

**FY 2025**

**CONGRESSIONAL BUDGET JUSTIFICATION**

**EMPLOYMENT AND TRAINING ADMINISTRATION**

**Training and Employment Services**

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# TRAINING AND EMPLOYMENT SERVICES

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# TRAINING AND EMPLOYMENT SERVICES

## APPROPRIATION LANGUAGE

### TRAINING AND EMPLOYMENT SERVICES

*For necessary expenses of the Workforce Innovation and Opportunity Act (referred to in this Act as "WIOA") and the National Apprenticeship Act, \$3,930,587,000, plus reimbursements, shall be available. Of the amounts provided:*

*(1) for grants to States for adult employment and training activities, youth activities, and dislocated worker employment and training activities, \$2,929,332,000 as follows:*

*(A) \$885,649,000 for adult employment and training activities, of which \$173,649,000 shall be available for the period July 1, 2025 through June 30, 2026, and of which \$712,000,000 shall be available for the period October 1, 2025 through June 30, 2026;*

*(B) \$948,130,000 for youth activities, which shall be available for the period April 1, 2025 through June 30, 2026; and*

*(C) \$1,095,553,000 for dislocated worker employment and training activities, of which \$235,553,000 shall be available for the period July 1, 2025 through June 30, 2026, and of which \$860,000,000 shall be available for the period October 1, 2025 through June 30, 2026:*

*Provided, That the funds available for allotment to outlying areas to carry out subtitle B of title I of the WIOA shall not be subject to the requirements of section 127(b)(1)(B)(ii) of such Act: Provided further, That notwithstanding the requirements of WIOA, outlying areas may submit a single application for a consolidated grant that awards funds that would otherwise be available to such areas to carry out the activities described in subtitle B of title I of the WIOA: Provided further, That such application shall be submitted to the Secretary of Labor (referred to in this title as "Secretary"), at such time, in such manner, and containing such information as the Secretary may require: Provided further, That outlying areas awarded a consolidated grant described in the preceding provisos may use the funds for any of the programs and activities authorized under such subtitle B of title I of the WIOA subject to approval of the application and such reporting requirements issued by the Secretary; and*

*(2) for national programs, \$1,001,255,000 as follows:*

*(A) \$277,859,000 for the dislocated workers assistance national reserve, of which \$77,859,000 shall be available for the period July 1, 2025 through September 30, 2026, and of which \$200,000,000 shall be available for the period October 1, 2025 through September 30, 2026: Provided, That funds provided to carry out section 132(a)(2)(A) of the WIOA may be used to provide assistance to a State for statewide or local use in order to address cases where there have been worker dislocations across multiple sectors or across multiple local areas and such workers remain dislocated; coordinate the State workforce development plan with emerging economic development needs; and train such eligible dislocated workers: Provided further, That funds provided to carry out sections*

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*168(b) and 169(c) of the WIOA may be used for technical assistance and demonstration projects, respectively, that provide assistance to new entrants in the workforce and incumbent workers: Provided further, That notwithstanding section 168(b) of the WIOA, of the funds provided under this subparagraph, the Secretary may reserve not more than 10 percent of such funds to provide technical assistance and carry out additional activities related to the transition to the WIOA: Provided further, That of the funds provided under this subparagraph, \$170,000,000 shall be for training and employment assistance under sections 168(b), 169(c) (notwithstanding the 10 percent limitation in such section) and 170 of the WIOA as follows:*

*(i) \$50,000,000 shall be for workers in the Appalachian region, as defined by 40 U.S.C. 14102(a)(1), workers in the Lower Mississippi, as defined in section 4(2) of the Delta Development Act (Public Law 100-460, 102 Stat. 2246; 7 U.S.C. 2009aa(2)), and workers in the region served by the Northern Border Regional Commission, as defined by 40 U.S.C. 15733;*

*(ii) \$70,000,000 shall be for the purpose of developing, offering, or improving educational or career training programs at community colleges, defined as public institutions of higher education, as described in section 101(a) of the Higher Education Act of 1965 and at which the associate's degree is primarily the highest degree awarded, with other eligible institutions of higher education, as defined in section 101(a) of the Higher Education Act of 1965, eligible to participate through consortia, with community colleges as the lead grantee: Provided, That the Secretary shall follow the requirements for the program in House Report 116-62 (except that the 120-day requirement, the requirement for each individual grant proposal to include a plan for a third party evaluation, and the 15-day advance notice requirement shall not apply): Provided further, That any grant funds used for apprenticeships shall be used to support only apprenticeship programs registered under the National Apprenticeship Act and as referred to in section 3(7)(B) of the WIOA: Provided further, That the Secretary may reserve not more than 5 percent of such funds for technical assistance (and such funds shall not be included in determining the percentage limitation otherwise applicable to technical assistance under section 168(b) of the WIOA or the 10 percent limitation under this subparagraph) and not more than 2 percent of such funds to conduct evaluations: Provided further, That such funds shall be available in addition to any other funds available for such purposes; and*

*(iii) \$50,000,000 shall be for grants, contracts, or cooperative agreements for industry or sector partnerships to expand employment and training activities for high-skill, high-wage, or in-demand sectors and occupations for dislocated workers and other unemployed or underemployed workers, and other individuals with barriers to employment, new entrants to the workforce, or incumbent workers: Provided, That the Secretary may reserve not more than 5 percent of such funds for technical assistance (and such funds shall not be included in determining the percentage limitation otherwise applicable to technical assistance under section 168(b) of the WIOA or the 10 percent limitation under*

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*this subparagraph) and not more than 2 percent of such funds to conduct evaluations: Provided further, That such funds shall be available in addition to any other funds available for such purposes;*

*(B) \$60,000,000 for Native American programs under section 166 of the WIOA, which shall be available for the period July 1, 2025 through June 30, 2026;*

*(C) \$97,396,000 for migrant and seasonal farmworker programs under section 167 of the WIOA, including \$90,134,000 for formula grants (of which not less than 70 percent shall be for employment and training services), \$6,591,000 for migrant and seasonal housing (of which not less than 70 percent shall be for permanent housing), and \$671,000 for other discretionary purposes, which shall be available for the period April 1, 2025 through June 30, 2026: Provided, That notwithstanding any other provision of law or related regulation, the Department of Labor shall take no action limiting the number or proportion of eligible participants receiving related assistance services or discouraging grantees from providing such services: Provided further, That notwithstanding the definition of "eligible seasonal farmworker" in section 167(i)(3)(A) of the WIOA relating to an individual being "low-income", an individual is eligible for migrant and seasonal farmworker programs under section 167 of the WIOA under that definition if, in addition to meeting the requirements of clauses (i) and (ii) of section 167(i)(3)(A), such individual is a member of a family with a total family income equal to or less than 150 percent of the poverty line;*

*(D) \$105,000,000 for YouthBuild activities as described in section 171 of the WIOA, which shall be available for the period April 1, 2025 through June 30, 2026: Provided, That amounts awarded under this paragraph may be used to meet all or a portion of the requirement to provide matching funds under section 121(e) of the National and Community Service Act of 1990 (42 U.S.C. 12571(e)) and all or a portion of any requirement to provide matching funds under the Domestic Volunteer Service Act of 1973 (42 U.S.C. 4950 et seq.);*

*(E) \$120,000,000 for ex-offender activities, under the authority of section 169 of the WIOA, which shall be available for the period April 1, 2025 through June 30, 2026: Provided, That of this amount, \$30,000,000 shall be for competitive grants to national and regional intermediaries for activities that prepare for employment young adults with criminal legal histories, young adults who have been justice system-involved, or young adults who have dropped out of school or other educational programs, with a priority for projects serving high-crime, high-poverty areas;*

*(F) \$6,000,000 for the Workforce Data Quality Initiative, under the authority of section 169 of the WIOA, which shall be available for the period July 1, 2025 through June 30, 2026; and*

*(G) \$335,000,000 to expand opportunities through apprenticeships only registered under the National Apprenticeship Act and as referred to in section 3(7)(B) of the WIOA, to be available to the Secretary to carry out activities through grants, cooperative agreements,*

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*contracts and other arrangements, with States and other appropriate entities, including equity intermediaries and business and labor industry partner intermediaries, which shall be available for the period July 1, 2025 through June 30, 2026.*

Note.--A full-year 2024 appropriation for this account was not enacted at the time the Budget was prepared; therefore, the Budget assumes this account is operating under the Continuing Appropriations Act, 2024 and Other Extensions Act (Division A of Public Law 118-15, as amended). The amounts included for 2024 reflect the annualized level provided by the continuing resolution.



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## ANALYSIS OF APPROPRIATION LANGUAGE

### Language Provision

### Explanation

In Paragraph (2)(A)(ii):

*(ii) Provided, That the Secretary shall follow the requirements for the program in House Report 116-62 (except that the 120-day requirement, the requirement for each individual grant proposal to include a plan for a third-party evaluation, and the 15-day advance notice requirement, shall not apply):*

Language is included relating to the appropriation for the Strengthening Community Colleges (SCC) program to modify the provision that the requirements in House Report 116-62 (from FY 2020) shall apply by providing that three such requirements shall not apply in FY 2025.

The first requirement that would not apply is the requirement that the Solicitation for Grant Applications (SGA) for SCC be issued within 120 days of the enactment of the Appropriations Act. Congress removed this requirement through a statutory language change in FY 2021, but only used report language in FY 2022 and FY 2023 to try to remove the requirement, which does not have the legal effect of overriding the statute's reference to following the requirements in House Report 116-62. The Department has found that this requirement limits the ability to design an SGA that reflects the knowledge acquired from previous rounds of awards and that supports a rigorous impact evaluation, which requires significant additional research before an SGA may be issued.

The second requirement in the House Report 116-62 that would not apply provides that the Department is to "require a plan for third party evaluations in each individual grant proposal." DOL has found that requiring individual third-party evaluations is not cost-effective, the quality of the evaluations varies significantly, and it is difficult to obtain national results from separate evaluations, even with syntheses. The Department launched a national evaluation of the SCC program in FY 23, which the Department believes will provide more useful information.

The third requirement in the House Report 116-62 that would not apply requires the Department to report SCC grant awards to the Appropriations

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Committees not less than 15 days in advance of the announcement of such awards. DOL notes that beginning with the FY 2021 DOL Appropriations Act, (which was enacted after the FY 2020 SCC report language) the General Provisions applicable to DOL (in the Consolidated Appropriations Act, 2023, PL 117-103, Division H, section 525) require notice be provided to the Appropriations Committees 3 full business days in advance of the announcement of grant awards. For purposes of consistency and ease of administration, eliminating the 15-day notice requirement would mean that general requirement of notice of awards at least 3 full business days in advance would also apply to the SCC grant announcements.

*Provided further, That the Secretary may reserve a portion of such funds to provide technical assistance (which funds shall not be included in determining the percentage limitations otherwise applicable to technical assistance under section 168(b) of the WIOA or this subparagraph) and to conduct evaluations;*

This proviso provides the authority for the Secretary to reserve funds from the amount appropriated for the SCC to carry technical assistance and evaluations for SCC projects. These are critical activities in ensuring the effectiveness of SCC projects and therefore warrant funding specifically devoted to those activities. The reservation for TA would not be included in determining the 5 percent cap on TA that generally applies to the National Reserve or the 10 percent limitation that applies to Technical Assistance and the Transition to WIOA under this subparagraph in order to ensure those funds remain available for the other essential TA and evaluations carried out under the National Reserve.

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In Paragraph (2)(A)(iii):

*\$50,000,000 shall be for grants, contracts, or cooperative agreements for industry or sector partnerships to expand employment and training activities for high-skill, high-wage, or in-demand sectors and occupations for dislocated workers and other unemployed or underemployed workers, and other individuals with barriers to employment, new entrants to the workforce, or incumbent workers; Provided, That the Secretary may reserve a portion of such funds to provide technical assistance (which funds shall not be included in determining the percentage limitations otherwise applicable to technical assistance under section 168(b) of the WIOA or this subparagraph) and to conduct evaluations;*

Under the new paragraph (2)(A)(iii) of TES, \$50 million would be appropriated to carry out the Sectoral Employment through Career Training for Occupational Readiness (SECTOR) program. The SECTOR program would create or expand industry or sector partnerships to expand employment and training activities for high-skill, high-wage or in-demand sectors and occupations. The industry or sector partnerships would include organizations such as state or local workforce boards, employers, labor organizations, and education and training providers. The employment and training activities provided by the partnerships would be provided to dislocated and other unemployed and underemployed workers, other individuals with barriers to employment, new entrants to the workforce, and incumbent workers.

A proviso is included to authorize the Secretary to reserve funds from the amount appropriated for the SECTOR to carry out technical assistance and evaluations for SECTOR projects. These activities will be essential in ensuring the effectiveness of SECTOR projects and therefore warrant funding specifically devoted to those activities for SECTOR. The reservation for TA would not be included in determining the 5 percent cap on TA that generally applies to the National Reserve or the 10 percent limitation that applies to Technical Assistance and the Transition to WIOA under this subparagraph in order to ensure those funds remain available for the other essential TA and evaluations carried out under the National Reserve.

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In Paragraph (2)(D)

*(D) \$105,000,000 for YouthBuild activities as described in section 171 of the WIOA, which shall be available for the period April 1, 2025 through June 30, 2026 Provided, That amounts awarded under this paragraph may be used to meet all or a portion of the requirement to provide matching funds under section 121(e) of the National and Community Service Act of 1990 (42 U.S.C. 12571(e)) and all or a portion of any requirement to provide matching funds under the Domestic Volunteer Service Act of 1973 (42 U.S.C. 4950 et seq.);*

A proviso is added to the YouthBuild appropriation that would allow YouthBuild grant funds to be applied to matching requirements for the National and Community Service Act of 1990 and the Domestic Volunteer Service Act of 1993. Currently, Federal funds may only be used to match where the “Federal statute authorizing a program specifically provides that Federal funds made available for such program can be applied to matching or cost sharing requirements of other Federal programs.” (See Uniform Guidance at 2 CFR 200.306(b)(5)). Even though the authorizing statutes for the CNCS programs allow required matches to be provided from other Federal sources, the YouthBuild provisions do not specifically provide that YouthBuild grant funds may be applied to such matching or cost sharing requirements. YouthBuild and these CNCS programs are complementary in terms of their focus on community service, civic engagement, and workforce development, and allowing YouthBuild funds to be used to meet the CNCS matching requirements would facilitate expansion of successful programs and reduce administrative burdens for grantees.

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<b>AMOUNTS AVAILABLE FOR OBLIGATION</b>						
(Dollars in Thousands)						
	<b>FY 2023 Enacted</b>		<b>FY 2024 Estimate</b>		<b>FY 2025 Request</b>	
	<b>FTE</b>	<b>Amount</b>	<b>FTE</b>	<b>Amount</b>	<b>FTE</b>	<b>Amount</b>
<b>A. Appropriation</b>	<b>0</b>	<b>\$2,368,911</b>	<b>0</b>	<b>\$2,368,911</b>	<b>0</b>	<b>\$2,158,587</b>
<i>Subtotal Appropriation</i>	<i>0</i>	<i>\$2,367,076</i>	<i>0</i>	<i>\$2,365,000</i>	<i>0</i>	<i>\$2,648,684</i>
Offsetting Collections From:						
Fees	0	\$172,592	0	\$173,375	0	\$180,820
Supplemental Pursuant to P.L. 116-136	0	\$0	0	\$0	0	\$0
Transfer Pursuant to P.L. 116-94	0	\$0	0	\$0	0	\$0
Rescission of fees Pursuant to P.L. 117-103	0	\$0	0	\$0	0	\$0
Rescission of fees Pursuant to Continuing Resolution	0	\$0	0	-\$142,000	0	\$0
<i>Subtotal Appropriation Offsetting Collections</i>	<i>0</i>	<i>\$30,592</i>	<i>0</i>	<i>\$31,375</i>	<i>0</i>	<i>\$180,820</i>
Advance Appropriation	0	\$1,772,000	0	\$1,772,000	0	\$1,772,000
Transfer Pursuant to P.L. 117-103	0	-\$7,526	0	\$0	0	\$0
<i>Subtotal Advance Appropriation</i>	<i>0</i>	<i>\$1,764,474</i>	<i>0</i>	<i>\$1,765,221</i>	<i>0</i>	<i>\$1,772,000</i>
<b>B. Gross Budget Authority</b>	<b>0</b>	<b>\$4,162,142</b>	<b>0</b>	<b>\$4,161,596</b>	<b>0</b>	<b>\$4,601,504</b>
Offsetting Collections From:						
Fees	0	-\$172,592	0	-\$173,375	0	-\$180,820
<i>Subtotal Fees</i>	<i>0</i>	<i>-\$172,592</i>	<i>0</i>	<i>-\$173,375</i>	<i>0</i>	<i>-\$180,820</i>
<b>C. Budget Authority Before Committee</b>	<b>0</b>	<b>\$3,989,550</b>	<b>0</b>	<b>\$3,988,221</b>	<b>0</b>	<b>\$4,420,684</b>
Offsetting Collections From:						
Prior Year Balance	0	\$619,534	0	\$881,639	0	\$811,000
Fees	0	\$172,592	0	\$173,375	0	\$180,820
Rescission	0	-\$142,000	0	-\$142,000	0	\$0
<i>Subtotal</i>	<i>0</i>	<i>\$650,126</i>	<i>0</i>	<i>\$913,014</i>	<i>0</i>	<i>\$991,820</i>
<b>D. Total Budgetary Resources</b>	<b>0</b>	<b>\$4,639,676</b>	<b>0</b>	<b>\$4,901,235</b>	<b>0</b>	<b>\$5,412,504</b>
Unobligated Balance End-of-Year	0	-\$881,639	0	-\$811,000	0	-\$591,000
Unobligated Balances Expiring	0	-\$12	0	\$0	0	\$0
<b>E. Total, Estimated Obligations</b>	<b>0</b>	<b>\$3,758,025</b>	<b>0</b>	<b>\$4,090,235</b>	<b>0</b>	<b>\$4,821,504</b>

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## SUMMARY OF CHANGES

(Dollars in Thousands)

	FY 2024 Estimate	FY 2025 Request	Net Change
<b>Budget Authority</b>			
General Funds	\$4,140,911	\$3,930,587	-\$210,324
<b>Total</b>	<b>\$4,140,911</b>	<b>\$3,930,587</b>	<b>-\$210,324</b>
 <b>Full Time Equivalents</b>			
General Funds	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>

Explanation of Change	FY 2025 Change							
	FY 2024 Base		Trust Funds		General Funds		Total	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
<b>Increases:</b>								
<b>A. Built-Ins:</b>								
To Provide For:								
Costs of pay adjustments	0	\$0	0	\$0	0	\$0	0	\$0
Personnel benefits	0	\$0	0	\$0	0	\$0	0	\$0
Travel and transportation of persons	0	\$0	0	\$0	0	\$0	0	\$0
Rental payments to GSA	0	\$0	0	\$0	0	\$0	0	\$0
Advisory and assistance services	0	\$0	0	\$0	0	\$0	0	\$0
Other services from non-Federal sources	0	\$0	0	\$0	0	\$0	0	\$0
Operation and maintenance of equipment	0	\$0	0	\$0	0	\$0	0	\$0
Grants, subsidies, and contributions	0	\$4,140,911	0	\$0	0	\$0	0	\$0
<b>Built-Ins Subtotal</b>	<b>0</b>	<b>+\$4,140,911</b>	<b>0</b>	<b>\$0</b>	<b>0</b>	<b>\$0</b>	<b>0</b>	<b>\$0</b>
<b>B. Programs:</b>								
SECTOR	0	\$325,859	0	\$0	0	\$50,000	0	\$50,000
Apprenticeship Clean Energy & Climate-Related Occupations	0	\$285,000	0	\$0	0	\$50,000	0	\$50,000
Strengthening Community Colleges	0	\$325,859	0	\$0	0	\$5,000	0	\$5,000
Training Grants	0	\$115,000	0	\$0	0	\$5,000	0	\$5,000
REO Post-Release Services	0	\$115,000	0	\$0	0	\$5,000	0	\$5,000
<b>Programs Subtotal</b>	<b>0</b>	<b>\$0</b>	<b>0</b>	<b>\$0</b>	<b>0</b>	<b>+\$110,000</b>	<b>0</b>	<b>+\$110,000</b>
<b>Total Increase</b>	<b>0</b>	<b>+\$4,140,911</b>	<b>0</b>	<b>\$0</b>	<b>0</b>	<b>+\$110,000</b>	<b>0</b>	<b>+\$110,000</b>
<b>Decreases:</b>								
<b>A. Built-Ins:</b>								
To Provide For:								
<b>Built-Ins Subtotal</b>	<b>0</b>	<b>\$0</b>	<b>0</b>	<b>\$0</b>	<b>0</b>	<b>\$0</b>	<b>0</b>	<b>\$0</b>

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Explanation of Change	FY 2025 Change							
	FY 2024 Base		Trust Funds		General Funds		Total	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
<b>B. Programs:</b>								
Eliminate Community Projects	0	\$217	0	\$0	0	-\$217,324	0	-\$217,324
Reduction to non-set-aside DW								
funding	0	\$325,859	0	\$0	0	-\$83,000	0	-\$83,000
Elimination of Career Pathways for								
Youth Grants	0	\$20,000	0	\$0	0	-\$20,000	0	-\$20,000
<b>Programs Subtotal</b>			<b>0</b>	<b>\$0</b>	<b>0</b>	<b>-\$320,324</b>	<b>0</b>	<b>-\$320,324</b>
<b>Total Decrease</b>	<b>0</b>	<b>\$0</b>	<b>0</b>	<b>\$0</b>	<b>0</b>	<b>-\$320,324</b>	<b>0</b>	<b>-\$320,324</b>
<b>Total Change</b>	<b>0</b>	<b>+\$4,140,911</b>	<b>0</b>	<b>\$0</b>	<b>0</b>	<b>-\$210,324</b>	<b>0</b>	<b>-\$210,324</b>

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<b>SUMMARY BUDGET AUTHORITY AND FTE BY ACTIVITY</b>								
(Dollars in Thousands)								
	FY 2023 Enacted		FY 2024 Estimate		FY 2025 Request		Diff. FY25 Request/ FY24 Estimate	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
<b>Adult Employment and Training Activities</b>	<b>0</b>	<b>885,649</b>	<b>0</b>	<b>885,649</b>	<b>0</b>	<b>885,649</b>	<b>0</b>	<b>0</b>
General Funds	0	885,649	0	885,649	0	885,649	0	0
<b>Youth Activities</b>	<b>0</b>	<b>948,130</b>	<b>0</b>	<b>948,130</b>	<b>0</b>	<b>948,130</b>	<b>0</b>	<b>0</b>
General Funds	0	948,130	0	948,130	0	948,130	0	0
<b>Dislocated Workers Employment and Training Activities</b>	<b>0</b>	<b>1,421,412</b>	<b>0</b>	<b>1,421,412</b>	<b>0</b>	<b>1,373,412</b>	<b>0</b>	<b>-48,000</b>
General Funds	0	1,421,412	0	1,421,412	0	1,373,412	0	-48,000
<b>Formula Grants</b>	<b>0</b>	<b>1,095,553</b>	<b>0</b>	<b>1,095,553</b>	<b>0</b>	<b>1,095,553</b>	<b>0</b>	<b>0</b>
General Funds	0	1,095,553	0	1,095,553	0	1,095,553	0	0
<b>National Dislocated Worker Grants</b>	<b>0</b>	<b>325,859</b>	<b>0</b>	<b>325,859</b>	<b>0</b>	<b>277,859</b>	<b>0</b>	<b>-48,000</b>
General Funds	0	325,859	0	325,859	0	277,859	0	-48,000
<b>Indian and Native American Programs</b>	<b>0</b>	<b>60,000</b>	<b>0</b>	<b>60,000</b>	<b>0</b>	<b>60,000</b>	<b>0</b>	<b>0</b>
General Funds	0	60,000	0	60,000	0	60,000	0	0
<b>Migrant and Seasonal Farmworkers</b>	<b>0</b>	<b>97,396</b>	<b>0</b>	<b>97,396</b>	<b>0</b>	<b>97,396</b>	<b>0</b>	<b>0</b>
General Funds	0	97,396	0	97,396	0	97,396	0	0
<b>Reentry Employment Opportunities</b>	<b>0</b>	<b>115,000</b>	<b>0</b>	<b>115,000</b>	<b>0</b>	<b>120,000</b>	<b>0</b>	<b>5,000</b>



## TRAINING AND EMPLOYMENT SERVICES

### SUMMARY BUDGET AUTHORITY AND FTE BY ACTIVITY

(Dollars in Thousands)

	FY 2023 Enacted		FY 2024 Estimate		FY 2025 Request		Diff. FY25 Request/ FY24 Estimate	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
General Funds	0	115,000	0	115,000	0	120,000	0	5,000
<b>Apprenticeship Program</b>	<b>0</b>	<b>285,000</b>	<b>0</b>	<b>285,000</b>	<b>0</b>	<b>335,000</b>	<b>0</b>	<b>50,000</b>
General Funds	0	285,000	0	285,000	0	335,000	0	50,000
<b>Community Projects</b>	<b>0</b>	<b>217,324</b>	<b>0</b>	<b>217,324</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-217,324</b>
General Funds	0	217,324	0	217,324	0	0	0	-217,324
<b>Workforce Data Quality Initiative</b>	<b>0</b>	<b>6,000</b>	<b>0</b>	<b>6,000</b>	<b>0</b>	<b>6,000</b>	<b>0</b>	<b>0</b>
General Funds	0	6,000	0	6,000	0	6,000	0	0
<b>YouthBuild</b>	<b>0</b>	<b>105,000</b>	<b>0</b>	<b>105,000</b>	<b>0</b>	<b>105,000</b>	<b>0</b>	<b>0</b>
General Funds	0	105,000	0	105,000	0	105,000	0	0
<b>Total</b>	<b>0</b>	<b>4,140,911</b>	<b>0</b>	<b>4,140,911</b>	<b>0</b>	<b>3,930,587</b>	<b>0</b>	<b>-210,324</b>
<b>General Funds</b>	<b>0</b>	<b>4,140,911</b>	<b>0</b>	<b>4,140,911</b>	<b>0</b>	<b>3,930,587</b>	<b>0</b>	<b>-210,324</b>

## TRAINING AND EMPLOYMENT SERVICES

<b>BUDGET AUTHORITY BY OBJECT CLASS</b>					
(Dollars in Thousands)					
		<b>FY 2023 Enacted</b>	<b>FY 2024 Estimate</b>	<b>FY 2025 Request</b>	<b>Diff. FY25 Request / FY24 Estimate</b>
	Full-Time Equivalent				
	<b>Total</b>	0	0	0	0
11.1	Full-time permanent	0	0	0	0
11.5	Other personnel compensation	0	0	0	0
11.9	<b>Total personnel compensation</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
12.1	Civilian personnel benefits	0	0	0	0
21.0	Travel and transportation of persons	0	0	0	0
22.0	Transportation of things	0	0	0	0
23.1	Rental payments to GSA	0	0	0	0
24.0	Printing and reproduction	0	0	0	0
25.1	Advisory and assistance services	0	0	0	0
25.2	Other services from non-Federal sources	0	0	0	0
25.7	Operation and maintenance of equipment	0	0	0	0
41.0	Grants, subsidies, and contributions	4,140,911	4,140,911	3,930,587	-210,324
	<b>Total</b>	<b>4,140,911</b>	<b>4,140,911</b>	<b>3,930,587</b>	<b>-210,324</b>

## TRAINING AND EMPLOYMENT SERVICES

<b>APPROPRIATION HISTORY</b>					
(Dollars in Thousands)					
	<b>Budget Estimates to Congress</b>	<b>House Allowance</b>	<b>Senate Allowance</b>	<b>Appropriations</b>	<b>FTE</b>
2015	\$1,483,507			\$1,367,706	0
2015 Advance for 2016	\$1,772,000			\$1,772,000	0
2016	\$1,630,431	\$1,231,314	\$2,156,494	\$1,563,425	0
2016 Advance for 2017	\$1,772,000	\$1,772,000	\$1,772,000	\$1,697,000	0
2017	\$1,753,460		\$2,322,520	\$1,566,699	0
2017 Advance for 2018...1/	\$1,765,807			\$1,753,641	0
2018	\$1,180,766	\$1,470,720		\$1,714,200	0
2018 Advance for 2019	\$873,000	\$1,572,000		\$1,719,000	0
2019	\$1,523,549			\$1,730,700	0
2019 Advance for 2020	\$1,697,000			\$1,772,000	0
2020	\$1,561,549	\$2,205,615		\$1,839,200	0
2020 Advance for 2021	\$1,685,858	\$1,772,000		\$1,772,000	0
2021	\$1,646,304	\$1,924,700		\$1,891,200	0
2021 Advance for 2022	\$1,772,000	\$1,772,000		\$1,772,000	0
2022 ...2/	\$2,438,672	\$2,636,108		\$2,139,338	0
2022 Advance for 2023	\$1,772,000	\$1,772,000		\$1,772,000	0
2023 ...3/	\$2,638,999			\$2,151,587	0
2023 Advance for 2024	\$1,772,000			\$1,772,000	0
2024 ...4/	\$2,648,684		\$2,136,587		0
2024 Advance for 2025	\$1,772,000				0
2025	\$2,158,587				0

1/ Reflects a \$53,000 rescission against the National Dislocated Worker Grants, pursuant to P.L. 115-245.

2/ This bill was passed by the House. It was not taken up by the Senate Appropriations Subcommittee or the full Senate Appropriations Committee. Excludes supplemental funding appropriated through P.L. 116-136.

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/ The full-year FY 2024 appropriation was not enacted at the time the budget was prepared.



## ADULT EMPLOYMENT AND TRAINING ACTIVITIES

<b>BUDGET AUTHORITY BEFORE THE COMMITTEE</b>				
(Dollars in Thousands)				
	<b>FY 2023 Enacted</b>	<b>FY 2024 Estimate</b>	<b>FY 2025 Request</b>	<b>Diff. FY25 Request / FY24 Estimate</b>
<b>Activity Appropriation</b>	<b>885,649</b>	<b>885,649</b>	<b>885,649</b>	<b>0</b>
FTE	0	0	0	0

### **Introduction**

The Workforce Innovation and Opportunity Act (WIOA) Adult program helps adults with barriers to employment gain new skills and find quality jobs in in-demand industries and sectors. For the Adult program, WIOA requires local areas to provide priority of service in the provision of training and certain intensive career services to recipients of public assistance, individuals who are “basic skills deficient” (including English language-learners), and low-income individuals, to help them enter or re-enter the workforce and gain a pathway to economic stability. The WIOA Adult program, and all job training programs funded by the Department, also provides priority of service for employment and training services to veterans and eligible spouses. The WIOA Adult program:

- Supports workers in accessing career and training services to help them find quality employment;
- Provides job seekers with job placement, career counseling, skills training, credential attainment, and other employment services, including labor market information, that make it possible for adults served by the program to quickly return to work;
- Provides customer-centered business services to assist employers in finding and retaining skilled workers for in-demand jobs; and
- Offers seamless service delivery by providing multiple federally funded workforce-related programs in AJCs, which allows jobseekers to receive additional services as needed without repetitive administrative burden, and maximizes the federal investment in workforce services through non-duplication and economies of scale.

The WIOA Adult program provides an array of career, supportive, and training services to help adult job seekers, particularly those with barriers to employment, enter and advance in quality jobs. Those services include basic career services, such as job search and placement assistance and real-time labor market information, as well as individualized case management services ranging from comprehensive skills assessments to career counseling and planning. Evidence shows that, on average, individuals with more intensive career counseling at the onset have higher wages in the long-term.<sup>1</sup> For adult job seekers needing new or upgraded skills, the WIOA Adult program offers integrated work-readiness and work-based learning opportunities, including: Registered Apprenticeship programs, occupational skills training, on-the-job training, incumbent worker training, workplace training and related instructional programs,

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<sup>1</sup> Perez-Johnson, Irma. Moore, Quinn. Santillano, Robert (October 2011), Improving the Effectiveness of Individual Training Accounts: Long-Term Findings from an Experimental Evaluation of Three Service Delivery Models, Mathematica, <https://www.mathematica.org/publications/improving-the-effectiveness-of-individual-training-accounts-longterm-findingsappendices>.

## ADULT EMPLOYMENT AND TRAINING ACTIVITIES

skill upgrading, adult education and literacy training, and customized training. In addition, job seekers may receive supportive services, such as transportation, childcare, and needs-related payments, necessary to enable them to participate in activities authorized under the program. Studies have demonstrated that providing supportive services to training participants leads to more successful outcomes. For instance, use of holistic supports, including financial and social services, had a positive impact on the likelihood of adult learners attaining a credential in health pathways.<sup>2</sup>

### Resource and Program Data Adult Activities Training and Employment Services (Dollars in Thousands)

Data Category	FY 2023 Enacted	FY 2024 Estimate	FY 2025 Request
<b><u>Resource Data:</u></b>	885,649	885,649	885,649
Service Grant			
Formula	882,925	882,925	882,925
Competitive			
Research Evaluation	1,916	1,916	1,916
Program Support	808	808	808
<b>Total Resources</b>	<b>885,649</b>	<b>885,649</b>	<b>885,649</b>
<b><u>Program Data:</u></b>			
Total Grants	57	57	57
New Starts			
#	57	57	57
\$	882,925	882,925	882,925
Contracts			
#	2	2	2
\$	2,724	2,724	2,724

<sup>2</sup> Bragg, Debra D., Giani, Matt S. (November 2019), “The impact of holistic student supports on credential attainment for diverse adult learners in the Health Pathways Consortium,” Impacts of Key Community Strategies on Non-Degree Credential Completion by Adult Learners, Lumina Foundation,) pg. 7, <https://www.luminafoundation.org/wp-content/uploads/2019/11/impacts-of-keycommunity-college-strategies-on-non-degree-credential-completion-by-adult-learners.pdf>

# ADULT EMPLOYMENT AND TRAINING ACTIVITIES

## Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2020	\$854,649	0
2021	\$862,649	0
2022	\$870,649	0
2023	\$885,649	0
2024	\$0	0

NOTE: A full-year 2024 appropriation for this account was not enacted at the time the budget was prepared.

## Funding Mechanism

The Adult program operates on a program year (PY) basis. Funds appropriated in FY 2025 would be available from July 1, 2025, through June 30, 2026 (PY 2025). The Department allocates funding to states based on a statutory formula as described in section 132(b) of WIOA. The states, in turn, after reserving up to 15 percent of those funds for statewide activities, allocate the remainder to local workforce areas based on a formula distribution as described in section 133(b) of WIOA.

## FY 2025

To address the employment and training needs of adults, particularly recipients of public assistance, individuals who are “basic skills deficient,” and low-income individuals, the Department is requesting \$885,649,000 in FY 2025. Based on the most recent cost per participant data for the Adult program (\$2,923 per participant in PY 2022), these funds will serve an estimated 302,975 eligible adults who face barriers to employment. The request maintains the Governor’s Reserve of at least 15 percent, which allows states to provide services, conduct statewide projects, ensure financial and programmatic oversight of the local workforce system, and plan workforce programs.

The FY 2025 Budget also continues to include provisions to improve the efficiency and responsiveness of workforce development, including a legislative proposal to remove the prohibition on creating a national database of WIOA Title I participants. Local and State data on WIOA participants are already available, and allowing DOL to have a national database would increase the agency’s ability to measure program outputs and outcomes in order to improve service delivery and impact to better serve participants. The Budget also proposes to continue to allow Guam, American Samoa, the Marianas Islands, and Palau to manage their WIOA Adult, Dislocated Worker, and Youth formula funding streams as a single grant, to better match the administrative requirements for these programs to their relative size. These provisions were included in the FY 2023 appropriation after proposal in the FY 2023 President’s Budget.

The WIOA Adult program prepares low-income workers for the good jobs created by the Investing in America agenda, and the Department makes full use of existing resources by using the *Yes WIOA Can* framework to maximize flexibility to states. The Department proposes to continue to steadily invest in WIOA programs, which deliver evidence-based career services,

## **ADULT EMPLOYMENT AND TRAINING ACTIVITIES**

supportive services, and work-based and classroom training delivered in concert with employer needs.

The WIOA Adult program aligns with the President's priority of advancing racial and gender equity and support for underserved communities through services that by statute are focused on those who have been disadvantaged in the labor market, such as recipients of public assistance, individuals who are "basic skills deficient," and low-income individuals. The Department continues to expand opportunity and access to those adults who are historically underserved, marginalized, and adversely affected by persistent poverty and inequality, including through increased technical assistance to ensure states and local areas meet priority of service requirements. Through focused analysis of disaggregated data, the Department will provide technical assistance to ensure that local workforce boards use an evidence-informed approach to help them to focus WIOA Adult program resources on the most effective solutions for those adults who are most in need. The Department will also support states in prioritizing job quality, in an effort to allow workers to attain jobs that provide family-sustaining wages, benefits, and training opportunities, and prioritize worker voice, while helping employers to find and recruit skilled employees, including in jobs that promote environmental sustainability.

### **FY 2024**

Figures for FY 2024 are an estimate. Discretionary amounts shown for FY 2024 reflect an annualized Continuing Resolution (Division A of P.L. 118-15, as amended), as a full-year appropriation had not been enacted at the time the budget was produced. Mandatory amounts are equal to the FY 2024 President's Budget and do not reflect sequestration.

### **FY 2023**

The Department was appropriated \$885,649,000 in FY 2023. FY 2023 funding is available for PY 2023 (July 1, 2023 through June 30, 2024). Based on the PY2021 cost per participant data for the Adult program (\$2,999 per participant in PY 2021), these funds will serve an estimated 295,315 eligible adults who face barriers to employment. The appropriation maintains the Governor's Reserve of 15 percent, which allows states to provide services, conduct statewide projects, ensure financial and programmatic oversight of the local workforce system, and plan workforce programs.



## ADULT EMPLOYMENT AND TRAINING ACTIVITIES

<b>WORKLOAD AND PERFORMANCE SUMMARY</b>							
	<b>PY 2022</b>		<b>PY 2023</b>		<b>PY 2024</b>	<b>PY 2025</b>	
	<b>Revised Enacted</b>		<b>Enacted</b>		<b>Estimate</b>	<b>Request</b>	
	<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Target</b>	
<b>Adult Employment and Training Activities</b>							
<b>Strategic Goal 1 - Build Opportunity and Equity for All</b>							
<b>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.</b>							
ETA-WIOA Adult-01    Employment Rate – 2nd Quarter After Exit (WIOA Adult)	69.9%	74.4%	73.6%	--	73.8%	74.0%	
ETA-WIOA Adult-02    Employment Rate – 4th Quarter After Exit (WIOA Adult)	66.8%	71.7%	71.4%	--	71.6%	71.8%	
ETA-WIOA Adult-03    Median Earnings – 2nd Quarter After Exit (WIOA Adult)	\$6,955	\$8,272	\$7,997	--	\$8,137	\$8,300	
ETA-WIOA Adult-04    Credential Attainment Rate (WIOA Adult)	71.7%	70.7%	71.9%	--	72.1%	72.3%	
ETA-WIOA Adult-05    Measurable Skill Gains (WIOA Adult)	62.2%	69.1%	67.4%	--	67.6%	67.8%	

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

# ADULT EMPLOYMENT AND TRAINING ACTIVITIES

## Workload and Performance Narrative

WIOA authorizes six primary indicators of performance. States 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; 4) credential attainment; 5) measurable skill gains; and 6) effectiveness in serving employers (shared measure across programs). 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. The Department observed decreases in employment rate performance indicators for PY 2020 and 2021 but performance improved in PY 2022 as those participants who exited during the COVID-19 pandemic phase out of the performance reporting cohorts. There is a structural delay from when we observe changes in the economy to when that is reflected in reported outcomes. This delay occurs for two reasons: the first is due to the timing of the WIOA primary indicators of performance as defined in statute (i.e. the second or fourth quarter after exit) and the second is the additional two quarters that states are granted to collect outcomes and conduct wage matching. For example, the cohort for Q2 Employment Rates reporting during PY 2022 reflect participants who exited between July 1, 2021 and June 30, 2022.

The Department will continue to monitor grantee performance regularly through Federal Project Officers in the regional offices to ensure grantees are on track to meet performance goals. Such monitoring informs the design and delivery of technical assistance to improve performance. As part of program monitoring, the Department looks at the following system outputs:

- Number of people served by the program;
- Number of people who received training;
- Number of people who received career services;
- Number of people in training who received a credential;
- Number of people with demonstrated skill gains; and
- Amount of funds spent.

Additional data are collected on the types of participant services, individuals who have exited the program including demographic characteristics such as race, gender, disability status, and those with positive outcomes for employment. These outputs help determine whether states are implementing strategies that will help meet their outcome goals and allow an examination of the program's effectiveness for subpopulations. In addition, the Department will continue to conduct research and evaluations in support of continuous improvement of programs to determine the effectiveness of services for various subpopulations and improve program efficiency and performance.

## ADULT EMPLOYMENT AND TRAINING ACTIVITIES

<b>BUDGET ACTIVITY BY OBJECT CLASS</b>					
(Dollars in Thousands)					
		<b>FY 2023 Enacted</b>	<b>FY 2024 Estimate</b>	<b>FY 2025 Request</b>	<b>Diff. FY25 Request / FY24 Estimate</b>
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
41.0	Grants, subsidies, and contributions	885,649	885,649	885,649	0
	<b>Total</b>	<b>885,649</b>	<b>885,649</b>	<b>885,649</b>	<b>0</b>

# ADULT EMPLOYMENT AND TRAINING ACTIVITIES

## CHANGES IN FY 2025

(Dollars in Thousands)

**Activity Changes**

**Built-In**

To Provide For:

Costs of pay adjustments	\$0
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Advisory and assistance services	0
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Grants, subsidies, and contributions	0
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<b>Built-Ins Subtotal</b>	<b>\$0</b>
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<b>Net Program</b>	<b>\$0</b>
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Direct FTE	0
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	Estimate	FTE
<b>Base</b>	<b>\$885,649</b>	<b>0</b>
<b>Program Increase</b>	<b>\$0</b>	<b>0</b>
<b>Program Decrease</b>	<b>\$0</b>	<b>0</b>

## YOUTH ACTIVITIES

<b>BUDGET AUTHORITY BEFORE THE COMMITTEE</b>				
(Dollars in Thousands)				
	<b>FY 2023 Enacted</b>	<b>FY 2024 Estimate</b>	<b>FY 2025 Request</b>	<b>Diff. FY25 Request / FY24 Estimate</b>
<b>Activity Appropriation</b>	<b>948,130</b>	<b>948,130</b>	<b>948,130</b>	<b>0</b>
FTE	0	0	0	0

### **Introduction**

The Youth program helps out-of-school youth and low-income in-school youth with barriers to employment by providing services that prepare them for employment and post-secondary education.

Under Title I of WIOA, Youth Activities funds are allotted by formula to states that, in turn, allocate funds to local areas to deliver a comprehensive array of youth workforce investment activities. These activities aim to develop a strong youth pipeline that provides youth, including disconnected youth, with work readiness skills and industry-driven credential attainment opportunities that equip them with skills and knowledge that prepare them for success in the knowledge-based economy and in-demand industries. The services offered through the Youth program also seek to provide out-of-school and low-income in-school youth with job opportunities that lead to high-paying jobs in today’s workforce.

WIOA authorizes services to 14–21 year-old low-income in-school youth and 16-24 year-old out-of-school youth who have barriers to employment. WIOA requires that not less than 75 percent of funds be used to serve out-of-school youth, which focuses resources on youth facing the greatest challenges in gaining skills and quality employment. Service providers prepare youth for employment and post-secondary education by stressing linkages between academic and occupational learning and creating effective connections to employers. Service providers also assist youth by providing a variety of other services, such as tutoring; alternative secondary school services; summer and year-round work experiences, including pre-apprenticeship programs and on-the-job training opportunities; and occupational training, among others.

# YOUTH ACTIVITIES

## Resource and Program Data Youth Activities Training and Employment Services (Dollars in Thousands)

<b>Data Category</b>	<b>FY 2023 Enacted</b>	<b>FY 2024 Estimate</b>	<b>FY 2025 Request</b>
<b><u>Resource Data:</u></b>	948,130	948,130	948,130
Service Grant			
Formula	944,501	944,501	944,501
Competitive			
Research Evaluation	2,552	2,552	2,552
Program Support	1,077	1,077	1,077
<b>Total Resources</b>	<b>948,130</b>	<b>948,130</b>	<b>948,130</b>
<b><u>Program Data:</u></b>			
Total Grants	57	57	57
New Starts			
#	57	57	57
\$	944,501	944,501	944,501
Contracts			
#	2	2	2
\$	2,552	2,552	2,552

# YOUTH ACTIVITIES

## Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2020	\$913,130	0
2021	\$921,130	0
2022	\$933,130	0
2023	\$948,130	0
2024	\$0	0

NOTE: A full-year 2024 appropriation for this account was not enacted at the time the budget was prepared.

## Funding Mechanism

WIOA Youth programs operate on a program year basis. Funds appropriated in FY 2025 would be available from April 1, 2025 through June 30, 2026 (PY 2025). Under section 127(b) of WIOA, formula funds are provided to states for the operation of WIOA Youth programs based on a statutory formula. After states reserve up to 15 percent for statewide activities, the remainder is allocated to local areas based on a formula distribution as described in section 128(b) of WIOA.

## FY 2025

The Department is requesting \$948,130,000 for FY 2025. PY 2025 funds will be allotted by formula to states and localities to provide WIOA youth services. Based on the most recent cost per participant data of \$7,031 (from PY 2022), these funds will serve an estimated 134,850 eligible in-school and out-of-school youth who face barriers to employment. This request will enable the grantees to provide these youth with work experience opportunities and occupational skills training, and prepare them for success in the labor market. The proposed budget maintains the current 15 percent Governor's Reserve.

The FY 2025 Budget also continues to include provisions to improve the efficiency and responsiveness of workforce development state formula programs. The Budget proposes to continue to allow Guam, American Samoa, the Marianas Islands, and Palau to manage their WIOA Adult, Dislocated Worker, and Youth formula funding streams as a single grant, to better match the administrative requirements for these programs to their relative size. These provisions were included in the FY 2023 appropriation after proposal in the FY 2023 President's Budget.

The WIOA Youth program aligns with the President's priority of advancing racial and gender equity and support for underserved communities through services to low-income youth and youth of color. The Department will further expand opportunity and access to those youth who are historically underserved, marginalized, and adversely affected by persistent poverty and inequality through increased guidance and technical assistance to state and local youth workforce providers. One of the Department's principles is to ensure that equity work is informed by the communities its programs serve. The Department will provide guidance that aims to increase youth voice in programming decisions and ensure that youth are at the table when policies and practices impact them. The Department will also provide technical assistance that highlights the

## YOUTH ACTIVITIES

efforts of communities who successfully incorporate youth as partners in implementation. Through focused analysis of disaggregated data, the Department will provide technical assistance to ensure that local workforce boards use an evidence-informed approach to focus WIOA Youth program resources on the most effective solutions for those youth who are most in need.

Finally, youth with disabilities have historically experienced discrimination and disparities in program design and implementation. The Department will continue to help states and local areas better serve youth with disabilities by analyzing data to understand who programs are serving and identifying ways to more accurately report the data. This technical assistance will include additional examples of programming that successfully aligns and leverages Title I WIOA Youth program resources with Title IV Vocational Education program resources to better serve youth with disabilities within the workforce development system.

For FY 2025, ETA is requesting a change specifically for appropriations language related to the Performance Partnership Pilots (P3) authority that has been provided in previous appropriations. ETA, in consultation with other agencies, has determined that it is appropriate to recommend that Congress discontinue the P3 authority. Lessons learned after five rounds were that policy barriers were often at the state or local levels, not policies that Federal agencies could waive, and Federal flexibility provided directly to local level grantees created oversight and jurisdictional challenges for states. P3 applications were minimal, and some years there were no applicants.

### **FY 2024**

Figures for FY 2024 are an estimate. Discretionary amounts shown for FY 2024 reflect an annualized Continuing Resolution (Division A of P.L. 118-15, as amended), as a full-year appropriation had not been enacted at the time the budget was produced. Mandatory amounts are equal to the FY 2024 President's Budget and do not reflect sequestration.

### **FY 2023**

The WIOA Youth program was appropriated \$948,130,000 for FY 2023. PY 2023 funds were allotted by formula to states and localities to provide WIOA youth services. Based on the most recent cost per participant data of \$7,386 (from PY 2021), these funds will serve an estimated 128,368 eligible in-school and out-of-school youth who face barriers to employment. This request will enable the grantees to provide these youth with work experience opportunities and occupational skills training, and prepare them for success in the labor market. The proposed budget maintains the current 15 percent Governor's Reserve.

The WIOA Youth program continues to align with the President's priority of advancing racial and gender equity and support for underserved communities through services to low-income youth and youth of color. The Department provided guidance that clarified policies to foster innovation and increase flexibilities, as well as encouraged states and local workforce areas to prioritize equity, job quality, mental health, and youth voice in program design. The WIOA Youth program focused on supporting the Department's vision of a no-wrong-door youth workforce system that offers seamless access to resources, programs, and wraparound services; offers guaranteed paid work experiences for young people; and coordinates with critical



## **YOUTH ACTIVITIES**

partners—including but not limited to employers, sector-based industry coalitions, workforce intermediaries, labor unions, and philanthropy—committed to high-quality career pathways for young workers. Additionally, through its Youth Systems Building Academy, the Department provided a cohort of nine local workforce systems and their community partners with targeted and individualized training and technical assistance to explore, design, test, implement, and scale system-level approaches to improve youth employment opportunities and outcomes.

## YOUTH ACTIVITIES

<b>WORKLOAD AND PERFORMANCE SUMMARY</b>							
		<b>PY 2022</b>		<b>PY 2023</b>		<b>PY 2024</b>	<b>PY 2025</b>
		<b>Revised Enacted</b>		<b>Enacted</b>		<b>Estimate</b>	<b>Request</b>
		<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Target</b>
<b>Youth Activities</b>							
<b>Strategic Goal 1 - Build Opportunity and Equity for All</b>							
<b>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.</b>							
ETA-WIOA Youth-01	Education and Employment Rate – 2nd Quarter After Exit (WIOA Youth)	70.6%	73.9%	70.8%	--	71.0%	71.2%
ETA-WIOA Youth-02	Education and Employment Rate – 4th Quarter After Exit (WIOA Youth)	67.8%	73.7%	72.3%	--	72.5%	72.7%
ETA-WIOA Youth-03	Median Earnings – 2nd Quarter After Exit (WIOA Youth)	\$3,830	\$4,605	\$4,430	--	\$4,519	\$4,609
ETA-WIOA Youth-04	Credential Attainment (WIOA Youth)	59.8%	59.6%	60.0%	--	60.2%	60.4%
ETA-WIOA Youth-05	Measurable Skill Gains (WIOA Youth)	54.2%	62.0%	60.1%	--	60.3%	60.5%

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

# YOUTH ACTIVITIES

## Workload and Performance Narrative

WIOA authorizes six primary indicators of performance. States report to the Department on: 1) education and employment in the second quarter after exit; 2) education and employment in the fourth quarter after exit; 3) median earnings of those employed in the second quarter after exit; 4) credential attainment; 5) measurable skill gains; and 6) effectiveness in serving employers (shared measure across core programs). 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. The Department observed decreases in performance for PY 2020 and 2021 but expects performance to improve in PY 2022 and 2023 as those participants who exited during the COVID-19 pandemic phase out of the performance reporting cohorts. There is a structural delay from when we observe changes in the economy to when that is reflected in our reported outcomes. This delay occurs for two reasons: the first is due to the timing of the WIOA primary indicators of performance as defined in statute (i.e. the second or fourth quarter after exit) and the second is the additional two quarters that states are granted to collect outcomes and conduct wage matching. For example, the cohort for Q2 Employment Rates reporting during PY 2022 will reflect participants who exited between July 1, 2021 and June 30, 2022. In fact, for PY 2022, performance increased for four of the five performance indicators, and decreased less than one percentage point for the credential attainment indicator.

The Department will monitor grantee performance regularly through Federal Project Officers in the regional offices to ensure grantees are on track to meet performance goals. Such monitoring informs the design and delivery of technical assistance to improve performance. As part of program monitoring, the Department also looks at system outputs, including:

- Number of people served by the program;
- Number of people who received training;
- Number of people who received career services;
- Number of people in training who received a credential;
- Number of people with demonstrated skill gains; and
- Amount of funds spent.

Additional data are collected on the types of participant services and individuals who have exited the program, including demographic characteristics such as race, gender, disability status, and those with positive outcomes for entered employment. These outputs help determine whether states are implementing strategies that will help meet their outcome goals and allow an examination of the program's effectiveness for subpopulations. In addition, the Department will continue to conduct research and evaluations in support of continuous program improvement to determine the effectiveness of the services provided to various subpopulations and improve program efficiency and performance.

## YOUTH ACTIVITIES

<b>BUDGET ACTIVITY BY OBJECT CLASS</b>					
(Dollars in Thousands)					
		<b>FY 2023 Enacted</b>	<b>FY 2024 Estimate</b>	<b>FY 2025 Request</b>	<b>Diff. FY25 Request / FY24 Estimate</b>
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
41.0	Grants, subsidies, and contributions	948,130	948,130	948,130	0
	<b>Total</b>	<b>948,130</b>	<b>948,130</b>	<b>948,130</b>	<b>0</b>

# YOUTH ACTIVITIES

## CHANGES IN FY 2025

(Dollars in Thousands)

**Activity Changes**

**Built-In**

To Provide For:

Costs of pay adjustments	\$0
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Advisory and assistance services	0
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Grants, subsidies, and contributions	0
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<b>Built-Ins Subtotal</b>	<b>\$0</b>
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<b>Net Program</b>	<b>\$0</b>
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Direct FTE	0
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	Estimate	FTE
<b>Base</b>	<b>\$948,130</b>	<b>0</b>
<b>Program Increase</b>	<b>\$0</b>	<b>0</b>
<b>Program Decrease</b>	<b>\$0</b>	<b>0</b>



# DISLOCATED WORKER EMPLOYMENT AND TRAINING ACTIVITIES

<b>BUDGET AUTHORITY BEFORE THE COMMITTEE</b>				
(Dollars in Thousands)				
	<b>FY 2023 Enacted</b>	<b>FY 2024 Estimate</b>	<b>FY 2025 Request</b>	<b>Diff. FY25 Request / FY24 Estimate</b>
<b>Activity Appropriation</b>	<b>1,421,412</b>	<b>1,421,412</b>	<b>1,373,412</b>	<b>-48,000</b>
FTE	0	0	0	0

## Introduction

The Workforce Innovation and Opportunity Act (WIOA) Dislocated Worker (DW) formula program helps workers get back to work as quickly as possible following job loss. When an individual loses their job due to mass layoffs, global trade dynamics, or transitions in economic sectors, the DW program provides services to assist them in re-entering the workforce into good jobs. The DW program also provides employment and workforce development services to transitioning military service members, as well as military spouses having difficulty finding employment.

Specifically, the DW program:

- Supports Americans finding good jobs by helping workers gain skills, experience, and jobs with family-sustaining pay;
- Offers a variety of workforce development options ranging from traditional classroom settings to work-based opportunities, such as Registered Apprenticeships and on-the-job training, for dislocated workers needing new or upgraded skills;
- Provides services that help dislocated workers obtain employment, such as career counseling, job search assistance, training, credential attainment; and
- Provides for Rapid Response services to employers to assist them and their workers during layoffs, plant closings, and downsizings.

States may reserve up to 25 percent of DW formula funding for Rapid Response services. Rapid Response is a proactive, demand-focused, and flexible strategy designed to respond to layoffs and plant closings by quickly coordinating services and providing immediate aid to companies and their affected workers. Rapid Response teams work with employers and employee representatives to quickly maximize public and private resources to minimize disruptions associated with job loss. Rapid Response can provide customized services on-site at an affected company, accommodate any work schedules, and assist companies and workers through the painful transitions associated with job loss. Rapid Response is carried out by states and local workforce development agencies in partnership with local AJCs.

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

A portion of the funding for dislocated worker employment and training activities is maintained in a Dislocated Worker National Reserve to provide, through National Dislocated Worker Grants (DWGs), employment services and other assistance to workers laid off due to emergencies and major disasters, mass layoffs of at least 50 workers, or circumstances where at least 50 individuals relocate from a disaster area. The activities funded by the National Reserve include:

- Through DWGs, Disaster Relief Employment in temporary positions to clean up damaged and destroyed structures, facilities and lands located within the disaster area and in offshore areas related to the emergency or disaster; and to distribute food, clothing, and other humanitarian assistance for disaster victims;
- Through DWGs, employment and workforce development services for those in Disaster Relief Employment, who are unlikely to return to their prior employment;
- Through DWGs, assistance for workers who are affected by mass layoffs in a community and require assistance beyond what the DW formula program can provide;
- Funds for outlying areas to operate their employment and workforce development programs for youth, adults, and dislocated workers;
- Funds for demonstration projects to promote strategies to help dislocated workers strengthen reemployment outcomes, target special populations, and promote new models and efficiencies in service delivery through the workforce system including serving workers in specific rural regions, the Strengthening Community Colleges initiative, and the proposed SECTOR initiative; and
- Funds for technical assistance for grantees in the workforce system to serve dislocated workers and to implement WIOA provisions including reporting systems.



# DISLOCATED WORKER EMPLOYMENT AND TRAINING ACTIVITIES

## Resource and Program Data Dislocated Worker Training and Employment Services (Dollars in Thousands)

Data Category	FY 2023 Enacted	FY 2024 Estimate	FY 2025 Request
<b><u>Resource Data:</u></b>	1,421,412	1,421,412	1,373,412
Service Grant			
Formula	1,095,553	1,095,553	1,095,553
Competitive	256,632	256,632	210,970
Research Evaluation	2,852	2,852	2,755
Demonstration Development	32,586	32,586	31,486
Training/Technical Assistance	32,586	32,586	31,486
Program Support	1,203	1,203	1,162
<b>Total Resources</b>	<b>1,421,412</b>	<b>1,421,412</b>	<b>1,373,412</b>
<b><u>Program Data:</u></b>			
Total Grants	186	186	186
New Starts			
#	174	174	174
\$			
Continuing			
#	12	12	12
\$			
Contracts			
#	28	28	28
\$	12,350	12,350	12,350
Interagency Agreements			
#	2	2	2
\$	825	825	825

# DISLOCATED WORKER EMPLOYMENT AND TRAINING ACTIVITIES

## Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2020	\$1,322,912	0
2021	\$1,342,412	0
2022	\$1,375,412	0
2023	\$1,421,412	0
2024	\$0	0

NOTE: A full-year 2024 appropriation for this account was not enacted at the time the budget was prepared.

## Funding Mechanism

The DW program operates on a PY basis. Funds appropriated in FY 2025 would be available from July 1, 2025, through June 30, 2026 (PY 2025). The Department allots funding to states based on a statutory formula as described in section 132(b)(2) of WIOA. The states, in turn, after reserving up to 15 percent of those funds for statewide activities and up to 25 percent of those funds for Rapid Response services, allocate the remaining funds to local workforce areas based on a formula distribution as described in section 133(b) of WIOA.

Funds appropriated for the Dislocated Worker National Reserve receive an additional three months of availability, through September 30, 2026.

## FY 2025

To provide dislocated workers with employment and workforce development services, and disaster-affected communities with the resources they need, the Department is requesting a total of \$1,373,412 in FY 2025.

Of the amount requested for FY 2025, \$277,859,000 will be available to the National Reserve to provide assistance to workers and communities impacted by mass layoffs and areas affected by disasters, including disaster impacts and continued economic impacts from the pandemic and the economic changes that followed. These funds will continue to provide reemployment services for individuals impacted by economic changes; train individuals to transition into new professions; and, for disaster DWGs, create temporary employment opportunities for other positions that can immediately mitigate the impact of the disaster.

This funding request includes a \$50,000,000 set-aside in the National Reserve to serve workers in the Appalachian, Lower Mississippi Delta, and Northern Border regions. The request also proposes a set-aside for the Strengthening Community Colleges (SCC) Training Grants program of \$70,000,000 in FY 2025. In FY 2024, the Department of Labor initiated an impact evaluation of the fourth round of SCC Training Grants and this effort will be ongoing in FY 2025. This investment, which the Department will continue to implement in coordination with the Department of Education, will support the Administration's priority of increasing capacity at community colleges to provide effective training programs and build partnerships with industry and also allows for a portion of funding to be used for technical assistance for the grantees and

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

evaluation. This funding request does not include \$20 million previously provided for Workforce Pathways for Youth grants, which focus specifically on out-of-school time organizations. The Department will instead continue to support connections between the WIOA Youth program and other youth-serving organizations to develop comprehensive strategies to serve opportunity youth, as articulated in the Department's Youth Employment Works strategy.

The Budget includes a \$50,000,000 set-aside for the Sectoral Employment through Career Training for Occupational Readiness (SECTOR) program, which will provide funding for training focused on growing industries using evidence-based high-road training partnerships that are both industry-focused and worker-centered. The proposal also allows for a portion of funding to be used for technical assistance and evaluation. This competitive grant program would enable disadvantaged workers to enter on-ramps to middle class jobs and create the skilled workforce the economy needs to thrive. Through sector partnerships with labor and management that prioritize worker voice and empowerment, they will align with and emphasize Administration priorities to increase equity and job quality and focus on expanding work-based learning programs that have fidelity to the sector strategy evidence base. Grants will provide quality training, with needed wraparound services, focused on high-growth and critical industries and sectors including public health, the care economy, information technology, advanced manufacturing, infrastructure, and clean energy.

ETA is proposing an appropriations language change authorizing the agency to fund evaluation and technical assistance activities related to the SCC and SECTOR programs directly from the amounts set aside for these programs.

The remaining \$1,095,553,000 of requested PY 2025 funds will be directed by formula to states to provide WIOA Dislocated Worker services and Rapid Response services. Based on the most recent cost per participant data from PY 2022, these funds will serve an estimated 264,681 dislocated workers at a cost of \$5,125 per participant.

The FY 2025 Budget also continues to include provisions to improve the efficiency and responsiveness of workforce development state formula programs. The Budget proposes to continue to allow Guam, American Samoa, the Marianas Islands, and Palau to manage their WIOA Adult, Dislocated Worker, and Youth formula funding streams as a single grant, to better match the administrative requirements for these programs to their relative size. These provisions were included in the FY 2023 appropriation after proposal in the FY 2023 President's Budget.

The WIOA Dislocated Worker program prepares those who have lost their jobs for new good jobs produced by the Investing in America agenda, and the Department makes full use of existing resources by using the *Yes, WIOA Can* framework to maximize flexibility to states. The Department proposes to continue to steadily invest in WIOA programs, which deliver evidence-based career services, supportive services, and work-based and classroom training delivered in concert with employer needs.

The Department plans to continue delivering technical assistance for WIOA programs in FY 2025 as part of its continued grants and program management for all major grant programs, and as required by Section 168 of WIOA. In addition to the technical assistance provided to the state-

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

level workforce entities, the Department and its partners also provide technical assistance to AJC partner programs and competitive grantees, which are required to partner with Workforce Development Boards. Technical assistance activities in FY 2025 will include:

- Increasing equity and job quality in employment and training programs;
- Training state and local boards, whose members regularly change;
- Retraining and reemploying Americans impacted by economic changes;
- Integrating intake, case record, and financial management systems and program operations;
- Replicating effective practices;
- Enhancing state and local capacity to conduct and use evaluations and analytics; and
- Performance accountability.

The Department will also continue building and maintaining the robust performance tracking systems and infrastructure necessary for performance reporting across WIOA formula and competitive grant programs, and for analyzing participant data to determine the program's effectiveness by race, gender, geographic location, and disability status. The Dislocated Worker Technical Assistance and Training (DWTAT) reserve provides funding for activities such as the data infrastructure that underpins the State Wage Interchange System, which allows sharing of employment information for performance reporting among states for all WIOA core programs. The Department will use these funds for the Census extracts necessary to calculate formulas for all WIOA title I programs, rather than allocating those costs to multiple programs. The DWTAT reserve also supports the extensive WIOA performance reporting system, which allows common performance reporting across all WIOA formula and competitive grantees.

The WIOA DW program aligns with the President's priority of advancing racial and gender equity and support for underserved communities, particularly those impacted by job loss. The Department continues to expand opportunity and access to those adults who are historically underserved, marginalized, and adversely affected by persistent poverty and inequality. Through focused analysis of disaggregated data, the Department will provide technical assistance to ensure that local workforce boards use an evidence-informed approach to help them to focus WIOA DW program resources on the most effective solutions for those dislocated workers who are most in need. The Department will also support states in prioritizing job quality, to both help employers retain quality employees, including those jobs that promote environmental sustainability, and to allow workers to earn family-sustaining wages and benefits, access training opportunities, and work in an environment that prioritizes worker voice.

### **FY 2024**

Figures for FY 2024 are an estimate. Discretionary amounts shown for FY 2024 reflect an annualized Continuing Resolution (Division A of P.L. 118-15, as amended), as a full-year appropriation had not been enacted at the time the budget was produced. Mandatory amounts are equal to the FY 2024 President's Budget and do not reflect sequestration.

# **DISLOCATED WORKER EMPLOYMENT AND TRAINING ACTIVITIES**

## **FY 2023**

To provide dislocated workers with employment and workforce development services, and disaster-affected communities with the resources they need, the Department was appropriated \$1,421,412,000 in FY 2023. Of the amount for FY 2023, \$325,859,000 is for the National Reserve to provide assistance to workers and communities impacted by mass layoffs and areas affected by disasters. These funds continue to provide reemployment services for individuals impacted by economic change; train individuals to transition into new professions; and create temporary employment opportunities for other positions that can immediately mitigate the impact of the crisis. This included a \$50,000,000 set-aside in the National Reserve to serve workers in the Appalachian, Lower Mississippi Delta, and Northern Border regions, which will be used to award WORC Round 6 grants.

This also included a set-aside of \$65,000,000 for the Strengthening Community Colleges Training Grant program, implemented in coordination with the Department of Education, and supporting the Administration's priority of increasing capacity at community colleges to provide effective training programs and build partnerships with industry. This will be the fourth round of funding for these grants, which support capacity building of community colleges to create accelerated pathways to credentials, in collaboration with industry partners, to ensure training meets employer needs for a skilled workforce. These grants will be part of a rigorous evaluation beginning in FY 2024 that will provide insights on the effectiveness of these grants in improving education and employment outcomes for targeted populations of workers.

The remaining \$1,095,553,000 of PY 2023 funds will be directed by formula to states to provide WIOA dislocated worker services and Rapid Response services. FY 2023 funding will be available for PY 2023 (July 1, 2023 through June 30, 2024). Based on the most recent cost per participant data from the PY 2021 WIOA Annual Performance Reports, these funds will serve an estimated 235,755 dislocated workers at a cost of \$4,647 per participant.

The Department is continuing to deliver technical assistance for WIOA programs in FY 2023 as part of its continued grants management and program management for any major grant program, and as required by Section 168 of WIOA. In addition to the technical assistance provided to the State-level workforce entities, the Department and its partners also provide technical assistance to AJC partner programs and competitive grantees, which are required to partner with Workforce Development Boards.

The Department continues to build and maintain the robust performance tracking systems and infrastructure necessary for performance reporting across WIOA formula and competitive grant programs, and for analyzing participant data to determine the program's effectiveness by race, gender, geographic location, and disability status. The Dislocated Worker Technical Assistance and Training (DWTAT) reserve provides funding for activities such as the data infrastructure that underpins the State Wage Interchange System, which allows sharing of employment information for performance reporting among states for all WIOA core programs. The DWTAT reserve also supports the extensive WIOA performance reporting system, which allows common performance reporting across all WIOA formula and competitive grantees.

## DISLOCATED WORKER EMPLOYMENT AND TRAINING ACTIVITIES

<b>WORKLOAD AND PERFORMANCE SUMMARY</b>							
		<b>PY 2022</b>		<b>PY 2023</b>		<b>PY 2024</b>	<b>PY 2025</b>
		<b>Revised Enacted</b>		<b>Enacted</b>		<b>Estimate</b>	<b>Request</b>
		<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Target</b>
<b>Dislocated Workers Employment and Training Activities</b>							
<b>Strategic Goal 1 - Build Opportunity and Equity for All</b>							
<b>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.</b>							
ETA-WIOA DW-01	Employment Rate – 2nd Quarter After Exit (WIOA Dislocated Worker)	66.2%	71.4%	71.2%	--	71.4%	71.6%
ETA-WIOA DW-02	Employment Rate – 4th Quarter After Exit (WIOA Dislocated Worker)	64.7%	73.4%	71.7%	--	71.9%	72.1%
ETA-WIOA DW-03	Median Earnings – 2nd Quarter After Exit (WIOA Dislocated Worker)	\$8,356	\$8,857	\$8,773	--	\$8,949	\$9,128
ETA-WIOA DW-04	Credential Attainment Rate (WIOA Dislocated Worker)	70.8%	74.0%	71.0%	--	71.2%	71.4%
ETA-WIOA DW-05	Measurable Skill Gains (WIOA Dislocated Worker)	63.2%	66.3%	63.4%	--	63.6%	63.8%
ETA-WIOA NDWG-01	Employment Rate – 2nd Quarter After Exit (WIOA National Dislocated Worker Grants)	74.1%	73.9%	74.3%	--	74.5%	74.7%
ETA-WIOA NDWG-02	Employment Rate – 4th Quarter After Exit (WIOA National Dislocated Worker Grants)	68.9%	73.5%	73.1%	--	73.3%	73.5%
ETA-WIOA NDWG-03	Median Earnings – 2nd Quarter After Exit (WIOA National Dislocated Worker Grants)	\$9,149	\$8,867	\$9,332	--	\$9,518	\$9,708

## DISLOCATED WORKER EMPLOYMENT AND TRAINING ACTIVITIES

<b>WORKLOAD AND PERFORMANCE SUMMARY</b>							
		<b>PY 2022</b>		<b>PY 2023</b>		<b>PY 2024</b>	<b>PY 2025</b>
		<b>Revised Enacted</b>		<b>Enacted</b>		<b>Estimate</b>	<b>Request</b>
		<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Target</b>
ETA-WIOA NDWG-04	Credential Attainment Rate (WIOA National Dislocated Worker Grants)	54.8%	72.4%	68.0%	--	68.2%	68.4%
ETA-WIOA NDWG-05	Measurable Skill Gains (WIOA National Dislocated Worker Grants)	65.4%	62.7%	65.6%	--	65.8%	66.0%

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

# DISLOCATED WORKER EMPLOYMENT AND TRAINING ACTIVITIES

## Workload and Performance Narrative

WIOA authorizes six primary indicators of performance. States 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; 4) credential attainment; 5) measurable skill gains; and 6) effectiveness in serving employers (shared measure across programs). 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. The Department observed decreases in employment rate performance indicators for PY 2020 and 2021, but performance improved in PY 2022 as those participants who exited during the COVID-19 pandemic phase out of the performance reporting cohorts. There is a structural delay from when we observe changes in the economy to when that is reflected in our reported outcomes. This delay occurs for two reasons: the first is due to the timing of the WIOA primary indicators of performance as defined in statute (i.e. the second or fourth quarter after exit) and the second is the additional two quarters that states are granted to collect outcomes and conduct wage matching. For example, the cohort for Q2 Employment Rates reporting during PY 2022 will reflect participants who exited between July 01, 2021 and June 30, 2022.

The Department monitors grantee performance regularly through Federal Project Officers in the regional offices to ensure grantees are on track to meet performance goals. Such monitoring informs the design and delivery of technical assistance to improve performance. As part of program monitoring, the Department looks at the following system outputs:

- Number of people served by the program;
- Number of people who received training;
- Number of people who received career services;
- Number of people in training who received a credential;
- Number of people with demonstrated skill gains; and
- Amount of funds spent.

Additional data are collected on the types of participant services and individuals who have exited the program, including demographic characteristics such as race, gender, disability status, and those with positive outcomes for employment. These outputs help determine whether states are implementing strategies that will help meet their outcome goals and allow an examination of the program's effectiveness for subpopulations. In addition, the Department will continue to conduct research and evaluations in support of continuous program improvement to determine the effectiveness of services provided to various subpopulations and improve program efficiency and performance.



## DISLOCATED WORKER EMPLOYMENT AND TRAINING ACTIVITIES

<b>BUDGET ACTIVITY BY OBJECT CLASS</b>					
(Dollars in Thousands)					
		<b>FY 2023 Enacted</b>	<b>FY 2024 Estimate</b>	<b>FY 2025 Request</b>	<b>Diff. FY25 Request / FY24 Estimate</b>
11.1	Full-time permanent	0	0	0	0
11.9	<b>Total personnel compensation</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
25.1	Advisory and assistance services	0	0	0	0
25.2	Other services from non-Federal sources	0	0	0	0
25.7	Operation and maintenance of equipment	0	0	0	0
41.0	Grants, subsidies, and contributions	1,421,412	1,421,412	1,373,412	-48,000
	<b>Total</b>	<b>1,421,412</b>	<b>1,421,412</b>	<b>1,373,412</b>	<b>-48,000</b>

# DISLOCATED WORKER EMPLOYMENT AND TRAINING ACTIVITIES

## CHANGES IN FY 2025

(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 equipment	0
Grants, subsidies, and contributions	0

**Built-Ins Subtotal** **\$0**

**Net Program** **-\$48,000**

**Direct FTE** **0**

	Estimate	FTE
<b>Base</b>	<b>\$1,421,412</b>	<b>0</b>
<b>Program Increase</b>	<b>\$55,000</b>	<b>0</b>
<b>Program Decrease</b>	<b>-\$103,000</b>	<b>0</b>

## INDIAN AND NATIVE AMERICANS PROGRAM

<b>BUDGET AUTHORITY BEFORE THE COMMITTEE</b>				
(Dollars in Thousands)				
	<b>FY 2023 Enacted</b>	<b>FY 2024 Estimate</b>	<b>FY 2025 Request</b>	<b>Diff. FY25 Request / FY24 Estimate</b>
<b>Activity Appropriation</b>	<b>60,000</b>	<b>60,000</b>	<b>60,000</b>	<b>0</b>
FTE	0	0	0	0

### **Introduction**

The Indian and Native American (INA) programs, authorized under Section 166 of the Workforce Innovation and Opportunity Act (WIOA), are designed to help American Indian, Alaska Native, and Native Hawaiian individuals obtain jobs and remain employed in order to become self-sufficient through the provision of employment, education, training, and supportive services.

The INA programs allow tribes to design their programs in a manner that best fits the needs of those communities, consistent with the principles of the Indian Self Determination and Education Assistance Act. The INA programs are intended to: (a) increase the academic, occupational, and literacy skills of Indian and Native Americans to better position them in the workforce, making them more competitive, and (b) equip them, as appropriate, with the entrepreneurial skills necessary for self-employment. In addition, they connect employers with Native American workers with in-demand skills and credentials. The INA programs also promote the economic and social development of Indian and Native American communities while preserving the goals and values of such communities.

American Indians and Alaska Natives are the most impoverished population in the United States. According to the U.S. Census Bureau, 24.9 percent of American Indians and Alaska Natives live in poverty compared to 13.4 percent of the total U.S. population. American Indians and Alaska Natives also have lower academic attainment in comparison to the overall U.S. population. For instance, only 15 percent of American Indians and Alaska Natives ages 25 and older have a bachelor's degree compared to 32.1 percent of the total US population.

Improving these outcomes requires a concentrated effort to enhance education and employment opportunities, to create pathways to jobs and careers with advancement opportunities, and to help Indians and Native Americans enter and remain in the middle class. The Indian and Native American (INA) programs do this by providing training and employment services specifically targeted to Indians and Native Americans who may not otherwise receive these services. The INA programs are the only federal employment and job training programs that provide funding specifically to serve the unique needs of American Indians, Alaska Natives, and Native Hawaiians who reside both on and off reservations, including those who are living in urban areas who often face cultural challenges in transitioning from remote reservation areas to densely populated urban areas. American Indians and Alaska Natives living on remote reservations often lack access to services provided by American Job Centers as these centers are often located many miles away from the reservation in areas that may also face a lack of transportation.

## INDIAN AND NATIVE AMERICANS PROGRAM

The INA programs provide services to adults and youth through a network of 165 tribes and INA organizations. These grantees provide a range of activities that support program and community goals, including assistance with tuition and books; resume writing and interviewing techniques; job referrals; assistance with work-related expenses such as necessary tools or uniforms; transportation assistance; payment for professional and licensing fees; and work-based learning such as on-the-job training. As required under WIOA, the Department continues to consult with the Department’s Native American Employment and Training Council as it plans grant funding opportunities, including strategies and activities to be undertaken by grantees, performance accountability and reporting activities, and technical assistance.

The INA programs emphasize training in jobs that are in high demand in the local economy as well as high demand jobs available outside the local community for individuals who are willing to relocate to obtain employment. The Department also encourages grantees to offer an opportunity to Native Americans to acquire the entrepreneurial skills necessary for successful self-employment. The Department also awards supplemental youth funding to help low-income American Indian, Alaska Native and Native Hawaiian youth, between the ages of 14 and 24, acquire the educational and occupational skills needed to achieve academic and employment success and transition to quality jobs.

### Resource and Program Data Indian and Native American Programs Training and Employment Services (Dollars in Thousands)

Data Category	FY 2023 Enacted	FY 2024 Estimate	FY 2025 Request
<b><u>Resource Data:</u></b>	60,000	60,000	60,000
Service Grant			
Formula			
Competitive	59,400	59,400	59,400
Training/Technical Assistance	600	600	600
<b>Total Resources</b>	<b>60,000</b>	<b>60,000</b>	<b>60,000</b>
<b><u>Program Data:</u></b>			
Total Grants	166	166	166
New Starts			
#	166	166	166
\$	59,400	59,400	59,400
Contracts			
#	1	1	1
\$	383	383	383

# INDIAN AND NATIVE AMERICANS PROGRAM

## Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2020	\$55,000	0
2021	\$55,500	0
2022	\$57,000	0
2023	\$60,000	0
2024	\$0	0

NOTE: A full-year 2024 appropriation for this account was not enacted at the time the budget was prepared.

## Funding Mechanism

Like other WIOA programs, the INA programs operate on a program year (PY) basis. Funds appropriated in FY 2025 will be available from July 1, 2025, through June 30, 2026 (PY 2025). In addition to direct appropriations, a set-aside of 1.5 percent of the WIOA Youth appropriation is used to operate INA supplemental youth service program grants. The Department competes INA grants every four years as required under WIOA Sec. 166. The Department transfers a portion of appropriated funds to the Department of the Interior Bureau of Indian Affairs (BIA) under the Indian Employment, Training, and Related Services Demonstration Act of 1992 (P.L. 102-477), amended in 2017, which allows Federally-recognized tribes to consolidate certain Federal funding under an approved plan for comprehensive services.

## FY 2025

The Department is requesting \$60,000,000 in FY 2025 for the period of July 1, 2025 through June 30, 2026 (PY 2025). At this funding level, the program will serve approximately 9,050 unemployed and under-skilled American Indian, Alaska Native, and Native Hawaiian adults in INA program grants administered by the Department of Labor. Additional participants are served through programs administered by BIA through funds transferred from this appropriation.

At this funding level, the Department will continue to deliver job training opportunities for Indian and Native Americans, contributing to their economic empowerment and sustainable socio-economic development, which aligns with Administration initiatives aimed at promoting economic equity, education, and workforce development among Indigenous communities.

To help grantees implement these programs, the Department will continue to use up to one percent of the appropriation for technical assistance. These funds will be set aside for technical assistance activities based on the training needs of the INA community as determined through oversight activities conducted by the Department, and in consultation with the Native American Employment and Training Council.

The INA programs will continue to develop policies and implement strategies that support economic growth in rural reservations and also provide services to American Indian, Alaska Native and Native Hawaiians living in urban areas. The programs will also continue to engage employers to address their needs and promote the benefits of diversity and inclusion in the

## INDIAN AND NATIVE AMERICANS PROGRAM

workforce. The Department will continue to work with Section 166 grantees to help more American Indians, Alaska Natives and Native Hawaiians to access and complete post-secondary education. In FY 2025, the INA programs will focus on:

- ***Advancing Economic Equity for Indian and Native Americans.*** The Department's INA grants will assist Indian and Native Americans in obtaining quality jobs and moving into the middle class through employment and training, especially in industries associated with the Bipartisan Infrastructure Law and the CHIPS and Science Act. In FY 2025, the INA programs will continue to make credential attainment a priority and will use the credential attainment performance measure as a key indicator in determining the program's success in helping participants acquire industry-recognized credentials.
- ***Valuing and Investing in the Care of Indian and Native Americans Seeking to Improve their Socio-Economic Status.*** The INA programs support a holistic approach in serving Indian and Native American communities and this approach aligns with the cultural values of these communities. Health, nutrition, family support and maintaining cultural values are all factors in an individual's career success. Therefore, the provision of supportive services such as childcare, transportation, work clothes, and health care (including mental health care) are necessary for individuals to successfully complete an employment and training program. The INA programs will continue to provide supportive services to remove the barriers that may prevent individuals from successfully completing a training program or obtaining a better job.
- ***Prioritizing Information Technology Modernization.*** The Department completed the development of a web-based case management system for the INA programs in FY 2021 and in FY 2025 will continue to support and provide enhancements to this system. Also, many INA grantees have outdated computers and software that creates data integrity and data security concerns. The INA programs will continue to encourage and support the use of program funds to invest in new computer equipment and software.
- ***Tailoring Training and Technical Assistance.*** The Department will provide training and technical assistance to grantees to incorporate more work-based learning models into program offerings, including Registered Apprenticeship, as well as to increase the capabilities of grantees to provide virtual platforms and deliver services through increased use of technology. Tribes and tribal organizations often lack the technology to provide virtual services and travel long distances to seek enrollment and track progress of participants.

# INDIAN AND NATIVE AMERICANS PROGRAM

## **FY 2024**

Figures for FY 2024 are an estimate. Discretionary amounts shown for FY 2024 reflect an annualized Continuing Resolution (Division A of P.L. 118-15, as amended), as a full-year appropriation had not been enacted at the time the budget was produced. Mandatory amounts are equal to the FY 2024 President's Budget and do not reflect sequestration.

## **FY 2023**

The Department was appropriated \$60,000,000 in FY 2023 for the period of July 1, 2023 through June 30, 2024 (PY 2023). At this funding level, the program will serve approximately 9,050 unemployed and under-skilled American Indian, Alaska Native, and Native Hawaiian adults in Indian and Native American Program grants administered by the Department of Labor.<sup>3</sup> Additional participants are served through programs administered by BIA through funds transferred from this appropriation.

To help grantees implement these programs, the Department is using one percent of the appropriation for technical assistance. These technical assistance activities are based on the training needs of the INA community as determined through oversight activities conducted by the Department, and in consultation with the Native American Employment and Training Council.

In FY 2023, the Department is providing technical assistance in understanding the career opportunities stemming from the Bipartisan Infrastructure Law, and supportive services and holistic strategies to advance socio-economic well-being in line with cultural values of communities. INA grants are the smallest administered by the Department, with the majority of grantees, largely federally-recognized Tribes, receiving less than \$100,000. The Department therefore provides extensive technical assistance to grantees on financial and performance reporting requirements and on the use of the case management system. The Department also supports grantees seeking to consolidate their funding in a single agreement with BIA under P.L. 102-477 as amended in 2017.

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<sup>3</sup> Participants served is based on FY 2023 allocations (\$60,000,000) after subtractions for technical assistance of \$600,000 and grantee funds transfers to the Department of Interior, Bureau of Indian Affairs of \$14,274,354 (est.) and an average cost per participant of \$4,986.

## INDIAN AND NATIVE AMERICANS PROGRAM

<b>WORKLOAD AND PERFORMANCE SUMMARY</b>							
		<b>PY 2022</b>		<b>PY 2023</b>		<b>PY 2024</b>	<b>PY 2025</b>
		<b>Revised Enacted</b>		<b>Enacted</b>		<b>Estimate</b>	<b>Request</b>
		<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Target</b>
<b>Indian and Native American Programs</b>							
<b>Strategic Goal 1 - Build Opportunity and Equity for All</b>							
<b>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.</b>							
ETA-WIOA INA Adult- 01	Employment Rate – 2nd Quarter After Exit (WIOA Indian and Native American Program - Adult)	69.6%	68.4%	69.8%	--	70.0%	70.2%
ETA-WIOA INA Adult- 02	Employment Rate – 4th Quarter After Exit (WIOA Indian and Native American Program - Adult)	69.2%	69.5%	69.4%	--	69.6%	69.8%
ETA-WIOA INA Adult- 03	Median Earning – 2nd Quarter After Exit (WIOA Indian and Native American Program - Adult)	\$5,783	\$5,881	\$5,899	--	\$6,017	\$6,137
ETA-WIOA INA Adult- 04	Credential Attainment Rate (WIOA Indian and Native American Program - Adult)	49.6%	46.7%	49.8%	--	50.0%	50.2%
ETA-WIOA INA Adult- 05	Measurable Skill Gains (WIOA Indian and Native American Program - Adult)	37.6%	41.7%	40.7%	--	40.9%	41.1%

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



# INDIAN AND NATIVE AMERICANS PROGRAM

## Workload and Performance Narrative

Like other WIOA programs, the INA program uses six key indicators. Grantees 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; 4) credential attainment; 5) measurable skill gains; and 6) effectiveness in serving employers. In FY 2021, the Department deployed a new case management system for adult grantees and in FY 2023 for youth grantees. The new system also facilitates performance reporting. The quarter ending December 31, 2020 was the first quarter for which the INA program reported full adult data under the new reporting system. The INA program has collected sufficient baseline data from the new case management system to begin the process of establishing targets informed by a statistical model for adult grant recipients in addition to evaluating program outcomes. Work on evaluating data of youth grantees is ongoing. Performance indicators demonstrating performance results will continue to grow as more data become available.

## INDIAN AND NATIVE AMERICANS PROGRAM

<b>BUDGET ACTIVITY BY OBJECT CLASS</b>					
(Dollars in Thousands)					
		<b>FY 2023 Enacted</b>	<b>FY 2024 Estimate</b>	<b>FY 2025 Request</b>	<b>Diff. FY25 Request / FY24 Estimate</b>
11.1	Full-time permanent	0	0	0	0
11.9	Total personnel compensation	0	0	0	0
25.2	Other services from non-Federal sources	0	0	0	0
25.7	Operation and maintenance of equipment	0	0	0	0
41.0	Grants, subsidies, and contributions	60,000	60,000	60,000	0
	<b>Total</b>	<b>60,000</b>	<b>60,000</b>	<b>60,000</b>	<b>0</b>

# INDIAN AND NATIVE AMERICANS PROGRAM

## CHANGES IN FY 2025

(Dollars in Thousands)

**Activity Changes**

**Built-In**

To Provide For:

Costs of pay adjustments	\$0
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Other services from non-Federal sources	0
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Operation and maintenance of equipment	0
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Grants, subsidies, and contributions	0
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<b>Built-Ins Subtotal</b>	<b>\$0</b>
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<b>Net Program</b>	<b>\$0</b>
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Direct FTE	0
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	Estimate	FTE
<b>Base</b>	<b>\$60,000</b>	<b>0</b>
<b>Program Increase</b>	<b>\$0</b>	<b>0</b>
<b>Program Decrease</b>	<b>\$0</b>	<b>0</b>



## MIGRANT AND SEASONAL FARMWORKERS

<b>BUDGET AUTHORITY BEFORE THE COMMITTEE</b>				
(Dollars in Thousands)				
	<b>FY 2023 Enacted</b>	<b>FY 2024 Estimate</b>	<b>FY 2025 Request</b>	<b>Diff. FY25 Request / FY24 Estimate</b>
<b>Activity Appropriation</b>	<b>97,396</b>	<b>97,396</b>	<b>97,396</b>	<b>0</b>
FTE	0	0	0	0

### **Introduction**

The National Farmworker Jobs Program (NFJP) provides grants to local community-based organizations and public agencies that assist migrant and seasonal farmworkers (MSFWs), and their dependents attain greater economic stability. The program helps farmworkers acquire the skills that they need to obtain, retain and advance in agricultural jobs, or start new careers. NFJP serves eligible MSFWs who are low-income and primarily underemployed in agricultural or fish farming labor, and their dependents, by providing an array of comprehensive career services, training services (i.e., occupational skills and job training), youth services, housing services (short-term or permanent housing), and related assistance services (i.e. English language and literacy instruction), designed to assist eligible MSFWs retain or stabilize their agricultural employment. Additionally, NFJP partners with the [Monitor Advocate System](#)<sup>4</sup> to ensure farmworkers have equitable access to these services and other workforce protections offered by American Job Centers, so that MSFWs may improve their living and working conditions. The NFJP program is authorized under Section 167 of the Workforce Innovation and Opportunity Act (WIOA).

NFJP grantees are required partners in the American Job Center (AJC) network. NFJP services are not a substitute for other WIOA services, which must be available to farmworker job seekers. In addition to directly providing employment and training services and housing services, NFJP grantees connect its MSFW participants to relevant AJC services.

In providing services to MSFWs, NFJP grantees must consider factors that are unique to this population. One such factor is the mobility of the farmworker population, as MSFWs may travel to different geographic locations in search of available seasonal work, based on crop harvest seasons and/or local area labor shortages. NFJP grantees use specific outreach and service delivery methods to serve participants who may otherwise not be able to take advantage of services offered through their local AJC network. Because of the specific, targeted outreach that it provides, the NFJP program is able to reach a historically underserved and disadvantaged population with multiple barriers to employment. The mobility of the farmworker population also creates challenges for their families, as minors who accompany families traveling in search of work have an inherent educational disadvantage. NFJP serves dependents of MSFWs, offering youth workforce activities and services to ensure equitable educational opportunities.

The cyclical nature of agricultural work leads MSFWs to seek off-season work in industries that require similar skill sets. According to the National Agricultural Worker Survey (NAWS), 31

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<sup>4</sup> Additional information on the Monitor Advocate System is available at <https://www.dol.gov/agencies/eta/agriculture/monitor-advocate-system/>.

## MIGRANT AND SEASONAL FARMWORKERS

percent of crop workers reported holding at least one non-farm job in the 12 months prior to the interview.<sup>5</sup> Because MSFWs often work in labor-intensive positions in industry sectors such as construction, they are prime candidates for employment dislocation in economic downturns or slow recoveries. This dislocation presents an exponential challenge to farmworkers, who do not qualify under most unemployment insurance benefit programs because agricultural employers generally do not meet UI requirements for coverage related to the number of employees or amount of wages paid. The NFJP program seeks to counter the impact of chronic unemployment and underemployment MSFWs experience due to the cyclical nature of agricultural work.

### Resource and Program Data Migrant and Seasonal Farmworkers Training and Employment Services (Dollars in Thousands)

Data Category	FY 2023 Enacted	FY 2024 Estimate	FY 2025 Request
<b><u>Resource Data:</u></b>	97,396	97,396	97,396
Service Grant			
Formula	97,116	97,116	97,116
Training/Technical Assistance	280	280	280
Research Evaluation			
<b>Total Resources</b>	<b>97,396</b>	<b>97,396</b>	<b>97,396</b>
<b><u>Program Data:</u></b>			
Total Grants	63	63	63
New Starts			
#	63	63	63
\$	97,116	97,116	97,116
Contracts			
#	1	1	1
\$	280	280	280

<sup>5</sup> Source is available at: <https://www.dol.gov/agencies/eta/national-agricultural-workers-survey>.

# MIGRANT AND SEASONAL FARMWORKERS

## Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2020	\$91,896	0
2021	\$93,896	0
2022	\$95,396	0
2023	\$97,396	0
2024	\$0	0

NOTE: A full-year 2024 appropriation for this account was not enacted at the time the budget was prepared.

## Funding Mechanism

NFJP operates on a Program Year (PY) basis with grant funding awarded to grantees as early as April (April 1 through June 30 of the subsequent year), and grants have a 15-month period of performance (July 1 through September 30 of the subsequent year). WIOA requires the Department of Labor (Department) to conduct a grants competition every four years to select the community organizations and state agencies that will operate the NFJP. The grant competition is performed through a Funding Opportunity Announcement (FOA) for grant applications, typically for career services and training grants and housing grants. The competition is open to state and local agencies, state and local Workforce Development Boards, faith-based and community organizations, institutions of higher education, and other entities that have the capacity to operate a diversified program of workforce services. In non-competition program years, grant recipients submit an annual program plan for the coming year.

In distributing funds, ETA calculates allotments for career services and training grantees through an administrative formula. The formula estimates the number of eligible farmworkers in each state by using data from the U.S. Census, the Agricultural Census, the National Agricultural Workers Survey (NAWS), and the Farm Labor Survey. With the exception of Alaska and the District of Columbia, the Department solicits career services and training grant applications for all states and Puerto Rico, to serve the eligible migrant and seasonal farmworker population. Because of its large number of agricultural workers, for program year 2023, California is represented by a total of seven grant organizations. NFJP housing grant funds are allocated based on awarded proposals received through the FOA process.

## FY 2025

The Department is requesting \$97,396,000 in FY 2025 for the period of April 1, 2025 through June 30, 2026 (PY 2025). The funds requested include a one percent breakout for discretionary purposes, as authorized under WIOA. At this funding level, the program will serve approximately 11,649 participants through 53 Career Services and Training grants and provide housing services to 10,455 individuals, including eligible MSFWs, other individuals, and individuals within families, through 9 Housing grants across the U.S. and Puerto Rico, based on PY 2022 cost per participant data.

## **MIGRANT AND SEASONAL FARMWORKERS**

Through services to farmworkers and their families, NFJP aligns with the President's priority of advancing racial and gender equity and support for underserved communities who have been historically marginalized. MSFWs, whose livelihoods are primarily derived from agricultural employment, often experience wage theft, heat-related illness, exposure to pesticides, inferior housing, transportation barriers, limited access to health care, discrimination, trafficking, forced labor, sexual assault, and other workplace abuses. The Department will continue to develop guidance and technical assistance that encourages grantees to adopt policies and practices that are inclusive and take into account the nature of the agriculture industry, including farmworkers' seasonal employment patterns and irregular income, when determining program participant eligibility requirements.

### **FY 2024**

Figures for FY 2024 are an estimate. Discretionary amounts shown for FY 2024 reflect an annualized Continuing Resolution (Division A of P.L. 118-15, as amended), as a full-year appropriation had not been enacted at the time the budget was produced. Mandatory amounts are equal to the FY 2024 President's Budget and do not reflect sequestration.

### **FY 2023**

The Department was appropriated \$97,396,000 in FY 2023 for the period of April 1, 2023 through June 30, 2024 (PY 2023). At this funding level, the program served approximately 12,352 participants through Career Services and Training grants based on the PY 2021 cost per participant of \$7,289, and provided housing services to 8,730 individuals, including eligible MSFWs, other individuals, and individuals within families, through Housing grants based on the PY 2021 cost per participant of \$754.

NFJP aligns with the President's priority of advancing racial and gender equity and support for underserved communities through services to farmworkers and their families, who have been historically marginalized, and the President's vision for reinvesting in drivers of growth and shared prosperity, such as education, public health and research. MSFWs, whose livelihoods are primarily derived from agricultural employment, experience chronic unemployment and underemployment due to the cyclical nature of the work. Additionally, MSFWs often experience wage theft, heat-related illness, exposure to pesticides, inferior housing, transportation barriers, limited access to health care, discrimination, and other abuses.

To address these challenges, NFJP grantees utilize a comprehensive service model that combines an array of career services, training, housing assistance, youth services, and other related assistance, such as English language and literacy instruction. NFJP enables farmworkers to acquire necessary skills to either stabilize or advance in their agricultural jobs or obtain employment in new industries. The Department will continue to develop guidance and technical assistance that encourage grantees to commit to adopting policies and practices that are inclusive and take into account the nature of the agriculture industry, including farmworker's seasonal employment patterns and irregular income.



## MIGRANT AND SEASONAL FARMWORKERS

<b>WORKLOAD AND PERFORMANCE SUMMARY</b>							
		<b>PY 2022</b>		<b>PY 2023</b>		<b>PY 2024</b>	<b>PY 2025</b>
		<b>Revised Enacted</b>		<b>Enacted</b>		<b>Estimate</b>	<b>Request</b>
		<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Target</b>
<b>Migrant and Seasonal Farmworkers</b>							
<b>Strategic Goal 1 - Build Opportunity and Equity for All</b>							
<b>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.</b>							
ETA-WIOA NFJP Adult-01	Employment Rate – 2nd Quarter After Exit (WIOA National Farmworker Jobs Program - Adult)	72.3%	89.8%	72.5%	--	72.5%	72.7%
ETA-WIOA NFJP Adult-02	Employment Rate – 4th Quarter After Exit (WIOA National Farmworker Jobs Program - Adult)	71.5%	87.5%	71.7%	--	71.7%	71.9%
ETA-WIOA NFJP Adult-03	Median Earning – 2nd Quarter After Exit (WIOA National Farmworker Jobs Program - Adult)	\$5,284	\$8,596	\$5,389	--	\$5,389	\$5,497
ETA-WIOA NFJP Youth-01	Education and Employment Rate – 2nd Quarter After Exit (WIOA National Farmworker Jobs Program - Youth)	70.3%	91.5%	70.5%	--	70.5%	70.7%
ETA-WIOA NFJP Youth-02	Education and Employment Rate – 4th Quarter After Exit (WIOA National Farmworker Jobs Program - Youth)	68.8%	92.4%	69.0%	--	69.0%	69.2%
ETA-WIOA NFJP Youth-03	Median Earning – 2nd Quarter After Exit (WIOA National Farmworkers Jobs Program - Youth)	\$5,284	\$7,375	\$5,389	--	\$5,389	\$5,497
ETA-WIOA NFJP Youth-04	Credential Attainment (WIOA National Farmworker Jobs Program - Youth)	53.4%	64.4%	53.6%	--	53.6%	53.8%

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

# MIGRANT AND SEASONAL FARMWORKERS

## **Workload and Performance Narrative**

The WIOA authorizes six primary indicators of performance. Grantees report to the Department on: 1) employment in the second quarter after exit for adults, and employment, education, and training in the second quarter after exit for youth; 2) employment in the fourth quarter after exit for adults, and employment, education, and training in the fourth quarter after exit for youth; 3) median earnings of those employed in the second quarter after exit; 4) credential attainment; 5) measurable skill gains; and 6) effectiveness in serving employers (tracking outcomes to establish baseline).

## MIGRANT AND SEASONAL FARMWORKERS

<b>BUDGET ACTIVITY BY OBJECT CLASS</b>					
(Dollars in Thousands)					
		<b>FY 2023 Enacted</b>	<b>FY 2024 Estimate</b>	<b>FY 2025 Request</b>	<b>Diff. FY25 Request / FY24 Estimate</b>
11.1	Full-time permanent	0	0	0	0
11.9	Total personnel compensation	0	0	0	0
25.2	Other services from non-Federal sources	0	0	0	0
41.0	Grants, subsidies, and contributions	97,396	97,396	97,396	0
	<b>Total</b>	<b>97,396</b>	<b>97,396</b>	<b>97,396</b>	<b>0</b>

# MIGRANT AND SEASONAL FARMWORKERS

## CHANGES IN FY 2025

(Dollars in Thousands)

**Activity Changes**

**Built-In**

To Provide For:

Costs of pay adjustments	\$0
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Other services from non-Federal sources	0
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Grants, subsidies, and contributions	0
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<b>Built-Ins Subtotal</b>	<b>\$0</b>
---------------------------	------------

<b>Net Program</b>	<b>\$0</b>
--------------------	------------

Direct FTE	0
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	Estimate	FTE
<b>Base</b>	<b>\$97,396</b>	<b>0</b>
<b>Program Increase</b>	<b>\$0</b>	<b>0</b>
<b>Program Decrease</b>	<b>\$0</b>	<b>0</b>

## REENTRY EMPLOYMENT OPPORTUNITIES

<b>BUDGET AUTHORITY BEFORE THE COMMITTEE</b>				
(Dollars in Thousands)				
	<b>FY 2023 Enacted</b>	<b>FY 2024 Estimate</b>	<b>FY 2025 Request</b>	<b>Diff. FY25 Request / FY24 Estimate</b>
<b>Activity Appropriation</b>	<b>115,000</b>	<b>115,000</b>	<b>120,000</b>	<b>5,000</b>
FTE	0	0	0	0

### **Introduction**

The Reentry Employment Opportunities (REO) program connects current or formerly incarcerated or justice-involved adults and youth with occupational skills training and Registered Apprenticeships leading to industry-recognized credentials and employment in industries and occupations that offer competitive wages and opportunities for advancement, which can reduce the significant barriers to employment that justice-involved individuals face. The REO program helps smooth the pathway for successful reentry by helping justice-involved adults and youth reintegrate into their communities.

The REO program provides pre-release and comprehensive post-release services targeted in communities with high rates of poverty and crime as well as large numbers of persons returning home from prison or jail. These services include career assistance, occupational skills training, work-based learning, mentoring, transportation assistance, community violence intervention, trauma informed care approaches, mental health and substance abuse support, and preparation for post-secondary education. REO grantees connect participants with additional supportive services such as housing, childcare, identification assistance, family unification services, and legal assistance. REO grants also include employer partners in planning and development of these programs, so participants are prepared with skills and credentials that are in-demand. Grantees connect with employers to educate them on the benefits of hiring qualified persons with criminal history records and assist them in connecting with those workers.

The Workforce Innovation and Opportunity Act (WIOA) defines “offenders” as adults or juveniles who have been subject to any stage of the criminal justice process, and for whom services under WIOA may be beneficial, or people who require assistance in overcoming artificial barriers to employment resulting from a record of arrest or conviction. Adult reentry programming focuses on persons aged 18 or older who were sentenced in the adult criminal justice system.

The Department is committed to using its REO funding to build the evidence base on workforce development interventions serving justice-involved adults and youth. The Department also plans its interventions in consultation with the Department of Justice, Department of Health and Human Services, Department of Housing, and the Department of Education to ensure that the Federal government is addressing the needs of justice-involved persons in a holistic manner. To support job placement, the Department maintains the Federal Bonding Program, which provides fidelity insurance to employers that hire persons with criminal records, as well as other at-risk job candidates.

# REENTRY EMPLOYMENT OPPORTUNITIES

## Resource and Program Data REO Training and Employment Services (Dollars in Thousands)

Data Category	FY 2023 Enacted	FY 2024 Estimate	FY 2025 Request
<b><u>Resource Data:</u></b>	115,000	115,000	120,000
Service Grant			
Formula			
Competitive	106,880	106,880	111,880
Training/Technical Assistance	2,800	2,800	2,800
Research Evaluation			
Program Support	5,320	5,320	5,320
<b>Total Resources</b>	<b>115,000</b>	<b>115,000</b>	<b>120,000</b>
<b><u>Program Data:</u></b>			
<b>Total Grants</b>	<b>35</b>	<b>35</b>	<b>45</b>
New Starts			
#	35	35	45
\$	105,800	105,800	110,800
Contracts			
#	6	6	6
\$	8,000	8,000	8,000

# REENTRY EMPLOYMENT OPPORTUNITIES

## Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2020	\$98,079	0
2021	\$100,079	0
2022	\$102,079	0
2023	\$115,000	0
2024	\$0	0

NOTE: A full-year 2024 appropriation for this account was not enacted at the time the budget was prepared.

## Funding Mechanism

REO operates on a program year (PY) basis. Funds appropriated for REO are available from April 1 through June 30 of the next year and are awarded through a competitive solicitation process. Grants serving current and formerly incarcerated or justice-involved youth may be awarded to various types of organizations, including non-profit national and regional intermediaries, 501(c)(3) community- and faith-based organizations, state and local government agencies, and Indian and Native American entities eligible for grants under WIOA Section 166.

## FY 2025

The Department is requesting \$120,000,000 in FY 2025 for the period of April 1, 2025 through June 30, 2026 (PY 2025) to serve persons sentenced in the adult criminal justice system as well as justice-involved juveniles and young adults or those at-risk for future justice system involvement. This amount is a \$5 million increase from the FY 2024 full-year C.R. level. This funding will serve an estimated 10,668 adult participants in PY 2025 at a cost per participant of \$7,500, and an estimated 3,585 young adult participants at a cost per participant of \$11,155.

In PY 2025, the Department will continue to focus on projects that provide comprehensive occupational skills training and Registered Apprenticeship opportunities and evaluate program models funded through the REO grants to assess their effectiveness. The Department has incorporated existing evidence on how best to serve justice-involved persons into the design of current programs. For example, the Partnership for Reentry Opportunities in Workforce Development (PROWD) initiative, jointly developed with the Department of Justice in which grantees provide workforce development services to people in Federal Bureau of Prisons (BOP) custody prior to release and continue services through transition into the community, builds upon evidence from the Pathway Home demonstration grant program and Linking to Employment Activities Pre-Release Program (LEAP) and its Implementation Evaluation.<sup>6</sup> The requested funding increase would enable approximately 665 additional participants to be served in the

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<sup>6</sup> Linking to Employment Activities Pre-Release Program (LEAP) Implementation Evaluation Briefs, Mathematica Policy Research, May 2018. <https://www.dol.gov/sites/dolgov/files/OASP/legacy/files/Providing-Services-in-a-Jail-Based-American-Job-Center.pdf>

<sup>7</sup> Reentry Employment Opportunities. <https://www.dol.gov/agencies/oasp/evaluation/currentstudies/Reentry-Employment-Opportunities-Evaluation> performance reporting and provide technical assistance to grantees to help them improve their performance

## REENTRY EMPLOYMENT OPPORTUNITIES

critical period after release from federal custody. The Department will also use the Grantee Performance Management System for grantee case management and performance reporting and provide technical assistance to grantees to help them improve their performance. The Department will continue to incorporate lessons learned from its ongoing REO evaluation while building additional evidence through evaluations of its Pathway Home and PROWD models.<sup>7</sup>

The REO Youth Growth Opportunities (GO) initiative focuses on evidence-based practices in community violence intervention, such as paid work experience, leadership, mentoring, and partnerships with violence interrupters. At least \$40,000,000 will be used to serve juveniles and young adults through the GO initiative in coordination with the Administration's comprehensive strategy to prevent and reduce gun violence and other violent crime, in partnership with violence prevention agencies and organizations. Most remaining funding will be used for grants to serve adults and system alignment activities, including supporting PROWD grantees for services delivered within the community after BOP custody concludes.

### **FY 2024**

Figures for FY 2024 are an estimate. Discretionary amounts shown for FY 2024 reflect an annualized Continuing Resolution (Division A of P.L. 118-15, as amended), as a full-year appropriation had not been enacted at the time the budget was produced. Mandatory amounts are equal to the FY 2024 President's Budget and do not reflect sequestration.

### **FY 2023**

The Department was appropriated \$115,000,000 in FY 2023 for the period of April 1, 2023 through June 30, 2024 (PY 2023) to serve persons sentenced under the adult criminal justice system and juveniles and young adults involved or at risk of involvement in the justice system. This funding is supporting approximately 13,113 adult participants in PY 2023 at a cost per participant of \$5,863 and approximately 2,609 young adult participants at a cost per participant of \$11,500.

In PY 2023, the Department is focused on projects that provide comprehensive occupational skills training and Registered Apprenticeship opportunities and is evaluating program models funded through the REO grants to assess their effectiveness. The Department incorporated existing evidence on how to best serve justice-involved individuals into the design of current programs. For example, the Pathway Home demonstration grant program built upon evidence from the Linking to Employment Activities Pre-Release Program (LEAP) Implementation Evaluation.<sup>8</sup> The Department continues to incorporate lessons learned from its ongoing Reentry Employment Opportunities, Reentry Projects, Pathway Home, and PROWD evaluations.<sup>9</sup>

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<sup>8</sup> Linking to Employment Activities Pre-Release Program (LEAP) Implementation Evaluation Briefs, Mathematica Policy Research, May 2018. <https://www.dol.gov/sites/dolgov/files/OASP/legacy/files/Providing-Services-in-a-Jail-Based-American-Job-Center.pdf>

<sup>9</sup> Reentry Employment Opportunities. <https://www.dol.gov/agencies/oasp/evaluation/currentstudies/Reentry-Employment-Opportunities-Evaluation>



## **REENTRY EMPLOYMENT OPPORTUNITIES**

The Department invested \$40,000,000 to serve juveniles and young adults, and the remaining funds were used for grants to serve adults and system alignment activities. The Department fully transitioned to the Grantee Performance Management System for grantee case management and performance reporting and provides technical assistance to grantees and helps them improve their performance.

To advance First Step Act (FSA) implementation and reduce recidivism risk in the reentering Federal prisoner population, the Department of Justice Federal Bureau of Prisons (BOP) and the Department of Labor used \$75 million in FY 2023 FSA funds for the PROWD initiative, which aligns job training and skills development services provided to people in BOP custody to the specific labor market needs of the communities where they live upon release. In FY 2023, fifteen states and the District of Columbia received a total of \$62,761,460 to deliver workforce development services to people in BOP custody, with an initial focus on pre-release services, including occupational skills training, while incarcerated individuals are housed in BOP facilities, continuing with a transition model while they are housed in a community placement, and ending with a seamless transition to local service providers when they are back in the community. Approximately \$10 million funded the PROWD evaluation and the remainder supported technical assistance for the grants. DOL uses REO funds to assist participants with needed employment supports when they reenter their communities.

## REENTRY EMPLOYMENT OPPORTUNITIES

<b>WORKLOAD AND PERFORMANCE SUMMARY</b>							
		<b>PY 2022</b>		<b>PY 2023</b>		<b>PY 2024</b>	<b>PY 2025</b>
		<b>Revised Enacted</b>		<b>Enacted</b>		<b>Estimate</b>	<b>Request</b>
		<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Target</b>
<b>Reentry Employment Opportunities</b>							
<b>Strategic Goal 1 - Build Opportunity and Equity for All</b>							
<b>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.</b>							
ETA-WIOA REO Adult- 01	Employment Rate – 2nd Quarter After Exit (WIOA ReEntry Employment Opportunities - Adult)	68.4%	61.7%	63.4%	--	63.6%	63.8%
ETA-WIOA REO Adult- 02	Employment Rate – Fourth Quarter After Exit (WIOA ReEntry Employment Opportunities - Adult)	64.7%	61.4%	64.9%	--	65.1%	65.3%
ETA-WIOA REO Adult- 03	Median Earning – 2nd Quarter After Exit (WIOA ReEntry Employment Opportunities - Adult)	\$6,575	\$6,845	\$6,706	--	\$6,840	\$6,977
ETA-WIOA REO Adult- 04	Credential Attainment (WIOA ReEntry Employment Opportunities - Adult)	89.8%	88.5%	90.0%	--	90.2%	90.4%
ETA-WIOA REO Adult- 05	Measurable Skill Gains (WIOA ReEntry Employment Opportunities - Adult)	72.5%	54.8%	59.2%	--	59.4%	59.6%
ETA-WIOA REO Youth- 01	Education and Employment Rate – 2nd Quarter After Exit (WIOA ReEntry Employment Opportunities - Youth)	66.3%	64.7%	66.5%	--	66.7%	66.9%

## REENTRY EMPLOYMENT OPPORTUNITIES

<b>WORKLOAD AND PERFORMANCE SUMMARY</b>							
		<b>PY 2022</b>		<b>PY 2023</b>		<b>PY 2024</b>	<b>PY 2025</b>
		<b>Revised Enacted</b>		<b>Enacted</b>		<b>Estimate</b>	<b>Request</b>
		<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Target</b>
ETA-WIOA REO Youth- 02	Education and Employment Rate – Fourth Quarter After Exit (WIOA ReEntry Employment Opportunities - Youth)	66.3%	61.6%	62.9%	--	63.1%	63.3%
ETA-WIOA REO Youth- 03	Median Earning – 2nd Quarter After Exit (WIOA ReEntry Employment Opportunities - Youth)	\$4,651	\$3,639	\$3,915	--	\$3,993	\$4,073
ETA-WIOA REO Youth- 04	Credential Attainment (WIOA ReEntry Employment Opportunity - Youth)	69.2%	72.7%	69.4%	--	69.6%	69.8%
ETA-WIOA REO Youth- 05	Measurable Skill Gains (WIOA ReEntry Employment Opportunities - Youth)	66.0%	65.7%	66.2%	--	66.4%	66.6%

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

# REENTRY EMPLOYMENT OPPORTUNITIES

## Workload and Performance Narrative

The WIOA authorizes six primary indicators of performance. Grantees 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; 4) credential attainment; 5) measurable skill gains; and 6) effectiveness in serving employers. ETA also measures recidivism among participants in the REO program. 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.

The Department has fully transitioned to validating employment outcomes through the Common Reporting Information System, which provides more accurate data for assessment and planning, and this may impact future results and therefore targets.

The workforce development and employment services delivered through the REO program are designed to address WIOA performance indicators. States and local areas target their service delivery strategies to the specific needs of their employer and youth and adult populations, and the Department provides policy and programmatic guidance to help states and local areas identify strategies that are beneficial in improving successful outcomes in the current economy.

The Department will monitor grantee performance regularly through Federal Project Officers in the regional offices to ensure grantees are on target to meet performance goals. Such monitoring informs the design and delivery of technical assistance to improve performance. As part of program monitoring, the Department looks at the following system outputs:

- Number of people served by the program;
- Number of people who entered employment;
- Amount of wages earned by participants;
- Number of people in training who earned a credential;
- Number of people with measurable skill gains; and
- Amount of funds spent.

Additional data are collected on the types of participant services and individuals who have exited the program, including demographic characteristics such as race, gender, disability status, and those with positive outcomes for entered employment. These measures help determine whether grantees are implementing strategies that will help meet their outcome goals, and allow an examination of the program's effectiveness for subpopulations.

## REENTRY EMPLOYMENT OPPORTUNITIES

<b>BUDGET ACTIVITY BY OBJECT CLASS</b>					
(Dollars in Thousands)					
		<b>FY 2023 Enacted</b>	<b>FY 2024 Estimate</b>	<b>FY 2025 Request</b>	<b>Diff. FY25 Request / FY24 Estimate</b>
11.1	Full-time permanent	0	0	0	0
11.9	Total personnel compensation	0	0	0	0
25.2	Other services from non-Federal sources	0	0	0	0
41.0	Grants, subsidies, and contributions	115,000	115,000	120,000	5,000
	<b>Total</b>	<b>115,000</b>	<b>115,000</b>	<b>120,000</b>	<b>5,000</b>

# REENTRY EMPLOYMENT OPPORTUNITIES

## CHANGES IN FY 2025

(Dollars in Thousands)

**Activity Changes**

**Built-In**

To Provide For:

Costs of pay adjustments	\$0
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Other services from non-Federal sources	0
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Grants, subsidies, and contributions	0
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<b>Built-Ins Subtotal</b>	<b>\$0</b>
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<b>Net Program</b>	<b>\$5,000</b>
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Direct FTE	0
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	Estimate	FTE
<b>Base</b>	<b>\$115,000</b>	<b>0</b>
<b>Program Increase</b>	<b>\$5,000</b>	<b>0</b>
<b>Program Decrease</b>	<b>\$0</b>	<b>0</b>

## APPRENTICESHIP PROGRAM

<b>BUDGET AUTHORITY BEFORE THE COMMITTEE</b>				
(Dollars in Thousands)				
	<b>FY 2023 Enacted</b>	<b>FY 2024 Estimate</b>	<b>FY 2025 Request</b>	<b>Diff. FY25 Request / FY24 Estimate</b>
<b>Activity Appropriation</b>	<b>285,000</b>	<b>285,000</b>	<b>335,000</b>	<b>50,000</b>
FTE	0	0	0	0

### **Introduction**

The Employment and Training Administration’s Office of Apprenticeship (OA) utilizes the TES budget to invest in the expansion, diversification, and modernization of the National Apprenticeship System. The Biden Administration signaled its support for bolstering Registered Apprenticeship (RA) via a February 17, 2021 announcement<sup>10</sup> that reaffirmed the President’s commitment to expanding access to RA for working- and middle-class families, reinstating the National Advisory Committee on Apprenticeship, and pursuing RA policies that uphold and strengthen quality standards. Since that announcement, significant investments in the National Apprenticeship System have expanded access to a growing number of RA programs.

. The Bipartisan Infrastructure Law (BIL), the Inflation Reduction Act (IRA), and Creating Helpful Incentives to Produce Semiconductors and Science Act (CHIPS) will drive new demand for RA in traditional industries such as construction and new industries such as semiconductor manufacturing and clean energy while also presenting a historic opportunity to achieve greater equity in these high-quality and well-paying career opportunities, a key objective of the Administration’s Investing in America agenda.

Registered Apprenticeship is a proven model of apprenticeship that has been validated by the U.S. Department of Labor or a State Apprenticeship Agency. Programs provide industry-driven, high-quality career pathways through which employers can develop and prepare their future workforce, and individuals can obtain paid work experience, classroom instruction, progressive wage increases, and a transferable, nationally recognized credential. Those credentials in turn lead to a long-term, well-paying career. Apprenticeship continues to expand as a key strategy to develop the nation’s workforce in areas including clean energy, advanced manufacturing, financial services, childcare, educational services, transportation, information technology, healthcare, and the skilled trades. The Biden-Harris Administration has also used Registered Apprenticeship as a targeted sector strategy to address critical workforce challenges for trucking, cybersecurity, teachers, and advanced manufacturing.

The Department, through the Office of Apprenticeship, administers the National Apprenticeship Act of 1937 (NAA), which established a foundation for developing and expanding the nation’s skilled workforce through RA programs with standards for safeguarding the safety and welfare of apprentices. Federal funding in recent years has helped expand and diversify RA and pathways into these proven earn-and-learn programs for all American learners and workers, including those who have been historically underrepresented and underserved in RAs.

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<sup>10</sup> “Fact Sheet: Biden Administration to Take Steps to Bolster Registered Apprenticeship”, White House Briefing Room, <https://www.whitehouse.gov/briefing-room/statements-releases/2021/02/17/fact-sheet-biden-administration-to-take-steps-to-bolster-registered-apprenticeships/> (February 17, 2021)

# APPRENTICESHIP PROGRAM

## Resource and Program Data Apprenticeship Program Training and Employment Services (Dollars in Thousands)

<b>Data Category</b>	<b>FY 2023 Enacted</b>	<b>FY 2024 Estimate</b>	<b>FY 2025 Request</b>
<b><u>Resource Data:</u></b>	285,000	335,000	335,000
Service Grant	TBD	TBD	TBD
Formula			
Competitive/ Discretionary	TBD	TBD	TBD
Research Evaluation	TBD	TBD	TBD
Training/Technical Assistance	TBD	TBD	TBD
Program Support	TBD	TBD	TBD
<b>Total Resources</b>	<b>285,000</b>	<b>335,000</b>	<b>335,000</b>
<b><u>Program Data:</u></b>			
Total Grants	TBD	TBD	TBD
New Starts			
#	TBD	TBD	TBD
\$	TBD	TBD	TBD
Contracts			
#	TBD	TBD	TBD



# APPRENTICESHIP PROGRAM

## Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2020	\$175,000	0
2021	\$185,000	0
2022	\$235,000	0
2023	\$285,000	0
2024	\$0	0

NOTE: A full-year 2024 appropriation for this account was not enacted at the time the budget was prepared.

## Funding Mechanism

FY 2025 apprenticeship funds will be available from July 1, 2025, through June 30, 2026. The Department will carry out activities through grants, cooperative agreements, contracts, and other arrangements.

## FY 2025

The Department is requesting \$335,000,000 in FY 2025 for the period of July 1, 2025, through June 30, 2026 (PY 2025).

In FY 2025, this budget will support the President’s goal for the National Apprenticeship System to serve one million apprentices annually; the Administration’s priority of advancing racial and gender equity and support for underserved communities; and the utilization of RA through implementation of historic investments in our nation’s infrastructure and clean energy sectors, among other key sectors of the American economy. The request is \$50 million above 2023 enacted and will be used to expand existing Registered Apprenticeship programs in clean energy and climate-related occupations, in support of Inflation Reduction Act implementation.

The budget also places a focus on the implementation of comprehensive regulatory reform that incorporates and strengthens access to RA for historically underrepresented groups, including women, people of color, and individuals with a disability; the development of innovative engagement strategies to diversify the industry sectors involved; the alignment of the National Apprenticeship System and federally-funded workforce development, higher education, and K-12 systems; and the maintenance of RA as a proven learn-and-earn model that provides a pathway to family-sustaining wages and a return-on-investment for businesses. In order to align and facilitate the pipeline of underrepresented and underserved individuals into RA, the budget will also invest in industry-vetted skills and occupational frameworks, high-quality pre-apprenticeship programs that have direct ties to RA programs, and, if finalized as proposed, registered career and technical education (CTE) apprenticeship programs with quality labor standards that will present new opportunities for students at the secondary and postsecondary levels to develop important career skills..

A coordinated national investment strategy for RA continues to be critical to support the Administration’s goals and priorities. The Department is focused on building a modern and

## APPRENTICESHIP PROGRAM

inclusive workforce and ensuring RA helps to lead these efforts. The Department will prioritize investments that expand the apprenticeship model to new sectors and occupations.

Beginning in FY 2025, the Department will launch large scale projects that build on efforts initiated in prior fiscal years to strengthen expansive and equitable apprenticeship ecosystems. Key elements expected to be implemented through this investment are:

- Support for an apprenticeship infrastructure that can support industry and employers through National Industry Intermediaries, RA Hubs, and State investments.
- New initiatives that promote greater educational alignment with the National Apprenticeship System, including a partnership with a national career and technical education organization, an Apprenticeship Conference, and a new award program for high quality apprenticeship programs.
- An additional RA Technical Assistance Center(s) focused on providing systemwide technical assistance to stakeholders on new regulatory requirements and/or one focused on implementing registered CTE apprenticeship programs in coordination with the US Department of Education.
- The development of National Occupational Standards and Frameworks to increase efficiency and ease of access for program sponsors.
- New operational structures for bolder system transformation including modern, streamlined, reengineered technology and customer-centered tools and resources.
- Support for the Registered Apprenticeship Academy to update content and assist new and existing sponsors in implementing the quality labor standards in the proposed rule enhancing RA.

While Federal investments have shown the ability of the system to expand, diversify, and modernize RA, as well as the role Federal funds can play in spurring these efforts, new strategies and increased funding are needed to truly take apprenticeship to scale, expanding apprenticeship career pathways and growing more deeply into new industries while achieving real equity for all Americans. The new approaches outlined above are designed to address the following key challenge areas:

- **Persistent Inequity in Apprenticeship.** Despite gains mentioned above, women still represent only 14 percent of all apprentices. Equity gaps also exist for other underrepresented populations, including people of color and people with disabilities, as well as underserved populations including youth and veterans. To meet the President's and Secretary's goals, a large-scale, comprehensive, and sustained approach to achieving equity in apprenticeship must be a priority. Further, this approach must be evidence-based and built on best practices and learning for achieving equity, such as comprehensive supportive services (such as childcare and transportation); quality pre-apprenticeship; gender, race and

## APPRENTICESHIP PROGRAM

equity analyses for outreach, recruitment, and retention; and other proven successful strategies.

- **National System Building, Modernization, and Better System Alignment.** To ensure the National Apprenticeship System is able to take apprenticeship to scale, expand apprenticeship career pathways, and grow more deeply into new industries while achieving real equity for all Americans, continued investment is necessary. To ensure a strong and modernized National Apprenticeship System, this includes improving coordination efforts around data collection and data analysis, expanding into in-demand and growing industries, and implementing equity strategies to ensure that all populations will be able to participate, persist, and succeed in RA programs. Further, while the education and workforce systems are uniquely positioned to serve as major gateways to RA, due to a lack of system alignment, there is currently limited coordination around RA.
- **Strategic Intervention for All Industries.** Despite gains in new and nontraditional industries and occupations, increased adoption of RA for all industries can move workers into good jobs across all industries, especially critical, in-demand industries and occupations, and promote the hallmarks of RAPs and job quality. Funding is necessary to encourage apprenticeship adoption across a wide range of industries, including in Administration priority industries, such as advanced manufacturing and climate/clean energy. Evidence from recent American Apprenticeship Initiative (AAI) evaluations also demonstrate that grantees that utilized incentives were more successful than those grantees that did not in meeting performance goals.<sup>11</sup>
- **Apprenticeship Pathways, Access, and On-ramps to Capture Untapped Talent.** Apprenticeship must continue to reach diverse populations, including women, people of color, individuals with disabilities, youth, and other career seekers. As federal policies are developed to support greater access to post-secondary education, apprenticeship should be considered on equal footing with other post-secondary education options. Further, evidence from the AAI evaluation shows that pre-apprenticeship is a successful strategy to increase access to RA, particularly for underrepresented populations.

During the Biden Administration, the Department has made significant strides in expanding the RA program. OA has grown the number of apprentices served and the number of RA programs to over 23,000 active programs. During this Administration, the Department has been focused on strategically scaling all aspects of the RA system to expand apprenticeship nationwide and ensuring equitable access for under-represented populations.

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<sup>11</sup> Implementing Registered Apprenticeship Programs: Experience of 10 American Apprenticeship Initiative Grantees, [https://wdr.doleta.gov/research/FullText\\_Documents/ETAOP%202022-05\\_Implementing%20RAPs%20Experiences%20of%2010%20AAI%20Grantees%20Report.pdf](https://wdr.doleta.gov/research/FullText_Documents/ETAOP%202022-05_Implementing%20RAPs%20Experiences%20of%2010%20AAI%20Grantees%20Report.pdf)

## **APPRENTICESHIP PROGRAM**

The Department is also requesting a General Provision to authorize the development, funding, and registration of Registered Apprenticeship programs for youth apprentices (ages 16-21). Currently, the Equal Employment Opportunity in Apprenticeship regulations at 29 CFR Part 30 and the Equal Employment Opportunity Commission (EEOC) both prohibit age-based discrimination for individuals 40 years old or older, which limits the Department's ability to promote and develop programs designed with the unique employment needs of youth in mind. Apprenticeship has been identified as a key strategy to improve employment and earnings outcomes for youth as they begin their careers, particularly as an alternative to the traditional 4-year college pathway.

ETA continues to look for opportunities to better integrate equity work into all of our apprenticeship expansion investments to best serve the Department's objectives in promoting diversity in apprenticeship by establishing greater alignment of outreach, recruitment, and on-ramps with the apprenticeship opportunities being created.

The Department intends to focus on supporting the development of new, high-quality RA programs and the expanded opportunities they create for diverse and underserved populations.. These efforts will support the Department's objectives in promoting diversity in apprenticeship by ensuring youth and workers of all backgrounds have multiple access points to post-secondary education and training and the supportive services that address barriers to the family-sustaining jobs associated with Registered Apprenticeship Programs.

### **FY 2024**

Figures for FY 2024 are an estimate. Discretionary amounts shown for FY 2024 reflect an annualized Continuing Resolution (Division A of P.L. 118-15, as amended), as a full-year appropriation had not been enacted at the time the budget was produced. Mandatory amounts are equal to the FY 2024 President's Budget and do not reflect sequestration.

### **FY 2023**

The Department received \$285,000,000 in FY 2023 for the period of July 1, 2023 through June 30, 2024 (PY 2023).

In FY 2023, the Department is focused on building a modern and inclusive workforce and ensuring Registered Apprenticeship helps to lead these efforts. The Department will prioritize investments that expand the apprenticeship model to new sectors and occupations. This budget also supports the President's goal to support an expansion of Registered Apprenticeship to support at least 1 million apprenticeship opportunities annually within ten years, as well as the Administration's priority of advancing racial and gender equity and support for underserved communities. In doing so, the Department's investments will place a focus on increasing access to RA for historically under-represented groups, including people of color and women; diversifying the industry sectors involved; and building better alignment between RA and workforce, higher education, and K-12 systems through youth apprenticeship models.

## APPRENTICESHIP PROGRAM

In FY 2023, the Department will continue implementation of its 5-year investment plan that builds on efforts initiated in FY 2021 and FY 2022, supported by evidence-based strategies derived from the initial investments in apprenticeship, to create model, expansive, and equitable apprenticeship ecosystems. Key elements expected to be implemented through this investment are:

- Continued State Formula Funding to increase state capacity and drive innovation, building off funding provided in FY 2022;
- Competitive Funding to a range of organizations to support pre-apprenticeship and equity efforts, youth apprenticeship, and Apprenticeship Hubs;
- Expansion of Industry Intermediary Funding targeted to critical sectors of the economy; and
- Funding to support national infrastructure needs, including data, evaluation, marketing, and other efforts.

The Department has made significant strides in expanding the RA program over the last five years. OA has grown the number of active apprentices by over 60 percent and the number of RA programs to over 20,000 active programs. During that time, the Department has been focused on strategically scaling all aspects of the Registered Apprenticeship system to expand apprenticeship nationwide and ensuring equitable access for under-represented populations. ETA continues to look for opportunities to better integrate equity work into all of our apprenticeship expansion investments to best serve the Department's objectives in promoting diversity in apprenticeship by establishing greater alignment of outreach, recruitment, and on-ramps with the apprenticeship opportunities being created.

## APPRENTICESHIP PROGRAM

<b>WORKLOAD AND PERFORMANCE SUMMARY</b>				
	<b>FY 2023 Enacted</b>		<b>FY 2024 Estimate</b>	<b>FY 2025 Request</b>
	<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Target</b>
<b>Apprenticeship Program</b>				
<b>Strategic Goal 1 - Build Opportunity and Equity for All</b>				
<b>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.</b>				
ETA-OA-05 Total Annual Number of Apprentices Served (Rolling 4 Quarters)	850,000	886,677	900,000	925,000

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

# APPRENTICESHIP PROGRAM

## Workload and Performance Narrative

In FY 2025, OA will measure and report the total annual number of apprentices served. The baseline in FY 2021 was approximately 809,000. The most recent result from FY 2023 increased to 886,677. The number of apprentices served covers all apprentices currently enrolled as well as those who have completed or cancelled in their program during the FY. This provides the most complete representation of total apprentice activity from year-to-year. The number of apprentices served is in alignment with the measure of participant activity in the WIOA system. DOL reported increases in apprentices served in FY 2023 due to new investments and other Administration efforts and expects this trend to continue in FY 2024 and FY 2025. Data such as demographic/DEIA data, completion data, number of high-impact reviews, program registrations, and other program management data will also be tracked.

# APPRENTICESHIP PROGRAM

<b>BUDGET ACTIVITY BY OBJECT CLASS</b>					
(Dollars in Thousands)					
		<b>FY 2023 Enacted</b>	<b>FY 2024 Estimate</b>	<b>FY 2025 Request</b>	<b>Diff. FY25 Request / FY24 Estimate</b>
25.1	Advisory and assistance services	0	0	0	0
41.0	Grants, subsidies, and contributions	285,000	285,000	335,000	50,000
	<b>Total</b>	<b>285,000</b>	<b>285,000</b>	<b>335,000</b>	<b>50,000</b>



# APPRENTICESHIP PROGRAM

## CHANGES IN FY 2025

(Dollars in Thousands)

<b>Activity Changes</b>		
<b>Built-In</b>		
To Provide For:		
Advisory and assistance services	\$0	
Grants, subsidies, and contributions	0	
<b>Built-Ins Subtotal</b>	<b>\$0</b>	
<b>Net Program</b>	<b>\$50,000</b>	
<b>Direct FTE</b>	<b>0</b>	

	Estimate	FTE
<b>Base</b>	<b>\$285,000</b>	<b>0</b>
<b>Program Increase</b>	<b>\$50,000</b>	<b>0</b>
<b>Program Decrease</b>	<b>\$0</b>	<b>0</b>



## WORKFORCE DATA QUALITY INITIATIVE

<b>BUDGET AUTHORITY BEFORE THE COMMITTEE</b>				
(Dollars in Thousands)				
	<b>FY 2023 Enacted</b>	<b>FY 2024 Estimate</b>	<b>FY 2025 Request</b>	<b>Diff. FY25 Request / FY24 Estimate</b>
<b>Activity Appropriation</b>	<b>6,000</b>	<b>6,000</b>	<b>6,000</b>	<b>0</b>
FTE	0	0	0	0

### **Introduction**

The Workforce Data Quality Initiative (WDQI) provides competitive grants to support states in developing, connecting, and enhancing their longitudinal data systems that integrate education and workforce data to support evaluation and research on the effectiveness of workforce and education programs, and to provide customer-friendly information for selecting the education and training programs that best suit their needs. Authorized under section 169 of the Workforce Innovation and Opportunity Act (WIOA), these grants support accountability and transparency, which are both key goals of WIOA.

As laid out in the [DOL Equity Plan](#),<sup>12</sup> the Department is committed to improving the well-being of underserved, marginalized, and excluded communities, recognizing that by doing so we improve working conditions and economic opportunities for all workers. Advancing equity requires data to assess the needs of underserved populations, scope of existing programs, and impacts of potential interventions. Previously, DOL conducted an inventory of the equity-oriented data collected by agencies to better understand where there are gaps in necessary data and opportunities for addressing those gaps. One issue identified by this inventory involves missing demographic data for program participants, including employment and training programs, which makes it more difficult to assess whether those programs are reaching our nation's workers.

Data linkages help state leaders identify effective education and training programs and provide individuals with information that help them make smart choices about their education and careers. Longitudinal data systems have information on individuals as they progress through the workforce and education systems and into the workforce. Some states have developed comprehensive data systems that link individuals' demographic information, high school transcripts, college transcripts, and quarterly wage data. These data systems provide valuable information to consumers, practitioners, policymakers, researchers, and evaluators about the performance of education and workforce development programs and how those programs serve workers.

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<sup>12</sup> <https://www.dol.gov/general/equity-action-plan/plan#1>

# WORKFORCE DATA QUALITY INITIATIVE

## Resource and Program Data Workforce Data Quality Initiative Training and Employment Services (Dollars in Thousands)

<b>Data Category</b>	<b>FY 2023 Enacted</b>	<b>FY 2024 Estimate</b>	<b>FY 2025 Request</b>
<b><u>Resource Data:</u></b>	6,000	6,000	6,000
Service Grant			
Competitive	5,558	5,558	5,558
Training/Technical Assistance	442	442	442
<b>Total Resources</b>	<b>6,000</b>	<b>6,000</b>	<b>6,000</b>
<b><u>Program Data:</u></b>			
Total Grants	10	10	10
New Starts			
#			
\$			
Continuing			
#	10	10	10
\$	5,558	5,558	5,558
Contracts			
#	1	1	1
\$	442	442	442

# WORKFORCE DATA QUALITY INITIATIVE

## Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2020	\$6,000	0
2021	\$6,000	0
2022	\$6,000	0
2023	\$6,000	0
2024	\$0	0

NOTE: A full-year 2024 appropriation for this account was not enacted at the time the budget was prepared.

## Funding Mechanism

The WDQI operates on a Program Year (PY) basis (July 1 through June 30). The WDQI grants are awarded to states through competitive Funding Opportunity Announcements (FOA).

## FY 2025

In FY 2025, the Department is requesting \$6,000,000 for the WDQI to support states' development, connectivity, and enhancement of integrated longitudinal data systems with a focus on equity data collection. For PY 2025, the Department will conduct a grant competition that requires states to build or further develop data systems with these funds. With this funding, states will be able to develop linkages of program and other data sources, with the goal of improved performance information.

This \$6,000,000 will help states build integrated or bridged longitudinal data systems to support WIOA, such as developing/enhancing integrated longitudinal performance management, case management, and fiscal data systems. Such systems will build from existing longitudinal databases developed under WDQI, which link individual-level workforce data to education data. This funding would support the next phase of the WDQI initiative to effectively and meaningfully expand access to and connectivity of data and provide useful information to workforce system stakeholders and the public. It would continue to support states to enhance the dissemination of workforce training provider performance information and outcomes disaggregated by individual characteristics and enhance interactive state websites to provide workforce system stakeholders and the public with additional information to guide decisions regarding workforce and education programs, including eligible training provider reporting. In addition, these grants will have a focus on improving equity by leveraging federal statistical data, WIOA performance data, and other relevant data sources to answer key analytical questions in support of efforts to advance equitable access to benefits and services, especially for underserved and marginalized communities.

These investments will enable workforce data to be matched with education data, while protecting personal identifiable information (PII), to ultimately create longitudinal data systems with information from pre-kindergarten through postsecondary education and into the workforce. The connection of workforce and education data enables the analysis of individuals' receipt of education and training services to help determine ways to maximize the outcomes of these

## WORKFORCE DATA QUALITY INITIATIVE

services and the effectiveness of the programs. The funding would allow more states to integrate their databases across different programs and types of data, especially in partnership with K-12 and higher education systems. This can provide a complete and comprehensive view for policymakers, education and workforce system stakeholders, and the public.

To improve the quality and completeness of demographic data (*e.g.*, race, ethnicity, sex, disability status) collected and reported under WIOA, states and/or local areas could use these funds to:

- Analyze workforce system reach, including identifying demographic groups or geographic areas that are underserved;
- Analyze equitable access to services, including assessing demographic differences in access to training, individualized career services, and supportive services;
- Analyze differences in outcomes, including employment, earnings, credential attainment, and measurable skill gains, by demographic group;
- Develop public-facing and/or internal data products, reports, dashboards, or other tools to communicate existing differences to relevant stakeholders;
- Improve state workforce data capabilities by fostering cross-state collaboration, improving the timeliness and relevance of labor market data, and supporting the adoption of credential navigation tools; and/or
- Advance the use of evidence and data to drive decision-making.

### **FY 2024**

Figures for FY 2024 are an estimate. Discretionary amounts shown for FY 2024 reflect an annualized Continuing Resolution (Division A of P.L. 118-15, as amended), as a full-year appropriation had not been enacted at the time the budget was produced. Mandatory amounts are equal to the FY 2024 President's Budget and do not reflect sequestration.

### **FY 2023**

In FY 2023, the Department was appropriated \$6,000,000 for the WDQI to support states' development, connectivity, and enhancement of integrated longitudinal data systems. For PY 2023, the Department conducted a grant competition that required states to build or further develop data systems with these funds.

In June 2023, the Department announced the award of WDQI round 9 grants to help fund examinations of the outcomes and effectiveness of state education and workforce programs in Colorado, Connecticut, Pennsylvania, and Virginia. The grants will support the states' collection and analysis of data to gain a comprehensive view of how jobseekers obtain employment through education and training programs. Funds will also enable states to identify labor market changes and design delivery services that improve employment opportunities, especially for people from

## WORKFORCE DATA QUALITY INITIATIVE

underserved and underrepresented populations. Investments in evidence-based approaches to support workers is essential to connecting jobseekers with the skills needed to obtain high quality jobs. The round 9 grants will help enhance the capacity of workforce development programs in these four states to improve the quality and range of workforce data to benefit job seekers, workers, and employers.

The WDQI round 8 WDQI grants were designed to improve the delivery of training and employment services, and measure their effectiveness, in Arkansas, Indiana, Maryland, Mississippi, and New Mexico. These grants helped these states advance the following priorities:

- Expanding the workforce longitudinal database to support WIOA Title I, II, III, and IV programs, Registered Apprenticeship Programs, the Supplemental Nutrition Assistance Program (SNAP), and Temporary Assistance for Needy Families (TANF);
- Using data to perform a study of the effectiveness of federal and state job training programs on connecting students and trainees to employment relevant to the subject of the training; and/or
- Creating applied research and analysis products focused on diversity, equity and inclusion; occupational transformation; training efficacy; worker mobility; and competency-based credential and skill proficiency models.

## WORKFORCE DATA QUALITY INITIATIVE

<b>BUDGET ACTIVITY BY OBJECT CLASS</b>					
(Dollars in Thousands)					
		<b>FY 2023 Enacted</b>	<b>FY 2024 Estimate</b>	<b>FY 2025 Request</b>	<b>Diff. FY25 Request / FY24 Estimate</b>
11.1	Full-time permanent	0	0	0	0
11.5	Other personnel compensation	0	0	0	0
11.9	<b>Total personnel compensation</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
12.1	Civilian personnel benefits	0	0	0	0
21.0	Travel and transportation of persons	0	0	0	0
23.1	Rental payments to GSA	0	0	0	0
25.1	Advisory and assistance services	0	0	0	0
41.0	Grants, subsidies, and contributions	6,000	6,000	6,000	0
	<b>Total</b>	<b>6,000</b>	<b>6,000</b>	<b>6,000</b>	<b>0</b>



# WORKFORCE DATA QUALITY INITIATIVE

## CHANGES IN FY 2025

(Dollars in Thousands)

**Activity Changes**

**Built-In**

To Provide For:

Costs of pay adjustments	\$0
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Personnel benefits	0
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Travel and transportation of persons	0
--------------------------------------	---

Rental payments to GSA	0
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Advisory and assistance services	0
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Grants, subsidies, and contributions	0
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<b>Built-Ins Subtotal</b>	<b>\$0</b>
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<b>Net Program</b>	<b>\$0</b>
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<b>Direct FTE</b>	<b>0</b>
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	Estimate	FTE
<b>Base</b>	<b>\$6,000</b>	<b>0</b>
<b>Program Increase</b>	<b>\$0</b>	<b>0</b>
<b>Program Decrease</b>	<b>\$0</b>	<b>0</b>



# YOUTHBUILD

<b>BUDGET AUTHORITY BEFORE THE COMMITTEE</b>				
(Dollars in Thousands)				
	<b>FY 2023 Enacted</b>	<b>FY 2024 Estimate</b>	<b>FY 2025 Request</b>	<b>Diff. FY25 Request / FY24 Estimate</b>
<b>Activity Appropriation</b>	<b>105,000</b>	<b>105,000</b>	<b>105,000</b>	<b>0</b>
FTE	0	0	0	0

## **Introduction**

YouthBuild addresses the challenges faced by unemployed youth and those who left high school prior to graduation by providing them with an opportunity to gain education and occupational skills and pathways to quality employment.

YouthBuild is a work-based pre-apprenticeship program that provides job training and educational opportunities to opportunity youth ages 16-24 with a focus on attaining construction skills through building or rehabilitating affordable housing for low-income or homeless families in their own neighborhoods. Youth split their time between occupational training and the classroom, where they earn their high school diploma or equivalency, learn to be community leaders, and prepare for post-secondary training opportunities. Since 2013, the program has expanded its training and educational focus to include in-demand occupations outside of construction, including STEM fields, such as information technology, healthcare, and manufacturing. All YouthBuild grantees must provide construction training, and the majority of active grantees offer additional training in other in-demand occupations. Since 2021, the Department has encouraged applicants to support the development of construction skills in clean energy technologies and sustainable construction and building practices. YouthBuild provides significant supportive services, such as mentoring, follow-up education, personal and employment counseling, and participation in community service and civic engagement. There are approximately 200 Department-funded YouthBuild programs currently active in 40 states and Puerto Rico, serving approximately 5,000 youth per year.

Findings from the long-term national impact evaluation of YouthBuild indicated the program improved receipt of high school equivalency credentials by 11 percentage points, measured 48 months after enrollment. YouthBuild also had a statistically significant positive impact of 7.8 percentage points on enrollment into a two-year community college compared to the control group. The Department will continue to support technical assistance to address insights from the long-term national impact evaluation.

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## Resource and Program Data YouthBuild Training and Employment Services (Dollars in Thousands)

Data Category	FY 2023 Enacted	FY 2024 Estimate	FY 2025 Request
<b>Resource Data:</b>	<b>105,000</b>	<b>105,000</b>	<b>105,000</b>
Service Grant			
Competitive	99,750	99,750	99,750
Training/Technical Assistance	5,250	5,250	5,250
<b>Total Resources</b>	<b>105,000</b>	<b>105,000</b>	<b>105,000</b>
<b>Program Data:</b>			
Total Grants	83	83	83
New Starts			
#	83	83	83
\$	99,750	99,750	99,750
Continuing			
#			
\$			
Contracts			
#	1	1	1
\$	5,250	5,250	5,250

# YOUTHBUILD

## Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2020	\$94,534	0
2021	\$96,534	0
2022	\$99,034	0
2023	\$105,000	0
2024	\$0	0

NOTE: A full-year 2024 appropriation for this account was not enacted at the time the budget was prepared.

## Funding Mechanism

YouthBuild operates on a program year (PY) basis. Funds appropriated for YouthBuild are authorized by the Workforce Innovation and Opportunity Act (WIOA), available from April 1 through June 30 of the next year and are awarded through an annual grant competition. Programs are funded for four months of implementation, two years of program operation, and one year of follow-up support.

## FY 2025

In FY 2025, the Department is requesting \$105,000,000. Of this amount, five percent will be directed toward the statutory set-aside for technical assistance. The remainder will support approximately 83 grants to serve an estimated 4,337 youth over the course of their 40-month grants, which includes time for planning and follow-up, with an average cost per participant of \$23,000.

In FY 2025, the Department's YouthBuild program will continue to provide pre-apprenticeship opportunities that link education and occupational skills training in construction and other in-demand industries. The program will also maintain its efforts to increase credential attainment, including high school diplomas, high school equivalency degrees, and industry-recognized credentials, for YouthBuild participants. Additionally, YouthBuild will emphasize connections to emerging apprenticeship pathways beyond traditional fields and support ongoing pilots to demonstrate this placement approach for youth.

The FY 2025 YouthBuild program aligns with the President's priority of reducing climate pollution by encouraging grantees to train participants in green construction techniques. With its focus on affordable housing, it also supports the President's Justice40 goal, as 40 percent of the overall YouthBuild investment flows to disadvantaged communities who are marginalized, underserved, and overburdened by pollution. The YouthBuild program also aligns with the President's priority of advancing racial and gender equity and supporting underserved communities through its commitment to increase affordable housing, and by serving opportunity youth of color and preparing them for in-demand career pathways. During PY 2022, more than half of the participants self-identified as people of color and more than one third were young women. The YouthBuild program model contains wraparound services such as mentoring,

## YOUTHBUILD

trauma-informed care, and personal counseling, which are key strategies for addressing community gun violence and generational poverty.

YouthBuild requires invested partners, and AmeriCorps programs have long filled that role. Working together, the two programs enhance and increase their community impacts. To increase alignment between the two programs, the Budget proposes to allow YouthBuild funds to count towards the AmeriCorps match requirements, reciprocating the AmeriCorps authorizing statute's allowance for AmeriCorps funds to match other Federal sources.

### **FY 2024**

Figures for FY 2024 are an estimate. Discretionary amounts shown for FY 2024 reflect an annualized Continuing Resolution (Division A of P.L. 118-15, as amended), as a full-year appropriation had not been enacted at the time the budget was produced. Mandatory amounts are equal to the FY 2024 President's Budget and do not reflect sequestration.

### **FY 2023**

In FY 2023, the Department was appropriated \$105,000,000, for use in PY 2023. Of the total funding amount, five percent was directed toward the statutory set-aside for technical assistance. The remainder supported approximately 83 grants to serve an estimated 5,663 youth with an average cost per participant of \$17,615, based on PY 2021 results after the statutory five percent technical assistance set-aside is removed.

In FY 2023, the Department's YouthBuild program continued to provide pre-apprenticeship opportunities that link education and occupational skills training in construction and other in-demand industries. The program also maintained its efforts to increase credential attainment, including high school diplomas, high school equivalency degrees, and industry-recognized credentials, for YouthBuild participants. Additionally, YouthBuild emphasized connections to emerging apprenticeship pathways beyond traditional fields and supported ongoing pilots to demonstrate this placement approach for youth.

The FY 2023 YouthBuild program aligned with the President's priority of advancing racial and gender equity and supporting underserved communities through its commitment to increase affordable housing, and by serving opportunity youth of color and preparing them for in-demand career pathways. During PY 2021, more than half of participants self-identified as people of color. The YouthBuild program model contains wraparound services such as mentoring, trauma-informed care, and personal counseling, which are key strategies for addressing community gun violence and breaking cycles of poverty.

To better align with the President's priority of reducing climate pollution, the Department is now encouraging YouthBuild grantees to train participants in green construction techniques.

# YOUTHBUILD

<b>WORKLOAD AND PERFORMANCE SUMMARY</b>							
		<b>PY 2022</b>		<b>PY 2023</b>		<b>PY 2024</b>	<b>PY 2025</b>
		<b>Revised Enacted</b>		<b>Enacted</b>		<b>Estimate</b>	<b>Request</b>
		<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Target</b>
<b>YouthBuild</b>							
<b>Strategic Goal 1 - Build Opportunity and Equity for All</b>							
<b>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.</b>							
ETA-WIOA YB-01	Education and Employment Rate – 2nd Quarter After Exit (WIOA YouthBuild)	49.0%	49.1%	49.2%	--	49.4%	49.6%
ETA-WIOA YB-02	Education and Employment Rate – 4th Quarter After Exit (WIOA YouthBuild)	41.0%	44.9%	41.2%	--	41.4%	41.6%
ETA-WIOA YB-03	Median Earning – 2nd Quarter After Exit (WIOA YouthBuild)	\$4,750	\$4,759	\$4,845	--	\$4,942	\$5,041
ETA-WIOA YB-04	Credential Attainment (WIOA YouthBuild)	72.8%	72.7%	73.0%	--	73.2%	73.4%
ETA-WIOA YB-05	Measurable Skill Gains (WIOA YouthBuild)	61.4%	49.4%	52.4%	--	52.6%	52.8%

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

# YOUTHBUILD

## **Workload and Performance Narrative**

The WIOA authorizes six primary indicators of performance. Grantees report to the Department on: 1) employment and education in the second quarter after exit; 2) employment and education in the fourth quarter after exit; 3) median earnings of those employed in the second quarter after exit; 4) credential attainment; 5) measurable skill gains; and 6) effectiveness in serving employers (measure under development). 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.

Targets have been set for PY 2023, PY 2024, and PY 2025 based on PY 2021 baseline data. The Department continues to implement the Common Reporting Information System (CRIS). This process may impact future results and therefore targets. Current targets set may be adjusted based on the use of CRIS data in the future.



# YOUTHBUILD

<b>BUDGET ACTIVITY BY OBJECT CLASS</b>					
(Dollars in Thousands)					
		<b>FY 2023 Enacted</b>	<b>FY 2024 Estimate</b>	<b>FY 2025 Request</b>	<b>Diff. FY25 Request / FY24 Estimate</b>
11.1	Full-time permanent	0	0	0	0
11.9	Total personnel compensation	0	0	0	0
41.0	Grants, subsidies, and contributions	105,000	105,000	105,000	0
	<b>Total</b>	<b>105,000</b>	<b>105,000</b>	<b>105,000</b>	<b>0</b>

# YOUTHBUILD

## CHANGES IN FY 2025

(Dollars in Thousands)

### Activity Changes

#### Built-In

To Provide For:

Costs of pay adjustments \$0

Grants, subsidies, and contributions 0

**Built-Ins Subtotal \$0**

**Net Program \$0**

**Direct FTE 0**

	Estimate	FTE
<b>Base</b>	<b>\$105,000</b>	<b>0</b>
<b>Program Increase</b>	<b>\$0</b>	<b>0</b>
<b>Program Decrease</b>	<b>\$0</b>	<b>0</b>

# JOB TRAINING FOR EMPLOYMENT IN HIGH GROWTH INDUSTRIES

<b>BUDGET AUTHORITY BEFORE THE COMMITTEE</b>				
(Dollars in Thousands)				
	<b>FY 2023 Enacted</b>	<b>FY 2024 Estimate</b>	<b>FY 2025 Request</b>	<b>Diff. FY25 Request / FY24 Estimate</b>
<b>Activity Appropriation</b>	<b>30,592</b>	<b>173,375</b>	<b>180,820</b>	<b>7,445</b>
FTE	0	0	0	0

## **Introduction**

Funding for Job Training for Employment in High Growth Industries is provided through a portion of H-1B visa fees, which are authorized under Section 414(c) of the American Competitiveness and Workforce Improvement Act of 1998 (29 U.S.C. 3224a) (ACWIA). The fees are collected from employers when they file applications seeking to hire temporary foreign workers in occupations that require highly-specialized knowledge and skills. A portion of these fees are authorized to be available to the Department without being subject to annual appropriations and are used to provide Americans with education and job training to acquire the skills needed to fill jobs in occupations and industries that employ foreign workers with H-1B visas. The ACWIA provides the Secretary of Labor with discretion regarding the funding that will be used in a fiscal year.

# JOB TRAINING FOR EMPLOYMENT IN HIGH GROWTH INDUSTRIES

## Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2020	\$0	0
2021	\$0	0
2022	\$0	0
2023	\$0	0
2024	\$0	0

NOTE: A full-year 2024 appropriation for this account was not enacted at the time the budget was prepared.

## Funding Mechanism

Job Training for Employment in High-Growth Industries funds are awarded competitively through one or more Funding Opportunity Announcements (FOAs). Eligible applicants for these grants include public-private partnerships of business-related nonprofit organizations, education and training providers, community-based organizations, entities involved in administering the public workforce system, and economic development agencies.

## FY 2025

The Department proposes to use available H-1B job training funds to award competitive grants during FY 2025 in sectors critical to American economic competitiveness, such as advanced manufacturing, information technology and cybersecurity, healthcare, and other STEM-related fields. H-1B job training funds represent a critical source of funding for evidence-based job training approaches, which the Department has consistently focused on in past FOAs. Grant programs will continue to support the Administration’s broad focus on increasing equity and job quality through the use of worker-centered public-private sector partnerships to train for critical sector workforce needs in middle- and high-skill occupations for which employers use H-1B visas to hire foreign workers.

## FY 2024

The Department intends to use available H-1B job training funds in FY 2024 to award a second round of the Building Pathways to Infrastructure Jobs grant program, further investing in the necessary workforce training to create skilled workers for infrastructure investments. These grants will build on the strengths of the first round of funding and the interagency collaboration and partnership that ensure successful training for infrastructure career pathways in middle- and high-skill occupations for which employers use H-1B visas to hire foreign workers. H-1B job training funds represent a critical source of funding for evidence-based job training approaches, and the Department notes that a rescission of these funds would limit the Department’s ability to continue this program.

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

## **FY 2023**

The FY 2023 appropriation included a rescission of \$142 million, decreasing the number of competitive grants the Department was able to award to train skilled workers in critical sectors. Based on the FY 2022 receipts that accrued after the FY 2022 rescission, the Department published two funding opportunity announcements in FY 2023, awarding \$172 million in grants through these two grant programs. The Department awarded \$78 million in Nursing Expansion grants to address critical training needs for skilled nurses, as well as increasing the number of credentialed nursing faculty to teach the nursing workforce, particularly in Historically Black Colleges and Universities, Tribal Colleges and Universities, Hispanic Serving Institutions, and other Minority Serving Institutions. The Building Pathways to Infrastructure Jobs grant program awarded \$94 million to support the Investing in America agenda through development and implementation of worker-centered sector strategy partnerships that are supporting training for middle- to high-skilled H-1B occupations within key industries targeted by the Bipartisan Infrastructure Law, including advanced manufacturing, information technology, and professional, scientific, and technical services.

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<b>WORKLOAD AND PERFORMANCE SUMMARY</b>							
	<b>PY 2022</b>		<b>PY 2023</b>		<b>PY 2024</b>	<b>PY 2025</b>	
	<b>Revised Enacted</b>		<b>Enacted</b>		<b>Estimate</b>	<b>Request</b>	
	<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Result</b>	<b>Target</b>	<b>Target</b>	
<b>Job Training for Employment in High Growth Industries</b>							
<b>Strategic Goal 1 - Build Opportunity and Equity for All</b>							
<b>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.</b>							
ETA-WIOA- JTEHGI-01	Employment Rate (Q2)	[base]	TBD	TBD	--	TBD	--
ETA-WIOA- JTEHGI-02	Employment Rate (Q4)	[base]	TBD	TBD	--	TBD	--
ETA-WIOA- JTEHGI-03	Median Earnings	[base]	TBD	TBD	--	TBD	--
ETA-WIOA- JTEHGI-04	Total Enrolled in Training	165,806	TBD	177,631[r]	--	TBD	TBD
ETA-WIOA- JTEHGI-05	Total Completed Training	127,856	TBD	139,439[r]	--	TBD	TBD
ETA-WIOA- JTEHGI-06	Total Participants Who Complete Education/Training Activities and Attain a Degree or Other Credential	116,958	TBD	127,111[r]	--	TBD	TBD
ETA-WIOA- JTEHGI-07	Total Number of Participants Who Enter Unsubsidized Employment	77,384	TBD	84,270[r]	--	TBD	TBD

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

\*Note: H-1B grants do not set targets for the UI wage record outcomes (ETA-WIOA-JTEHGI-01 - ETA-WIOA-JTEHGI-03) as they are not available in real time; "--" is denoted to indicate this target data is not applicable. Instead, grantees are required to set targets for the real-time data measures (ETA-WIOA-

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JTEHGI-04 - ETA-WIOA-JTEHGI-07). The PY 22 results for ETA-WIOA-JTEHGI-01 - ETA-WIOA-JTEHGI-07 encompass four H-1B Skills Training grant programs: 1) Scaling Apprenticeship Through Sector-Based Strategies (began in June 2019), 2) Apprenticeships: Closing the Skills Gap (began in February 2020), 3) One Workforce (began in February 2021), and 4) Rural Healthcare (began in February 2021).

\*\*Note: The targets for PY 23 are for six H-1B Skills Training grant programs: 1) Scaling Apprenticeship Through Sector-Based Strategies (began in June 2019), 2) Apprenticeships: Closing the Skills Gap (began in February 2020), 3) One Workforce (began in February 2021), 4) Rural Healthcare (began in February 2021), 5) Nursing Expansion (began in June 2023), and 6) Building Pathways to Infrastructure Jobs (began September 2023). Pending completion of a compliance review process, some grantees may require corrections to their proposed outcomes which will result in revised targets for future program years.

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## **Workload and Performance Narrative**

These grants focus on the Department's key system outcomes for program participants: 1) improved earnings; 2) increasing employment in emerging and/or growth industries; and 3) increasing rates of credential and educational attainment. In order to address employers' current workforce needs, the Department will continue to require that grantees work closely with employers to target growth occupations that offer quality employment based on current labor market information. In addition, grantees will be required to be specific about the skills and credentials the training programs will provide to participants.

Data collected on a quarterly basis include the types of participant services and information on individuals who have exited the program, including demographic characteristics such as race, gender, disability status, and those with positive outcomes for employment. These outputs help determine whether grantees are implementing strategies that will help meet their outcome goals and allow an examination of the program's effectiveness for subpopulations. In addition, the Department will continue to conduct research and evaluations in support of continuous improvement of programs to determine the effectiveness of services for various subpopulations and improve program efficiency and performance. The Department expects to use a similar approach in subsequent solicitations.

The Department assesses grantee performance by requiring grantees to establish performance targets in key outcome categories, and then assessing grantee performance in achieving these targets over the life of the grant through the use of real-time grantee reporting. The Department also collects aggregated data on three of the WIOA outcome measures, collected through the Common Reporting Information System (CRIS), which allows ETA's national program grantees access to aggregated wage information through the State Wage Interchange System (SWIS) to calculate performance measure outcomes.

H-1B-funded grants have a focus on providing training and related activities in high-demand and growth industry sectors but are used in different initiatives that may target varying strategies, types of training, and populations, making it difficult to translate potential performance across initiatives. Therefore, other grant-specific metrics and outcomes may be identified based on the nature of the grant program.



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<b>BUDGET ACTIVITY BY OBJECT CLASS</b>					
(Dollars in Thousands)					
		<b>FY 2023 Enacted</b>	<b>FY 2024 Estimate</b>	<b>FY 2025 Request</b>	<b>Diff. FY25 Request / FY24 Estimate</b>
41.0	Grants, subsidies, and contributions	30,592	173,375	180,820	7,445
	<b>Total</b>	<b>30,592</b>	<b>173,375</b>	<b>180,820</b>	<b>7,445</b>

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## CHANGES IN FY 2025

(Dollars in Thousands)

### Activity Changes

#### Built-In

To Provide For:

Grants, subsidies, and contributions \$0

**Built-Ins Subtotal \$0**

**Net Program \$0**

**Direct FTE 0**

	Estimate	FTE
<b>Base</b>	<b>\$180,820</b>	<b>0</b>
<b>Program Increase</b>	<b>\$0</b>	<b>0</b>
<b>Program Decrease</b>	<b>\$0</b>	<b>0</b>