

**FY 2010**

**CONGRESSIONAL BUDGET JUSTIFICATION**

**EMPLOYMENT AND TRAINING ADMINISTRATION**

**Training and Employment Services**



# TRAINING AND EMPLOYMENT SERVICES

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## TRAINING AND EMPLOYMENT SERVICES

(Including Transfer Authority)

For necessary expenses of the Workforce Investment Act of 1998 ("WIA"), the [Denali Commission Act of 1998] *Second Chance Act of 2007*, and the Women in Apprenticeship and Non-Traditional Occupations Act of 1992, including the purchase and hire of passenger motor vehicles, the construction, alteration, and repair of buildings and other facilities, and the purchase of real property for training centers as authorized by the WIA; [\$3,626,448,000] \$3,833,563,000, plus reimbursements, shall be available. Of the amounts provided:

(1) for grants to States for adult employment and training activities, youth activities, and dislocated worker employment and training activities, \$2,969,449,000 as follows:

(A) \$861,540,000 for adult employment and training activities, of which \$149,540,000 shall be available for the period July 1, [2009] 2010, through June 30, [2010] 2011, and of which \$712,000,000 shall be available for the period October 1, [2009] 2010 through June 30, [2010] 2011;

(B) \$924,069,000 for youth activities, which shall be available for the period April 1, [2009] 2010 through June 30, [2010] 2011; and

(C) \$1,183,840,000 for dislocated worker employment and training activities, of which \$335,840,000 shall be available for the period July 1, [2009] 2010 through June 30, [2010] 2011, and of which \$848,000,000 shall be available for the period October 1, [2009] 2010 through June 30, [2010] 2011:

*Provided*, That notwithstanding the transfer limitation under section 133(b)(4) of the WIA, up to 30 percent of such funds may be transferred by a local board if approved by the Governor;

(2) for federally administered programs, [\$489,429,000] \$480,014,000 as follows:

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(A) [\$283,051,000] \$229,160,000 for the dislocated workers assistance national reserve, of which [\$71,051,000] \$17,160,000 shall be available for the period July 1, [2009] 2010 through June 30, [2010] 2011, and of which \$212,000,000 shall be available for the period October 1, [2009] 2010 through June 30, [2010: Provided, That up to \$125,000,000 may be made available for Community-Based Job Training grants from funds reserved under section 132(a)(2)(A) of the WIA and shall be used to carry out such grants under section 171(d) of such Act, except that the 10 percent limitation otherwise applicable to the amount of funds that may be used to carry out section 171(d) shall not be applicable to funds used for Community-Based Job Training grants: Provided further, That funds provided to carry out section 132(a)(2)(A) of the WIA may be used to provide assistance to a State for State-wide or local use in order to address cases where there have been worker dislocations across multiple sectors or across multiple local areas and such workers remain dislocated; coordinate the State workforce development plan with emerging economic development needs; and train such eligible dislocated workers: Provided further, That funds provided to carry out section 171(d) of the WIA may be used for demonstration projects that provide assistance to new entrants in the workforce and incumbent workers] 2011;

(B) \$52,758,000 for Native American programs, which shall be available for the period July 1, [2009] 2010 through June 30, [2010] 2011;

(C) \$82,620,000 for migrant and seasonal farmworker programs under section 167 of the WIA, including \$76,710,000 for formula grants (of which not less than 70 percent shall be for employment and training services), \$5,400,000 for migrant and seasonal housing (of which not less than 70 percent shall be for permanent housing), and \$510,000 for other discretionary purposes, which shall be available for the period July 1, [2009] 2010 through June 30, [2010] 2011: *Provided*, That notwithstanding any other provision of law or related regulation, the

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Department of Labor shall take no action limiting the number or proportion of eligible participants receiving related assistance services or discouraging grantees from providing such services;

(D) \$1,000,000 for carrying out the Women in Apprenticeship and Nontraditional Occupations Act, which shall be available for the period July 1, [2009] 2010 through June 30, [2010] 2011; and

(E) [\$70,000,000] \$114,476,000 for YouthBuild activities as described in section 173A of the WIA, which shall be available for the period April 1, [2009] 2010 through June 30, [2010] 2011: *Provided, That for program years [2008] 2010 and [2009] 2011, the YouthBuild program may serve an individual who has dropped out of high school and re-enrolled in an alternative school, if that re-enrollment is part of a sequential service strategy;*

(3) for national activities, [\$167,570,000] \$384,100,000, as follows:

(A) [\$48,781,000] \$57,500,000 for Pilots, Demonstrations, and Research, which shall be available for the period [April] July 1, [2009] 2010 through June 30, [2010] 2011, of which [\$5,000,000] \$50,000,000 shall be for [competitive grants to address the employment and training needs of young parents (notwithstanding the requirements of section 171(b)(2)(B) or 171(c)(4)(D) of the WIA), and of which \$41,324,000 shall be used for the projects, and in the amounts, specified under the heading "Training and Employment Services" in the explanatory statement described in section 4 (in the matter preceding division A of this consolidated Act)] *Transitional Jobs projects, and shall not be subject to the requirements of section 171(b)(2)(B) or 171(c)(4)(D): Provided, That all or some of these funds may be transferred to The Department of Health and Human Services and/or the Department of Justice, for purposes of conducting transitional jobs projects* [: *Provided, That funding provided to carry out such*

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projects shall not be subject to the requirements of sections 171(b)(2)(B) and 171(c)(4)(D) of the WIA, the joint funding requirements of sections 171(b)(2)(A) and 171(c)(4)(A) of the WIA, or any time limit requirements of sections 171(b)(2)(C) and 171(c)(4)(B) of the WIA];

(B) [\$108,493,000] *\$115,000,000* for ex-offender activities, under the authority of section 171 of the WIA *and section 212 of the Second Chance Act of 2007*, which shall be available for the period [April ] *July* 1, [2009] *2010* through June 30, [2010] *2011*, [notwithstanding] *and which shall not be subject to* the requirements of section 171(b)(2)(B) or 171(c)(4)(D) of WIA[:

Provided, That not less than \$88,500,000 shall be for youthful offender activities, of which \$35,000,000 shall be for a program of competitive grants to local educational agencies or community-based organizations to develop and implement mentoring strategies that integrate educational and employment interventions designed to prevent youth violence in schools identified as persistently dangerous under section 9532 of the Elementary and Secondary Education Act];

(C) [\$6,918,000] *\$11,600,000* for Evaluation, which shall be available for the period July 1, [2009] *2010* through June 30, [2010] *2011*, *and which may be transferred to any other account within the Department to carry out evaluation activities;*[and]

(D) [\$3,378,000 for the Denali Commission, which shall be available for the period July 1, 2009 through June 30, 2010] *\$50,000,000 for activities that prepare workers for careers in energy efficiency and renewable energy as described in section 171(e)(1)(B) of the WIA, under the authority of section 171 of the WIA, which shall be available for the period July 1, 2010 through June 30, 2011, and which shall not be subject to the requirements of section 171(b)(2)(B) or 171(c)(4)(D);*

(E) *\$135,000,000 for Career Pathways Innovation Fund, under the authority of section 171 of*



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*the WIA, which shall be available for the period July 1, 2010 through June 30, 2011, and which shall not be subject to the requirements of section 171(b)(2)(B) or 171(c)(4)(D);*

*(F) \$15,000,000 for the Workforce Data Quality Initiative, under the authority of 171(c)(2) of the WIA, which shall be available for the period July 1, 2010 through June 30, 2011, and which shall not be subject to the requirements of section 171(c)(4)(D).*

*(Department of Labor Appropriations Act, 2009.)*

# **TRAINING AND EMPLOYMENT SERVICES**

## **EXPLANATION OF LANGUAGE CHANGE**

The Administration is seeking to amend the FY 2010 appropriations language for Training and Employment Services by including several new initiatives.

The Green Jobs Innovation Fund, authorized as Pilot and Demonstration Projects under Section 171 of the Workforce Investment Act (WIA) of 1998, will support competitive grant opportunities to help workers receive job training in green industry sectors and occupations and access green career pathways. Green jobs are jobs associated with products and services that use renewable energy resources, reduce pollution, and conserve natural resources. Training people for green jobs is a high priority because this is an area where there is growing demand.

The Workforce Data Quality Initiative will provide competitive grants to support the development of longitudinal data systems that integrate education and workforce data. The grants will be provided under the research authority in Section 171 of the Workforce Investment Act of 1998 (Public Law 105-220).

The Career Pathways Innovation Fund will take the place of the Community-Based Job Training Grants (CBJTG), continuing the support for community colleges provided by the CBJTG, but focusing on career pathway programs at community colleges. These programs help individuals of varying skill levels enter and pursue rewarding careers in high-demand and emerging industries. The appropriations language funds this initiative separately from the Dislocated Worker National Reserve, which had provided funding for CBJTG in past years. The Career Pathways Innovation Fund will support programs for several populations, not just dislocated workers, so it is most appropriate to fund it separately from the National Reserve.

Additionally, the fiscal year 2010 Budget proposes that \$50,000,000 of Pilots, Demonstrations, and Research funds will be used to demonstrate and evaluate transitional job program models. The Transitional Job programs, which shall not be subject to the requirements of section 171(b)(2)(B) or 171(c)(4)(D), combine short-term subsidized or supported employment with case management services to help individuals with significant barriers to employment obtain the skills needed to secure unsubsidized jobs. Gaining soft skills and an employment record through a transitional job can assist individuals with finding and retaining unsubsidized employment. All or some of these funds may be transferred to the Department of Health and Human Services and/or the Department of Justice, for purposes of conducting transitional jobs projects, because these departments have expertise in providing services to certain transitional jobs target populations.

Finally, the proposed appropriations language adds transfer authority so that funds can be transferred from the Employment and Training Administration's (ETA) Evaluation account to any other account in the Department. This gives the Department flexibility with its evaluation function, so it may choose to combine the ETA Evaluation funds with the department-wide evaluation funds contained in the Departmental Management account.

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## **ANALYSIS OF APPROPRIATION LANGUAGE**

Not Applicable.

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<b>AMOUNTS AVAILABLE FOR OBLIGATION</b>								
(Dollars in Thousands)								
	<b>FY 2008 Enacted</b>		<b>FY 2009 Enacted</b>		<b>Recovery Act</b>		<b>FY 2010 Request</b>	
	<b>FTE</b>	<b>Amount</b>	<b>FTE</b>	<b>Amount</b>	<b>FTE</b>	<b>Amount</b>	<b>FTE</b>	<b>Amount</b>
<b>A. Appropriation</b>	<b>0</b>	<b>1,836,349</b>	<b>0</b>	<b>1,854,448</b>	<b>0</b>	<b>3,950,000</b>	<b>0</b>	<b>2,061,563</b>
Reduction pursuant to (P.L. 110-161)	0	-32,081	0	0	0	0	0	0
Balance Carried Forward	0	0	0	376,254	0	0	0	0
Appropriation, Revised	0	1,804,268	0	2,230,702	0	3,950,000	0	2,061,563
Subtotal Appropriation	0	1,804,268	0	2,230,702	0	3,950,000	0	2,061,563
Offsetting Collections From:	0	0	0	0	0	0	0	0
Fees	0	130,597	0	125,000	0	0	0	125,000
Expenditure Transfer to PA	0	0	0	0	0	-39,500	0	0
Advance Appropriation	0	1,772,000	0	1,772,000	0	0	0	1,772,000
Reduction pursuant to (P.L. 110-161)	0	-30,957	0	0	0	0	0	0
Subtotal	0	1,871,640	0	1,897,000	0	-39,500	0	1,897,000
<b>B. Gross Budget Authority</b>	<b>0</b>	<b>3,675,908</b>	<b>0</b>	<b>4,127,702</b>	<b>0</b>	<b>3,910,500</b>	<b>0</b>	<b>3,958,563</b>
Offsetting Collections From:	0	0	0	0	0	0	0	0
Prior Year Balance	0	0	0	-376,254	0	0	0	0
Fees	0	-130,597	0	-125,000	0	0	0	-125,000
Expenditure Transfer to PA	0	0	0	0	0	39,500	0	0
Subtotal	0	-130,597	0	-501,254	0	39,500	0	-125,000
<b>C. Budget Authority</b>	<b>0</b>	<b>3,545,311</b>	<b>0</b>	<b>3,626,448</b>	<b>0</b>	<b>3,950,000</b>	<b>0</b>	<b>3,833,563</b>
Before Committee	0	3,545,311	0	3,626,448	0	3,950,000	0	3,833,563
Offsetting Collections From:	0	0	0	0	0	0	0	0
Prior Year Balance	0	0	0	376,254	0	0	0	0
Fees	0	130,597	0	125,000	0	0	0	125,000
Expenditure Transfer to PA	0	0	0	0	0	-39,500	0	0
Subtotal	0	130,597	0	501,254	0	-39,500	0	125,000
<b>D. Total Budgetary Resources</b>	<b>0</b>	<b>3,675,908</b>	<b>0</b>	<b>4,127,702</b>	<b>0</b>	<b>3,910,500</b>	<b>0</b>	<b>3,958,563</b>
Unobligated Balances End of Year	0	-376,254	0	0	0	0	0	0
Unobligated Balance Expiring	0	-250,044	0	0	0	0	0	0
<b>E. Total, Estimated Obligations</b>	<b>0</b>	<b>3,049,610</b>	<b>0</b>	<b>4,127,702</b>	<b>0</b>	<b>3,910,500</b>	<b>0</b>	<b>3,958,563</b>

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## SUMMARY OF CHANGES

(Dollars in Thousands)

	FY 2009 Enacted	FY 2010 Request	Net Change
<b>Budget Authority</b>			
General Funds	3,626,448	3,833,563	+207,115
Trust Funds	0	0	0
<b>Total</b>	3,626,448	3,833,563	+207,115
<b>Full Time Equivalents</b>			
General Funds	0	0	0
Trust Funds	0	0	0
<b>Total</b>	0	0	0

Explanation of Change	FY 2009 Base		Trust Funds		FY 2010 Change General Funds		Total	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
<b>Increases:</b>								
<b>A. Built-Ins:</b>								
To Provide For:								
<b>B. Program:</b>								
To provide an increase for Career Pathways Innovation Fund (formerly CBJTG)	0	125,000	0	0	0	10,000	0	10,000
To provide an increase for Pilots, Demonstrations and Research.		48,781	0	0	0	8,719	0	8,719
To provide an increase for the Dislocated Worker National Reserve.	0	158,051	0	0	0	71,109	0	71,109
To provide an increase for the Reintegration of Ex-Offenders program.	0	108,493	0	0	0	6,507	0	6,507
To provide an increase for the Workforce Data Quality Initiative.	0	0	0	0	0	15,000	0	15,000
To provide an increase for the YouthBuild program.	0	70,000	0	0	0	44,476	0	44,476
To provide an increase to Evaluation activities.		6,918	0	0	0	4,682	0	4,682
To provide an increase for the Green Jobs program.	0	0	0	0	0	50,000	0	50,000
<b>Programs Subtotal</b>			<b>0</b>	<b>0</b>	<b>0</b>	<b>+210,493</b>	<b>0</b>	<b>+210,493</b>
<b>C. Financing:</b>								
<b>Total Increase</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>+210,493</b>	<b>0</b>	<b>+210,493</b>
<b>Decreases:</b>								
<b>A. Built-Ins:</b>								
To Provide For:								
<b>B. Program:</b>								
To provide a decrease for the Denali Commission.	0	3,378	0	0	0	-3,378	0	-3,378

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Explanation of Change	FY 2009 Base		FY 2010 Change					
			Trust Funds		General Funds		Total	
<b>Programs Subtotal</b>			<b>0</b>	<b>0</b>	<b>0</b>	<b>-3,378</b>	<b>0</b>	<b>-3,378</b>
<b>C. Financing:</b>								
<b>Financing Subtotal</b>			<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Total Decrease</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-3,378</b>	<b>0</b>	<b>-3,378</b>
<b>Total Change</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>+207,115</b>	<b>0</b>	<b>+207,115</b>

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<b>SUMMARY BUDGET AUTHORITY AND FTE BY ACTIVITY</b>								
(Dollars in Thousands)								
	<b>FY 2008 Enacted</b>		<b>FY 2009 Enacted</b>		<b>Recovery Act</b>		<b>FY 2010 Request</b>	
	<b>FTE</b>	<b>Amount</b>	<b>FTE</b>	<b>Amount</b>	<b>FTE</b>	<b>Amount</b>	<b>FTE</b>	<b>Amount</b>
<b>Adult Employment and Training Activities</b>	<b>0</b>	<b>849,101</b>	<b>0</b>	<b>861,540</b>	<b>0</b>	<b>500,000</b>	<b>0</b>	<b>861,540</b>
General Funds	0	849,101	0	861,540	0	500,000	0	861,540
<b>Dislocated Workers Employment and Training Activities (excludes CBJTG)</b>	<b>0</b>	<b>1,323,373</b>	<b>0</b>	<b>1,341,891</b>	<b>0</b>	<b>1,450,000</b>	<b>0</b>	<b>1,413,000</b>
General Funds	0	1,323,373	0	1,341,891	0	1,450,000	0	1,413,000
<b>Youth Activities</b>	<b>0</b>	<b>924,069</b>	<b>0</b>	<b>924,069</b>	<b>0</b>	<b>1,200,000</b>	<b>0</b>	<b>924,069</b>
General Funds	0	924,069	0	924,069	0	1,200,000	0	924,069
<b>Green Jobs Innovation Fund</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>50,000</b>
General Funds	0	0	0	0	0	0	0	50,000
<b>Workforce Data Quality Initiative</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>15,000</b>
General Funds	0	0	0	0	0	0	0	15,000
<b>Reintegration of Ex-Offenders</b>	<b>0</b>	<b>73,493</b>	<b>0</b>	<b>108,493</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>115,000</b>
General Funds	0	73,493	0	108,493	0	0	0	115,000
<b>Career Pathways Innovation Fund (formerly CBJTG)</b>	<b>0</b>	<b>122,816</b>	<b>0</b>	<b>125,000</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>135,000</b>
General Funds	0	122,816	0	125,000	0	0	0	135,000
<b>Pilots, Demonstrations and Research</b>	<b>0</b>	<b>48,508</b>	<b>0</b>	<b>48,781</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>57,500</b>
General Funds	0	48,508	0	48,781	0	0	0	57,500
<b>Evaluation</b>	<b>0</b>	<b>4,835</b>	<b>0</b>	<b>6,918</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>11,600</b>
General Funds	0	4,835	0	6,918	0	0	0	11,600
<b>Women in Apprenticeship</b>	<b>0</b>	<b>983</b>	<b>0</b>	<b>1,000</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1,000</b>
General Funds	0	983	0	1,000	0	0	0	1,000
<b>Denali Commission</b>	<b>0</b>	<b>6,755</b>	<b>0</b>	<b>3,378</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
General Funds	0	6,755	0	3,378	0	0	0	0
<b>Indian and Native American Programs</b>	<b>0</b>	<b>52,758</b>	<b>0</b>	<b>52,758</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>52,758</b>
General Funds	0	52,758	0	52,758	0	0	0	52,758
<b>Migrant and Seasonal Farmworkers</b>	<b>0</b>	<b>79,668</b>	<b>0</b>	<b>82,620</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>82,620</b>
General Funds	0	79,668	0	82,620	0	0	0	82,620
<b>Youthbuild</b>	<b>0</b>	<b>58,952</b>	<b>0</b>	<b>70,000</b>	<b>0</b>	<b>50,000</b>	<b>0</b>	<b>114,476</b>
General Funds	0	58,952	0	70,000	0	50,000	0	114,476

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<b>Job Training for Employment in Green Jobs/High Growth/Emerging Industries</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>750,000</b>	<b>0</b>	<b>0</b>
General Funds	0	0	0	0	0	750,000	0	0
<b>Total</b>	<b>0</b>	<b>3,545,311</b>	<b>0</b>	<b>3,626,448</b>	<b>0</b>	<b>3,950,000</b>	<b>0</b>	<b>3,833,563</b>
General Funds	0	3,545,311	0	3,626,448	0	3,950,000	0	3,833,563



## TRAINING AND EMPLOYMENT SERVICES

<b>BUDGET AUTHORITY BY OBJECT CLASS</b>						
(Dollars in Thousands)						
		<b>FY 2008 Enacted</b>	<b>FY 2009 Enacted</b>	<b>Recovery Act</b>	<b>FY 2010 Request</b>	<b>Change FY 10 Req. / FY 09 Enacted</b>
25.1	Advisory and assistance services	20,043	30,675	0	115,768	85093
41.0	Grants, subsidies, and contributions	3,525,268	3,595,773	3,950,000	3,717,795	122022
	<b>Total</b>	<b>3,545,311</b>	<b>3,626,448</b>	<b>3,950,000</b>	<b>3,833,563</b>	<b>207,115</b>

NOTE: FY 2008 reflects actual FTE.

## TRAINING AND EMPLOYMENT SERVICES

### SUMMARY OF PERFORMANCE

#### Performance Goal 2A – Employment and Training Administration

**Increase the employment, retention, and earnings of individuals registered under the Workforce Investment Act Adult program.**

WIA Adult Employment and Training Activities: Goal 2A	PY 2005		PY 2006		PY 2007		PY 2008	PY 2009	PY 2010
	Goal Achieved		Goal Not Achieved		Goal Not Achieved				
	Target	Result	Target	Result	Target	Result	Target	Target	Target
1. Percent of participants employed in the first quarter after exit.	76%	77%	76%	70%	71%	70%	66.2%	64.8%	65.6%
2. Percent of participants employed in the first quarter after exit still employed in the second and third quarters after exit.	81%	82%	82%	82%	83%	84%	81.7%	80.8%	81.3%
3. Average earnings in the second and third quarters after exit	\$3,400	\$4,081	\$11,000	\$11,870	\$12,045	\$13,575	\$12,862	\$12,597	\$12,741
<b>Baseline(s):</b>									
<b>Data Source(s):</b> Quarterly and Annual State WIA Performance Reports (ETA-9090 and ETA-9091); Congressional Budget Justification; Annual Performance and Accountability Report. Rounded to the nearest whole number, PY 2007 results are from the Program Year 2007 WIA Annual Report. PY 2008-2009 targets are adjusted estimates based on regression analysis that takes into account participant performance with the conditions of the local labor markets using the unemployment rates collected by local workforce investment areas.									
<b>Comments:</b> Prior to PY2006, the earnings measure compared pre-program earnings to earnings after program exit. The earning measure changed in PY 2006 to post program earnings defined as: of those who are employed in the first, second, and third quarters after the exit quarter) total earnings in the second quarter plus total earnings in the third quarter after the exit quarter divided by the number of participants who exit during the quarter. Preliminary analysis reveals that co-enrollment policies at the state and local level along with increasing unemployment rates appear to account for the recent trend of lower outcomes. PY 2007 results are final (estimates were previously provided in the FY 2008 annual report). PY 2008 – 2010 targets are based on regression analysis that takes into account participant performance with the conditions of the local labor markets using the unemployment rates collected by local workforce investment area.									

## TRAINING AND EMPLOYMENT SERVICES

<b>SUMMARY OF PERFORMANCE</b>									
<b>Employment and Training Administration</b>									
<b>Increase the employment, retention, and earnings of individuals registered under the Workforce Investment Act Dislocated Worker program.</b>									
<b>WIA Dislocated Worker Employment and Training Activities: Goal 2B</b>	<b>PY 2005</b>		<b>PY 2006</b>		<b>PY 2007</b>		<b>PY 2008</b>	<b>PY 2009</b>	<b>FY 2010</b>
	<b>Goal Not Achieved</b>		<b>Goal Not Achieved</b>		<b>Goal Not Achieved</b>				
	<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Target</b>	<b>Target</b>
1. Percent of participants employed in the first quarter after exit	83%	83%	84%	78%	79%	73%	71.0%	70.2%	70.6%
2. Percent of participants employed in the first quarter after program exit still employed in the second and third quarters after exit.	89%	88%	90%	88%	89%	87%	84.7%	83.9%	84.4%
3. Average earnings in the second and third quarters after exit.	92%	103%	\$13,800	\$14,265	\$14,410	\$15,188	\$14,888	\$14,773	\$14,837
<b>Baseline(s):</b>									
<b>Data Source(s):</b> Quarterly and Annual State WIA Performance Reports (ETA-9090 and ETA-9091)									
<b>Comments:</b> In PY 2005 the measure compared pre-program earnings to earnings after program exit, as a percentage of wage replacement. The earnings measure beginning in PY 2006 is Average Earnings. PY 2007 results are final (estimates were previously provided in the FY 2008 annual report). PY 2008 – 2010 targets are based on regression analysis that takes into account participant performance with the conditions of the local labor markets using the unemployment rates collected by local workforce investment area.									

## TRAINING AND EMPLOYMENT SERVICES

<b>SUMMARY OF PERFORMANCE</b>									
<b>Employment and Training Administration</b>									
<b>Increase the employment, retention, and earnings of individuals registered under the Workforce Investment Act Dislocated Worker National Emergency Grants.</b>									
<b>WIA Dislocated Worker National Emergency Grants: Goal 2B</b>	<b>PY 2005</b>		<b>PY 2006</b>		<b>PY 2007</b>		<b>PY 2008</b>	<b>PY 2009</b>	<b>FY 2010</b>
	<b>Goal Not Achieved</b>		<b>Goal Not Achieved</b>		<b>Goal Not Achieved</b>				
	<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Target</b>	<b>Target</b>
1. Percent of participants employed in the first quarter after exit	83%	71%	84%	63%	64%	71%	67.1%	65.7%	66.5%
2. Percent of participants employed in the first quarter after program exit still employed in the second and third quarters after exit.	89%	89%	90%	81%	83%	83%	80.7%	79.9%	80.3%
3. Average earnings in the second and third quarters after exit.*	92%	93%	Baseline	\$13,087	\$13,220	\$12,378	\$11,728	\$11,486	\$11,618
<b>Baseline(s):</b>									
<b>Data Source(s):</b> Workforce Investment Act Standardized Record Data (WIASRD). Rounded to the nearest whole number, PY 2007 results are from the Program Year 2007 WIASRD Data Book.									
<b>Comments:</b> The earnings measures beginning in PY 2006 is Average Earnings; in PY 2005 the measure compared pre-program earnings to earnings after program exit. PY 2008-2009 targets are based on regression analysis that takes into account participant performance with the conditions of the local labor markets using the unemployment rates collected by local workforce investment area.									

## TRAINING AND EMPLOYMENT SERVICES

<b>SUMMARY OF PERFORMANCE</b>									
<b>Employment and Training Administration</b>									
<b>Increase placements and educational attainments of youth served through the WIA Youth program.</b>									
<b>WIA Youth Services: Goal 1C</b>	<b>PY 2005</b>		<b>PY 2006</b>		<b>PY 2007</b>		<b>PY 2008</b>	<b>PY 2009</b>	<b>PY 2010</b>
	<b>Goal Achieved</b>		<b>Goal Achieved</b>		<b>Goal Achieved</b>				
	<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Target</b>	<b>Target</b>
1. 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.	Baseline	52.7%	60%	60%	61%	62%	59.4%	58.5%	59.0%
2. Percent of participants who earn a diploma, GED, or certificate by the end of the third quarter after exit.	Baseline	34%	40%	44%	45%	57%	50.9%	48.8%	49.9%
3. Percent of students who achieve literacy or numeracy gains of one Adult Basic Education (ABE) level *	--	--	Baseline	RNA	Baseline	30%	23.2%	21.1%	22.2%
<b>Baseline(s):</b> * PY2006 is the first year attempting to report on Literacy/Numeracy; results were not available until the end of PY 2007 because it takes two full years of data to have valid data for this indicator.									
<b>Data Source(s):</b> Quarterly and Annual State WIA Performance Reports (ETA-9090 and ETA-9091), Congressional Budget Justification; Annual Performance and Accountability Report. PY 2006 results are from the Program Year 2006 WIA Annual Report. PY 2007 results are from the Program Year 2007 WIA Annual Report.									
<b>Comments:</b> PY 2008-2009 Targets are based on regression analysis that takes into account participant performance with the conditions of the local labor markets using the unemployment rates collected by local workforce investment area.									

## TRAINING AND EMPLOYMENT SERVICES

<b>SUMMARY OF PERFORMANCE</b>									
<b>Employment and Training Administration Reintegration of Ex-Offenders</b>									
<b>Reintegration of Ex-offenders: Goal 1F</b>	<b>PY 2005</b>		<b>PY 2006</b>		<b>PY 2007</b>		<b>PY 2008</b>	<b>PY 2009</b>	<b>PY2010</b>
			<b>Goal Achieved</b>		<b>Goal Not Achieved</b>				
<b>Performance Indicator</b>	Target	Result	Target	Result	Target	Result	Target	Target	Target
1. Percent of participants employed in the first quarter after exit.	--	--	Baseline	58%	60%	57%	53.9%	52.8%	53.4%
2. Percent of participants employed in the first quarter after program exit still employed in the second and third quarters after exit.	--	--	Baseline	52%	60%	69%	67.1% %	66.4%	66.8% %
3. Average earnings in the second and third quarters after exit	--	--	Baseline	\$9,395	\$9,360	\$10,366	\$9,821	\$9,619	\$9,729
4. Percent of participants re-arrested for a new crime or re-incarcerated for revocation of a parole or probation violation within one year from release from prison.	--	--	Baseline	13%	22%	15%	22%	22%	22%
5. Percentage of youth ages 18 and above entering employment or enrolling in post-secondary education, the military or advanced training/occupational skills training.	--	57.4%	Baseline	54.1%	55.0%	51%	48.9%	48.1%	48.5%
6. Percentage of youth offenders ages 14-17 recidivating	--	6.4%	Baseline	11.6%	Baseline	16%	16%	16%	16%
7. Percentage of youth offenders ages 18 and above recidivating	--	8.9%	Baseline	11.5%	Baseline	17%	17%	17%	17%
<b>Baseline:</b>									
<b>Data Source:</b> Grantee reports submitted to DOL via the Enterprise Business Support System (EBSS) and MIS data from Youth Offender Grants.									
<b>Comments:</b> In the FY 2008 Budget the funding for the Responsible Reintegration of Youthful Offenders and the Prisoner Reentry Initiative were into a combined portfolio of programs called Reintegration of Ex-Offenders. Indicators 1-4 are for the adult portion of this goal, and 5-7 are for the youth portion. For PY 2005-07 the programs were funded separately, but used the same performance indicators. Entered employment, retention, and average earnings targets for FY 2009-2011 are estimates established for the WIA Adult Program.									

## TRAINING AND EMPLOYMENT SERVICES

<b>SUMMARY OF PERFORMANCE</b>									
<b>Employment and Training Administration</b>									
<b>Increase the employment, retention, and earnings of individuals served through Community-Based Job Training (CBJT) Grants (In FY 2010 this activity becomes the Career Innovation Fund)</b>									
<b>Community-Based Job Training Grants: Goal 2</b>	<b>PY 2005</b>		<b>PY 2006</b>		<b>PY 2007</b>		<b>PY 2008</b>	<b>PY 2009</b>	<b>PY 2010</b>
	<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Target</b>	<b>Target</b>
1. Number of participants enrolled in training <sup>1</sup>	--	--	--	26,000 <sup>4</sup>	26,000 <sup>6</sup>	31,225 <sup>5</sup>	25,700	25,700	--
2. Number of participants completing training <sup>2</sup>	--	--	--	10,400 <sup>4</sup>	10,400 <sup>7</sup>	15,296 <sup>5</sup>	5,600	5,600	--
3. Number of participants receiving certifications <sup>3</sup>	--	--	--	7,800 <sup>4</sup>	7,800 <sup>8</sup>	11,862 <sup>5</sup>	4,300	4,300	--
4. Percent of participants employed in the first quarter after exit.	--	--	--	RNA	--	RNA	Baseline	TBD	--
5. Percent of participants employed in the first quarter after exit still employed in the second and third quarters after exit.	--	--	--	RNA	--	RNA	Baseline	TBD	--
6. Average earnings in the second and third quarters after exit.	--	--	--	RNA	--	RNA	Baseline	TBD	--
<p><b>Baseline(s):</b> Baseline year for Common Measures (#'s 4, 5, and 6 from Goal 2D) moved from PY 2006 to PY 2008 due to a delay in the reporting system. 2007 was selected as a baseline year for number of participants enrolled in training, completing training, and receiving certificates (#'s 1, 2, and 3 from Goal 2D) is 2007 to allow analysis of the data reported in PY 2006, the first full program year of this new initiative.</p>									
<p><b>Data Source(s):</b> Grantee Reports submitted to DOL. Grantees are required to report financial data and program performance narratives, but there is not yet an approved, standardized performance reporting form. Data presented here is gathered from the performance narratives and represents grantees interpretations of definitions rather than a standardized definition.</p>									
<p><b>Comments:</b> The performance section of the budget narrative provides participants enrolled in training, completing training, and receiving certifications since October 1, 2005. There are no targets listed for PY 2010 because ETA intends to transform this program into the Career Pathways Innovation Fund, and is still determining the appropriate measures and targets for this initiative.</p>									
<p><sup>1</sup> The number of participants enrolled in training is defined as: the total number of participants, adult and youth, who received or are continuing to receive industry and/or occupational skills education and job training activities during the program year.</p>									
<p><sup>2</sup> The number of participants completing training is defined as: the total number of participants, adult and youth, who have completed one or more industry and/or occupational skills education and job training activities during the program year. This category does not include</p>									

## TRAINING AND EMPLOYMENT SERVICES

### SUMMARY OF PERFORMANCE

#### Employment and Training Administration

#### **Increase the employment, retention, and earnings of individuals served through Community-Based Job Training (CBJT) Grants (In FY 2010 this activity becomes the Career Innovation Fund)**

participants who have not completed because they have dropped out to enter employment.

<sup>3</sup> The number of participants receiving certifications is defined as: the total number of participants, adult and youth, who completed industry and/or occupational skills education and job training activities and received a degree or certificate.

<sup>4</sup> This is derived in part from PY 2006, but takes into consideration an analysis of the cumulative year to date information.

<sup>5</sup> In order to reflect a single program year, the results shown are an average of the results achieved by the first two rounds of CBJT grantees. While the grants do not operate on a program year basis, but according to the period of performance that is linked to their award timing, these two rounds of grants were active during PY2007.

<sup>6</sup> The target was derived from cumulative to date information reported by 142 grantees that received CBJTG awards in PY 2005 and PY 2006. The data used in developing the baseline projections is in large part from PY 06 but takes into consideration data from PY 05 and the first quarter of PY 07.

<sup>7</sup> The number of participants completing training reflects only those participants who will complete training during the life of the grant. Given the longer-term nature of some of the training occurring under the grants (e.g. nursing, which takes up to two years), DOL expects a significant number of enrolled participants to complete their training after the period of performance for the grants has ended. DOL cannot mandate grantees to provide data after the period of performance has ended.

<sup>8</sup> The number of participants receiving certificates is linked to the number of participants completing training as only those receive a certificate or degree AND complete training can be counted. Given the longer-term nature of some of the training occurring under the grants (e.g. nursing, which takes up to two years), DOL expects a significant number of enrolled participants to receive degrees or certificates after the period of performance for the grants has ended. DOL cannot mandate grantees to provide data after the period of performance has ended.

RNA Results Not Available



## TRAINING AND EMPLOYMENT SERVICES

<b>SUMMARY OF PERFORMANCE</b>							
<b>Performance Goal – Employment and Training Administration</b>							
<b>Support Job Training for Employment in High Growth Industries</b>							
<b>High Growth Job Training Grants</b>	<b>PY 2006</b>		<b>PY 2007</b>		<b>PY 2008</b>	<b>PY 2009</b>	<b>PY 2010</b>
	<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Target</b>	<b>Target</b>
1. Total Enrolled in Training	Baseline	15,300*	14,690	20,500**	12,430	11,450	10,547
2. Total Completed Training	Baseline	14,680*	15,270	11,600**	17,810	19,130	20,547
3. Percent of participants employed in the first quarter after exit.	--	--	--	--	--	Baseline	TBD
4. Percent of participants employed in the first quarter after exit still employed in the second and third quarters after exit.	--	--	--	--	--	Baseline	TBD
5. Average earnings in the second and third quarters after exit.	--	--	--	--	--	Baseline	TBD
<b>Baseline(s):</b> For indicators 3-5, baseline year moved from PY 2006 to PY 2009 due to a delay in the reporting system.							
<b>Data Source(s):</b> Grantee Reports to be submitted to DOL. Grantees are required to report financial data and program performance narratives, but there is not yet an approved, standardized performance reporting form. Data presented here is gathered from the performance narratives and represents grantees interpretations of definitions rather than a standardized definition.							
<b>Comments:</b> These grants are not awarded on a Program Year (PY) or Fiscal Year basis rather with reporting periods that use twelve month cycles, * The PY 2006 baseline estimate is based on the average of the results attained annually for each of the first five years the grants have been in operation. Since the inception of the High Growth Job Training Initiative (HGJTI) in Program Year (PY) 2002, the bulk of investment activity occurred in 2004 when 53 grants were awarded. ** Results for PY 2007 are based on the average results attained annually for grantees using the OMB approved standardized reporting system. These grantees are generally active for 3 years, so the estimate is an average of cumulative results to date divided by the three years of grant activities.							

## TRAINING AND EMPLOYMENT SERVICES

<b>SUMMARY OF PERFORMANCE</b>									
<b>Employment and Training Administration Pilots, Demonstrations, and Research and Evaluations</b>									
<b>Pilots, Demonstrations, Evaluation and Research: Goal 2M</b>	<b>PY 2005</b>		<b>PY 2006</b>		<b>PY 2007</b>		<b>PY 2008</b>	<b>PY 2009</b>	<b>PY 2010</b>
	<b>Goal Achieved</b>		<b>Goal Achieved</b>		<b>Goal Achieved</b>				
	<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Target</b>	<b>Target</b>
1. Percentage of all scheduled research, pilot, demonstration, and evaluation reports from current studies that are submitted within 3 months of completion for approval and public dissemination.	90%	90%	90%	99%	100%	100%	100%	--	--
2. Upon approval, the percentage of research, pilot, demonstration, and evaluation reports that will be published within 3 months, with briefings and summaries of studies prepared for the Assistant Secretary.	90%	90%	90%	100%	100%	100%	100%	--	--
3. Percent of Pilots, Demonstrations, Research and Evaluation funds Federally obligated in accordance with the Employment and Training Administration Five Year Strategic Research Plan								80%	TBD
4. The percent of peer-reviewed Pilots, Demonstrations, and Research and/or Evaluation products.								Baseline	TBD
5. Number of instances where published Pilots, Demonstrations, and Research and Evaluation reports have been used to inform policy and research								Baseline	TBD
6. Percent of requested in-house analysis completed on time.								Baseline	TBD
7. Program assessment by an independent review panel								Baseline	TBD
8. The percent of Pilot, Demonstration, Research, and Evaluation reports identified for external publication that will be published within six months of receipt by the Employment and								90%	TBD

## TRAINING AND EMPLOYMENT SERVICES

<b>SUMMARY OF PERFORMANCE</b>									
<b>Employment and Training Administration Pilots, Demonstrations, and Research and Evaluations</b>									
<b>Pilots, Demonstrations, Evaluation and Research: Goal 2M</b>	<b>PY 2005</b>		<b>PY 2006</b>		<b>PY 2007</b>		<b>PY 2008</b>	<b>PY 2009</b>	<b>PY 2010</b>
	<b>Goal Achieved</b>		<b>Goal Achieved</b>		<b>Goal Achieved</b>				
	<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Target</b>	<b>Target</b>
Training Administration									
9. The percent of non-earmarked Pilot, Demonstration, Research and Evaluation funds that are awarded competitively								75%	TBD
<p><b>Baseline(s):</b> Baseline(s): Baselines will be developed in FY 2009 for the following newly implemented measures:</p> <ul style="list-style-type: none"> <li>• The percent of Pilots, Demonstrations, and Research and/or Evaluation products that are peer reviewed;</li> <li>• Number of instances where published Pilots, Demonstrations, and Research and Evaluation reports have been used to inform policy and research;</li> <li>• Percent of requested in-house analysis completed on time;</li> <li>• Program assessment by an independent review panel.</li> </ul>									
<p><b>Data Source(s):</b> Five-year strategic research plan; research and evaluation schedules; FY 2009 First Quarter Budget and Performance Management Review</p>									
<ul style="list-style-type: none"> <li>• <b>Comments: Comment(s):</b> The first two measures, which were used in PY 2005-008, were replaced due to Congressional criticism; they were described as "...process goals that don't address how such funds are used to improve the effectiveness of Department programs." The new measures (#3-9 above) will be implemented for PY 2009.</li> </ul>									

## TRAINING AND EMPLOYMENT SERVICES

<b>SUMMARY OF PERFORMANCE</b>									
<b>Employment and Training Administration Indian and Native Americans Program</b>									
<b>Indian and Native Americans Program: Goal 2N</b>	<b>PY 2005</b>		<b>PY 2006</b>		<b>PY 2007</b>		<b>PY 2008</b>	<b>PY 2009</b>	<b>PY 2010</b>
	<b>Goal Achieved</b>		<b>Goal Achieved</b>		<b>Goal Achieved</b>				
	<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Target</b>	<b>Target</b>
1. Percent of participants employed in the first quarter after exit.	54%	57%	54.5%	60.0%	61%	68%	64.3%	62.9%	63.7%
2. Percent of participants employed in the first quarter after exit still employed in the second and third quarters after exit.	--	--	Baseline	71.5%	72%	76%	73.9%	73.1%	73.6
3. Average hourly wage gain.	\$3.70	\$4.80	\$3.75	RNA	--	--			
Average earnings in the second and third quarters after exit.	--	--	Baseline	RNA	\$7,800	\$9,665	\$9,157	\$8,969	\$9,071
<b>Baseline(s):</b> Entered Employment and Retention baselines were established in PY 2006. Average earnings in PY 2007.									
<b>Data Source(s):</b> Grantee records included in the Enterprise Information Management System (EIMS) and Unemployment Insurance (UI) Wage Records.									
<b>Comments:</b> RNA = Results not available. Measure #3 shifted from average hourly wage gain to average earnings in PY 2006 to conform with the common measures.									

## TRAINING AND EMPLOYMENT SERVICES

<b>SUMMARY OF PERFORMANCE</b>									
<b>Employment and Training Administration Migrant and Seasonal Farmworkers</b>									
<b>Migrant and Seasonal Farmworkers: Goal 20</b>	<b>PY 2005</b>		<b>PY 2006</b>		<b>PY 2007</b>		<b>PY 2008</b>	<b>PY 2009</b>	<b>PY 2010</b>
	<b>Goal Not Achieved</b>		<b>Goal Not Achieved</b>		<b>Goal Not Achieved</b>				
	<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Target</b>	<b>Target</b>
1. Percent of participants employed in the first quarter after program exit.	85%	65%	85%	80%	77%	78%	73.8%	72.2%	73.0%
2. Percent of participants employed in the first quarter after exit still employed in the second and third quarters after exit.	80%	80%	80%	76%	75%	74%	72.0%	71.2%	71.6%
3. Average earnings in the second and third quarters after exit.	\$3,450	\$7,709	Baseline	\$9,286	\$7,500	\$9,531	\$9,030	\$8,844	\$8,945
<b>Baseline(s):</b> The PY 2005 earnings measure compared pre-program earnings to earnings after program exit.									
<b>Data Source(s):</b> Grantee reports submitted to DOL via the Enterprise Business Support System (EBSS); <i>Workforce System results Quarterly Reports.</i>									
<b>Comments:</b> PY 2007 final results are based on the 4 <sup>th</sup> Quarter Report. RNA = Results not available.									

## TRAINING AND EMPLOYMENT SERVICES

<b>SUMMARY OF PERFORMANCE</b>									
<b>Employment and Training Administration YouthBuild</b>									
<b>YouthBuild: Goal 1G</b>	<b>PY 2005</b>		<b>PY 2006</b>		<b>PY 2007</b>		<b>PY 2008</b>	<b>PY 2009</b>	<b>PY 2010</b>
	<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Target</b>	<b>Target</b>
1. 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.	--	--	--	--	--	NA	Baseline	TBD	TBD
2. Percent of youth who attain a diploma, GED, or certificate by the end of the third quarter after exit.	--	--	--	--	--	NA	NA	Baseline	TBD
3. Percent of participants deficient in basic skills who achieve literacy or numeracy gains of one Adult Basic Education (ABE) level	--	--	--	--	--	NA	NA	Baseline	TBD
<b>Baseline(s):</b> Due to the timeframe for collecting data for the Credential Attainment measure, baseline information for this measure will not be available until PY 2009. Due to grant award schedule, projected timeframes for participants to exit program, and the need for two full years of data to have valid data for this indicator, baseline information for the third measure will not be available until PY2009.									
<b>Data Source(s):</b> Grantee reports									
<b>Comments:</b> N/A = Not Available TBD = To Be Determined									

# TRAINING AND EMPLOYMENT SERVICES

## EMPLOYMENT AND TRAINING ADMINISTRATION

### SIGNIFICANT ITEMS IN APPROPRIATION COMMITTEES' EXPLANATORY STATEMENT

#### **Community-Based Job Training and High Growth Industry Grants**

Omnibus: The bill continues the funding for Community-Based Job Training grants within the Dislocated Worker Assistance National Reserve. Within the funds provided for the Community-Based Job Training Initiative (CBJTI), the Department of Labor (DOL) should provide priority consideration to worker training programs for the energy efficiency and renewable energy industries specified in the Green Jobs Act of 2007. A similar priority should be established in awarding competitive grants for high growth industries. Consultation with the Committees on Appropriations of the House of Representatives and the Senate prior to the issuance of CBJTI and high growth industry solicitations of grant applications is requested.

Response: The Employment and Training Administration (ETA) agrees with the recommendation to provide priority consideration when awarding Community Based Job Training grants to worker training programs in the energy efficiency and renewable energy industries. ETA will also continue to require that grant applicants justify the sector within which they plan to provide training by demonstrating that the sector requires an expanded and better skilled workforce in their communities. The 2010 Budget replaces the Community Based Job Training Grants with the Career Pathways Innovation Fund to support grants to community colleges and consortia that are developing or expanding career pathway programs in partnership with education and training providers, employers, and the workforce investment system. The DOL's Office of Congressional and Intergovernmental Affairs will continue to provide the Committees on Appropriations of the House of Representatives and the Senate with information on forthcoming solicitations.

#### **YouthBuild**

Omnibus: The amount provided for YouthBuild will allow for the selection of additional YouthBuild grantees. The Department is encouraged to incorporate a priority for use of green building techniques in its competitive selection of additional YouthBuild programs. The Department also should explore ways to expand assistance to YouthBuild programs to enhance their ability to teach green building techniques, to prepare youth for employment in green construction while increasing the energy efficiency of local housing. The Department should provide recommendations to the Committees on Appropriations of the House of Representatives and the Senate on how this type of assistance could be expanded beyond the current DOL grantees.

## TRAINING AND EMPLOYMENT SERVICES

Response: ETA agrees that green building techniques should be a priority for the YouthBuild program. In the short term, ETA is directing YouthBuild technical assistance resources towards this goal. ETA has already begun to support efforts to incorporate green building techniques not only at the construction site but also in the classroom portion of the program. Approximately one-third of YouthBuild grantees are currently providing training in green construction methods by utilizing sustainable building materials, installing solar panels, teaching proper weatherization processes, and using other green building techniques. All new YouthBuild grantees will be provided with significant support for green training and to provide industry recognized credentials in these fields. Future YouthBuild solicitations will be designed to move the program even further towards green building construction. The Department will explore opportunities to work with other Federal agencies involved in creating green jobs, such as the U.S. Department of Housing and Urban Development and the U.S. Department of Energy, including the design of a competitive solicitation that leverages resources for new YouthBuild grantees.

### **Youthful Offenders**

Omnibus: Within the amount provided for youthful offender activities, \$42,900,000 is available to continue a school mentoring initiative that began in program year 2006. These funds are intended to be used to implement mentoring strategies that integrate educational and employment interventions and prevent youth violence. Within this amount, \$7,900,000 shall be used to continue those mentoring grants made with program year 2008 funds, along with the technical assistance that supports these grantees.

Response: ETA will use \$42,900,000 of the funds appropriated for the Reintegration of Ex-Offenders for grants, technical assistance, and the development and implementation of mentoring strategies to prevent youth violence in persistently dangerous schools. \$7,900,000 of these funds will be used to provide partial funding and associated technical assistance to awardees that received grants using a combination of FY 2007 and FY 2008 funds.

Omnibus: Bill language requires \$35,000,000 under the school mentoring initiative to be used for additional grants, and associated technical assistance, to implement mentoring strategies in schools identified as persistently dangerous.

Response: ETA will use \$35,000,000 of the funds appropriated for the Reintegration of Ex-Offenders for grants, technical assistance, and the development and implementation of mentoring strategies to prevent youth violence in schools that were designated as persistently dangerous prior to the start of the 2008-2009 school year.



## **TRAINING AND EMPLOYMENT SERVICES**

- Omnibus:** Also within the amount provided for youthful offender activities, \$45,600,000 is available for other activities to support the employment needs of youthful offenders so as to prevent them from re-entering the criminal justice system. Of this amount, \$20,000,000 is included for a program of new competitive awards for activities that prepare young ex-offenders and school dropouts for employment. This competition should address the needs of minority communities, and shall include opportunities for national and regional intermediaries with demonstrated capacity to serve young offenders to apply. Funds not used for this new competition are available for continuation funding for existing grantees.
- Response:** ETA acknowledges the disproportionate numbers of youth in minority communities becoming involved in the juvenile justice system and dropping out of school, and will use \$20,000,000 of the funds appropriated for the Reintegration of Ex-Offenders for a new competition to implement programs in minority communities for serving young offenders and high school dropouts. National and regional intermediaries will have an opportunity to apply for these grants. ETA will examine its current investments and determine how best to use the remaining appropriated funds for continued grant activities.

# TRAINING AND EMPLOYMENT SERVICES

## APPROPRIATION HISTORY

(Dollars in thousands)

	<u>Budget</u> <u>Estimates to</u> <u>Congress</u>	<u>House</u> <u>Allowance</u>	<u>Senate</u> <u>Allowance</u>	<u>Appropriation</u>	
2000.....	5,499,798	1,964,758	2,750,694	2,973,424	1/
1999 Advance for 2000...	0	2,607,300	2,720,315	2,463,000	
2001.....	3,643,062	2,552,495	2,990,141	3,206,953	2/
2000 Advance for 2001	2,463,000	2,463,000	2,463,000	2,463,000	
2002.....	5,128,521	3,485,147	3,070,281	3,199,314	3/
2001 Advance for 2002	0	2,098,000	2,463,000	2,463,000	
2003.....	2,573,228	2,674,513	3,170,364	2,726,789	4/
2002 Advance for 2003	2,463,000	2,463,000	2,463,000	2,446,991	4/
2004.....	2,488,986	2,614,039	2,677,588	2,682,465	5/
2003 Advance for 2004	2,463,000	2,463,000	2,463,000	2,448,468	5/
2005.....	2,863,292	2,649,728	2,914,662	2,879,183	6/7/8/9
2004 Advance for 2005	2,463,000	2,463,000	2,463,000	2,344,296	6/
2006.....	3,404,949	2,658,792	2,787,806	2,625,888	9/
2005 Advance for 2006	2,438,000	10/ 2,463,000	2,463,000	2,439,620	9/
2007.....	1,949,405	2,504,209	996,832	2,791,341	
2006 Advance for 2007	2,463,000	2,463,000	2,463,000	2,438,000	
2008.....	2,776,972	1,758,530	1,815,138	1,804,268	11/12
2007 Advance for 2008	2,463,000	1,772,000	1,772,000	1,741,000	
2009.....	1,338,600		1,854,448	1,854,448	13/
2008 Advance for 2009	1,772,000		1,772,000	1,772,000	13/
2010.....	2,061,563				
2009 Advance for 2010	1,772,000				

1/ Includes a reduction of \$12,258,000 pursuant to P.L. 106-113, enacted 11/29/99.

2/ Includes a reduction of \$852,000 pursuant to P.L. 106-554, enacted 12/21/00.

3/ Includes a reduction of \$448,000 pursuant to P.L. 107-116, enacted 1/10/02, and an increase of \$32,500,000 pursuant to P.L. 107-38 enacted 1/10/02 (Department of Defense and Emergency Supplemental Appropriations for Recovery from and Response to Terrorists Attacks on the United States Act, 2002). Additionally, includes a reduction of \$20,000 pursuant to P.L. 107-206, enacted 8/2/2002.

4/ Reflects a 0.65% across-the-board reduction pursuant to P.L. 108-7.

5/ Reflects a 0.59% across-the-board rescission pursuant to P.L. 108-199.

6/ Reflects a 0.80% across-the-board rescission pursuant to P.L. 108-447

7/ Reflects a portion of \$18,000,000 rescission to Labor/HHS/Educ pursuant to P.L. 108-447 and a transfer of \$4,410,413 from SUIESO.

8/ Excludes \$795,280 appropriated pursuant to DOD Appropriations Act P.L. 108-287 (Earmark)

9/ Reflects a 1.0% government-wide rescission pursuant to P.L.109-148.

10/ Reflects a \$25,000,000 decrease in Job Corps Construction, Rehabilitation, and Acquisition

11/ Includes 1.747% Rescission.

12/ Excludes Job Corps beginning FY 2008

13/ This bill was only reported out of Subcommittee and was not passed by the Full House.

## ADULT EMPLOYMENT AND TRAINING ACTIVITIES

<b>BUDGET AUTHORITY BEFORE THE COMMITTEE</b>						
(Dollars in Thousands)						
	FY 2008 Enacted	FY 2009 Enacted	Diff. FY08 Enacted / FY09 Enacted	Recovery Act	FY 2010 Request	Diff. FY09 Enacted / FY10 Req
<b>Activity Appropriation</b>	<b>849,101</b>	<b>861,540</b>	<b>12,439</b>	<b>500,000</b>	<b>861,540</b>	<b>0</b>

### Introduction

The Adult Program under title I of the Workforce Investment Act (WIA) of 1998 provides workforce investment services to adults to increase their employment, retention in employment, and earnings and also support their occupational skill attainment and career advancement. Local workforce investment boards are charged with strategic planning and oversight activities in support of workforce and economic development. Adults purchase training services with training vouchers known as Individual Training Accounts (ITAs) from qualified providers. Local boards may also provide customized and on-the-job training.

WIA specifies that services for adults will be provided through One-Stop Career Centers. Services such as career guidance and workforce information may also be provided virtually. WIA authorizes three types of service that are potentially available to all job seekers. “Core” services include initial assessment, job search and placement assistance, and workforce and economic information. “Intensive” services include more comprehensive assessments, development of individual employment plans, and career guidance and planning. Participants may also receive “training” services linked to employment in demand, including occupational training, skills upgrading, and adult literacy training.

All adults 18 years of age and older are eligible for core services. Priority for intensive and training services must be given to low-income and public assistance recipients when funds are limited. Adults who are unable to obtain employment through core services and are determined by a One-Stop operator to be in need of intensive services to obtain or retain employment that leads to self-sufficiency may receive intensive services. Training services may be made available to adults who have been determined to be unable to obtain or retain employment through intensive services and require training. The provision of training or other needed services can be provided sequentially, concurrently, or in whatever order makes the most sense for the individual. State and local areas are responsible for establishing procedures for applying priority and self-sufficiency requirements.

In an effort to respond to on-going program improvement plan recommendations, several actions are being taken by the Employment and Training Administration (ETA). Highlights include an ETA-funded independent Quick Impact evaluation using administrative data which was completed in March of 2009. This evaluation provides more information about the impact of services on participant outcomes.

To measure performance, the program utilizes the set of common performance measures for employment and training programs. The use of common measures enables ETA to describe in a

## ADULT EMPLOYMENT AND TRAINING ACTIVITIES

similar manner the core purposes and results of the workforce investment system – how many people obtained a job, how many stayed employed, and their average earnings. The definitions of the measures are as follows:

- *Entered Employment Rate* – Percent of participants employed in the first quarter after exit;
- *Employment Retention Rate* – Percent of participants employed in the first quarter after program exit still employed in the second and third quarters after exit;
- *Average Earnings* – The average six-month earnings.

Last year, the program achieved a 70 percent Entered Employment Rate; 84 percent Retention Rate; and \$13,575 Average Earnings result. The program intends to meet its upcoming PY 2010 performance targets by using improved dual customer service strategies and issuing federal guidance which encourages local boards to provide more income support, allowing workers the financial means to engage in training to upgrade their skills.

Workload activities in FY 2008 show participant estimates as reported in the PY 2007 WIA Annual Report. The numbers of participants receiving training services is projected to increase due to the use of WIA Adult Recovery Act and formula funds.

### **Funding Mechanism**

The WIA funding allotments for states are based on formula provisions defined in WIA. Under Title I of the WIA, formula funds are provided to states and outlying areas for the operation of both Adult and Dislocated Worker employment and training activities, in accordance with 29 USC 2861. States distribute resources by formula to local workforce investment areas. The WIA allotments for outlying areas are based on a discretionary formula as authorized under WIA Title I.

### **Five-Year Budget Activity History**

<b><u>Fiscal Year</u></b>	<b><u>Funding</u></b> (Dollars in Thousands)	<b><u>FTE</u></b>
2005	890,922	0
2006	857,079	0
2007	864,199	0
2008	849,101	0
2009	861,540	0

NOTE: Excludes Recovery Act Funding. See budget activity head table.

### **FY 2010**

The Budget requests \$861,540,000 for the WIA Adult program, which is the same as the FY 2009 enacted level. ETA has reenergized its efforts to promote and support innovative service delivery strategies for targeted adult populations, including low-income and low-skill workers, public assistance recipients, transitioning veterans, older workers and other targeted populations. As states and local areas plan how their One-Stop systems will utilize FY 2010 WIA Adult

## **ADULT EMPLOYMENT AND TRAINING ACTIVITIES**

formula funds, ETA strongly encourages them to take an expansive view of how the funds can be integrated into transformational efforts to improve the effectiveness of the public workforce system.

To meet the needs of under-skilled adults, ETA will continue to provide policy guidance and technical assistance to states and local boards to assist them in fully aligning adult education, job training, postsecondary education, registered apprenticeship, and supportive services to assist economic and community development strategies. This alignment should also promote career pathways and ensure that support services, such as transportation and needs-based payments, are available. Supportive services make it far easier for adults, particularly those most in need, to advance through progressive levels of education and job training as quickly as possible and gain education and workforce skills.

ETA policy will ensure that education and training at every level are closely aligned with jobs and industries important to local and regional economies. Every level of education and training affords students, apprentices, and trainees the ability to advance in school or at work, with assessments and certifications that meet the requirements of the next level of education and employment.

### **FY 2009**

In FY 2009, the introduction of the Recovery Act supplemented state guidance and resources for the WIA Adult program. In state, regional and local economies where many industries are in the midst of downsizing, ETA will utilize WIA Adult program resources to assist communities in implementing proactive workforce strategies to ensure economic health in the transitioning economy. With the influx of Recovery Act funds, in addition to FY 2009 appropriated funds, ETA is strengthening its focus on providing more training opportunities to low-income and low-skill adults, life-long education opportunities to older workers, and assisting disconnected populations. In working with target groups, states should connect these populations to growing job opportunities, especially those related to new investments in promising industries, such as those in green sectors.

The WIA adult program will deliver critical skill development support to workers, employers and communities in a time of rapid change. To meet the needs of under-skilled adults, ETA encourages states and local boards to fully align adult education, job training, postsecondary education, registered apprenticeship, career advancement activities and supportive services in support of economic and community development strategies. Approaches should also promote career pathways and ensure that support services and needs-based payments are available, making it far easier for adults, particularly those most in need, to advance through progressive levels of education and job training as quickly as possible, while gaining knowledge and skills of demonstrated value.

ETA has encouraged states to assess the skills, abilities, and career goals of its customers and to help them map their skills against current and anticipated jobs. As training needs are identified, ETA encourages states to consider using six methods of providing training in utilizing their Adult program funds: 1) Individual Training Accounts, 2) Customized training, 3) On-the-job

## **ADULT EMPLOYMENT AND TRAINING ACTIVITIES**

training, 4) Registered apprenticeship, and 5) Contracts with community-based organizations for the provision of training. To the extent practicable, training should develop worker skills to meet the needs of specific industry sectors important to the region's economy.

ETA is also taking steps to develop stronger national, state, and local strategies for career guidance for transitioning adults. DOL continues its work with the Department of Education, employer communities, the continuum of educational institutions, and other public workforce partners to develop models for exposure to career opportunities and delivery of comprehensive labor market information and career guidance services.

ETA is working with state and local partners to improve their strategic planning for Priority of Service for Veterans, including enhanced outreach efforts and targeted service delivery. Ensuring that targeted customer groups may access the full array of career development and advancement resources available in the One-Stop delivery system, and that workforce system services are responsive to their particular needs, is a priority for ETA in the current fiscal year.

To more effectively respond to current economic challenges, ETA has identified an array of technical assistance strategies. A national Reemployment Summit in January 2009, designed to work collaboratively with state and local workforce partners to redesign reemployment service delivery, will be followed by regional Recovery and Reemployment Forums, a number of webinars, and development of various tools and resources. The goal of upcoming collaborations will be to initiate a comprehensive workforce system response to reemploy the growing numbers of unemployed, with WIA and Wagner-Peyser Act resources being key components. ETA is also revisiting the model for One-Stop service delivery, building on innovations in workforce development over the last decade while envisioning a service delivery design that will address workforce challenges moving forward. This work is being done collaboratively with state and local partners and will be ready for roll-out later in PY 2009.

### **Recovery Act**

The Recovery Act provided \$500,000,000 in additional funding for the WIA Adult program, of which up to 1 percent may be used for administration, management, and oversight of the program. In Training and Employment Guidance Letter (TEGL) 14-08, Change 1, DOL provided policy guidance and direction regarding Recovery Act funding for activities authorized under WIA and the Wagner-Peyser Act and specific instructions regarding the requirement for states to modify their WIA and Wagner-Peyser Strategic State Plans. Under the discussion of WIA Adult program funds, the Department outlined strategies aimed at helping low-income and low-skilled workers gain the skill upgrades to succeed in a rapidly changing economy that will offer new and different employment options. ETA has encouraged states to assess the skills, abilities, and career goals of unemployed workers and to help them map their skills against current and anticipated jobs. Because of the nature of our nation's changing economy, many adults will need training to increase their skills and gain employment. ETA encourages states to establish policies that assure that supportive services and needs-related payments, described in WIA section 134(e)(2) and (3) and in WIA regulations 20 CFR part 663, subpart H, that may be necessary for an individual's participation in job training are part of their service strategy. Guidance on the provision of needs-related payments to unemployed workers can be found in 20

## **ADULT EMPLOYMENT AND TRAINING ACTIVITIES**

CFR 663.820 and 663.825. To maximize the reach of these funds, One-Stop Career Centers should help eligible customers take advantage of the significant increase in Pell Grant funds also included in the Recovery Act by coordinating with the Pell Grant program in accordance with 20 CFR 663.320. One-Stop staff should also take into account the additional weeks of UI benefits available under the Emergency Unemployment Compensation and Extended Benefits that may help eligible customers complete longer-term training.

ETA guidance encourages states to align their use of WIA Adult program formula funds with their spending strategies for other funding streams provided through the Recovery Act to ensure the most efficient and effective use of all funding. In particular, states should integrate their implementation of WIA Adult services with Reemployment Services and UI programs such that individuals have easy access to all programs, regardless of their point of entry into the system. Since significant Recovery Act investments are targeted to key industries such as construction, transportation, healthcare and other industries with emerging green jobs that traditionally utilize or are expected to draw heavily upon registered apprenticeship, states are also encouraged to leverage new and existing registered apprenticeship programs and assets.

ETA guidance encourages states to align their WIA Adult formula activities with state and regional economic recovery plans, particularly those connected with the Recovery Act as they are developed, to ensure that training and employment services support anticipated industry growth, and corresponding expected employment opportunities and required skill competencies for those most in need. States and local areas are encouraged to develop comprehensive regional partnerships to facilitate this alignment. LWIBs are encouraged to partner with each other regionally and across political jurisdictions as necessary.

### **FY 2008**

In FY 2008, ETA continued to work to improve the availability of post-secondary training resources and to increase the number of individuals who access education that leads to advancement in growing sectors of the economy, including emerging green jobs.

ETA continued to promote increased investments leading to completion of post-secondary education, such as apprenticeship, industry defined credentials, or higher education degrees, from institutions such as community colleges. This approach requires that state and local workforce system partners creatively and innovatively leverage and integrate multiple Federal and non-Federal education and training funding streams. ETA developed and disseminated policy guidance and practical technical assistance resources through the web portal [www.workforce3one.org](http://www.workforce3one.org) to assist the workforce system in identifying and supporting increased education opportunities for adults. Technical assistance included webinars, curricula, competency models, and other materials. Similarly, as part of the focus on supporting access to life-long learning opportunities, ETA strengthened its efforts to disseminate and encourage alternative learning pathways for adults, including apprenticeship and technology-based learning models.

## ADULT EMPLOYMENT AND TRAINING ACTIVITIES

<b>WORKLOAD SUMMARY</b> (Dollars in Thousands)			
	<b>FY 2008 Actual</b>	<b>FY 2009 Target</b>	<b>FY 2010 Target</b>
<b>WIA Adult</b>			
Participants Served	2,828,728	2,697,041	2,697,041
Participants Receiving Training Services**	109,676	114,063	114,063
Cost Per Participant	\$300	\$319	\$319
Cost Per Participant in Training	\$7,742	\$7,553	\$7,553
<b>Budget Activity Total</b>	<b>\$849,101</b>	<b>\$861,540</b>	<b>\$861,540</b>

\*FY 2008 enacted participant estimates are based on PY 2007 numbers as reported in the PY 2007 WIA Annual Report.

\*\*The numbers of participants receiving training services is projected to increase per DOL guidance for the use of WIA Adult Recovery Act and formula funds. Guidance encourages states to use the menu of training services authorized under WIA as well as those income and supportive services which support training activities. The increased intensity will increase the number of American workers able to upgrade their skills and position themselves for new and emerging industries, including healthcare, green jobs, and advanced manufacturing, among others.



## ADULT EMPLOYMENT AND TRAINING ACTIVITIES

### PERFORMANCE GOAL AND INDICATORS

<b>Increase the employment, retention, and earnings of individuals registered under the Workforce Investment Act Adult Program.</b>									
<b>Performance Indicator</b>	<b>PY 2005</b>		<b>PY 2006</b>		<b>PY 2007</b>		<b>PY 2008</b>	<b>PY 2009</b>	<b>PY2010</b>
	<b>Goal Achieved</b>		<b>Goal Not Achieved</b>		<b>Goal Not Achieved</b>				
	Target	Result	Target	Result	Target	Result	Target	Target	Target
1. Percent of participants employed in the first quarter after exit.	76%	77%	76%	70.2%	71%	70%	66.2%	64.8%	65.6%
2. Percent of participants employed in the first quarter after exit still employed in the second and third quarters after exit. (This new measure was implemented in PY 2005. Previous results are for a similar measure.)	81%	82.5%	82%	82.4%	83%	84%	81.7%	80.8%	81.3%
3. Average earnings in the second and third quarters after exit (PY 2004-05 data are for earnings change from pre-WIA program services to post WIA program services.)	\$3,400	\$4,081	\$11,000	\$11,870	\$12,045	\$13,575	\$12,862	\$12,597	\$12,741
<b>Baseline(s):</b> New earnings measure baseline: approximately \$11,000									
<b>Data Source(s):</b> Quarterly and Annual State WIA Performance Reports (ETA-9090 and ETA-9091); Congressional Budget Justification; Annual Performance and Accountability Report. Rounded to the nearest whole number, PY 2007 results are from the Program Year 2007 WIA Annual Report. PY 2008-2009 targets are adjusted estimates based on regression analysis that takes into account participant performance with the conditions of the local labor markets using the unemployment rates collected by local workforce investment areas.									
<b>Comments:</b> Prior to PY2006, the earnings measure was established as follows: average earnings change for those employed in the first quarter after program exit and still employed in the third quarter after program exit. The earning measure changed in PY 2006 to reflect post program earning level defined as: (of those who are employed in the first, second, and third quarters after the exit quarter) total earnings in the second quarter plus total earnings in the third quarter after the exit quarter divided by the number of participants who exit during the quarter. ETA is analyzing the latest performance results from PY 2007. Preliminary analysis revealed that co-enrollment policies at the state and local level along with increasing unemployment rates appear to account for the recent trend of lower outcomes.									

## ADULT EMPLOYMENT AND TRAINING ACTIVITIES

<b>BUDGET ACTIVITY by OBJECT CLASS</b>						
(Dollars in Thousands)						
		<b>FY 2008 Enacted</b>	<b>FY 2009 Enacted</b>	<b>Recovery Act</b>	<b>FY 2010 Request</b>	<b>Change FY 10 Req / FY 09 Enacted</b>
41.0	Grants, subsidies, and contributions	849,101	861,540	500,000	861,540	0
<b>Total</b>		<b>849,101</b>	<b>861,540</b>	<b>500,000</b>	<b>861,540</b>	<b>0</b>

# ADULT EMPLOYMENT AND TRAINING ACTIVITIES

## CHANGES IN FY 2010

(Dollars in Thousands)

### Activity Changes

#### Built-In

To Provide For:

#### Built-Ins Subtotal

0

Estimate

FTE

Base

861,540

0



## DISLOCATED WORKER EMPLOYMENT AND TRAINING ACTIVITIES

<b>BUDGET AUTHORITY BEFORE THE COMMITTEE</b>						
(Dollars in Thousands)						
	<b>FY 2008 Enacted</b>	<b>FY 2009 Enacted</b>	<b>Diff. FY08 Enacted / FY09 Enacted</b>	<b>Recovery Act</b>	<b>FY 2010 Request</b>	<b>Diff. FY09 Enacted / FY10 Req</b>
<b>Activity Appropriation</b>	<b>1,323,373</b>	<b>1,341,891</b>	<b>18,518</b>	<b>1,450,000</b>	<b>1,413,000</b>	<b>71,109</b>

Note: For display purposes, Community-Based Job Training Grants funding is not included, although these grants were funded from the Dislocated Worker National Reserve in FY 2008 and FY 2009. These funds are shown in the Career Pathways Innovation Fund section.

### **Introduction**

The Dislocated Worker Assistance Program under title I of the Workforce Investment Act (WIA) of 1998 provides employment and training services to individuals who have lost their jobs, including those dislocated as a result of plant closings or mass layoffs, and who are unlikely to return to employment in their previous industries; formerly self-employed individuals; and displaced homemakers who have been dependent on the income of another family member, but are no longer supported by that income.

Through a combination of formula funds and additional workforce funding provided through the American Recovery and Reinvestment Act of 2009 (Recovery Act), the Dislocated Worker Program is positioned to assume a critical and timely role in developing locally and regionally-driven reemployment and training solutions at a time when there are many laid off workers throughout the country. WIA authorizes three types of services, which are potentially available to all dislocated workers. “Core” services include initial assessment, job search and placement assistance, and workforce and economic information. “Intensive” services include more comprehensive assessments, development of individual employment plans, and career guidance and planning. Participants may also receive “training” services linked to employment in demand occupations. Training services include occupational skills training, on-the-job training, programs that combine workplace training and related instruction, including registered apprenticeship, training programs operated by the private sector, skill upgrade and retraining, entrepreneurship training, job readiness training, adult education and literacy training, and customized training.

To be eligible to receive core services as a dislocated worker, an individual 18 years and older must meet the statutory (WIA section 101(9)) definition of dislocated worker. Dislocated workers who are unable to obtain employment through core services and are determined by a One-Stop Career Center operator to be in need of intensive services to obtain or retain employment that leads to self-sufficiency may receive intensive services. Training services may be made available to dislocated workers who are unable to obtain or retain employment through intensive services and require training. The provision of training or other needed services can be provided sequentially, concurrently, or in whatever order makes the most sense for the individual.

## **DISLOCATED WORKER EMPLOYMENT AND TRAINING ACTIVITIES**

In an effort to respond to on-going program improvement plan recommendations, several actions are being taken by the Employment and Training Administration (ETA). Highlights include an ETA-funded independent Quick Impact evaluation using administrative data which was completed in March of 2009. This evaluation provides more information about the impact of services on participant outcomes.

To measure performance, the program utilizes the set of common performance measures for employment and training programs. The use of common performance measures enables ETA to describe in a similar manner the core purposes and results of the workforce investment system – how many obtained a job, how many stayed employed, and their average earnings. The definitions for the measures are as follows:

- *Entered Employment Rate* – Percent of participants employed in the first quarter after exit;
- *Employment Retention Rate* – Percent of participants employed in the first quarter after program exit still employed in the second and third quarters after exit; and
- *Average Earnings* – The average six-month earnings.

In Program Year 2007, the program achieved a 73 percent Entered Employment Rate; 87 percent Retention Rate; and \$15,188 Average Earnings result. The program intends to meet its upcoming PY 2010 performance targets by using improved dual customer service strategies and issuing federal guidance which encourages local boards to provide more income support, allowing workers the financial means to engage in training to upgrade their skills.

Workload activities in FY 2008 show participant estimates as reported in the PY 2007 WIA Annual Report. The numbers of participants receiving training services is projected to increase due to the use of Dislocated Worker Recovery Act and formula funds. The table reflects a training increase of 3 percent in FY 2009 and 4 percent in FY 2010.

### **Funding Mechanism**

The WIA allotments for states are based on formula provisions defined in the Act. Under title I of WIA, formula funds are provided to states and outlying areas for the operation of both Adult and Dislocated Worker employment and training activities, in accordance with 29 USC 2861. States distribute resources by formula to local workforce investment areas. The WIA allotments for outlying areas are based on a discretionary formula as authorized under WIA title I. The National Reserve Account enables additional resources to be made available to temporarily expand service capacity at the state and local levels by providing time-limited funding assistance in response to significant economic events through National Emergency Grants (NEGs).

Community-Based Job Training Grants, which had previously been appropriated as part of the National Reserve Account, are now requested separately as the Career Pathways Innovation Fund in the Training and Employment Services appropriation. These grants have a broader focus than just dislocated workers, so funding them through dislocated worker resources is not appropriate.

# DISLOCATED WORKER EMPLOYMENT AND TRAINING ACTIVITIES

## Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2005	1,342,584	0
2006	1,337,553	0
2007	1,348,153	0
2008	1,323,373	0
2009	1,341,891	0

NOTE: Excludes Recovery Act Funding. See budget activity head table.

## FY 2010

The Budget requests \$1,413,000,000 for the WIA Dislocated Workers program in FY 2010, of which \$1,183,840 will be used for formula grants to states. This is the same as the FY 2009 enacted level for formula grants. In FY 2010, ETA intends that WIA Dislocated Worker funds be used to provide the necessary services to dislocated workers to support their reentry into the recovering job market. It is anticipated that due to the severe economic downturn, there will be a significant increase in the depth and breadth of the training needed to prepare dislocated workers for jobs in economic growth sectors. States are strongly encouraged to consider how assessment and data-driven career counseling can be integrated into their service strategies to support dislocated workers in successful training and job search activities that align with areas of anticipated economic and job growth.

ETA is requesting a program increase of \$71,109,000 (45 percent) for the National Reserve Account for a total of \$229,160,000 to fund National Emergency Grants (NEGs) in FY 2010. This will enable ETA to provide additional resources to the workforce investment system to aid in the recovery and reemployment of dislocated workers, as current projections indicate that there will continue to be high levels of unemployment during the period these funds would be available. These additional resources will be especially important to address this need, as the period for obligation of Recovery Act funds for NEGs ends on June 30, 2010, just as PY 2010 will begin. There will still be areas that will need additional resources to continue the recovery in the communities hardest hit by the economic downturn. While the request for 2010 does not replicate the level of assistance available during Recovery Act implementation, this increase will enable a continued response to large scale worker dislocations via NEGs. ETA will review findings from the Recovery Act-funded NEGs (which will provide States with greater flexibility in service provision), so that the Department can decide on any strategies that may continue under regular NEG program operations.

## FY 2009

In FY 2009, the addition of Recovery Act funds and activities required ETA to provide additional guidance to the states and provided additional resources for the WIA Dislocated Worker program. ETA continues its focus on fundamental workforce system transformation, including efforts to help states and local areas ensure that the majority of workforce system

## **DISLOCATED WORKER EMPLOYMENT AND TRAINING ACTIVITIES**

resources are devoted to job training in high growth industries. The WIA Dislocated Worker program will continue to leverage resources and strategies with other programs and funding streams for dislocated workers and affected employers, including NEGs, to ensure a coordinated and proactive approach to developing and advancing workers' skills to meet the workforce needs of communities and regional economies.

In FY 2009, NEGs continue to serve as a critical funding source for dislocated workers in need of training and employment services, in states where WIA Dislocated Worker formula funding reached extremely low levels. In the first half of FY 2009, 55 NEGs were awarded, compared to 34 during the same time period in FY 2008.

In the current economic environment, there is a significant opportunity to train and re-skill workers for new jobs that will emerge with the economic recovery. ETA has encouraged states to assess the skills, abilities, and career goals of dislocated workers and to help them map their skills against current and anticipated jobs. As training needs are identified, ETA encourages states to consider using the following six methods of training provision in utilizing their Dislocated Worker funds: 1) Individual Training Accounts, 2) Customized training, 3) On-the-job training, 4) Registered apprenticeship, and 5) Contracts with community-based organizations for the provision of training. To the extent practicable, training should develop worker skills to meet the needs of specific industry sectors important to the region's economy.

To more effectively respond to current economic challenges, ETA has identified an array of technical assistance strategies beginning with a national Reemployment Summit in January 2009 designed to work collaboratively with state and local workforce partners to re-design reemployment service delivery moving forward. Additionally, follow-up regional Recovery and Reemployment Forums, a series of webinars, and the development of various tools and resources will support this effort. The goal of these efforts is to initiate a comprehensive workforce system response to reemploy the growing numbers of unemployed workers. In addition, ETA, along with state and local partners, is revisiting the model for One-Stop service delivery, building on innovations in workforce development over the last decade while also envisioning a service delivery design that will address workforce challenges moving forward.

### **Recovery Act**

The Recovery Act made available \$1.2 billion to the Department of Labor to fund WIA Dislocated Worker programs. In Training and Employment Guidance Letter (TEGL) 14-08, DOL provided policy guidance and direction regarding the Recovery Act funding for activities authorized under the WIA and the Wagner-Peyser Act and specific instructions regarding the requirement for states to modify their WIA and Wagner-Peyser Strategic State Plans. Under the discussion of WIA Dislocated Worker funds, the Department outlined strategies aimed at adapting dislocated worker skills and career goals to the rapidly changing economy and employment options. ETA has encouraged states to assess the skills, abilities, and career goals of dislocated workers and to help them map their skills against current and anticipated jobs. Because of our nation's changing economy, many dislocated workers may need training to increase their skills and gain employment. ETA has encouraged states to establish policies that



## **DISLOCATED WORKER EMPLOYMENT AND TRAINING ACTIVITIES**

assure that supportive services and needs-related payments, described in WIA section 134(e)(2) and (3) and in WIA regulations 20 CFR part 663, subpart H, that may be necessary for an individual's participation in job training are part of the dislocated worker service strategy. Guidance on the provision of needs-related payments to dislocated workers can be found in 20 CFR 663.820 and 663.825. To maximize the reach of these funds, One-Stop Career Centers should help eligible customers take advantage of the significant increase in Pell Grant funds also included in the Recovery Act by coordinating with the Pell Grant program in accordance with 20 CFR 663.320. One-Stop staff should also take into account the additional weeks of Unemployment Insurance benefits available under the Emergency Unemployment Compensation and Extended Benefits that may help eligible customers complete longer-term training.

ETA has encouraged states to align their use of WIA Dislocated Worker formula funds with their spending strategies for other funding streams provided through the Recovery Act to ensure the most efficient and effective use of all funding. In particular, states should integrate their implementation of Dislocated Worker services with Reemployment Services and UI programs such that individuals have easy access to all programs, regardless of their point of entry into the system. Since significant Recovery Act investments are targeted to key industries such as construction, transportation, healthcare and other industries with emerging "green" jobs that traditionally utilize or are expected to draw heavily upon registered apprenticeship, states are also encouraged to leverage new and existing registered apprenticeship programs and assets.

ETA has encouraged states to align their WIA Dislocated Worker formula activities with state and regional economic recovery plans, particularly those connected with the Recovery Act as they are developed, to ensure that training and employment services support anticipated industry growth, and corresponding expected employment opportunities and required skill competencies. States and local areas are encouraged to develop comprehensive regional partnerships to facilitate this alignment. Local workforce investment boards are encouraged to partner with each other regionally and across political jurisdictions as necessary.

An additional \$200,000,000 was provided in the Recovery Act for NEGs to respond to plant closings, mass layoffs, and other worker dislocations.

### **FY 2008**

In FY 2008, the Dislocated Worker program closely partnered with state and local Rapid Response units to implement a more proactive model of pre- and post-layoff economic transition approaches. In this model, comprehensive skills assessments, improved workforce information and career guidance, and improved access to post-secondary education are increasing regions' capacity to respond proactively to economic shock events and changing talent development needs.

## DISLOCATED WORKER EMPLOYMENT AND TRAINING ACTIVITIES

<b>WORKLOAD SUMMARY</b> (Dollars in Thousands)			
	<b>FY 2008 Actual</b>	<b>FY 2009 Target</b>	<b>FY 2010 Target</b>
<b>WIA Dislocated Worker Employment and Training Activities</b>			
Participants Served	396,158*	338,238	350,747
Participants Receiving Training Services	72,918	74,376	75,834
Cost Per Participant	\$3,651	\$3,967	\$4,029
Budget Activity Total	\$1,323,373	\$1,341,891	\$1,413,000

\*FY 2008 enacted participant estimates are based on PY 2007 numbers as reported in the PY 2007 WIA Annual Report.

\*\*The numbers of participants receiving training services is projected to increase per DOL guidance for the use of Dislocated Worker Recovery Act and formula funds. Guidance encourages states to use the menu of training services authorized under WIA as well as those income and supportive services which support training activities. The increased intensity will increase the number of American workers able to upgrade their skills and position themselves for new and emerging industries, including healthcare, green jobs, and advanced manufacturing, among others. The table reflects a training increase of 3 percent in FY 2009 and 4 percent in FY 2010.

## DISLOCATED WORKER EMPLOYMENT AND TRAINING ACTIVITIES

### PERFORMANCE GOAL AND INDICATORS

<b>Increase the employment, retention, and earnings of individuals registered under the Workforce Investment Act Dislocated Worker Program.</b>									
<b>Performance Indicator</b>	<b>PY 2005</b>		<b>PY 2006</b>		<b>PY 2007</b>		<b>PY 2008</b>	<b>PY 2009</b>	<b>PY 2010</b>
	<b>Goal Not Achieved</b>		<b>Goal Not Achieved</b>		<b>Goal Not Achieved</b>				
	<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Target</b>	<b>Target</b>
1. Percent of participants employed in the first quarter after exit	83%	83%	84%	78%	79%	73%	71%	70.2%	70.6%
2. Percent of participants employed in the first quarter after program exit still employed in the second and third quarters after exit.	89%	88%	90%	88%	89%	87%	84.7%	83.9%	84.4%
3. Average earnings in the second and third quarters after exit.	92%	103%	\$13,800	\$14,265	\$14,410	\$15,188	\$14,888	\$14,773	\$14,837
<b>Baseline(s):</b>									
<b>Data Source(s):</b> Quarterly and Annual State WIA Performance Reports (ETA-9090 and ETA-9091)									
<b>Comments:</b> In PY 2005 the measure compared pre-program earnings to earnings after program exit, as a percentage of wage replacement. The earnings measure beginning in PY 2006 is Average Earnings. PY 2007 results are final (estimates were previously provided in the FY 2008 annual report). PY 2008 – 2010 targets are based on regression analysis that takes into account participant performance with the conditions of the local labor markets using the unemployment rates collected by local workforce investment area.									

## DISLOCATED WORKER EMPLOYMENT AND TRAINING ACTIVITIES

### PERFORMANCE GOAL AND INDICATORS

<b>Increase the employment, retention, and earnings of individuals registered under the Workforce Investment Act Dislocated Worker Program National Emergency Grants.</b>									
<b>Performance Indicator</b>	<b>PY 2005</b>		<b>PY 2006</b>		<b>PY 2007</b>		<b>PY 2008</b>	<b>PY 2009</b>	<b>PY 2010</b>
	<b>Substantially Achieved</b>		<b>Goal Not Achieved</b>		<b>Goal Not Achieved</b>				
	<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Target</b>	<b>Target</b>
1. Percent of participants employed in the first quarter after exit	83%	71%	84%	63%	64%	71%	67.1%	65.7%	66.5%
2. Percent of participants employed in the first quarter after program exit still employed in the second and third quarters after exit.	89%	89%	90%	81%	83%	83%	81.2%	80.5%	80.3%
3. Average earnings in the second and third quarters after exit.*	92%	93%	Baseline	\$13,087	\$13,220	\$12,378	\$11,278	\$11,486	\$11,618
<b>Baseline(s):</b>									
<b>Data Source(s):</b> Workforce Investment Act Standardized Record Data (WIASRD). Rounded to the nearest whole number, PY 2007 results are from the Program Year 2007 WIASRD Data Book.									
<b>Comments:</b> *The earnings measures beginning in PY 2006 is Average Earnings; in PY 2005 the measure was Earnings Change.									
<p>Dislocated Worker formula program targets were used for the NEG program in PY 2005 and PY 2006. The Department began using the prior year's NEG program outcomes to set performance goal targets in PY 2007. It should be noted that data analysis conducted on behalf of the ETA shows that differences between Dislocated Worker formula program and NEG program outcomes are attributable to the inclusion of Disaster NEG participants in overall NEG program outcomes. When the results for Disaster NEG participants are included in overall NEG program outcomes, there is a noticeable decline in the percent employed in the first quarter after exit, as the primary purpose of Disaster NEGs is to create temporary jobs to assist in cleanup activities. Once this work is completed, participants usually exit the grant and begin their search for permanent employment.</p> <p>PY 2008-2009 targets are adjusted estimates based on regression analysis that takes into account participant performance with the conditions of the local labor markets using the unemployment rates collected by local workforce investment area.</p>									

**DISLOCATED WORKER EMPLOYMENT AND TRAINING  
ACTIVITIES**

<b>BUDGET ACTIVITY by OBJECT CLASS</b>						
(Dollars in Thousands)						
		<b>FY 2008 Enacted</b>	<b>FY 2009 Enacted</b>	<b>Recovery Act</b>	<b>FY 2010 Request</b>	<b>Change FY 10 Req / FY 09 Enacted</b>
25.1	Advisory and assistance services	14,225	10,705	0	81,814	71,109
41.0	Grants, subsidies, and contributions	1,309,148	1,331,186	1,450,000	1,331,186	0
<b>Total</b>		<b>1,323,373</b>	<b>1,341,891</b>	<b>1,450,000</b>	<b>1,413,000</b>	<b>71,109</b>

# DISLOCATED WORKER EMPLOYMENT AND TRAINING ACTIVITIES

## CHANGES IN FY 2010 (Dollars in Thousands)

<b>Activity Changes</b>		
<b>Built-In</b>		
To Provide For:		
<b>Built-Ins Subtotal</b>		<b>0</b>
<b>Net Program</b>		<b>71,109</b>
<b>Direct FTE</b>		<b>0</b>
	<b>Estimate</b>	<b>FTE</b>
<b>Base</b>	<b>1,341,891</b>	<b>0</b>
<b>Program Increase</b>	<b>71,109</b>	<b>0</b>

## YOUTH ACTIVITIES

<b>BUDGET AUTHORITY BEFORE THE COMMITTEE</b>						
(Dollars in Thousands)						
	FY 2008 Enacted	FY 2009 Enacted	Diff. FY08 Enacted / FY09 Enacted	Recovery Act	FY 2010 Request	Diff. FY09 Enacted / FY10 Req
<b>Activity Appropriation</b>	924,069	924,069	0	1,200,000	924,069	0

### Introduction

Under Title I of the Workforce Investment Act of 1998 (WIA), Youth Activities funds are allocated by formula to state and local areas to deliver a comprehensive array of youth workforce investment activities. WIA authorizes services to low-income youth (ages 14 through 21) with barriers to employment. Eligible youth are deficient in basic skills or are homeless, are runaways, are pregnant or parenting, or are offenders, school dropouts, or foster children. The program serves both in- and out-of-school youth, including youth with disabilities and other youth who may require additional assistance to complete an educational program or to secure and hold employment. Service providers prepare youth for employment and post-secondary education by stressing linkages between academic and occupational learning. They also assist youth by providing tutoring, alternative secondary school services, summer employment, occupational training, work experience, supportive services, leadership development opportunities, mentoring, counseling, and follow-up services.

As articulated in the Department of Labor's (DOL) performance goals, the WIA Youth program strives to increase placements and educational attainments for youth served. In order to assess against this performance goal, the Employment and Training Administration (ETA) uses the youth common performance measures which include placement in employment, post-secondary education, or advanced training, attainment of a degree or certificate, and literacy and numeracy gains. The first two measures were implemented in program year (PY) 2005, the baseline year for common measures data collection, while the literacy/numeracy measure was implemented over two years (PY 2006 and 2007). In the most recent program year (PY 2007), the WIA Youth program achieved its target against all three of the performance indicators.

The activities that contributed to achieving these targets include: creating multiple pathways to graduation, post-secondary education, and careers; matching the skills required by industry with quality skills training; collaborating across youth serving agencies; and improving program performance through the use of program performance data. PY 2009 and PY 2010 participant estimates in the Workload Summary are based on the actual PY 2007 cost per participant of \$3,735.

In order to achieve its performance targets in 2010, ETA will continue to encourage the workforce system to prepare youth to effectively compete in the global economy. These activities will include: focusing on a dual customer approach, helping youth overcome a multitude of barriers to employment, and providing necessary resources to allow youth to develop the skills needed for success in careers in high growth industries.

## YOUTH ACTIVITIES

In 2008, a DOL program assessment was conducted for the WIA Youth program. This was the program's second assessment, and the rating improved from the initial assessment in 2003. The recent program assessment highlighted improved oversight of grantees' use of federal funds. The program is working toward an improvement plan that includes strengthening the quality of youth performance data through data validation and conducting an evaluation to determine WIA services' impact on employment and earnings outcomes for participants. ETA is continuing to update its Data Reporting and Validation software and monitor states' data validation in order to strengthen the quality of the data.

### **Funding Mechanism**

Under Title I of the WIA, formula funds are provided to states and local areas for the operation of WIA youth training programs, in accordance with 29 USC 2851 Chapter 4. Funds for youth services are allocated to state and local areas based on a formula distribution as defined in Sec.127(b)(1)(C)(ii) of the WIA.

### **Five-Year Budget Activity History**

<b><u>Fiscal Year</u></b>	<b><u>Funding</u></b> (Dollars in Thousands)	<b><u>FTE</u></b>
2005	986,288	0
2006	940,500	0
2007	940,500	0
2008	924,069	0
2009	924,069	0

NOTE: Excludes Recovery Act Funding. See budget activity head table.

### **FY 2010**

The Budget requests \$924,069,000 for the WIA Youth program in FY 2010, which is the same as the FY 2009 enacted level. In PY 2010, the ETA expects to serve at least 247,400 youth participants in WIA Youth program activities. Given the expectation that states and local areas will spend a significant percentage of the WIA Youth funds they received under the American Recovery and Reinvestment Act of 2009 (Recovery Act) on summer employment opportunities in the summer of 2009, ETA expects a renewed focus on summer employment and other work experiences with FY 2010 WIA Youth funds. ETA will also promote strategies that include project-based learning activities, pre-apprenticeship and registered apprenticeship pathways, internships, and work experiences designed to help youth attain both work-related skills and supports that help with educational attainment.

In 2010, ETA will continue its focus on developing collaborative systems at the Federal, state, and local level for serving the youth most in need. These efforts will include continuing to lead a Federal interagency working group focused on coordinating resources for serving these disconnected youth. The focus in 2010 will include coordinating sources of Federal funding that invest in programs that could create green jobs such as investments in renewable energy infrastructure, energy-efficiency, home retrofitting, and other green areas in order to ensure that



## YOUTH ACTIVITIES

WIA youth program participants have the opportunity to access the education and training necessary to move into these growing fields.

ETA will support innovative strategies to develop pathways that move young people from low-literacy to high school completion, post-secondary education enrollment, and self-sufficient employment. These efforts will include working with states and local areas to expand existing training programs, such as registered apprenticeship programs and dropout recovery programs that combine work experience with rigorous and relevant academics that have the potential to prepare workers for careers in green industries.

ETA will work with businesses and labor organizations to understand their workforce needs in order to ensure that WIA Youth participants, particularly those most in need, are able to gain education and workforce skills aligned with jobs and industries important to local and regional economies. In addition, ETA will work to develop sector strategies that enable disconnected youth to acquire the knowledge and skills for success in key industries including renewable energy, broadband and telecommunications, health care, advanced manufacturing, and other high demand industry sectors identified by local areas.

### **FY 2009**

In PY 2009, ETA expects to serve at least 247,400 participants in WIA Youth program activities. The Department expects states and local areas to concurrently expend their WIA youth resources in PY 2009 along with WIA Youth Recovery Act funds. Given the focus of the Recovery Act resources on summer employment, states and local areas will most likely use FY 2009 funds for non-summer employment activities such as tutoring, alternative secondary school offerings, year-round work experiences, occupational skill training, mentoring, and leadership development opportunities.

In 2009, ETA will continue its focus on developing collaborative systems at the Federal, state, and local level for serving the youth most in need. These efforts will include continuing to lead a Federal interagency working group focused on coordinating resources for serving these disconnected youth. In 2009, the workgroup will have a specific focus on coordinating Federal resources and assisting states' with their integration of the additional resources provided through the Recovery Act.

ETA will also issue guidance to states and local areas on innovative contracting strategies designed to allow service providers that are under contract to local workforce investment boards to better serve the youth most in need. The strategies will include encouraging the use of multi-year service provider contracts that enable service providers to serve youth for more than a single year when necessary; using "real-time" benchmarks to assess provider performance in addition to WIA Youth common or statutory measures; and factoring participant characteristics and external factors into performance goal negotiations between local and state workforce partners.

ETA will also support the creation of innovative strategies to develop multiple pathways to graduation, to post-secondary education, and to successful careers.

## **YOUTH ACTIVITIES**

### **Recovery Act**

The Recovery Act made available an additional \$1,200,000,000 for WIA Youth activities, of which up to 1 percent may be used for administration, management, and oversight of the program. These funds are to be used for any allowable WIA Youth activities with a specific focus on creating summer employment opportunities for youth. ETA expects to serve at least 316,000 youth under the Recovery Act and potentially up to 515,000 youth, depending on the percentage of funds states use for summer employment versus more extensive and higher cost services beyond summer employment. ETA issued guidance in March of 2009 detailing uses and limitations of the Recovery Act funds. The guidance encouraged states and local areas to use as much of these funds as possible to offer expanded, high-quality summer employment opportunities during the summer of 2009, as well as provide as many youth as possible with employment opportunities and work experiences throughout the year. In addition, ETA encouraged local areas to develop these work experiences and other activities in a manner that exposes youth to opportunities in green career pathways. The guidance provided the necessary flexibility for local areas to quickly implement expanded summer employment opportunities during the summer of 2009.

ETA is providing technical assistance in a number of areas in order to ensure that Recovery Act funds are both quickly and effectively implemented. This technical assistance includes a series of webinars that further explain the Recovery Act guidance, providing assistance to states and local areas in establishing summer employment worksites and serving 22 through 24 year old youth (a new youth population under the Recovery Act), and distributing examples of varying summer employment program models including creating work experiences for younger youth and creating a green summer employment model. In addition, ETA created a tools and resources library of relevant summer employment materials to assist states and local areas in implementing summer employment opportunities. Finally, ETA is hosting a series of regional Recovery and Reemployment Forums and will include a youth track at each summit focusing on policy guidance, green jobs, performance and reporting, program operations, coordination of Recovery Act resources, and serving older and out of school youth.

### **FY 2008**

In PY 2008, the Department continued its focus on the need to develop more collaborative and integrated systems at the Federal, state, and local levels for transitioning youth that are most in need, into adulthood. As part of this focus on collaboration, the Department has been leading a working group comprised of the Departments of Education, Health and Human Services, Housing and Urban Development, Justice, Labor, Transportation, the Social Security Administration, and the Corporation for National and Community Service. In 2008, key strategies focused on these Federal partners engaging states and local areas to better coordinate how Federal programs serve the youth most in need at the service delivery level, including technical assistance strategies to assist states and local areas in their collaborative efforts. This work is designed to provide models to improve how WIA Youth funds are coordinated and integrated with other Federal, state, and local resources.

## YOUTH ACTIVITIES

As part of the ETA's commitment to providing leadership to ensure that youth served in alternative education programs receive high quality education and have access to multiple pathways to post-secondary education and careers, the ETA studied a variety of alternative learning environments to determine how they are used and how they can be strengthened. In PY 2007, this resulted in making new investments to support the development of additional educational pathways for youth. ETA provided \$3,441,662 in competitive funding to seven cities to "blueprint" and implement a system that can reconnect youth that have dropped out of high school to a variety of high quality, innovative multiple education pathways. In FY 2008, ETA hosted the Multiple Education Pathway Learning Exchange, bringing together a number of nationally recognized organizations, education providers, business, foundations, as well as 22 communities working on dropout prevention and recovery for in-depth sharing of best practices and common challenges faced. The Learning Exchange raised awareness about the various efforts at dropout prevention and recovery underway; generated collaborative conversations across sites for the purpose of sharing effective practices and leveraging knowledge; and created a network of community practitioners who can inform Federal and state policy development and the philanthropic community. These efforts were designed to assist and demonstrate how the youth workforce system in partnership with local education agencies can be catalyst for change around local dropout recovery and high school reform efforts.

ETA also focused on strengthening business engagement efforts in order to promote greater alignment around business solutions, including a key role for business as a driver of workforce education and as a partner along with the education system to develop strategies to ensure that WIA youth participants can compete in the global economy and in their regional economies. Engagement with business partners included moving to scale successful and replicable models and innovative solutions which connect the continuum of education and industry with the workforce system, reconnect out-of-school youth with high quality educational opportunities, and shape solutions responsive to the youth workforce pipeline challenge.

## YOUTH ACTIVITIES

<b>WORKLOAD SUMMARY</b> <b>(Dollars in Thousands)</b>			
	<b>FY 2008 Actual</b>	<b>FY 2009 Target</b>	<b>FY 2010 Target</b>
<b>WIA Youth Activities</b>			
Participants	247,609	247,408	247,408
Cost per Participant	\$3,732	\$3,735	\$3,735
Budget Activity Total	\$924,069	\$924,069	\$924,069

\*FY 2009 and FY 2010 participant estimates are based on the actual PY 2007 cost per participant of \$3735 for WIA Youth Activities.

## YOUTH ACTIVITIES

### PERFORMANCE GOAL INDICATORS

<b>Increase placements and educational attainments for youth served through the WIA Youth program.</b>									
<b>Performance Indicator</b>	<b>PY 2005</b>		<b>PY 2006</b>		<b>PY 2007</b>		<b>PY 2008</b>	<b>PY 2009</b>	<b>PY 2010</b>
	<b>Goal Achieved</b>		<b>Goal Achieved</b>		<b>Goal Achieved</b>				
	Target	Result	Target	Result	Target	Result	Target	Target	Target
1. 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.	Baseline	52.7%	60%	60%	61%	62%	59.4%	58.5%	59.0%
2. Percent of participants who earn a diploma, GED, or certificate by the end of the third quarter after exit. (Results for 2003-04 are for a similar previous measure)	Baseline	34.8%	40%	44%	45%	57%	50.9%	48.8%	49.9%
3. Percent of students who achieve literacy or numeracy gains of one Adult Basic Education (ABE) level *	--	--	Base-line	RNA	Base-line	30%	23.2%	21.2%	22.2%
<b>Baseline(s):</b> PY 2007 is the baseline year for the literacy and numeracy gains indicator.									
<b>Data Source(s):</b> Quarterly and Annual State WIA Performance Reports (ETA-9090 and ETA 9091). Rounded to the nearest whole number, PY 2007 results are from the Program Year 2007 WIA Annual Report.									
<b>Comments:</b> PY 2008-2009 targets are adjusted estimates based on regression analysis that takes into account participant performance with the conditions of the local labor markets using the unemployment rates collected by local workforce investment area.									

## YOUTH ACTIVITIES

<b>BUDGET ACTIVITY by OBJECT CLASS</b>						
(Dollars in Thousands)						
		<b>FY 2008 Enacted</b>	<b>FY 2009 Enacted</b>	<b>Recovery Act</b>	<b>FY 2010 Request</b>	<b>Change FY 10 Req / FY 09 Enacted</b>
41.0	Grants, subsidies, and contributions	924,069	924,069	1,200,000	924,069	0
<b>Total</b>		<b>924,069</b>	<b>924,069</b>	<b>1,200,000</b>	<b>924,069</b>	<b>0</b>

# YOUTH ACTIVITIES

## CHANGES IN FY 2010

(Dollars in Thousands)

### Activity Changes

#### Built-In

To Provide For:

#### Built-Ins Subtotal

0

Estimate

FTE

Base

924,069

0





## GREEN JOBS INNOVATION FUND

<b>BUDGET AUTHORITY BEFORE THE COMMITTEE</b>						
(Dollars in Thousands)						
	FY 2008 Enacted	FY 2009 Enacted	Diff. FY08 Enacted / FY09 Enacted	Recovery Act	FY 2010 Request	Diff. FY09 Enacted / FY10 Req
<b>Activity Appropriation</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>50,000</b>	<b>50,000</b>

### **Introduction**

The Green Jobs Innovation Fund, authorized as Pilot and Demonstration Projects under Section 171 of the Workforce Investment Act (WIA) of 1998, supports competitive grant opportunities to help workers receive job training in green industry sectors and occupations and access green career pathways.

The proposed initiative is designed to complement and extend the competitive grant awards made through the funding available for training in high growth and emerging industry sectors under the American Reinvestment and Recovery Act of 2009 (Recovery Act). The Employment and Training Administration (ETA) is considering several strategies to help workers access green training and green career pathways, including: (1) enhanced pre-apprenticeship and Registered Apprenticeship programs in green industry sectors and occupations; (2) competitive grants for green career pathways that include a focus on developing education opportunities in green industry sectors and occupations; and, (3) incentivizing innovative partnerships that effectively connect community-based organizations in underserved communities with the workforce investment system to better serve targeted populations through a new focus on career advancement in green industry sectors.

In Program Year 2010, baseline data will be collected on new performance measures. To measure performance, the program will utilize the set of common performance measures for employment and training programs. The use of common measures enables ETA to describe in a similar manner the core purposes and results of the workforce investment system – how many people got a job, how many stayed employed, and what were their earnings. The definitions of the measures are as follows:

*Entered Employment Rate* - Percent of participants employed in the first quarter after exit;  
*Employment Retention Rate* - Percent of participants employed in the first quarter after program exit still employed in the second and third quarters after exit; and  
*Average Earnings* - Reported as the average earnings in the second and third quarters after exit.

### **Funding Mechanism**

These funds will be awarded competitively through a Solicitation for Grant Applications.

## **GREEN JOBS INNOVATION FUND**

### **FY 2010**

ETA is considering a range of approaches for the \$50 million requested for the Green Jobs Innovation Fund. Options under consideration include:

**Enhanced Green Apprenticeship Programs.** Competitive grants could be awarded to expand and recognize green pre-apprenticeship programs and link these programs to Registered Apprenticeships, community colleges, and other qualified training programs. Building off of green Registered Apprenticeships funded through the Recovery Act, the pre-apprenticeships would target underrepresented and disadvantaged populations. The grants could facilitate agreements between pre-apprenticeship and Registered Apprenticeship program sponsors to facilitate the “transfer” of pre-apprenticeship experience and learning into “credit” towards the completion of a Registered Apprenticeship program; much like articulation agreements used between Registered Apprenticeship programs and institutions of higher learning. Recognizing this transfer of experience would facilitate entry into Registered Apprenticeship programs, particularly by underrepresented and disadvantaged populations. In conjunction with these grants, ETA is also examining ways to “certify” the pre-apprenticeship programs that meet the Registered Apprenticeship program sponsors’ minimum requirements for participants to enter Registered Apprenticeship.

**Competitive Grants for Green Career Pathways.** These competitive grants would promote green career pathways through post-secondary education and training to reach low-income communities, persons with limited English proficiency, and other under-skilled young adults and adults. These awards would be given to partnerships among community-based organizations, workforce investment boards, community colleges, and adult education providers to provide training to students from entry-level through community college level training in green careers. Grantees would work to define the pathways into community college education for low-income, limited English proficient, and other under-skilled young adults and adults and provide participants tuition assistance and additional supports that will allow participants to attend training, such as transportation and child care. The training could focus on community college and career and technical education training models, including on-the-job training and integrated “earning and learning” models that open career pathways for low-income individuals.

**Innovative Partnerships with Community-Based Organizations Connecting Targeted Populations to Green Jobs.** Competitive grants could incentivize innovative partnerships that connect community-based organizations in underserved communities, the workforce system, and employers to promote career advancement opportunities in green industry sectors and occupations. The grants would provide training in green job skills to targeted populations, including individuals with limited English proficiency, disconnected youth, high school drop-outs, and people with disabilities. This training will help ensure that disadvantaged populations are better connected to One Stop Services, including on the job training, Registered Apprenticeship programs, post-secondary level training, and integrated “earning and learning” models.

ETA plans to use the requested funds to award to approximately 25-60 grants and expects that 8,300 participants will receive training.

## **GREEN JOBS INNOVATION FUND**

These are new initiatives that are not accompanied by legislative proposals.

### **FY 2009**

This is a new initiative for FY 2010.

### **Recovery Act**

The Recovery Act provided \$750 million for a program of competitive grants for worker training and placement in high growth and emerging sectors, with an emphasis on green industries.

### **FY 2008**

This is a new initiative for FY 2010.

## GREEN JOBS INNOVATION FUND

<b>WORKLOAD SUMMARY</b> (Dollars in Thousands)			
	<b>FY 2008 Actual</b>	<b>FY 2009 Target</b>	<b>FY 2010 Target</b>
<b>Green Jobs Innovation Funds</b>			
Participants	--	--	8,300
Cost per Participant			\$6,024
Budget Activity Total	--	--	\$50,000

The Green Jobs grants do not run on a program year or fiscal year cycle. The data collected on these grants will allow ETA to review the results in 12 month cycles.

\*Target reflects estimated cumulative results for grants planned as of June 2010

## GREEN JOBS INNOVATION FUND

### PERFORMANCE GOAL INDICATORS

Performance Indicator	PY 2007		PY 2008	PY 2009	PY 2010
	Target	Result	Target	Target	Target
Total Enrolled in Training	--	--	--	8,300	---
Total Completed Training	--	--	--	Baseline	---
Percent of participants employed in the first quarter after exit.	--	--	--	---	Baseline
Percent of participants employed in the first quarter after exit still employed in the second and third quarters after exit.				---	Baseline
Average earnings in the second and third quarters after exit.				---	Baseline
<b>Baseline(s):</b> Baseline year for completed training is PY2009 and Common Measure outcomes is PY 2010.					
<b>Data Source(s):</b> Grantee Reports to be submitted to DOL.					
<b>Comments:</b>					

**GREEN JOBS INNOVATION FUND**

<b>BUDGET ACTIVITY by OBJECT CLASS</b>						
(Dollars in Thousands)						
		<b>FY 2008 Enacted</b>	<b>FY 2009 Enacted</b>	<b>Recovery Act</b>	<b>FY 2010 Request</b>	<b>Change FY 10 Req / FY 09 Enacted</b>
41.0	Grants, subsidies, and contributions	0	0	0	50,000	50,000
<b>Total</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>50,000</b>	<b>50,000</b>

**GREEN JOBS INNOVATION FUND**

**CHANGES IN FY 2010**

(Dollars in Thousands)

<b>Activity Changes</b>		
<b>Built-In</b>		
To Provide For:		
<b>Built-Ins Subtotal</b>		<b>0</b>
<b>Net Program</b>		<b>50,000</b>
<b>Direct FTE</b>		<b>0</b>
	<b>Estimate</b>	<b>FTE</b>
<b>Program Increase</b>	<b>50,000</b>	<b>0</b>





## WORKFORCE DATA QUALITY INITIATIVE

<b>BUDGET AUTHORITY BEFORE THE COMMITTEE</b>						
(Dollars in Thousands)						
	<b>FY 2008 Enacted</b>	<b>FY 2009 Enacted</b>	<b>Diff. FY08 Enacted / FY09 Enacted</b>	<b>Recovery Act</b>	<b>FY 2010 Request</b>	<b>Diff. FY09 Enacted / FY10 Req</b>
<b>Activity Appropriation</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>15,000</b>	<b>15,000</b>

### **Introduction**

This new initiative will provide competitive grants to support the development of longitudinal data systems that integrate education and workforce data. The grants will be provided under the research authority in Section 171 of the Workforce Investment Act of 1998 (Public Law 105-220).

Longitudinal data systems track individuals as they progress through the education system and into the workforce. Some states have developed comprehensive systems that link individuals' demographic information, high school transcripts, college transcripts, and quarterly wage 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 Labor will work to develop this grant program with input from the Department of Education, which has provided state grants since 2003 to assist with longitudinal data system development. Grants will help states to incorporate workforce information into their longitudinal data systems, as well as undertake activities to improve the quality and accessibility of performance data reported by training providers. Improving information available from training providers is crucial to helping consumers make informed decisions when choosing among training programs.

### **Funding Mechanism**

The funds will be awarded to states through a competitive Solicitation for Grant Applications (SGA). States will be selected based on the quality of their applications and how well they meet the criteria set forth in the SGA.

### **FY 2010**

The Budget requests \$15,000,000 for the Workforce Data Quality Initiative. To implement the initiative, the Employment and Training Administration will issue a competitive SGA for state applicants. Applicants will be required to:

- Submit a detailed plan for use of the grant funds, including an estimated timetable for reaching project benchmarks;
- Demonstrate commitment to cooperation and data quality improvement by relevant parties, such as state and local workforce and education agencies, educational institutions, and training providers; and

## **WORKFORCE DATA QUALITY INITIATIVE**

- Clearly articulate measurable outcomes for data system development and improvement

### **FY 2009**

This is a new initiative for FY 2010.

### **FY 2008**

This is a new initiative for FY 2010.

## WORKFORCE DATA QUALITY INITIATIVE

<b>BUDGET ACTIVITY by OBJECT CLASS</b>						
(Dollars in Thousands)						
		<b>FY 2008 Enacted</b>	<b>FY 2009 Enacted</b>	<b>Recovery Act</b>	<b>FY 2010 Request</b>	<b>Change FY 10 Req / FY 09 Enacted</b>
25.1	Advisory and assistance services	0	0	0	15,000	15,000
<b>Total</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>15,000</b>	<b>15,000</b>

# WORKFORCE DATA QUALITY INITIATIVE

## CHANGES IN FY 2010

(Dollars in Thousands)

### Activity Changes

#### Built-In

To Provide For:

#### Built-Ins Subtotal

0

#### Net Program

15,000

#### Direct FTE

0

Estimate

FTE

#### Program Increase

15,000

0

## REINTEGRATION OF EX-OFFENDERS

<b>BUDGET AUTHORITY BEFORE THE COMMITTEE</b>						
(Dollars in Thousands)						
	<b>FY 2008 Enacted</b>	<b>FY 2009 Enacted</b>	<b>Diff. FY08 Enacted / FY09 Enacted</b>	<b>Recovery Act</b>	<b>FY 2010 Request</b>	<b>Diff. FY09 Enacted / FY10 Req</b>
<b>Activity Appropriation</b>	<b>73,493</b>	<b>108,493</b>	<b>35,000</b>	<b>0</b>	<b>115,000</b>	<b>6,507</b>

### **Introduction**

The Reintegration of Ex-Offenders program provides funds for services to adult ex-offenders, juvenile offenders, and youth at high risk of becoming offenders. Authorized through section 212 of the Second Chance Act of 2007 and Section 171 of the Workforce Investment Act (WIA) of 1998, this program consolidates funding for Prisoner Reentry Initiative (PRI) grants and Youthful Offender grants. The PRI grants, which began in 2004, seek to strengthen urban communities characterized by large numbers of returning prisoners through an employment-centered program that incorporates mentoring, job training, and other comprehensive transitional services. This program is designed to reduce recidivism by helping inmates find work when they return to their communities. Youthful Offender grants support a set of multi-site demonstrations designed for juvenile and young adult offenders, and youth highly at-risk of involvement in crime and violence. The Department plans to work closely with the Department of Justice to develop a coordinated Reintegration of Ex-Offenders strategy for providing comprehensive services to adult and juvenile ex-offenders.

There is a great need among both adult and juvenile offenders for programs that help reduce their recidivism. According to the U.S. Department of Justice, almost three out of five returning inmates will be charged with new crimes within three years of their release from prison and two out of five will be re-incarcerated. Recidivism among youth released from juvenile correctional facilities is similarly high. Data from the State of Virginia show that 79 percent of youth released from state juvenile correctional facilities are rearrested for a new offense within three years of their release.

### **Funding Mechanism**

ETA funds Reintegration of Ex-Offenders projects through a competitive solicitation process, with continuation grants providing additional years of funding to grantees. Grants for serving adult ex-offenders will be awarded to faith-based and community organizations. Grants for serving youth offenders may be awarded to various types of organizations, including public school districts, community-based organizations, and state and local juvenile justice agencies.

# REINTEGRATION OF EX-OFFENDERS

## Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2005	69,440	0
2006	68,746	0
2007	68,944	0
2008	73,493	0
2009	108,493	0

NOTE: Excludes Recovery Act Funding. See budget activity head table.

## FY 2010

ETA is requesting \$115,000,000 for the Reintegration of Ex-Offenders program, which is an increase of \$6,507,000 over the FY 2009 level. With these funds, the Reintegration of Ex-Offender program expects to serve an estimated 26,200 individuals at a cost-per-participant of \$4,388. The Department is conducting a thorough review of current grants for ex-offender programs, and detailed plans for the FY 2010 funding will be developed in cooperation with the Department of Justice.

ETA will support grants for employment-centered adult ex-offender programs. New grant awards may prioritize programs which include transitional job strategies, because rigorous evaluations of transitional job programs for ex-offenders suggest that they reduce recidivism. ETA may also fund programs that prepare ex-offenders for employment in green industries and other high-demand fields. In addition, ETA will engage community-based organizations in recruitment and case management of participants. ETA also will seek to coordinate with other relevant social service programs, such as responsible fatherhood initiatives. Fifty-five percent of men in state prisons are fathers, and nearly half of these fathers lived with their children before incarceration. It is important to help fathers getting out of prison and jail reconnect with their families. ETA has thus far funded three generations of adult ex-offender grants. Some funds may be used to continue funding for current grantees and to provide technical assistance to new and continuing grantees.

ETA will use the remainder of the FY 2010 funds for a combination of new and continuing projects for youthful offenders. ETA is considering a new grant competition to fund programs for juvenile offenders based on the civic justice corps model. These programs offer youth paid opportunities for service projects in their communities along with intensive case management, life skills development, and job training. This model is currently undergoing its first rigorous evaluation in New York City, but programs around the country show promising outcomes. ETA grants could give priority to programs that conduct green projects, such as restoring public parklands and weatherizing community centers. ETA will also consider funding programs that partner with state juvenile justice agencies to begin academic and occupational skills training for incarcerated youth. In addition, ETA may continue grants to continue the Youth Offender State/Local Implementation and Intermediary Reentry grants awarded in FY 2008. ETA will use some funds to provide technical assistance for these various initiatives.

## **REINTEGRATION OF EX-OFFENDERS**

### **FY 2009**

ETA received \$108,493,000 for the Reintegration of Ex-Offender program to support a combination of PRI and Youthful Offender projects. With these funds, the Reintegration of Ex-Offender program is able to serve 24,725 persons at a cost-per-participant of \$4,388. Of the amount appropriated for the Reintegration of Ex-Offender program, \$19,993,000 was used for PRI projects, including \$12,000,000 to provide fifth-year funds for 24 first-generation projects, \$7,224,036 to provide second-year funds to 18 third-generation grants, and \$775,964 for technical assistance and MIS support. The fifth-year funding to the first-generation of PRI projects is provided as part of a random assignment evaluation of these mature programs and expected to test if outcomes achieved by PRI participants are the result of their participation in the project.

Of the amount available for Youthful Offender grants, \$34,000,000 was used for new set of grants to support developing and implementing mentoring strategies that integrate educational and employment interventions designed to prevent youth violence in schools identified as persistently dangerous under the Elementary and Secondary Education Act; \$7,400,000 was used to provide partial third-year funds for the grants awarded in FY 2007 to serve persistently dangerous schools; \$20,000,000 was used for new competitive grants to national or regional intermediary organizations to serve youthful offenders in predominantly minority communities; and \$25,300,000 was used to provide continuing funding for projects that started or enhanced six alternative schools for juvenile offenders, replicated six model juvenile offender projects in two additional sites each, started apprenticeship programs in prison in four states, and implemented projects to reduce the involvement of youth in gangs and violence in the school districts of Baltimore, Chicago, Milwaukee, Philadelphia, and Orange County (Florida); and \$1,800,000 was used for technical assistance..

### **FY 2008**

ETA received \$73,493,000 for Reintegration of Ex-offender activities, including \$19,453,850 for PRI grants and \$54,039,150 for Youthful Offender grants. With these funds, the Reintegration of Ex-Offender program was able to serve 16,750 persons at a cost-per-participant of \$4,388. ETA used \$13,200,000 of the available PRI funds to provide fourth-year funding to 24 Generation I grantees, \$5,474,096 to award 18 new Generation III grants, and \$775,964 for technical assistance and management information system (MIS) support. A balance of \$3,970 was used to support the Office of Cost Determination.

ETA used \$28,493,370 of the Youthful Offender funds to provide the second installment of funds for the grants developing and implementing mentoring strategies that integrate educational and employment interventions designed to prevent youth violence in schools identified as persistently dangerous under the Elementary and Secondary Education Act; \$18,715,780 for a new competition that awarded four State/Local Implementation grants to allow state and local juvenile justice agencies to coordinate in attempting to serve all youth returning from state juvenile correctional facilities in one county in the state, one Intermediary Reentry grant to implement a model juvenile offender project in four cities, and planning grants to 5 cities to

## **REINTEGRATION OF EX-OFFENDERS**

develop plans for serving all juvenile offenders in the city returning from confinement; \$5,000,000 to provide second-year funds for Beneficiary Choice grants allowing young adult offenders to choose between faith-based and secular community-based organizations to receive reentry services; and \$1,830,000 in technical assistance to grantees in the various youthful offender initiatives.



## REINTEGRATION OF EX-OFFENDERS

<b>WORKLOAD SUMMARY</b> (Dollars in Thousands)			
	<b>FY 2008 Actual</b>	<b>FY 2009 Target</b>	<b>FY 2010 Result</b>
<b>Ex-Offender Activities/ Reintegration for Ex- Offenders</b>			
Participants	16,750	24,725	26,208
Cost per Participant	\$4,388	\$4,388	\$4,388
Budget Activity Total	\$73,493	\$108,493	\$115,000

\*FY 2008 enacted participant estimates are based on PY 2007 numbers as reporting People Served By ETA Chart

# REINTEGRATION OF EX-OFFENDERS

## PERFORMANCE GOAL AND INDICATORS

Re-Integration of Offenders										
Performance Indicator	PY 2005		PY 2006		PY 2007		PY 2008		PY 2009	PY 2010
					Goal Achieved					
	Target	Result	Target	Result	Target	Result	Target	Result	Target	Target
1. Percent of participants employed in the first quarter after exit.	--	--	Baseline	58%	60%	57%	53.9%	RNA	52.8%	53.4%
2. Percent of participants employed in the first quarter after program exit still employed in the second and third quarters after exit.	--	--	Baseline	52%	60%	69%	67.1%	RNA	66.4%	66.8%
3. Average earnings in the second and third quarters after exit	--	--	Baseline	\$9,395*	\$9,360	\$10,366	\$9,821	RNA	\$9,619	\$9,729
4. Percent of participants re-arrested for a new crime or re-incarcerated for revocation of a parole or probation violation within one year from release from prison.	--	--	Baseline	13% **	22%	15%	15%	RNA	22%	22%
5. Percentage of youth ages 18 and above entering employment or enrolling in post-secondary education, the military or advanced training/occupational skills training.	--	57.4%	Baseline	54.1%	55.0%	51%	48.9%	RNA	48.1%	48.5%
6. Percentage of youth offenders ages 14-17 recidivating	--	6.4%	Baseline	11.6% ***	Baseline	16%	16%	RNA	16%	16%
7. Percentage of youth offenders ages 18 and above recidivating	--	8.9%	Baseline	11.5% ***	Baseline	17%	17%	RNA	17%	17%
<b>Baseline:</b>										
<b>Data Sources:</b>										
<b>Comments:</b> Entered Employment, retention, and average earnings targets for FY2009-2011 are based on estimates established for the WIA Adult Program										

## REINTEGRATION OF EX-OFFENDERS

<b>BUDGET ACTIVITY by OBJECT CLASS</b>						
(Dollars in Thousands)						
		<b>FY 2008 Enacted</b>	<b>FY 2009 Enacted</b>	<b>Recovery Act</b>	<b>FY 2010 Request</b>	<b>Change FY 10 Req / FY 09 Enacted</b>
41.0	Grants, subsidies, and contributions	73,493	108,493	0	115,000	6,507
<b>Total</b>		<b>73,493</b>	<b>108,493</b>	<b>0</b>	<b>115,000</b>	<b>6,507</b>



## CAREER PATHWAYS INNOVATION FUND

<b>BUDGET AUTHORITY BEFORE THE COMMITTEE</b>						
(Dollars in Thousands)						
	FY 2008 Enacted	FY 2009 Enacted	Diff. FY08 Enacted / FY09 Enacted	Recovery Act	FY 2010 Request	Diff. FY09 Enacted / FY10 Req
<b>Activity Appropriation</b>	<b>122,816</b>	<b>125,000</b>	<b>2,184</b>	<b>0</b>	<b>135,000</b>	<b>10,000</b>

Note: In FY 2008 and FY 2009 these funds were included in the Dislocated Worker National Reserve activity and designated for Community-Based Job Training Grants.

### **Introduction**

The Career Pathways Innovation Fund will take the place of the Community-Based Job Training Grants (CBJTG), continuing the support for community colleges provided by the CBJTG, but focusing on career pathway programs at community colleges. These programs help individuals of varying skill levels enter and pursue rewarding careers in high-demand and emerging industries.

Career pathway programs are 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. These programs have multiple entry and exit points and often include links to services, such as basic adult education and English as a Second Language classes, which make them accessible to individuals who are not yet prepared to enroll in college courses. Career pathways are a relatively new strategy for community colleges, but several existing programs have shown promising outcomes.

The Employment and Training Administration (ETA) will work with the Department of Education as it develops and implements this new initiative, especially to gain insight into curriculum development, the importance of credit transferability, and linkages between community colleges and K-12 education.

The predecessor CBJTG program was funded within the Dislocated Worker National Reserve at a program level of \$125,000,000. Funding for the Career Pathways Innovation Fund is requested as a national activity under the authority of section 171 of the Workforce Investment Act (WIA). This best reflects the nature of the grant funding to be provided to community colleges and other entities. Previous CBJTG awards have provided training services to a broader population than dislocated workers, and the new Career Pathways Innovation Fund will focus on broader populations, including disadvantaged adults.

### **Funding Mechanism**

Career Pathways Innovation Fund grants will be awarded competitively through Solicitations for Grant Applications (SGAs). Grants will be awarded to community colleges and consortia of community colleges, and also may be awarded to two-year colleges that have been designated as Hispanic-Serving Institutions or Historically Black Colleges.

# CAREER PATHWAYS INNOVATION FUND

## Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2005	249,000	0
2006	123,750	0
2007	123,750	0
2008	122,816	0
2009	125,000	0

NOTE: Excludes Recovery Act Funding. See budget activity head table.

## FY 2010

The Budget requests \$135,000,000 for the Career Pathways Innovation Fund, which is a \$10,000,000 increase over the amount awarded in FY 2009 through Community-Based Job Training Grants. To implement the initiative, the ETA will issue a competitive SGA.

Grants will be awarded to community colleges and consortia of community colleges that are developing or expanding career pathway programs in partnership with education and training providers, employers, and the workforce investment system. In addition to the provision of training services, a portion of funds may be used for program operations and capacity-building activities, such as curriculum development, faculty hiring, and equipment purchase. Grants may also be awarded to two-year colleges that meet these criteria and have been designated as Hispanic-Serving Institutions or Historically Black Colleges.

Applicants will be required to:

- Demonstrate that the career pathway program prepares individuals for careers that have current or projected job openings in the region
- Explain how the program will recruit and retain students
- Describe the types of students the program aims to serve and how the program is targeted to meet their needs
- Submit a detailed spending plan and timetable for achieving measurable benchmarks
- Set a reasonable time limit for development of new programs, after which grantees will promptly begin delivering services
- Explain how capacity-building activities will contribute to positive outcomes for program participants

In awarding the grants, ETA will give priority to existing programs that can clearly demonstrate positive academic and employment outcomes and to new programs that are based on models which have shown strong outcomes for participants. ETA will also give a priority to programs with specific strategies for serving individuals who may not otherwise participate fully in job training programs, such as English Language Learners, for example, by integrating basic education with occupational training. Applicants also will be asked to detail proposed linkages with the local WIA system, particularly in regards to outreach and recruitment of participants, job placement services, and leveraging of other resources.

## CAREER PATHWAYS INNOVATION FUND

ETA plans to hold grantees accountable for results, but recognizes the challenges of measuring success in career pathways, which are made up of small programs with varied goals, including degree completion, an industry-recognized credential, and employment. ETA will develop a set of key outcomes that must be tracked by grantees, such as percentage of enrollees completing each portion of the pathway program, percentage of participants obtaining a credential or degree, and percentage of participants obtaining employment.

### **FY 2009**

For FY 2009, \$125,000,000 was appropriated for CBJTG grants. This funding level will allow ETA to make approximately 70 to 75 new grant awards of between \$500,000 and \$2,000,000. This is similar to the amount of grants that ETA awarded in FY 2008.

An analysis of available CBJTG grantee reporting of training outputs indicates that, since 2005:

- 118,724 individuals have enrolled in training;
- 43,144 individuals have completed training; and
- 33,265 individuals have received certifications

Last year, the number of participants that enrolled in training and completing training was 15,296. In PY 2008, baseline data are being collected for the common measures (listed below). The use of the common measures enables ETA to describe in a similar manner the core purposes and results of the workforce investment system— how many people got a job, how many stayed employed, and what were their earnings. The definitions of the measures are as follows:

- *Entered Employment Rate* - Percent of participants employed in the first quarter after exit;
- *Employment Retention Rate* - Percent of participants employed in the first quarter after program exit still employed in the second and third quarters after exit;
- *Average Earnings* - The average six-month earnings.

Outcome data for these measures will be available in September 2009.

### **FY 2008**

CBJTG funds were awarded to support or engage community and technical colleges in a combination of capacity building and training activities to ensure workers have the skills needed to succeed in high growth, high demand industries in regional economies.

Based on evaluation of active grantee outcomes and continuous analysis of workforce challenges facing high-growth, high-demand industries, ETA has focused its investments through CBJT grants in:

- Skill and competency needs of high growth, high demand industries as defined in the context of the regional economy;
- Flexible education strategies that promote multiple pathways for workers to gain skills incrementally, including supporting efforts of community colleges and their education partners to offer multiple entry and exit points for workers in need of continuous training;

## CAREER PATHWAYS INNOVATION FUND

- Strategies to further integrate community college workforce education and talent development activities with regional economic development, with an increased emphasis on coordination of these grants with state, local, and community workforce development strategies;
- New and innovative education and learning models that can be replicated and distributed to support workers in receiving the training they need on-demand and in the workplace, promoting life-long learning, and personal accountability and responsibility for skill development; and
- Joint applications from community colleges and their partners in the continuum of education, including K-12 and four-year educational institutions.

In FY 2008, ETA awarded a third round of CBJT grants. The funding level of \$124,000,000 allowed ETA to make 69 investments between \$500,000 and \$2,000,000 each and train approximately 26,000 people.

During FY 2008, ETA began an evaluation of the CBJT grant program. It will be focused on all grants awarded under the first three competitive SGAs. The purposes of the evaluation are to document the different models and projects operating with grant funds, examine and assess the implementation of grant-funded projects, and identify innovative features and potentially promising strategies.



## CAREER PATHWAYS INNOVATION FUND

<b>WORKLOAD SUMMARY</b> (Dollars in Thousands)			
	<b>FY 2008 Actual</b>	<b>FY 2009 Target</b>	<b>FY 2010 Target</b>
Career Pathways Innovation Fund*			
Individuals Recruited and Retained	--	--	--***
Placement in careers in current or projected job openings in the region	--	--	--
Capacity-building activities	--	--	--
Cost per Participant		--	--
Community-Based Job Training Grants	37,325**	--	
Cost per Participant	\$3,349	--	
<b>Budget Activity Total</b>	<b>\$122,816</b>	<b>\$125,000</b>	<b>\$135,000</b>

\* Career Pathways Innovation Fund replaces Community-Based Job Training Grants (CBJTGs). CBJTGs will be continued to be tracked until the program ends.

\*\*The participants served for FY2008 is an estimated result for the year ending 6/30/09. CBJTG served 25,250 participants in the year ending 6/30/08.

\*\*\* The schedule for awarding the Career Pathways Innovation Fund grants has not yet been determined, but since these grants will not be executed until PY2010 ETA may not award these grants before 7/1/10. Based on this preliminary planning estimate, at most, these grants would only be active for the final three months of FY 2010. Since all grants have a start up phase these grants would not serve a significant number of participants (if any) during FY 2010. Grant implementation will be well underway in FY 2011, and, based on the population focus of the Career Pathways Innovation Fund grants, ETA projects that approximately 22,000 participants will be served through these grants in FY 2011.

## CAREER PATHWAYS INNOVATION FUND

### PERFORMANCE GOAL AND INDICATORS

<b>Increase the employment, retention, and earnings of individuals served through existing Community Based Job Training Grants. (Activity becomes Career Pathways Innovation Fund in FY 2010.)</b>									
Performance Indicators	PY 2005		PY 2006		PY 2007		PY 2008	PY 2009	PY 2010
	Target	Result	Target	Result	Target	Result	Target	Target	Target
1. Number of participants enrolled in training <sup>1</sup>	--	--	--	26,000 <sup>4</sup>	26,000 <sup>6</sup>	31,225 <sup>5</sup>	25,700	25,700	--
2. Number of participants completing training <sup>2</sup>	--	--	--	10,400 <sup>4</sup>	10,400 <sup>7</sup>	15,296 <sup>6</sup>	5,600	5,600	--
3. Number of participants receiving certifications <sup>3</sup>	--	--	--	7,800 <sup>4</sup>	7,800 <sup>8</sup>	11,862 <sup>7</sup>	4,300	4,300	--
4. Percent of participants employed in the first quarter after exit.	--	--	--	--	--	--	Baseline	TBD	--
5. Percent of participants employed in the first quarter after exit still employed in the second and third quarters after exit.	--	--	--	-	--	-	Baseline	TBD	--
6. Average earnings in the second and third quarters after exit.	--	--	--	-	--	--	Baseline	TBD	--
<p><b>Baseline(s):</b> Baseline year for Common Measures (#'s 4, 5, and 6 from Goal 2D) moved from PY 2006 to PY 2008 due to a delay in the reporting system. The baseline year for number of participants enrolled in training, completing training, and receiving certificates (#'s 1, 2, and 3 from Goal 2D) is 2006 which allowed DOL to analyze the data reported for the first full program year of this initiative.</p>									
<p><b>Data Source(s):</b> Grantee Reports to be submitted to DOL. ETA transitioned to an OMB-approved reporting format in June 2008, providing grantees with an approved, standardized performance reporting form. Grantees are now able to report on outcomes based on standardized definitions.</p>									
<p><b>Comments:</b> The performance section of the budget narrative provides participants enrolled in training, completing training, and receiving certifications since October 1, 2005. There are no targets listed for PY 2010 because ETA intends to transform this program into the Career Pathways Innovation Fund, and is still determining the appropriate measures and targets for this initiative.</p>									
<p><sup>1</sup> The number of participants enrolled in training is defined as: the total number of participants, adult and youth, who received or are continuing to receive industry and/or occupational skills education and job training activities during the program year.</p>									
<p><sup>2</sup> The number of participants completing training is defined as: the total number of participants, adult and youth, who have completed one or more industry and/or occupational skills education and job training activities during the program year. This category does not include participants who have not completed because they have dropped out to enter employment.</p>									
<p><sup>3</sup> The number of participants receiving certifications is defined as: the total number of participants, adult and youth, who completed industry and/or occupational skills education and job training activities and received a degree or certificate.</p>									
<p><sup>4</sup> This is derived in part from PY 2006, but takes into consideration an analysis of the cumulative year to date information.</p>									
<p><sup>5</sup> The baseline was derived from cumulative to date information reported by 142 grantees that received CBJTG awards in PY 2005 and PY 2006. The data used in developing the baseline projections is in large part from PY 2006 but takes into consideration data from PY 2005 and the first quarter of PY 2007. PY 2007 results are cumulative to date information for the quarter ending 6/30/2008.</p>									

## CAREER PATHWAYS INNOVATION FUND

<sup>6</sup> The number of participants completing training reflects only those participants who will complete training during the life of the grant. Given the longer-term nature of some of the training occurring under the grants (e.g. nursing, which takes up to two years), DOL expects a significant number of enrolled participants to complete their training after the period of performance for the grants has ended. DOL cannot mandate grantees to provide data after the period of performance has ended. PY 2007 results are cumulative grant to date information for the quarter ending 6/30/2008.

<sup>7</sup> The number of participants receiving certificates is linked to the number of participants completing training as only those receive a certificate or degree AND complete training can be counted. Given the longer-term nature of some of the training occurring under the grants (e.g. nursing, which takes up to two years), DOL expects a significant number of enrolled participants to receive degrees or certificates after the period of performance for the grants has ended. DOL cannot mandate grantees to provide data after the period of performance has ended. PY 2007 results are cumulative to date information for the quarter ending 6/30/2008.

## CAREER PATHWAYS INNOVATION FUND

<b>BUDGET ACTIVITY by OBJECT CLASS</b>						
(Dollars in Thousands)						
		<b>FY 2008 Enacted</b>	<b>FY 2009 Enacted</b>	<b>Recovery Act</b>	<b>FY 2010 Request</b>	<b>Change FY 10 Req / FY 09 Enacted</b>
41.0	Grants, subsidies, and contributions	122,816	125,000	0	135,000	10,000
<b>Total</b>		<b>122,816</b>	<b>125,000</b>	<b>0</b>	<b>135,000</b>	<b>10,000</b>

# CAREER PATHWAYS INNOVATION FUND

## CHANGES IN FY 2010

(Dollars in Thousands)

### Activity Changes

#### Built-In

To Provide For:

#### Built-Ins Subtotal

0

#### Net Program

10,000

#### Direct FTE

0

Estimate

FTE

#### Base

125,000

0

#### Program Increase

10,000

0



## PILOTS, DEMONSTRATIONS AND RESEARCH

<b>BUDGET AUTHORITY BEFORE THE COMMITTEE</b>						
(Dollars in Thousands)						
	FY 2008 Enacted	FY 2009 Enacted	Diff. FY08 Enacted / FY09 Enacted	Recovery Act	FY 2010 Request	Diff. FY09 Enacted / FY10 Req
<b>Activity Appropriation</b>	<b>48,508</b>	<b>48,781</b>	<b>273</b>	<b>0</b>	<b>57,500</b>	<b>8,719</b>

### Introduction

Pilots, demonstrations, and research (PD&R) activities are authorized under Section 171 of the Workforce Investment Act (WIA) of 1998. Under Section 171, the Employment and Training Administration (ETA) conducts pilot, demonstration, and research activities which support key areas of program and policy emphasis, inform workforce investment policies and investment decisions, and support continuous improvement of the workforce investment system. ETA will emphasize PD&R projects that increase the understanding of what program models and specific interventions best prepare different populations of workers to compete in the changing economy.

In late 2005, ETA conducted a research dialogue with leading economists that resulted in recommendations for three priority areas for pilot, demonstration and research projects that could be conducted in the next five years. The three recommendations included developing knowledge of how the integration of regional economic development and workforce development policies can contribute to the productivity and competitiveness of the U.S. workforce; exploring methods to expand the skills of the U.S. workforce; and increasing the labor market participation of underutilized populations. These recommendations shaped ETA's pilot, demonstration, and research activities for FY 2006 – 2009. In the summer of 2007, ETA transmitted to Congress the Five-Year Research, Demonstration, and Evaluation Strategic Plan for 2007-2012. Additions to the five year strategic plan for 2007 – 2012 include using state-level administrative data to measure progress and outcomes and post-secondary education and training and Unemployment Insurance as priority areas.

To assess performance, ETA currently has two performance indicators:

- Percentage of all scheduled research, pilot, demonstration, and evaluation reports from current studies that are submitted within 3 months of completion for approval and public dissemination to the Office of the Assistant Secretary.
- Upon approval, the percentage of research, pilot, demonstration, and evaluation reports that will be published within 3 months, with briefings and summaries of studies prepared for the Assistant Secretary to inform workforce investment planning and decisions.

During FY 2009, ETA reassessed the performance indicators currently in use and developed new performance indicators to improve the effectiveness of the programs. The new performance indicators are as follows:

## PILOTS, DEMONSTRATIONS AND RESEARCH

- Percent of Pilots, Demonstrations, Research and Evaluation funds Federally obligated in accordance with the ETA Five Year Strategic Research Plan;
- The percent of Pilots, Demonstrations, and Research and/or Evaluation products that are peer reviewed;
- Number of instances where published Pilots, Demonstrations, and Research and Evaluation reports have been used to inform policy and research;
- Percent of requested in-house analysis completed on time;
- Program assessment by an independent review panel;
- The percent of Pilot, Demonstration, Research, and Evaluation that will be published within six months of receipt by the Employment and Training Administration; and
- The percent of non-earmarked Pilot, Demonstration, Research and Evaluation funds that are awarded competitively.

Targets are set for three of the performance indicators for FY 2009: the percent of funds obligated, percent of reports published within six months; and the percent of non-earmarked funds competitively awarded. Baseline data will be collected for the remaining four indicators.

### **Funding Mechanism**

ETA funds pilot, demonstration, and research projects through grants or contracts.

### **Five-Year Budget Activity Component History**

<b>Fiscal Year</b>	<b>Funding</b> (Dollars in Thousands)	<b>FTE</b>
2005	85,167	0
2006	29,700	0
2007	14,700	0
2008	48,508	0
2009	48,781	0

NOTE: Excludes Recovery Act Funding. See budget activity head table.

### **FY 2010**

A total of \$57,500,000 is requested for PD&R for FY 2010. The overall goal of ETA pilot, demonstration and research activities is to: (1) “seed” promising practices for national policy application; and (2) incubate pilot projects that can be launched on a larger scale. ETA plans rigorous evaluations of new and existing pilot and demonstration projects to understand the efficacy of the piloted interventions.

The fiscal year 2010 Budget proposes that \$50,000,000 of Pilots, Demonstrations, and Research funds will be used to demonstrate and evaluate transitional job program models. Transitional job programs combine short-term subsidized or supported employment with case management services to help individuals with significant barriers to employment obtain the skills needed to secure unsubsidized jobs. Gaining soft skills and an employment record through a transitional



## **PILOTS, DEMONSTRATIONS AND RESEARCH**

job can assist individuals with finding and retaining unsubsidized employment. The case management portion of transitional job programs may include career counseling, job search assistance, and supportive activities to help participants overcome personal barriers to employment.

Because different populations have different needs, the transitional jobs demonstration will provide supports targeted to different individuals' needs. A population that the initiative will target for support is noncustodial parents, including young parents. Approximately 3.5 million, or 20-25 percent of all non-custodial parents, have reported incomes below the Federal poverty level. Many of these parents, particularly young parents, have limited workforce skills and experience. Furthermore, research shows that noncompliance with child support orders often results from a non-custodial parent's limited participation in the workforce. Connecting non-custodial parents to employment through transitional job programs would help not only these individuals, but also the children who rely on them for support. Given that other federal agencies (such as Health and Human Services and the Department of Justice) have experience conducting programs for transitional job target populations, the Department of Labor will carry out this demonstration collaboratively with other Federal agencies. The transitional jobs demonstration will model how services and resources available through the workforce system can be utilized to increase workforce participation of noncustodial parents.

Previous evaluations of transitional job programs show that this is a promising intervention, but more rigorous evaluation is needed to determine which program models have the greatest impact on participants' employment outcomes and are the most cost-effective. The Department of Labor will work with partner agencies to develop and implement a rigorous evaluation strategy for the transitional jobs demonstration.

A total of \$7,500,000 is requested for PD&R for FY 2010, the same as enacted in FY 2009. The overall goals of ETA pilot, demonstration, and research activities are to "seed" promising practices for national policy application and to incubate pilot projects that can be launched on a larger scale. ETA plans rigorous evaluations of new and existing pilot and demonstration projects to understand the efficacy of the entire delivery intervention.

In FY 2010, ETA will conduct multi-year demonstrations, utilizing random assignment methodology, and is considering research on labor market experiences related to Unemployment Insurance (UI) and workforce system programming. ETA is exploring approaches for demonstrating the effectiveness of wage insurance for dislocated workers and the impact of the worker-profiling and reemployment services program on outcomes such as employment, earnings, and retention of unemployment insurance recipients profiled as likely to exhaust their benefits, as well as conducting research to assess the impact of the Emergency Unemployment Compensation Act of 2008 on the labor market experiences of UI claimants, and on the stability of the economy and the solvency of UI trust funds.

## **PILOTS, DEMONSTRATIONS AND RESEARCH**

### **FY 2009**

In FY 2009, ETA continues to administer grants under the Young Parents Demonstration program, which started in FY 2008. ETA will award of \$5,000,000 in grants to applicants reviewed under the first round of the Young Parents Demonstration program, because sufficient responses to the initial solicitation were received to award FY 2008 and FY 2009 grants from the same applicant pool. The Young Parents Demonstration program provides educational and occupational skills training leading to family economic self-sufficiency to both mothers and fathers, and expectant mothers and fathers, ages 16 to 24. Projects are encouraged to serve young parents in high-risk categories, including those who are court-involved, in the child welfare or foster care system, homeless, or victims of child abuse. The project will be run as a random assignment evaluation, providing valuable information about the effectiveness of a range of service strategies for this population.

Also in FY 2009, ETA completed the New American Centers Demonstration and posted the interim report on its web site. The final report is still in development. The Limited English Proficiency and Hispanic Worker Initiative Grants concluded. The final report is still in development. The Workforce Investment Act Non-Experimental Net-Impact Study was completed and the final report was posted to the ETA website. The Lifelong Learning Account Demonstration in Maine concluded and the final report is in development.

### **Recovery Act**

The Recovery Act includes funds for a program of Competitive Grants for Worker Training and Placement in High Growth and Emerging Industry Sectors. ETA will use up to one-percent, of these funds, as authorized by the Recovery Act, for related research. This work will examine the implementation of these grants for required reporting under the Recovery Act.

### **FY 2008**

In FY 2008, ETA awarded the first round of grants under the Young Parents Demonstration program and began four other new demonstration projects, using Dislocated Worker demonstration funds, under Project GATE (Growing America Through Entrepreneurship). These projects target self-employment services to dislocated workers over the age of 45 and dislocated workers in rural areas. ETA also began four new demonstration projects under the Collaborative Online Portal Demonstration to promote the usage of technology-based learning methods for rapid occupational training and reemployment.

In FY 2008, ETA continued several projects including: the original Project GATE demonstration with a long-term follow-up of the original research sample; the Performance-Based Job Training and Education Demonstration Project with Twin Cities RISE!; the Creating Entrepreneurship Opportunities for Minorities project through the National Business Information Clearinghouse; a long-term follow-up of impacts identified under the Individual Training Account study; a series of analyses on the UI program; and Preparing K-12 Teachers for Rural Communities with the Western Governor's University.

## **PILOTS, DEMONSTRATIONS AND RESEARCH**

In FY 2008, ETA completed funding for the Enhanced Services for the Hard to Employ Demonstration. The Enhanced Services for the Hard-to-Employ Demonstration and Evaluation project is run by the Department of Health and Human Services (HHS) with partial funding from ETA. The project is assessing the effectiveness of programs designed to enhance employment outcomes for current or former TANF recipients and other low-income parents who have demonstrated difficulty entering and sustaining employment. Also under this effort, ETA assisted with funding of the Transitional Jobs Reentry Research Demonstration, which is examining the Center for Employment Opportunities in New York City, a highly regarded employment program for former prisoners. Interim findings are found on the HHS web site, while tracking of participants will continue until 2011, when final analysis is completed and a report is prepared. An analysis of UI tax avoidance under the State Unemployment Tax Act was also completed with findings indicating that states have become increasingly successful in recovering underpayments.

## PILOTS, DEMONSTRATIONS AND RESEARCH

<b>WORKLOAD SUMMARY</b> (Dollars in Thousands)			
	<b>FY 2008 Actual</b>	<b>FY 2009 Target</b>	<b>FY 2010 Target</b>
<b>WIA National Activities – Pilots, Demonstrations &amp; Research</b>			
Pilots and Demonstrations (P&D) Projects/Reports*	18/9	18/9	18/9
Research Projects/Reports*	15/10	15/10	15/10
Transitional Jobs Projects/Reports	1/0	1/1	2/1
<b>Budget Activity Total</b>	<b>\$48,508</b>	<b>\$48,781</b>	<b>\$57,500</b>

\* Performance reflects non-earmarked projects.

## EVALUATION

<b>BUDGET AUTHORITY BEFORE THE COMMITTEE</b>						
(Dollars in Thousands)						
	FY 2008 Enacted	FY 2009 Enacted	Diff. FY08 Enacted / FY09 Enacted	Recovery Act	FY 2010 Request	Diff. FY09 Enacted / FY10 Req
<b>Activity Appropriation</b>	4,835	6,918	2,083	0	11,600	4,682

### **Introduction**

Under Section 172 of the Workforce Investment Act (WIA) of 1998, the Employment and Training Administration (ETA) carries out rigorous evaluation of programs and activities authorized by Title I of WIA. ETA program evaluations contribute to the improvement of service delivery interventions of state and local WIA programs and ultimately contribute to improved outcomes. Results from evaluation studies support continuous improvement and inform policy and investment decisions.

To assess performance, ETA currently has two performance indicators:

- Percentage of all scheduled research, pilot, demonstration, and evaluation reports from current studies that are submitted within 3 months of completion for approval and public dissemination to the Office of the Assistant Secretary.
- Upon approval, the percentage of research, pilot, demonstration, and evaluation reports that will be published within 3 months, with briefings and summaries of studies prepared for the Assistant Secretary to inform workforce investment planning and decisions.

During FY 2009, ETA reassessed the performance indicators currently in use to examine ways to improve the effectiveness of the evaluation program. Additional measures and metrics examined are similar to those used by research and evaluation organizations. These measures and metrics are outcome-oriented and generally assess the quality of evaluation products, measure the level of consistency between evaluation investments and the strategic research plan, and assess the depth and impact of evaluations. The new metrics are the same as those for PD&R described above with the exception of one additional metric: program assessment by an independent review panel. The additional metric provides an assessment on the effectiveness of ETA's evaluation program in contributing to employment and training policy to the Agency's programs. The assessment will establish impact guidelines related to the policy and/or program implementation, quality, and contributions of evaluations completed over the previous five years.

### **Funding Mechanism**

Evaluation funds are distributed through contracts and grants to independent research and evaluation firms.

# EVALUATION

## Five-Year Budget Activity Component History

<b>Fiscal Year</b>	<b>Funding</b> (Dollars in Thousands)	<b>FTE</b>
2005	7,936	0
2006	7,857	0
2007	4,921	0
2008	4,835	0
2009	6,918	0

NOTE: Excludes Recovery Act Funding. See budget activity head table.

### FY 2010

A total of \$11,600,000 is requested for Evaluation in FY 2010, an increase of \$4,682,000 (68 percent) from FY 2009.

The Department invests over \$6 billion in training and employment programs each year, and is committed to rigorous evaluations to determine which interventions have a positive impact on employment and other outcomes. The increase requested for Evaluation in FY 2010 will provide sufficient resources to fully sustain and support the Department's evaluation activities.

In FY 2010, a significant portion of the evaluation budget will be used to conduct a rigorous, randomized control trial evaluation of the YouthBuild program. A few studies of YouthBuild demonstrate promising results, but are not of adequate scope and rigor. The research questions are still being developed, but could include questions about impacts of different program models and delivery systems on participants (such as degree attainment, earnings, and incarceration) and differences in these impacts across different sub-populations. The evaluation would be conducted by an established and highly qualified research entity with an established record of doing successful and well-designed randomized control trial evaluations of this scope.

The Department is also considering evaluations of several other programs, including the Senior Community Service Employment Program (SCSEP), the Prisoner Re-Entry Initiative, and the Young Parents Demonstration.

### FY 2009

Efforts in FY 2009 focus on evaluating key agency programs and initiatives, including SCSEP and the Trade Adjustment Assistance Program. The Department is also looking to continue and complete ongoing evaluations of several programs, including Community-Based Job Training Grants and the Workforce Innovation in Regional Economic Development (WIRED) initiative.

### Recovery Act

The Department is developing plans for process evaluations to assess the following programs:

## EVALUATION

*Recovery Act Reemployment Services Study* – In order to answer questions regarding the implementation and effectiveness of the reemployment services resources funded under the Recovery Act, a contractor would design and conduct an environmental scan and process evaluation of the activities conducted using state Unemployment Insurance and Employment Service Operations funds appropriated for Recovery Act.

*Recovery Act Training and Employment Services Study* – In order to answer questions regarding the implementation and effectiveness of the Recovery Act, a contractor would design and conduct an environmental scan and process evaluation of the activities conducted using Training and Employment Services funds appropriated for the Recovery Act.

*Evaluation of the Summer Jobs Program* – An intensive process and outcomes study of the summer jobs program would be initiated with 2008 evaluation funds. The study could include discussion of outcomes related to work readiness.

### **FY 2008**

In FY 2008, ETA continued the evaluation of the TAA program, and initiated planning and evaluation design for a random assignment evaluation of SCSEP. ETA also awarded initial funds to prepare a design and begin implementation of a rigorous, random assignment evaluation of the WIA formula programs.

Further, ETA continued oversight of on-going multi-year studies including evaluations of the High Growth Job Training Initiative (HGJTI), CBJTG, PRI, ITA Experiment, Veteran's Priority of Service Provisions, H-2A Program, and WIRED Initiative.

In FY 2008, ETA completed evaluations of the: (1) Opening Doors to Earning Credentials project, which identified ways community colleges could be more responsive to workforce development needs of employers and of low-income populations, while also producing replication models for other community colleges which would also help One-Stops and area employers; (2) analysis of the Demand-side Youth Offender project, which found that highly effective retention support is critical to the success of youth; and (3) Employment Retention and Advancement (ERA) Study, which has produced numerous reports on findings and technical assistance guides for local service providers.

## EVALUATION

<b>WORKLOAD SUMMARY</b> <b>(Dollars in Thousands)</b>			
	<b>FY 2008 Actual</b>	<b>FY 2009 Target</b>	<b>FY 2010 Target</b>
<b>WIA National Activities – Evaluation</b>			
Evaluation Projects and Reports	21/9	18/17	15/14
Budget Activity Total	\$4,835	\$6,918	\$11,600



## WOMEN IN APPRENTICESHIP

<b>BUDGET AUTHORITY BEFORE THE COMMITTEE</b>						
(Dollars in Thousands)						
	FY 2008 Enacted	FY 2009 Enacted	Diff. FY08 Enacted / FY09 Enacted	Recovery Act	FY 2010 Request	Diff. FY09 Enacted / FY10 Req
<b>Activity Appropriation</b>	<b>983</b>	<b>1,000</b>	<b>17</b>	<b>0</b>	<b>1,000</b>	<b>0</b>

### Introduction

Following the enactment of the Workforce Investment Act of 1998 (WIA) funds were appropriated for activities authorized under Section 170, including providing training, technical assistance, staff development and other activities to states and localities, and in particular, activities to assist in making transitions to the new law. Since the enactment of this legislation in 1998, the need for such technical assistance has diminished.

In recent years, Congress has directed that the appropriations for this line item be used to fund Women in Apprenticeship grants authorized by the Women in Apprenticeship and Non-Traditional Occupations Act (WANTO) of 1992 (Public Law 102-530). The Women's Bureau and the Employment and Training Administration (ETA) have jointly administered the program, which awards competitive grants to recruit, hire, train, and retain women in apprenticeships and nontraditional occupations. The grants focus on conducting innovative projects to improve the recruitment, selection, training, employment, and retention of women in the construction industry. WANTO grants are awarded to community-based organizations, which may include faith-based, union-related organizations, and employer-related non-profit organizations, among others. Performance of current projects is being measured through wage gains and nine month retention of participants.

### Funding Mechanism

WANTO Grants are awarded annually to community-based organizations through a competitive Solicitation for Grant Applications (SGA) process.

### Five-Year Budget Activity Component History

<b>Fiscal Year</b>	<b>Funding</b> (Dollars in Thousands)	<b>FTE</b>
2007	1,000	0
2008	983	0
2009	1,000	0

NOTE: Excludes Recovery Act Funding. See budget activity head table.

## **WOMEN IN APPRENTICESHIP**

### **FY 2010**

A total of \$1,000,000 is requested in FY 2010 for WANTO grants, which is the same amount as the 2009 enacted level. ETA will continue to jointly administer the grants with the Women's Bureau, and will work with community-based organizations, education institutions, and registered apprenticeship program sponsors to expand the placement and retention of women in apprenticeship programs in the green industries, as well as construction and advanced manufacturing industries. A competitive SGA will be used to award the grants to a consortium of at least one registered apprenticeship program sponsor and a community based organization.

### **FY 2009**

As in the FY 2007 and 2008 Budget requests, no funds were requested for WIA National Activities – Technical Assistance in FY 2009. The need for technical assistance funds has been largely met through prior investments, and current funding is providing the opportunity to successfully demonstrate innovative approaches for the training of women in non-traditional occupations. For 2009, Congress appropriated \$1,000,000 to DOL for WANTO grants. ETA and the Women's Bureau will coordinate to issue a competitive SGA to award grants to consortium of at least one registered apprenticeship sponsor and a community based organization. Targeted industries and occupations will expand beyond construction to include green jobs and advanced manufacturing.

### **FY 2008**

On June 28, 2007, three WANTO grants of \$300,000 were awarded from the FY 2007 Department of Labor appropriations, and an additional \$72,180 was provided to a technical assistance contractor to provide support to the WANTO grantees. For 2008, the Congress directed ETA to award the entire of this line item to support WANTO grants. In June 2008, ETA awarded another three WANTO grants through a competitive SGA to community-based organizations.

The results from the three WANTO grants included the placement of 434 women into pre-apprenticeship training and 229 into Registered Apprenticeship programs. The selected grantees were a consortium of a community-based organization and a Registered Apprenticeship program. Successful partnerships were established with state advisory committees, union and non-union organizations, and community groups as specified in the grants to conduct innovative projects to improve the recruitment, selection, training, employment, and retention of women in apprenticeships in the construction industry. The women participated in special math/algebra training classes while some received stipends and transition services. Women were trained and employed in occupations such as demolition/deconstruction workers (considered a green occupation), bricklayers, carpenters, electricians, and line workers. All grantees are on target in meeting their recruitment and retention objectives.

## DENALI COMMISSION

<b>BUDGET AUTHORITY BEFORE THE COMMITTEE</b>						
(Dollars in Thousands)						
	FY 2008 Enacted	FY 2009 Enacted	Diff. FY08 Enacted / FY09 Enacted	Recovery Act	FY 2010 Request	Diff. FY09 Enacted / FY10 Req
<b>Activity Appropriation</b>	6,755	3,378	-3,377	0	0	-3,378

### Introduction

The Denali Commission is a Federal and state partnership that provides critical utilities and infrastructure throughout Alaska, particularly in distressed communities. The authorizing legislation for this program is the Denali Commission Act of 1998, Public Law 105-227, 42 U.S.C. 3121. One of the stated purposes of the Act is to provide job training and other economic development services in rural communities particularly distressed communities in Alaska. Under the Act, the Commission makes available project grants to state and local governments, private, public, profit, nonprofit organizations and institutions or individuals eligible in the state.

In previous years, the Department of Labor Appropriation Acts have contained a General Provision authorizing that such sums be appropriated as may be necessary to the Denali Commission through the Department to conduct job training of the local workforce where Denali Commission projects will be constructed. In addition, line item funding has been provided to the Department, although this constitutes only about 5 percent of total Denali Commission funding. Other funding for the Denali Commission has been provided through the Energy and Water Development Appropriations and appropriations for the Health Resources and Services Administration of the Department of Health and Human Services.

### Funding Mechanism

Funds are provided to the Denali Commission, which has its own authority, process, and criteria for making grant awards. In general, projects are judged based on consistency with locally developed and regionally supported infrastructure development plans, long term sustainability, relative impacts on reducing unemployment, raising the standards of living, reducing the cost of utilities, and cost-sharing by others.

### Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2005	6,944	0
2006	6,875	0
2007	6,875	0
2008	6,755	0
2009	3,378	0

NOTE: Excludes Recovery Act Funding. See budget activity head table.

## **DENALI COMMISSION**

### **FY 2010**

As with the FY 2008 and FY 2009 Budget requests, the 2010 Budget proposes to terminate direct funding for the Denali Commission because it is unnecessary and redundant. This funding duplicates the millions of dollars that Alaska receives through other federal workforce development programs. For example, the State received \$20,600,000 in formula funding for the current program year to deliver employment and training to adults, youth, and dislocated workers. In addition, there is little accountability for job training programs funded through this account. Unlike other ETA programs, Denali Commission job training initiatives are not required to report on the employment outcomes of participants, so there is little ability for the Federal government to determine whether this funding is producing positive results.

### **FY 2009**

The Denali Commission received \$3,378,000 for FY 2009. Funds appropriated for the Denali Commission are continuing to support construction, operations and maintenance training in communities statewide.

### **FY 2008**

The Denali Commission received \$6,755,000 for FY 2008. Priority areas funded in FY 2008 were construction, operations and maintenance of Commission Projects; management training for Commission Projects; youth initiatives that supported employability skills; and construction operations and maintenance of “other public infrastructure.” Projects were selected by the Commission directly and through competitive requests for proposals managed by partner organizations.

# DENALI COMMISSION

<b>BUDGET ACTIVITY by OBJECT CLASS</b>						
(Dollars in Thousands)						
		<b>FY 2008 Enacted</b>	<b>FY 2009 Enacted</b>	<b>Recovery Act</b>	<b>FY 2010 Request</b>	<b>Change FY 10 Req / FY 09 Enacted</b>
41.0	Grants, subsidies, and contributions	6,755	3,378	0	0	-3,378
<b>Total</b>		<b>6,755</b>	<b>3,378</b>	<b>0</b>	<b>0</b>	<b>-3,378</b>

**DENALI COMMISSION**

**CHANGES IN FY 2010**

(Dollars in Thousands)

<b>Activity Changes</b>		
<b>Built-In</b>		
To Provide For:		
<b>Built-Ins Subtotal</b>		<b>0</b>
<b>Net Program</b>		<b>-3,378</b>
<b>Direct FTE</b>		<b>0</b>
	<b>Estimate</b>	<b>FTE</b>
<b>Base</b>	<b>3,378</b>	<b>0</b>
<b>Program Decrease</b>	<b>-3,378</b>	<b>0</b>

## INDIAN AND NATIVE AMERICANS PROGRAM

<b>BUDGET AUTHORITY BEFORE THE COMMITTEE</b>						
(Dollars in Thousands)						
	<b>FY 2008 Enacted</b>	<b>FY 2009 Enacted</b>	<b>Diff. FY08 Enacted / FY09 Enacted</b>	<b>Recovery Act</b>	<b>FY 2010 Request</b>	<b>Diff. FY09 Enacted / FY10 Req</b>
<b>Activity Appropriation</b>	<b>52,758</b>	<b>52,758</b>	<b>0</b>	<b>0</b>	<b>52,758</b>	<b>0</b>

### **Introduction**

Section 166 of the Workforce Investment Act of 1998 (WIA), the Indian and Native American Program (INAP), makes funds available to Indian tribes, tribal organizations, Alaska Native entities, Indian controlled organizations serving Indians, or Native Hawaiian organizations to support employment and training activities for Indian, Alaska Native, and native Hawaiian individuals. These funds are used for the following purposes: 1) develop more fully the academic, occupational, and literacy skills of such individuals; 2) make such individuals more competitive in the workforce; and 3) promote the economic and social development of Indian, Alaska Native, and Native Hawaiian communities in accordance with the goals and values of such communities.

INAP provides funding for 178 grantees through the WIA Section 166 Comprehensive Services Program (adult) and Supplemental Youth Services Programs (youth) and the Indian Employment, Training and Related Services Demonstration Act of 1992.

Census data indicate that American Indians and Alaska Natives are by far the most impoverished group in the nation, with unemployment rates in rural or isolated reservations well above the national average. The disparity between Indians and Native Americans and other groups requires a concentrated effort that targets them for help in acquiring the skills necessary to obtain employment in a competitive job market.

In an effort to respond to on-going program improvement plan recommendations, several actions are being taken by the Employment and Training Administration (ETA). Highlights of these actions include changes to the collection and analysis of individual participant records. The program can now verify participant employment outcomes using UI wage records. Additionally, ETA has focused on increasing federal oversight of grant recipients through more frequent monitoring reviews.

To measure performance, the program utilizes the three common performance measures for employment and training programs. The use of common measures enables ETA to describe in a similar manner the core purposes and results of the workforce investment system – how many people obtained a job, how many stayed employed, and their average earnings. The definitions of the measures are as follows:

- *Entered Employment Rate* – Percent of participants employed in the first quarter after exit;
- *Employment Retention Rate* – Percent of participants employed in the first quarter after program exit still employed in the second and third quarters after exit;

## INDIAN AND NATIVE AMERICANS PROGRAM

- *Average Earnings* – Reported as the average six-month earnings.

Last year, the program achieved a 68 percent Entered Employment Rate; 76 percent Retention Rate; and a \$9,665 Average Earnings result. ETA intends to meet its upcoming PY 2010 performance targets for INAP, in part, through improved dual customer service strategies, strengthened partnerships with local One-Stop career networks, and the transition of qualified INAP youth to career pathways.

### **Funding Mechanism**

ETA awards annual funding to Indian tribes, tribal organizations, Alaska Native entities, Indian controlled organizations serving Indians, and Native Hawaiian organizations on a competitive basis using the following funding formula for INAP:

- 25 percent of the funds appropriated for the program will be allocated on the basis of the relative number of unemployed Native Americans in a grantee's designated service area compared to all such Native Americans in the United States.
- 75 percent of funds appropriated for the program will be allocated on the basis of the relative number of Native Americans in poverty in the grantee's designated service area compared to all such Native Americans in the United States.

The data and definitions used to implement the formula described above are provided by the U.S. Bureau of the Census.

### **Five-Year Budget Activity History**

<b><u>Fiscal Year</u></b>	<b><u>Funding</u></b> (Dollars in Thousands)	<b><u>FTE</u></b>
2005	54,238	0
2006	53,696	0
2007	53,696	0
2008	52,758	0
2009	52,758	0

NOTE: Excludes Recovery Act Funding. See budget activity head table.

### **FY 2010**

In FY 2010, a total of \$52,758,000 is requested for INAP. This is the same amount provided in FY 2009. ETA will use these funds to support the continued administration of INAP programs including the Comprehensive Service Program and the Supplemental Youth Service Program.

One percent of Section 166 funds can be set-aside to fund training and technical assistance (TAT), and other discretionary spending. In PY 2010, INAP will devote this TAT funding for projects such as, but not limited to: 1) partnerships and collaborative efforts with other Federal agencies and Local Workforce Boards and the One-Stop Career Center system; 2) establishing and maintaining technology reporting systems; 3) Veteran's Priority of Service; and 4) peer-to-



## INDIAN AND NATIVE AMERICANS PROGRAM

peer technical assistance. Additionally, ETA will provide green jobs related technical assistance to INAP grantees in PY 2010.

ETA's overall priorities for INAP in FY 2010 include:

- Increase program effectiveness;
- Improve performance outcomes;
- Coordinate with the Local Workforce Investment Boards and One-Stop Career Centers; and
- Implement Veteran Priority of Service.

### **FY 2009**

In FY 2009, ETA continues its efforts to improve transparency and accountability within INAP through the improvement of program reporting and enhanced oversight of grantees' financial management. ETA continues to use the common measures to assess INAP performance, which includes meeting performance targets established in PY 2008. ETA continues to use the menu of 13 measures for collection of youth data and is modifying its reporting system to comply with the Recovery and Reinvestment Act of 2009 (Recovery Act) requirements. Also ETA continues to partner with the National Indian and Native American Employment and Training Advisory Council on improving data collection methods and program policy.

In FY 2009, a total of \$52,758,000 was appropriated for INAP. This is the same amount as appropriated in FY 2008. ETA believes that by emphasizing training for Indian and Native Americans in sectors that are growing in the economy while ensuring they receive the necessary remedial education and support services, the individuals being served will have better opportunities to succeed in a competitive workforce.

ETA's FY 2009 priorities for INAP include:

- Increase program effectiveness;
- Increase the amount of program funds spent on training participants and reduce overhead costs;
- Improve performance outcomes;
- Emphasize training in sectors of the economy with the most potential for growth; and,
- Coordinate service delivery strategies with the Local Workforce Investment Boards and One-Stop Career Centers.

To help achieve these priorities, ETA recently provided new program software to grantees to help improve the quality and validity of the data reported to ETA.

### **Recovery Act**

As authorized by WIA section 127(b)(1)(C)(i)(I), ETA has reserved 1.5 percent of the Recovery Act funds appropriated for youth activities to allocate \$17,820,000 to the Native American Supplemental Youth Service Program.

## INDIAN AND NATIVE AMERICANS PROGRAM

In PY 2009, Indian and Native American grantees are moving quickly to use the Recovery Act funding to provide Indian and Native American youth access to the services they need to pursue education and employment. The Recovery Act funds will support the development of work-related activities that help youth transition between education and work. Education and training programs are being closely aligned with jobs and employment opportunities available on or near reservations, and in Indian and Native American communities in Oklahoma, Alaska, and Hawaii. Enhancing the level of education and training afforded to Indian and Native American youth will increase their ability to advance in school or at work, and will result in credentials and certifications meeting the requirements of the next level of education and employment. The grantees will fully utilize the Recovery Act funding to substantially increase the number of youth served and expand summer employment or training services.

### **FY 2008**

In FY 2008, ETA worked to enhance the economic and social development of Indian, Alaska Native, and Native Hawaiian communities in accordance with the goals and values of such communities. Accordingly, ETA worked in partnership with tribal economic development entities, workforce investment systems, One-Stop-Career Centers, business and industry, educators, economic development agencies and other strategic partners in order to increase career opportunities and effectively leverage resources. Increased alliances and Memorandum of Understanding agreements have improved the service delivery between the One-Stop Career Centers and INAP grantees.

ETA has collected several quarters of data on the common performance measure of INAP participants. The latest annual results from PY 2007 show the entered employment rate at 63 percent, the employment retention rate at 76 percent, and average earnings at \$9,665. The increase in common performance outcomes was directly related to the incorporation of the Unemployment Insurance Wage Record system in INAP data collection. The data has complemented existing information collected by the grantees. For the remainder of PY 2008, INAP will implement the Priority of Service regulation for veterans and increase services to at risk youth.

As a valuable labor pool, Indians and Native Americans are striving to achieve increased academic achievement and successful work lives. To meet these goals, ETA will continue to consult with the Native American Employment and Training Council to identify, assess, and address the needs of indigenous communities.

As a valuable labor pool, Indians and Native Americans are striving to achieve increased academic achievement and successful work lives. To meet these goals, ETA will continue to consult with the Native American Employment and Training Council to identify, assess, and address the needs of indigenous communities.

## INDIAN AND NATIVE AMERICANS PROGRAM

<b>WORKLOAD SUMMARY</b>			
<b>(Dollars in Thousands)</b>			
	<b>FY 2008 Actual</b>	<b>FY 2009 Target</b>	<b>FY 2010 Target</b>
<b>Indian and Native Americans</b>			
Participants Served	11,914	11,800	11,885
Cost per Participant	\$4,428	\$4,471	\$4,439
Budget Activity Total	\$52,758	\$52,758	\$52,758

\*Participant projections are based on PY 2007 results.

# INDIAN AND NATIVE AMERICANS PROGRAM

## PERFORMANCE GOAL INDICATORS

<b>Indians and Native Americans: Increase the employment, retention, and earnings of individuals registered under Indians and Native Americans Program.</b>									
<b>Performance Indicator</b>	<b>PY 2005</b>		<b>PY 2006</b>		<b>PY 2007</b>		<b>PY 2008</b>	<b>PY 2009</b>	<b>PY 2010</b>
	<b>Goal Achieved</b>		<b>Goal Achieved</b>		<b>Goal Achieved</b>				
	<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Target</b>	<b>Target</b>
1. Percent of participants employed in the first quarter after exit.	54%	57%	54.5%	60.0%	61%	68%	64.3%	62.9%	63.7
2. Percent of participants employed in the first quarter after exit still employed in the second and third quarters after exit.	--	--	Baseline	71.5%	72%	76%	73.9%	73.1%	73.6%
3. Average hourly wage gain.	\$3.70	\$4.80	\$3.75	N/A	--	--	--	--	--
Average earnings in the second and third quarters after exit.	--	--	--	--	Baseline	\$9,665	\$9,157	\$8,969	\$9,071
<b>Baseline(s):</b> Entered Employment and Retention baselines were established in PY 2006. Average Earnings was set in PY 2007.									
<b>Data Source(s):</b> Grantee records included in EBSS; Workforce System Results Quarterly Reports.									
<b>Comments:</b> NA = not available. PY 2006 results are for the program year ending 6/30/07. Measure #3 shifted from average hourly wage gain to average earnings in PY 2006 to conform to the common measures.									

## INDIAN AND NATIVE AMERICANS PROGRAM

<b>BUDGET ACTIVITY by OBJECT CLASS</b>						
(Dollars in Thousands)						
		<b>FY 2008 Enacted</b>	<b>FY 2009 Enacted</b>	<b>Recovery Act</b>	<b>FY 2010 Request</b>	<b>Change FY 10 Req / FY 09 Enacted</b>
41.0	Grants, subsidies, and contributions	52,758	52,758	0	52,758	0
<b>Total</b>		<b>52,758</b>	<b>52,758</b>	<b>0</b>	<b>52,758</b>	<b>0</b>

**INDIAN AND NATIVE AMERICANS PROGRAM**

**CHANGES IN FY 2010**  
(Dollars in Thousands)

<b>Activity Changes</b>		
<b>Built-In</b>		
To Provide For:		
<b>Built-Ins Subtotal</b>		<b>0</b>
	<b>Estimate</b>	<b>FTE</b>
<b>Base</b>	<b>52,758</b>	<b>0</b>

## MIGRANT AND SEASONAL FARMWORKERS

<b>BUDGET AUTHORITY BEFORE THE COMMITTEE</b>						
(Dollars in Thousands)						
	FY 2008 Enacted	FY 2009 Enacted	Diff. FY08 Enacted / FY09 Enacted	Recovery Act	FY 2010 Request	Diff. FY09 Enacted / FY10 Req
<b>Activity Appropriation</b>	<b>79,668</b>	<b>82,620</b>	<b>2,952</b>	<b>0</b>	<b>82,620</b>	<b>0</b>

### Introduction

The National Farmworker Jobs Program (NFJP) is a nationally-directed program of job training and employment assistance for migrant and seasonal farmworkers (MSFWs). It is authorized in Section 167 of the Workforce Investment Act (WIA) of 1998 to counter the impact of the chronic unemployment and underemployment experienced by MSFWs who primarily depend on jobs in agricultural labor. MSFWs access the NFJP and other employment assistance through the One-Stop Career Center network of the workforce investment system.

NFJP provides funding through competitive grants to community-based organizations and public agencies that assist MSFWs and their families to attain greater economic stability. The program helps farmworkers acquire new job skills in occupations that offer higher wages and a more stable employment outlook. In addition to skills training, the program provides supportive services that help farmworkers stabilize their employment in agriculture.

The NFJP serves the MSFW population through two grant vehicles: training grants and housing grants. Training grants are distributed to 52 grantees. Most states are represented by one training grantee, except California, which has five, and Alaska and the District of Columbia, which have none. California has more grantees because of the scale of the agricultural economy in the state and the resultant allocation of grant dollars.

The Housing Assistance program is a supportive service offered to assist migrants and seasonal farmworkers to retain employment, or enter into or complete training. Appropriations language requires that approximately six percent of the NFJP appropriated funding be used to operate the Housing Assistance program. Housing grants are of a permanent and/or temporary nature and are provided through 15 grantees, four of which are in California. Some housing grants serve multiple state service delivery areas, while others serve one. Funds for this program are also subject to a biennial grants competition, with the most recent competition held in April 2007 for the program year (PY) beginning on July 1, 2007.

To measure performance, the program utilizes the three common performance measures for employment and training programs. The use of common measures enables ETA to describe in a similar manner the core purposes and results of the workforce investment system – how many people obtained a job, how many stayed employed, and their average earnings. The definitions of the measures are as follows:

- *Entered Employment Rate* – Percent of participants employed in the first quarter after exit;

## MIGRANT AND SEASONAL FARMWORKERS

- *Employment Retention Rate* – Percent of participants employed in the first quarter after program exit still employed in the second and third quarters after exit;
- *Average Earnings* – Reported as the average six-month earnings.

In PY 2007, the program achieved a 78 percent entered employment rate; 74 percent employment retention rate; and \$9,531 average earnings result. The program intends to meet its PY 2010 performance goals by increasing technical assistance to grantees and continuing to improve access to other training opportunities offered through One-Stop Career Centers. Actions in program assessment improvement plans include implementing enhanced data validation to improve data creditability and validity. To address this action, the Department will continue to make software improvements and conduct analysis of annual data.

### **Funding Mechanism**

WIA requires the Department to conduct a grants competition every two years to select the entities that will operate the NFJP, although WIA provides for an exception to this requirement, as noted below. The grants competition is open to state agencies, local workforce investment boards, faith-based and community organizations, institutions of higher learning, and other entities capable of delivering services on a statewide basis. The total awarded dollars are distributed to the grantees based on an allocation formula that estimates the relative proportion of eligible farmworkers in each state.

In non-competition program years, each existing grantee is required to submit an annual grant plan for the coming program year. Minimum criteria for the content of the “off year” grant plans are defined in a Training and Employment Guidance Letter.

The most recent grant competition was held in April 2007, for the PY that began July 1, 2007. The next competition would normally be scheduled for spring of 2009. However, WIA provides the Secretary of Labor the authority to waive the competition not more than once every four years, as long as grantee performance is satisfactory and upon receipt of a satisfactory annual grant plan describing the services to be provided. This waiver authority was last exercised in 2001. The Secretary may choose to exercise the waiver authority for PY 2009.

### **Five-Year Budget Activity History**

<b><u>Fiscal Year</u></b>	<b><u>Funding</u></b> (Dollars in Thousands)	<b><u>FTE</u></b>
2005	76,259	0
2006	79,252	0
2007	79,752	0
2008	79,668	0
2009	82,620	0

NOTE: Excludes Recovery Act Funding. See budget activity head table.



# MIGRANT AND SEASONAL FARMWORKERS

## **FY 2010**

ETA requests \$82,620,000 for FY 2010 for the NFJP, which is the same amount as was appropriated in FY 2009.

In PY 2010, technical assistance will continue to be provided with the goal of connecting farmworkers to the services that they need. Due to the migratory nature of the MSFW population, special outreach efforts are needed to ensure connections are made to the full suite of employment and training resources. Service delivery strategies are often focused on serving farmworkers where they live and work. Barriers to new employment and career advancement can include lack of English language skills, lack of education, and soft skill limitations. Other logistical barriers include child care, transportation, and the seasonal nature of agricultural work. The individual grantees are best positioned to communicate with, assess the needs of, and provide services to the MSFW population. Program strategic planning will support solutions to these barriers and reconnect the MSFW population to the recovering economy. This will be done through new and improved training opportunities and necessary supportive services. In PY 2010, the MSFW program will coordinate with other green jobs efforts to offer the MSFW population another vehicle to pursue economic security and contribute to the growth of the new economy.

## **FY 2009**

In PY 2009, NFJP grants were awarded to the existing 52 state service delivery areas through the training program and 15 multiple state service delivery areas through the housing program via formula allocation to existing grantees, with the exception of four grantees identified as underperforming.

In PY 2009, NFJP staff devoted a small portion of technical assistance funds to green jobs activities. A planning grant will be awarded to an NFJP grantee in California to establish Green Centers for MSFW training and job placement consistent with the Administration's vision for a green economy.

## **Recovery Act**

The NFJP did not receive funding through the American Recovery and Reinvestment Act of 2009. However, grantees are encouraged to work with One-Stop Career Centers to take advantage of WIA and Wagner-Peyser funded Recovery Act programs and services, especially migrant youth participating in the summer youth program.

## **FY 2008**

PY 2008 was the second year of the two-year grant cycle funded through the PY 2007 SGA competition; therefore, programmatic priorities for PY 2008 were a continuation of those priorities and strategies identified in the PY 2007 SGA, and they were intended to support the workforce system's continued movement towards full integration of services to farmworkers.

## **MIGRANT AND SEASONAL FARMWORKERS**

Those priorities/strategies included outreach to and recruitment of new employers that can provide expanded job opportunities for farmworkers; an updated economic analysis, if appropriate (said analysis was conducted as part of the grantee's response to the 2007 SGA); and progress towards increasing the network of organizations whose resources might be directed towards providing and/or increasing services to farmworkers. In addition, grantees were asked to develop and implement strategies to attain the performance goals established for the NFJP and implemented through the common measures.

## MIGRANT AND SEASONAL FARMWORKERS

<b>WORKLOAD SUMMARY</b> <b>(Dollars in Thousands)</b>			
	<b>FY 2008 Actual</b>	<b>FY 2009 Target</b>	<b>FY 2010 Target</b>
<b>Migrant and Seasonal Farmworkers</b>			
Participants Served	17,800	17,977	17,832
Cost per Participant	\$4,476	\$4,596	\$4,633
Budget Activity Total	\$79,668	\$82,620	\$82,620

\*Participant projections are based on PY 2007 results.

## MIGRANT AND SEASONAL FARMWORKERS

### PERFORMANCE GOAL INDICATORS

Increase the employment, retention, and earnings of individuals registered with the Migrant and Seasonal Farmworkers Program.									
Performance Indicator	PY 2005		PY 2006		PY 2007		PY 2008	PY 2009	PY 2010
	Goal Achieved		Goal Not Achieved		Goal Not Achieved				
	Target	Result	Target	Result	Target	Result	Target	Target	Target
1. Percent of participants employed in the first quarter after program exit.	85%	65%	85%	76%	77%	78%	73.8%	72.2%	73.0%
2. Percent of participants employed in the first quarter after exit still employed in the second and third quarters after exit.	80%	80%	80%	74%	75%	74%	72.4%	71.8%	72.1%
3. Average earnings in the second and third quarters after exit.* (2004-05 results and targets are for a similar earnings gain measure)	\$3,450	\$7,709	Baseline	\$9,625	\$7,500	\$9,531	\$9,030	\$8,844	\$8,945
<b>Baseline(s):</b> * The earnings measure changed to Average Earnings in PY2006									
<b>Data Source(s):</b> Grantee reports submitted to DOL via the Enterprise Business Support System (EBSS); <i>Workforce System Results Quarterly Reports</i> .									
<b>Comments:</b> PY 2007 results are based on the 4th quarter report. RNA = Results not available									

## MIGRANT AND SEASONAL FARMWORKERS

<b>BUDGET ACTIVITY by OBJECT CLASS</b>						
(Dollars in Thousands)						
		<b>FY 2008 Enacted</b>	<b>FY 2009 Enacted</b>	<b>Recovery Act</b>	<b>FY 2010 Request</b>	<b>Change FY 10 Req / FY 09 Enacted</b>
41.0	Grants, subsidies, and contributions	79,668	82,620	0	82,620	0
<b>Total</b>		<b>79,668</b>	<b>82,620</b>	<b>0</b>	<b>82,620</b>	<b>0</b>

# MIGRANT AND SEASONAL FARMWORKERS

## CHANGES IN FY 2010

(Dollars in Thousands)

### Activity Changes

#### Built-In

To Provide For:

#### Built-Ins Subtotal

0

Estimate

FTE

Base

82,620

0

# YOUTHBUILD

<b>BUDGET AUTHORITY BEFORE THE COMMITTEE</b>						
(Dollars in Thousands)						
	<b>FY 2008 Enacted</b>	<b>FY 2009 Enacted</b>	<b>Diff. FY08 Enacted / FY09 Enacted</b>	<b>Recovery Act</b>	<b>FY 2010 Request</b>	<b>Diff. FY09 Enacted / FY10 Req</b>
<b>Activity Appropriation</b>	<b>58,952</b>	<b>70,000</b>	<b>11,048</b>	<b>50,000</b>	<b>114,476</b>	<b>44,476</b>

## Introduction

YouthBuild is a youth workforce development program that helps disadvantaged youth gain high school credentials and skill training that leads to employment. YouthBuild provides job training and educational opportunities for at-risk, and out-of-school youth ages 16 through 24 while constructing or rehabilitating affordable housing for low-income or homeless families in poor communities. While enrolled in a YouthBuild program, participants split their time between a construction site and a classroom, where they earn their GED or high school diploma, learn to be community leaders, and prepare for college and other postsecondary training opportunities.

The YouthBuild Transfer Act of September 2006 transferred the YouthBuild program from the Department of Housing and Urban Development (HUD) to the Department of Labor (DOL) and amended the Workforce Investment Act of 1998 (WIA) by adding a new section 173A to subtitle D of title I of WIA. The Employment and Training Administration (ETA) has administered one full cycle of the YouthBuild program (two years of program operation) since the transfer and is in the midst of its second competition. The current competition, which utilizes both American Recovery and Reinvestment Act of 2009 (Recovery Act) funds of \$50,000,000 as well as the Fiscal Year (FY) 2009 Appropriations funds of \$70,000,000, will result in an increase in the number of YouthBuild programs supported by ETA and the number of disadvantaged youth served. This combination of funds will support approximately 70 additional YouthBuild programs and about 7,450 youth from the combined appropriation.

For the past three years, ETA has provided leadership through the workforce investment system in developing dropout recovery strategies that prepare low-income youth to enter career pathways and employment. With graduation rates in the poorest urban communities hovering around 50 percent, providing high quality drop-out recovery, education and training programs remains a critical role for ETA. The YouthBuild program is a successful re-engagement strategy for out-of-school youth and is increasingly a key component for communities as they develop multiple education pathway strategies. The funding level requested for FY 2010 will support approximately 6,300 out-of-school youth.

The Government Accountability Office report on YouthBuild from September 2006 recommended that the program have more of a performance focus. As articulated in ETA's performance goals, the program strives to increase placements and educational attainments for youth served through the YouthBuild program. To assess outcomes against this performance goal, ETA uses the youth common performance measures which include placement in employment, post-secondary education, or advanced training; attainment of a degree or certificate, and literacy and numeracy gains. In late PY 2007, ETA began collecting data on the

# YOUTHBUILD

three youth common measures. The measures are being implemented in PY 2008 and PY 2009, as baseline data is collected. Activities supporting the program assessment improvement plan include setting long-term and annual targets and improving coordination with apprenticeship programs and with training and employment programs in the One-Stop Career Center system. ETA is also planning a rigorous evaluation of YouthBuild to assess the program's impact on participating youth and determine which interventions are most effective.

## **Funding Mechanism**

The funds appropriated for YouthBuild are authorized by the YouthBuild Transfer Act and are awarded through grant competition. Competitions are held every two years. Grantees receive three-year grants with the expectation that the bulk of the funds will be used in years one and two, with a small portion reserved for year three to support follow-up activities for youth who have successfully exited the program in year two. In FY 2009, YouthBuild utilized both American Recovery and Reinvestment Act of 2009 funds of \$50,000,000 and the FY 2009 appropriation funds of \$70,000,000.

## **Five-Year Budget Activity History**

<b><u>Fiscal Year</u></b>	<b><u>Funding</u></b> (Dollars in Thousands)	<b><u>FTE</u></b>
2007	49,500	0
2008	58,952	0
2009	70,000	0

NOTE: Excludes Recovery Act Funding. See budget activity head table.

## **FY 2010**

The budget requests \$114,476,000 for YouthBuild in FY 2010, which is an increase of \$44,706,000 (64 percent) over the FY 2009 enacted level. The additional funds will allow YouthBuild to award second year continuation funding to FY 2009 grantees, and will support an estimated 7,100 participants. In 2010, the program will promote training in green construction with an emphasis on industry-recognized credentials, and encourage connections with other Federal agencies involved in creating green jobs, such as HUD and the U.S. Department of Energy.

ETA will continue to strengthen connections to registered apprenticeship programs begun in FY 2009 through the YouthBuild Registered Apprenticeship Pilot program. This will include partnerships with labor and employer sponsors. In response to the economic downturn in the traditional construction industry, ETA will provide technical assistance to YouthBuild programs to help participants make successful transitions to post-secondary education and training opportunities including community colleges, registered apprenticeships and certificate programs.

ETA also expects to issue the final YouthBuild regulations in FY 2010.



## **YOUTHBUILD**

Finally, as discussed in the Evaluation section, ETA plans to conduct a rigorous, randomized control trial evaluation of the YouthBuild program.

### **FY 2009**

In FY 2009, ETA will hold its second YouthBuild grant competition. This competition will combine funding from the Recovery Act of 2009 and the FY 2009 YouthBuild appropriation to fund approximately 180 YouthBuild programs, which is about 70 more grants than the number awarded in the first ETA YouthBuild competition. Approximately 7,450 participants will be served and about half of the programs will provide some form of green construction training.

While some previously funded YouthBuild programs will receive funds through the 2009 competition, the increase in the funds available for this competition will result in a substantial increase in the number of grants awarded to programs that are new to ETA. Therefore, ETA will provide in-depth training on ETA's administrative procedures, regulations, and performance expectations to these new YouthBuild grantees.

ETA will provide technical assistance to YouthBuild grantees using a variety of methods including Webinars, on-site technical assistance, regional trainings in particular subject areas, regional trainings offered by ETA's Regional Offices, and site visits to mature YouthBuild programs. All of the technical assistance provided places an emphasis on peer-to-peer learning. In particular, a Web-based YouthBuild Community of Practice has been established which allows YouthBuild grantees, their Federal Project Officers, and other stakeholders to exchange and share knowledge and information. In addition to administrative topics, ETA will provide technical assistance in green construction techniques, knowledge of and ability to work with sustainable building products, solar panel installation, and weatherization techniques to ensure that YouthBuild participants are prepared for and connected to the green economy and high-wage careers associated with this industry. Performance outcomes and data driven decision-making will continue to be emphasized through on-going training in the web-based YouthBuild Case Management and Performance System.

Finally, ETA will maintain its emphasis on improved academic programming, provision of industry-recognized skill training, project based learning that connects education and skill training, collaboration with a broad range of business and community partners, and seamless transitions to post-secondary education and training to ensure that YouthBuild programs are providing high-quality services.

Work began on YouthBuild regulations in FY 2008 and will continue in FY 2009 with the Notice of Proposed Rule Making (NPRM) scheduled for December 2009.

### **Recovery Act**

The Recovery Act provided an additional \$50,000,000 for the YouthBuild program. To obligate these funds quickly ETA opted to increase the number of awards made utilizing the competition that closed in January, 2009. The total amount available for grant awards after deducting the funds required for technical assistance is \$114,000,000.

# YOUTHBUILD

## **FY 2008**

In FY 2008, YouthBuild resolved most transition issues related to the transfer of the program from HUD to DOL, and ETA provided technical assistance on program administration and YouthBuild's alignment with the workforce investment system. ETA also targeted specific program improvements, such as the implementation of the YouthBuild Registered Apprenticeship Pilot program, which provided intensive technical assistance for six grantees to create pathways into apprenticeships. ETA is capturing best practices from this ongoing pilot to incorporate into a "how-to manual" for other YouthBuild programs to use.

ETA also provided technical assistance to grantees on:

- Working with program providers to enhance business engagement in order to improve employment outcomes;
- Coordinating YouthBuild activities with other youth employment and training programs across Federal agencies;
- Making stronger, more intentional connections between YouthBuild, community colleges and other post-secondary training institutions;
- Improving educational outcomes for youth participants; and
- Ensuring that occupational skill training is recognized/certified by the construction industry, leading to the attainment of industry-certified credentials

In FY 2007, 96 YouthBuild programs received funding and served approximately 3,100 participants at a program cost of approximately \$15,300. The FY 2008 appropriation was approximately \$9,000,000 more than was required to fund the second year of program operations for grants awarded in FY 2007, so 11 additional YouthBuild grants were awarded, which brought the total number of YouthBuild programs to 107. ETA selected the additional YouthBuild grants from the original applicant pool from the FY 2007 competition.

## YOUTHBUILD

<b>WORKLOAD SUMMARY</b>			
<b>(Dollars in Thousands)</b>			
	<b>FY 2008 Actual</b>	<b>FY 2009 Target</b>	<b>FY 2010 Target</b>
<b>YouthBuild</b>			
Participants	3,733	4,340	7,100
Cost per Participant	\$15,792	\$16,129	\$16,123
Budget Activity Total	\$58,952	\$70,000	\$114,476

\* The participant level is an estimate based on the total appropriation minus the mandatory five percent technical assistance allocation taken from the total request as required under the YouthBuild statute.

# YOUTHBUILD

## PERFORMANCE GOAL INDICATORS

Increase placements and educational attainment of youth served through YouthBuild.							
Performance Indicator	PY 2006		PY 2007		PY 2008	PY 2009	PY 2010
	--		--		--		
	Target	Result	Target	Result	Target	Target	Target
1. 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.	--	--	N/A	N/A	Baseline	TBD	TBD
2. Percent of youth who attain a diploma, GED, or certificate by the end of the third quarter after exit.	--	--	N/A	N/A	Baseline	TBD	TBD
3. Percent of participants deficient in basic skills who achieve literacy or numeracy gains of one Adult Basic Education (ABE) level	--	--	N/A	N/A	Baseline	Baseline	TBD
<b>Baseline(s):</b> Due to grant award schedule and projected timeframes for participants to exit program, baseline information for the second measure will not be available until PY2008. Baseline data for the Literacy/Numeracy measure will not be available until PY 2009.							
<b>Data Source(s):</b> Grantee reports							
<b>Comments:</b> N/A = Not Available TBD = To Be Determined							

# YOUTHBUILD

<b>BUDGET ACTIVITY by OBJECT CLASS</b>						
(Dollars in Thousands)						
		<b>FY 2008 Enacted</b>	<b>FY 2009 Enacted</b>	<b>Recovery Act</b>	<b>FY 2010 Request</b>	<b>Change FY 10 Req / FY 09 Enacted</b>
41.0	Grants, subsidies, and contributions	58,952	70,000	50,000	114,476	44,476
<b>Total</b>		<b>58,952</b>	<b>70,000</b>	<b>50,000</b>	<b>114,476</b>	<b>44,476</b>

# YOUTHBUILD

## CHANGES IN FY 2010

(Dollars in Thousands)

### Activity Changes

#### Built-In

To Provide For:

#### Built-Ins Subtotal

0

#### Net Program

44,476

#### Direct FTE

0

Estimate

FTE

#### Base

70,000

0

#### Program Increase

44,476

0

## JOB TRAINING FOR EMPLOYMENT IN HIGH GROWTH INDUSTRIES

<b>BUDGET AUTHORITY BEFORE THE COMMITTEE</b>						
(Dollars in Thousands)						
	FY 2008 Enacted	FY 2009 Enacted	Diff. FY08 Enacted / FY09 Enacted	Recovery Act	FY 2010 Request	Diff. FY09 Enacted / FY10 Req
<b>Activity Appropriation</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>750,000</b>	<b>0</b>	<b>0</b>

### Introduction

H-1B fees are authorized under Sec. 414(c) of the American Competitiveness and Workforce Improvement Act of 1998 (P.L. 105-277, title IV), as amended by P.L. 108-447 (codified at 29 U.S.C. 2916a). The fees are collected from employers when they file applications seeking to hire temporary foreign workers, as needed, in specialty occupations that require highly specialized knowledge. These authorized fees are available to the Department of Labor without appropriations action by Congress and are primarily used to provide job training and related activities to workers to assist them in gaining the skills and competencies needed to obtain or upgrade employment in high-growth industries and economic sectors. Participants are trained in occupations and industries for which employers are using H-1B visas to hire foreign workers.

The Employment and Training Administration (ETA) collects information on the employment, retention, and earnings of individuals served through H-1B fee funded programs; and plans to set targets for these measures in the future. Currently, the Department assesses grants against the following measures:

- Number of participants enrolled in training
- Number of participants completing training
- Number of participants receiving certifications

In Program Year 2008, baseline data will be collected for the common performance measures. The use of common measures enables ETA to describe in a similar manner the core purposes and results of the workforce investment system – how many people obtained a job, how many stayed employed, and their average earnings. The definitions of the measures are as follows:

- *Entered Employment Rate* – Percent of participants employed in the first quarter after exit;
- *Employment Retention Rate* – Percent of participants employed in the first quarter after program exit still employed in the second and third quarters after exit;
- *Average Earnings* – Reported as the average six-month earnings.

Last year, the program exceeded the targets for the number of participants enrolled in training and completing training. The Department intends to establish targets for the common measures in PY 2009 once the results from PY 2008 are received.

# JOB TRAINING FOR EMPLOYMENT IN HIGH GROWTH INDUSTRIES

## Funding Mechanism

Grants are awarded competitively through Solicitations for Grant Applications.

## Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2005	104,596	0
2006	131,653	0
2007	134,199	0
2008	130,537	0
2009	125,000	0

NOTE: Excludes Recovery Act Funding. See budget activity head table.

## FY 2010

ETA will continue providing competitive grant opportunities to provide training and related activities to workers to assist them in gaining the skills and competencies needed to obtain or upgrade employment in high-growth industries and economic sectors. Participants will be trained in occupations and industries for which employers are using H-1B visas to hire foreign workers. In addition, funds will be utilized to continue monitoring ETA's ongoing investments under the High Growth Job Training Initiative and the Workforce Innovations in Regional Economic Development (WIRED) initiatives, and to capture any lessons or best practices from these initiatives through the completion of an ongoing evaluation.

## FY 2009

In FY 2009, H-1B fees continued to fund grants to 39 regional economies as part of the WIRED initiative, which identifies strategies to integrate workforce education, talent development, and economic development to ensure workers have the skills they need to compete in the global marketplace. In addition, ETA announced grant awards in technology-based learning and Science, Technology, Engineering, and Mathematics (STEM), and announced competitive opportunities for training older workers in high growth industry sectors as part of a regional economic talent development strategy, which included the development of registered apprenticeship programs and training workers in those programs.

## Recovery Act

The Recovery Act provided \$750,000,000 for a program of competitive grants for worker training and placement in high growth and emerging sectors. Within this amount, \$500,000,000 was to prepare workers for employment in green industries. A priority for the remaining \$250,000,000 of funds was established for training in health care careers. While these funds are not H-1B funds generated from fees, and are not subject to the restrictions that funds be used to



## **JOB TRAINING FOR EMPLOYMENT IN HIGH GROWTH INDUSTRIES**

train in occupations and industry sectors for which H-1B visas are granted, the investment is referenced here because of its focus on training in high growth industries.

### **FY 2008**

During FY 2008, ETA announced \$10,000,000 in grant awards in the Energy and Skilled Trades. Continued investments made under both WIRED and the High Growth Job Training Initiative focused on providing job training services and related activities designed to assist workers in gaining the education, skills, and competencies needed to obtain jobs or advance in their careers in high-growth industries and economic sectors.

In June 2008, ETA implemented new performance reporting instructions as approved by the Office of Management and Budget, which required active HGJTI grants to report their outcomes according to standardized reporting definitions and format. Results below reflect data from this standardized system. At this time, the Department has not finalized a calendar for future grants that will be awarded using H-1B fees.

**JOB TRAINING FOR EMPLOYMENT IN HIGH GROWTH INDUSTRIES**

<b>WORKLOAD SUMMARY FOR HGJTI GRANTS</b>			
	<b>FY 2008 Actual</b>	<b>FY 2009 Target</b>	<b>FY 2010 Target</b>
<b>Job Training for Employment in High Growth Industries</b>			
Total Enrolled in Training	42,700*	63,640**	76,299**
Total Completed Training	34,636*	51,548**	61,802**
Activity Resources Total	\$10,000	\$30,000	--

\*The HGJTI grants do not run on a program year or fiscal year cycle, but are awarded in rounds of grants throughout the year. The data collected on these grants allows ETA to review the results in 12 month cycles. The total participants served for FY2008 reflects the result for the year ending 6/30/08.

\*\*Targets reflect estimated cumulative results for HGJTI targets planned as of June 2009 and June 2010, respectively.

# JOB TRAINING FOR EMPLOYMENT IN HIGH GROWTH INDUSTRIES

## PERFORMANCE GOAL INDICATORS

Support job training for Employment in High Growth Industries							
Performance Indicator	PY 2006		PY 2007		PY 2008	PY 2009	PY 2010
	Target	Result	Target	Result	Target	Target	Target****
Total Enrolled in Training	--	15,300*	--	42,700**	63,640	76,299	90,656
Total Completed Training	--	14,680*	--	34,636**	51,548	61,802	73,431
Percent of participants employed in the first quarter after exit.	--	RNA	--	RNA	Baseline***	TBD	TBD
Percent of participants employed in the first quarter after exit still employed in the second and third quarters after exit.	--	RNA	--	RNA	Baseline***	TBD	TBD
Average earnings in the second and third quarters after exit.	--	RNA	--	RNA	Baseline***	TBD	TBD
<b>Baseline(s):</b> Baseline year for enrolled and completed training moved from PY 2006 to PY 2007 due to implementation of the reporting system.							
<b>Data Source(s):</b> Grantee Reports to be submitted to DOL. ETA transitioned to an OMB-approved reporting format in June 2008, providing grantees with an approved, standardized performance reporting form. Grantees are now able to report on outcomes based on standardized definitions.							
<b>Comments:</b> RNA=Results Not Available * The Program Year (PY) 2006 estimate is based on the average of the results attained annually for each of the first five years the grants have been in operation. ** With the implementation of an OMB approved reporting format in June 2008, ETA can now report on actual cumulative results for grants at the end of each program year, rather than an average of results from previous years. The “enrolled in training” and “completed training” results are cumulative results for all HGJTI grants as reported by active grantees using the new reporting system at the end of PY 2007. These results will serve as a baseline for future years’ results. *** Common Measures results for HGJTI grants for PY 08 will be available in full in June 2009; once available, these results will serve as a baseline for the three adult Common Measures. **** PY 10 performance targets reflect projected outcomes for existing grantees and potential future funding opportunities, as noted in the workload summary narrative.							

**JOB TRAINING FOR EMPLOYMENT IN HIGH GROWTH  
INDUSTRIES**

<b>BUDGET ACTIVITY by OBJECT CLASS</b>						
(Dollars in Thousands)						
		<b>FY 2008 Enacted</b>	<b>FY 2009 Enacted</b>	<b>Recovery Act</b>	<b>FY 2010 Request</b>	<b>Change FY 10 Req / FY 09 Enacted</b>
41.0	Grants, subsidies, and contributions	0	0	750,000	0	0
<b>Total</b>		<b>0</b>	<b>0</b>	<b>750,000</b>	<b>0</b>	<b>0</b>

**JOB TRAINING FOR EMPLOYMENT IN HIGH GROWTH  
INDUSTRIES**

**CHANGES IN FY 2010**  
(Dollars in Thousands)

<b>Activity Changes</b>			
<b>Built-In</b>			
To Provide For:			
<b>Built-Ins Subtotal</b>			<b>0</b>
		<b>Estimate</b>	<b>FTE</b>
<b>Base</b>		<b>0</b>	<b>0</b>