

**U.S. Department of Labor
Employment and Training
Administration**



November 2016

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TAB 1: AGENCY ORGANIZATIONAL OVERVIEW

Mission

The mission of the Employment and Training Administration (ETA) is to contribute to the more efficient functioning of the U.S. labor market by providing high quality job training, employment, labor market information, and income maintenance services primarily through state and local workforce development systems and some national programs.

Vision

Our vision is to promote pathways to economic liberty for individuals and families working to achieve the American Dream. To achieve this vision, ETA will administer effective programs that have at their core the goals of enhanced employment opportunities and business prosperity.

Authorizing Legislation

Public Law/Act & U.S. Code Citation	Legislation	Expiration Date
29 U.S.C. 2916a	American Competitiveness and Workforce Improvement Act (H-1B)	No expiration date
P.L. 111-5	American Recovery and Reinvestment Act of 2009	6/30/2010 ¹
P.L. 113-235	Consolidated and Further Continuing Appropriations Act of 2015	6/30/2016
P.L. 114-113	Consolidated Appropriations Act, 2016	6/30/2017
26 U.S.C. 3301	Federal Unemployment Tax Act	No expiration date
8 U.S.C. 1101 et seq.	Immigration and Nationality Act (alien labor certification)	No expiration date
29 U.S.C. 50	National Apprenticeship Act (Fitzgerald Act)	No expiration date
P.L. 114-144	Older Americans Act Reauthorization Act of 2016	9/30/2019
42 U.S.C. 5177 and 5189a	Robert T. Stafford Disaster Relief and Emergency Assistance Act	No expiration date
42 U.S.C. 501-504	Social Security Act, Title III-Grants to States for Unemployment Compensation Administration	No expiration date
42 U.S.C. 1101-1110	Social Security Act Title IX-Unemployment Security Administration Financing	No expiration date
42 U.S.C. 1320b-7	Social Security Act Title XI, Section 1137-Income and Eligibility Verification System	No expiration date
42 U.S.C. 1321-1324	Social Security Act Title XII-Advances to State Unemployment Funds	No expiration date
P.L. 114-27	Trade Preferences Extension Act of 2015, Title IV, Extension of Trade Adjustment Assistance	6/30/2021
26 U.S.C. 3304	Federal-State Extended Unemployment Compensation Act of 1970	No expiration date.

¹ For funds available through the Workforce Investment Act and Wagner-Peyser Act.

TAB 1: Agency Organizational Overview

Public Law/Act & U.S. Code Citation	Legislation	Expiration Date
5 U.S.C. 8501-8509	Unemployment Compensation for Federal Civilian Employees Program	No expiration date
5 U.S.C. 8521-8525	Unemployment Compensation for Ex-Service members Program	No expiration date
P.L. 112-56	Veterans Opportunity to Work Hiring Our Heroes Act of 2011	No expiration date
29 U.S.C. 49 et seq.	Wagner-Peyser Act	No expiration date
29 U.S.C. 2501	Women in Apprenticeship and Nontraditional Occupations Act of 1992	
P.L. 113-128	Workforce Innovation and Opportunity Act	09/30/2020

Organizational Structure

ETA administers federal government job training and worker dislocation programs, federal grants to states for public employment service programs, unemployment insurance benefits, and foreign labor certification. With the exception of foreign labor certification, these services are primarily provided through state and local workforce development systems.

ETA is represented by 10 National Offices: The Office of Policy Development and Research (OPDR); the Office of Workforce Investment (OWI); the Office of Trade Adjustment Assistance (OTAA); the Office of Management and Administrative Service (OMAS); the Office of Foreign Labor Certification (OFLC); the Office of Financial Administration (OFA); the Office of Unemployment Insurance (OUI); the Office of Contracts Management (OCM); the Office of Apprenticeship (OA); and the Office of Job Corps (OJC), as well the Office of the Assistant Secretary (OASET) and six Regional Offices in Boston, Philadelphia, Atlanta, Dallas, Chicago and San Francisco.

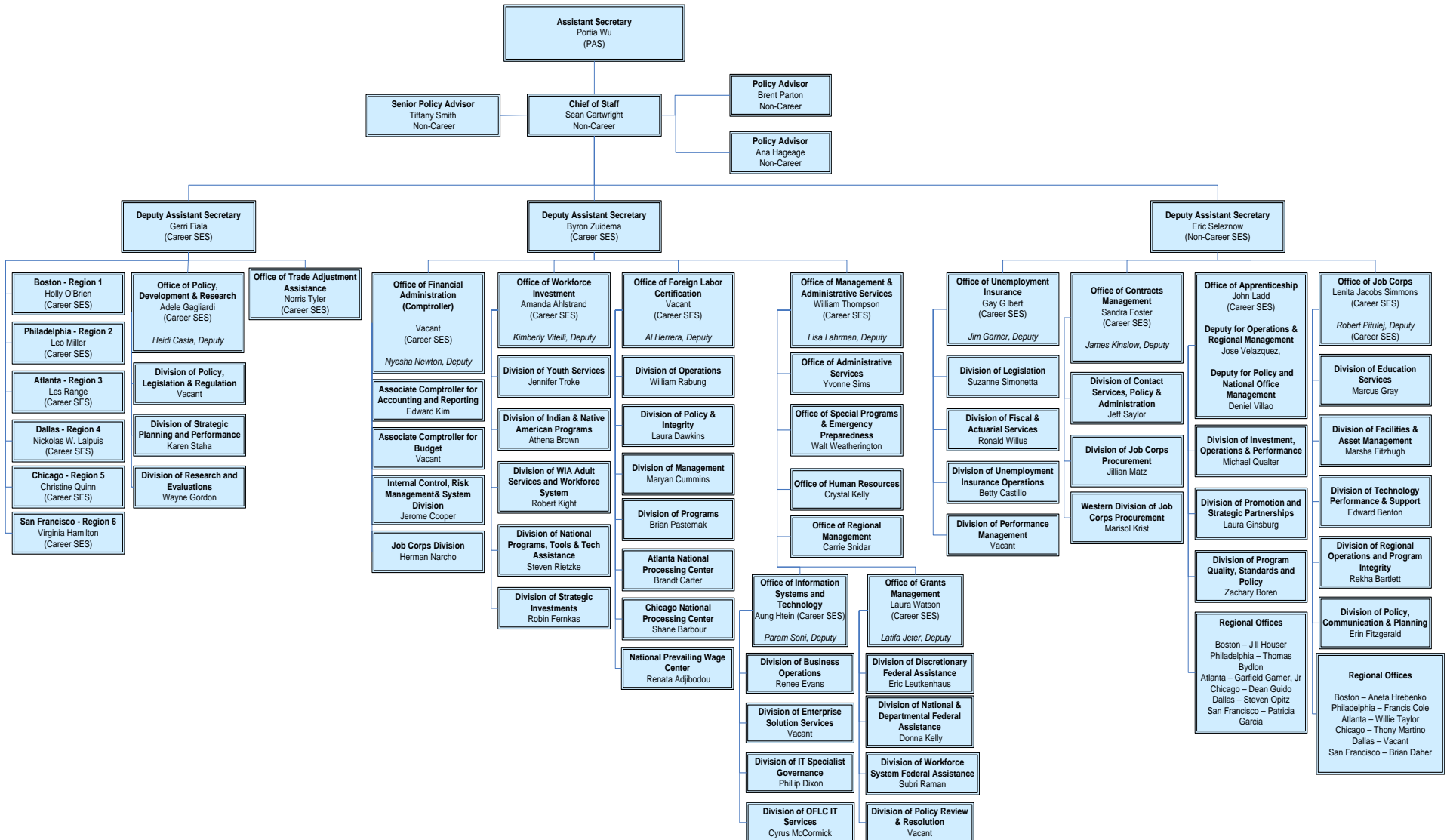
The Total ETA Federal Staff On-Board is currently at 1,135, staffing 10 Offices in ETA as well as the Office of the Assistant Secretary. The six Regional and Field Offices have Federal on-board numbers of 420 as follows:

- 237 are in the six regional offices;
- 89 are in the six regional and field Apprenticeship offices; and
- 94 are in the six regional Job Corps offices

Currently two SES positions are in recruitment: Comptroller for OFA and Administrator for the Office of Information and Systems Technology (SES-led position within OMAS). SES positions in OCM, OTAA and the Office of Grants Management (SES-led position within OMAS) have been recently filled.

All current vacancies at the GS-15 level and below are critical. ETA has undergone Office of Personnel Management assessments, which found that ETA is approximately 30+% understaffed to meet its mission. Additional information about these assessments under the section titled significant personnel/engagement activities.

Organizational Chart



TAB 1: Agency Organizational Overview

Workforce At-A-Glance

DEPARTMENT OF LABOR EMPLOYMENT *										
AS OF 11/1/2016 - ETA										
AGENCY				BARGAINING UNIT		GRADE DISTRIBUTION		METRO D.C. AREA EMPLOYEES BY BUILDING		
Subagency	National Office	Regional Office	Total	Local 12	351	00	19	FRANCES PERKINS BLDG	572	
ETA	572	582	1154	NCFL	432	04	7	Total	572	
Total	572	582	1154	Non-BU	371	05	8	Includes regional employees working in the D.C. area		
RACE & GENDER				SUPERVISORY**				GRADE 13 & ABOVE		
Ethnicity	F	M	Total	Non Supervisor	884	06	5	Ethnicity	F	M
American Indian	7	6	13	Supervisor	270	07	23	American Indian	7	5
Asian	46	27	73	WORK SCHEDULE		08	8	Asian	30	19
Black	313	156	469	F-Full Time	1146	09	48	Black	154	81
Hawaiian/PI	1	0	1	G-Full Time Seasonal	1	11	88	Hispanic	38	17
Hispanic	56	34	90	P-Part Time	7	12	306	Two or more Races	5	1
Two or more Races	7	2	9	REGIONS		13	344	White	135	170
White	227	272	499	1 Boston	70	14	204			
Total	657	497	1154	2 Philadelphia	63	15	94			
				3 Atlanta	129	DISABLED STATUS				
				4 Dallas	93	No Disability	1001			
				5 Chicago	151	Non-targeted	139			
				6 San Francisco	76	Targeted	14			
				Natl Ofc	572	APPOINTMENT TENURE				
				Total	1154	Indefinite	13			
						Permanent	1137			
						Temporary	4			
						RETIREMENT ELIGIBILITY				
						Early Out	171			
						Eligible	221			
						Not Eligible	762			

* Permanent and Temporary Employees
 ** Supervisor count includes manager levels 2 and 4

Organizational Changes During the Past Eight Years

During the past eight years, the Office of the Assistant Secretary for Employment and Training (OASET) transitioned to three Deputy Assistant Secretaries (two career and one political), up from two. The Chief Learning Officer position within OASET was eliminated. The Office of Regional Innovation and Transformation was reconfigured; Regional Administrators report directly to OASET.

The Office of Job Corps (OJC) was reassigned from the Office of the Secretary to ETA.

The Office of Financial Administration and Management was reconfigured: a separate Office of Financial Administration (OFA) was established to oversee ETA's financial functions; the Office of Contracts Management (OCM) was established to oversee contracting functions, including a separate Division dedicated to Job Corps' contracts; and the Office of Management and Administrative Services (OMAS) was established and oversees the Office of Human Resources, administrative, Equal Employment Opportunity, grants management, regional management, information technology, and emergency response functions.

There are two new SES-led Office positions established within OMAS: One is for the Office of Grants Management, which awards over \$8 billion in grants annually as well as provides grant services for other Department Agencies. The other is for the Office of Information Systems and Technology, to lead agency-level FITARA requirements for an IT budget of over \$86 million and the largest IT footprint among all DOL agencies.

The Office of Trade Adjustment Assistance was established and the head of that office was established as a new SES position subsequent to the reauthorization and expansion of TAA.

The Office of National Response was disbanded; the Worker Dislocation and Special Response functions were reassigned to the Office of Workforce Investment (OWI), the grants functions were incorporated into the Office of Management and Administrative Services (OMAS), and the responding to inquiries regarding Worker Adjustment and Retraining Notification Act (WARN) were assigned to the Office of Policy Development and Research (OPDR).

The Office of Performance and Technology was disbanded; its information technology functions transitioned to OMAS and its performance and strategic planning functions transitioned to OPDR.

The functions of the Business Relations Group were incorporated into the Office of Workforce Investment and a Division of Strategic Investments was established.

During the last 6 fiscal years, ETA has added seven additional career SES positions, bringing them to a total of 21 SES slots: Administrator, OCM; Comptroller, OFA; Deputy Administrator, OJC; Deputy Assistant Secretary; Administrator, OTAA; Administrator, OGM; and Administrator, OIST. In addition, ETA eliminated one SES position in that same timeframe: Administrator, ONR.

Key Leaders

Office of the Assistant Secretary for Employment and Training

Assistant Secretary for Employment and Training

- Portia Wu (Political Appointee)

Deputy Assistant Secretary for Employment and Training

- Gerri Fiala
- Eric Seleznow (Political Appointee)
- Byron Zuidema

Chief of Staff

- Sean Cartwright (Political Appointee)

Office Administrators and Deputy Administrators

Office of Policy Development and Research (OPDR)

- Adele Gagliardi, Administrator
- Heidi M. Casta, Deputy Administrator

Office of Trade Adjustment Assistance (OTAA)

- Norris Tyler, Administrator

Office of Financial Administration (OFA)

- Kevin Brown, Acting Administrator
- Nyesha Newton, Deputy Administrator

Office of Workforce Investment (OWI)

- Amanda Ahlstrand, Administrator
- Kim Vitelli, Deputy Administrator

Office of Foreign Labor Certification (OFLC)

- Bill Thompson, Acting Administrator
- Al Herrera, Deputy Administrator

Office of Management and Administrative Services (OMAS)

- Lisa Lahrman, Acting Administrator
- Lisa Lahrman, Deputy Administrator

Office of Unemployment Insurance (OUI)

- Gay Gilbert, Administrator
- Jim Garner, Deputy Administrator

Office of Contracts Management (OCM)

- Sandra Foster, Administrator
- James Kinslow, Deputy Administrator

Office of Apprenticeship (OA)

- John Ladd, Administrator
- Daniel Villao, Deputy Administrator
- Jose Velazquez, Deputy Administrator

Office of Job Corps (OJC)

- Lenita Jacobs-Simmons, Administrator
- Bob Pitulej, Deputy Administrator

ETA Regions

Region 1 (Boston)

- Holly O'Brien, Administrator

Region 2 (Philadelphia)

- Leo Miller, Administrator

Region 3 (Atlanta)

- Les Range, Administrator

Region 4 (Dallas)

- Nick Lalpui, Administrator

Region 5 (Chicago)

- Christine Quinn, Administrator

Region 6, San Francisco

- Virginia Hamilton, Administrator

TAB 2: INITIATIVES

Policy and Regulatory Issues

Over the past seven years, the Employment and Training Administration (ETA) helped lead the way out of the Great Recession into a new era of economic growth and productivity. ETA's job assistance and training programs helped and continue to support hard-working Americans to find good jobs and careers; employers to recruit and hire skilled workers they need to compete in the changing global economy; and American communities build the skilled workforce they need to attract business investment and create jobs. It also provided and continues to provide a critical safety net to those who lost employment and economic stabilizer during times of increased state and national unemployment.

Programs administered by ETA helped drive a significant drop in the Unemployment Rate from (around 10%) nationally to its current (5%) and spawned economic growth in many of our regions across the country. We achieved this by helping over 55 million individuals to find jobs from Program Years 2008 to 2015. During the same time period, over 150 million participants received job-related services, including roughly 11 million veterans and 1.6 million participants who completed training programs. Between July 2015 and June 2016, ETA served over 13.2 million participants and over 5.8 million previously unemployed people found jobs.² During that one-year period, approximately 860,000 veterans were served.

Workforce Innovation and Opportunity Act (WIOA): July 22, 2014, marked the enactment of the bi-partisan Workforce Innovation and Opportunity Act (WIOA), the first legislative reform of the public workforce investment system in 15 years. The Department of Labor (DOL) has worked in strong partnership with the Departments of Education (ED), Health and Human Services (HHS) and other key federal agencies to support and implement WIOA's unprecedented alignment of employment and training programs for more comprehensive, accessible, and high-quality workforce services with maximum impact. WIOA advances greater coordination and alignment by positioning Federal investments to support job seekers and employers, through unified planning; streamlining the governing bodies that establish State, regional and local workforce investment priorities; fostering regional collaboration to meet the needs of regional economies; and lining up goals and increasing performance accountability and transparency of information for job seekers and the public. Successful implementation of many of the approaches called for within WIOA, such as career pathways and sector strategies, require robust partnerships across programs and with business, economic development, education and training institutions, including community colleges and career and technical education, local entities and supportive services agencies. The Department, along with its federal partners, has published Final Rules in August 2016, issued key guidance and provided technical assistance to the workforce system, which are already beginning to drive the system toward the effective implementation of the new law.

² This is the most recent program year that DOL has complete data to report. These figures may include some participants multiple times, which reflects customers who received services from different programs.

Aligned Performance Accountability for Multiple DOL and Department of Education-Administered Employment and Training Programs: Under WIOA, performance accountability provisions were aligned for the six core programs: DOL-administered title I adults, dislocated workers, and youth programs and title III Wagner-Peyser Employment Service; and Department of Education-administered title II adult education and family literacy programs and title IV vocational rehabilitation programs. These core programs use the same data elements and definitions for each of the primary indicators of performance.

Additionally, the enactment of WIOA in 2014 and the Trade Adjustment Assistance Reauthorization Act (TAARA) of 2015 provided an unprecedented opportunity to align indicators of performance and performance reporting across multiple DOL Federally-funded employment and training programs, including most DOL administered programs, which are administered by ETA and the Veterans' Employment and Training Services (VETS). While significant components are implemented, implementation continues. This alignment will ensure adherence to the new provisions in WIOA and TAARA, and will be of value for program management, service delivery and evaluation purposes.

Registered Apprenticeship: The President issued a bold challenge in 2014 to double and further diversify the number of registered apprenticeships within five years. Since that call to action, the number of registered apprenticeships has grown by nearly 20 percent, with over 500,000 apprenticeships nationwide today. Taking the system from all-time lows in participation to these modern-day heights marks one of the greatest turnarounds in growth the apprenticeship system and we continue to lay a strong foundation for the future. To further apprenticeship, ETA takes advantage of several tools such as the ApprenticeshipUSA Leaders Campaign that brings together corporate, community college, labor and community leaders and elected officials to promote the value of apprenticeship; and the Registered Apprenticeship College Consortium that makes it easier for apprentices to earn college credit as a postsecondary education option. Our Registered Apprenticeship College Consortium also expanded to over 294 colleges and 975 training programs to make it easier for apprentices to earn college credit. ETA secured \$90 million in the FY 2016 budget through bipartisan support to increase apprenticeships, enabling it to realize greater returns on its investments in the coming years as ETA grows and modernizes American Apprenticeships.

Reentry Employment Opportunities: The Reentry Employment Opportunities program (formerly RExO), which provides funding to connect young adults and adults who are formerly incarcerated (returning citizens) to careers and training and supports these individuals' reintegration through collaboration and coordination between community-based organizations, foundations, state and local justice agencies, school districts, and the public workforce system. In November, 2015, DOL announced new actions to promote rehabilitation and reintegration for the formerly incarcerated, and launched the fourth round of our Training to Work grant competition that will award about 14 grants to expand access to tech jobs and other high growth occupations for adults ages 18 and older returning from correctional facilities. Last spring, DOL awarded \$12 million in grants to expand our National Guard Youth ChalleNge programs and to offer court-involved youth with job training, work experience, and assistance in identifying short- and long-term career and education options. ETA's reentry effort is a win-win-win: It

helps people put their lives back together and reintegrate in their communities; it gives employers greater access to skilled workers; and it is a smart public safety strategy too.

Trade Adjustment Assistance Community College and Career Training (TAACCCT):

Under the Obama Administration the Department of Labor oversaw one of the largest investments in job-driven training in our nation's community colleges, with \$1.9 billion distributed among all fifty states as part of a four-year initiative. The Trade Adjustment Assistance Community College and Career Training (TAACCCT) program issued grants to 256 projects to support nearly 700 of the nation's community colleges in building their capacity to train workers who are eligible for training under the TAA for Workers program. Working hand in hand with businesses, nearly 2,000 new or enhanced programs of study have been launched as of June 30, 2015, supporting skill development to meet the needs of growth industry employers. TAACCCT also requires content developed by grantees to be free and openly licensed for free use available through the TAACCCT SkillsCommons.org online repository.

Job Corps: Since its inception, the Job Corps program has provided job skills training for 3 million young people who were in need of a second chance. Job Corps prepares students for the jobs of the 21st Century like healthcare and IT, with the help of thousands of employer hiring partners— from major national companies to small businesses in the local community. In the program year ending June 30, 2015, 79 percent of Job Corps participants successfully started careers or enrolled in higher education/advanced skills training in the first quarter after exit from the program. Ninety-five percent of Job Corps students attained industry-recognized credentials. ETA has also initiated a National Safety Campaign – *Standup for Safety* – that requires Job Corps centers to review their security procedures.

Trade Adjustment Assistance (TAA): Under the Obama Administration, the Department of Labor has overseen the largest expansion of the Trade Adjustment Assistance (TAA) for Workers program since its inception in 1974, providing more reemployment services and job training opportunities for more workers. TAA expansion was an important part of the economic response to the Great Recession. The bi-partisan enactment of the Trade Adjustment Assistance Reauthorization Act of 2015 (TAARA 2015) as part of the Trade Preferences Extension Act of 2015 on June 29, 2015 extended the program for another six years, ensuring that a wide-range of workers who will have access to readjustment services and job training opportunities. TAA also provides wage supplements for eligible older workers to accept new jobs more rapidly by offsetting earnings losses after losing their previous jobs.

Over 350,000 trade-affected workers participated in the TAA Program between FY 2009 and FY 2015 of whom over 52 percent (182,896) participated in TAA-approved training, while more than 81,000 of those workers who completed training received a degree or industry-recognized credential. The rate at which participants went back to work rose from 56 percent in FY 2010 to 74 percent in FY 2015 – the highest level of achievement on record.³ And of the reemployed participants in FY 2015, 92 percent were still employed six months later, up from 86 percent in FY 2010.⁴

³ Common Measures (TAA) Entered Employment Rate (EER)

⁴ Common Measures (TAA) Employment Retention Rate (ERR)

Unemployment Insurance: A critical part of a resilient economy is a safety net of support for anyone who has lost a job and needs assistance to find new employment. Millions of unemployed workers and their families were able to stay afloat during the Great Recession and its aftermath due to unemployment benefits and fewer jobs were lost in local communities due to the buying power of these individuals retained that helped keep many business afloat as well. Over all of the Unemployment Insurance (UI) benefit programs from FY 2009 through FY 2016, \$625.4 billion has been paid in benefits to 67 million people, which not only allowed families to meet basic needs but also stabilized local economies by adding local purchasing power. UI also was expanded and modernized, with 37 states adopting new provisions to extend UI to better protect underserved populations, such as those who had to quit their jobs due to domestic violence, those who are only able to work part time, or those who need to pursue training to help them re-enter the labor market. As part of layoff aversion measures, ETA supported state adoption, implementation, and expansion of Short-Time Compensation (STC), or work-sharing, through a variety of means, including guidance to states, development of model legislative language to assist states in enacting or amending their laws, technical assistance to states, among others. Currently, 28 states have amended their STC laws or enacted new STC provisions in their state UI laws. ETA currently is looking to address UI issues such as solvency, integrity, and modernization to make sure the UI benefits program is responsive in a recession.

Foreign Labor Certification: Employers' demand for foreign workers has increased, and hiring foreign workers for employment in the US generally requires approval from several federal agencies. As a first step, employers apply to ETA's Office of Foreign Labor Certification which has responsibility for certifying that employers may bring temporary non-immigrant and permanent immigrant foreign workers into the United States to perform jobs under one of several employment visa programs. While there are similar requirements that an employer must complete prior to the issuance of a labor certification, each foreign labor certification program (e.g., PERM; H-1B Specialty (Professional) Workers Program; H-2A Temporary Agriculture Program; H-2B Temporary Non-Agricultural Program) is unique.

The PERM regulations govern the labor certification process for employers seeking to employ foreign workers permanently in the United States. In response to a series of stakeholder listening sessions and intensive internal review of the current procedures, the Department is engaged in rulemaking that will propose options to modernize the PERM program to be more responsive to changes in the national workforce, to further align the program design with the objectives of the U.S. immigration system and needs of workers and employers, and to enhance the integrity of the labor certification process. Additionally, ETA continues to streamline application processing to ensure even better results.

In response to recent court decisions that created uncertainty around the H-2B Temporary Non-Agricultural Visa Program, in the past year ETA published new regulations jointly with the Department of Homeland Security to reinstate and make improvements to the program and establish a consistent prevailing wage methodology for employers. Additionally, in response to recent court decisions in the H-2A Program related to workers engaged in sheep or goat herding on the range, ETA published on October 16, 2015, a final rule that creates a more streamlined case processing framework for employers, significantly improves worker wages, and establishes

standards for housing on the range that better protect the health and safety of these vulnerable workers.

Measuring Success: ETA has a strong commitment to using rigorously derived evidence to inform policy, in coordination with the Office of the Chief Evaluation Officer. ETA has commenced a rigorous random assignment evaluation of the Adult and Dislocated Worker programs established under title I of the Workforce Investment Act of 1998 (WIA), now funded under WIOA. We have also invested in the Workforce Data Quality Initiative (WDQI) to help states expand and enhance their information technology infrastructures to connect state workforce and education databases and to build the public-facing performance reports that will increase training provider information available to consumers. States may use these resources to leverage work on scorecards and data systems that has already begun via previous grants under this initiative. Further, it provides an opportunity to address aging state IT infrastructures that support state capacity for activities such as performance reporting and detecting and recovering improper payment.

WIOA Implementation Priorities

- In consultation with the Department of Education, *ETA has identified a number of key subjects (e.g., performance, infrastructure, One-Stop competition, local and regional planning) in the WIOA statute and regulation that will require additional guidance.* (b) (5)

(b) (5) The States and local governments require time to analyze the various requirements and obligations outlined in the statute and regulations – some new, some modified, some strengthened, some relaxed– that would impact successful implementation before the submission of formal waiver requests. (b) (5)

- ETA provides ongoing training and technical assistance to the workforce system to support implementation of WIOA. For topics of interest across the WIOA core programs, we coordinate these activities with our partners in the Departments of Education and Health and Human Services. Activities include virtual and in-person training on the law, regulations, and information collection requests, as well as virtual and in-person technical assistance to help states meet performance, governance, and service delivery requirements and the adoption of best practices. Virtual activities are hosted at ion.workforcegps.org. In-person activities take place through ETA regional office meetings and site visits and through participation in events hosted by associations, states, and local areas. *ETA plans to host a*

series of national convenings and training activities hosted at ION to provide TA and training and support peer-to-peer learning in 2017.

- ***ETA and ED have collaborated extensively in the development and implementation of the framework for the WIOA performance accountability provisions*** through the development of the final rule and the performance reporting requirements (approved through the Paperwork Reduction Act process). The two Departments' collaboration also extends to alignment of performance and data element definitions and the administration of state plans.
- Additionally, as required under the statute, the Departments developed a statistical adjustment model framework to be used in the negotiations of performance levels for each of the core programs under WIOA. The Departments now are developing several pieces of program guidance and related technical assistance in the area of performance for States and program grantees, and other stakeholders. DOL has also submitted a statistical model framework for the over 600 local areas nationwide. (b) (5)

(b) (5)

- ***DOL is also aligning additional programs beyond the WIOA core programs*** (Adult, Dislocated Worker, Youth and Wagner-Peyser) for performance accountability and performance reporting purposes. WIOA requires the use of the same primary indicators of performance by Job Corps and WIOA National Programs (the National Farmworker Jobs Program, the Indian and Native American Program, Youthbuild and National Dislocated Worker Grants). Further, Trade Adjustment Assistance, the Rentry Employment Opportunities grants, the H-1B Skill Training grants, the Jobs for Veterans State Grants, and the Homeless Veterans' Reintegration Programs also will use the same primary indicators of performance. SCSEP, now that its reauthorization aligns performance more closely with WIOA, also will use three of the WIOA primary indicators of performance.
- The first WIOA annual performance report is due October 2017; however, due to the definitions of the indicators of performance, which were mostly statutorily defined, states will have minimal outcomes to report in the first year. It should be noted that this report will consequently only include counts of program participants and exiters broken out by specific barriers to employment. ***It will be October 2018 at the earliest before the Departments of Labor and Education have outcomes from states and grantees against the WIOA primary indicators of performance, and still only partial outcomes will be reported.***
- DOL is working on the requirements for the Eligible Training Provider (ETP) report. Initial data elements were approved in the joint information collection request (ICR); (b) (5)

(b) (5)

- ETA also is administering a WIOA Implementation Study evaluation, and is collaborating with the Chief Evaluation Office on this study.

Expansion and Diversification of Registered Apprenticeship

- The FY14 budget included an ambitious proposal of \$2 billion over 4 years to double the number of apprentices—an initiative branded *ApprenticeshipUSA*. Despite not receiving this level of resources, DOL has been developing plans and strategies in support of attaining this goal. To date, the number of apprentices has grown dramatically from 375,000 and now stands at over 500,000. This leaves 250,000 active apprentices to be added over the next 3 years. (b) (5)
- **Next Steps:**
 - ***ApprenticeshipUSA Accelerator Grants:*** 51 states and territories, and the District of Columbia are currently 6 months into 2 year \$200,000 grants. ETA has held an all grantee virtual orientation and approved grantee action planning tools.
 - ***ApprenticeshipUSA Expansion Grants:*** capacity building grants were awarded to 37 States on October 21, 2016. A technical assistance support contract has been awarded with a focus on quickly addressing state capacity building needs.
 - ***ApprenticeshipUSA Industry Contracts:*** 10 industry contracts were awarded to industry intermediaries on September 21, 2016 with the goal of developing sector-based technical assistance to more rapidly create apprenticeships in healthcare, advanced manufacturing, IT, transportation, construction, among other industries
 - ***ApprenticeshipUSA Equity Contracts:*** 4 equity contracts were also awarded to national organizations on September 21, 2016 with the goal of advancing technical assistance to help improve diversity in apprenticeships.
- **National Activities:** DOL is rolling out a number of critical investments to support the national Registered Apprenticeship system including IT modernization, national marketing and communication, ApprenticeshipUSA state grantee technical assistance, research evaluation and reporting, and targeted subject matter expertise.

Job Corps Program Policy Priorities

- (b) (5)
- Safety and security concerns have been at the forefront of the Job Corps program, which has made numerous changes to improve safety and security on its centers – both physically and programmatically – and these efforts will continue.
- In February 2015, DOL’s Office of the Inspector General (OIG) issued a report entitled *Job Corps Needs to Improve Enforcement and Oversight of Student Disciplinary Policies to Better Protect Students and Staff at Centers*. This report was followed by two student homicides on Job Corps campuses: St. Louis in April 2015 and Homestead (FL) in June 2015. ETA is awaiting issuance of 2nd OIG Report on Student Safety.
- Job Corps is conducting Center Safety Assessments of the facilities at 12 centers to determine what facility changes are needed to secure the campuses.

- As part of the FY 2017 budget request, *Job Corps is requesting \$105 million for Construction, of which \$70 million will be directed to correct critical facility deficiencies through shovel-ready projects which can be awarded within 120 days* that if not corrected within the next three to five years will result in further facility deterioration and escalated repair costs.
- As a direct result of reduced funding, and considering the approximately 4,300 aging buildings that make up Job Corps Centers, Job Corps anticipates that the repair backlog and deferred maintenance will significantly increase. To date, the estimated cost to address the current repair backlog is more than \$470 million.
- ETA has also been working through a backlog of its competitive procurements for Job Corps Centers and Outreach and Admissions contracts. (b) (5)
Each calendar year, ETA competes and awards approximately 30-40 contracts for Center Operations and/or OA/CTS contracts.
- Damage sustained during Hurricane Katrina led to the temporary closure of the Gulfport Job Corps Center in September 2005. A group of local alumni are unhappy with the Department's plans to replace the existing facility with a new facility because some of the campus's buildings were originally part of the 33rd Avenue High School, the only African-American High School in Gulfport when it was built in the 1950s. While the Gulfport Job Corps Center has reopened in a temporary facility with limited enrollment, *the Department is now engaged the community in the process outlined by the National Historic Preservation Act (NEPA), which requires Federal agencies to take into account the effects of their undertakings on historic properties, and to consult with stakeholders to discuss options to mitigate any adverse effects.*

Trade Adjustment Assistance (TAA) Reauthorization

- *Now and in FY 2017, we will continue to provide technical assistance to Congress through the Department's Office of Congressional and Intergovernmental Affairs (OCIA) and others in an effort (b) (5) and to conduct outreach and education to policy makers, stakeholders and the general public about a reorientation of the program to focus on reemployment – services and training that readdress the impact of globalization.*
- Other policy initiatives for the TAA Program currently underway and continuing in 2017 are the Public Education Campaign and Ongoing Technical Assistance to Support the TAA Program's 2015 Reauthorization. ETA has launched the new TAA branding by prominently featuring new TAA informational themes on posters, blog posts, websites, a series of one-page fact sheets, and other promotional materials in a campaign to celebrate the achievements made during the first year of the program's re-authorization. (b) (5)
(b) (5)

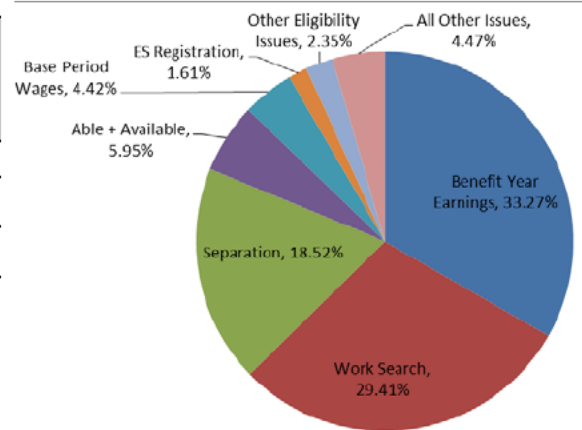
Unemployment Insurance (UI) Policy Priorities

- *Reducing UI improper payments remains one of the Department's top priorities and is*

making progress in working with states to implement its robust integrity strategic plan to address the root causes of overpayments.

- The Federal/State UI has an improper payment rate that exceeds 10 percent and is considered out of compliance with Federal requirements pursuant to the Improper Payment Elimination and Recovery Act. The estimated national UI improper payment rate was 10.73 percent for the 2015 Improper Payments Information Act (IPIA) annual reporting period ending on June 30, 2015.
- A new improper payment rate for the IPIA 2016 period will be published with the Agency Financial Report in November 2016. The Department projects the rate will continue to exceed 10 percent.

Improper Payment Measures	IPIA 2014 Improper Payment Rates (July 1, 2013 – June 30, 2014)	IPIA 2015 Improper Payment Rates (July 1, 2014 – June 30, 2015)
Improper Payment Rate	11.57%	10.73%
Improper Payment Rate minus Recoveries by States	8.65%	7.28%
Improper Payment Rate minus Work Search Errors	7.85%	7.95%



IPIA 2015 Reporting Period
Overpayment Root Causes by Percentage of Dollars Overpaid
July 1, 2014 – June 30, 2015

- Among the strategies to combat improper payments is the funding and oversight of the UI Integrity Center or Excellence designed to capture and disseminate best state practices, develop and disseminate tools and products that support state efforts to combat improper payments, and to train state staff on integrity processes.
- ETA continues work with OMB to consider structural program elements that prevent reduction in the improper payment rate and aggressive work with states to prevent improper payments within their control.
- While no longer required by statute to provide a Report to Congress on the Department’s efforts to combat improper payments, a courtesy report was provided to Congress in August 2016, (b) (5)

and there is a need to modernize this system to put it on a stronger financial footing, make the program more responsive to future downturns, improve the program’s connection to work and training, and expand eligibility for those who need it most.

- The recent economic downturn severely tested the solvency of states' UI systems, forcing states to borrow to continue paying benefits. These debts are now being repaid through additional taxes on employers. Three out of five state UI programs are currently insolvent.
- Congress has had to enact temporary emergency extended benefit programs each time a recession hits because the current Extended Benefit program is not responsive soon enough

at the front end of a recession. In the Great Recession, Extended Benefits did not trigger on in most states until the recession had been in progress for well over a year.

- Administrative funding to support state program operations is insufficient as a result of failure of the current allocation methodology to build in inflationary increases or the ability to accommodate salary increases in states. Approximately two-thirds of states are operating their programs on antiquated information technology systems and there is no dedicated funding stream to support modernization of state systems.
- There is a need to fund reemployment services for greater number of UI claimants for speedy return to work.

Foreign Labor Certification Policy Priorities

- Congress, in the 2016 DOL Appropriations Act, overrode the regulations' H-2B prevailing wage standards, including suspending the 2015 H-2B wage rule that set new limitations on the use of employer-provided surveys in H-2B. The provisions in the Appropriations Act lapse at the end of FY 2016. (b) (5)
- Updated guidance as a result of these Congressional changes includes separation of H-2B prevailing wage guidance from PERM/H-1B prevailing wage guidance and guidance clarifying the current H-2B prevailing wage standards and procedures.
- FAQs providing guidance for PERM/H-1B are currently posted at <http://www.foreignlaborcert.doleta.gov/faqsanswers.cfm>. FAQs providing guidance for H-2B will be posted shortly. More comprehensive PERM/H1-B and H-2B guidance documents are under development with expected completion in Q1 FY 2017.
- *The President's FY17 budget proposes to authorize OFLC to establish user-fee processing, similar to the Department of Homeland Security (DHS) which would align resources directly with the demand for services – providing for better service to employers seeking certifications. The Department continues to seek the inclusion of this authorization in the initial FY 2017 funding authority for the Department. The fees authorized would provide a stable, targeted, and appropriate source of funding to help ensure these applications are processed in a timely and effective manner.*
- This proposal would authorize the Secretary of Labor to establish by regulation processing fees for employers submitting applications to the Department for certification of their applications to hire foreign workers. Additionally, the Secretary would be authorized to establish additional premium fees for expedited processing of applications for labor certifications and prevailing wage determinations.
- *The Department seeks inclusion of Section 104 of Senate Appropriations Bill 3040 in a full-year FY 2017 appropriations bill. This proviso would allow ETA to transfer up to \$20 million of the funds collected for H-1B visa applications from an account for demonstration projects to OFLC to support H-2A and H-2B case processing. The funds would be available in FY 2017 and FY 2018.*
- Application volumes in the non-fee-funded FLC programs were 108% higher in FY 2015 than in FY 2010 - and all indications point to a continuing increase in FLC caseloads. The requested transfer would enable the Department to prepare the infrastructure and human capital resources necessary to meet expanding service requirements in future filing cycles,

and allow the Department to start work to address concerns that Congress has been expressing in correspondence, budget hearings, and QFRs for years.

- (b) (5)

Youth Summer Employment Initiative

- DOL has historically provided funding or attention to summer employment programs as a means of preparing the future workforce. (b) (5)

(b) (5)

- In the summer of 2015 and 2016, the Department has invested in two major summer jobs/demonstration programs and has spent a considerable amount of time providing technical assistance to cities with developing summer youth employment programs.
- In 2015, we awarded \$22 million in demonstration grants to seven youth demonstration grants in Baltimore, MD; Camden, NJ; Detroit, MI; Houston, TX; Long Beach, CA; North Charleston, SC; and St. Louis, MO. In May 2016, the U.S. Department of Labor awarded approximately \$20,000,000 in grant funds to eleven Career Pathways for Youth (CPY) grants. The CPY program is designed to link existing summer employment programs, including the WIOA youth formula program and non-WIOA-funded local summer employment programs run by cities/counties, with re-engagement centers, employers, and other community partners to streamline service delivery, align resources, and assist youth in preparing for successful entry into the workforce.

H-1B Technical Skills Training Grant Funding Priorities for FY2017

- The Secretary of Labor has discretion to make decisions regarding the types of competitive grant awards that will be made with H1-B funds. H1-B funds allocated to DOL are used to provide job training and related activities for workers to help them obtain or upgrade employment in occupations and industries that employ foreign workers with H-1B visas.
- (b) (5)
- Five percent of the H-1B fees collected are allocated to the Department's Office of Foreign Labor Certification to offset application processing costs. Of the remaining amounts, the American Competitiveness and Workforce Improvement Act of 1998 (P.L. 105-277, Title IV), as amended by P.L. 108-447 (codified at 20 U.S.C. 2916a) provides that 56.3 percent of the fees collected from employers when they file H-1B applications be made available to DOL without appropriations by Congress. (The remaining funds go to the National Science Foundation for longer-term science, technology, engineering, and mathematics (STEM) training.)

- In June, the Department awarded \$150 million to 39 grantees for the *TechHire Partnership* grants and \$54 million to 14 grantees for the *Strengthening Working Families Initiative*. The remaining H-1B funds available have been allocated to regional workforce partnerships through the *America's Promise Job-Driven* grant program: <https://www.doleta.gov/grants/pdf/FOA-ETA-16-12.pdf>.

Agency External Stakeholders

Federal Government

Office of Management and Budget; Chief Economic Advisors; National Economic Council; Departments of Education; Health and Human Services; Agriculture; Commerce; Treasury; State; Homeland Security; Defense; Veterans Affairs; and Small Business Administration

Congress

House Ways and Means Committee and Senate Finance Committee; Key members of Congress; Senator Charles Grassley; Representative John Kline; Representative Virginia Fox

State/Local Government

Governors; States; Local Areas; State and Local Workforce Development Boards

Associations/Organizations

U.S. Conference of Mayors; National League of Cities; National Governors' Association; National Association of Workforce Boards; National Association of State Workforce Agencies; American Immigration Lawyers Association; National Council of Agricultural Employers; Farmworker Justice and other worker advocate organizations (National Employment Law Project, unions, state legal services organizations); Small and Seasonal Business Legal Center; NAFSA; Association of International Educators; Council for Global Immigration; Federal and State Employer Organizations (UWC Strategic Partnerships, US Chamber of Commerce and state chambers of commerce, National Federation of Independent Businesses and state affiliates, National Association of Manufacturers and state manufacturer organizations); Intergovernmental Organizations; Industry Associations; Organized Labor; USTR; National Job Corps Association; community-based organizations, economic development, workforce development, non-profits, local governments, and educational institutions.

Others

Companies that pay H-1B visa fees; Businesses involved in TAA program; OA/CTS Contractors; Registered Apprenticeship Program Sponsors/Employers. A list of Apprenticeship contacts is attached.

Regional Offices Policy Issues and Priorities

Region 1 - Boston

- In terms of emergencies, Zika in Puerto Rico is an ongoing situation and an initial NDWG award for \$6 million was released on September 28, 2016. (b) (5)

(b) (5)

Region 2 – Philadelphia

- The District of Columbia operates under a High Risk designation. The determination stems from years of poor performance, low enrollments, and questionable fiscal reporting. The Regional Office has negotiated a long term corrective action plan with the District Department of Employment Services staff, (b) (5)
- Coal Lay-Offs - The Regional Office works almost daily with the State of West Virginia on its response to the massive coal layoffs in the State. The State has been awarded over \$20 million in resources to address the training and workforce placement needs of the impacted coal workers. (b) (5)
- Flooding - The Regional Office is engaged in a coordinated Federal partner project to learn about the whole impact of flooding in the State of West Virginia and to determine what resources Federally can be brought to bear to support the holistic recovery of the State. ETA has invested funding to address cleanup and worker displacement. As of September, the Regional Office has reached out to the Federal Partnership regionally, and has reached out to the Governor's office of WV to determine what other issues need to be addressed.
- Workforce System - The State of Pennsylvania has made integration of services throughout the workforce system its stated priority. The Region has supported the Commonwealth through development of its board, investment in the training of its local areas, and extensive monitoring and technical assistance. The Region also has negotiated performance measures with the Commonwealth aimed at helping it achieve its goal of full integration with the HHS TANF Programs in the State. The Regional Office is leading an integration project to link the Commonwealth's four Job Corp Centers with the 23 local areas that administer WIOA youth program funding.
- GE Layoff - ETA has made substantial investments to support the workers impacted by layoff at the GE transportation facility in Erie, PA. Upon learning that there is insufficient investment in literacy education to support the needs of the dislocated workers, the Region has convened a meeting with the local area, the State, and the Commonwealth of Virginia to explore setting up a literacy program using DOL TAA funding that operates concurrently with occupational skills training. The Region also has provided guidance on the application of UI law for those workers in entrepreneurial training and for the integration of services with HHS TANF programs.
- (b) (5)

Region 3 – Atlanta

- (b) (5)
- The region is also working with several states on recovery efforts from Hurricane Matthew. Three NDWG's were approved for the region, including up to \$7 million for Florida, nearly \$15 million for North Carolina and \$500,000 for South Carolina.

Region 4 – Dallas

- Energy Industry Impacts Region 4 States: Due to the downturn in the energy industry, some Region 4 states are experiencing an economic decline in this industry. Texas (b) (5) will submit requests for POWER Dislocated Worker Grants to support the planning and implementation of workforce strategies for regions and communities negatively impacted by the changes in the coal economy. In addition, North Dakota and Wyoming have seen an increase in their unemployment insurance workload, but have not seen a significant increase in their unemployment rate. This is a result of individuals returning to their home state upon becoming unemployed in the energy industry.

Region 5 – Chicago

- (b) (5)
- Ohio is implementing the Comprehensive Case Management and Employment Program (CCMEP) which looks to align its WIOA Youth and TANF Programs. This is a major shift of how Youth will be served in the state and as such, is an area of interest for many stakeholders.
- Illinois continues to operate without a fully approved FY 16 State Budget. Through various stopgaps approvals they have been able to release our WIOA funds (b) (5) This is also impacting our partners, HHS and Education.
- Since the recession, states in the region have continued to struggle with the dramatic increase in their UI workloads. This is resulting in backlogs, requests for federal loans to the UI trust funds, and temporary hiring.
- The recession hit the Midwest states very hard and over-burdened the Trust Fund in several Region 5 states. Most states borrowed money which they, of course, needed to repay. Several states nationwide have begun to pass legislation that reduces the amount of weeks a

UI claimant can become eligible for and thus reducing their benefits. In Region 5 Kansas, Michigan, and Missouri have reduced the amount of weeks payable.

- (b) (5)

- The State of Kansas has reclassified their merit staff and has provided ETA with a Policy statement that indicated they are providing the merit “process” to their staff. (b) (5)

Region 6 – San Francisco

- The Region is using transition authority to keep all the processes and structures in place for the current year for the 4 territories in the Pacific, but WIOA requires new ways of allocating funds, which will need to be implemented or changed in the coming year. (b) (5)
- California’s Legislative Analyst Office has made a recommendation that the California Workforce Development Board to determine a set of common outcome measures for workforce programs and require programs to collect and report data for those measures. They also recommended the Legislature replace the state’s existing method of linking data with a streamlined, system-wide method. To increase the value of workforce data, they further recommend the board present the data in a few workforce reports each year, with the intent of informing policy makers’ policy and funding decisions and improving the overall quality of the state’s workforce system. This recommendation has been, in part, included in a new piece of legislation, which will be considered next legislative session. This would be a major accomplishment, consistent with the goals and vision of the Workforce Innovation and Opportunity Act.
- California has invested \$500,000 in Governor’s Reserve funding to incentivize and provide resources for local boards to implement Human Centered Design (HCD) approaches to service delivery. This is a result of their participation in Region 6 HCD training, and in the ETA Customer Centered Design challenges. Moving towards this kind of service design will provide better customer experience and outcomes throughout the State.
- The State of Oregon has implemented a new policy requiring customers entering an American Job Center to be greeted within one minute, and be connected to the appropriate

service provider within 15 minutes. Although this is still an aspirational policy, it signals the State's commitment to improving customer service.

Regulations Under Development

Final Rules Under Development

Equal Employment Opportunity in Apprenticeship Amendment of Regulations

Revisions to the equal opportunity regulatory framework for the National Apprenticeship Act are a critical element in the Department's vision to promote and expand Registered Apprenticeship opportunities in the 21st century while continuing to safeguard the welfare and safety of apprentices. In October 2008, the Agency issued a Final Rule updating regulations for Apprenticeship Programs and Labor Standards for Registration. These regulations, codified at title 29 CFR 29, have not been updated since 1977. The companion regulations, 29 CFR 30, Equal Employment Opportunity (EEO) in Apprenticeship and Training, have not been amended since 1978. The Agency proposed to update 29 CFR 30 to ensure that the National Registered Apprenticeship System is consistent and in alignment with EEO law, as it has developed since 1978, and recent revisions to 29 CFR 29. This second phase of regulatory updates ensures that Registered Apprenticeship is positioned to continue to provide economic opportunity for millions of Americans while keeping pace with these new requirements. The regulation is under review at OMB.

Notices of Proposed Rulemaking (NPRM) Under Development

Modernizing the Permanent Labor Certification Program (PERM)

The PERM regulations govern the labor certification process for employers seeking to employ foreign workers permanently in the United States. The Department of Labor (Department) has not comprehensively examined and modified the permanent labor certification requirements and process since 2004. Over the last ten years, much has changed in our country's economy, affecting employers' demand for workers and the availability of a qualified domestic labor force. Advances in technology and information dissemination have dramatically altered common industry recruitment practices, and the Department has received ongoing feedback that the existing regulatory requirements governing the PERM process frequently do not align with worker or industry needs and practices.

Therefore, the Department is engaging in rulemaking that will consider options to modernize the PERM program to be more responsive to changes in the national workforce, to align the program design further with the objectives of the U.S. immigration system and needs of workers and employers, and to enhance the integrity of the labor certification process.

Trade Adjustment Assistance for Workers

On July 29, 2015, President Barack Obama signed the Trade Preferences Extension Act of 2015 (Pub. L. 114-27). Title IV reauthorizes the Trade Adjustment Assistance (TAA) for Workers program through 2021; and it is known as the Trade Adjustment Assistance Reauthorization Act of 2015 (TAARA 2015). The regulations governing the TAA program have not been updated

since 1994. Since that time, there have been five major reauthorizations. A recent reauthorization and reform of the workforce development system, the Workforce Innovation and Opportunity Act (WIOA) (Pub. L. 113-128), reaffirms the TAA program as a mandatory partner program in the one-stop delivery system. All five major TAA reauthorizations were implemented through the use of Operating Instructions issued via Training and Employment Guidance Letters (TEGLs). As a result, the cooperating state agencies must use a combination of outdated regulations and a patchwork of administrative guidance to operate the program. Issuing updated regulations will simplify and provide clarity for state operation of the TAA program. Through the NPRM, the Department seeks to modernize the TAA program and consolidate and streamline all applicable program regulations into a single section of the Code of Federal Regulations.

Request for Information

Labor Certification for Permanent Employment of Foreign Workers in the United States; Revising Schedule A

The Department of Labor's (Department) Employment and Training Administration (ETA) is considering updating Schedule A of the permanent labor certification process at 20 CFR 656.5. For this reason, the Department is issuing this Request for Information (RFI) so that the public may provide input on whether Schedule A serves as an effective tool for addressing current labor shortages, and how the Department may create a timely, coherent, and transparent methodology for identifying occupations that are experiencing labor shortages in keeping with the requirements of the Immigration and Nationality Act (INA). The Department wants to ensure that it is fulfilling its obligation under the INA, 8 U.S.C. 1101 et seq., to ensure the employment of foreign nationals does not displace U.S. workers or adversely affect their wages and working conditions. Information received from the public will help inform decisions regarding how to improve Schedule A and ensure that its purpose is met.

Final Regulations Recently Published

Federal-State Unemployment Compensation Program; Implementing the Total Unemployment Rate as an Extended Benefits Indicator and Amending for Technical Corrections Published August 24, 2016. (81 FR 57764).

Regulations at 20 CFR 615 apply to the Extended Benefits (EB) program as implemented following passage of the Federal-State Extended Unemployment Compensation Act of 1970 (26 U.S.C. 3304 note). They do not include amendments passed in 1992 (Pub. L. 102-318) which allowed States to implement an optional total unemployment rate (TUR) trigger mechanism. The final rule adds the TUR trigger to regulations. Also, until recently, the computation of the TUR trigger paralleled the computation of the insured unemployment rate trigger in the original law and truncated digits after the second decimal place expressed as a percentage. This rulemaking implements a new methodology using rounding instead of truncation to compute the "on" or "off" TUR indicators to determine when EB periods begin and end in a State.

Workforce Innovation and Opportunity Act Published August 19, 2016. (81 FR 56072)

On July 22, 2014, the President signed the Workforce Innovation and Opportunity Act (WIOA) (Pub. L. 113-128). WIOA repeals the Workforce Investment Act of 1998 (WIA) and amends the Wagner-Peyser Act. (29 U.S.C. 2801 et seq.) The Department of Labor issued a Notice of Proposed Rulemaking (NPRM) on April 16, 2015, that proposed to implement the changes WIOA makes to the public workforce system in regulations. Through the NPRM, the Department proposed ways to carry out the purposes of WIOA to provide workforce investment activities, through State and local workforce development systems, that increase employment, retention, and earnings of participants, meet the skill requirements of employers, and enhance the productivity and competitiveness of the Nation. The Department analyzed the comments received and developed a final rule.

Workforce Innovation and Opportunity Act; Joint Rule With U.S. Department of Education for Combined and Unified State Plans, Performance Accountability, and the One-Stop System Joint Provisions

Published August 19, 2016. (81 FR 55792)

On July 22, 2014, the President signed the Workforce Innovation and Opportunity Act (WIOA) (Pub. L. 113-128) which repeals the Workforce Investment Act of 1998 (WIA). (29 U.S.C. 2801 et seq.) As directed by WIOA, the Departments of Education and Labor issued a Notice of Proposed Rulemaking (NPRM) on April 16, 2015, to implement the changes in regulations that WIOA makes to the public workforce system regarding Combined and Unified State Plans, performance accountability for WIOA title I, title II, title III, and title IV programs, and the one-stop delivery system. The Departments of Labor and Education in separate NPRMs published all of the other regulations implementing WIOA. The Departments analyzed the comments received and developed a final rule.

Other

Senior Community Services Employment Program

Legislation authorizing the Senior Community Services Employment Program was amended in 2016, and requires changes to the performance accountability system to be implemented by December 2017. (b) (5)

TAB 3: 30/60/90 DAYS – STATE OF PLAY

Key Meetings, Decisions and Announcements

By end of February 2017

- **ETA to Hold Quarterly Advisory Committee on Apprenticeship (ACA) Meeting:** ETA anticipates holding its quarterly ACA meeting on January 11, 2017. (b) (5)
- (b) (5) **the National Job Corps Association (NJCA):** The NJCA is a professional trade association made up primarily of the contractors that operate the 126 Job Corps centers around the country and also includes other stakeholders such as business, labor organizations, and community organizations associated with the Job Corps program. NJCA engages in government relations, lobbying, and outreach campaigns intended to increase the visibility of the Job Corps program.
- (b) (5)

(b) (5)

- ***Convene Quarterly Permanent and Temporary Foreign Labor Certification Stakeholder Meeting:*** Convene regular quarterly meeting with representatives of national associations and worker advocacy organizations (b) (5)
- ***Issue TAA and Reserve Funds to States:*** Specific time frames are prescribed in the regulations at 20 CFR 618.9 for the issuance of TAA funds to states. During the first 90 days of Fiscal Year (FY) 2017, OTAA will ensure these requirements are met. If under a Continuing Resolution (CR) and the agency does not receive the full year appropriation amount in the initial or subsequent CRs, per the regulation, ETA will delay this allocation until the full FY amount is funded (can be multiple CRs). ETA also will provide funds to states that meet the requirements for reserve funds as set forth in 20CFR 618.930.
- (b) (5)

(b) (5)

- (b) (5) : The Senior Community Service Employment Program (SCSEP) national grants are competed every five years. Incumbent SCSEP national grantees received two quarters of funding to continue to serve current SCSEP participants and between October and December 2016 will be transitioning to new grantees. (b) (5)

NAWB and NGA generally hold their forums in February. The February 2017 events represent the first such sessions since the publication of the final WIOA regulations in June 2016. (b) (5)

(b) (5)

By end of March 2017

- (b) (5)

(b) (5)

Major Grants and Contracts

ETA Recent, Current and 1 Year Prospective Funding Opportunity Announcements (FOA) (As of September 2016)⁵

FOA	Amount	Date Published	Status ⁶	Awards Announced
Training to Work 3 (Second Closing)	Approx. \$20 million	Announced 10/29/15	Closed	Announced 6/24/16
NFJP - Jobs/Housing	Approx. \$81 million	Announced 3/16/16	Closed	Announced 7/7/16
Tech Hire	Approx. \$100 million	11/17/2015	Closed	Announced 6/27/16
Power Initiative	TBD	Commerce issued a coordinated FFO (including a TEGL from ETA) on 5/11/15	Open until 6/30/18	TBD
Strengthening Working Families	Approx. \$25 million	Announced 12/17/15	Closed	Announced 6/14/16
Senior Community Service Employment Program (SCSEP)	TBD	Announced 3/15/16	Closed	October 2016
Linking to Employment Activities Pre-release PY2015	Approx. \$5 million	Announced 1/13/16	Closed	Announced 6/24/16.
Reentry Demonstration Projects for Young Adults	Approx. \$28 million	Announced 3/17/16	Closed	Announced 6/24/16
Pathways to Justice (youth)	Approx. \$8 million	Announced 4/7/16	Closed	Announced 6/24/16
Summer Jobs and Beyond: Career Pathways for Youth (CPY)	Approx. \$19 million	Announced 2/4/2016	Closed	Announced 5/16/2016
Disability Employment Initiative (2016)	Approx. \$15 million	Announced 6/27/16	Closed	September 2016
WANTO	Approx. \$1.9 million	Announced 4/5/16	Closed	Announced 6/14/16
YouthBuild 2016	Approx. \$70 million	Announced 5/17/16	Closed	Mid-September 2016
America's Promise Job-Driven Grants	Approx. \$100 million	Announced 6/6/16	Closed 8/25/16	Early November 2016

⁵ This list does not include FOAs for other DOL agencies for which ETA provides grant management services.

⁶ "Closed" status indicates that the Department is no longer accepting applications under the FOA.

TAB 3: 30/60/90 Days – State of Play

Apprenticeship USA Expansion and Innovation Grants	Approx. \$52 million	Announced 6/22/16	Closed	Late October 2016
UI Program Integrity, System Performance and IT Modernization	TBD	Announced 8/2/16	Closed	October 2016
Occupational Licensing Review and Portability Notice of Intent	Approx. \$7.5 million	Announced 6/17/16	Closed	TBD
Reemployment & System Integration Dislocated Worker Grants (For States)	Approx. \$65 million	Announced 8/9/16	Open	October 2016
Linking to Employment Activities Pre-release PY2016	Approx. \$5 million	Announced 1/13/16	Closed	These additional selections from the PY15 competition will be announced in the fall of 2016
			(b) (5)	

ETA Current Contracts

ETA Program Office	Number of Contracts	Annual Value of All Contracts
OMAS	18	\$15-\$20M
OFA	0	\$0
OCM	2	\$4M
OWI	29	\$32M
OPDR	26	\$26M
OTAA	1	\$580K
OA	15	\$17M
OJC National Office	10	\$1.8M
OJC Operations	105	\$1.3B
OJC Construction	50	\$65M
OUI	11	\$3.7M
OFLC	21	\$28M
	288	\$1,498,080,000

Significant Government Accountability Office (GAO) Studies (August 22, 2016)

Below is a list of key GAO studies and brief summaries of GAO’s recommendations, or a brief description of the study if it is still in process. The Employment and Training Administration (ETA) has responded to all of GAO’s recommendations, all of which can be found in full on [GAO’s website](#). Recommendations remain open until they are designated as “closed-implemented” or “closed-not implemented.” GAO will close each recommendation when they determine that the agency has implemented, it or substantially met its intent, or that the recommendation is no longer relevant. GAO requests status updates on all open and in process recommendations on an annual basis, usually for a five-year period.

Foreign Labor Certification

H-2A and H-2B Visa Programs: Increased Protections Needed for Foreign Workers ([GAO-15-154](#), March 6, 2015). GAO’s Recommendations for Executive Action: GAO recommends, among other actions, that DHS publish information on jobs and recruiters; that DOL and DHS finalize their data sharing agreement; and that DOL review its H-2B enforcement efforts and collect data on cases affected by the debarment statute of limitations. ETA generally agreed with GAO’s recommendations.

H-2A Visa Program: Modernization and Improved Guidance Could Reduce Employer Application Burden ([GAO-12-706](#), October 15, 2012). GAO’s Recommendations for Executive Action: GAO recommends that DOL and DHS- Develop a method of automatically collecting data to improve timeliness of application processing. DHS and DOL agreed with the recommendation to collect additional data and DOL agreed with the recommendation to update

its guidance. DOL disagreed with the recommendation to allow employers to apply once per season.

Management Letter: Actions Needed to Improve the Transparency and Reliability of Labor’s H-2A Data – Final Letter ([GAO-13-144R](#), July 2, 2013). GAO’s Recommendations for Executive Action: GAO recommends that the Secretary of Labor should enhance the transparency, validity, and reliability of the data reported to the public on the H-2A program. ETA agreed with GAO’s recommendations that it take specific actions to enhance the transparency of the data reported to the public on the H-2A program in the data files on our website and improve the reliability of the data on H-2A applications filed on behalf of multiple employers. ETA did not agree with GAO’s recommendation that it enhance the validity of the data reported on multi-employer applications by collecting separate data on where workers will be employed and where they will be housed.

Job Corps

(b) (5)

Job Corps: Assessment of Internal Guidance could Improve Communications with Contractors ([GAO-15-93](#), January 22, 2015). GAO’s Recommendations for Executive Action: GAO recommends that ETA review the sufficiency of its guidance for internal notices about program changes. ETA agreed with this recommendation.

Unemployment Insurance (UI)

Federal Employees' Compensation Act: Case Examples Illustrate Vulnerabilities That Could Result in Improper Payments or Overlapping Benefits ([GAO-13-386](#), May 3, 2013) GAO’s Recommendations for Executive Action: GAO recommends that the Secretary of Labor assess the feasibility of developing a cost-effective mechanism to share Federal Employees' Compensation Act (FECA) compensation information with states, such as reporting information to the National Directory of New Hires (NDNH) to help identify whether claimants are inappropriately receiving overlapping UI and FECA payments. DOL agreed to study the feasibility of sharing compensation information with the states.

Income Security: Overlapping Disability and Unemployment Benefits Should be Evaluated for Potential Savings ([GAO-12-764](#), August 31, 2012). GAO’s Recommendations for Executive Action: The Department of Labor should work the Social Security Administration to evaluate overlapping Disability Insurance and UI cash benefit payments and assess whether cost savings or other benefits might be achieved by reducing or eliminating overlapping benefit payments. DOL and SSA agreed with the recommendations.

Information Technology: Department of Labor Could Further Facilitate Modernization of States’ Unemployment Insurance Systems ([GAO-12-957](#), September 26, 2012). GAO’s

Recommendations for Executive Action: To further facilitate state and consortium modernization efforts, GAO recommends that the Secretary of Labor perform and distribute a comprehensive analysis of lessons learned. DOL generally agreed with GAO's recommendations.

Unemployment Insurance: States' Reductions in Maximum Benefit Durations Have Implications for Federal Costs ([GAO-15-281](#), May 21, 2015). GAO's Recommendations for Executive Action: To inform the design of any future federal UI programs, the Secretary of Labor should examine the implications of state reductions in maximum UI benefit duration on federal UI costs, for example, by modeling the net effect of paying federal benefits earlier to more beneficiaries, albeit for a possibly shorter period of time, and develop recommendations for the program, if appropriate. DOL agreed with GAO's recommendation.

Workforce Development

Opportunities to Reduce Fragmentation, Overlap, and Potential Duplication in Federal Teacher Quality and Employment and Training Programs ([GAO-11-509T](#), April 6, 2011). Among other findings, GAO found that 44 of the 47 employment and training programs identified overlap with at least one other program, in that they provide at least one similar service to a similar population. There are no open recommendations from this report and many of its findings were addressed by the passage of WIOA, but this report is still sometimes cited as evidence of duplication of education and training programs.

Opportunities to Reduce Potential Duplication in Government Programs, Save Tax Dollars, and Enhance Revenue. GAO has a statutory requirement to identify federal programs, agencies, offices, and initiatives which have duplicative goals or activities, which GAO examines and publishes a report on each year. Some years they have addressed employment and training activities for specific groups such as for [veterans](#) or [disabled](#) populations. This year's [report](#) found Post 9/11 GI Bill Overpayments by the Department of Veterans Affairs. It also recommended to Congress to pass legislation that prevents individuals from collecting both UI and Disability Insurance benefits, which they say the CBO estimated would save \$1.9 billion from FY 2016-2025. Part of this recommendation was to pass legislation allowing DOL the authority to access wage data.

Workforce Investment Act: Strategies Needed to Improve Certain Training Outcome Data ([GAO 14-137](#), March 5, 2014). GAO's Recommendations for Executive Action: To provide policymakers and program managers with better quality information to assess the value of training provided by WIA's Adult and Dislocated Worker Programs, the Secretary of Labor should identify and share with states strategies for collecting and reporting data on training-related employment that could either increase access to employment information or reduce the subjectivity of determining when training is related to employment. DOL agreed with GAO's recommendation.

(b) (5)

Other

Regulatory Guidance Processes: Selected Departments Could Strengthen Internal Control and Dissemination Practices ([GAO-15-368](#), May 18, 2015). GAO's Recommendations for Executive Action: To better ensure the adherence to requirements for approval of significant guidance, the Secretary of Labor should review and update the department's written procedures for approval of significant guidance and make them available to appropriate component staff. To improve agencies' guidance development, review, evaluation, and dissemination processes for non-significant guidance, GAO recommends that the Secretaries of USDA, HHS, DOL, and Education should strengthen their selected components' application of internal controls to guidance processes by adopting, as appropriate, practices developed by other departments and components. USDA, Education, HHS and DOL generally agreed with the recommendations.

(b) (5)

Significant Office of Inspector General (OIG) Audits/Investigations

The Department's OIG anticipates issuing final reports (which will require a management response) for the following significant audits in the October-December 2016 quarter or beyond:

- 1) Job Corps Center Safety:** In August 2015, OIG initiated a review to assess safety and security at Job Corps centers in response to two Job Corps student homicides. A report is expected to be issued in the last quarter of Calendar year 2016.
- 2) Local Workforce Investment Boards:** In May of 2014, the OIG initiated its review of LWIBs' management of Workforce Investment Act (WIA) funds and their reporting of performance results. The audit objective was later modified to include examining outreach efforts and the effects of the newly-passed Workforce Innovation and Opportunity Act on the State and LWIB, and whether they provided effective services to adult and dislocated worker participants and local employers. The following four sites are included in this audit: The Detroit Workforce Development Board (Michigan); the Kansas City and Vicinity LWIB (Missouri); the Luzerne Schuylkill LWIB (Pennsylvania); and the South Dakota Workforce Development Council (South Carolina). A report is expected to be issued in the last quarter of Calendar year 2016.

3) (b) (5)

(b) (5)

Below is a list of ongoing OIG studies of significance to the agency:

(b) (5)

(b) (5)

Management

IT Opportunities/Challenges

While working to ensure that DOL's basic IT responsibilities for broad complex grant management, including required performance and financial reporting, is maintained and improved for the full grant portfolio; we also must ensure WIOA implementation IT requirements are met. (b) (5)

(b) (5) ETA faces significant challenges because of its need to support disparate legacy systems lacking technical interconnectivity and that house redundant and often poor quality data.

Long overdue for replacement, these legacy systems also pose security IT risks and other vulnerabilities. Architectural and functional issues aside, the current grant and performance management systems are costly to maintain – specifically as DOL billing for departmental IT significantly and unexpectedly increases. (OCIO controls ETA infrastructure while ETA maintains control over its mission-specific applications as long as they are consistent with DOL’s standards and guidance.)

Multiple IT funding sources from multiple sources (for example, Program Administration, Job Corps, and Foreign Labor Certification) with distinct requirements make ETA’s capacity to address IT challenges more complex. This has resulted in ETA’s continued maintenance of single purpose, program/office-specific IT systems. Advancements have been made in the area of performance reporting; however, without a Departmental management and administrative budgeting approach to provide administrative IT supports across all program needs, major technology challenges, and increased operating costs will continue to constrain progress. And stakeholders and ETA staff will continue to voice their general dissatisfaction with the capabilities of the current grant and performance management systems, including repeated cases of system degradation and downtime, hard to use ad hoc and “canned” reporting capabilities, and limited trust of information from converted raw data to support sound decision-making at reasonable cost.

Opportunities: (b) (5)

Significant Personnel/Engagement Activities

ETA federal staff play a crucial role in ensuring that ETA achieves its desired outcomes in support of the Agency’s – and the Department’s – strategic goals and priority performance measures, as ETA’s budget represents over 90% of the overall budget for the Department. ETA federal program staff administer grants or contracts, provide program direction, shape policy, and provide guidance and technical assistance to carry out the Federal investments in the workforce system. Each staff member directly impacts the ability of ETA to formulate, award and provide effective grant management, technical assistance, training, evaluation and oversight

of increased and more complex Federal investments and ensure that disallowed costs that divert scarce resources needed to accomplish outcome goals are minimized. ETA professional administrative staff provides support to the administrative, budgetary, strategic planning, performance accountability, programmatic, research and evaluation, resource, grant-making, human capital planning, IT systems and programs, and contracting functions of ETA. Combined, these functions have a direct impact successful implementation of strategies and initiatives by state and local workforce system entities related to program outcome goals.

In FY 2014-FY 2015, ETA asked OPM to conduct agency-wide organizational assessments, and OPM concluded in written reports that all ETA offices evaluated were understaffed by approximately 30% to adequately meet mission requirement and mitigate risks to federal investments. Diminishing program administration funds have exponentially increased risk to all ETA programs due to reductions in federal staff, provision of technical assistance to grantees (due also to reductions in travel and training), provision of IT systems and services to support data collection and analysis for program performance monitoring and evaluation, and infrastructure requirements. Reductions in FY 2017 (and beyond) will continue this trend that negatively impacts the Agency's capacity for grant management, oversight of both formula and discretionary grants, as well as critical program-related contracts (OJC) and other important program requirements, especially in light of increased appropriations for new programs that do not carry with them proportional increases in infrastructure support for their basic management.

To maximize ETA potential for future success, mitigate risk to federal appropriations and accomplish critical mission goals, ETA has:

- Requested, beginning in FY 2012-FY 2016 and now again in its FY 2017 budget, additional flexibilities to make use of program technical assistance funds to support federal staff engaged in such activities and the travel, training, IT, evaluation and technical assistance supports needed for critical program administration functions to support mission and goal accomplishment and reduce a growing risk to federal investments;
- Launched "Pathways Through Apprenticeship" in partnership with OPM, to pilot a program building upon an OPM intern program to test and utilize Registered Apprenticeship for federal general schedule positions as a hiring tool to attract Masters' candidate students and returning Veterans and millennials, address succession planning with ETA's aging workforce, and provide structured foundational and consistent training for mission support. (ETA is partnering with OPM which will shortly launch its own apprenticeship pilot and is encouraging other Federal Agencies to develop similar Apprenticeship programs through its HR Solutions Division.);
- Implemented an ETA-wide training plan for FY 2016/FY 2017 to continue its investment in its staff to provide leadership development, required and technical training for certifications in grant, contract and financial management, and provide training to support the development of process, presentation, and career advancement skills in ETA national and regional office staff for GS-4 through SES levels. The training plan was produced by the ETA Training Task Force that included managers, bargaining unit, national and regional staff and corresponding office union stewards for both Local 12 and NCFLL. This plan is foundational to staff interests in ETA's Federal Employee Viewpoint Survey annual (response) plan;
- Commissioned a human capital/organizational assessment by OPM of four ETA offices (Job Corps, Contracts Management, Financial Administration, and Foreign Labor Certification) in

FY2014 and the remainder of ETA offices engaged in grants management functions as well as an assessment of the Office of Foreign Labor Certification in FY 2015 to provide a professional expert assessment of organizational capacity to meet mission, better define work requirements, clarify needed communication and coordination among and within offices, address whether the distribution of staff with the correct skills are in place, help correct work processes and workflow, and recommend training. While OPM continues to provide support to individual ETA offices to support mission and minimize risk while building ETA staff skills, key recommendations have not been fully addressed due to significant deficiencies to support needed infrastructure supports in ETA's program administration funding; and

- Continued to explore funding alternatives and organizational efficiencies currently utilized by other grant-making agencies in the Federal Government to address the estimated 30 percent full time staff equivalency deficiency OPM found and the significant deficiencies in other critical infrastructure supports to properly award, monitor, provide technical assistance, audit and close-out grants in ETA programs for which such corresponding supports have not been addressed as new programs are appropriated.

Calendar

Calendar of Program Offices' events: October 2016 - November 2017

- Advisory Committee on Apprenticeship (t) January 11, 2017 (qtrly)
- AACC Workforce Development Institute: January 25-28, 2017
- (b) (5)
- NGA Winter Meeting (t): February 21-24, 2017
- (b) (5)
- NAWB Forum (t): March 13-17, 2017
- (b) (5)

- Program Year End: June 30, 2017
- 80th Anniversary of the National Apprenticeship Act, August 15, 2017
- (b) (5)

- Fiscal Year End: September 30, 2017
- (b) (5)

TAB 4: BUDGET

ETA BUDGET AUTHORITY AND FTE SUMMARY

Agency Budget Overview

The Employment and Training Administration (ETA) administers federal job training and worker dislocation programs, federal grants to states for public employment service programs, and unemployment insurance benefits. These services are primarily provided through state and local workforce development systems. ETA has seven different accounts through which funds are currently appropriated.

Training and Employment Services (TES)

The FY 2016 appropriation for TES was \$3.3 billion in discretionary funds and includes resources for the Adult, Dislocated Worker, and Youth formula grant programs, National Dislocated Worker grants, Migrants and Seasonal Farmworkers, Indian and Native American Programs, Reintegration of Ex-Offenders, Apprenticeship Grants, Workforce Data Quality Initiative, YouthBuild, Technical Assistance, and the Women in Apprenticeship Grants.

Job Corps

The FY 2016 appropriation for Job Corps was \$1.7 billion in discretionary funds and includes resources for Job Corps Center Operations; for the Construction, Rehabilitation and Acquisition activities that funds all center construction and renovation efforts, and Administration, which funds the federal FTE at DOL as well as other administration-related costs.

Community Service Employment for Older Americans (CSEOA)

The FY 2016 appropriation for CSEOA was \$434.4 million in discretionary funds and provides grants to support the self-sufficiency and employment of older workers by providing part-time, paid community service positions and work-based training for unemployed, low-income individuals, ages 55 and older.

Federal Unemployment Benefits and Allowances (FUBA)

The FY 2016 appropriation for FUBA was \$802.4 million in mandatory funds. This account provides Trade Adjustment Assistance to workers who have lost their jobs as a result of foreign trade.

State Unemployment Insurance and Employment Service Operations (SUIESO)

The FY 2016 appropriation for SUIESO was \$3.6 billion in discretionary funds. This account includes the Unemployment Insurance program, that provides temporary wage replacement for unemployed workers; the US Employment Service, which connects job seekers with job opportunities in their local workforce area; the Office of Foreign Labor Certification, which protects the wages and working conditions of American and foreign nationals by processing permanent and temporary work programs; and resources devoted to system building and workforce information services to bolster the capacity of the public workforce system.

Unemployment Insurance (UI)

UI benefits are funded by state payroll taxes and states administer the programs.

These mandatory accounts show up as part of the unified federal budget under the Department of Labor's control. The amount fluctuates significantly, depending on the year. In FY 2015, UI Benefits were \$32.4 billion, down from a high of \$150.2 billion in FY 2010. The U.S. Treasury receives federal and state payroll taxes, maintains the trust fund, and makes loans to states with insolvent accounts. While largely state controlled, these accounts require oversight by ETA, are affected by DOL policy, and interactions between DOL and Treasury administer how funds flow from the accounts.

From time to time during peak unemployment, the Department has requested, and/or Congress has provided, federal funding for the extended weeks of UI benefits. This legislation appears before the authorizing committees, rather than the appropriations committees.

Advances to the Unemployment Trust Fund

This account makes available funding for repayable advances (loans) to the Black Lung Disability Trust Fund (BLDTF) and to two accounts in the Unemployment Trust Fund (UTF) whenever balances prove insufficient to make payments from those accounts. Even when the Department estimates that no advances will be needed (such as in FY 2017) appropriations providing "such sums as may be necessary" authority for advances is included to permit advances should they become necessary.

Evaluations

ETA program evaluations are funded in some instances directly from program appropriations. In addition, the appropriation the Department allows the Secretary to direct a small percentage of operating funds for the conduct of evaluation.

Program Administration (PA)

The FY 2016 appropriation for PA was \$154.6 million in discretionary funds. This account provides the federal administration of most ETA programs. The majority of ETA staff are covered out of the PA account, though Job Corps and SUIESO (the Office of Foreign Labor Certification) also fund FTE. Across these three accounts, ETA's FY 2016 direct FTE ceiling is 1,151.

Mandatory Proposals

From time to time, the Department includes legislative proposals as part of the Budget transmitted to Congress, but these proposals are referred to authorizing Committees for consideration. For example, the FY 2017 budget included several mandatory "Job Driven Training" proposals to support workforce programs that combine strong employer engagement with high quality training to create pathways for workers into high-growth occupations. The initiatives included in FY 2017 were: American Century Talent Compact (\$3.0 billion over 5 years); Apprenticeship Training Fund (\$2.0 billion over 5 years); Career Navigators and WIOA Workforce Data Science and Innovation Fund (\$2.0 billion over 5 years), and Opening Doors for Youth (\$5.5 billion over 4 years).

TRAINING AND EMPLOYMENT SERVICES

(Dollars in millions)

	FY 2013 Enacted	FY 2014 Enacted	FY 2015 Enacted	FY 2016 Enacted	FY 2017 Request
Budget Authority	\$3,037	\$3,148	\$3,139	\$3,335	\$3,525
FTE	0	0	0	0	0

At-A-Glance

- In FY 2016, TES was comprised of the following grant programs: Adult, Youth, and Dislocated Worker formula grants, National Dislocated Worker Grants (NDWG), grant programs for Indian and Native Americans (INAP), Migrants and Seasonal Farmworkers (MSFW), Reintegration of Ex-Offenders/Reentry Employment Opportunities, YouthBuild, and the Workforce Data Quality Initiative. FY 2016 was the first year TES received funds for wide-scale apprenticeship grants across the US and a separate appropriation to support Technical Assistance of programs.
- The majority of TES funding is dedicated to the formula grant programs (\$2.7 billion). Statutory formulas are used to determine the amount of grant funds each State/outlying area receives. Of the amount each state receives, Governors may set aside up to 15 percent for statewide purposes.
- TES operates on a program year basis that runs from April or July 1 (six or nine months after the start of the fiscal year, depending on the program) through June 30. Several accounts also are subject to advance appropriations, meaning that a portion of the funding is not available until October 1 – three months after the start of the program year.
- In addition to the discretionary appropriation, DOL receives a portion of the H-1B fees collected by the Department of Homeland Security for H-1B visa applications, when employers hire temporary foreign workers in occupations that require highly specialized knowledge. Of the resources sent to DOL, a portion is intended to support high-level job training to prepare US workers for jobs filled by H-1B visa recipients.

Budget and FTE Trends

- TES does not fund any direct FTE. Grants are managed by staff in ETA’s Program Administration. However, ETA does transfer a small amount of program funds to the Program Administration account for technical assistance purposes.
- Since FY 2010, TES has been funded far below levels that would keep pace with inflation. Losses have come from reductions to existing programs (such as Youth Employment with an appropriation \$50.6 million lower than FY 2010), and the elimination of a programs including the Green Jobs Innovation Fund; Workforce Innovation Fund; Evaluation; Pilots, Demos, & Research; and Career Pathways.
- TES received \$3.9 billion through the American Recovery and Reinvestment Act supplemental appropriation in 2009 to help preserve and create jobs while promoting economic growth.
- In FY 2013, TES was cut by \$160.1 million under sequestration. ETA absorbed this reduction by reducing the number or amount of grants that were awarded.

TAB 4: Budget

- In FY 2013, ETA received \$25.0 million from the Hurricane Sandy supplemental for disaster-related National Emergency Grants. \$1.3 million was rescinded due to sequestration and \$3.2 million was transferred to the Occupational Safety and Health Administration and the Wage and Hour Division.
- Since FY 2014, TES has transferred approximately 0.25 percent (approximately \$8.0 million each year) of its total appropriation to the Chief Evaluation Office.

Upcoming Issues

- (b) (5)

JOB CORPS
(Dollars in millions)

	FY 2013 Enacted	FY 2014 Enacted	FY 2015 Enacted	FY 2016 Enacted	FY 2017 Request
Budget Authority	\$1,613.9	\$1,688.2	\$1,688.2	\$1,689.2	\$1,754.6
FTE	155	149	157	161	187

At-A-Glance

- Funds are appropriated on an annual basis to Job Corps’ three activities: Operations; Construction, Rehabilitation and Acquisition; and Administration.
- Job Corps is a predominantly residential program that provides educational and career training to at-risk youth ages 16 to 24. The program operates 126 centers in all 50 states, Puerto Rico, and the District of Columbia. Job Corps is authorized under the Workforce Innovation and Opportunity Act.
- DOL has an agreement with the U.S. Department of Agriculture’s (USDA) U.S. Forest Service to operate 27 centers, which are former Civilian Conservation Corps (CCC) centers and tend to be in rural or remote locations. DOL transfers funds to USDA every year. Contractors operate the remaining centers, primarily via cost-reimbursement contracts.
- Since FY 2014, Job Corps has transferred approximately \$4 million to the Chief Evaluation Office each year.

Budget and FTE Trends

- Job Corps Operations received a funding increase of \$32.6 million for opening new centers in the FY 2010 appropriation, increasing its budget authority. Funding was relatively stable in FY 2011 and FY 2012, and then reduced by \$82.0 million in FY 2013 by sequestration. The activity is currently funded at \$1.6 billion. The Operations activity has had some challenges in recent years:
 - Since 2009, Job Corps has opened up new centers in Manchester, NH; Ottumwa, IA; and Wind River, Wyoming. This was part of a commitment for every state to have at least one center.
 - In 2011 and 2012, the sum of the value of the contracts exceeded the Department’s appropriation. In 2011, the Department utilized emergency transfer authority to prevent a violation of the Antideficiency Act. In 2012, the predicted gap between the appropriation and availability was too large to solve with transfer authority, and the Department issued a stop work order to temporarily cease all new enrollments. Job Corps renegotiated all of the contracts during the stop work order to a lower student on-board strength level and lower contract values in order to manage the funding reductions in FY 2013. To prevent a future similar problem, Job Corps, ETA’s Office of Contract Management, and ETA’s Office of Financial Administration designed procedures to monitor and coordinate contract costs and funding availability.
- For a number of years, reforms to the Job Corps program – including the closure of chronically low performing centers – have been proposed as part of the budget. In 2014, DOL announced the closure of Treasure Lake, a CCC located in Oklahoma. In 2016, DOL announced the closure of Ouachita, a CCC located in Arkansas. The closure process for Ouachita is ongoing.

TAB 4: Budget

- Job Corps has worked closely with the Forest Service to improve their performance, as CCCs are overrepresented in the lower quartile for center performance. Job Corps and the Forest Service have disagreed about the amount of money that should be transferred to the Forest Service. It is of particular concern that before disagreements have been resolved, the Forest Service has on occasion shared pre-decisional information with the Hill, specifically the Labor-HHS-Education appropriations committee staffers.
- Job Corps Construction funding has decreased over the past eight years, despite a large and growing backlog of construction projects that exceeds \$400.0 million.
- Hurricane Katrina severely damaged the New Orleans and Gulfport Job Corps centers. The Gulfport center has never gotten back up to full capacity. DOL received a supplemental appropriation of \$16.0 million in 2006 for the purpose of rehabilitating the damaged centers. Of the initial appropriation, only \$4.1/ million remains unobligated. In 2011, DOL was prepared to raze an uninhabitable building as part of center reconstruction, but was stopped, as it was of historical significance to the community. DOL and the community have been in negotiations ever since regarding the reconstruction process. Senator Cochran remains extremely interested in seeing the Gulfport enter operate at full capacity and asks the Secretary about progress at every Senate Appropriations hearing.
- Job Corps Administration funding has been relatively stable, with the funding slowly increasing from \$28.7 million in FY 2009 to \$32.3 million in FY 2016.

Upcoming Issues

- (b) (5)

COMMUNITY SERVICE EMPLOYMENT FOR OLDER AMERICANS

(Dollars in millions)

	FY 2013 Enacted	FY 2014 Enacted	FY 2015 Enacted	FY 2016 Enacted	FY 2017 Request
Budget Authority	\$424.8	\$434.3	\$434.3	\$434.3	\$434.3
FTE	0	0	0	0	0

At-A-Glance

- The Community Service Employment for Older Americans (CSEOA) program is authorized by Title V of the Older Americans Act (OAA) to foster individual economic self-sufficiency and increase the number of participants placed in unsubsidized employment, while maintaining the program's community service focus.
- Program participants gain work experience in a variety of community service activities at non-profit and public facilities. The program provides over 40 million community service hours to public and non-profit agencies.

Budget and FTE Trends

- The program operates on a program year basis (July 1st through June 30th).
- There are no Federal FTE directly funded by the appropriated funds for this program.
- In FYs 2012 through 2015, the Budget proposed moving CSEOA to HHS. The President's Requests in those years included no resources for the program at DOL. This proposal never received serious consideration from Congress. This program has been administered by DOL since its inception in 1965, making it the only program under the OAA that is not under HHS.
- In FYs 2014, 2015, and 2016, \$1.1 million has been transferred each year to the Department's Chief Evaluation Office.
- In FY 2009, \$120.0 million in American Recovery and Reinvestment Act (ARRA) funds were appropriated for this program to expand the number of program participants. In FY 2010, an additional \$225.0 million of funds was appropriated.
- The sequestration reduction in FY 2013 reduced this program by \$22.5 million. The decrease resulted in a reduction of 2,325 authorized positions, or approximately 3,558 participants from PY 2012 levels. The program has been level funded since FY 2013.
- For the past few years, DOL has proposed appropriations language to make program reforms. DOL has proposed to change the eligibility requirements for new participants; increase the percentage of funds that may be used for demonstration, pilots, evaluation and technical assistance projects; increase the percentage of funds that grantees may use for training; and States that are low performing must conduct a competition to carry out the program. These changes have not been enacted.

Upcoming Issues

- (b) (5)

**FEDERAL UNEMPLOYMENT AND BENEFITS ALLOWANCES FEDERAL UNEMPLOYMENT
BENEFITS AND ALLOWANCES**
(Dollars in millions)

	FY 2013 Enacted	FY 2014 Enacted	FY 2015 Enacted	FY 2016 Enacted	FY 2017 Request
Budget Authority	\$756.3	\$608.7	\$658.7	\$802.4	\$849.0
FTE	0	0	0	0	0

At-A-Glance

- The Federal Unemployment Benefits and Allowances (FUBA) appropriation, also known as the Trade Adjustment Assistance (TAA) program, is a Federal program that assists U.S. workers who have lost or may lose their jobs as a result of foreign trade. The program provides adversely affected workers with opportunities to obtain the skills, credentials, resources, and support necessary to become reemployed.
- Benefits and services provided by this program are: Employment and Case Management Services; Training; Trade Readjustment Allowances; Job Search Allowance; Relocation Allowance; and Alternative Trade Adjustment Assistance and Reemployment Trade Adjustment Assistance.
- The enactment of the bipartisan supported Trade Adjustment Assistance Reauthorization Act (TAARA) of 2015 reauthorized and reinstated changes to the Trade Act of 1974 and the continuation of grandfathered versions of the TAA program, including: the 2002 Program; the 2009 Program; and the 2011 Program.
- The TAARA provisions restored worker group eligibility and benefits established by the Trade Adjustment Assistance Act of 2011; expanded coverage of certifications of petitions filed since January 1, 2014; required reconsideration of negative petition determinations for certain time periods; set the funding cap for Training dollars at \$450.0 million annually; and, reauthorized the Health Coverage Tax Credit program benefit for eligible TAA participants. At this time, there are workers certified under previous iterations of TAA who receive benefits under those prior versions.

Budget and FTE Trends

- The funding in this account is mandatory funding. The estimated funding requirements for the FUBA program are based on projected costs of the program for the fiscal year. Formulation models that include the most current Federal economic assumptions and workload factors are used to develop requisite program funding needs.
- Only those funds obligated during the fiscal year are recorded as an annual program cost.
- There are no Federal FTE directly funded by the appropriated funds for this program.

Upcoming Issues

- (b) (5)

**STATE UNEMPLOYMENT INSURANCE AND EMPLOYMENT SERVICE
OPERATIONS**

(Dollars in millions)

	FY 2013 Enacted	FY 2014 Enacted	FY 2015 Enacted	FY 2016 Enacted	FY 2017 Request
Budget Authority	\$3,813.3	\$3,698.4	\$3,597.1	\$3,589.9	\$3,631.1
FTE*	183	183	165	162	182

*Reflects FTE funded directly through FLC appropriation. FLC staff are also funded through H-1B fees.

At-A-Glance

- The SUIESO appropriation funds several activities related to employment and unemployment services: Unemployment Insurance (UI), Employment Service (ES), Foreign Labor Certification (FLC), and Workforce Information-Electronic Tools. UI benefits are funded by state payroll taxes and while part of the unified federal budget, these state trust funds do not appear in the annual appropriations acts.
- The Unemployment Insurance activity provides resources for several components, including State Grants, National Activities, Reemployment Services and Eligibility Assessments (RESEA), misclassification, and the UI Integrity center.
- The Employment Service includes grants to states and national activities, which helps administer the Work Opportunity Tax Credit (WOTC) program and resources for technical assistance.
- The Office of Foreign Labor Certification (FLC) determines on a case-by-case basis whether the admission of foreign workers into the US will adversely affect job opportunities, wages, and working conditions of American workers. Funding for FLC includes two activities: State Administration goes to grants to the states for their role in processing labor certifications, and Federal Administration funds federal activities. FLC also receives 5 percent of revenue from the employer-funded H-1B application processing fee.
- The Workforce Information/Electronic Tools/System Building activity assists states in capacity building efforts and in the development of electronic tools to improve access to workforce information for individuals in the AJCs. This account also includes the ETA share of a disability employment initiative run in conjunction with the Office of Disability Employment Policy,

Budget and FTE Trends

- The estimated funding requirements for UI State Administration are based on projected costs of the program for the fiscal year. Formulation models that include the most current Federal economic assumptions and workload factors are used to develop requisite program funding needs. Funding for UI State Administration has decreased from \$3.2 billion in FY 2010 to \$2.6 billion in FY 2016, primarily due to the reduced unemployment numbers. The appropriation also includes a trigger that allows for additional funding to be available should unemployment, calculated by a rolling average of weeks of UI paid out, rise above a specific estimate.
- Under the American Recovery and Reinvestment Act, the Wagner-Peyser Employment Service received \$396.0 million. In FYs 2009 through FY 2012, they received \$724.6 million. Since FY 2013, the enacted amount has remained unchanged at \$684.0 million.

These grants go to all 50 states and territories for intensive, targeted reemployment services to UI beneficiaries.

- In FYs 2014, 2015, and 2016, funds were transferred to the DOL Chief Evaluation Office for use in carrying out evaluations of select programs and activities.
- FLC Federal Administration supports staff performing the activities related to processing applications submitted by employers seeking a labor certification for either permanent or temporary nonimmigrant labor. It is the only activity in this account that supports FTE.
 - Appropriated funding for FLC activities has declined by 10 percent since FY 2009. Half of this decline occurred in FY 2013 as a result of sequestration. Total funding available for FY 2016, including fee estimates, will be only 2.5 percent higher than FY 2009 funding.
 - While total funding has remained relatively flat, the processing workload has increased. Since FY 2010, the PERM, H-2A, H-2B and Prevailing Wage caseloads have increased overall by 108 percent, from a total of 122,662 cases in FY 2010 to a total of 254,849 in FY 2015. In the first three quarters of FY 2016, the overall caseload has increased by another 7 percent when compared to the first three quarters of FY 2015, or an additional 12,759 cases. All indications point to a continuing increase in the caseload in the coming filing cycles. This increase in workload coupled with only slight increases in funding has resulted in backlogs developing in PERM, H-2A, H-2B, and Prevailing Wage activities. Employers have expressed a great deal of concern with the backlog situation and the timeliness of certifications.
 - In FY 2016, Congress authorized the Department to transfer \$13.0 million from the H-1B fee training account (in TES) to eliminate the PERM backlog. These funds are available for a two year period – FY 2016 and FY 2017.
 - The FTE usage rate in the appropriated account has been fairly consistent from FY 2009 through FY 2015. In May of FY 2016, FLC reorganized and reassigned staff to focus on PERM backlog elimination. The staff reassigned to backlog elimination will be paid from the funding made available from the H-1B training account. This will result in a lower FTE usage rate in the appropriated account. FLC is in the processing of hiring and should have their on-board strength for this account on target by early FY 2017.
 - From FY 2009 through FY 2015 the FTE usage rate in the fee account has been consistently around 30 FTE. The target usage rate is 40 FTE for FY 2016 and 50 FTE for FY 2017.

Upcoming Issues

- (b) (5)

- (b) (5)

TRADE ADJUSTMENT ASSISTANCE COMMUNITY COLLEGE AND CAREER TRAINING

(Dollars in millions)

	FY 2013 Enacted	FY 2014 Enacted	FY 2015 Enacted	FY 2016 Enacted	FY 2017 Request
Budget Authority	\$474.5	\$464.0	\$0.0	\$0.0	\$0.0
FTE	0	0	0	0	0

At-A-Glance

- The Trade Adjustment Assistance Community College and Career Training (TAACCCT) grants provide community colleges and other eligible institutions of higher education with funds to expand and improve their ability to deliver education and career training programs that can be completed in two years or less. These programs are suited for workers who are eligible for training under the TAA for Workers program, and prepare program participants for employment in high-wage, high-skill occupations. DOL implemented this program in partnership with the Department of Education.
- TAACCCT program was authorized by the American Reinvestment and Recovery Act and the Health Care and Education Reconciliation Act of 2010 for competitive grants to eligible institutions of higher education.
- 256 grants have been awarded in total over four years.
- This program stresses collaboration with employers to ensure that curricula developed meet industry needs, results in industry-recognized credentials, and improves the employment prospects of program graduates. The grants help to ensure that institutions of higher education help adults succeed in acquiring the skills, degrees, and credentials needed for high-wage, high-skill employment while also meeting the needs of employers for skilled workers.
- The FY 2014 appropriation included language that allows the Secretary of Labor to reserve no more than 3 percent of the appropriated funds for this program for program evaluation and technical assistance. Prior to that time, ETA managed the program using available resources from the Program Administration account.

Budget and FTE Trends

- Congress provided a total of \$2.0 billion for the program – \$500.0 million for each year from FY 2011 to FY 2014. Sequestration reduced availability in FYs 2013 and 2014, reducing the number and size of grants.
- There are no remaining unobligated funds for this account, with all of the remaining unpaid obligations expected to be expended over the next two to three years.
- There are no FTE funded directly by this account.
- Each grantee in Rounds two through four of the awards is required to procure its own evaluation contractor. A National Evaluation of the program will then develop a synthesis of these third-party evaluations. This is scheduled to be completed in September 2019.
- Recent President’s Budgets have included requests for a similar program in the Department of Education’s budget, but resources have not been provided.

ADVANCES TO THE UNEMPLOYMENT TRUST FUND

(Dollars in millions)

	FY 2013 Enacted	FY 2014 Enacted	FY 2015 Enacted	FY 2016 Enacted	FY 2017 Request
Budget Authority	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0
FTE	0	0	0	0	0

At-A-Glance

- The Advances to Unemployment Trust Fund (UTF) account is a borrowing authority account that does not have a specified annual requested or appropriated amount, but has “such sums as necessary” funding authority to provide advances to all of the potential recipient accounts. This account was critical in providing repayable loans to states during the period of the Great Recession in order to mitigate the effects of the significantly elevated levels of unemployment.
- This account makes available funding for repayable advances (loans) to two accounts in the UTF: the Extended Unemployment Compensation Account (EUCA) which pays the Federal share of extended unemployment benefits, and the Federal Unemployment Account (FUA) which makes loans to States to fund unemployment benefits.
- In addition, the account has provided repayable advances to the Black Lung Disability Trust Fund (BLDTF) when its balances proved insufficient to make payments from that account.
- This account also makes available funding as needed for nonrepayable advances to the Federal Employees Compensation Account (FECA) to pay the costs of unemployment compensation for former Federal employees and ex-servicemembers, and to the Federal Unemployment and Benefits and Allowances (FUBA) account to pay the costs of benefits and services under the Trade Adjustment Assistance for Workers (TAA) program. These advances are shown as budget authority and outlays in the Advances account.

Budget and FTE Trends

- The 2014 appropriations language for this account included new authority for nonrepayable advances to the revolving fund for the Employment Security Administration Account (ESAA) in the Unemployment Trust Fund. In turn, this revolving fund may provide repayable, interest-bearing advances to the ESAA account if it runs short of funds, and the borrowing authority will enable ESAA to cover its obligations despite seasonal variations in the account's receipts.
- There are no Federal FTE directly funded by this appropriation. The activities associated with this account are managed by staff funded in the Employment and Training Administration’s Program Administration account.

Upcoming Issues

- (b) (5)

PROGRAM ADMINISTRATION
(Dollars in millions)

	FY 2013 Enacted	FY 2014 Enacted	FY 2015 Enacted	FY 2016 Enacted	FY 2017 Request
Budget Authority	\$139.4	\$150.6	\$154.6	\$154.6	\$180.8
FTE	758	726	731	753	812

At-A-Glance

- The Program Administration (PA) appropriation provides for the Federal administration of most Employment and Training Administration (ETA) programs. Job Corps and the Office of Foreign Labor Certification receive separate appropriations for program administration.
- PA receives an annual appropriation of general and trust funds. It is divided into four activities and the appropriators indicate the level of funding for each activity.
- This appropriation has reimbursable authority for technical assistance, grant administration, and Disaster Unemployment Assistance. In FY 2012, ETA was given the authority to transfer technical assistance funds to Program Administration for technical assistance services to grantees when it is determined that those services will be more efficiently performed by Federal employees.

Budget and FTE Trends

- Between FY 2009 and FY 2010, funding for this appropriation increased by \$17.2 million (13.2 percent) with the largest increase going to the Office of Apprenticeship. Funding remained relatively flat from FY 2010 through FY 2012. As funding increased, FTE usage increased. The number of FTE that could be supported by the FY 2010 increase was not fully realized until FY 2012.
- Sequestration in FY 2013 had a significant impact on the PA account. With a reduction of \$7.7 million, the agency implemented a limited hiring freeze and all staff took two furlough days. ETA ended the year using 758 FTE, 20 FTE below the usage rate in FY 2012. Sequestration, followed by funding uncertainty during a 3 month continuing resolution led to an even lower FTE usage of 726 in FY 2014.
- In FY 2015, PA got an increase of \$4.0 million for further apprenticeship expansion. This was in keeping with the Administration's highlighting Registered Apprenticeship as a job-driven strategy to connect ready-to-work Americans with ready-to-be-filled jobs. Hiring increased toward the end of fiscal year but had a negligible impact on the FTE usage rate which was 731 FTE.
- Although funding remained flat for FY 2016, the hiring in late FY 2015 and in FY 2016 have started to impact the FTE usage rate, PA is on target to slightly exceed the planned usage rate of 750 FTE.
- This account funds all activities involved with the implementation of the Workforce Innovation and opportunity Act (WIOA). Implementation began in late FY 2014 and continues.

Upcoming Issues

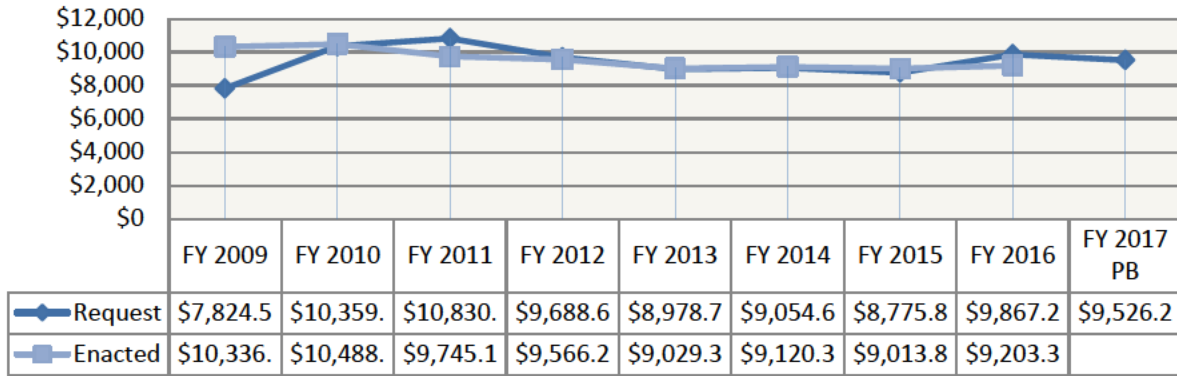
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	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017
DOL PROGRAMS	Enacted	Enacted	Enacted	Enacted	Enacted	Enacted	Enacted	Enacted	Request
EMPLOYMENT AND TRAINING ADMINISTRATION									
Training & Employment Services:									
Grants to States:									
Adult Employment and Training Activities	861,540	860,116	769,576	770,811	730,624	766,080	776,736	815,556	842,376
Youth Employment and Training Activities	924,069	924,069	825,914	824,353	781,375	820,430	831,842	873,416	902,139
Dislocated Worker Employment and Training Activities	1,341,891	1,410,880	1,285,541	1,220,536	1,179,658	1,222,457	1,236,389	1,241,719	1,334,205
National Activities:									
Indian and Native American Programs	52,758	52,758	52,652	47,562	45,082	46,082	46,082	50,000	52,000
Migrants and Seasonal Farmworkers	82,620	84,620	84,451	84,291	79,897	81,896	81,896	81,896	81,896
Technical Assistance	0	0	0	0	0	0	0	3,232	3,232
Reintegration of Ex-Offenders	108,493	108,493	85,390	80,238	76,055	80,078	82,078	88,078	95,078
Career Pathways	125,000	0	0	0	0	0	0	0	0
Apprenticeship Grants	0	0	0	0	0	0	0	90,000	90,000
National Programs	59,077	103,050	19,561	16,166	15,323	0	0	0	0
Workforce Data Quality Initiative	0	12,500	12,475	6,463	6,126	6,000	4,000	6,000	40,000
Youth Build	70,000	102,500	79,840	79,689	75,535	77,534	79,689	84,534	84,534
Workforce Innovation Fund	0	0	124,750	49,906	47,304	47,304	0	0	0
Women in Apprenticeship	1,000	1,000	998	996	994	994	994	994	0
Green Jobs	0	40,000	0	0	0	0	0	0	0
Total, TES	3,626,448	3,699,986	3,341,148	3,181,011	3,037,973	3,148,855	3,139,706	3,335,425	3,525,460
Job Corps									
Operations	1,540,276	1,572,833	1,570,932	1,569,078	1,487,006	1,578,008	1,580,825	1,581,825	1,608,535
Construction	80,000	99,850	104,801	104,792	99,310	80,000	75,000	75,000	105,000
Administration	28,662	29,190	29,132	29,077	27,556	30,147	32,330	32,330	41,055
Total, Job Corps	1,648,938	1,701,873	1,704,865	1,702,947	1,613,872	1,688,155	1,688,155	1,689,155	1,754,590
CSEOA	571,925	825,425	449,100	448,251	424,805	434,371	434,371	434,371	434,371
State UI & ES Operations (Includes FLC)									
Unemployment Compensation									
State Operations	3,446,487	3,195,645	3,189,254	3,165,141	2,949,685	2,801,575	2,697,793	2,630,550	2,592,019
Reemployment Eligibility Assessments-UI Integrity	40,000	50,000	49,900	59,906	46,793	80,000	80,000	115,000	185,900
National Activities	11,310	11,310	11,287	11,266	10,677	10,676	12,892	14,547	15,247
Subtotal, Unemp Comp. (TF)	3,497,797	3,256,955	3,250,441	3,236,313	3,007,155	2,892,251	2,790,685	2,760,097	2,793,166
Employment Service:									
Grants to States	703,576	703,576	702,169	700,842	664,184	664,184	664,184	680,000	680,000
National Activities	20,869	20,994	20,952	20,912	19,819	19,819	19,818	19,818	19,818
Foreign Labor Certification									
Federal Administration	52,821	53,307	50,418	50,323	47,690	47,691	48,028	48,028	48,666
State Grants	15,129	15,129	15,099	15,070	14,282	14,282	14,282	14,282	14,282
One Stop Career Centers/ALMIS	51,720	63,720	63,593	63,473	60,152	60,152	60,153	67,653	75,153
Work Incentive Grants	17,295	0	0	0	0	0	0	0	0
Total, SUIESO	4,359,207	4,113,681	4,102,672	4,086,933	3,813,282	3,698,379	3,597,150	3,589,878	3,631,085
Program Administration									
Training and Employment	0	0	0	67,457	63,928	66,879	68,713	68,713	86,946
Adult	51,061	55,412	55,301	0	0	0	0	0	0
Youth	10,932	12,308	12,283	0	0	0	0	0	0
Workforce Security	38,945	42,986	42,900	42,818	40,579	42,733	42,733	42,733	43,461
Apprenticeship Training, Employer and Labor Services	21,447	27,784	27,728	27,675	26,228	27,117	34,000	34,000	40,089
Executive Direction	8,078	9,166	9,148	9,131	8,653	11,078	9,113	9,113	10,330
Total, PA	130,463	147,656	147,360	147,081	139,388	150,559	154,559	154,559	180,826
Total, ETA	10,336,981	10,488,621	9,745,145	9,566,223	9,029,320	9,120,319	9,013,941	9,203,388	9,526,332

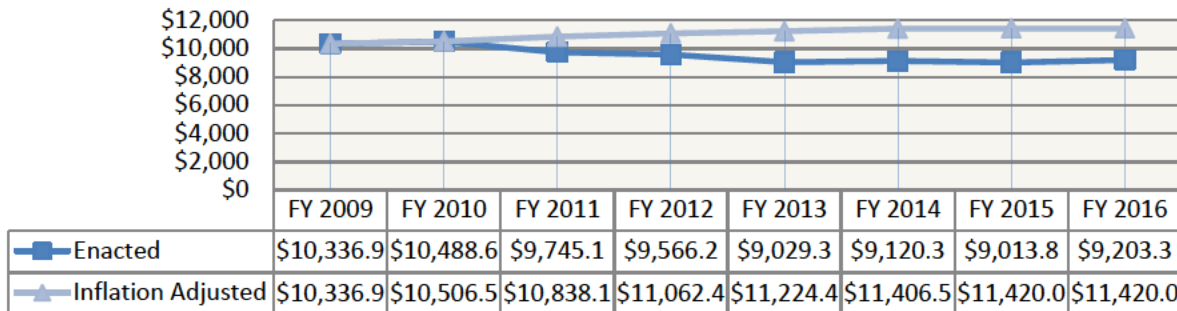
ETA

Request vs. Enacted, FY 2009-FY 2016
(Dollars in millions, Discretionary)



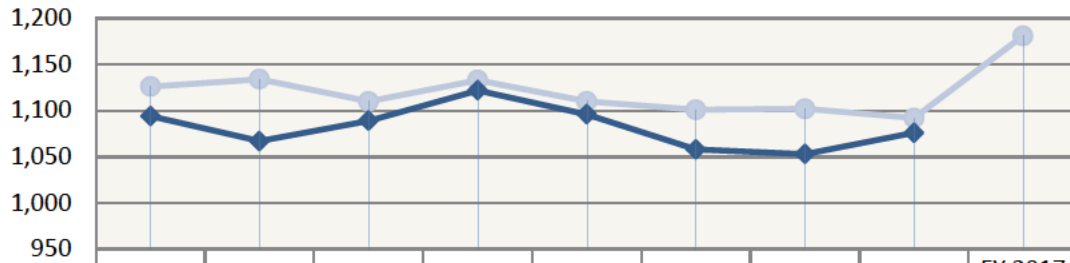
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FY 2009 Inflation Adjusted BA vs. FY 2009-FY 2016
Enacted BA
(Dollars in millions, Discretionary)



ETA

Authorized FTE vs. Actuals, FY 2009-2017



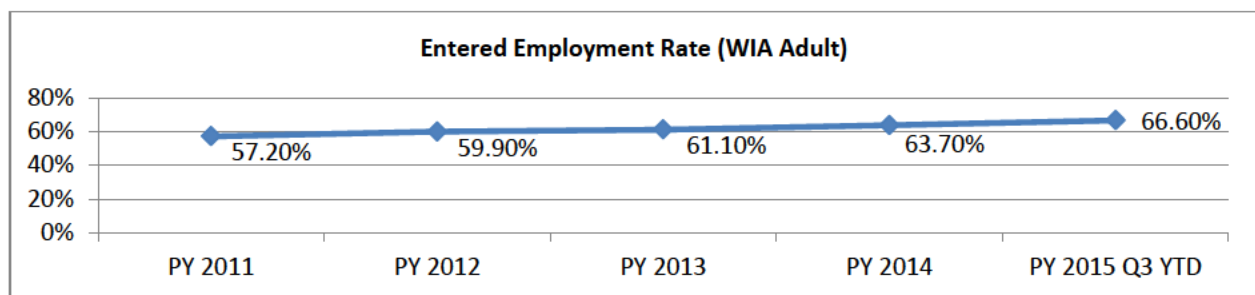
	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017 PB
Authorized	1,126	1,134	1,110	1,133	1,110	1,101	1,102	1,092	1,181
Actuals	1,094	1,067	1,089	1,122	1,096	1,058	1,053	1,076	

TAB 5: AGENCY PERFORMANCE

A core program under the Workforce Innovation and Opportunity Act (WIOA) is the Adult program, which serves almost seven million participants annually. Outcome measures, as reported under the Workforce Investment Act of 1998 (WIA), included the Entered Employment Rate, which measured how many participants who were unemployed when they started the program were employed 3 months after program exit.

Beginning in July 2016, this and other WIA common measures were replaced by the WIOA primary indicators of performance for the Adult program as well as other core programs under WIOA and WIOA partner programs: employment in the 2nd quarter after exit, employment in the 4th quarter after exit, median earnings in the 2nd quarter after exit, credential attainment, measurable skill gains, and effectiveness in serving employers.

Performance Goal ETA 1.1 – Advance employment opportunities for US workers in 21st century demand sectors and occupations using proven training models through increased employer engagement and

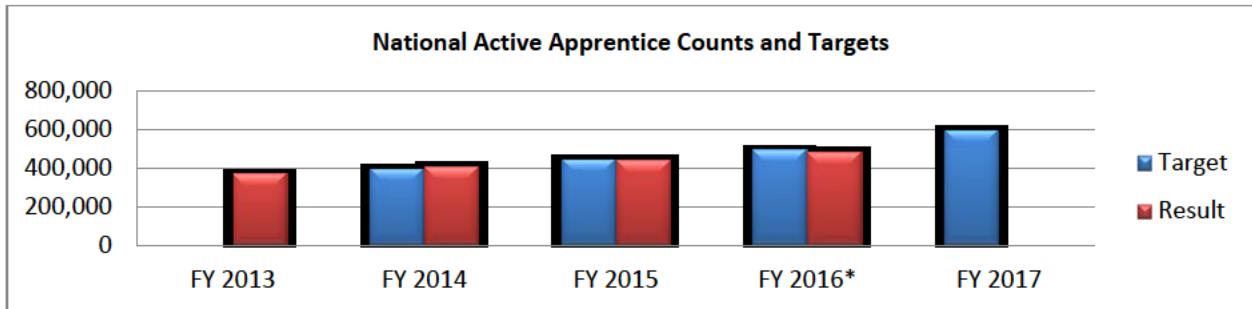


While outcome measures are an important gage of the overall impact of programs, they do not provide information to help manage the daily work of DOL staff. The Department continues to explore metrics that support program management and continuous improvement, such as new and innovative ways to monitor grants administration.

In FY 2014, ETA launched a Priority Goal to double the number of Registered Apprentices by the end of FY 2018. To that end, \$90 million was appropriated in FY 2016 for ApprenticeshipUSA program activities, the first-ever appropriation to support apprenticeship expansion across the U.S. Today there are 113,000 more active apprentices in the national apprenticeship system than when we began this expansion effort in 2014, including 500,000 new apprentices registered in the last 3 years.

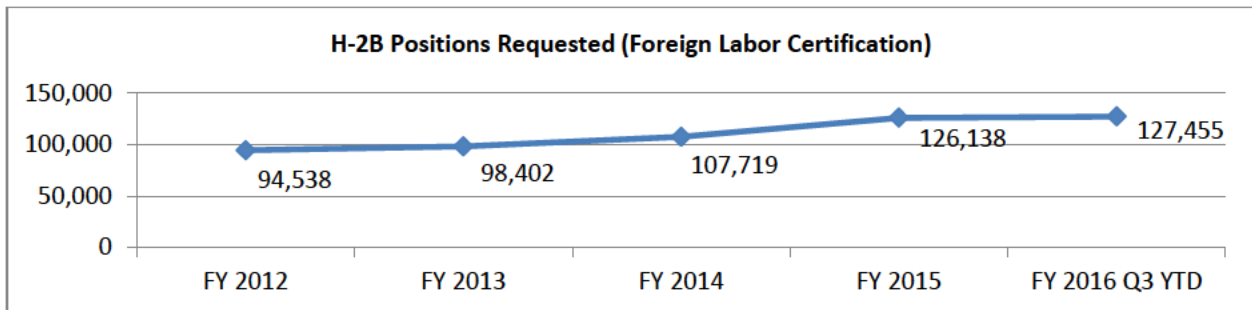
Performance Goal ETA 1.2 – Provide marketable skills and knowledge to increase workers' incomes and help them overcome barriers to the middle class through partnerships among business, education,

TAB 5: Agency Performance



H-2B certification permits employers to hire foreign workers to come to the U.S. and perform temporary nonagricultural work. Performance for this and similar programs is measured by timely processing of applications – 30 days in this case. Newly enacted provisions further increased application volume and changed the way cases are processed; therefore, ETA will establish a new baseline for this measure in FY 2017.

Performance Goal ETA 3.3 – Secure wages and overtime.



Sound UI policies require balancing the need for both benefit payment timeliness and accuracy. In many cases states must make eligibility determinations with available information in order to meet the requirement to make payments “when due.” These payments may later be determined to be improper based on new information identified when states conduct required audits. A core UI measure is the percent of estimated recoverable overpayments that states detect and establish for recovery.

Performance Goal ETA 4.1 – Provide income support when work is impossible or unavailable and facilitate return to work.