

II. Program-Specific Recovery Plan for Recovery.gov (Q 2.8 of Guidance)	
DOL Agency MAX ID and name: Employment and Training Administration (ETA)	
Recovery Program: Workforce Investment Act Section 166 Native American Program, Supplemental Youth Services Program	
Does this program align with an existing CFDA program?	17.265
1. Objectives:	
Program Purpose	The Indian and Native American Supplemental Youth Services Program (SYSP) provides summer and year-round employment and training activities for Indian, Alaska Native, and Native Hawaiian individuals between the ages of 14 and 24. The goal of the SYSP is to increase job placements and educational attainment. Program resources are targeted to at-risk and the neediest youth who face substantial barriers to educational and employment success.
Public Benefits	The Indian and Native American SYSP decreases the barriers to educational and employment success for at-risk and hard to service Native American youth.
2. Projects and Activities:	
Kinds and scope of projects and activities to be performed	<p>Services available to youth include tutoring, alternative schools, occupational training, work experience, leadership development, mentoring, counseling, supportive services, and on-going career counseling after a youth exits the program. The Recovery Act extends the youth eligibility age from 21 to 24 and provides \$17.8 million in additional funding to States for Native American youth activities, including summer employment for youth. These funds are a portion of the \$1.2 billion that the Recovery Act provided for WIA Youth activities.</p> <p>In accordance with Sec. 801 of the Recovery Act, up to one percent of the program funds provided may be used for management and oversight of the program. These funds are expended in accordance with the operating plan submitted to the Office of Management and Budget (OMB) and Congress.</p> <p>Grantees offering employment and training services to Indian and Native American youth provide year-round and summer youth opportunities, and needs-related payments.</p>
Summer Youth Employment	Summer youth employment to increase work readiness skills of Indian and Native American Youth. This activity increases the pipeline of available skilled labor in local Indian communities. This is the primary activity grantees will engage in through the life of Recovery funds.
Year Round Services	In addition to summer youth program, other year round services are made available to youth including: culturally relevant activities mentoring job placement, occupational training, internship placements, basic work readiness skills, GED preparation, and leadership development opportunities.
3. Characteristics:	
Types of Financial Awards to be used	A - Formula grants

Type of Recipient	Federal and Tribal Governments
Type of Beneficiary	Youth (ages 14 – 24)
4. Major Planned Program Milestones:	
Allotments and Implementation Guidance Published	DOL announced, in Training and Employment Guidance Letter (TEGL) 16-08, allotments to Indian and Native American Program (INAP) grantees for training and employment services as specified in the Recovery Act and provided further policy guidance and direction regarding the Recovery Act funding for activities authorized under the Workforce Investment Act (WIA), Subtitle D, Section 166, Native American Programs. Through this guidance, ETA also provided specific instructions about the requirements for Indian and Native American grantees to modify the currently approved two-year plan.
	Completed: March 19, 2009
Grant Agreements Signed	Grant addenda were signed by Grantees and returned to the Employment and Training Administration on March 11, 2009. The grant addenda bound grantees to new safeguards as outlined in the American Recovery and Reinvestment Act of 2009 (Recovery Act).
	Completed: March 11, 2009
Modification to 2-year Plans	Grantees receiving WIA Section 166 INA summer youth funding under the Recovery Act are required to submit a modification to their current two year plan, which should describe the delivery of program services specific to Recovery Act funding.
	Completed: April 20, 2009
Monthly Program Reporting	In order to have more current data available, Native American Recovery Act grant recipients must also submit a monthly (OMB approved) program report. This report is a supplement to the quarterly performance report.
	Expected Completion Date: Ongoing through October 15, 2011
Quarterly Financial and Performance Reports	Quarterly financial and program reports are due 45 days after the end of each quarter, by Program Year, according to ETA WIA and Wagner-Peyser Act reporting policy. Program Year 2009 began on July 1, 2009.
	Expected Completion Date: Ongoing through November 15, 2011
5. Monitoring and Evaluation:	
<p>The Department has established reporting systems and Office of Management and Budget-approved forms that grantees use to track, document and report expenditures and performance on a regularly scheduled basis that provides updated information to ETA at a minimum of once a quarter. Grantees are required to certify the accuracy of these reports prior to submitting them to ETA through the established electronic systems. ETA also monitors and reviews quarterly Recovery Act recipient reports required under Section 1512, available on Federalreporting.gov.</p> <p>ETA uses its Grants Electronic Management System (GEMS) and other related electronic data collection systems to conduct and document quarterly desk reviews of financial obligations, expenditures and program performance. Grantees identified as "high risk grantees" through these reviews are given priority attention for on-site monitoring. ETA's quarterly desk reviews along with on-site reviews are used to identify potential risks and encourage program improvements through technical assistance and training. Additionally, federal regulations require that WIA-funded recipients and sub-recipients continuously monitor grant-supported activities. ETA Federal Project Officers review the grantees'</p>	

monitoring efforts during on-site visits.

To further ensure that funds are spent on the intended purpose and accurately reported, DOL requires all grantees to submit single audits annually. ETA works with grantees to resolve any audit findings through additional reviews and the development and implementation of corrective action plans.

ETA conducts a final review of each grantee's expenditures and performance during the grant close-out process.

DOL has developed a plan for evaluating several components of the Recovery Act-funded programs. The Department has funded an implementation evaluation of the Recovery Act Summer Youth Employment Initiative and has issued a report from that study, *Reinvesting in America's Youth: Lessons from the 2009 Recovery Act Summer Youth Employment Initiative*. The Department is also planning evaluations of non-summer youth services and of the Indian and Native American youth services under the Recovery Act.

6. Measures:

Measure Text	Number of Participants Placed in Summer Employment
Measure Type	Output
Measure Frequency	Monthly
Direction of Measure	Increasing
Unit of Measure	Number of Participants
Explanation of Measure	This indicator is the count of youth participants served with Recovery Act funds that are placed in summer employment. Summer employment is any of the allowable WIA Youth program services that occur during the "summer" months May 1 – September 30, as long as it includes a work experience component. DOL received OMB approval of a new reporting form (form ETA 9085) that tracks the number of youth in summer employment for youth served with Recovery Act funds. DOL established a target of 2,500 youth to be placed in summer employment for the summer of 2009. The actual reported below is from the quarterly report ending December 31, 2009.
Year	2009
Original Program Target	N/A
Revised Full Program Target	2,500
Targeted ARRA Increment	N/A
Actual	2,723
Goal Lead	Grace Kilbane, Administrator, Office of Workforce Investment
Measure Text	Summer Employment Completion Rate
Measure Type	Outcome
Measure Frequency	Monthly
Direction of Measure	Increasing
Unit of Measure	Percentage

Explanation of Measure	<p>This indicator measures the percentage of youth participants who complete their summer employment work experience by the scheduled end date. DOL does not currently track the completion rate for summer employment, but does track this measure for youth served by Recovery Act funds. DOL is working to set a target for this measure.</p> <p>The actual reported below is from the quarterly report ending December 31, 2009.</p>
Year	2009
Original Program Target	N/A
Revised Full Program Target	Baseline
Targeted ARRA Increment	N/A
Actual	83%
Goal Lead	Grace Kilbane, Administrator, Office of Workforce Investment
Measure Text	Work Readiness Attainment Rate
Measure Type	Outcome
Measure Frequency	Annual
Direction of Measure	Increasing
Unit of Measure	Percentage
Explanation of Measure	<p>For those youth participating in summer employment programs, a measurable increase in work readiness skills including world-of-work awareness, , occupational information, values clarification and personal understanding, career planning and decision making, and job search techniques (resumes, interviews, applications, and follow-up letters). They encompass survival/daily living skills, such as using the phone, telling time, shopping, renting an apartment, opening a bank account, and using public transportation. They also include positive work habits, attitudes, and behaviors, such as punctuality, regular attendance, presenting a neat appearance, getting along and working well with others, exhibiting good conduct, following instructions and completing tasks, accepting constructive criticism from supervisors and co-workers, showing initiative and reliability, and assuming the responsibilities involved in maintaining a job. This category also entails developing motivation and adaptability, obtaining effective coping and problem-solving skills, and acquiring an improved self image. DOL is working to set a target for this measure.</p> <p>The actual reported below is from the quarterly report ending December 31, 2009.</p>
Year	2009
Original Program Target	N/A
Revised Full Program Target	Baseline
Targeted ARRA Increment	N/A
Actual	76%
Goal Lead	Grace Kilbane, Administrator, Office of Workforce Investment

Measure Text	Attainment of Two or More Goals
Measure Type	Outcome
Measure Frequency	Quarterly
Direction of Measure	Increasing
Unit of Measure	Percentage
Explanation of Measure	This indicator measures the percentage of participants that achieved the goals provided in TEGL 05-09 upon completion/exit from the program. The goals are: completed work readiness, successful completion of summer; exited summer employment, and summer employment completion rate(see TEGL 05-09 located at: http://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=2803). The actual reported below is from the quarterly report ending December 31, 2009.
Year	2009
Original Program Target	N/A
Revised Full Program Target	80%
Targeted ARRA Increment	N/A
Actual	90%
Goal Lead	Grace Kilbane, Administrator, Office of Workforce Investment
7. Transparency and Accountability:	
<p>Consistent with the transparency and accountability objectives of the Recovery Act, states submit a new monthly report reflecting the aggregate counts of youth whose participation in employment and training services is Recovery Act-funded. The report records the number of participants (new and total), their characteristics, the number engaged in summer youth employment, services received, and attainment of work readiness. Participation in summer employment is a new data element whose collection is required because the Recovery Act authorizes summer youth employment. Additionally, data pertaining to the attainment of a work readiness skill by summer employment participants are collected. Work readiness represents the only outcome measure that applies to summer employment.</p> <p>Grantees submit quarterly recipient reports per Section 1512 of the Recovery Act on FederalReporting.gov, which are made public on Recovery.gov.</p> <p>ETA posts the summary of program data on the ETA website and the DOL Recovery webpage.</p>	
8. Federal Infrastructure Investments:	
N/A	
9. Barriers to Effective Implementation:	
N/A	
10. Environmental Review Compliance:	
N/A	