

FY 2024

CONGRESSIONAL BUDGET JUSTIFICATION

EMPLOYMENT AND TRAINING ADMINISTRATION

Job Corps

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JOB CORPS

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JOB CORPS

APPROPRIATION LANGUAGE

JOB CORPS (Including Transfer of Funds)

To carry out subtitle C of title I of the WIOA, including Federal administrative expenses, the purchase and hire of passenger motor vehicles, the construction, alteration, and repairs of buildings and other facilities, and the purchase of real property for training centers as authorized by the WIOA, [\$1,760,155,000] \$1,835,467,000, plus reimbursements, as follows:

- (1) [\$1,603,325,000] \$1,603,133,000 for Job Corps Operations, which shall be available for the period July 1, [2023] 2024 through June 30, [2024] 2025: *Provided, That the Secretary may transfer up to 3 percent of such funds for construction, rehabilitation, and acquisition of Job Corps Centers: Provided further, That any funds transferred pursuant to the preceding proviso shall be available for obligation through June 30, 2027: Provided further, That the Committees on Appropriations of the House of Representatives and the Senate shall be notified at least 15 days in advance of any such transfer;*
- (2) [\$123,000,000] \$183,000,000 for construction, rehabilitation and acquisition of Job Corps Centers, which shall be available for the period July 1, [2023] 2024 through June 30, [2026] 2027, and which may include the acquisition, maintenance, and repair of major items of equipment [: *Provided, That the Secretary may transfer up to 15 percent of such funds to meet the operational needs of such centers or to achieve administrative efficiencies: Provided further, That any funds transferred pursuant to the preceding proviso shall not be available for obligation after June 30, 2023: Provided further, That the Committees on Appropriations of the House of Representatives and the Senate are notified at least 15 days in advance of any transfer]; and*
- (3) [\$33,830,000] \$49,334,000 for necessary expenses of Job Corps, which shall be available for obligation for the period October 1, [2022] 2023 through September 30, [2023] 2025: *Provided, That no funds from any other appropriation shall be used to provide meal services at or for Job Corps Centers. (Department of Labor Appropriations Act, 2023.)*

JOB CORPS

ANALYSIS OF APPROPRIATION LANGUAGE

Language Provision

Provided, That the Secretary may transfer up to 3 percent of such funds for construction, rehabilitation and acquisition of Job Corps Centers: Provided further, That any funds transferred pursuant to the preceding provision shall be available for obligation through June 30, 2027: Provided further, That the Committees on Appropriations of the House of Representatives and the Senate shall be notified at least 15 days in advance of any such transfer;

Explanation

The proviso authorizes the Secretary of Labor to transfer up to 3 percent of the funds appropriated for Job Corps Operations to the appropriation for construction, rehabilitation and acquisition (CRA) for Job Corps Centers. Transferred funds would remain available for obligation through June 30, 2027, the period that is applicable to the other funds appropriated for CRA. This transfer authority would provide important flexibility that the Secretary could use if needed to help to address CRA needs in FY 2023.

JOB CORPS

AMOUNTS AVAILABLE FOR OBLIGATION						
(Dollars in Thousands)						
	FY 2022 Revised Enacted		FY 2023 Revised Enacted		FY 2024 Request	
	FTE	Amount	FTE	Amount	FTE	Amount
A. Appropriation	135	\$1,747,155	135	\$1,760,155	165	\$1,835,467
<i>Subtotal Appropriation</i>	<i>135</i>	<i>\$1,747,155</i>	<i>135</i>	<i>\$1,760,155</i>	<i>165</i>	<i>\$1,835,467</i>
<i>Subtotal Transfer</i>	<i>0</i>	<i>\$0</i>	<i>0</i>	<i>\$0</i>	<i>0</i>	<i>\$0</i>
B. Gross Budget Authority	135	\$1,747,155	135	\$1,760,155	165	\$1,835,467
<i>Subtotal Transfer</i>	<i>0</i>	<i>\$0</i>	<i>0</i>	<i>\$0</i>	<i>0</i>	<i>\$0</i>
C. Budget Authority Before Committee	135	\$1,747,155	135	\$1,760,155	165	\$1,835,467
Offsetting Collections From:						
Actual Carryover Operations	0	\$980	0	\$1,020,935	0	\$0
Actual Carryover CRA	0	\$0	0	\$109,604	0	\$0
CEO Transfer	0	\$2,067	0	\$4,905	0	\$0
<i>Subtotal</i>	<i>0</i>	<i>\$0</i>	<i>0</i>	<i>\$0</i>	<i>0</i>	<i>\$0</i>
D. Total Budgetary Resources	135	\$1,747,155	135	\$1,760,155	165	\$1,835,467
Unobligated Balance Expiring	-3	-\$40	0	\$0	0	\$0
E. Total, Estimated Obligations	132	\$1,747,115	135	\$1,760,155	165	\$1,835,467

JOB CORPS

SUMMARY OF CHANGES

(Dollars in Thousands)

	FY 2023 Revised Enacted	FY 2024 Request	Net Change
Budget Authority			
General Funds	\$1,760,155	\$1,835,467	+\$75,312
Total	\$1,760,155	\$1,835,467	+\$75,312
Full Time Equivalents			
General Funds	135	165	30
Total	135	165	30

Explanation of Change	FY 2023 Base		FY 2024 Change					
	FTE	Amount	Trust Funds		General Funds		Total	
			FTE	Amount	FTE	Amount	FTE	Amount
Increases:								
A. Built-Ins:								
To Provide For:								
Costs of pay adjustments	135	\$110,452	0	\$0	0	\$3,817	0	\$3,817
Personnel benefits	0	\$34,938	0	\$0	0	\$2,185	0	\$2,185
Employee health benefits	0	\$1,574	0	\$0	0	\$0	0	\$0
Federal Employees' Compensation Act (FECA)	0	\$0	0	\$0	0	\$0	0	\$0
Benefits for former personnel	0	\$553	0	\$0	0	\$0	0	\$0
Travel and transportation of persons	0	\$1,973	0	\$0	0	\$0	0	\$0
Transportation of things	0	\$500	0	\$0	0	\$0	0	\$0
Rental payments to GSA	0	\$1,339	0	\$0	0	\$0	0	\$0
Rental payments to others	0	\$7,512	0	\$0	0	\$0	0	\$0
Communications, utilities, and miscellaneous charges	0	\$3,791	0	\$0	0	\$0	0	\$0
Printing and reproduction	0	\$150	0	\$0	0	\$0	0	\$0
Advisory and assistance services	0	\$18,090	0	\$0	0	\$0	0	\$0
Other services from non-Federal sources	0	\$1,432,580	0	\$0	0	\$0	0	\$0
Working Capital Fund	0	\$25,704	0	\$0	0	\$505	0	\$505
Other Federal sources (DHS Charges)	0	\$136	0	\$0	0	\$0	0	\$0
Other goods and services from Federal sources	0	\$50	0	\$0	0	\$0	0	\$0
Research & Development Contracts	0	\$0	0	\$0	0	\$0	0	\$0
Operation and maintenance of facilities	0	\$42,800	0	\$0	0	\$0	0	\$0
Operation and maintenance of equipment	0	\$2	0	\$0	0	\$0	0	\$0
Supplies and materials	0	\$5,862	0	\$0	0	\$0	0	\$0
Equipment	0	\$12,198	0	\$0	0	\$0	0	\$0

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FY 2024 Change

Explanation of Change	FY 2023 Base		Trust Funds		General Funds		Total	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Grants, subsidies, and contributions	0	\$11,945	0	\$0	0	\$0	0	\$0
Insurance claims and indemnities	0	\$220	0	\$0	0	\$0	0	\$0
Land and Structures	0	\$47,410	0	\$0	0	\$0	0	\$0
Built-Ins Subtotal	135	+\$1,759,779	0	\$0	0	+\$6,507	0	+\$6,507
B. Programs:								
Construction Increase	0	\$0	0	\$0	0	\$60,000	0	\$60,000
Job Corps Staff Increase	0	\$0	0	\$0	30	\$9,123	30	\$9,123
Programs Subtotal			0	\$0	30	+\$69,123	30	+\$69,123
Total Increase	135	+\$1,759,779	0	\$0	30	+\$75,630	30	+\$75,630
Decreases:								
A. Built-Ins:								
To Provide For:								
Federal Employees' Compensation Act (FECA)	0	\$376	0	\$0	0	-\$318	0	-\$318
Built-Ins Subtotal	0	+\$376	0	\$0	0	-\$318	0	-\$318
B. Programs:								
Decrease Program Transfer	0	\$0	0	\$0	0	-\$1,015	0	-\$1,015
Programs Subtotal			0	\$0	0	-\$1,015	0	-\$1,015
Total Decrease	0	+\$376	0	\$0	0	-\$1,333	0	-\$1,333
Total Change	135	+\$1,760,155	0	\$0	30	+\$74,297	30	+\$74,297

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SUMMARY BUDGET AUTHORITY AND FTE BY ACTIVITY								
(Dollars in Thousands)								
	FY 2022 Revised Enacted		FY 2023 Revised Enacted		FY 2024 Request		Diff. FY24 Request / FY23 Revised Enacted	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Operations	0	1,601,825	0	1,602,310	0	1,603,133	0	823
General Funds	0	1,601,825	0	1,602,310	0	1,603,133	0	823
Construction	0	113,000	0	123,000	0	183,000	0	60,000
General Funds	0	113,000	0	123,000	0	183,000	0	60,000
Administration	132	32,330	135	34,845	165	49,334	30	14,489
General Funds	132	32,330	135	34,845	165	49,334	30	14,489
Total	132	1,747,155	135	1,760,155	165	1,835,467	30	75,312
General Funds	132	1,747,155	135	1,760,155	165	1,835,467	30	75,312

NOTE: FY 2022 reflects actual FTE.

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BUDGET AUTHORITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2022 Revised Enacted	FY 2023 Revised Enacted	FY 2024 Request	Diff. FY24 Request / FY23 Revised Enacted
	Full-Time Equivalent				
	Full-time Permanent	135	135	165	30
	Total	135	135	165	30
	Average ES Salary	\$175,000	\$176,000	\$178,000	\$2,000
	Average GM/GS Grade	13	13	13	0
	Average GM/GS Salary	\$102,500	\$107,215	\$112,500	\$5,285
11.1	Full-time permanent	77,801	82,925	94,850	11,925
11.3	Other than full-time permanent	525	33	33	0
11.5	Other personnel compensation	4,998	27,494	27,494	0
11.8	Special personal services payments	0	0	0	0
11.9	Total personnel compensation	83,324	110,452	122,377	11,925
12.1	Civilian personnel benefits	25,997	36,888	38,755	1,867
13.0	Benefits for former personnel	60	553	553	0
21.0	Travel and transportation of persons	1,569	1,973	1,973	0
22.0	Transportation of things	390	500	500	0
23.1	Rental payments to GSA	1,224	1,339	1,339	0
23.2	Rental payments to others	3,006	7,512	7,512	0
23.3	Communications, utilities, and miscellaneous charges	8,055	3,791	3,791	0
24.0	Printing and reproduction	340	150	150	0
25.1	Advisory and assistance services	7	18,090	18,090	0
25.2	Other services from non-Federal sources	1,510,763	1,432,580	1,433,595	1,015
25.3	Other goods and services from Federal sources 1/	23,424	25,890	26,395	505
25.4	Operation and maintenance of facilities	22,800	42,800	57,200	14,400
25.5	Research and development contracts	0	0	0	0
25.7	Operation and maintenance of equipment	3,160	2	2	0
26.0	Supplies and materials	6,030	5,862	5,862	0
31.0	Equipment	8,346	12,198	12,198	0
32.0	Land and Structures	47,410	47,410	93,010	45,600
41.0	Grants, subsidies, and contributions	900	11,945	11,945	0
42.0	Insurance claims and indemnities	350	220	220	0
	Total	1,747,155	1,760,155	1,835,467	75,312
	1/Other goods and services from Federal sources				
	Working Capital Fund	23,424	25,704	26,209	505
	DHS Services	0	136	136	0

JOB CORPS

APPROPRIATION HISTORY					
(Dollars in Thousands)					
	Budget Estimates to Congress	House Allowance	Senate Allowance	Appropriations	FTE
2014					
Base Appropriation	\$1,688,155			\$1,688,155	155
2015					
Base Appropriation	\$1,688,155			\$1,688,155	160
2016					
Base Appropriation	\$1,715,944			\$1,689,155	160
2017					
Base Appropriation	\$1,754,590			\$1,704,155	168
2018					
Base Appropriation...1/2/	\$1,448,444	\$1,704,155		\$1,718,655	159
2019					
Base Appropriation...3/	\$1,296,938		\$1,718,655	\$1,718,655	162
2020					
Base Appropriation...4/	\$1,015,583	\$1,868,655		\$1,743,655	113
2021					
Base Appropriation...4/	\$1,015,897	\$1,755,655		\$1,748,655	127
2022					
Base Appropriation	\$1,754,759	\$1,653,325		\$1,748,655	135
2023					
Base Appropriation	\$1,769,278			\$1,761,170	135
2024					
Base Appropriation	\$1,835,467				165

1/ Excludes disaster supplemental resources appropriated as part of the Bipartisan Budget Act of 2018 (P.L. 115-123)

2/ This bill was passed by the Senate. It was passed out of the House Subcommittee but was not reported out of the House Committee or by the full House.

3/ This bill was passed by the House. It was not taken up by the Senate Appropriations Subcommittee or the full Senate Appropriations Committee.

4/ This bill was passed by the House. It was not taken up by the Senate Appropriations Subcommittee or the full Senate Appropriations Committee. The full-year FY 2022 appropriations was not enacted at the time the budget was prepared.

JOB CORPS

OVERVIEW

Over fifty years ago, President Lyndon Johnson signed into law the Economic Opportunity Act creating the Job Corps program. The program was designed to help improve the economic outlook for at-risk youth by providing education and technical skills training. Today, Job Corps has become the nation's largest national residential employment and workforce development program for youth. The program provides comprehensive career development services to students, including academic instruction, career and technical education, and work readiness preparation. It also provides housing, meals, health care services, and supportive services to students. The combination of services provided in Job Corps is intended to prepare youth to obtain and hold gainful employment, pursue further education or skills instruction, or satisfy entrance requirements for careers in the Armed Forces.

Each year, the Job Corps program serves thousands of youth, ages 16 to 24. The Department remains committed to helping young people leave Job Corps prepared for jobs in high-demand occupations and ready to assume the responsibilities of citizenship and adulthood. Job Corps currently operates centers, both residential and non-residential, in all 50 states, the District of Columbia, and the Commonwealth of Puerto Rico.

The program serves eligible low-income youth who are one or more of the following: basic skills deficient; a school dropout; homeless, including a runaway, a foster child or an individual who was in foster care and has aged out of the foster care system; a parent; or an individual who requires additional career and technical instruction to obtain and retain employment. In PY 2019, the last full program year without significant COVID disruption, 57.6 percent of Job Corps enrollees were high school dropouts, 21.0 percent were from families receiving public assistance, 28.7 percent had a self-reported disability, and 9.4 percent were in foster care, a runaway, or homeless.

Job Corps is funded by three distinct accounts: Operations, which funds the residential, academic, and career and technical education programs; Administration, which funds federal positions at the National Office and six Regional Offices; and Construction, Rehabilitation, and Acquisition (CRA), which funds the acquisition, design, construction, and rehabilitation of facilities used in the Job Corps program across the country.

Equity in Budgeting

ETA recognizes that equity must be at the heart of everything ETA does, and that advancing equity requires a comprehensive approach. ETA has engaged in a number of activities to support the Administration's priorities, including a number of executive orders, to advance diversity, equity, and inclusion. Moving forward, ETA will focus agency efforts on progress in four delineated areas: strengthening staff competencies, reviewing and adjusting ETA practices, enhancing data collection and use, and reviewing programs and services the agency delivers to American workers.

Job Corps is committed to advancing equity within the program. Through its strategic planning efforts, Job Corps will assess various facets of the program (including the recruitment and admission of applicants, the availability of trades, the curriculum, etc.) and its impact on equity.

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Office of the National Drug Control Policy (ONDCP)

Job Corps has a Zero Tolerance Policy for drug possession, use, and distribution. Students who violate this policy will be separated. For all new students, Job Corps uses a Trainee Employment Assistance Program (TEAP) to help them understand and prevent drug-related issues. The TEAP program includes components for drug prevention and drug education activities. Each Job Corps center employs TEAP specialists to facilitate the program with an overall goal to ensure students are prepared to enter the workforce drug-free and able to secure and maintain gainful employment. TEAP specialists employ a multitude of empirically-based tools to ensure our students are drug free and remain that way thus fostering a stronger, healthier, and drug-free society. TEAP programming focuses on prevention, treatment, and recovery. Activities include drug testing, screening for level of risk for abusing substances, group and individual intervention services, and educational programming that focus on prevention. Referrals for substance use treatment are provided when students require specialized substance use therapy or inpatient treatment.

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BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2022 Revised Enacted	FY 2023 Revised Enacted	FY 2024 Request	Diff. FY24 Request / FY23 Revised Enacted
Activity Appropriation	1,601,825	1,602,310	1,603,133	823
FTE	0	0	0	0

Introduction

Job Corps' Operations account funds Job Corps center operations, Outreach and Admissions (OA), Career Transition Services (CTS), and operational support activities. Job Corps operates in all 50 states and the District of Columbia and Puerto Rico, with 24 of those centers operated by the US Department of Agriculture's (USDA) Forest Service (FS) as Civilian Conservation Centers (CCC). Each Job Corps center provides opportunity youth—including youth experiencing homelessness, young parents, youth with disabilities, or human trafficking victims—with career technical training, intensive personal and career counseling, and job placement services into a registered apprenticeship, entry-level job, or the military. Job Corps' mission and plans closely align with the Administration's plans to promote diversity, equity, inclusion, and accessibility, and invest in advancing career pathways for underserved and underrepresented communities, as Job Corps provides its unique cross-section of youth an opportunity to enter good-paying quality jobs and registered apprenticeship programs in in-demand industries including information technology, healthcare, green jobs, and infrastructure-related training.

Job Corps provides most of its students with residential services combined with career technical skills instruction and work-based learning experiences that align with industry standards. Its work-based learning program links classroom and career skills instruction to practical, on-the-job activities, upgrading student academic skills needed in the modern workplace and helping them earn high school diplomas or GEDs. The *Job Corps Policy and Requirements Handbook*¹ establishes standards for the program and services provided to students.

Activities funded using the Operations account directly support Job Corps center operations. Job Corps administers its contracts through center operations contracts. The Department is currently on track to execute its responsibilities for the current procurement schedule. The Department anticipates that all firm fixed price contracts will be awarded by the originally identified 2024 completion date. To date, Job Corps has transitioned over 60 contracts to firm fixed price. This transition allows for greater cost predictability in the awarding of center operations contracts.

Center operations costs typically fall into the following categories: direct student services, indirect student services, USDA FS budgetary transfers, contract performance incentive fees on remaining cost-reimbursement contracts, regional/field operations and support, and national office operations and support.

¹ prh.jobcorps.gov

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The Department is requesting \$1,603,133,000 in FY 2024 for Job Corps Operations. A necessary part of this spending will be investments in improving the enrollment process, implementing a student-centered approach, increasing training options, and expanding national and regional partnerships to strengthen workforce system connectivity. These investments will help students thrive in the workforce of today and tomorrow. The Department envisions the program as one of the top choices for young people, where graduation from Job Corps and obtaining industry-relevant credential is meaningful and widely sought after. Through upcoming strategic planning efforts, Job Corps is investing in innovation and modernizing student education to meet future employer and worker needs.

The Department will refine and modernize the Job Corps program by drawing on the expertise of top employers and industry leaders to better train Job Corps students for tomorrow's in-demand skills; harnessing new technologies to deliver better academics and skills training, including leveraging lessons learned during the pandemic to expand virtual learning (when necessary and where appropriate), offer hybrid options to reach more students; and further crafting center plans that ensure students learn in safe and healthy environments.

Landmark federal investments in critical industries via the Bipartisan Infrastructure Law (BIL), Inflation Reduction Act (IRA), and Creating Helpful Incentives to Produce Semiconductors and Science Act have accelerated the need for highly skilled workers in infrastructure, climate, and advanced manufacturing sectors. With a nationwide network of 121 centers and 43 nationally accredited training pathways in advanced manufacturing, construction, renewable resources and energy, and transportation, the Job Corps program is a natural partner for states and cities laboring to develop their talent pipelines.

With more than 100 career technical training offerings, Job Corps continually ensures that participants receive training that reflects the labor market's need conveyed by up-to-date industry standards. Job Corps is increasing its employer engagement to create proactive partnerships that further modernize its training and connect industry leaders to our diverse student body. Meeting this charge requires investments in curriculum, technology, equipment, and facilities. Job Corps is leveraging its engagement with local Workforce Development Boards, Industry Councils, local and national businesses, community colleges, and other training partners to create pathways for placing students in good jobs after graduation.

Job Corps is committed to advancing equity within the program. Through its strategic planning efforts, Job Corps will assess various facets of the program (including but not limited to the recruitment and admission of applicants, the availability of in-demand training, and the enhancement of academic supports) and its impact on equity.

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Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2019	\$1,603,325	0
2020	\$1,603,325	0
2021	\$1,603,325	0
2022	\$1,603,325	0
2023	\$1,603,325	0

Funding Mechanism

Student career technical skills instruction and the residential services of the program are operated through contracts or an interagency agreement with the USDA. Job Corps also obtains outreach and recruitment and student placement services through contracts. Program analysis, technical assistance, and administrative support (i.e., information technology support) are also supported by Operations funds.

Job Corps' funding for Operations is available on a Program Year (PY) basis, July 1 through June 30. Therefore, funds appropriated for Operations in FY 2023 are available from July 1, 2023, through June 30, 2024 (PY 2023).

FY 2024

The FY 2024 Budget Request for Operations is \$1,603,133,000. This funding will allow the program to continue its implementation of the Job Corps 2.0 initiative. The Job Corps 2.0 initiative facilitates a path to economic security, to ensure that the program is a top choice for young people as they chart their paths. Our vision is to modernize and advance the program with a student-centered design and focus. There are 7 key pillars including: modernizing enrollment, fostering a positive student experience, modernizing training programs, developing meaningful partnerships, successfully transitioning students to employment, enhancing federal oversight of center operations, and rebranding Job Corps. This initiative includes re-evaluating teaching methodologies, creating curricula that meets industry standards, enhancing academic skills to support the technical requirements of industry certifications and credentials, teaching essential workplace life skills, and implementing evidence-based strategies to improve student outcomes.

Job Corps also prioritizes equitable recovery by ensuring that students get the quality education, training, and critical supportive services they need to obtain and maintain quality, in-demand jobs. At the forefront of these efforts is student choice, so Job Corps will continue to prioritize the placement of students at centers that provide their trade of choice. To create and standardize the quality of our program offerings, Job Corps also plans to create an accredited national academics program and improve partnerships with community colleges to increase college pathways for students. This program will allow Job Corps to deliver recognized high-quality academic instruction so that students are better equipped to meet labor market demands. To

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achieve this goal, Job Corps plans to conduct extensive research and coordinate with relevant federal agencies for best practices to inform the design of the program.

In FY 2024, Job Corps plans to continue exploring new ways to strengthen its relationship to Registered Apprenticeship Programs (RAPs). This work includes exploring Registered Apprenticeship partnerships that help refine Job Corps' role in pre-apprenticeship and youth apprenticeship, including building strong pipelines to RAPs. In FY 2022, Job Corps issued new guidance that educates and informs centers about the quality pre-apprenticeship framework required to increase placement into RAPs.

Addressing Operations Inflation, Minimum Wage, and Student Allowances

In FY 24, Job Corps will continue to address inflation-related increases, minimum wage increases through the *Increasing the Minimum Wage for Federal Contractors* Executive Order (EO 14026), and maintenance of the Job Corps' Student Allowance increase (PRH CN 21-04). This request supports the Department's Strategic Goal 1.1: *Create customer-focused workforce solutions that serve all workers*. Improving students' living experience includes adjusting their allowances to keep pace with inflation. Job Corps' Student Allowance, the students' basic living allowance or biweekly stipend, increased in March 2022, from \$25 to \$45 for students with a length of stay up to 182 days, and from \$35 to \$70 for students with a length of stay over 182 days. The Job Corps policy to increase student allowances recognizes the current economic landscape and rising inflation, which created a critical need to increase the basic living allowance for students.

Improving the Admissions Processes

In FY 24, Job Corps plans to better equip admissions counselors with relevant information so they can make informed data-driven decisions in placing students at centers that best meet their needs and interests. To jump-start this process, Job Corps is exploring a short- to medium-term goal of asset-mapping the Job Corps network to reflect training program availability, center capacity, support services, and transition services. Building on these efforts, Job Corps will develop a Central Admissions Hub that allows admissions counselors the ability to coordinate prospective/ new student preferences with real-time center data.

Civilian Conservation Centers Efforts to Prioritize Conservation Trade Offerings

The Explanatory Statement accompanying the Consolidated Appropriations Act, 2023 (P.L. 117-328), directed the Department to include information in the FY 2024 Congressional Justification on efforts related to natural resource and conservation trade offerings.

“Civilian Conservation Centers. -The agreement directs the Department to prioritize the development of new natural resource and conservation trade offerings, particularly focused on wildland firefighting and emergency response, and to include information in its fiscal year 2024 Congressional Justification on such efforts including any potential barriers to introducing such new trades.”

Wildland firefighting and emergency response workers, which include Emergency Management Directors, Fire Inspectors and Investigators, Firefighters, Forest and Conservation Technicians,

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and Occupational Health and Safety Specialists, are ‘Bright Outlook’ occupations expected to grow rapidly in the next several years, with a large number of new and emerging job openings. In addition, the Inflation Reduction Act provides \$1.5 billion for Urban and Community Forestry grants that will sustain ‘Bright Outlook’ status on forestry occupations in urban and community settings for years to come.

Job Corps’ Civilian Conservation Centers (CCCs) are specialized in conservation-related training, and students at these centers have the opportunity to complete training in Forestry Conservation Firefighting, Advanced Fire Management, and Urban Forestry. Students at CCCs, regardless of their training area, also have the opportunity to achieve the Public Land Corps (PLC) certificate. The PLC requires a minimum of 640 hours of service on public lands, and students are directly working in a service capacity to learn the value of conservation and land stewardship. Once attained, the PLC allows students to apply for merit job announcements with the USDA Forest Service. The CCCs are providing training and career transitions for Job Corps graduates into wildland firefighting and emergency response careers. In FY 2024, Job Corps will continue to prioritize the expansion of training in certain sectors, including renewable resources and conservation, and these training programs at the CCCs will continue to expand over time.

A potential barrier to further expanding CCC conservation related training offerings is capacity. There are currently 24 CCCs, and these centers provide training across Job Corps’ ten industry sectors, with a specialization on the conservation-related trainings detailed previously. Each center’s training “mix” is based on local labor market information (LMI), and changes to programs must be supported by this local LMI. When adding or expanding conservation-related programs, there also must be coinciding reductions or removals of other programs, and the impact of the latter must be considered. Adding or expanding programs also comes with a cost, as additional staff and equipment are required. While these factors may impact training expansion, they will not prohibit them.

Advancing Diversity, Equity, Inclusion, and Accessibility

Job Corps’ 2.0 strategic vision focuses on a student-centered model and design that promotes and advances diversity, equity, inclusion, and accessibility (DEIA). In FY 2022, Job Corps awarded a contract focused on reviewing all of Job Corps’ operations and policies with a DEIA focus. In FY 2024, Job Corps will continue to build on those efforts and ensure that policy directives and guidance issued to center operators are equity focused. Job Corps’ communication and outreach strategies will continue to promote equitable access for black and indigenous people of color (BIPOC), LGBTQ+, persons with disabilities, and those from underserved communities. This initiative includes investing in an infrastructure that provides the timely and effective accommodations for people with disabilities and religious accommodations; embedding accessibility as a core design component of physical and digital spaces; training center staff and management officials on the requirements and processes for providing reasonable accommodations and increasing accessibility; and expanding the availability of diversity, equity, inclusion and accessibility training for center staff and students.

National Partnerships and Increased Employer Connectivity

In FY 2024, Job Corps will continue to actively develop partnerships with national industry partners to expand work-based learning opportunities for students in in-demand sectors to

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connect students to good-paying quality jobs and careers—including those created by the Bipartisan Infrastructure Law, CHIPS and Science Act, and Inflation Reduction Act. Job Corps will implement the results of its strategic planning efforts to re-think and rebuild the reputation of the program, focusing on community connection. The program will concentrate on building stronger national sustainable partnerships with employers, labor, intergovernmental and non-governmental organizations to expand its feeder pool and students' opportunities for employment. Job Corps expects stronger relationships with workforce development boards, businesses, and local communities. This will help Job Corps identify state and local workforce needs, increase referrals to the Job Corps program, and improve job placement and retention for Job Corps students.

Building on previous business engagement efforts, in FY 2022 Job Corps awarded a contract focused on advancing business engagement across multiple industries and sectors. This initiative aims to create opportunities for Job Corps to enter into partnership agreements with employers to develop career training that aligns with their needs and develop direct hiring opportunities for Job Corps graduates. The initiative provides training to Job Corps recruiters and placement specialists who help students find good jobs. Additionally, this initiative will assist Job Corps staff with engaging and maintaining meaningful relationships with industry and workforce development boards. In FY 2024, Job Corps plans to use the established partnerships to develop Industry Hubs that can support the direct placement and hiring of Job Corps students. Further, through this initiative Job Corps will provide support to center operators in the building of strong and sustainable partnerships with One-Stops, community colleges, and Historically Black Colleges and Universities, Tribal Colleges and Universities, and Minority Serving Institutions. Centers will be encouraged to build relationships that create a continuum of service for Job Corps students during training and post-graduation.

Legislative Flexibilities

The Budget continues the language included in FY 2021 Enacted providing the authority to dispose of or divest itself of all or a portion of the Treasure Island Job Corps Center real property. The Department would receive the net proceeds of this sale, which would be available until expended to carry out the Job Corps program on Treasure Island. This authority is consistent with the Department's efforts to work with the Treasure Island Development Authority, a California nonprofit public benefit corporation dedicated to the economic development of the former Naval Station Treasure Island, and the Treasure Island Community Development, LLC, which is undertaking a major redevelopment of Treasure Island.

Job Corps has requested new appropriations language that would permit the Secretary the authority to transfer up to 3 percent of the Operations appropriation to the Construction appropriation for construction, rehabilitation, and acquisition-related costs.

FY 2023

FY 2023 Operations funding level is \$1,602,310,000. The Department will continue to implement Job Corps 2.0 and focus on increasing Onboard Strength (OBS) as a part of Job Corps' COVID-19 recovery, in addition to the following activities.

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Job Corps 2.0 focuses on modernizing enrollment services, expanding career technical training offerings, fostering a positive student experience across campuses by improving culture, developing strategic partnerships with national employers and organizations to boost enrollment and improve placement outcomes for students, implementing new demonstration projects, increasing federal oversight of contracts to operate centers, and rebranding the program as a top choice for students. Job Corps 2.0 requires innovation; automation; adequate staff and staff training to implement new strategies and systems; maintenance of program operations and oversight capacity; and the provision of timely information to stakeholders, including Congress, the Government Accountability Office (GAO), and the public.

OBS Build-Up

In FY 2023, Job Corps plans to accelerate targeted outreach and recruitment, and emphasize retention across all centers. Job Corps' 2.0 plan focuses on ensuring that the program is a top choice for students. Job Corps will continue to find creative and useful ways to encourage and incentivize operators to meet performance targets for student slot utilization.

Job Corps is also exploring innovative ways to expand the recruitment pipeline, including implementing new demonstration grants and contracts with new program designs and delivery models, improving policies that may have an impact on retention, and revising contracts to increase support for OBS achievement.

Modernizing the Enrollment Process

In order to provide improved access to Job Corps, the student enrollment process requires system upgrades and modernization. Through the procurement process, in FY 22 Job Corps began building a new intake system for student enrollment that both modernizes enrollment for the center, operator, and Job Corps federal staff and provides a more streamlined experience for prospective students. Development of the system is progressing well and is on track to be completed by the end of FY 23.

The *MyJobCorps* platform consists of three new tools. The first is a newer, friendlier Express Interest Tool (EIT) that updates and streamlines the process for individuals who are interested in Job Corps. It can be accessed directly from the www.JobCorps.gov website landing page, or can be accessed directly by going to www.Enroll.JobCorps.gov. The EIT, which represented Phase 1 of the *MyJobCorps* implementation, launched in December 2022 and has resulted in significantly higher traffic from Job Corps-interested youth and referrers, up 58% on average over last year, increasing applications and new student volume. The second phase of *MyJobCorps* is planned for launch in May 2023 and consists of a first-ever online tool for applicants and a modernized case management platform for admissions staff. The new tool for applicants, the *MyJobCorps* Portal, will allow interested prospects to self-initiate a Job Corps application and rapidly connect them with an admissions representative to complete the process.

The *MyJobCorps* Portal is designed as a mobile-friendly tool that can be accessed from any computer or mobile device. The case management tool for staff, *MyJobCorps* Gateway, will allow admissions staff and managers to assist applicants within a technology-driven environment that automates functions and time-bound activities, embeds applicable policy, and maximizes

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communication options with applicants. The third phase of MyJobCorps implementation is designed to strengthen selection of a career training program and assign new incoming students to a best-fit Job Corps center as outlined in WIOA. The third phase is planned for Fall 2023. All tools will be integrated within the full *MyJobCorps* platform.

Demonstration Projects

In FY 23, Job Corps' active demonstration projects that include a grant to 26 community colleges will complete its period of performance. Job Corps intends to incorporate lessons learned from previous demonstration projects to inform the design of new and innovative grants or contracts. In FY 23, Job Corps plans to execute an information technology demonstration. This program is meant to increase business stakeholder confidence in Job Corps as a high-quality solution for accessing pipelines of trained workers for current and future jobs. As a result, this program is expected to lead to increased private sector participation with Job Corps.

This multi-pronged demonstration project would allow Job Corps to implement and test a new program delivery design for:

- New in-demand IT curriculum and credentials
- New wraparound and employability-based training and supports
- New modalities for training and service delivery
- New models for work-based learning and on-ramps into employment, based on partnerships with employers

The results of this demonstration will provide insights into how Job Corps might expand its information technology program offerings, deliver training and services in more innovative ways, provide higher-quality supports, and ensure that all students receive the foundational employability skills required for career success.

Modernizing Academic and Career Training Programs

To meet the Job Corps 2.0 goal of ensuring the program is a “go-to” destination for young people interested in furthering their careers, academic and career technical training content delivered in centers must meet and exceed industry standards (including matching the in-demand skill sets and competencies required of workers by employers and industry sectors). Job Corps provides in-demand training and credentials across ten industry sectors. In FY 23, Job Corps centers are uniquely positioned to be Infrastructure Academies to support the workforce development of students in infrastructure careers. Many of these trainings – in areas such as carpentry, heavy equipment operations, plumbing, and cement masonry – are directly related to the careers which are in high-demand, and which are necessary to implement President Biden's landmark Bipartisan Infrastructure Law. Infrastructure investments which are currently underway will be able to leverage Job Corps' program model to create partnerships that enable co-enrollment, work-based learning, training integration, and graduate placements. Job Corps will establish high-quality training pathways with clear stages that connect skills competency gains to wage increase and opportunity for career progression, through pre-apprenticeships to Registered Apprenticeships after program completion. The program will also focus on improving how

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content is taught to reflect different learning styles and needs, and increase training flexibility and alternative scheduling options.

Developing Meaningful Partnerships

Ensuring the success of Job Corps students now and in the future is predicated on the ability of the program to meaningfully engage with employers, educational institutions, the armed forces, community-based organizations, and other stakeholders to build a network of partners and organizations invested in the success of the local center and the students who matriculate into their communities. In FY 23, Job Corps will seek to improve and develop new partnerships at local and national levels, build partnerships with nontraditional organizations and the broader workforce system, boost engagement with high-road employers, and increase outreach to employer partners for curriculum development and/or student employment.

Job Corps will continue implementing its business engagement initiatives launched in FY 2020. Among other activities and strategies, this initiative aims to create opportunities for Job Corps to enter into partnership agreements with employers to create career training that aligns with their needs and develop direct hiring opportunities for Job Corps graduates. The initiative provides training to center OA/CTS providers and Job Corps staff on engaging and maintaining meaningful relationships with industry and workforce development boards. Job Corps will also explore the feasibility of requiring professional certification for CTS providers to support their professional skills development and increase the effectiveness of their job placement efforts.

Job Corps maintained its partnership with the Federal Emergency Management Agency (FEMA). This partnership, launched in early FY 2021 at both of the Advanced Training Hubs, created a customized, advanced training program that will graduate job-ready emergency management specialists. Successful Job Corps graduates will be equipped for employment in a variety of public and private employment opportunities in the disaster relief arena. The training partnership with FEMA's Public Assistance Program is especially beneficial given its mission support to provide assistance to communities affected by natural disasters and other emergencies, and the growing demand for emergency management workers. Job Corps will expand this program to additional centers.

Diversity, Equity, Inclusion and Accessibility (DEIA)

In FY 23, Job Corps plans to continue its efforts to promote Job Corps 2.0 in fostering a positive student experience, which includes addressing DEIA. In FY 22, Job Corps awarded a contract to provide DEIA training to all center students, staff, and leadership. In preparation for conducting the training, a team of DEIA consultants conducted pre-assessment analysis, inclusive of conducting interviews with students, staff, and leadership, as well as facilitating a student focus group, to better understand the intricacies of the DEIA-related circumstances and situations on center. In the fall of 2022, Job Corps conducted a series of DEIA center-specific trainings. Customized, audience appropriate trainings were delivered to all levels of the organization, including center operator leadership, staff, and students, culminating in the delivery of training sessions for hundreds of staff on center.

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Legislative Flexibilities

The Secretary is authorized to dispose of 25 or divest, by any means the Secretary determines appropriate, including an agreement or partnership to construct a new Job Corps center, all or a portion of the real property on which the Treasure Island Job Corps Center is situated. Any sale or other disposition, to include any associated construction project, will not be subject to any requirement of any Federal law or regulation relating to the disposition of Federal real property or relating to Federal procurement, including but not limited to subchapter III of chapter 5 of title 40 of the United States Code, subchapter V of chapter 119 of title 42 of the United States Code, and chapter 33 of division C of subtitle I of title 41 of the United States Code. The net proceeds of such a sale shall be transferred to the Secretary, which shall be available until expended to carry out the Job Corps Program on Treasure Island.

FY 2022

In FY 2022, the Department launched the Job Corps 2.0 strategic initiative with 7 key pillars: modernizing enrollment, fostering a positive student experience, modernizing training programs, developing meaningful partnerships, ensuring transition to employment, enhancing federal oversight of center operations, and rebranding Job Corps.

OBS Build Up

Job Corps' 2.0 strategic initiative promotes a student-centered design and model that attracts students to voluntarily enroll and participate in the program, ultimately exiting to enter promising careers.

In FY 2022, centers were required to revise and resubmit OBS build-up plans at increased levels (approximately 84 percent contract capacity), with an emphasis on retention strategies. Job Corps' Regional Offices reviewed and approved the plans, which will be memorialized through an upcoming round of contract modifications. Increasing OBS at all centers will be an ongoing priority for Job Corps. Prospect interest is up 58% on average from the previous year, based on data from the new *MyJobCorps Enrollment Interest Tool*. It is incumbent upon centers to convert prospective applicants to enrollees and then retain new students for the completion of academic and career technical training.

Job Corps' plan to rebuild OBS is multifaceted and includes:

- Implementing new solicitation language on retention strategies, including revising RFPs to emphasize targeted outreach and recruitment, hiring and retaining quality staff, and cultivating a positive, student-centered culture that supports enrollment and retention.
- Launching *MyJobCorps* to streamline the enrollment processes to make it easier for potential applicants to indicate interest and join the program.
- Increasing programmatic oversight and monitoring with accountability for under-performers.

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Staff Vacancy Takeback

In FY 22, Job Corps initiated a staff vacancy takeback to repurpose and use funds to advance the vision of Job Corps 2.0, specifically in modernizing enrollment, career technical training, and the student experience across centers by implementing a DEIA approach. This Staff Vacancy Takeback initiative includes a tri-office effort with the Office of Financial Administration and the Job Corps Acquisition Services. The recovered funds are from center operators of firm fixed price (FFP) contracts that failed to maintain staffing levels per contract requirements. By the end of the fiscal year, a total of \$8.2M was recovered from 55 active FFP contracts in the last 5 months.

Career Technical Training (CTT) and Pre-Apprenticeships

In FY 2022, Job Corps launched two new initiatives to modernize training programs, including career technical training trade changes and pre-apprenticeship pathways. In light of landmark federal investments in critical industries via the Bipartisan Infrastructure Law, Inflation Reduction Act, and Creating Helpful Incentives to Produce Semiconductors and Science Act, Job Corps serves as a critical training hub for opportunity youth in infrastructure careers.

CTT Trade Changes

Following an assessment of CTT trades, Job Corps made a determination to offer new or expanded training opportunities in the fastest growing sectors, including those critical to economic expansion. Based on their alignment with Administration priorities and workforce needs, high overall performance, and limited presence within current program offerings, Job Corps prioritized the creation or expansion of programs and occupations in:

- Advanced healthcare
- Information technology
- Infrastructure, including construction, transportation, telecommunications and manufacturing
- Clean energy, including renewable energy manufacturing

In addition to the overall industry priorities listed above, Job Corps identified several existing, highly rated programs that align to strong national demand, provide clear pathways to higher wage careers, and are not widely available at Job Corps. Job Corps strongly encouraged centers to expand the following programs:

- Adv A+ MCSE
- Cisco Computer Networking
- Computer science programs (Lowcode programming, Front-end development, Cybersecurity)
- Advanced Welding
- Certified technician/Mechanic partnerships
- Heavy Truck Driving
- Seamanship

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- Heavy Equipment Operator
- Advanced Transportation (e.g., Transport Maintenance, Long Shoreman)
- Heavy Equipment Mechanic
- Installers
- Aircraft Mechanic
- Vocational Nursing (LPN)

Pre-Apprenticeship Pathways as on-ramp to Registered Apprenticeship Programs (RAPs)

Job Corps implemented the below criteria for all center operators:

- Extensive academic developmental activities, basic or advanced workplace skill building, core technical skill building and participation in a substantive work-based learning component.
- Formal agreements should be in place with at least one RAP sponsor(s) to be able to call a CTT training program “pre-apprenticeship.”
- If there exists a formal agreement for entry into a RAP, the training and curriculum for the pre-apprenticeship program should be approved by the RAP sponsor
- All Industry Recognized Credentials expected to be earned as part of the pre-apprenticeship experience must also be submitted for vetting and approval
- Students should earn at least one primary Industry-Recognized Credential and/or required state licensure as a condition of completion of the pre-apprenticeship training program.
- Students should have documented access to supportive services facilitated by the operator’s Career Transitional Readiness (CTR) and Services (CTS) teams to ensure a seamless transition to RAP placements.

Center Safety and Security

Job Corps continued implementing its *Comprehensive Safety and Security Plan* that calls for the ongoing assessment of contract and USDA centers for safety and security risks. All centers have their security risks assessed, prioritized, and addressed by the Department.

Developing Meaningful National Partnerships

Job Corps 2.0 focuses on delivering a student-centered design model so that the program is a top choice for students. In order to do so, Job Corps must continue to develop or expand partnerships with businesses/employers, industry, and workforce development practitioners, and community-based organizations to ensure that students have opportunities to access on-the-job training opportunities in in-demand industries. In FY 22, Job Corps refocused the business engagement initiative to not only support the acceleration of local center-based partnerships, but also focus on partnerships that can be established at the national level. This included exploring partnerships with global employers like Amazon and Mercedes Benz USA. Job Corps is also exploring partnership with state and local governments, including city officials, to ensure that students can leverage workforce system opportunities related to transition assistance for childcare, transportation, and healthcare.

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Enhancing Federal Oversight of Centers

In keeping with the Job Corps 2.0 initiative, in FY 22 Job Corps initiated enhanced oversight of center operators regarding their high school diploma/equivalency (HSD/HSE) programs.

Through Job Corps' policy, center operators determine the HSD/HSE providers and establish partnership agreements reviewed by the Regional and National Offices. Job Corps developed a system to identify high school program implementation that may have integrity concerns and/or cheating incidents. Specifically, Job Corps flags HSD/HSE completions that may require further review based on the following risk indicators:

- diplomas or equivalent earned too quickly, "such as under 60 days"
- diplomas or equivalent earned despite a high number of class absences
- diplomas or equivalent earned by students who still tested at a low grade level for basic skills

Job Corps mandated through policy that center operators must make every effort to ensure that the execution of these HSD/HSE programs lead to students acquiring secondary-level skills in literacy, numeracy, science, social studies, and writing and that these completions are an accurate reflection of a student's efforts and abilities. Cheating and other integrity violations call results into question. Job Corps released guidance to center operators regarding Academic Continuous Improvement Plans (A-CIPs) for those operators that were found to have the risk factors indicated above.

Performance-based Service Contracting

Job Corps continued to utilize its Performance-Based Service Contracting (PBSC) system and will do so until the final cost reimbursement contracts have transitioned to firm fixed price contracts by late FY 2024. The methodology for identifying centers for this incentive is rooted in center Outcome Measurement System (OMS) performance. Each center's OMS performance is a reflection of students' retention, attainment of academic and vocational credentials, job placement, job retention, and post-placement earnings. Job Corps reviews and revises and publishes its PBSC methodology on an annual basis. PBSC calculations are based on attainment of Program Year (PY) OMS goals. For PY 2020 and PY 2021, Job Corps decided to give every center a one percent flat PBSC incentive fee because the COVID-19 pandemic had caused unprecedented suspensions and interruptions to center operations and uneven performance outcomes beyond the control of the operators. For PY 2022, as all centers have resumed normal operations and the student population is climbing back, Job Corps will use the traditional method to determine PBSC incentives.

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WORKLOAD AND PERFORMANCE SUMMARY							
		PY 2021 Revised Enacted		PY 2022 Revised Enacted		PY 2023 Revised Enacted	PY 2024 Request
		Target	Result	Target	Result	Target	Target
Operations							
Strategic Goal 1 - Build Opportunity and Equity for All							
Strategic Objective 1.1 - Advance training, employment, and return-to-work opportunities that connect workers to higher-wage jobs, especially in ways that address systemic inequities.							
ETA-WIOA JC-01	Education and Employment Rate – 2nd Quarter After Exit (WIOA Job Corps)	[base]	[base]	[base]	--	[base]	[base]
ETA-WIOA JC-02	Education and Employment Rate – 4th Quarter After Exit (WIOA Job Corps)	[base]	[base]	[base]	--	[base]	[base]
ETA-WIOA JC-03	Median Earning – 2nd Quarter After Exit (WIOA Job Corps)	[base]	[base]	[base]	--	[base]	[base]
ETA-WIOA JC-04	Credential Attainment (WIOA Job Corps)	[base]	[base]	[base]	--	[base]	[base]
ETA-Budget- OJC-01	Number of New Enrollees (Job Corps)	48,000	19,703	48,000	--	48,000	48,000
ETA-Budget- OJC-02	Slots (Job Corps)	23,269	9,817	23,000	--	30,000	36,600
ETA-Budget- OJC-04	Number of Operating Centers at Year End (Job Corps)	121	121	121	--	121	121

Legend: (r) Revised (e) Estimate (base) Baseline -- Not Applicable TBD - To Be Determined [p] - Projection

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Workload and Performance Narrative

The Workforce Innovation and Opportunity Act (WIOA) authorizes primary indicators of performance. Job Corps centers report to the Department on: 1) employment in the second quarter after exit; 2) employment in the fourth quarter after exit; 3) median earnings of those employed in the second quarter after exit; and 4) credential attainment. The results of these measures demonstrate the value of these investments to help address the employment and skill needs of workers, job seekers, and employers.

Job Corps undertook a complete overhaul of its Outcome Measurements System (OMS) in PY 2018 to further align with the WIOA measures and to reflect the program's focus on longer-term outcomes for program participants. Job Corps OMS policy remained unchanged from PY 2019 through PY 2020 and PY 2021 due to the impact of the COVID-19 pandemic to the program. Job Corps issued new OMS policy for PY 2022 with more aggressive goals and establishment of the real-time crediting policy for some on-center measures. For PY 2023, the program is considering some structural changes to the OMS and adding some productivity and efficiency metrics.

It is necessary to point out that the PY 2021 performance still suffers from the interruptions to the program operation caused by the pandemic. Beginning in March 2020 and continuing in the current program year (PY 2022), the COVID-19 pandemic significantly impacted Job Corps' typical program operations, resulting in unprecedented challenges for performance evaluations for PY 2020 and PY 2021.

While Job Corps continuously adjusted to the changing circumstances brought about by COVID's fluctuating infection rates in various areas of the country, overall performance was impacted in PY 2021. Moreover, the staggered rollout of full operations creates performance variabilities across operators. Centers that resume in-person operations earlier than others, and can sustain uninterrupted in-person operations, are likely to have relatively more graduates. Such differences are artificial advantages and not reflective of performance differences. Thus, while performance data continue to be collected, it is not a full and accurate depiction of center and overall Job Corps program performance in PY 2021.

Job Corps currently does not have sufficient baseline data to project expected levels of performance (targets) for upcoming program years at this time because of its recent incorporation of UI data and the impacts of the COVID pandemic on program operations. Until recently, Job Corps has only reported WIOA outcomes using supplemental (survey) data. Beginning with PY 2020 Q4, Job Corps' WIOA outcomes incorporate aggregated UI matches as the primary data source along with the supplemental data. The results from incorporating UI matches are significantly different from when only the supplemental data were used, rendering recent performance trends less useful in determining future performance. Additionally, UI matches are only available quarterly, and Job Corps has not yet received sufficient data to reliably identify trends. In addition, all the UI data matches received thus far have been significantly impacted by the COVID pandemic. With all the above, target projections using these limited and variable data would be unreliable. Job Corps must, therefore, continue to accumulate and monitor additional quarters' results to determine reasonable future targets.

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Appropriate targets will be set when program operations stabilize. Job Corps will use program outcomes reported for PY 2022 and PY 2023 as baseline data for determining targets for PY 2024. Job Corps aligns with other programs' timelines for establishing expected levels of performance.

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BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2022 Revised Enacted	FY 2023 Revised Enacted	FY 2024 Request	Diff. FY24 Request / FY23 Revised Enacted
11.1	Full-time permanent	62,800	64,820	64,820	0
11.3	Other than full-time permanent	525	0	0	0
11.5	Other personnel compensation	4,700	27,080	27,080	0
11.8	Special personal services payments	0	0	0	0
11.9	Total personnel compensation	68,025	91,900	91,900	0
12.1	Civilian personnel benefits	20,500	30,216	29,898	-318
13.0	Benefits for former personnel	60	546	546	0
21.0	Travel and transportation of persons	1,515	950	950	0
22.0	Transportation of things	390	500	500	0
23.1	Rental payments to GSA	175	0	0	0
23.2	Rental payments to others	3,000	7,508	7,508	0
23.3	Communications, utilities, and miscellaneous charges	8,030	3,765	3,765	0
24.0	Printing and reproduction	300	110	110	0
25.1	Advisory and assistance services	7	18,090	18,090	0
25.2	Other services from non-Federal sources	1,474,920	1,406,763	1,407,778	1,015
25.3	Other goods and services from Federal sources 1/	13,168	18,832	18,958	126
25.4	Operation and maintenance of facilities	0	0	0	0
25.5	Research and development contracts	0	0	0	0
25.7	Operation and maintenance of equipment	3,160	0	0	0
26.0	Supplies and materials	6,000	5,800	5,800	0
31.0	Equipment	1,325	5,165	5,165	0
32.0	Land and Structures	0	0	0	0
41.0	Grants, subsidies, and contributions	900	11,945	11,945	0
42.0	Insurance claims and indemnities	350	220	220	0
	Total	1,601,825	1,602,310	1,603,133	823
	1/Other goods and services from Federal sources				
	Working Capital Fund	13,168	18,832	18,958	126

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CHANGES IN FY 2024

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$0
Personnel benefits	0
Federal Employees' Compensation Act (FECA)	-318
Benefits for former personnel	0
Travel and transportation of persons	0
Transportation of things	0
Rental payments to GSA	0
Rental payments to others	0
Communications, utilities, and miscellaneous charges	0
Printing and reproduction	0
Advisory and assistance services	0
Other services from non-Federal sources	0
Working Capital Fund	126
Other goods and services from Federal sources	0
Research & Development Contracts	0
Operation and maintenance of facilities	0
Operation and maintenance of equipment	0
Supplies and materials	0
Equipment	0
Grants, subsidies, and contributions	0
Insurance claims and indemnities	0
Land and Structures	0

Built-Ins Subtotal **-\$192**

Net Program **\$0**

Direct FTE **0**

	Estimate	FTE
Base	\$1,602,118	0
Program Increase	\$0	0
Program Decrease	\$0	0

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BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2022 Revised Enacted	FY 2023 Revised Enacted	FY 2024 Request	Diff. FY24 Request / FY23 Revised Enacted
Activity Appropriation	113,000	123,000	183,000	60,000
FTE	0	0	0	0

Introduction

The Job Corps Construction, Rehabilitation, and Acquisition (CRA) account provides for:

- Rehabilitating current Job Corps facilities, modernizing instructional classrooms, and upgrading skills training spaces and buildings so that student instruction meets industry standards;
- Repairing buildings with structural deficiencies to address safety and health concerns;
- Executing emergency building repairs;
- Constructing new center buildings when further repairs are not cost effective;
- Repairing and replacing equipment; and
- Acquiring new sites and constructing new centers, as directed by Congress.

CRA funding is critical to the success of the Job Corps program because healthy and safe facilities contribute to an effective learning environment. Large and small businesses, including Alaskan Native Corporations, manage and operate most of the Job Corps centers through contractual agreements with the Department. Through an Interagency Agreement with the United States Department of Agriculture (USDA), the Forest Service (FS) operates a number of centers. Both contract and FS operated centers have significant facility deficiencies.

Over the past several program years, the cost associated with correcting property life safety and health deficiencies has increased by more than 50 percent. In many instances, older buildings require repairs in accordance with requirements of the National Historic Preservation Act (NHPA). This often results in higher costs for Job Corps as the age of Job Corps’ facilities portfolio continues to grow. More than 43 percent of the Job Corps portfolio, by square footage, is more than 50 years old. Job Corps estimates that in five years, 119 additional buildings comprising nearly 1,135,000 gross square feet will reach the age of 50, which will result in an additional 119 buildings subject to compliance with the historic preservation regulations when undergoing renovations.

Job Corps, which holds over 99 percent of the Department’s building stock, is a major contributor to the Department’s efforts to meet energy efficiency and real property goals. Job Corps will work to achieve sustainability requirements through a number of efforts including reducing energy and water intensity to promote efficient federal operations and ensuring that new or renovated building stock is designed to exceed energy efficiency standards such as Energy Star rated heating ventilation and air-conditioning (HVAC) equipment systems, LED lighting, High Efficiency water heaters, and low flow plumbing fixtures. Job Corps is also

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working towards diverting 50 percent of waste to recycling as well as using sustainable materials and products where applicable.

Job Corps will continue to incorporate construction projects into centers' annual Career Technical Skills Training (CTST) plans. Student involvement in construction projects is a fundamental component of CTST and deemed suitable for training. These projects, among other community enhancement efforts, provide practical experience for students to hone their skills, making them more marketable and competitive in the emerging high performance construction sector.

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2019	\$83,000	0
2020	\$108,000	0
2021	\$113,000	0
2022	\$113,000	0
2023	\$123,000	0

FY 2024

In FY 2024 the Department is requesting \$183,000,000 to begin to address its longstanding backlog of facility renovations. It is important to note that 43% of all the facilities at Job Corps Centers are over 50 years old. These facilities are substandard, decrepit, and not meeting modern standards. The cost to repair facility deficiencies is significantly increasing due to the age of facilities and unprecedented inflation in the construction industry. The increased cost, coupled with lower CRA funding in 10 of the past 14 years, has resulted in facility sustainment funding levels between 0.9 % and 1.3%, which is below the industry standard of 2%-4% of total plant (campus) replacement value. Although funding has increased in the past 4 years, FY2023 is the first time it has risen to pre-2010 levels.

Specifically, Job Corps rehabilitates current Job Corps facilities, updates instructional classrooms, and upgrades skills training spaces and buildings so that student instruction meets industry standards. Job Corps uses this limited funding source to maintain 121 centers and address structural deficiencies that raise safety concerns, upgrade facilities to comply with local building codes, and complete emergency repairs. The program also uses this funding to construct new center buildings when further repairs are not cost-effective, repair or replace equipment, and acquire new sites and build new centers. Job Corps requires this increase to restore and renovate facilities and systems (heating, ventilation, sewage, water, electrical) to their original capacity, efficiency, and capability. At the current funding level, Job Corps can only respond to urgent or emergency requests. Delays to these restoration and renovation projects only result in more emergency repair requests and increased costs for deferred projects.

CONSTRUCTION

In FY 24 Job Corps will address significant deferred maintenance deficiencies and provide modernized residential, training, and recreational buildings at Job Corps Centers with the greatest needs. One of the main complaints from students and instructional staff is the undesirable living and education buildings. The FY24 funding increase would be used to construct new buildings that have been deferred due to limited funding. Additionally, the increased funding would be used to start modernizing substandard dormitories by either replacing dormitories or completing major renovations. Below are specific examples of the building repairs needed to modernize the program, to promote a safe and healthy learning environment for students:

Example 1 – Dayton Job Corps Center

At the Dayton Job Corps Center in Dayton, OH, a former tuberculosis hospital constructed in 1921, the dormitory has inadequate ventilation and failed plumbing systems to the restrooms and shower rooms throughout the 3-story building. Further, the exterior of this building, which is listed on the Ohio State Register of historic buildings, has significant deterioration and extensive damage, which is becoming a safety issue. As a result, in 2017, a heavy piece of stonework from the exterior of the building fell to the ground. Estimated repairs to the building ventilation, plumbing and exterior systems, as well as other documented deficiencies, exceed 50% of the building's replacement value.

Example 2 – Turner Job Corps Center

At the Turner Job Corps Center in Albany, GA, numerous buildings were damaged by a tornado in early 2017 and hurricanes in 2018. These included several dormitories constructed in 1952, originally as Turner Air Force base barracks, where the roofs were damaged, resulting in significant interior water damage and an administration building that sustained major roof and interior damage, such that the only feasible option is demolition. The center has multiple long-standing issues in the dormitories, vocational spaces, and the cafeteria. Emergency repairs to two of the dormitories were performed.

The Turner campus is the fourth largest in Job Corps, providing trade training for 732 students. A master plan/redevelopment project has been developed to modernize the campus and facilities, improve the functional layout, reduce unneeded buildings, and excess the unneeded land.

Example 3 – Blue Ridge Job Corps Center

At the Blue Ridge Job Corps Center in Marion, VA, the main building constructed in 1904 houses the dormitories, cafeteria, and educational spaces. The main building has multiple deficiencies with the roof, dormitory bathrooms, and cafeteria. One dormitory wing has active leaks that have caused damage to the dorm bathrooms as well as recently discovered structural damage. The roof leaks have also resulted in damage to the auditorium, which is currently not useable. The roof has been patched numerous times, though it is in need of replacement. The cafeteria is also undersized for the student population.

CONSTRUCTION

Job Corps will have a year-by-year plan with measures and target outcomes for the repair, maintenance, upgrade, and construction of facilities and equipment. Executing such a plan will guide Job Corps CRA decision-making and resource allocation, and presents an opportunity to manage, improve, and account for the facilities conditions at the 121 contract and Forest Service-operated Job Corps centers, and two centers currently operating demonstration projects or pilots.

Job Corps continues to assess its HVAC systems and prioritized training center maintenance staff on properly scheduling and conducting routine HVAC maintenance using available tracking and reporting tools to drive accountability. HVAC repairs are a significant cost to the program and sound, regular preventive maintenance should prolong the life of these systems.

Extend expenditure period for Atlanta Job Corps Construction

Notwithstanding sections 1552 and 1553 of title 31, United States Code, funds made available to the Department of Labor in Public Law 114-113 in paragraph (2) under the heading “Department of Labor—Employment and Training Administration—Job Corps” that were obligated for the construction of the Atlanta Job Corps center in Georgia shall be available for the liquidation of such obligations through September 30, 2029.

This General Provision would extend for five years, through September 30, 2029, the expenditure period for funds appropriated in FY 2016 that are being used for the construction of an Atlanta Job Corps Center, which would be the only such center in the Greater Atlanta Metropolitan area.

The original \$59.7 million contract for the Center construction went into default. The Department subsequently entered into an interagency agreement with the US Army Corps of Engineers (USACE), to re-procure and administer a follow-on construction contract to complete the remaining construction. That process is ongoing. There is \$36.7 million remaining for the construction, but under the government-wide federal account closing statute (31 U.S.C. 1552) the expenditure period would terminate on September 30, 2024, at which time remaining funds would have to be returned to the Treasury and could not be expended to complete the construction of the center.

Given the timeline needed to make design clarifications and changes, and solicit a completion contractor, Job Corps would risk losing up to the \$36 million in appropriated funds, which would cancel before the completion of the construction project. While DOL anticipates having a completion contract in place before the funds cancel and is working to expedite the solicitation process, DOL does not reasonably expect that all required construction activities will be completed before the end of the current expenditure period on September 30, 2024.

Therefore, the General Provision would extend the expenditure period to September 30, 2029 to ensure there is sufficient time to complete the construction of the Atlanta Job Corps Center.

It may be noted there is a precedent in which General Provisions were enacted in the FY 2015 and FY 2018 DOL appropriations acts that extended the expenditure period for funds awarded to

CONSTRUCTION

State Unemployment Insurance consortia to modernize their UI Information Technology systems.

FY 2023

In FY 2023, Job Corps' CRA will continue to fund contingency, emergency, and unplanned repairs including critical HVAC and roof repairs/replacement. Funding will be allocated to life and safety deficiencies, center telecommunications wiring upgrades, and environmental abatement. Job Corps will have a year-by-year plan with measures and target outcomes for the repair, maintenance, upgrade, and construction of facilities and equipment. Executing such a plan will guide Job Corps CRA decision-making and resource allocation and present an opportunity to manage, improve, and account for the facilities conditions at the 121 contract and Forest Service-operated Job Corps centers, and two centers currently operating demonstration projects or pilots that will transition back to operator run centers.

Addressing Immediate Facilities Needs

In FY 22, Job Corps established and launched a Governance Board for oversight of construction and rehabilitation of facilities, focusing on review, approval, prioritization, and monitoring of progress, as well as ensuring financial resources are prudently utilized. In FY 23, Job Corps plans to continue prioritizing the centers with the greatest need for refurbishment or repair. The established Governance Board provides structure to assignment and determination for center repairs in order to ensure equitable outcomes across all centers. Job Corps also plans to continue the Dormitory Furniture Replacement Program launched in FY 22.

Job Corps will continue to give priority to life and safety issues, repairs that have an immediate impact on center operations, and repairs to items that serve to stem further facilities deterioration. For example, leaking roofs, if not repaired, result in facility damage and unhealthy living conditions; heating ventilation and air conditioning (HVAC) systems that no longer provide adequate air quality are a serious danger; and environmental and Executive Order compliance matters are priorities. Job Corps will use available resources to address urgent and emergency situations. Job Corps continues to prioritize the health and safety of students in order to foster a positive student experience across centers.

FY 2022

In FY 22, Job Corps established and launched a Governance Board for oversight of construction and rehabilitation of facilities, focusing on review, approval, prioritization, and monitoring of progress, as well as ensuring financial resources are prudently utilized. In FY 2022, the program prioritized life and safety issues, repairs that had an immediate impact on center operations, and repairs to items that served to stem further facilities deterioration. Job Corps used available resources to address urgent and emergency situations.

CONSTRUCTION

Dormitory Furniture Replacement Program

In FY 22, Job Corps initiated set asides of approximately \$3M per year to replace aged dormitory furniture. The intent is to prioritize each year's spending on the replacement of the oldest dormitory furniture. Nine centers with furniture installed in the 1990s have been prioritized for FY23 activity at a project cost of nearly \$4M. Job Corps intends to supplement the dormitory furniture replacement budget with funding pulled back from Firm-Fixed Price Center operations contracts for staff vacancies in excess of contract requirements.

Excessing and Consolidating Real Property Holdings

Job Corps continued its initiative to identify and dispose of or divest itself of acres of real property through the General Services Administration's (GSA) excess property process initiated in FY 2021. This process resulted in short-run expenses as the program relocated structures and buildings.

CONSTRUCTION

WORKLOAD AND PERFORMANCE SUMMARY				
	FY 2022 Revised Enacted		FY 2023 Revised Enacted	FY 2024 Request
	Target	Result	Target	Target
Construction				
Strategic Goal 1 - Build Opportunity and Equity for All				
Strategic Objective 1.1 - Advance training, employment, and return-to-work opportunities that connect workers to higher-wage jobs, especially in ways that address systemic inequities.				
ETA-OJC-03 Facilities Condition Index (FCI)	88.00%	89.10%	88.00%	88.00%

Legend: (r) Revised (e) Estimate (base) Baseline -- Not Applicable TBD - To Be Determined [p] - Projection

CONSTRUCTION

Workload and Performance Narrative

The facilities condition index (FCI) has been the metric of choice because it can be consistently validated when Job Corps surveys each facility, with Job Corps conducting complete facility surveys once every three years. This metric is reported to the federal real property council and is thus a federal government-wide metric. Although the FCI is slowly declining, Job Corps achieved the FY 2022 FCI target.

CONSTRUCTION

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2022 Revised Enacted	FY 2023 Revised Enacted	FY 2024 Request	Diff. FY24 Request / FY23 Revised Enacted
11.1	Full-time permanent	0	0	0	0
11.9	Total personnel compensation	0	0	0	0
25.1	Advisory and assistance services	0	0	0	0
25.2	Other services from non-Federal sources	35,790	25,790	25,790	0
25.4	Operation and maintenance of facilities	22,800	42,800	57,200	14,400
31.0	Equipment	7,000	7,000	7,000	0
32.0	Land and Structures	47,410	47,410	93,010	45,600
41.0	Grants, subsidies, and contributions	0	0	0	0
42.0	Insurance claims and indemnities	0	0	0	0
	Total	113,000	123,000	183,000	60,000

CONSTRUCTION

CHANGES IN FY 2024

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$0
Advisory and assistance services	0
Other services from non-Federal sources	0
Operation and maintenance of facilities	0
Equipment	0
Grants, subsidies, and contributions	0
Insurance claims and indemnities	0
Land and Structures	0

Built-Ins Subtotal **\$0**

Net Program **\$60,000**

Direct FTE **0**

	Estimate	FTE
Base	\$123,000	0
Program Increase	\$60,000	0
Program Decrease	\$0	0

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BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2022 Revised Enacted	FY 2023 Revised Enacted	FY 2024 Request	Diff. FY24 Request / FY23 Revised Enacted
Activity Appropriation	32,330	34,845	49,334	14,489
FTE	132	135	165	30

NOTE: FY 2022 reflects actual FTE. Authorized FTE for FY 2022 was 135.

Introduction

Job Corps’ Administration account provides funding for salaries, travel, and workforce development for staff in the National Office and six Regional Offices.

The Job Corps’ National Office includes the Director, two Deputy Directors, and five operational divisions. The National Office performs the below key roles and responsibilities:

- Overall oversight of the Job Corps program;
- Developing innovative approaches to administer the program;
- Creating, evaluating, and revising program standards and policy;
- Reviewing program performance;
- Establishing and coordinating career technical skills instruction and academic programs;
- Overseeing center performance and performance reporting;
- Assessing center safety and security;
- Evaluating Job Corps regional office performance; and
- Conducting national stakeholder engagement.

Job Corps has six Regional Offices, each led by a Regional Director. These offices have designated staff that serve as contracting officers’ representatives (CORs) for contracts relating to center operations, Outreach and Admissions (OA), and/or Career Technical Services (CTS). Regional Office staff are also responsible for the direct oversight of contractor-operated centers and U.S. Department of Agriculture (USDA) Forest Service (FS) operated Job Corps Civilian Conservation Centers (CCC). This oversight extends to center OA and CTS functions that are part of a center operations contract, as well as any remaining stand-alone OA and CTS contracts.

The Regional Offices primarily use compliance assessments to conduct oversight of contractor-operated and USDA FS centers. Regional Office Center Assessments (ROCAs) are scheduled assessments that evaluate the overall operation of a center while Regional Office Targeted Assessments (ROTAs) are used to examine specific aspects of a center’s operation. Regional staff conduct ongoing monitoring of center activities and examine center risks using a risk management dashboard--using this information to inform, schedule, and perform assessments. These assessments, individually and in combination, fulfill the obligation in Section 159(f)(1) of WIOA that requires the Secretary to conduct an annual assessment of the performance of each Job Corps center.

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In addition, the account provides funding for the Employment Training Administration’s (ETA) Office of Financial Administration (OFA), DOL’s Office of the Senior Procurement Executive (OSPE), ETA’s Office of Management and Administrative Services (OMAS), and DOL’s Office of Human Resources (OHR). These offices provide support functions to Job Corps, such as financial oversight of contracts and control of Job Corps funds, administrative management, and human resources. The procurement, human resources, and information technology services functions were transitioned to the Department as part of the Enterprise Shared Services delivery model.

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2019	\$32,330	162
2020	\$32,330	113
2021	\$32,330	127
2022	\$32,330	135
2023	\$34,845	135

FY 2024

The Department is requesting \$49,334,000 and 165 FTE in the FY 2024 budget request for Administration. Federal staff in the national office and six regional offices provide leadership and policy direction, oversight and performance management, technical assistance to centers, administrative infrastructure, and funds management for over 120 centers nationwide. In FY 24, Job Corps will continue to focus on rebuilding human and physical infrastructure. The Job Corps 2.0 initiative will continue to inform strategies to advance a student-centered model across all centers. This includes developing or expanding initiatives to modernize the enrollment process, modernize career trainings, initiate a national academics program, and accelerate partnerships with industry partners and workforce system practitioners to advance employment opportunities for Job Corps graduates.

Job Corps 2.0 Strategic Vision Implementation

Job Corps 2.0 requires policy and operational changes in order to ensure the program is advancing to create a student-centered design. The program plans to reimagine and revitalize the program through strategic investments that modernize the enrollment process, improve student retention and student outcomes, and ensure that students are afforded the opportunity to select their trade of choice. Job Corps will invest in training its federal and contract staff to ensure consistency in the application of new policies and practices that promote the core values of diversity, equity, inclusion, and accessibility. Job Corps’ long-term aim is to develop robust systems, from enrollment to oversight, that streamline processes and minimize errors in the oversight of the program. This process includes ensuring that key staff have the tools needed to support the program and its goals is central to achieving program performance goals.

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In FY 24, Job Corps' federal staff in the national office will provide leadership and policy direction, oversight and performance management, technical assistance for demonstration projects, administrative infrastructure and customer-oriented workforce tools, funds management, and policy guidance under the Workforce Innovation and Opportunity Act (WIOA).

Job Corps staff oversee demonstration projects, write grant solicitations, negotiate and administer grants, prepare program guidance, monitor program implementation, oversee the reporting system, track grantee performance versus program targets, provide technical assistance to grantees, and oversee the distribution of program resources. In addition to program monitoring, National Office staff provide technical assistance, including policy clarifications and compliance recommendations for center operations.

The Regional Offices serve as the program's primary source of oversight and the timely resolution of center non-compliance, particularly safety and security-related matters. Along with their primary role of oversight and monitoring to ensure compliance with contractual requirements, Regional Offices also address corrective actions resulting from non-compliance. In addition, Regional Office Contracting Officer Representatives (CORs) support procurement activities, such as participating in and leading Procurement Panels, initiating requisitions, and completing the Independent Government Cost Estimates (IGCE) for contracts. Job Corps plans to continue to improve the contracting process by ensuring that operators are evaluated and held accountable through qualitative and quantitative measures.

FY 2023

Contractor and Center Oversight and Compliance

A key pillar in Job Corps 2.0 focuses on increasing federal oversight of center operations. This includes enhanced monitoring of onsite activities, including residential living arrangements and social engagement activities across centers. In FY 23, to build on the program's technical assistance efforts, Job Corps plans to procure a contract that focuses on providing student-centered services and prioritizes youth empowerment and engagement, including residential life, behavioral management, recreation, and student culture across campuses.

In FY 2023, Job Corps will also finish the development of an automated system to standardize and streamline the way the program assesses the operation of contract providers during ROTAs and ROCAs. Within the Regional Office Assessment Process (ROAP) system is a Regional Office Assessment Guide (ROAG) that offers strategies for federal staff to use when conducting assessments, which replaced the Program Assessment Guide (PAG) formerly used by Job Corps. The ROAP system is designed to clearly identify center requirements taken from the *Job Corps Policy and Requirements Handbook*. This approach will result in quantifiable and actionable information. In addition, the ROAP system will also minimize the degree of subjectivity involved in the process, creating transparency and accountability. Job Corps center staff and corporate personnel, USDA FS staff, and center staff will know exactly what is expected, what specific issues exist, and when each identified compliance issue should be resolved. Through a compliance assistance approach, Job Corps will stress the importance of providing contractors

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and the USDA FS with reliable and accurate technical assistance to help drive performance improvement. Consequently, resources will be invested in sharpening Job Corps' staff technical, audit, and communication skills. When a contractor does not improve its performance, Job Corps will use existing contract administration tools to hold contractors accountable. Similarly, Job Corps' CORs may require additional development to be effective in this area.

Consistency and Predictability Across Regions

Consistency within the Job Corps program continues to be a priority because it supports effective contractor oversight and provides certainty to Job Corps contractors. To support consistency across its Regional Offices, Job Corps will conduct regional office audits. Using the framework created in FY 2020, these audits focus on whether and how each region executes key regional functions, and how closely each region adheres to established Job Corps program policies and procedures. Moreover, Job Corps is incorporating adherence to policies and procedures into staff performance plans.

Safety and Security to Foster a Positive Student Experience

In keeping with Job Corps 2.0, the program will continue to provide a safe environment for students and staff who live and learn in its centers. In FY 23, Job Corps plans to evaluate the basic security suite and determine opportunities to advance or improve security measures across centers.

Data- Driven and Evidence Based Improvements

In FY 23, Job Corps plans to build on data and evidence-based research to improve the quality of service delivered to students across centers. In FY 22, ETA and the Department's Chief Evaluation Office funded a third-party research contract to develop a research and evaluation framework that will provide research options and support the research and evaluation requirements of Job Corps in sections 161 and 169 of the Workforce Innovation and Opportunity Act (WIOA). The project included an implementation evaluation of Job Corps demonstration pilots or service model variations and feasibility assessment(s) including potential impact and/or outcome design options across or within these pilots or service model variations, in addition to lessons learned due to COVID-19 that could be used to improve center and program operations.

Staff Development

In FY 22, Job Corps convened a Leadership Summit for national and regional office managers to discuss the Job Corps 2.0 strategic vision and Departmental initiatives that have an impact on the program and its operations. During the Leadership Summit, each manager and supervisor outlined a logic model that showcased and demonstrated how the everyday activities in providing oversight and monitoring contributes to the fulfillment of the mission. Specifically, the Leadership Summit provided participants with key implementation strategies to ensure that staff were kept abreast of vital Administration priorities.

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FY 2022

Contractor and Center Oversight and Compliance

Increased Monitoring and Technical Assistance

A key pillar of Job Corps 2.0 focuses on increasing federal oversight of center operations. This includes enhanced monitoring of onsite activities, including residential living arrangements and social engagement activities across centers. Job Corps hosted a Job Corps 2.0 Summit in December 2022 and invited 121 center directors and 121 students to Washington, DC to engage with Departmental leadership. The Summit emphasized the Job Corps 2.0 vision as it relates to fostering a positive student experience and improving student outcomes, especially job placements and leveraging post-exit transition services to support career launch and success of Job Corps graduates. Building on input from students at the Summit, and under Job Corps' 2.0 strategic plan, Pillar 2 focuses on "fostering a positive student experience." This entails evaluating services that center operators provide and identifying barriers to the cultivation of a student-centered model as it relates to residential lifestyle, recreation, provision of functional and attractive facilities, and overall center culture. In FY 22, Job Corps delivered technical assistance and subject matter expertise to support Job Corps centers in the following areas:

- **Health & Wellness:** Contracted medical experts to work directly with Job Corps Center Health & Wellness teams as they provide and coordinate health care that includes case management of chronic illness, promoting self-managed health care, and delivering preventive health education to instill good wellness habits and prevent avoidable illness, injury, and death.
- **Diversity, Equity, Inclusion, and Accessibility (DEIA):** Contracted consultants review the policies, procedures, and practices of the program with a DEIA lens, and provide recommendations on a suitable path forward to embed DEIA practices into the entire fabric of the program.
- **Facilities Management and Engineering Support:** Contracted facility engineers and other specialists provide support to Job Corps centers with needs such as engineering troubleshooting and analysis, development of scopes of work for facility repairs, evaluation and/or analysis of facility technical proposals, and review of cost estimates.
- **Business Engagement Initiative:** This support team provides virtual and in-person training to Job Corps center staff to increase their basic skills, knowledge, and abilities to effectively engage businesses and the public workforce system, build strategic relationships, and leverage partnerships.

Ensure Successful Transition to Employment

Job Corps 2.0 is a student-centered model and design that requires the program to collect feedback from participants to learn how to improve delivery of direct services. In FY 22, Job Corps launched the Career Fair Pilot project that included hosting employers and employer networks at various Job Corps centers nationwide. The goal is to promote potential community/employer partnerships with the center that lead to a pipeline of Job Corps students landing jobs or apprenticeships. Attendees included local employers and union representatives,

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state workforce boards, chambers of commerce, community college representatives, center industry council members, and government officials. This provided students and center staff an opportunity to engage with local employers to promote the program and highlight its benefits in improving outcomes in the local workforce system. Employers were invited to centers so that students could showcase and/or demonstrate acquired skills in a particular trade, and the fair provided students an opportunity to interview on the spot for potential immediate job placement.

Modernize Enrollment Systems for Staff

In FY22, Job Corps constructed a group of expert advisors across the program who used a user-centric approach to develop a system to automate Job Corps' heavily manual assessment process. Job Corps' assessment process has historically been cumbersome and relied on emailing information, multiple word document templates, and multiple excel sheets, increasing the chances of inaccurate information due to human error and posing a significant challenge for oversight. By alleviating manual tracking, Job Corps improved the efficacy of the assessment process and ensured more accuracy in the data it reports.

In August 2022, Job Corps enhanced the process for completing background checks, a requirement for applicants used to help determine eligibility for admission into the Job Corps program. Job Corps and the Office of the Assistant Secretary for Administration and Management's (OASAM's) Division of Personnel Security and Suitability (DPSS) collaborated to strengthen the department's efforts to expand opportunities to address equity and inclusiveness by establishing a partnership allowing Job Corps to use a central database for tracking crime-related information in the U.S. This database is not public information and is only available to law enforcement, government agencies, and originations that are given permission. DOL partnered with DOD's Defense Counterintelligence and Security Agency (DCSA) to maximize federal resources. The utilization of this database allowed for a standardized, high-quality background check that was more cost-efficient and reliable. It set the stage for Job Corps to develop an IT solution and process that offers a fair and impartial review of applicants who may have had contact with the criminal justice system.

Stakeholder Engagement and Technical Assistance

In FY 2022, Job Corps undertook a number of stakeholder engagement events. Job Corps both hosted and attended events which successfully engaged key stakeholders. Job Corps hosted events to engage stakeholders such as Industry Days and procurement events. Additionally, Job Corps leadership attended and participated in events with organizations such as the National Association of Workforce Boards and the National Association of State Workforce Agencies.

In FY 2022, Job Corps conducted stakeholder engagement with potential partners across industry, workforce, and education. The goal of this engagement, and all ongoing engagement, is to create and expand partnerships that lead to strong career outcomes for graduates. Job Corps worked with national industry associations, workforce development organizations, nonprofits organizations, state and local governments, Registered Apprenticeship sponsors and intermediaries, training providers, and employers of all sizes. Job Corps also leveraged its Business Engagement Initiative (BEI) contract to help build and sustain partnerships with

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employers. This work entailed identifying and reaching out to potential employer partners, educating them on Job Corps, determining if and how Job Corps can serve as a talent pipeline, and matching the employer with relevant centers. One example of Job Corps' engagement with industry is a partnership that was developed with the American Hotel & Lodging Foundation (AHLAF), a major association representing the hotel and lodging sector. This partnership enabled talent pipelines to be developed between AHLAF's network of national employers and Job Corps centers, and for graduates to transition into Registered Apprenticeship programs in in-demand hotel manager and chef careers.

Staff Development

Job Corps coordinated trainings for staff focused on evaluating contract performance and/or auditing or program evaluation. In FY 22, Job Corps formed an internal working group of contracting officer representatives (CORs) to identify opportunities to streamline procurement-related activities, such as the development of performance work statements and timely submissions in the Contractor Performance Assessment Recording System (CPARS) and providing recommendations on awarding and approving option year for contracts based on past performance. In forming this collaborative, there was an exchange of best practices and an opportunity for senior CORs to mentor CORs who were less experienced. Beyond this, Job Corps' long-term aim is to develop a staff training and development plan for staff charged with participating in the contracting/procurement process and assessing or auditing contractor performance. Ensuring that key staff have the tools needed to support the program and its goals is central to achieving program performance goals.

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WORKLOAD AND PERFORMANCE SUMMARY						
	FY 2022 Revised Enacted		FY 2023 Revised Enacted	FY 2024 Request		
	Target	Result	Target	Target		
Administration						
Strategic Goal 1 - Build Opportunity and Equity for All						
Strategic Objective 1.1 - Advance training, employment, and return-to-work opportunities that connect workers to higher-wage jobs, especially in ways that address systemic inequities.						
ETA-OJC-01	Number of Regional Office Center Assessments (ROCAs) completed		45	48	45	45
ETA-OJC-02	Number of Regional Office Targeted Assessments (ROTAs) completed		50	94	50	50
ETA-OJC-03	Number of Job Corps Regional Audits		6	4	6	6

Legend: (r) Revised (e) Estimate (base) Baseline -- Not Applicable TBD - To Be Determined [p] - Projection

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Workload and Performance Narrative

In FY 2024, Job Corps will continue assessing the Regional Office Assessment Process (ROAP) project, which was released in FY 2023 to automate all aspects of the manual ROCA (Regional Office Comprehensive Assessment) and ROTA (Regional Office Target Assessment) processes. Job Corps will assess ROAP's baseline outcomes and data, making continuous quality improvements to the web-based application and auto-generated assessment results, communications within the Job Corps community, and operator access to summary data and reports for Job Corps oversight staff. In FY 2023, Job Corps initiated three performance measures – the number of ROCAs completed, the number of ROTAs completed, and the number of Regional Audits – to capture key elements of activities conducted by Federal staff at the regional level. For FY 2024, Job Corps projects that it will conduct 45 ROCAs and 50 ROTAs. In addition, six audits of functions and operations of Job Corps regional offices will be conducted.

ADMINISTRATION

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2022 Revised Enacted	FY 2023 Revised Enacted	FY 2024 Request	Diff. FY24 Request / FY23 Revised Enacted
11.1	Full-time permanent	15,001	18,105	30,030	11,925
11.3	Other than full-time permanent	0	33	33	0
11.5	Other personnel compensation	298	414	414	0
11.9	Total personnel compensation	15,299	18,552	30,477	11,925
12.1	Civilian personnel benefits	5,497	6,672	8,857	2,185
13.0	Benefits for former personnel	0	7	7	0
21.0	Travel and transportation of persons	54	1,023	1,023	0
22.0	Transportation of things	0	0	0	0
23.1	Rental payments to GSA	1,049	1,339	1,339	0
23.2	Rental payments to others	6	4	4	0
23.3	Communications, utilities, and miscellaneous charges	25	26	26	0
24.0	Printing and reproduction	40	40	40	0
25.1	Advisory and assistance services	0	0	0	0
25.2	Other services from non-Federal sources	53	27	27	0
25.3	Other goods and services from Federal sources 1/	10,256	7,058	7,437	379
25.4	Operation and maintenance of facilities	0	0	0	0
25.5	Research and development contracts	0	0	0	0
25.7	Operation and maintenance of equipment	0	2	2	0
26.0	Supplies and materials	30	62	62	0
31.0	Equipment	21	33	33	0
42.0	Insurance claims and indemnities	0	0	0	0
	Total	32,330	34,845	49,334	14,489
	1/Other goods and services from Federal sources				
	Working Capital Fund	10,256	6,872	7,251	379
	DHS Services	0	136	136	0

ADMINISTRATION

CHANGES IN FY 2024

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$3,817
Personnel benefits	2,185
Employee health benefits	0
Federal Employees' Compensation Act (FECA)	0
Benefits for former personnel	0
Travel and transportation of persons	0
Transportation of things	0
Rental payments to GSA	0
Rental payments to others	0
Communications, utilities, and miscellaneous charges	0
Printing and reproduction	0
Advisory and assistance services	0
Other services from non-Federal sources	0
Working Capital Fund	379
Other Federal sources (DHS Charges)	0
Other goods and services from Federal sources	0
Research & Development Contracts	0
Operation and maintenance of facilities	0
Operation and maintenance of equipment	0
Supplies and materials	0
Equipment	0
Insurance claims and indemnities	0

Built-Ins Subtotal **\$6,381**

Net Program **\$8,108**

Direct FTE **30**

	Estimate	FTE
Base	\$41,226	135
Program Increase	\$9,123	30
Program Decrease	-\$1,015	0