the Senate. The AGI would provide significant resources for competitive grants to community colleges that could support career pathways and other innovative training and education programs. The Department of Labor would work with the Department of Education to administer these grants, continuing to support career pathway programs at community colleges that help individuals of varying skill levels enter and pursue rewarding careers in high-demand and emerging industries.

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## Program Performance in the Employment and Training Administration

ETA’s review of outcome data and program improvement plans supports Departmental decision-making and achievement of its strategic and performance goals. Quarterly and annual data available to all stakeholders help demonstrate that ETA programs help America’s workers acquire the skills and knowledge necessary to succeed in a knowledge-based economy. Training and employment programs collect data on the numbers of individuals served, the types of services provided, personal characteristics of individuals, and program outcomes. Workforce security programs collect data on the timeliness of processing applications, measure integrity to reduce fraud, facilitate reemployment claims, and make employer determinations for tax liability.

Overall, the number of individuals served ETA’s employment and training programs in ETA increased between Fiscal Year 2006 and Fiscal Year 2009 from just over two million participants to about 7.5 million, as shown in the adjacent bar chart.<sup>1</sup> These numbers include participants in all ETA programs other than Unemployment Insurance and Wagner-Peyser Act Employment Services (WIA Adults, Dislocated Workers, and Youth; Migrant and Seasonal Farmworkers; Indian and Native American Programs; Apprenticeship; Community Service Employment for Older Americans; Trade Adjustment Assistance; Reintegration of Ex-Offenders; and the Community-Based Job Training Grants). The increases in participation can be attributed to guidance issued in February 2006 encouraging states to enroll individuals in multiple programs (see TEG 17-05). ETA encourages enrollment in multiple programs because it allows for integrated services and can lead to improved participant outcomes. Results demonstrate that many more self-service and other core services are being provided by the WIA Adult program. The data for the graph is drawn from quarterly Workforce System Results overviews.



As indicated by the pie chart, seventy-five percent of the individuals served by ETA programs excluding UI and ES are registered in the WIA Adult and Dislocated worker programs. The other twenty-five percent of participants were served in FY 2009 by the other nine programs. Among these programs, WIA funds also account for the majority of the funding.

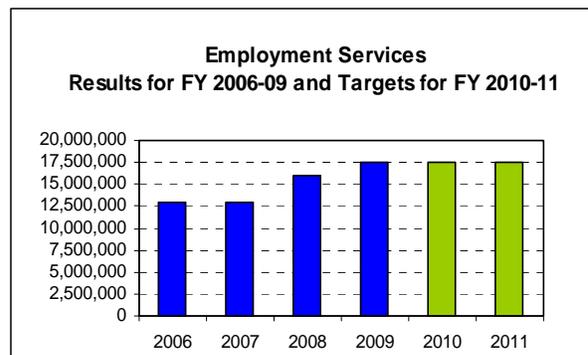
<sup>1</sup> While Fiscal Year (FY) is cited in this section, most of the employment and training programs are administered by Program Year (PY). Most PY programs start in July of the following calendar year.

## EMPLOYMENT AND TRAINING ADMINISTRATION

Looking back over time, the number of participants served by all WIA programs has increased more than fivefold from 1,403,998 in FY 2004 to 7,510,431 in FY 2009. The most notable increase in participants and exiters in the WIA programs occurred between FY 2005 and FY 2007, most likely in response to the 2006 reporting guidance and an increase in the number of individuals receiving self-service and other core program services as opposed to staff-intensive services and training.

The WIA Adult program participation increased from 329,646 in FY 2006 to 5,171,158 in FY 2009 (according to data provided in the workload summaries in this and prior budget submissions). In FY 2008, the estimated number of individuals increased significantly, primarily due to a change in the number of self-service and co-enrolled individuals who receive services through the One-Stop Career Center System. Until estimations are extrapolated to account for Recovery Act participants, participation projections will continually increase through FY 2011 for the WIA Adult, Dislocated Worker and Youth formula programs.

The number of certified individuals served by Employment Service operations increased from roughly 13 million in FY 2006 to 17.6 million in FY 2009, which is attributable to increases in unemployment. As we move forward into FY 2010 and on to FY 2011, when unemployment levels are anticipated to remain high, ETA projects a continued expansion in ES participant numbers. However, these targets remain constant because the estimates of participants served with Recovery Act funds have not been completed.



Performance results for most DOL programs are published in the Department's Performance and Accountability Report (PAR) at the end of each fiscal year – a requirement of the Government Performance and Results Act of 1993 (GPRA). The following table summarizes results for the nine ETA programs with performance goals included in the FY 2009 DOL PAR, which covers PY 2008 (July 1, 2008 – June 30, 2009) for some programs and FY 2009 (October 1, 2008 – September 30, 2009) for others.

FY 2009 Annual Performance Accountability Report Summary For ETA	
Program	Performance Indicator Targets Met
WIA Adult	3 of 3
WIA Dislocated Worker	2 of 3
WIA Youth	3 of 3
Senior Community Service Employment Program	2 of 3

## EMPLOYMENT AND TRAINING ADMINISTRATION

FY 2009 Annual Performance Accountability Report Summary For ETA	
Program	Performance Indicator Targets Met
Unemployment Insurance	1 of 4
One-Stop Employment and Workforce Information Services	2 of 3
Foreign Labor Certification	1 of 4
Trade Adjustment Assistance	3 of 3
Apprenticeship	0 of 2
Total Number of Indicators	17 of 28

Of the twenty-six indicators for the nine programs, seventeen were met. Programs that met one or fewer of their performance indicators include Unemployment Insurance, Registered Apprenticeship, and Foreign Labor Certification. Greater than expected declines in the economy significantly affected the performance of the Unemployment Insurance program. The Apprenticeship indicators are also tied to employment, and program performance declined with the nation's widespread job losses, primarily within the construction and manufacturing industries. New regulations in two of the Foreign Labor Certification programs required revisions to application processing and in turn had a significant negative impact on timeliness in FY 2009.

In PY 2008, ETA anticipated the long-term implications of the recession and developed a regression model to adjust targets for Unemployment Insurance and the programs using common measures for entered employment, retention, and average earnings to alleviate concerns about increasing performance goal targets that could not be met. The model incorporates economic factors such as the unemployment rate and job growth, in addition to personal characteristics for State and local workforce investment areas. Program performance indicator targets for FY/PY 2010-2011 are based on Unemployment Rate projections established for the FY 2011 Budget and historical experiences of program participants in finding jobs within their local labor markets. Aligning the performance outcomes of individuals with the conditions of their local labor markets is more precise than estimating these relationships with data aggregated across disparate geographical areas, such as states or the nation. To measure local labor market conditions, unemployment rates are collected by local workforce investment areas for the WIA and Wagner-Peyser Act Employment Service programs and by county for the Trade Adjustment Assistance program.

### **Program Assessment Improvement Plans**

In response to the Recovery Act, ETA is proposing and implementing strategies and initiatives to maximize resources that reach more customers, train more customers, and improve the quality of services. ETA has taken significant steps to improve program assessments over the last year,

## EMPLOYMENT AND TRAINING ADMINISTRATION

such as a change in reporting requirements for the Workforce Investment Act Standardized Record Data (WIASRD). To obtain more robust, “real time” information on individual characteristics and services and to determine the effect of the Recovery Act resources, states will be required to submit the WIA individual records on all participants in the WIA title 1B programs, and in National Emergency Grants, on a quarterly basis (instead of annual), beginning with the 3rd quarter of Program Year 2009, which ends on March 31, 2010. This start date gives states sufficient time to adjust their management information systems and the change will enable ETA to obtain timely data and make better assessment based on those data.

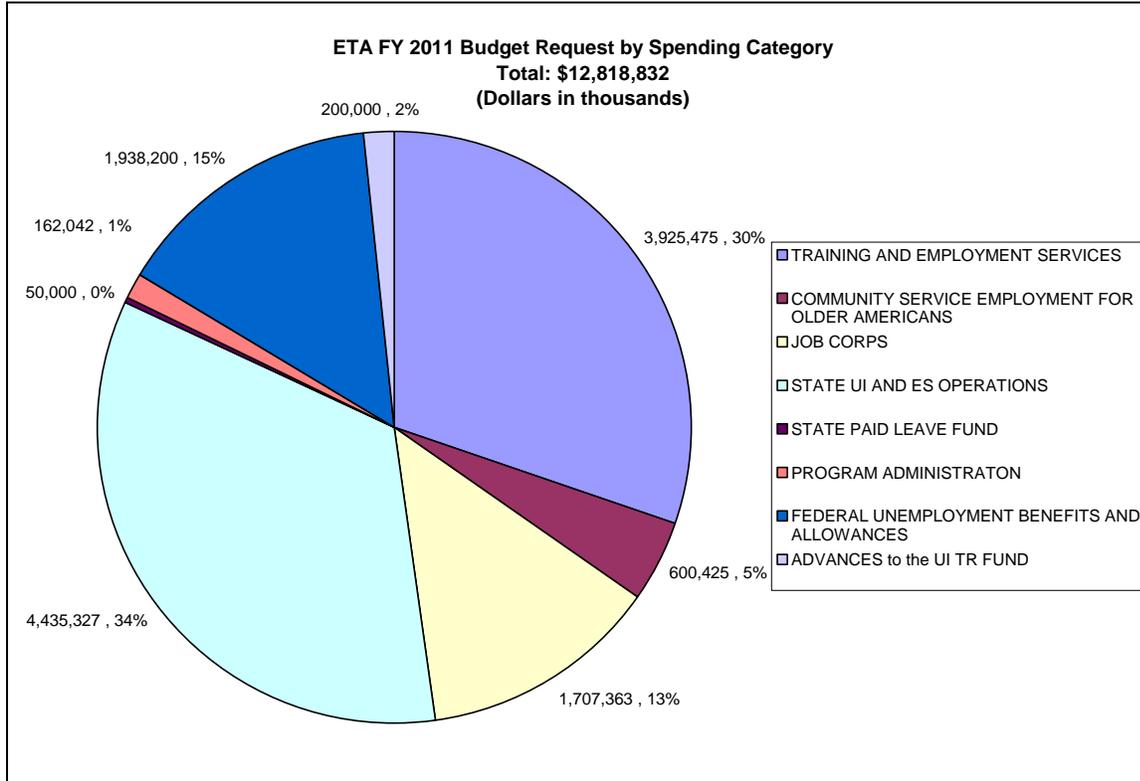
Consistent with the principles of transparency and accountability, ETA recognizes the need to collect participant and performance information more frequently than quarterly during the Recovery Act period of performance. In response, ETA developed supplemental monthly reports. Under these new supplemental reports, states are required to submit information that they already collect on a monthly basis. For all supplemental reports, data elements are taken from existing reporting requirements, with two exceptions (one for Wagner-Peyser Act Reemployment Services and one for WIA Youth Recovery Act services). This approach will keep the reporting burden on states to a minimum and build on a more informative program assessment database.

Other program assessment improvements include conducting an evaluation to determine WIA services’ impact on participant employment, retention, and earnings outcomes; and improving program management and accountability through the collection of new information, such as aggregated performance results common measures for the national programs.

To meet performance management objectives, ETA considers performance analysis, oversight, and improvement to be key program management functions. ETA continues efforts to strengthen agency management processes and improve program outcomes for those individuals and employers who are impacted by the workforce investment system by addressing Government Accountability Office reports, program assessment recommendations, Office of Inspector General audit reports, and quarterly, mid-year, and annual performance results. Additional performance-related information and improvement plans are described in each of the program narratives within this budget request.

# EMPLOYMENT AND TRAINING ADMINISTRATION

## Cost Model



ETA requests a total of \$12,818,832,000 for FY 2011, including \$10,880,632,000 for discretionary programs and \$1,938,200,000 for mandatory programs (excluding Advances to the Unemployment Trust Fund). This level of funding will enable ETA to meet its highest priority outcome goals during FY 2011.

Highlights of the FY 2011 Budget are listed below. The proposed funding changes are also outlined in the Summary of Changes. The 2011 Budget requests:

### *Training and Employment Services*

- \$906,884,000 for WIA Adult Employment and Training Activities and \$1,475,307,000 for WIA Dislocated Worker Employment and Training Activities, with 5 percent of each account, or a total of \$107,651,000, reserved for the Workforce Innovation Fund.
- \$1,025,000,000 for WIA Youth Employment and Training Activities, including \$153,750,000 for the Youth Innovation Fund, which includes funding for summer and year-round employment opportunities and the Work Experience Plus program.
- \$85,000,000 for the Green Jobs Innovation Fund.
- \$98,000,000 for Reintegration of Ex-Offenders to support skills training, job placement assistance and other reentry services authorized under the Second Chance Act as well as

## **EMPLOYMENT AND TRAINING ADMINISTRATION**

reintegration efforts for juvenile offenders. This is a \$10,493,000 decrease from the FY 2010 enacted level which reflects the funding of a unified Transitional Jobs initiative in the Pilots, Demonstrations and Research Account. Within this request ETA proposes the termination of the Persistently Dangerous Schools initiative, given that this program is a demonstration and sufficient lessons will be learned from two rounds of grants without necessitating full-year awards. However, phase-out funding will be provided to the first round of grantees. .

- \$55,000,000 for the Indian and Native American training program, an increase of \$2,242,000 from FY 2010, to fund the program at approximately the WIA-authorized level.
- \$87,378,000 for the Migrant and Seasonal Farmworker program, an increase of \$2,758,000.
- \$46,556,000 for Pilots, Demonstrations, and Research, of which \$40,000,000 will be used for the transitional jobs demonstration.
- \$11,600,000 for Evaluation to assess the impacts of workforce development activities.
- \$13,750,000 for the second year of a data quality initiative that provides competitive grants to support the development of longitudinal data systems that integrate education and workforce data.
- \$120,000,000 for the YouthBuild program.

### ***Community Service Employment for Older Americans***

- \$600,425,000 for the Senior Community Service Employment Program.

### ***State Paid Leave Fund***

- \$50,000,000 for the State Paid Leave Fund, including \$49,500,000 for operations, \$500,000 and 4 FTE for administration.

### ***Job Corps***

- \$1,707,363,000 for the Job Corps, including \$1,572,253,000 for operations, \$105,000,000 for construction, and 30,110,000 (179 FTE) for administration.

### ***State Unemployment Insurance and Employment Services Operations***

- \$3,581,389,000 for Unemployment Insurance which includes \$3,515,079,000 for Unemployment Insurance State Administration, \$11,310,000 for UI National Activities, and \$55,000,000 for Reemployment and Eligibility Assessments.
- \$703,576,000 for Employment Service Grants to States and \$20,994,000 for Employment Service National Activities.

## **EMPLOYMENT AND TRAINING ADMINISTRATION**

- \$63,720,000 for Workforce Information/National E-Tools/One-Stop System Building. Included in this request is \$12,000,000 for a Disability Employment Coordination Initiative.
- No funding for the Work Incentive Grants program. A new Disability and Employment Initiative that includes funding from ETA and the Office of Disability Employment Policy will focus on improving workforce system services to those with disabilities.

### ***Foreign Labor Certification***

- \$65,648,000 for Foreign Labor Certification programs, including \$50,519,000 for Administration (181 FTE) and \$15,129,000 for State Grants. An additional 31 FTE will be funded by H-1B fees.

### ***Federal Unemployment Benefits and Allowances***

- \$1,938,200,000 for Trade Adjustment Assistance. The 2011 budget request also includes a \$431,300,000 legislative proposal to reauthorize the Trade Assistance Adjustment for Workers program.

### ***Program Administration***

- \$162,042,000 for Program Administration and 860 FTE. This represents an increase of \$14,386,000 from the FY 2010 enacted budget. The request funds built-in increases and costs for the continued monitoring and oversight of Recovery Act funds beyond September 30, 2010, as well as program increases in the Office of Apprenticeship and the Unemployment Insurance program.
- Additionally, ETA estimates that four FTE and \$563,000 will be reimbursed by the Federal Emergency Management Agency (FEMA) to support disaster unemployment assistance (DUA) activities.
- The appropriation request is financed by both general revenues and transfers from the Unemployment Trust Fund.
- As part of its efforts to improve accountability and increase efficiency, ETA is proposing the conversion of 10 positions currently encumbered by contractors to Federal positions. The conversion will result in the development of a stable workforce in critical areas and increased Federal oversight.

## EMPLOYMENT AND TRAINING ADMINISTRATION

<b>BUDGET AUTHORITY BY APPROPRIATION</b>					
(Dollars in Thousands)					
	FY 2009 Enacted	Recovery Act	FY 2010 Enacted	FY 2011 Request	
				Current Law	Legislative Proposal
<b>Advances to the Unemployment Trust Fund</b>	<b>422,000</b>	<b>0</b>	<b>150,000</b>	<b>200,000</b>	
Advances to the Unemployment Trust Fund (Non-add)	422,000	0	150,000	200,000	
<b>Community Service Employment for Older Americans</b>	<b>571,925</b>	<b>118,800</b>	<b>825,425</b>	<b>600,425</b>	
Community Service Employment for Older Americans	571,925	118,800	825,425	600,425	
<b>Federal Unemployment Benefits and Allowances</b>	<b>958,800</b>	<b>0</b>	<b>1,818,400</b>	<b>1,938,200</b>	<b>2,369,500</b>
Trade Adjustments Assistance	958,800	0	1,818,400	1,938,200	2,369,500
Alternative/Reemployment TAA	34,600	0	65,000	65,000	69,000
TAA Benefits	238,000	0	1,067,000	1,595,000	1,614,000
TAA Training	686,200	0	686,400	278,200	686,500
<b>Office of Job Corps</b>	<b>1,683,938</b>	<b>250,000</b>	<b>1,708,205</b>	<b>1,707,363</b>	
Administration	28,662	2,500	29,190	30,110	
Construction	115,000	211,646	105,000	105,000	
Operations	1,540,276	35,854	1,574,015	1,572,253	
<b>Program Administration</b>	<b>130,463</b>	<b>59,667</b>	<b>147,656</b>	<b>162,042</b>	
Adult Services	51,061	40,315	55,412	61,789	
Apprenticeship	21,447	0	27,784	28,965	
Executive Direction	8,078	0	9,166	9,234	
Workforce Security	38,945	13,253	42,986	47,251	
Youth Services	10,932	6,099	12,308	14,803	
<b>State Paid Leave Fund</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>50,000</b>	
State Paid Leave Fund	0	0	0	50,000	
Administration	0	0	0	500	
Operations	0	0	0	49,500	
<b>State Unemployment Insurance and Employment Service Operations</b>	<b>4,359,207</b>	<b>396,000</b>	<b>4,846,681</b>	<b>4,435,327</b>	
Employment Service	724,445	396,000	724,570	724,570	
Employment Service National Activities	20,869	0	20,994	20,994	
TAT/SWA Retirement	2,349	0	2,474	2,474	
WOTC	18,520	0	18,520	18,520	
Grants to State	703,576	396,000	703,576	703,576	
Foreign Labor Certification	67,950	0	68,436	65,648	
Federal Administration	52,821	0	53,307	50,519	
State Grants	15,129	0	15,129	15,129	
Unemployment Insurance	3,497,797	0	3,989,955	3,581,389	
National Activities	11,310	0	11,310	11,310	
Reemployment and Eligibility Assessments	40,000	0	50,000	55,000	
State Administration	2,818,145	0	3,195,645	3,515,079	
AWIU	628,342	0	733,000	0	
Work Incentive Grants	17,295	0	0	0	
Workforce Information-Electronic Tools-System Building	51,720	0	63,720	63,720	

## EMPLOYMENT AND TRAINING ADMINISTRATION

<b>BUDGET AUTHORITY BY APPROPRIATION</b>					
(Dollars in Thousands)					
	FY 2009 Enacted	Recovery Act	FY 2010 Enacted	FY 2011 Request	
				Current Law	Legislative Proposal
<b>Training and Employment Services</b>	<b>3,626,448</b>	<b>3,910,500</b>	<b>3,828,530</b>	<b>3,925,475</b>	
Adult Employment and Training Activities	861,540	495,000	861,540	906,884	
Formula Grants	861,540	495,000	861,540	861,540	
Innovation Fund Contribution (5%)	0	0	0	45,344	
Career Pathways Innovation Fund	125,000	0	125,000	0	
Denali Commission	3,378	0	0	0	
Dislocated Workers Employment and Training Activities	1,341,891	1,435,500	1,413,000	1,475,307	
Formula Grants	1,331,186	1,237,500	1,183,840	1,183,840	
Innovation Fund Contribution (5%)	0	0	0	62,307	
National Reserve	0	198,000	229,160	229,160	
Evaluation	6,918	0	9,600	11,600	
Green Jobs Innovation Fund	0	0	40,000	85,000	
Indian and Native American Programs	52,758	0	52,758	55,000	
Job Training for Employment in High Growth Industries	0	742,500	0	0	
Migrant and Seasonal Farmworkers	82,620	0	84,620	87,378	
Pilots, Demonstrations and Research	48,781	0	93,450	46,556	
Reintegration of Ex-Offenders	108,493	0	108,493	98,000	
Women in Apprenticeship	1,000	0	1,000	1,000	
Workforce Data Quality Initiative	0	0	12,500	13,750	
Youth Activities	924,069	1,188,000	924,069	1,025,000	
Innovation Fund Contribution (15%)	0	0	0	153,750	
Youth Employment and Training Activities	924,069	1,188,000	924,069	871,250	
Youthbuild	70,000	49,500	102,500	120,000	
<b>Total</b>	<b>11,330,781</b>	<b>4,734,967</b>	<b>13,174,897</b>	<b>12,818,832</b>	<b>2,369,500</b>

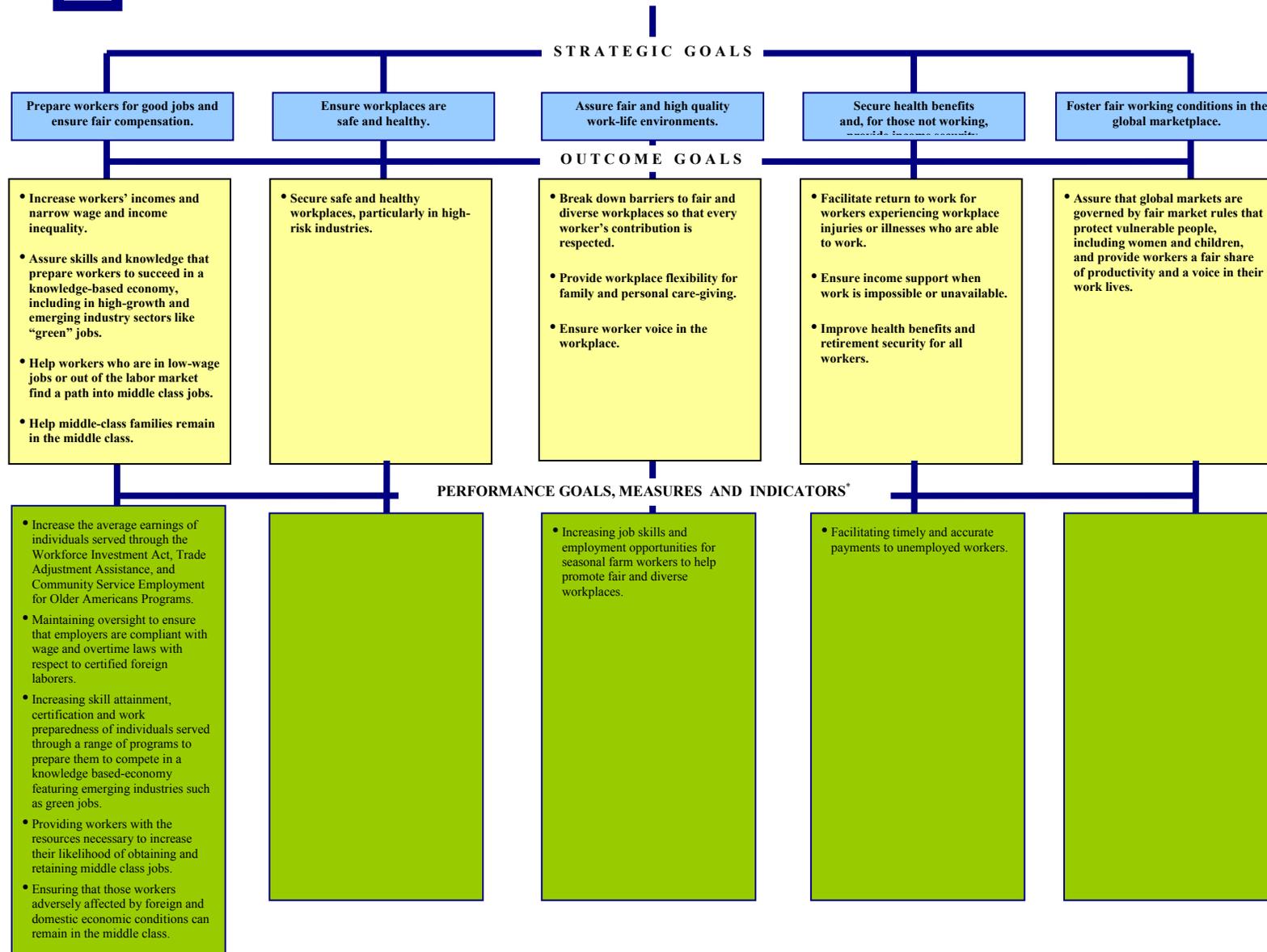
## EMPLOYMENT AND TRAINING ADMINISTRATION

Outcome Goals Supporting Secretary Solis' Vision of <i>Good Jobs for Everyone</i>	Accountable DOL Agencies	
	Programmatic • Policy	Administrative • Legal • Regulatory • Statistical
1.1 Increasing workers' incomes and narrowing wage and income inequality.	• ETA	• Administrative
1.2 Assuring skills and knowledge that prepare workers to succeed in a knowledge-based economy, including in high-growth and emerging industry sectors like "green" jobs.	• ETA	• Administrative
1.3 Helping workers who are in low-wage jobs or out of the labor market find a path into middle class jobs.	• ETA	• Administrative
1.4 Helping middle-class families remain in the middle class.	• ETA	• Administrative
1.5 Securing wages and overtime.	• ETA	• Administrative
2.1 Securing safe and healthy workplaces particularly in high-risk industries.		
3.1 Breaking down barriers to fair and diverse work places so that every worker's contribution is respected.	• ETA	• Administrative
3.2 Providing workplace flexibility for family and personal care-giving.		
3.3 Ensure worker voice in the workplace.		
4.1 Facilitating return to work for workers experiencing workplace injuries or illnesses who are able to work and sufficient income and medical care for those who are unable to work.		
4.2 Income support when work is impossible or unavailable.	• ETA	• Administrative
4.3 Improving health benefit and retirement security for all workers.		
5.1 Assuring that global markets are governed by fair market rules that protect vulnerable people, including women and children, and provide workers a fair share of their productivity and voice in their work lives.		

# EMPLOYMENT AND TRAINING ADMINISTRATION



## Secretary's Vision: "Good Jobs for Everyone"



## EMPLOYMENT AND TRAINING ADMINISTRATION

TOTAL BUDGETARY RESOURCES														
FY 2009 - 2011														
(Dollars in Thousands)														
	FY 2009 Enacted				Recovery  Act	FY 2010 Enacted				FY 2011 Request				FY 2011 Legislative Proposal
	Activity Approp.	Other Approp.1/	Other Resrcs.2/	Total		Activity Approp.	Other Approp.1/	Other Resrcs.2/	Total	Activity Approp.	Other Approp.1/	Other Resrcs.2/	Total	
<b>Advances to the Unemployment Trust Fund</b>	422,000	0	0	422,000	0	150,000	0	0	150,000	200,000	0	0	200,000	
Advances to the Unemployment Trust Fund (Non-add)	422,000	0	0	422,000	0	150,000	0	0	150,000	200,000	0	0	200,000	
<b>Community Service Employment for Older Americans</b>	571,925	0	0	571,925	118,800	825,425	0	0	825,425	600,425	0	0	600,425	
Community Service Employment for Older Americans	571,925	0	0	571,925	118,800	825,425	0	0	825,425	600,425	0	0	600,425	
<b>State Paid Leave Fund</b>	0	0	0	0	0	0	0	0	0	50,000	0	0	50,000	
State Paid Leave Fund	0	0	0	0	0	0	0	0	0	50,000	0	0	50,000	
<b>Federal Unemployment Benefits and Allowances</b>	958,800	0	40,000	998,800	0	1,818,400	0	40,000	1,858,400	1,938,200	0	40,000	1,978,200	2,369,500
Trade Adjustments Assistance	958,800	0	40,000	998,800	0	1,818,400	0	40,000	1,858,400	1,938,200	0	40,000	1,978,200	2,369,500
<b>Office of Job Corps</b>	1,683,938	0	1,160	1,685,098	250,000	1,708,205	0	1,160	1,709,365	1,707,363	0	1,160	1,708,523	
Operations	1,540,276	0	1,160	1,541,436	35,854	1,574,015	0	1,160	1,575,175	1,572,253	0	1,160	1,573,413	

## EMPLOYMENT AND TRAINING ADMINISTRATION

### TOTAL BUDGETARY RESOURCES FY 2009 - 2011 (Dollars in Thousands)

	FY 2009 Enacted				Recovery Act	FY 2010 Enacted				FY 2011 Request				FY 2011 Legislative Proposal
	Activity Approp.	Other Approp.1/	Other Resrcs.2/	Total		Activity Approp.	Other Approp.1/	Other Resrcs.2/	Total	Activity Approp.	Other Approp.1/	Other Resrcs.2/	Total	
Construction	115,000	0	0	115,000	211,646	105,000	0	0	105,000	105,000	0	0	105,000	
Administration	28,662	0	0	28,662	2,500	29,190	0	0	29,190	30,110	0	0	30,110	
<b>Program Administration</b>	<b>130,463</b>	<b>0</b>	<b>521</b>	<b>130,984</b>	<b>59,667</b>	<b>147,656</b>	<b>0</b>	<b>542</b>	<b>148,198</b>	<b>162,042</b>	<b>0</b>	<b>563</b>	<b>162,605</b>	
Adult Services	51,061	0	0	51,061	40,315	55,412	0	0	55,412	61,789	0	0	61,789	
Youth Services	10,932	0	0	10,932	6,099	12,308	0	0	12,308	14,803	0	0	14,803	
Workforce Security	38,945	0	521	39,466	13,253	42,986	0	542	43,528	47,251	0	563	47,814	
Apprenticeship	21,447	0	0	21,447	0	27,784	0	0	27,784	28,965	0	0	28,965	
Executive Direction	8,078	0	0	8,078	0	9,166	0	0	9,166	9,234	0	0	9,234	
<b>State Unemployment Insurance and Employment Service Operations</b>	<b>4,359,207</b>	<b>0</b>	<b>23,000</b>	<b>4,382,207</b>	<b>396,000</b>	<b>4,846,681</b>	<b>0</b>	<b>23,000</b>	<b>4,869,681</b>	<b>4,435,327</b>	<b>0</b>	<b>23,000</b>	<b>4,458,327</b>	
Unemployment Insurance	3,497,797	0	10,000	3,507,797	0	3,989,955	0	10,000	3,999,955	3,581,389	0	10000	3,591,389	
Employment Service	724,445	0	0	724,445	396,000	724,570	0	0	724,570	724,570	0	0	724,570	
Foreign Labor Certification	67,950	0	13,000	80,950	0	68,436	0	13,000	81,436	65,648	0	13000	78,648	
Workforce Information- Electronic Tools- System Building	51,720	0	0	51,720	0	63,720	0	0	63,720	63,720	0	0	63,720	
Work Incentive Grants	17,295	0	0	17,295	0	0	0	0	0	0	0	0	0	

## EMPLOYMENT AND TRAINING ADMINISTRATION

### TOTAL BUDGETARY RESOURCES FY 2009 - 2011 (Dollars in Thousands)

	FY 2009 Enacted				Recovery Act	FY 2010 Enacted				FY 2011 Request				FY 2011 Legislative Proposal
	Activity Approp.	Other Approp.1/	Other Resrcs.2/	Total		Activity Approp.	Other Approp.1/	Other Resrcs.2/	Total	Activity Approp.	Other Approp.1/	Other Resrcs.2/	Total	
<b>Training and Employment Services</b>	<b>3,626,448</b>	<b>550</b>	<b>10,342</b>	<b>3,637,340</b>	<b>3,910,500</b>	<b>3,828,530</b>	<b>0</b>	<b>11,500</b>	<b>3,840,030</b>	<b>3,925,475</b>	<b>0</b>	<b>11,500</b>	<b>3,936,975</b>	
Adult Employment and Training Activities	861,540	0	0	861,540	495,000	861,540	0	0	861,540	906,884	0	0	906,884	
Dislocated Workers Employment and Training Activities	1,341,891	0	0	1,341,891	1,435,500	1,413,000	0	0	1,413,000	1,475,307	0	0	1,475,307	
Youth Activities	924,069	0	0	924,069	1,188,000	924,069	0	0	924,069	1,025,000	0	0	1,025,000	
Green Jobs Innovation Fund	0	0	0	0	495,000	40,000	0	0	40,000	85,000	0	0	85,000	
Workforce Data Quality Initiative	0	0	0	0	0	12,500	0	0	12,500	13,750	0	0	13,750	
Reintegration of Ex-Offenders	108,493	0	0	108,493	0	108,493	0	0	108,493	98,000	0	0	98,000	
Career Pathways Innovation Fund	125,000	0	0	125,000	0	125,000	0	0	125,000	0	0	0	0	
Pilots, Demonstrations and Research	48,781	0	10,242	59,023	0	93,450	0	1,500	94,950	46,556	0	1,500	48,056	
Evaluation	6,918	550	0	7,468	0	9,600	0	0	9,600	11,600	0	0	11,600	
Women in Apprenticeship	1,000	0	0	1,000	0	1,000	0	0	1,000	1,000	0	0	1,000	
Denali Commission	3,378	0	0	3,378	0	0	0	0	0	0	0	0	0	

## EMPLOYMENT AND TRAINING ADMINISTRATION

### TOTAL BUDGETARY RESOURCES FY 2009 - 2011 (Dollars in Thousands)

	FY 2009 Enacted				Recovery <b>Act</b>	FY 2010 Enacted				FY 2011 Request				FY 2011 Legislative Proposal
	Activity Approp.	Other Approp.1/	Other Resrcs.2/	Total		Activity Approp.	Other Approp.1/	Other Resrcs.2/	Total	Activity Approp.	Other Approp.1/	Other Resrcs.2/	Total	
Indian and Native American Programs	52,758	0	0	52,758	0	52,758	0	0	52,758	55,000	0	0	55,000	
Migrant and Seasonal Farmworkers	82,620	0	0	82,620	0	84,620	0	0	84,620	87,378	0	0	87,378	
Youthbuild	70,000	0	0	70,000	49,500	102,500	0	0	102,500	120,000	0	0	120,000	
Job Training for Employment in High Growth Industries	0	0	0	0	247,500	0	0	0	0	0	0	0	0	
WIA Incentive Grants	0	0	100	100	0	0	0	10,000	10,000	0	0	10,000	10,000	
<b>Total</b>	<b>11,330,781</b>	<b>550</b>	<b>75,023</b>	<b>11,406,354</b>	<b>4,734,967</b>	<b>13,174,897</b>	<b>0</b>	<b>76,202</b>	<b>13,251,099</b>	<b>12,818,832</b>	<b>0</b>	<b>76,223</b>	<b>12,895,055</b>	<b>2,369,500</b>

<sup>1/</sup> "Other Appropriation" is comprised of resources appropriated elsewhere, but for which the benefits accrue toward the operation of the budget activities. (Executive Direction, and IT Crosscut)

<sup>2/</sup> "Other Resources" include funds that are available for a budget activity, but not appropriated such as, reimbursements and fees

# EMPLOYMENT AND TRAINING ADMINISTRATION

## AUTHORIZING STATUTES

Public Law/Act	U.S. Code Citation	Expiration Date
American Competitiveness and Workforce Improvement Act (H-1B)	29 U.S.C. 2916a	No expiration date
American Recovery and Reinvestment Act of 2009	P.L. 111-5	6/30/2010 <sup>2</sup>
Federal Unemployment Tax Act	26 U.S.C. 3301	No expiration date
Health Coverage Tax Credit (section 31 of Internal Revenue Code of 1986)	26 U.S.C. 31	No expiration date
Immigration and Nationality Act (alien labor certification)	8 U.S.C. 1101 et seq.	No expiration date
National Apprenticeship Act (Fitzgerald Act)	29 U.S.C. 50	No expiration date
Nursing Relief and Disadvantaged Areas Act	8 U.S.C. 1182	12/20/2009
Older Americans Act	42 U.S.C. 3056 et seq.	9/30/2011
Robert T. Stafford Disaster Relief and Emergency Assistance Act	42 U.S.C. 5177 and 5189a	No expiration date
Social Security Act, Title III-Grants to States for Unemployment Compensation Administration	42 U.S.C. 501-504	No expiration date
Social Security Act Title IX-Unemployment Security Administration Financing	42 U.S.C. 1101-1110	No expiration date
Social Security Act Title XI, Section 1137-Income and Eligibility Verification System	42 U.S.C. 1320b-7	No expiration date
Social Security Act Title XII-Advances to State Unemployment Funds	42 U.S.C. 1321-1324	No expiration date
Trade Act of 1974	19 U.S.C. 2101-2321 and 2395	12/31/2010
Unemployment Compensation for Federal Civilian Employees Program	5 U.S.C. 8501-8509	No expiration date
Unemployment Compensation for Ex-Servicemembers Program	5 U.S.C. 8521-8525	No expiration date
Wagner-Peyser Act	29 U.S.C. 49 et seq.	No expiration date
Work Opportunity Tax Credit	26 U.S.C. 51	8/31/2011
Worker Adjustment and Retraining Notification Act	29 U.S.C. 2801-2945; 20 U.S.C. 9271-9276	No expiration date
Workforce Investment Act	29 U.S.C. 2801 et seq.	9/30/2003 <sup>3</sup>

<sup>2</sup> For funds available through the Workforce Investment Act and Wagner-Peyser Act.

<sup>3</sup> Extended through Appropriations Acts.

# EMPLOYMENT AND TRAINING ADMINISTRATION

## Employment and Training Administration

