

**FY 2025**

**CONGRESSIONAL BUDGET JUSTIFICATION**

**EMPLOYMENT AND TRAINING ADMINISTRATION**

**Job Corps**

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# JOB CORPS

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# JOB CORPS

## APPROPRIATION LANGUAGE

(Including Transfer of Funds)

*To carry out subtitle C of title I of the WIOA, including Federal administrative expenses, the purchase and hire of passenger motor vehicles, the construction, alteration, and repairs of buildings and other facilities, and the purchase of real property for training centers as authorized by the WIOA, \$1,764,376,000, plus reimbursements, as follows:*

*(1) \$1,605,741,000 for Job Corps Operations, which shall be available for the period July 1, 2025 through June 30, 2026: Provided, That the Secretary may transfer up to 3 percent of such funds for construction, rehabilitation, and acquisition of Job Corps Centers: Provided further, That any funds transferred pursuant to the preceding proviso shall be available for obligation through June 30, 2028: Provided further, That the Committees on Appropriations of the House of Representatives and the Senate shall be notified at least 15 days in advance of any such transfer;*

*(2) \$123,000,000 for construction, rehabilitation and acquisition of Job Corps Centers, which shall be available for the period July 1, 2025 through June 30, 2028, and which may include the acquisition, maintenance, and repair of major items of equipment; and*

*(3) \$35,635,000 for necessary expenses of Job Corps, which shall be available for obligation for the period October 1, 2024 through September 30, 2026: Provided, That no funds from any other appropriation shall be used to provide meal services at or for Job Corps Centers.*

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.

# JOB CORPS

## ANALYSIS OF APPROPRIATION LANGUAGE

### Language Provision

*\$35,635,000 for necessary expenses of Job Corps, which shall be available for obligation for the period October 1, 2024 through September 30, 2026.*

### Explanation

The language change provides that the funds appropriated for Federal administration of the Job Corps program shall be available for Federal obligation through September 30, 2026, thereby adding an additional year for such obligations. This proposed two-year availability is intended to increase flexibility for program execution. The annual uncertainty in the appropriations timing results in delayed hiring and rushed execution of contracts. The multi-year availability would reduce the impact of short-term continuing resolutions at no cost to the annual appropriations bill. This change would also enhance staff oversight of the Job Corps program.

## JOB CORPS

<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>135</b>	<b>\$1,760,155</b>	<b>131</b>	<b>\$1,760,155</b>	<b>131</b>	<b>\$1,764,376</b>
<i>Subtotal Appropriation</i>	<i>135</i>	<i>\$1,760,155</i>	<i>131</i>	<i>\$1,760,155</i>	<i>131</i>	<i>\$1,764,376</i>
<i>Subtotal Transfer</i>	<i>0</i>	<i>\$0</i>	<i>0</i>	<i>\$0</i>	<i>0</i>	<i>\$0</i>
<b>B. Gross Budget Authority</b>	<b>135</b>	<b>\$1,760,155</b>	<b>131</b>	<b>\$1,760,155</b>	<b>131</b>	<b>\$1,764,376</b>
<i>Subtotal Transfer</i>	<i>0</i>	<i>\$0</i>	<i>0</i>	<i>\$0</i>	<i>0</i>	<i>\$0</i>
<b>C. Budget Authority Before Committee</b>	<b>135</b>	<b>\$1,760,155</b>	<b>131</b>	<b>\$1,760,155</b>	<b>131</b>	<b>\$1,764,376</b>
Offsetting Collections From:						
Actual Carryover Operations	0	\$1,020,935	0	\$776,614	0	\$775,000
Actual Carryover CRA	0	\$147,583	0	\$157,288	0	\$157,000
CEO Transfer	0	-\$4,905	0	-\$4,646	0	\$0
<i>Subtotal</i>	<i>0</i>	<i>\$1,163,613</i>	<i>0</i>	<i>\$929,256</i>	<i>0</i>	<i>\$932,000</i>
<b>D. Total Budgetary Resources</b>	<b>135</b>	<b>\$2,923,768</b>	<b>131</b>	<b>\$2,689,411</b>	<b>131</b>	<b>\$2,696,376</b>
Unobligated Balance, Unexpired	0	-\$933,903	0	-\$932,000	0	-\$932,000
Unobligated Balance, Expiring	-5	-\$1,031	0	\$0	0	\$0
<b>E. Total, Estimated Obligations</b>	<b>130</b>	<b>\$1,988,834</b>	<b>131</b>	<b>\$1,757,411</b>	<b>131</b>	<b>\$1,764,376</b>

# JOB CORPS

## SUMMARY OF CHANGES

(Dollars in Thousands)

	FY 2024 Estimate	FY 2025 Request	Net Change
<b>Budget Authority</b>			
General Funds	\$1,760,155	\$1,764,376	+\$4,221
<b>Total</b>	\$1,760,155	\$1,764,376	+\$4,221
<b>Full Time Equivalents</b>			
General Funds	131	131	0
<b>Total</b>	131	131	0

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	131	\$109,813	0	\$0	0	\$5,369	0	\$5,369
Personnel benefits	0	\$34,938	0	\$0	0	\$564	0	\$564
Employee health benefits	0	\$1,574	0	\$0	0	\$0	0	\$0
Federal Employees' Compensation Act (FECA)	0	\$0	0	\$0	0	\$488	0	\$488
Benefits for former personnel	0	\$553	0	\$0	0	\$0	0	\$0
Travel and transportation of persons	0	\$1,973	0	\$0	0	\$0	0	\$0
Transportation of things	0	\$500	0	\$0	0	\$0	0	\$0
Rental payments to GSA	0	\$1,339	0	\$0	0	\$0	0	\$0
Rental payments to others	0	\$7,512	0	\$0	0	\$0	0	\$0
Communications, utilities, and miscellaneous charges	0	\$3,791	0	\$0	0	\$0	0	\$0
Printing and reproduction	0	\$150	0	\$0	0	\$0	0	\$0
Advisory and assistance services	0	\$18,090	0	\$0	0	\$0	0	\$0
Other services from non-Federal sources	0	\$1,433,595	0	\$0	0	\$0	0	\$0
Working Capital Fund	0	\$25,704	0	\$0	0	\$216	0	\$216
Other Federal sources (DHS Charges)	0	\$136	0	\$0	0	\$0	0	\$0
Other goods and services from Federal sources	0	\$50	0	\$0	0	\$0	0	\$0
Research & Development Contracts	0	\$0	0	\$0	0	\$0	0	\$0
Operation and maintenance of facilities	0	\$42,800	0	\$0	0	\$0	0	\$0
Operation and maintenance of equipment	0	\$2	0	\$0	0	\$0	0	\$0
Supplies and materials	0	\$5,862	0	\$0	0	\$0	0	\$0
Equipment	0	\$12,198	0	\$0	0	\$0	0	\$0

# JOB CORPS

FY 2025 Change

Explanation of Change	FY 2024 Base		Trust Funds		General Funds		Total	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Grants, subsidies, and contributions	0	\$11,945	0	\$0	0	\$0	0	\$0
Insurance claims and indemnities	0	\$220	0	\$0	0	\$0	0	\$0
Land and Structures	0	\$47,410	0	\$0	0	\$0	0	\$0
<b>Built-Ins Subtotal</b>	<b>131</b>	<b>+\$1,760,155</b>	<b>0</b>	<b>\$0</b>	<b>0</b>	<b>+\$6,637</b>	<b>0</b>	<b>+\$6,637</b>
<b>B. Programs:</b>								
<b>Programs Subtotal</b>			<b>0</b>	<b>\$0</b>	<b>0</b>	<b>\$0</b>	<b>0</b>	<b>\$0</b>
<b>Total Increase</b>	<b>131</b>	<b>+\$1,760,155</b>	<b>0</b>	<b>\$0</b>	<b>0</b>	<b>+\$6,637</b>	<b>0</b>	<b>+\$6,637</b>
<b>Decreases:</b>								
<b>A. Built-Ins:</b>								
To Provide For:								
Costs of pay adjustments	0	\$0	0	\$0	0	-\$2,416	0	-\$2,416
<b>Built-Ins Subtotal</b>	<b>0</b>	<b>\$0</b>	<b>0</b>	<b>\$0</b>	<b>0</b>	<b>-\$2,416</b>	<b>0</b>	<b>-\$2,416</b>
<b>B. Programs:</b>								
<b>Programs Subtotal</b>			<b>0</b>	<b>\$0</b>	<b>0</b>	<b>\$0</b>	<b>0</b>	<b>\$0</b>
<b>Total Decrease</b>	<b>0</b>	<b>\$0</b>	<b>0</b>	<b>\$0</b>	<b>0</b>	<b>-\$2,416</b>	<b>0</b>	<b>-\$2,416</b>
<b>Total Change</b>	<b>131</b>	<b>+\$1,760,155</b>	<b>0</b>	<b>\$0</b>	<b>0</b>	<b>+\$4,221</b>	<b>0</b>	<b>+\$4,221</b>

## JOB CORPS

<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>Operations</b>	<b>0</b>	<b>1,603,325</b>	<b>0</b>	<b>1,603,325</b>	<b>0</b>	<b>1,605,741</b>	<b>0</b>	<b>2,416</b>
General Funds	0	1,603,325	0	1,603,325	0	1,605,741	0	2,416
<b>Construction</b>	<b>0</b>	<b>123,000</b>	<b>0</b>	<b>123,000</b>	<b>0</b>	<b>123,000</b>	<b>0</b>	<b>0</b>
General Funds	0	123,000	0	123,000	0	123,000	0	0
<b>Administration</b>	<b>130</b>	<b>33,830</b>	<b>131</b>	<b>33,830</b>	<b>131</b>	<b>35,635</b>	<b>0</b>	<b>1,805</b>
General Funds	130	33,830	131	33,830	131	35,635	0	1,805
<b>Total</b>	<b>130</b>	<b>1,760,155</b>	<b>131</b>	<b>1,760,155</b>	<b>131</b>	<b>1,764,376</b>	<b>0</b>	<b>4,221</b>
<b>General Funds</b>	<b>130</b>	<b>1,760,155</b>	<b>131</b>	<b>1,760,155</b>	<b>131</b>	<b>1,764,376</b>	<b>0</b>	<b>4,221</b>

NOTE: FY 2023 reflects actual FTE.

## JOB CORPS

<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				
	Full-time Permanent	135	131	131	0
	<b>Total</b>	<b>135</b>	<b>131</b>	<b>131</b>	<b>0</b>
	Average ES Salary	\$176,000	\$178,000	\$178,000	\$0
	Average GM/GS Grade	13	13	13	0
	Average GM/GS Salary	\$107,215	\$112,500	\$112,500	\$0
11.1	Full-time permanent	82,286	82,286	85,239	2,953
11.3	Other than full-time permanent	33	33	33	0
11.5	Other personnel compensation	27,494	27,494	27,494	0
11.8	Special personal services payments	0	0	0	0
11.9	<b>Total personnel compensation</b>	<b>109,813</b>	<b>109,813</b>	<b>112,766</b>	<b>2,953</b>
12.1	Civilian personnel benefits	36,512	36,512	37,564	1,052
13.0	Benefits for former personnel	553	553	556	3
21.0	Travel and transportation of persons	1,973	1,973	1,970	-3
22.0	Transportation of things	500	500	500	0
23.1	Rental payments to GSA	1,339	1,339	1,339	0
23.2	Rental payments to others	7,512	7,512	8,505	993
23.3	Communications, utilities, and miscellaneous charges	3,791	3,791	3,785	-6
24.0	Printing and reproduction	150	150	150	0
25.1	Advisory and assistance services	18,090	18,090	18,090	0
25.2	Other services from non-Federal sources	1,433,595	1,433,595	1,430,773	-2,822
25.3	Other goods and services from Federal sources 1/	25,890	25,890	26,406	516
25.4	Operation and maintenance of facilities	42,800	42,800	45,540	2,740
25.5	Research and development contracts	0	0	0	0
25.7	Operation and maintenance of equipment	2	2	762	760
26.0	Supplies and materials	5,862	5,862	5,850	-12
31.0	Equipment	12,198	12,198	10,190	-2,008
32.0	Land and Structures	47,410	47,410	49,410	2,000
41.0	Grants, subsidies, and contributions	11,945	11,945	10,000	-1,945
42.0	Insurance claims and indemnities	220	220	220	0
	<b>Total</b>	<b>1,760,155</b>	<b>1,760,155</b>	<b>1,764,376</b>	<b>4,221</b>
	1/Other goods and services from Federal sources				
	Working Capital Fund	25,704	25,704	26,220	516
	DHS Services	136	136	136	0

## JOB CORPS

<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					
Base Appropriation	\$1,688,155			\$1,688,155	160
2016					
Base Appropriation	\$1,715,944			\$1,689,155	160
2017					
Base Appropriation	\$1,754,590			\$1,704,155	168
2018					
Base Appropriation	\$1,448,444	\$1,704,155		\$1,718,655	159
2019					
Base Appropriation...1/2/	\$1,296,938		\$1,718,655	\$1,718,655	162
2020					
Base Appropriation...3/	\$1,015,583	\$1,868,655		\$1,743,655	113
2021					
Base Appropriation...4/	\$1,015,897	\$1,755,655		\$1,748,655	127
2022					
Base Appropriation...4/	\$1,754,759	\$1,653,325		\$1,748,655	135
2023					
Base Appropriation	\$1,769,278			\$1,760,155	135
2024					
Base Appropriation...5/	\$1,835,467		\$1,760,155		131
2025					
Base Appropriation	\$1,764,376				131

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

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

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

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

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

# **JOB CORPS**

## **OVERVIEW**

Over fifty years ago, President Lyndon Johnson signed into law the Economic Opportunity Act creating the Job Corps program. The program was designed to help improve the economic outlook for opportunity youth by providing academic and career technical training, intensive personal and career counseling, and wrap-around support services. Job Corps is the nation's largest national residential employment and workforce development program for youth with over 120 campuses. Job Corps currently operates centers, both residential and non-residential, in all 50 states, the District of Columbia, and the Commonwealth of Puerto Rico.

Each year, the Job Corps program serves over 30,000 youth, ages 16 to 24. Job Corps graduates earn their high school diploma or equivalency and industry-recognized credentials, with the goal of attaining entry-level employment or entering a registered apprenticeship or the military. Job Corps provides a suite of comprehensive services that include career-oriented training based on industry standards and contextual learning that enriches students' academic experience by embedding the academic skills into the career training. In addition, students participate in a variety of integrated and real-world learning experiences such as hands-on training with employers and engaging in service-learning projects in the local community. While focusing on their career pathways, students also acquire basic job search and interpersonal skills that increase their employability. To assist in sustainable job placement, graduating students from Job Corps are also provided transitional support services that include: assistance in securing housing, transportation, child care, and access to mentoring support.

In PY 2022, the last full program year, 59.4 percent of Job Corps enrollees had not completed high school before enrollment, 27.7 percent were from families receiving public assistance, 33.3 percent had a self-reported disability, and 14 percent were in foster care, a runaway, or homeless.

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

### **Equity in Budgeting**

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

## **JOB CORPS**

Job Corps is committed to advancing equity within the program. Through its strategic planning efforts, Job Corps has assessed and continues to review various facets of the program (including policy guidance, the recruitment and admission of applicants, the availability of trades, the curriculum, etc.) and their impact on equity.

## OPERATIONS

<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>1,603,325</b>	<b>1,603,325</b>	<b>1,605,741</b>	<b>2,416</b>
FTE	0	0	0	0

### **Introduction**

Job Corps' Operations account funds Job Corps center operations, Outreach and Admissions (OA), Career Transition Services (CTS), and operational support activities. Job Corps operates in all 50 states and the District of Columbia and Puerto Rico, with 24 of those centers operated by the US Department of Agriculture's (USDA) Forest Service (FS) as Civilian Conservation Centers (CCCs). Each Job Corps center provides opportunity youth—including youth experiencing homelessness, young parents, youth with disabilities, or human trafficking victims—with career technical training, intensive personal and career counseling, and job placement services into a registered apprenticeship, entry-level job, or the military. Job Corps' mission and plans closely align with the Administration's Investing in America agenda in training tomorrow's workforce for infrastructure career pathways and opportunities.<sup>1</sup> This also includes plans to promote diversity, equity, inclusion, and accessibility, and invest in advancing career pathways for underserved and underrepresented communities, as Job Corps provides its unique cross-section of youth an opportunity to enter good-paying quality jobs and registered apprenticeship programs in in-demand industries including information technology, healthcare, green jobs, and infrastructure-related training.

Job Corps provides most of its students with residential services combined with career technical skills instruction and work-based learning experiences that align with industry standards. Its work-based learning program links classroom and career skills instruction to practical, on-the-job activities, upgrading student's academic skills needed in the modern workplace and helping them earn high school diplomas or GEDs. The *Job Corps Policy and Requirements Handbook*<sup>2</sup> establishes standards for the program and services provided to students.

Activities funded using the Operations account directly support Job Corps center operations. Center operations services are delivered via a competitive contract process for a majority of centers that are operated by private companies. Of the 123 Job Corps centers, 24 are operated by USDA Forest Service through an Interagency Agreement. The Department is currently on track to execute its responsibilities for the current procurement schedule for competitive center operations contracts. The Department anticipates that all but four contracts will be awarded as firm fixed price contracts by 2024. To date, Job Corps has transitioned over 74 contracts to firm fixed price. This transition allows for greater cost predictability in the awarding of center operations contracts.

<sup>1</sup> See <https://www.whitehouse.gov/invest/>

<sup>2</sup> [prh.jobcorps.gov](http://prh.jobcorps.gov)

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

The Department is requesting \$1,605,741,000 in FY 2025 for Job Corps Operations. A necessary part of this spending will be investments in improving the enrollment process, implementing a student-centered approach, increasing training options, and expanding national and regional partnerships to strengthen workforce system connectivity. These investments will help students thrive in the workforce of today and tomorrow. The Department envisions the program as one of the top choices for young people, where graduation from Job Corps and obtaining industry-relevant credentials is meaningful and widely sought after. Through upcoming strategic planning efforts, Job Corps is investing in innovation and modernizing student education programs to meet future employer and worker needs.

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

Landmark federal investments in critical industries via the Bipartisan Infrastructure Law (BIL), Inflation Reduction Act (IRA), and Creating Helpful Incentives to Produce Semiconductors and Science Act have accelerated the need for highly skilled workers in infrastructure, climate, and advanced manufacturing sectors. With a nationwide network of 123 centers and 43 nationally accredited training pathways in advanced manufacturing, construction, renewable resources and energy, and transportation, the Job Corps program is a natural partner for states and cities laboring to develop their talent pipelines. To support centers in leveraging infrastructure investments and to recognize centers as Infrastructure Academies, the Office of Job Corps (OJC) required Job Corps centers to conduct asset mapping to identify partners in their locality and use this information as the basis for strategic planning and subsequent partnership development that promotes work-based learning opportunities for students.

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

# OPERATIONS

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

## Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2020	\$1,603,325	0
2021	\$1,603,325	0
2022	\$1,603,325	0
2023	\$1,603,325	0
2024	\$0	0

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

## FY 2025

The Departments is requesting \$1,605,741,000 for Operations to continue implementation of Job Corps 2.0 with an emphasis on the below priority areas.

### Strengthening Center Operations Oversight

Building on efforts in FY 2023 to revise and improve the program’s Request for Proposal (RFP) template for center operations, federal staff will ensure compliance with Job Corps 2.0 principles, including recruiting and retaining quality center staff who can deliver quality service to students. In FY 2025, Job Corps also plans to continue improving and maintaining onboard strength while building capacity of federal staff, including the Forest Service, to ensure accountability of operators. In FY 2025, Job Corps will provide technical assistance to promote standardized procedures and promote communication in regional operations to ensure consistency in quality service delivery. Ensuring program integrity requires a comprehensive approach, including oversight and providing training and guidance to centers. In addition, the program will collect and review program and financial data; engage in rigorous performance management; require corrective actions and program improvement; and provide resources, tools, and infrastructure, including information technology improvements, to support program operations and accountability processes.

### Improving the Admissions Processes

In FY 2025, Job Corps plans to better equip admissions counselors with relevant information so they can make informed data-driven decisions in placing students at centers that best meet their needs and interests. To jump-start this process, Job Corps is exploring a short- to medium-term goal of asset-mapping the Job Corps network to reflect training program availability, center capacity, support services, and transition services. Building on these efforts, Job Corps will

## OPERATIONS

develop a centralized admissions hub that allows admissions counselors the ability to coordinate prospective/ new student preferences with real-time center data on training program offerings.

### Industry Partnership and Engagement

The Department is committed to promoting student achievement and preparation for global competitiveness by fostering educational excellence and ensuring opportunities through the Job Corps program for skills training in in-demand industries and occupations, such as pre-apprenticeships or internships, culminating with a good job along a career pathway, enrollment in post-secondary education, or a Registered Apprenticeship. In evaluating the Job Corps program, ETA has determined that teaching standards and methods vary widely from center to center, with little consistency, even among operators who run multiple centers throughout the network. Cementing Job Corps as a top-notch program requires that academic and career technical training delivered in centers meets and exceeds industry standards—including matching the in-demand skill sets and competencies required of workers by employers and industry sectors. In FY 2025, Job Corps will increase partnerships with industry to ensure curriculum design is responsive to industry needs. This includes building on the Department's Job Corps Infrastructure Academies efforts by leveraging industry hubs and networks to create meaningful employer partnerships to improve job placement outcomes for Job Corps students.

### Mental Health and Trauma-Informed Care Approach

In December 2021, the U.S. Surgeon General released an alarming report on the state of youth mental health. Before the COVID-19 pandemic, up to 1 in 5 children ages 3 to 17 in the U.S. had a mental, emotional, developmental, or behavioral disorder. Even before the pandemic, suicide rates had increased by 57% between 2007 and 2018 for youth between the ages of 10-24. These sobering trends have made suicide the second leading cause of death amongst young adults in the United States. The pandemic exacerbated these trends due to the disruption of the daily lives of young people amid the public health threat. Populations most impacted by these negative mental health outcomes include LGBTQ+, BIPOC, rural, low-income, and justice-involved youth. Building on efforts to embed diversity, equity, inclusion, and accessibility into the fabric of the program, Job Corps will also focus on bolstering mental health and youth empowerment strategies across its centers. This includes continuation of youth-led initiatives such as the Youth-to-Youth (Y2Y) Initiative and incorporating center-specific changes that support an inclusive and nurturing learning environment for Job Corps students.

### Legislative Flexibilities

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

## OPERATIONS

development of the former Naval Station Treasure Island, and the Treasure Island Community Development, LLC, which is undertaking a major redevelopment of Treasure Island.

Job Corps is continuing new appropriations language requested in the FY 2024 President's Budget that would permit the Secretary the authority to transfer up to 3 percent of the Operations appropriation to the Construction appropriation for construction, rehabilitation, and acquisition-related costs.

### **FY 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 continued to implement Job Corps 2.0 and focus on increasing Onboard Strength (OBS) as a part of Job Corps' COVID-19 recovery, in addition to the following activities.

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

### **OBS Build-Up**

In FY 2023, Job Corps implemented a multi-faceted approach to address onboard strength (OBS) build up. This approach included launching the automated MyJobCorps admissions tool to streamline prospects' applications, strategically targeting national marketing and outreach efforts, utilizing a predictive analysis to forecast OBS attainment goals each week, providing operators with prospect to applicant conversion rates needed to meet OBS goals, and leveraging regional oversight and technical assistance to support operators in developing strategies to bolster recruitment and retention efforts.

Job Corps' Regional Offices continued to monitor and evaluate recruitment efforts and student arrivals on a weekly and monthly basis. Regional Offices utilize weekly calls with center and operator leadership to focus attention on recruitment, wrap-around services, and retention. Regions also facilitated workgroups for center personnel to share promising practices for

## OPERATIONS

increasing enrollment, converting prospects to applicants, and sustaining student onboard strength (OBS).

In addition, in July 2023 the program revised its Outcome Measurement System (OMS), the tool used to measure performance of the centers. Job Corps launched a redesign of the OMS to ensure that operator and center performance impact student success. The revised OMS has the following intended effects:

- Establish a broader and consistent surveillance system for regions to assess contractor performance.
- Improve the efficiency and efficacy of the admissions system.
- Focus on maximizing the accomplishments of students in the program while maintaining appropriate pacing and meeting individualized needs.
- Encourage the development of robust employer partnerships, and
- Hold operators accountable for student transition into sustainable careers.

### Fostering A Positive Student Experience

In FY 2023, Job Corps relaunched its student-led Youth-to-Youth (Y2Y) Initiative, aimed at combating violence and drug use and supporting mental health on all Job Corps campuses. The purpose of the Y2Y program is to create a forum for students to talk about violence, drug use and mental health in their communities; to empower students to prevent violence and drug use, as well as take care of their mental health; and to provide a platform for students to share stories and talk about solutions to help themselves, help others, and support their communities. A large percentage of Job Corps students have been directly affected by violence, drug use, and/or mental health issues during their lives.

Because this is a student-led initiative, each campus' activities are led by Y2Y Student Ambassadors. More than 200 students have stepped forward to become Ambassadors, leading the charge on their respective campuses to drive awareness, events, and results. To assist these student leaders, Job Corps has provided a series of trainings, focused on Y2Y's mission and goals, what it means to be a student ambassador, and what types of resources and materials are available to the students to help them bring Y2Y to life on their campuses. Ambassadors and all students are encouraged to visit the initiative's homepage, [JCYouth2Youth.com](http://JCYouth2Youth.com), featuring a wide variety of resources and materials for students and staff, including fliers, posters, and pledge cards.

In July 2023, Job Corps kicked off the Y2Y program at the Potomac Job Corps Center. Student leaders conducted Y2Y calls within each region and shared ideas about how to energize this program. Efforts across the country have included events from Y2Y peace walks, to a "Stop the Silence – Stop the Violence" rally, to a mental health awareness retro roller-skating party. Most recently, students led a Y2Y working session during the 2023 Job Corps Student Leadership Summit that took place in December 2023.

# OPERATIONS

## Modernizing the Enrollment Process

Job Corps developed an automated system called MyJobCorps to streamline the admissions process for applicants. Admissions at Job Corps have historically been manual and paper-based only, requiring prospective students to rely on admissions staff to manually collect personal information via in-person meetings, email, or phone to initiate an application on behalf of an interested young person. Across Job Corps centers, the admissions process has been disjointed, at times contributing to an inconsistent experience for young people.

In October 2023, Job Corps launched the integrated MyJobCorps admissions platform to serve the needs of both the public and internal admissions staff. Using an agile and iterative systems development approach of releasing components incrementally, Job Corps released MyJobCorps 1.0 in December 2022. MyJobCorps 1.0 comprises the Express Interest Tool (EIT), which can be accessed directly from the JobCorps.gov website or at enroll.jobcorps.gov. It provides young people with a digital online experience, encompassing an easy, step-by-step, logical path to providing their initial information to Job Corps admissions staff – taking the first step to begin their journey with Job Corps. Since launching the EIT, Job Corps has received significantly higher traffic from interested youth and referrers, up 58% on average when compared with pre-pandemic metrics in 2019, reflecting increasing applications and new student volume.

Throughout 2023, Job Corps further progressed in transforming the application experience by building MyJobCorps 2.0, comprising the MyJobCorps Portal for public prospects and applicants and MyJobCorps Gateway for internal Admissions staff. Job Corps designed, developed, and tested the MyJobCorps Portal with applicants and current students. This means that the future system represents the voice of an applicant – ultimately providing today’s youth and young adults with a simplified application process that allows them to conduct everything they need to do online, including signing forms and uploading documents from the device of their choice.

The MyJobCorps Gateway system was tested incrementally with admissions staff, who serve prospects and applicants, as core system features were developed. MyJobCorps Gateway streamlines and automates many aspects of the workflow process of receiving, assigning, and processing applicants while building in the guardrails to ensure it fully aligns with policy. With the integration between MyJobCorps Portal and Gateway, along with system integrations with the background check system (JACS) and other downstream Job Corps systems, Job Corps will be able to move applicants forward in a timelier and more quality-focused manner. Furthermore, Job Corps launched two MyJobCorps Help Centers – one for Applicants and one for Admissions staff – to support and educate users upon the full release of MyJobCorps 2.0. By the end of FY 2023, Job Corps completed development of MyJobCorps 2.0 and is preparing to release the system to end-users in early FY 2024.

## Modernizing Academic and Career Technical Training

In FY 2023, Job Corps facilitated a path to economic security for opportunity youth. Job Corps continued implementing Job Corps 2.0 – a student-centered program design that focuses on innovation, modernization, automation, and strategic partnerships with national employers and organizations to accelerate program performance and improve student outcomes.

## OPERATIONS

To meet the Job Corps 2.0's goal of ensuring the program is a "go-to" destination for young people interested in furthering their careers, academic and career technical training content delivered in centers must meet and even exceed industry standards (including matching the in-demand skill sets and competencies required of workers by employers and industry sectors). In FY 2023, Job Corps launched a nationwide pre-apprenticeship initiative across all centers to review career technical trainings, partner with local employers and apprenticeship intermediaries, and establish curricula that meet industry standards for entry-level opportunities into a registered apprenticeship. Job Corps will establish high-quality training pathways with clear stages that connect skill and competency gains to wage increases and opportunity for career progression, through pre-apprenticeships to Registered Apprenticeships after program completion.

### Developing Meaningful Partnerships

In FY 2023, Job Corps launched its Infrastructure Academies initiative to bolster the program as a pre-apprenticeship academy for infrastructure career pathways. Through this initiative, Job Corps accelerated local leadership partnership and connectivity to provide industry-responsive education and career technical training to jumpstart the careers of young people in critical infrastructure, climate, and advanced manufacturing sectors. Job Corps centers have established and scaled career technical training programs in critical infrastructure, climate, and advanced manufacturing sectors that respond to local and regional employers' demand for highly skilled talent. Additionally, each center conducted local asset mapping and served as a local convener of employers and community partners to identify workforce needs and develop a workforce training plan that capitalizes on Job Corps centers' array of career technical training in critical sectors. Through these partnerships, Job Corps has established direct connection between Job Corps career technical training and pre-apprenticeships into high-quality continuing education and workforce pathways such as Registered Apprenticeship.

Leveraging partnerships and demonstration grants, Job Corps built substantive relationships with employers of the Office of Federal Contract Compliance Programs (OFCCP) designated Megaprojects, community colleges, and the Department of the Navy's Shipbuilding Industrial Base Task Force. These relationships will expand career development resources for students.

### Diversity, Equity, Inclusion and Accessibility (DEIA)

In FY 2023, Job Corps continued its efforts to promote Job Corps 2.0 in fostering a positive student experience, which includes addressing DEIA. In FY 2022, Job Corps awarded a contract to provide DEIA training to all center students, staff, and leadership. In preparation for conducting the training, a team of DEIA consultants conducted pre-assessment analysis, inclusive of conducting interviews with students, staff, and leadership, as well as facilitating a student focus group to better understand the intricacies of the DEIA-related circumstances and situations on center.

## OPERATIONS

During the base year of the Job Corps DEIA National project, the DEIA team completed assessments of three program areas: Culture, Operations, and Programs. These assessments included interviews and focus groups conducted with National and Regional leadership and staff to establish a baseline of DEIA foundational knowledge and program culture. A review of the Policy Requirements Handbook (PRH) was completed as well and resulted in modifications to better align the program policies and language with DEIA principles. Finally, a review of Job Corps' data collection was completed to determine the program's ability to measure DEIA compliance. The purpose of the assessment was threefold: to audit how the data is collected pertaining to the stated DEIA goals, to assess how the data could best be leveraged to assess the DEIA goals, and to determine what data elements are missing associated with understanding the status of Job Corps goals related to DEIA. The outcome of the engagement efforts with the OJC Data Assessment Workgroup included a refined OJC DEIA Data Framework, which aligns data tools (assessments and reports) and data measures (key indicators). The development of the framework provided an opportunity for the collaborative development of DEIA goals at each phase of the Job Corps student journey to inform the assessment of compliance overall within the program. In addition, a gap analysis was conducted to validate and further refine the framework as an effective means to evaluate DEIA priorities at Job Corps.

## OPERATIONS

<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>Operations</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 JC-01	Education and Employment Rate – 2nd Quarter After Exit (WIOA Job Corps)	[base]	--	[base]	--	[base]	--
ETA-WIOA JC-02	Education and Employment Rate – 4th Quarter After Exit (WIOA Job Corps)	[base]	--	[base]	--	[base]	--
ETA-WIOA JC-03	Median Earning – 2nd Quarter After Exit (WIOA Job Corps)	[base]	--	[base]	--	[base]	--
ETA-WIOA JC-04	Credential Attainment (WIOA Job Corps)	[base]	--	[base]	--	[base]	--
ETA- Budget- OJC-01	Number of New Enrollees (Job Corps)	48,000	27,736	48,000	--	48,000	--
ETA- Budget- OJC-02	Slots (Job Corps)	23,000	--	30,000	--	30,000	--
ETA- Budget- OJC-04	Number of Operating Centers at Year End (Job Corps)	121	--	121	--	123	--

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

# OPERATIONS

## Workload and Performance Narrative

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

Job Corps kept its Outcome Measurement System (OMS) policy unchanged from PY 2019 through PY 2021 due to the impact of the COVID-19 pandemic on the program. In PY 2022, Job Corps issued a new OMS policy with more aggressive goals and established a real-time crediting policy for most on-center measures. For PY 2023, Job Corps made more significant changes to modernize and improve the OMS. This includes structural changes to focus on outcomes most directly related to the service areas each OMS report card evaluates and the addition of two new Report Cards: one to assess academics and the other to assess contract performance more holistically. The new PY 2023 modifications included new measures on the recruitment process, student retention, completion of both academic and career training, credential and skill attainment, work-based learning, and direct transitions to quality placements for graduates before program separation; established more ambitious goals to reflect federal expectations on performance; realigned weights for Centers and CTS to place equal emphasis across all weighted measures; and adjusted measure definitions to align more closely with WIOA.

Job Corps' performance results declined due to COVID-19. However, the PY 2022 outcome indicates a stable or improving trend as program operations stabilized and Job Corps enrollments increased. In PY 2022, 56.3 percent of students attained a high school diploma (HSD) or equivalent (HSE), 58.0 percent completed their career technical training (CTT), and 86.3 percent attained a primary industry-certified credential. Approximately two-thirds of students attained at least one Educational Functional Level (EFL) gain on the Test of Adult Basic Education (TABE) 11/12 numeracy and literacy tests (64.0 percent and 68.3 percent, respectively). 81.2 percent of separated graduates and former enrollees entered a job, education/college program, or training in PY 2022. Of those employed in PY 2022, their average initial hourly wages were \$16.51. Sixty-nine percent of graduates who completed their CTT entered employment related to their training (i.e., job-training match [JTM]). Over 70 percent of graduates and former enrollees were in a placement in the second quarter after exit (71.6 percent) or fourth quarter after exit (70.5 percent), with average quarterly earnings in the second quarter at \$8,007. During PY 2022, a total of 27,736 students enrolled in Job Corps.

Job Corps currently does not have sufficient baseline data to project expected levels of performance (targets) for upcoming program years because of its recent incorporation of UI data and the impacts of the COVID-19 pandemic on program operations. First, Job Corps did not receive and begin to incorporate Unemployment Insurance (UI) data matches as the primary data source for the WIOA measures until PY 2020 Q4. Before that, Job Corps reported WIOA

## **OPERATIONS**

outcomes using only supplemental (survey) data. Adequate baseline data of the combined UI plus supplemental results need to accumulate for use in determining future performance. Secondly, UI matches are only available quarterly, and Job Corps has not yet received sufficient data to reliably identify trends. Third, performance results in recent years have been significantly impacted by the COVID pandemic. Given the above limitations, target projections using these limited and variable data would be unreliable. Job Corps must, therefore, continue to accumulate and monitor additional quarters' results to determine reasonable future targets. Appropriate targets will be set when program operations stabilize. Job Corps will use program outcomes reported for PY 2022 and PY 2023 as baseline data for determining targets for PY 2024. Job Corps aligns with other programs' timelines for establishing expected levels of performance.

## OPERATIONS

<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	64,820	64,820	66,773	1,953
11.3	Other than full-time permanent	0	0	0	0
11.5	Other personnel compensation	27,080	27,080	27,080	0
11.8	Special personal services payments	0	0	0	0
11.9	<b>Total personnel compensation</b>	<b>91,900</b>	<b>91,900</b>	<b>93,853</b>	<b>1,953</b>
12.1	Civilian personnel benefits	30,216	30,216	30,679	463
13.0	Benefits for former personnel	546	546	546	0
21.0	Travel and transportation of persons	950	950	950	0
22.0	Transportation of things	500	500	500	0
23.1	Rental payments to GSA	0	0	0	0
23.2	Rental payments to others	7,508	7,508	8,501	993
23.3	Communications, utilities, and miscellaneous charges	3,765	3,765	3,765	0
24.0	Printing and reproduction	110	110	110	0
25.1	Advisory and assistance services	18,090	18,090	18,090	0
25.2	Other services from non-Federal sources	1,407,778	1,407,778	1,407,070	-708
25.3	Other goods and services from Federal sources 1/	18,832	18,832	19,132	300
25.4	Operation and maintenance of facilities	0	0	600	600
25.5	Research and development contracts	0	0	0	0
25.7	Operation and maintenance of equipment	0	0	760	760
26.0	Supplies and materials	5,800	5,800	5,800	0
31.0	Equipment	5,165	5,165	5,165	0
32.0	Land and Structures	0	0	0	0
41.0	Grants, subsidies, and contributions	11,945	11,945	10,000	-1,945
42.0	Insurance claims and indemnities	220	220	220	0
	<b>Total</b>	<b>1,603,325</b>	<b>1,603,325</b>	<b>1,605,741</b>	<b>2,416</b>
	1/Other goods and services from Federal sources				
	Working Capital Fund	18,832	18,832	19,132	300

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## CHANGES IN FY 2025

(Dollars in Thousands)

### Activity Changes

#### Built-In

To Provide For:

Costs of pay adjustments	\$1,953
Personnel benefits	0
Federal Employees' Compensation Act (FECA)	463
Benefits for former personnel	0
Travel and transportation of persons	0
Transportation of things	0
Rental payments to GSA	0
Rental payments to others	0
Communications, utilities, and miscellaneous charges	0
Printing and reproduction	0
Advisory and assistance services	0
Other services from non-Federal sources	0
Working Capital Fund	0
Other goods and services from Federal sources	0
Research & Development Contracts	0
Operation and maintenance of facilities	0
Operation and maintenance of equipment	0
Supplies and materials	0
Equipment	0
Grants, subsidies, and contributions	0
Insurance claims and indemnities	0
Land and Structures	0

**Built-Ins Subtotal** **\$2,416**

**Net Program** **\$0**

**Direct FTE** **0**

	Estimate	FTE
<b>Base</b>	<b>\$1,605,741</b>	<b>0</b>
<b>Program Increase</b>	<b>\$0</b>	<b>0</b>
<b>Program Decrease</b>	<b>\$0</b>	<b>0</b>

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<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>123,000</b>	<b>123,000</b>	<b>123,000</b>	<b>0</b>
FTE	0	0	0	0

### **Introduction**

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

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

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

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

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

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

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

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

<b><u>Fiscal Year</u></b>	<b><u>Funding</u></b> (Dollars in Thousands)	<b><u>FTE</u></b>
2020	\$108,000	0
2021	\$113,000	0
2022	\$113,000	0
2023	\$123,000	0
2024	\$0	0

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

## **FY 2025**

In FY 2025, the Department is requesting \$123,000,000 to continue to address the facilities repairs needed across more than 120 centers. This funding request will allow Job Corps to prioritize centers that are in dire disrepair and require intensive maintenance and upkeep in order to safely house, educate, and train students. In addition, the 2025 Budget requests new appropriations language that would permit the Secretary the authority to transfer up to 3 percent of the Operations appropriation to the Construction appropriation for construction, rehabilitation, and acquisition-related costs.

The cost to repair facility deficiencies is exponentially increasing due to the age of facilities and unprecedented inflation in the construction industry. The increased cost coupled with reduced CRA funding – funding has been below the pre-2010 levels in 13 of the past 14 years– has resulted in facility sustainment funding levels between 0.8% and 1.4%, which is below the industry standard of 2-4% of total plant (campus) replacement value. During this period, the backlog has increased over 300%, resulting in a continuously increasing portion of the budget required to address emergency repairs rather than planned rehabilitation or replacement. Although funding has increased in the past 4 years, when inflation is taken into consideration, it is still 29% below pre-2010 levels.

Job Corps students and staff have made their voices heard about the poor, undesirable living and educational buildings. Job Corps has 207 dormitories over 40 years old and current funding levels only allow addressing the most urgent deficiencies. When business case analysis determines it is more economical to replace a building than repair all the deficiencies, Job Corps

## CONSTRUCTION

does not have adequate funding to construct a new facility and must resort to repairing the most critical issues.

The CRA backlog number is based on all deficiencies found during the facility surveys, center CRA requests and supporting information, and project manager visits. The total non-recurring costs needed to restore facilities (structures and buildings) and systems (heating ventilation air conditioning, sewage, water and electrical) to or close to their original capacity, efficiency, and capability will be prioritized with the available funding.

### **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.

### **Extension of Funds**

In the FY 2024 President's Budget, the Department requested authority to extend the expenditure period for funds awarded to the Atlanta Job Corps construction project. Without Congressional action, the funds obligated for the Atlanta project will cancel at the end of FY 2024 due to the government-wide federal account closing statute (31 U.S.C. 1552). The Department expects to continue the project, but any cancelation of the funds could lead to significant additional delays in completion.

### **FY 2023**

In FY 2023, Job Corps' CRA continued to fund contingency, emergency, and unplanned repairs including critical HVAC and roof repairs/replacement. Funding has been allocated to life and safety deficiencies and environmental abatement. Job Corps has initiated an Indefinite Quantity-Indefinite Deliverable Multiple Award Task Order Contract (IDIQ MATOC) for Architect/Engineering firms to facilitate a more varied approach to perform studies and designs for more complicated repairs and renovations. This resulted in more comprehensive repair specifications and drove down the number and cost of unforeseen condition contract modifications. Job Corps developed a year-by-year plan informed by national and regional priorities with measures and target outcomes for the repair, maintenance, upgrade, and construction of facilities and equipment. Executing such a plan will guide Job Corps CRA decision-making and resource allocation and present an opportunity to manage, improve, and account for the facilities conditions at the 121 contract and Forest Service-operated Job Corps centers.

### **Addressing Immediate Facilities Needs**

Job Corps continued its Governance Board established in FY 2022 for oversight of construction and rehabilitation of facilities, focusing on review, approval, prioritization, and monitoring of

## CONSTRUCTION

progress, as well as ensuring financial resources are prudently utilized. In FY 2023, Job Corps continued to prioritize the centers with the greatest need for refurbishment or repair. The Governance Board provides structure to assignment and determination for center repairs in order to ensure equitable outcomes across all centers and has enhanced regional operational input to prioritize the greatest needs. Job Corps continued the Dormitory Furniture Replacement Program launched in FY 2022. In FY 2023, the program enabled dormitory furniture (beds, dressers, mattresses) to be replaced at 7 Job Corps Centers whose furniture exceeded 28 years of age.

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

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<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>Construction</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-OJC-03      Facilities Condition Index (FCI)	88.00%	90.10%	88.00%	88.00%

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

# CONSTRUCTION

## **Workload and Performance Narrative**

The facilities condition index (FCI) has been the metric of choice because it can be consistently validated when Job Corps surveys each facility, with Job Corps conducting complete facility surveys once every three years. This metric is reported to the federal real property council and is thus a federal government-wide metric. Although the FCI is slowly declining, Job Corps achieved the FY 2023 FCI target.

## CONSTRUCTION

<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	25,790	25,790	23,650	-2,140
25.4	Operation and maintenance of facilities	42,800	42,800	44,940	2,140
31.0	Equipment	7,000	7,000	5,000	-2,000
32.0	Land and Structures	47,410	47,410	49,410	2,000
41.0	Grants, subsidies, and contributions	0	0	0	0
42.0	Insurance claims and indemnities	0	0	0	0
	<b>Total</b>	<b>123,000</b>	<b>123,000</b>	<b>123,000</b>	<b>0</b>

# CONSTRUCTION

## 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 facilities	0
Equipment	0
Grants, subsidies, and contributions	0
Insurance claims and indemnities	0
Land and Structures	0

**Built-Ins Subtotal** \$0

**Net Program** \$0

**Direct FTE** 0

	Estimate	FTE
<b>Base</b>	<b>\$123,000</b>	<b>0</b>
<b>Program Increase</b>	<b>\$0</b>	<b>0</b>
<b>Program Decrease</b>	<b>\$0</b>	<b>0</b>

## ADMINISTRATION

<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>33,830</b>	<b>33,830</b>	<b>35,635</b>	<b>1,805</b>
FTE	130	131	131	0

NOTE: FY 2023 reflects actual FTE. Authorized FTE for FY 2023 was 135.

### **Introduction**

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

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

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

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

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

## ADMINISTRATION

WIOA that requires the Secretary to conduct an annual assessment of the performance of each Job Corps center.

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

### Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2020	\$32,330	113
2021	\$32,330	127
2022	\$32,330	135
2023	\$33,830	135
2024	\$0	131

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

### FY 2025

The Department is requesting \$35,635,000 and 131 FTE in the FY 2025 budget request for Administration. This is an increase of \$1,805,000 from the FY 2023 enacted level. This increase is critical to enable Job Corps to absorb inflationary increases to pay and benefits without diminishing its capacity to provide essential oversight of all 121 center locations. Federal staff in the national and six regional offices will continue to advance the Job Corps 2.0 vision with an emphasis on promoting data and evidenced-based decision making in improving policies and compliance oversight.

### Job Corps 2.0 Strategic Vision Implementation

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

## ADMINISTRATION

In FY 2025, Job Corps' federal staff in the National Office will provide leadership and policy direction, oversight and performance management, technical assistance for demonstration projects, administrative infrastructure and customer-oriented workforce tools, funds management, and policy guidance under the Workforce Innovation and Opportunity Act (WIOA).

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

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

### Center Operations Oversight Improvements

In FY 2025, Job Corps plans to ensure that sub-regulatory guidance known as the Policy and Requirements Handbook aligns with authorizing legislation. Staff will be trained on new policy developments to ensure proper oversight of center operations. This includes ensuring that information technology systems provide support for delivery of robust on-site assessments.

### Data-Driven and Evidence-Based Improvements

In FY 2025, Job Corps will continue to streamline its data validation and governance process through its Data Governance Board. The Board will convene during the fiscal year to:

- Provide recommendations to the OJC Administrator on the creation, implementation, and oversight of a data governance model that establishes authority, roles and responsibilities, management, and decision-making parameters related to the data created, collected, managed, or controlled by OJC.
- Review data collection change requests including Job Corps Data Center (JCDC) applications and OCIO environment applications.
- Create and manage data governance structures to optimize the use of data for compliance with operational and regulatory requirements.
- Create Data Strategy for identified modernization lines of efforts.
- Implement data quality improvement plans to include root cause analyses, control/risk management, efficiency and effectiveness measures, and enterprise long term solutions.
- Provide training and support for staff members who interact with and utilize data.

## ADMINISTRATION

- Assess the effectiveness of reporting tools to ensure they meet the agency’s needs.
- Create a Data Standards Plan including rules that guide the collection, processing, or interpretation of data.
- Develop a Data Access Plan including external self-service solutions and on-demand data for internal users.
- Develop Clearance and Open Data Policy to manage releases of data to the public, or any other stakeholders both internal and external to the OJC.

### **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**

#### Contractor and Center Oversight and Compliance

A key pillar in Job Corps 2.0 focuses on increasing federal oversight of center operations. This includes enhanced monitoring of onsite activities, including residential living arrangements and social engagement activities across centers. In FY 2023, to build on the program’s technical assistance efforts, Job Corps revised and updated its Request for Proposal (RFP) template for center operations. The newly revised RFP embedded Job Corps 2.0 principles and ensured:

- accurate submission of cost proposals,
- evaluation criteria that strategically weigh past performance,
- questions posed to offerors ask for concrete measurable actions,
- contract awardee delivers on strategic partnership development,
- hiring and retention of quality staff, and
- cultivation of a positive, student-centered culture that centers student voices.

In order to socialize the new solicitation template among federal staff, including workforce development specialists and managers at the national and regional offices, including Contracting Officer’s Representatives (CORs), and Contracting Officers, OJC hosted a Solicitation Training Event. This training brought together staff from the Office of Job Corps, Office of the Senior Procurement Executive, Office of Financial Administration, and the Solicitor’s Office.

#### Safety and Security to Foster a Positive Student Experience

In keeping with Job Corps 2.0, the program will continue to provide a safe environment for students and staff who live and learn in its centers. In FY 2023, Job Corps evaluated the basic security suite and determined opportunities to advance or improve security measures across centers. Job Corps installed video surveillance, access control, and emergency notification systems at 11 more centers. These security technologies are prevalent across residential education facilities such as college campuses. Job Corps continues to align its center security standards with the standards of college campuses.

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As part of Job Corps modernization efforts, Job Corps developed a system that could retrieve criminal history for applicant background checks through the National Crime Information Center (NCIC), a database not accessible to third-party vendors previously used by Job Corps. In FY 2023, Job Corps established an internal background check program using NCIC results, which provided a standardized, cost-efficient, and reliable criminal background check.

Job Corps does not wish to screen out otherwise eligible youth; instead, the program wishes to ensure eligible youth can benefit from the program. The Job Corps internal background check program offers a fair, impartial review of applicants who may have had contact with the criminal justice system.

### Data-Driven and Evidence-Based Improvements

In FY 2023, Job Corps launched its Data Governance Board to improve the data validation processes for the program. In FY 2023, the Department's Chief Evaluation Office provided analysis of the third-party contracted research and evaluation framework that provided research options for the program. This also assisted Job Corps in fulfilling its mandate under sections 161 and 169 of the Workforce Innovation and Opportunity Act (WIOA). The project included an implementation evaluation of Job Corps demonstration pilots or service model variations and feasibility assessment(s) including potential impact and/or outcome design options across or within these pilots or service model variations, in addition to lessons learned due to COVID-19 that could be used to improve center and program operations.

### Staff Development

In FY 2023, Job Corps convened a Leadership Summit for national and regional office managers to discuss the Job Corps 2.0 strategic vision and Departmental initiatives that have an impact on the program and its operations. The Summit connected regional leadership and center staff to discuss key areas for supporting a student-centered design including methods to support youth empowerment and address mental health challenges for students.

## ADMINISTRATION

<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>Administration</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-OJC-01	Number of Regional Office Center Assessments (ROCAs) completed	45	50	45
ETA-OJC-02	Number of Regional Office Targeted Assessments (ROTAs) completed	50	54	50
ETA-OJC-03	Number of Job Corps Regional Audits	6	6	6

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

## ADMINISTRATION

### **Workload and Performance Narrative**

In FY 2025, Job Corps will continue assessing the Regional Office Assessment Process (ROAP) project, which was released in FY 2023 to automate all aspects of the manual ROCA (Regional Office Comprehensive Assessment) and ROTA (Regional Office Target Assessment) processes. Job Corps will assess ROAP's baseline outcomes and data, making continuous quality improvements to the web-based application and auto-generated assessment results, communications within the Job Corps community, and operator access to summary data and reports for Job Corps oversight staff. In FY 2023, Job Corps initiated three performance measures – the number of ROCAs completed, the number of ROTAs completed, and the number of Regional Audits – to capture key elements of activities conducted by Federal staff at the regional level. For FY 2025, Job Corps projects that it will conduct 45 ROCAs and 50 ROTAs. In addition, six audits of functions and operations of Job Corps regional offices will be conducted.

## ADMINISTRATION

<b>BUDGET ACTIVITY BY OBJECT CLASS</b>					
(Dollars in Thousands)					
		FY 2023 Enacted	FY 2024 Estimate	FY 2025 Request	Diff. FY25 Request / FY24 Estimate
11.1	Full-time permanent	17,466	17,466	18,466	1,000
11.3	Other than full-time permanent	33	33	33	0
11.5	Other personnel compensation	414	414	414	0
11.9	<b>Total personnel compensation</b>	<b>17,913</b>	<b>17,913</b>	<b>18,913</b>	<b>1,000</b>
12.1	Civilian personnel benefits	6,296	6,296	6,885	589
13.0	Benefits for former personnel	7	7	10	3
21.0	Travel and transportation of persons	1,023	1,023	1,020	-3
22.0	Transportation of things	0	0	0	0
23.1	Rental payments to GSA	1,339	1,339	1,339	0
23.2	Rental payments to others	4	4	4	0
23.3	Communications, utilities, and miscellaneous charges	26	26	20	-6
24.0	Printing and reproduction	40	40	40	0
25.1	Advisory and assistance services	0	0	0	0
25.2	Other services from non-Federal sources	27	27	53	26
25.3	Other goods and services from Federal sources 1/	7,058	7,058	7,274	216
25.4	Operation and maintenance of facilities	0	0	0	0
25.5	Research and development contracts	0	0	0	0
25.7	Operation and maintenance of equipment	2	2	2	0
26.0	Supplies and materials	62	62	50	-12
31.0	Equipment	33	33	25	-8
42.0	Insurance claims and indemnities	0	0	0	0
	<b>Total</b>	<b>33,830</b>	<b>33,830</b>	<b>35,635</b>	<b>1,805</b>
	1/Other goods and services from Federal sources				
	Working Capital Fund	6,872	6,872	7,088	216
	DHS Services	136	136	136	0

# ADMINISTRATION

## CHANGES IN FY 2025

(Dollars in Thousands)

### Activity Changes

#### Built-In

To Provide For:

Costs of pay adjustments	\$1,000
Personnel benefits	564
Employee health benefits	0
Federal Employees' Compensation Act (FECA)	25
Benefits for former personnel	0
Travel and transportation of persons	0
Transportation of things	0
Rental payments to GSA	0
Rental payments to others	0
Communications, utilities, and miscellaneous charges	0
Printing and reproduction	0
Advisory and assistance services	0
Other services from non-Federal sources	0
Working Capital Fund	216
Other Federal sources (DHS Charges)	0
Other goods and services from Federal sources	0
Research & Development Contracts	0
Operation and maintenance of facilities	0
Operation and maintenance of equipment	0
Supplies and materials	0
Equipment	0
Insurance claims and indemnities	0

**Built-Ins Subtotal** **\$1,805**

**Net Program** **\$0**

**Direct FTE** **0**

	Estimate	FTE
<b>Base</b>	<b>\$35,635</b>	<b>131</b>
<b>Program Increase</b>	<b>\$0</b>	<b>0</b>
<b>Program Decrease</b>	<b>\$0</b>	<b>0</b>