

**FY 2013**

**CONGRESSIONAL BUDGET JUSTIFICATION**

**EMPLOYMENT AND TRAINING ADMINISTRATION**

**Overview**



# EMPLOYMENT AND TRAINING ADMINISTRATION

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# EMPLOYMENT AND TRAINING ADMINISTRATION

## Introduction

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

Secretary of Labor Hilda L. Solis has established a vision for the Department of Labor of *Good Jobs For Everyone*. ETA workforce programs play a critical role in realizing the Secretary's vision of good jobs for everyone by supporting the following strategic goals and six outcome goals for the Department of Labor (DOL).

Strategic Goal 1: Prepare Workers for Good Jobs and Ensure Fair Compensation.

- Outcome Goal 1.1: Increase workers' incomes and narrow wage and income inequality.
- Outcome Goal 1.2: Assure skills and knowledge that prepare workers to succeed in a knowledge-based economy, including in high-growth and emerging industry sectors like "green" jobs.
- Outcome Goal 1.3: Help workers who are in low-wage jobs or out of the labor market find a path into middle-class jobs.
- Outcome Goal 1.4: Help middle-class families remain in the middle-class.
- Outcome Goal 1.5: Secure wages and overtime.

Strategic Goal 4: Secure health benefits and, for those not working, provide income security.

- Outcome Goal 4.2: Ensure income support when work is impossible or unavailable.

The mission of ETA is particularly critical now because working families continue to struggle with difficult economic times, even with a gradual recovery projected to continue into FY 2013. According to data from the Bureau of Labor Statistics, as of January 2012 the total unemployment rate was 8.3 percent, the number of unemployed persons was 12.8 million, and the number of long-term unemployed (those jobless for 27 weeks and over) was 5.5 million. Those individuals made up 42.9 percent of the unemployed persons. The employment number does not include discouraged workers who are not counted as unemployed. These workers are persons not currently looking for work because they believe no jobs are available for them. Unemployment is expected to remain at high levels as the economy continues to recover in FY 2013.

In response, ETA is committed to serving American workers and employers through high quality services including job training and career counseling, income maintenance services, connections to the labor market, and efforts to reach out to hard-to-serve populations. In FY 2013 ETA is embarking on a transformative agenda which will move the public workforce system towards greater performance and accountability by identifying specific and measureable priority goals and performance indicators for improvement. This approach will allow ETA to maximize the impact of limited taxpayer dollars and increase the efficacy and cost-effectiveness of the public workforce system.

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## ETA Budget Themes and Priority Activities

To meet the challenge of increased demand for services in a time of constrained fiscal resources, ETA will focus efforts in FY 2013 on several budgetary themes and priority activities in support of the Secretary's vision of *Good Jobs For Everyone*. Overall budgetary themes for ETA include:

- Out-innovating and out-educating our competition in support of new labor market entrants and adult workers
- Enhancing worker safety
- Promoting workplace flexibility and work-family balance
- Reducing improper payments and speeding return to work
- Increasing employment of our Nation's veterans

Priority activities for ETA in FY 2013 have been identified for their critical role in advancing the mission of ETA to serve American workers and enhance the efficient functioning of the labor market, and will be tracked using specific and measurable program outputs. The three ETA Priority Activities for FY 2013 are:

1) *Making job seekers more competitive through credential attainment, provision of tailored training services to low-skilled adults, and meeting employer needs for skilled workers.*

Data from the Bureau of Labor Statistics (January 2012) show a 13.1 percent unemployment rate for adults over the age of 25 without a high school diploma. This is well above the 8.3 percent national average (January 2012). As the economy recovers, low-skilled adults are at risk of being left behind. The economic downturn may have lingering effects on both low-skilled adults and employers.

Industries that previously employed a large number of low-skilled adults will no longer be the drivers of the economy, replaced instead by job growth concentrated in occupations that require some postsecondary education or training (Carnevale, Smith, and Strohl, 2010). The immediate employment and training needs of low-skilled adults must be addressed to prevent this disadvantaged population from slipping further out of the middle-class. If current graduation and credential attainment rates continue, employers will experience significant shortages in skilled workers, constraining economic growth and increasing the risk that jobs will be permanently lost.

ETA programs support high-quality training in high-growth industries to help workers become more competitive and equip them with the credentials and skills needed to compete in the global labor market. The Department will continue to test a variety of innovative strategies and gather evidence on their effectiveness in FY 2013 through the Workforce Innovation Fund (WIF), with the aim of improving the performance of the country's workforce system and replicating what works, building a body of evidence-based practices within the field of workforce development. The purpose of the WIF is to support innovative approaches to the design and delivery of employment and training services that generate long-term improvements in the performance of

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the public workforce system, both in terms of employment and training outcomes and cost-effectiveness. The FY 2013 agency request proposes an increase of \$50,094,000 to the Workforce Innovation Fund from the FY 2012 enacted funding level of \$49,906,000. The Departments of Labor and Education will jointly administer the Fund, working together to encourage collaboration across program silos. The Budget also supports efforts to standardize performance measures across programs and provide data that helps providers to improve their programs and assists workers who are seeking training to access information about which training programs have produced positive outcomes for past participants.

The 2013 Budget proposes several new initiatives to help millions of Americans looking for ways to upgrade and hone their skills to prepare for emerging job opportunities. Building on the American Jobs Act, the Budget includes short-term funding to aggressively address long-term unemployment, provide new opportunities to put Americans back to work, and support the nation's community colleges. The \$12.5 billion Pathways Back to Work Fund will help jump-start America's economy by putting thousands of long-term unemployed and low-income Americans back to work immediately and helping them gain skills for the jobs of the future. The Budget also funds a new initiative designed to improve access to job training across the nation, providing \$8 billion to the Departments of Education and Labor to support State and community college partnerships with businesses to build the skills of American workers. Increased investment in community colleges will help ensure our country has one of the most skilled workforces in the world. The Budget also proposes a \$4 billion Reemployment NOW fund, which gives States flexibility to institute innovative approaches to better connect Emergency Unemployment Compensation (EUC) claimants with job opportunities. With these funds, States will be able to implement Bridge to Work programs to give EUC claimants valuable on-the-job experience, or provide claimants with self employment assistance as a reemployment strategy. In addition, the Budget provides funding for states to implement or expand a short-term compensation, or "work sharing" program to help employers retain skilled workers instead of laying them off and to provide for unemployment assistance to workers with reduced hours.

In addition, the Administration proposes to streamline, reform and modernize the way the job training system helps laid off workers get training to transition to new careers. Nearly 7 million of the Americans who lost jobs in 2009 were displaced from jobs that are unlikely to come back, and those who do find reemployment, on average, suffer significant earnings losses. But our current system does not treat all dislocated workers equally. Workers in trade-impacted industries are eligible for extensive income support, training, and reemployment services under the Trade Adjustment Assistance program, while those who lose their jobs for other reasons receive less generous assistance. In this increasingly global economy, it will be difficult to distinguish between trade, technology, outsourcing, consumer trends, and other economic shifts that cause displacement. The Budget proposes a universal core set of services where the focus is on helping all dislocated workers find new jobs. This legislative proposal would be implemented in FY 2014.

The FY 2013 budget will provide short-term relief to states and employers for interest on loans to pay unemployment benefits and increased Federal Unemployment Tax Act (FUTA) taxes that employers are experiencing as a result of losing FUTA tax credits due to long term state

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borrowing. At the same time, the proposal seeks to improve the solvency of state trust funds in the long term through changes to the FUTA tax structure.

The Administration also proposes a general provision in the appropriations act to support a limited number of performance partnerships that would provide States and localities with enhanced flexibility in determining how services are structured in return for strong accountability for results. The Department will work with other agencies, particularly the Departments of Education and Health and Human Services, that play a key role in serving disconnected youth to determine the best possible uses of the 2013 performance partnership pilot authority to create innovative and comprehensive reengagement strategies that encourage additional academic and non-academic supports and that support multiple pathways to prepare disconnected youth for college and career success. Working with the Office of Management and Budget, agencies will lay a foundation in 2012 for strong 2013 pilots by taking a range of actions:

- Aligning evidence standards across Federal agencies and programs, including exploring options to develop an interagency data base of programs and interventions that meet those standards, which could be supported by 2013 funding.
- Disseminating tools for measuring and evaluating outcomes for disconnected youth touched by multiple systems.
- Sharing best practices for effectively coordinating multiple systems and programs serving disconnected youth at the State and local level.
- Soliciting ideas from a broad array of stakeholders on strategies for improving outcomes for disconnected youth, including on how to facilitate comprehensive, multi-system approaches and on how to use existing resources in more coordinated and comprehensive ways.
- Assessing potential for public-private partnerships through which foundations or other private-sector funders would provide additional funding or assistance to support promising pilot projects.
- Working with States and localities to identify and align relevant non-Federal rules and regulations to support pilot implementation.

Based on the 2012 outreach process, agencies will determine the best possible uses of the 2013 performance partnership pilot authority to create innovative and comprehensive reengagement strategies that encourage additional academic and non-academic supports and support multiple pathways to prepare disconnected youth for college and career success. Approved pilots could include efforts to streamline the intake process and better coordinate services for youth in multiple systems, pilot new service models for a specific high-risk group like youth aging out of foster care, or launch community-wide initiatives to centrally administer the many programs serving disconnected youth, such as re-engagement centers.

ETA will measure the impact of these strategies by increasing the percent of training program customers who earn industry-recognized credentials in the following programs: Job Corps, Trade Adjustment Assistance (TAA), and the Workforce Investment Act (WIA) Adult, Dislocated Worker, and Youth programs, Registered Apprenticeship, YouthBuild, and ETA's competitively awarded job training grants. These programs contribute to the achievement of the Department's Priority Goal:

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**Improve opportunities for America’s workers to succeed in a knowledge-based economy through industry-recognized credentials.** By September 30, 2013, ETA will increase the percent of training program exiters who earn industry-recognized credentials by 10 percent.

Specifically, ETA will promote tailored training strategies to meet the unique needs of low-skilled adults. Research shows that low-skilled adults experience better education and employment outcomes in training programs that provide integrated education and occupational skills education; an accelerated and contextualized format; and are delivered through partnerships that include the workforce system, educational institutions, community-based organizations and employers. While these models go by various names – bridge programs, sector strategies, career pathway models – all are designed around the specific skills demands of local employers (often with their direct participation) and the remedial educational needs of the local population (English proficiency, reading, numeracy, etc.).

Jobs requiring Science, Technology, Engineering, and Math (STEM)-related skills are growing at faster rates than other jobs in the economy. ETA will work with the public workforce system to ensure that customers have all the information they need to make an informed choice about STEM training, and have access to bridge programs and career pathways that allow them to succeed in STEM training.

*2) Serve the needs of industry with protections for American job seekers in administering employment-based immigration programs.*

Foreign-born residents—students, high and low skilled workers, professionals, and entrepreneurs, whether visiting temporarily or staying permanently—all make important contributions to strengthening U.S. economic competitiveness, particularly in science, high-tech innovation, and agriculture. As the nation works to rebuild the economy, our ability to maintain and achieve greater competitiveness in the global marketplace should include the availability of certain employment-based immigration programs which are reasonably balanced between effectively meeting employer needs and maintaining worker protections. The Office of Foreign Labor Certification (OFLC) administers a range of foreign labor certification programs that encourage high-skilled workers trained in institutions of higher education to stay in the U.S. while simultaneously administering programs that provide U.S. farmers with a source of legal temporary foreign workers to serve our nation’s agricultural and nonagricultural communities.

The seemingly conflicting challenge of attracting skilled foreign workers while ensuring jobs are available for Americans requires the OFLC to focus its resources on ensuring that U.S. workers are provided first access to jobs with fair pay and working conditions while also meeting required statutory and regulatory processing times on employer applications requesting foreign workers. This “dual” stakeholder interest base varies across occupations and OFLC-administered programs. In addition, ETA will absorb the costs of full funding for the Farm Labor Survey in FY 2013, which provides necessary wage information for the processing of H-2A applications. ETA previously shared these costs with the U.S. Department of Agriculture.

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Among the occupations that are projected for continued growth in the United States are technical occupations related to STEM. These careers are outpacing other professions in annual growth rates and almost every occupation in STEM fields can be found in high-growth industries. Executives of companies in the technology sector, members of Congress, and U.S. educational institutions have long expressed concerns about the adverse impact on the U.S. economy and the ability of U.S. institutions of higher education to attract talented foreign students for STEM study programs due to immigration and employment practices in the United States. These employers note that the inability of U.S. companies to obtain temporary and permanent visas in a timely manner continues to result in the loss of skilled technical workers to countries with more lenient employment visa regimes, such as Canada and Australia. Employers and other stakeholders (such as the National Science Foundation) have expressed continued concerns about the graduation rates in colleges and universities, especially at the post graduate level, for U.S. students.

To address these issues, in FY 2013 DOL requests \$15,099,000 for FLC State Grants to implement high-priority strategies designed to first ensure the timely processing of employer applications for jobs requiring higher-level degrees and skills; particularly those in STEM (Science, Technology, Engineering, and Mathematics) related occupations.

*3) Maintain a viable and strong safety net to facilitate the transition and reemployment of dislocated workers.*

The Administration believes it is critical to maintain a viable and strong safety net that provides timely and accurate temporary income support and facilitates reemployment of unemployed workers. Unemployment in the U.S. labor market was once characterized by temporary spells of joblessness due to seasonality and economic cycles but now a large portion is characterized as structural or long term unemployment. Additionally, substantial churning in the labor market results in involuntary spells of unemployment for millions of workers. For example, in 2011, the economy experienced 47 million separations and 48.4 million hires, according to Bureau of Labor Statistics' Job Openings and Labor Turnover Survey data.

The Unemployment Insurance (UI) program was specifically designed as a safety net to address these issues. Over the past several years, unemployment insurance (UI) benefits have helped American families stay afloat, keeping 3.2 million individuals—including nearly 1 million children—from falling into poverty in 2010. In the American Jobs Act, the Administration proposed an extension of federally-funded benefits as well as the Reemployment NOW program, which includes a number of reforms to help UI claimants get back to work quickly. The Budget continues this support for extending federally-funded benefits through December 2012 and instituting innovative and effective approaches, such as work sharing and reemployment services, to better connect UI claimants with job opportunities.

The UI program also has important macroeconomic benefits. By providing income support, it helps sustain economic activity through the multiplier effect. According to a study by IMPAQ International released in November 2010, each dollar of UI benefits generates, on average, \$2.00 in economic activity during periods of high unemployment. Further, during cyclical contractions when job loss in the economy exceeds hires for a sustained period, overall consumption declines

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and threatens economic security. In these circumstances there is a need for an automatic mechanism that can quickly help stabilize the economy. The UI program also facilitates reemployment by providing UI claimants with labor market information, identifying claimants who may have difficulty finding their next job and recommending services designed to provide re-employment assistance.

ETA also continues its focus on improving the integrity of the UI program by employing new strategies to prevent, detect, and recover improper payments. The Reemployment and Eligibility Assessment (REA) program, funded since 2005, has been shown to be an effective tool in addressing both goals. REAs are in-person interviews with selected UI claimants to review their eligibility for UI benefits; to provide labor market and career information to claimants to inform their career choices; to support their development of a reemployment and work search plan; and to refer them to reemployment services provided through One-Stop Career Centers. DOL estimates that demand for services by UI claimants will remain high in FY 2013. In response, DOL has requested \$75,000,000 for Reemployment and Eligibility Assessments (REAs).

Upgrades to electronic tools in FY 2013 will make essential tools and applications both agile and responsive to changing needs, providing for the replacement of outdated information management systems for performance and monitoring with a state-of-the-art adaptable system that will integrate a variety of standalone and program-specific reporting and monitoring systems currently in place, achieving efficiencies and savings. The Administration is also proposing to establish a universal core set of services where the focus is on helping all dislocated workers find new jobs.

### Evaluation Set-Aside

The Department's FY 2013 budget request includes a proposal to expand a provision included in the Consolidated Appropriations Act of 2012 that establishes a set-aside funding mechanism to finance evaluations and applied research for employment and training programs. The set-aside approach will provide adequate funding for comprehensive, rigorous, and robust research and evaluations and promote greater stability of funding for these efforts across all training and employment programs, including the WIA, Job Corps, and the Employment Service Operations. Specifically, the Department is requesting that 0.5 percent of the amounts appropriated for these programs be made available for evaluation and research. Activities using these funds will be conducted by ETA and overseen by the Department's Chief Evaluation Officer (CEO) to support five key areas or themes: 1) understanding evolving labor markets 2) identifying effective strategies, 3) improving workforce system infrastructure; 4) using state-level administrative data to measure progress and outcomes; and 5) postsecondary education and training.

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## Executive Summary

### FY 2013 Agency Request

The FY 2013 request is \$10,404,667,000. This request represents a reduction of \$273,337,000 from the FY 2012 Funding Level. This proposed funding level supports plans to accomplish ETA's mission while holding true to the Administration's request to make hard investment choices to increase the impact and effectiveness of the public workforce system. ETA's priority goals have been used to guide resource allocation at the Agency Request level to drive the public workforce system towards greater performance, efficiency, and accountability. A brief summary of each appropriation account proposal follows.

### Training and Employment Services

The request funding level for TES is \$3,231,812,000. Funding at this level would allow for:

- Roughly stable funding for the WIA Adult, Youth, and Dislocated Worker formula grants. At this level, 5,291,359 participants would be served by the programs.
- *Stable* funding for the YouthBuild program from the FY 2012 Funding Level of \$79,689,000. At this level, 5,210 youth will be served by the program.
- An *increase* of \$5,000,000 for the Indian and Native American program from the FY 2012 Funding Level of \$47,562,000.
- *Stable* funding for the National Farmworker Jobs Program from the FY 2012 Funding Level of \$84,291,000.
- An *increase* of \$5,000,000 for the Reintegration of Ex-Offenders Program from the FY 2012 Funding Level of \$80,238,000.
- Pilots, Demonstrations and Research and Evaluation: These activities will be funded in coordination with the Chief Evaluation Office in FY 2013.
- *Elimination* of the Women in Apprenticeship and Non-Traditional Occupations (WANTO) program. This allows for total savings of \$996,000 from the FY 2012 Funding Level. WANTO's goals will now be addressed by Office of Apprenticeship programs.
- An *increase* of \$50,094,000 for the Workforce Innovation Fund (WIF) from the FY 2012 Funding Level of \$49,906,000.
- A *reduction* of \$463,000 for the Workforce Data Quality Initiative from the FY 2012 Funding Level of \$6,463,000.

### State Unemployment Insurance and Employment Service Operations (SUIESO)

The FY 2013 request funding level for the SUIESO account is \$3,949,240,000. This proposed funding level reflects an effort to maintain a viable and strong safety net for unemployed workers.

### Unemployment Insurance (UI)

The request level for UI is \$3,016,209,000. Funding at this level would allow for:

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- An *increase* of \$15,094,000 for Reemployment and Eligibility Assessments program, for a total of \$75,000,000 in the FY 2013 Agency Request.
- An *increase* of \$31,000 for UI National Activities for a total of \$11,297,000.
- A *decrease* of \$245,230,000 for UI State Administration from the FY 2012 Funding Level of \$3,165,142,000 due to updated economic assumptions for FY 2013.
- The *addition* of the Misclassification initiative. There will be a total of \$10,000,000 in grants available to States to detect and address worker misclassification within the UI system.

### Employment Service

The request level proposes an *increase* of \$30,040,000 from the FY 2012 Funding Level of \$721,754,000. The increase would provide targeted reemployment services to beneficiaries of unemployment insurance, enabling the system to continue to meet the high demand for services and assist an additional 186,161 job seekers beyond the PY 2012 Target. The Wagner-Peyser Act funded Employment Service served nearly 22 million individuals in PY 2010.

### Foreign Labor Certification

The Office of Foreign Labor Certification (OFLC) is requesting a total funding level of \$65,517,000 in FY 2013. The request includes an increase of \$2,000,000 to support continued implementation of the U.S. Department of Agriculture's (USDA) Farm Labor Survey, offset by a \$2,000,000 reduction in the PERM program. To align with the ETA priority strategies, OFLC anticipates focusing all state grant resources on meeting processing times mandated by statute and regulation in the H-2A and H-2B temporary nonimmigrant programs.

### CareerOneStop (E-Tools/Workforce Information/Capacity Building)

The CareerOneStop account includes an *increase* of \$52,247,000 from the FY 2012 Funding Level of \$63,473,000. This increased funding includes \$50 million to strengthen one-stop career centers. This effort will increase public awareness and use of the career center system, expand access to workforce services, and create better on-line tools that offer convenient, personalized services. In addition, \$2,000,000 will fund the legislative requirements of the VOW to Hire Heroes Act of 2011 within One-Stops. Programs in this account collect and integrate statistical and other workforce information; deliver Web-based information and tools; monitor programs and grants; and enable specialized in-person staff in the public workforce system to expand the capacity of the workforce system to serve persons with disabilities and assist them in obtaining training and employment. Additional resources at this funding level will allow ETA to make significant enhancements to Agency wide electronic tools and reporting systems, while also continuing the ETA/ODEP partnership to provide Disability Employment Initiative (DEI) grants.

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### Job Corps

ETA is requesting \$1,650,004,000 for FY 2013, a *decrease* of \$52,943,000 from the FY 2012 Funding Level. This funding decrease consists of \$29,792,000 in the Job Corps Construction account and \$23,206,000 for Job Corps Operations. Job Corps centers will be operational in 49 states as well as the District of Columbia and Puerto Rico. The Administration strongly supports Job Corps and, with the planned addition of centers in New Hampshire and Wyoming, is committed to having a Job Corps center in every State to reach disadvantaged youth across the country. However, the Administration also believes the program could be more effective and efficient. The 2013 Budget launches a reform effort for Job Corps to improve program outcomes and strengthen accountability. Specifically, the Administration proposes in Program Year 2013 to close a small number of low-performing Job Corps centers, which will be identified using criteria the Administration will publish in advance. The program will also focus more on services to 20- to 24-year olds, the population for whom the Job Corps model was shown to be cost effective in the most recent rigorous evaluation of the program. The Administration also plans to undertake other efforts to improve the program, including changes to strengthen the performance measurement system and report center-level performance in a more transparent way. Job Corps will also continue the process of refining and upgrading curricula, equipment, and training options to align its programs with industry-recognized credentials and standards, registered apprenticeship training, and certification requirements – to better prepare Job Corps students for employment and lifelong learning.

In accordance with 21 U.S.C. section 1701 et. seq., the Department of Labor is designated a National Drug Control Agency and \$6.5 million of funds for the Job Corps program are also included in the National Drug Control Budget for activities such as: the Trainee Employee Assistance Program for substance abuse, treatment, and prevention; and, drug testing of all new students upon enrollment in the Job Corps program.

The level of Construction funding will provide for critical facility repair backlogs to be addressed, as well as providing funding to address Sustainability goals. The Job Corps program's primary strategy for construction funds in FY 2013 will be to renovate existing facilities, modernize career technical training labs, and provide vital repairs and renovations to address life-safety and health deficiencies. These activities will be undertaken to ensure centers provide a safe living and learning environment that will enable students to successfully complete their training and obtain competitive jobs with a defined career path.

### Program Administration

The request for the Program Administration account is \$147,611,000, an *increase* of \$530,000 from the FY 2012 Funding Level. ETA's priority for these Salaries and Expenses funds is to maintain federal staff at the FY 2012 FTE level and continue to invest in IT systems so that the critical work in support of priority goals is not interrupted.

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### Federal Unemployment Benefits and Allowances

On October 21, 2011 President Obama signed the TAA Extension Act of 2011 (TAAEA) into law. The TAAEA restored nearly all of the eligibility expansions contained in the 2009 TAA reforms, including eligibility for service workers and workers who lose their jobs due to competition from countries that do not have a free trade agreement with the U.S. It amended Section 236(a)(2)(A) of the Trade Act to establish a \$575 million annual cap on TAA funding for Training, Job Search Allowances and Relocation Allowances, Employment and Case Management services and State Administration of these benefits for both FY 2012 and FY 2013, and established a \$143,750,000 cap for this funding for the first quarter of FY 2014 (October 1, 2013 through December 31, 2013). The FY 2013 agency request of \$1,421,000,000 for Federal Unemployment Benefits and Allowances is an *increase* of \$249,900,000 from the FY 2012 level. The Budget also proposes to streamline, reform and modernize the way the job training system helps laid off workers get training to transition to new careers, establishing a universal core set of services where the focus is on helping all dislocated workers find new jobs.

### Trade Adjustment Assistance Community College and Career Training (TAACCT)

This program provides \$500,000,000 in FY 2013 funding for community colleges and other institutions to develop, offer, or improve education and career training programs that are suitable for workers who are eligible for Trade Adjustment Assistance (TAA).

*Note: ETA is not requesting an additional \$500 million for the TAA Community College and Career Training grant program in FY 2013. DOL was appropriated \$500 million per year for fiscal years 2011 through 2014 for the TAACCT grant program through the Health Care and Education Affordability Reconciliation Act of 2010. The FY 2013 Budget will propose legislative language authorizing the Secretary to reserve up to 3 percent of the funds that have been appropriated to carry out the TAACCT program for FY 2013 and 2014 for the purposes of program evaluation and technical assistance.*

### State Paid Leave Fund

The State Paid Leave Fund (SPLF) is proposed at \$5,000,000 for FY 2013. This represents an *increase* of \$5,000,000 from the FY 2012 Funding Level. The SPLF provides grants and contracts to assist states with planning and start-up activities relating to state family paid leave programs.

### Community Service Employment for Older Americans

The Budget proposes to transfer the Senior Community Service Employment Program (SCSEP) from ETA to the Administration on Aging in the Department of Health and Human Services to improve coordination with other senior-serving programs.

### Workforce Investment Act Reauthorization

The Department views the reauthorization of the Workforce Investment Act (WIA) as a unique opportunity to promote innovation in the public workforce system, build on its strengths, and address its challenges. Through the reauthorization process, the public workforce system can be positioned to

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help more workers gain a foothold in the middle class by making sure that they have the skill set to succeed in the 21<sup>st</sup> Century. The Administration's goals for the reauthorization of WIA include:

1. Streamlining service delivery: A complex set of rules and differing practices across programs that support job-related services often serve as a barrier to effective service at the state and local level. Additional flexibility for states and localities is needed to ensure that they can provide easy access and clear information to individuals and employers in need of service.
2. Truly one-stop shopping for high-quality services: All Americans should have access to high-quality One-Stop Career Centers that connect them with the full range of services available in their communities, whether they are looking to find a job, build basic or occupational skills, earn a postsecondary certificate or degree, or get guidance on how to chart a career path.
3. Engaging with employers on a regional and/or sectoral basis: Labor markets are typically regional, yet the workforce system is designed around rigid state and local geographic boundaries. Federal programs should be structured to promote continual engagement by the workforce system with employers of all sizes in high-demand sectors of the regional or local economy, as well as other stakeholders, to ensure that training programs lead to good jobs.
4. Improving accountability: Performance measures must be made consistent among programs throughout the workforce system and designed to make it possible to identify the interventions that deliver the best outcomes for individuals. In addition, performance information should be analyzed, presented, and delivered in a way that helps those delivering workforce services continually improve their programs. Workers and employers should also have easy access to information about outcomes for past participants, so that they can make informed decisions about which programs are most likely to meet their needs.
5. Promoting innovation and identifying and replicating best practices: WIA funding streams should be restructured to promote the search for successful practices across programs, continuous innovation, and adoption of the most effective approaches. Federal funds should also support the exploration of new or promising service models and rigorous evaluation to identify successful strategies, including an option to apply for carefully-designed cross-program waivers. Where appropriate, realigning programs should be considered as well.

The Department of Labor looks forward to working with Congress to achieve successful WIA reauthorization, and to implementing administrative reforms to further these principles in the absence of new legislation. The Administration is particularly interested in reforms that make job training programs more accountable to policymakers and the public, such as creating user-friendly scorecards that show how many people are getting and keeping a job, what their wages are, and whether training leads to an industry-recognized credential, as well as the characteristics of the people who are served.

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### ETA Regulatory Activities

The theme of the Department of Labor's (Department) Regulatory Plan is: "Plan/Prevent/Protect." ETA has proposed two regulatory activities, which will be ongoing in FY 2013, highlighted in the Regulatory Plan. These items include:

#### *Openness and Transparency - Rounding Rule for Total Unemployment Rate Extended Benefits Trigger, Notice of Proposed Rulemaking*

Regulations at 20 CFR Part 615 apply to the Federal-State Extended Benefits (EB) program and are based on the original law (Pub. L. 373). The (EB) program was initially created with a single unemployment rate trigger to automatically activate extended unemployment insurance benefits for claimants in States with high levels of unemployment. These regulations do not encompass amendments passed in 1992 (Pub. L. 102-318) which allowed States to implement an optional "on" or "off" trigger for EB using an additional indicator, the total unemployment rate (TUR). Until recently, the calculation of the TUR trigger paralleled the calculation of the insured unemployment rate trigger in the original law which truncated digits after the second decimal place of the trigger calculation expressed as a percentage. This Notice of Proposed Rulemaking (NPRM) proposes to codify in regulations the TUR indicator and the rounding methodology the Department is using to calculate the "on" or "off" TUR trigger to determine when EB periods begin and end in a State. The regulatory process will allow the public to comment on the NPRM. Through this process, the Department will respond to public comments received during the open comment period for the NPRM. In addition, adding the TUR indicator and rounding methodology to 20 CFR part 615 will allow stakeholders to see the rules governing the triggering of EB in one location and to understand better how the Department interprets the law governing EB. This process will support an open and transparent government.

#### *Addressing Targeted Concerns of Workers - Equal Employment Opportunity in Apprenticeship and Training, Amendment of Regulations*

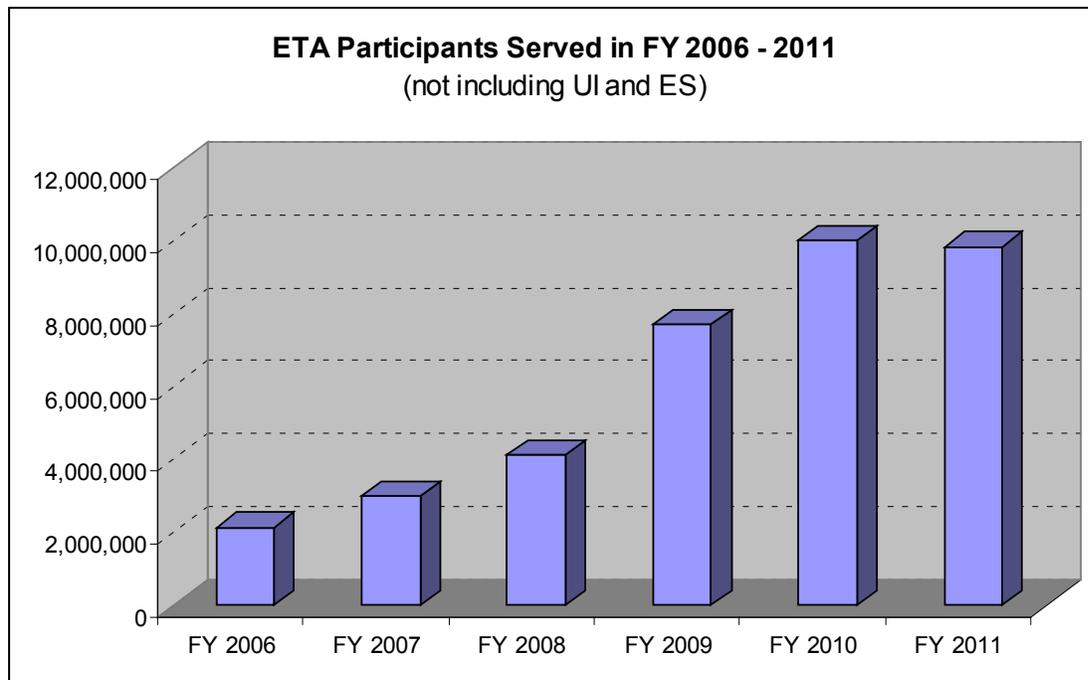
The proposed revision of the National Registered Apprenticeship System's Equal Employment Opportunity in (EEO) regulations is a critical element in the Department's vision to promote and expand Registered Apprenticeship opportunities in the 21st Century while safeguarding the welfare and safety of all apprentices. In October 2008, ETA issued a final rule updating 29 CFR part 29, the regulatory framework for registration of apprenticeship programs and apprentices, and administration of the National Registered Apprenticeship System. The companion EEO regulations, 29 CFR part 30, have not been amended since 1978. ETA proposes to update 29 CFR part 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 title 29 CFR part 29. This second phase of regulatory updates will ensure that Registered Apprenticeship is positioned to continue to provide economic opportunity for millions of Americans while keeping pace with these new requirements. The proposed EEO regulations also will further Secretary Solis' vision of good jobs for everyone by ensuring that apprenticeship program sponsors develop and fully implement affirmative action efforts that provide equal opportunity for all

## EMPLOYMENT AND TRAINING ADMINISTRATION

applicants to apprenticeship and apprentices, regardless of race, gender, national origin, or disability.

### **Performance Management in the Employment and Training Administration**

ETA's review of outcome data and program improvement plans supports Departmental decision-making and achievement of the agency's strategic and performance goals. Quarterly and annual data available to all stakeholders help to demonstrate that ETA programs help America's workers acquire the skills necessary to succeed in a knowledge-based economy. Training and employment programs collect information on the numbers of individuals served, the types of services provided, personal characteristics of individuals, and program outcomes. Workforce security programs collect information on the timeliness of processing applications, measure integrity to reduce fraud, facilitate reemployment claims, and make employer determinations for tax liability.



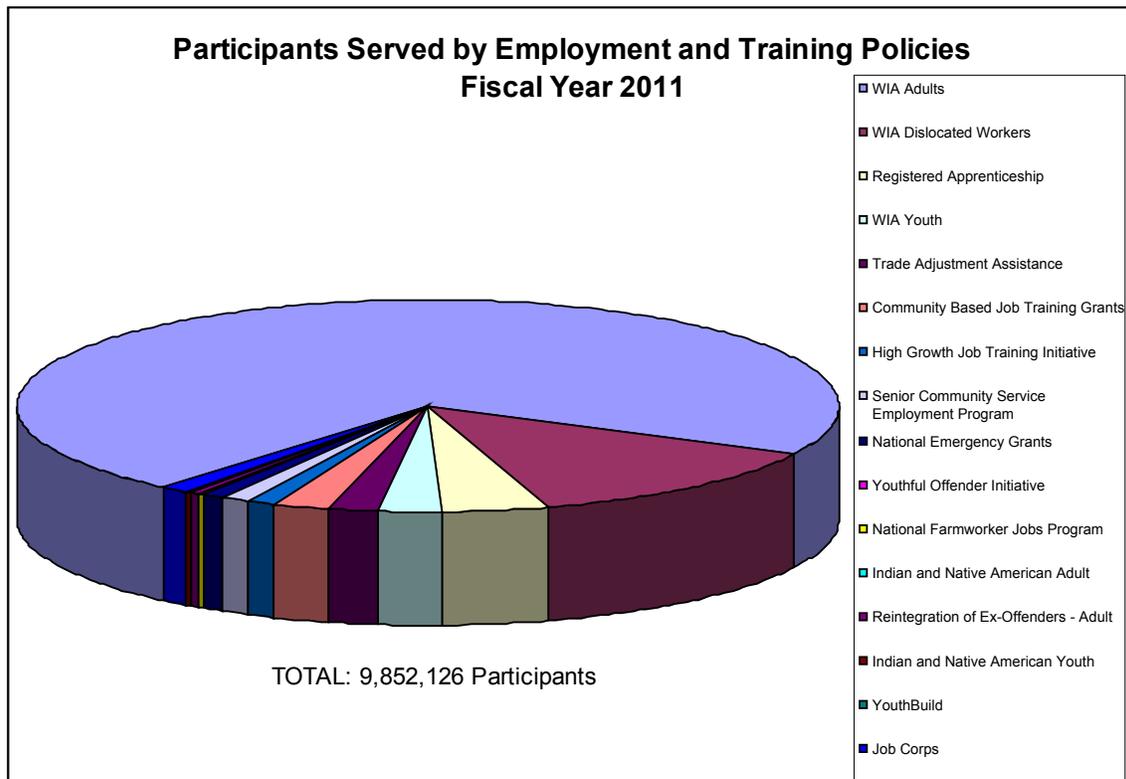
Overall, the number of individuals served in ETA's employment and training programs in ETA increased between Fiscal Year 2006 and Fiscal Year 2011 from just over two million participants to almost 10 million, as shown in the bar chart above.<sup>1</sup> The total number of participants peaked in FY 2010, which coincides with the peak of the recent recession. These numbers include participants in all ETA programs other than Unemployment Insurance and Wagner-Peyser Act Employment Service (WIA Adult, Dislocated Worker, and Youth; National Emergency Grants; the National Farmworker Jobs Program; Indian and Native American Programs; Registered Apprenticeship; Community Service Employment for Older Americans; Trade Adjustment

<sup>1</sup> While Fiscal Year (FY) is cited in this section, most of the employment and training programs are administered by Program Year (PY). Most PY programs start in July of the following calendar year.

## EMPLOYMENT AND TRAINING ADMINISTRATION

Assistance; Reintegration of Ex-Offenders – Adult; the Youthful Offender Initiative; the High-Growth Job Training Initiative; Job Corps<sup>2</sup>; YouthBuild; and the Community-Based Job Training Grants).

The increase in participation may be attributed to a number of factors. ETA has encouraged enrollment of participants in multiple programs to obtain the breadth of integrated services that lead to improved participant outcomes. A number of states have co-enrolled their Wagner-Peyser Employment Service participants in their WIA Adult programs. Another factor that has contributed to increases in all of the programs has been the impact of the economic downturn, coupled with the availability of additional resources from the American Recovery and Reinvestment Act to be able to serve those looking for work.

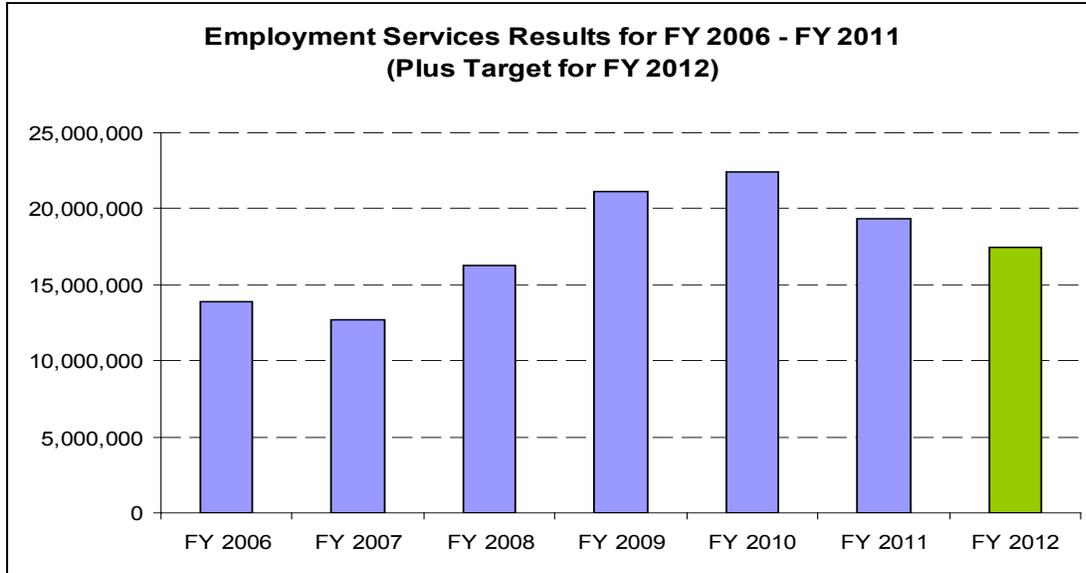


As indicated by the pie chart, 71 percent of the individuals served by ETA programs (excluding UI and ES) are registered in the WIA Adult program. The other 29 percent of participants were served in FY 2011 by the other nine programs. Among these programs, WIA funds also account for the majority of the funding. WIA Adult program participation increased from 329,646 in FY 2006 to 7,031,828 through September 30, 2011. Initially the increases were primarily due to a change in the reporting of self-service and individuals co-enrolled in both WIA Adult and the Employment Service. However, in more recent years, participation has dramatically increased due to increased demand for services caused by high unemployment, plus the availability of

<sup>2</sup> The Office of Job Corps was reintegrated into ETA in FY 2010.

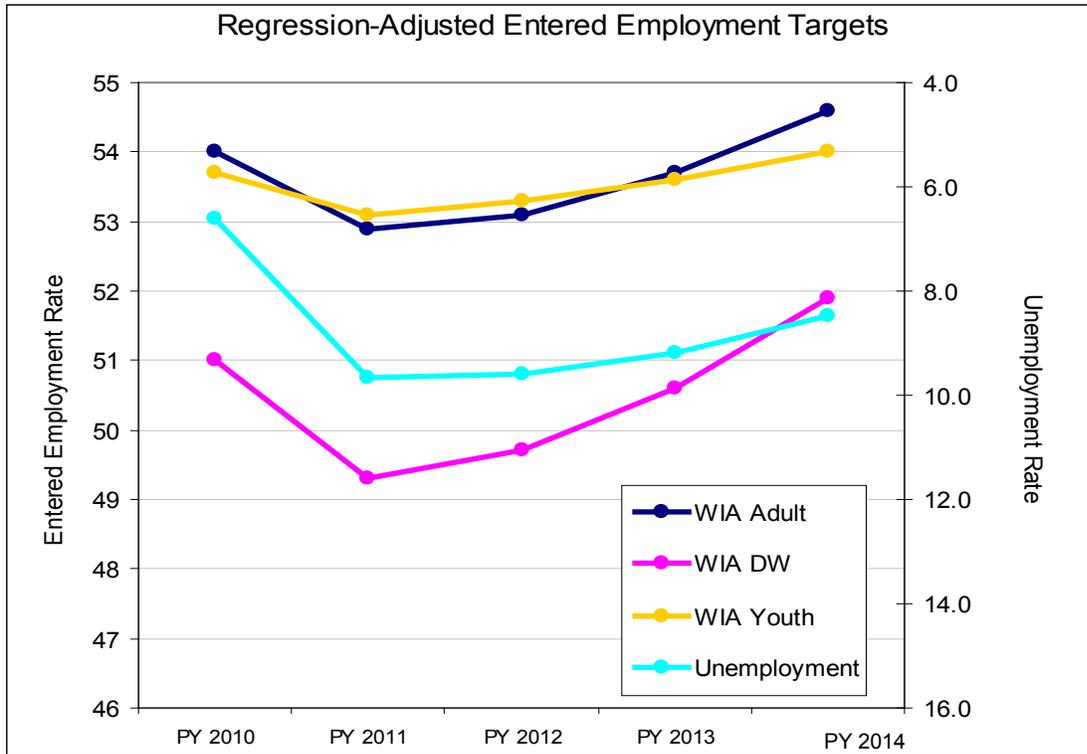
## EMPLOYMENT AND TRAINING ADMINISTRATION

additional resources through the Recovery Act. As noted earlier, participation has begun to level off in FY 2011 for the WIA Adult, Dislocated Worker and Youth formula programs, as resources have been reduced.



The number of individuals served by Employment Service (ES) operations increased from roughly 14 million in FY 2006 to the peak of more than 22 million in FY 2010, which is attributable to increases in unemployment. As we move forward into FY 2012 and on to FY 2013, when unemployment levels are expected to decline, ETA projects a drop in most program participant numbers, especially for WIA and ES; this expected drop is already evident by looking at the FY 2011 participants served.

## EMPLOYMENT AND TRAINING ADMINISTRATION



The recession underscored the need to take into account the effect of labor market conditions on the ability of program participants to attain jobs when setting performance targets. In PY 2009, ETA utilized a regression-adjusted method for setting national performance targets. The regression method adjusts targets using the Administration’s forecasts of the unemployment rate and the consumer price index (CPI), to estimate the effect of economic conditions on the common performance measure outcomes, holding constant participant characteristics and services received. Results from the regression model reveal a negative, and statistically significant, relationship between unemployment rates and the common measure performance outcomes. Simply put, experience shows that when unemployment is high, it is much harder for ETA program participants to find jobs, stay in those jobs, and earn high wages. Thus, during periods of high unemployment, the model will revise performance targets downward, and as labor markets recover and unemployment numbers drop, performance targets will increase accordingly. The regression-adjusted method is intended to make performance targets more realistic, thus reducing disincentives to serve harder-to-serve participants. Use of a more systematic method for setting performance targets contributes to ETA’s efforts to provide all workers with progressive levels of education and job training that will lead to good jobs and a pathway to the middle-class.

In PY 2010, ETA developed performance targets at the state and local Workforce Investment Board (WIB) levels for WIA title I programs. States had the opportunity to use these targets as part of the negotiations process for setting PY 2011 goals. ETA continues to refine the regression model to better project outcomes.

## EMPLOYMENT AND TRAINING ADMINISTRATION

Over the course of FY 2010 and FY 2011, the ETA also developed and implemented production measures and its first agency-level Operating Plan for FY 2011 to support the Department's Strategic Plan and outcome goals. Production measures are primarily driven by agency inputs such as staffing and IT resources. Several program-specific and grants management-specific measures were developed as production measures. Measures were developed for Foreign Labor Certification, Grants Management (for both formula and discretionary grants), Job Corps, Registered Apprenticeship, Trade Adjustment Assistance petition processing, and the Priority Goals. Baselines and annual targets were established for most of these measures in FY 2010. Progress against these measures are monitored quarterly to determine if the initiatives or programs are on track to meet the annual targets, identify negative or positive developments related to the measures, and identify steps needed to improve performance, if necessary. For specific production measure information, refer to the detailed workload and performance tables in each appropriation section of this request.

The ETA Operating Plan draws from the funded commitments, resources and goals set forth in both the FY 2010-2016 DOL Strategic Plan and the budget requests to describe ETA's use of inputs (both staff and budgetary) to implement specific strategies intended to achieve outputs in support of the Secretary's outcome goals. As the Operating Plan describes, ETA is primarily engaged in providing a variety of tools that are used to apply leverage to the workforce system and thereby encourage optimal results for participants. ETA administers grants and contracts, provides program direction, shapes policy, and provides guidance and technical assistance to states and regions to carry out these investments in the workforce system. In doing so, ETA employs several key strategies to ensure its programs and participants of those programs obtain optimal outcomes:

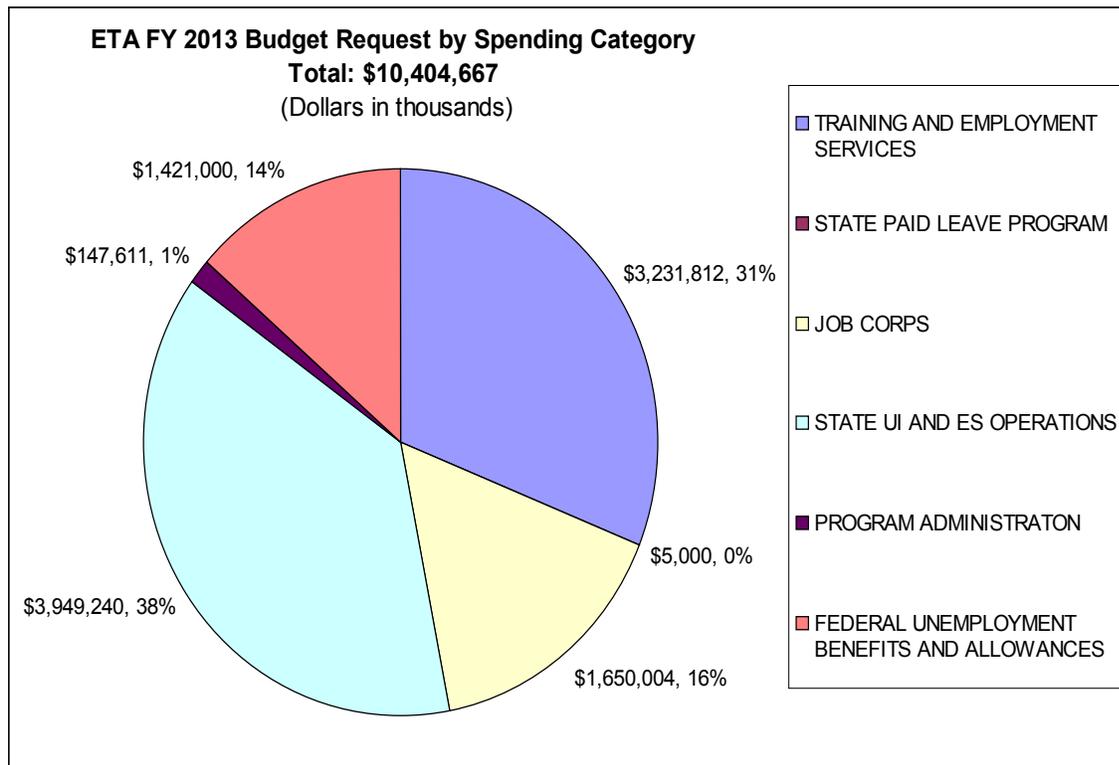
1. Providing Program Direction and Guidance
2. Managing Grant Programs
3. Investing in Infrastructure to Support the Workforce System and Job Seekers
4. Educating the Public about Employment and Training Programs
5. Identifying Effective/Promising Employment and Training Programs/Strategies/Practices and Disseminating that Knowledge
6. Increasing Quality Career Guidance and Training Services
7. Increasing Availability of Quality Training programs that lead to Credentials
8. Helping Unemployed and Long-Term Unemployed
9. Meeting the Needs of Business

These strategies also describe how ETA employs performance accountability systems to maintain or correct its course throughout the year.

The Operating Plan for FY 2012 will similarly rely upon the foundation set by the DOL Strategic Plan and the FY 2012 President's Budget Request to create a set of strategies for achieving workforce system and program goals while accounting for changes in budget resources, new initiatives, and new or continuing policy priorities.

# EMPLOYMENT AND TRAINING ADMINISTRATION

## Cost Model



ETA requests a total of \$10,404,667,000 for FY 2013, including \$8,983,667,000 for discretionary programs and \$1,421,000,000 for mandatory programs (excluding Advances to the Unemployment Trust Fund).

Highlights of the FY 2013 Budget are listed below. The proposed funding changes are also summarized in the Summary of Changes. The 2013 Budget requests:

### ***Training and Employment Services***

- \$769,465,000 for WIA Adult Employment and Training Activities.
- \$1,230,214,000 for WIA Dislocated Worker Employment and Training Activities.
- \$824,353,000 for WIA Youth Employment and Training Activities.
- \$100,000,000 for the Workforce Innovation Fund.
- \$85,238,000 for the Reintegration of Ex-Offenders program.
- \$52,562,000 for the Indian and Native American training program.
- \$84,291,000 for the Migrant and Seasonal Farmworker program.

## **EMPLOYMENT AND TRAINING ADMINISTRATION**

- \$79,689,000 for the YouthBuild program.
- \$6,000,000 for the Workforce Data Quality Initiative program.

### ***State Paid Leave Fund***

- \$5,000,000 for the State Paid Leave Fund to provide grants to assist states in establishing paid family leave programs.

### ***State Unemployment Insurance and Employment Services Operations***

- \$2,919,912,000 for Unemployment Insurance State Administration.
- \$10,000,000 for Misclassification Grants.
- \$11,297,000 for UI National Activities.
- \$75,000,000 for Reemployment and Eligibility Assessments
- \$730,842,000 for Employment Service Grants to States.
- \$20,952,000 for Employment Service National Activities.
- \$65,517,000 for Foreign Labor Certification programs, including \$50,418,000 for Program Administration and 181 FTE and \$15,099,000 for State Grants.
- \$115,720,000 for One-Stop Career Centers.

### ***Federal Unemployment Benefits and Allowances***

- \$1,421,000,000 for Trade Adjustment Assistance.

### ***Job Corps***

- \$1,650,004,000 for Job Corps, including the Operations, Construction, and Administration accounts and 166 FTE.

### ***Program Administration***

- \$147,611,000 for Program Administration and 784 FTE.

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[1] While Fiscal Year (FY) is cited in this section, most of the employment and training programs are administered by Program Year (PY). Most PY programs start in July of the following calendar year.

[2] The Office of Job Corps was reintegrated into ETA in FY 2010.

## EMPLOYMENT AND TRAINING ADMINISTRATION

<b>SUMMARY BUDGET AUTHORITY BY APPROPRIATION</b>								
(Dollars in Thousands)								
	FY 2011 <sup>1</sup> Enacted		FY 2012 <sup>2</sup> Enacted		FY 2013 Request		Diff. FY13 Req./ FY12 Enacted	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
<b>Training and Employment Services</b>	<b>0</b>	<b>\$3,341,148</b>	<b>0</b>	<b>\$3,192,692</b>	<b>0</b>	<b>\$3,231,812</b>	<b>0</b>	<b>\$39,120</b>
Adult Employment and Training Activities	0	\$769,576	0	\$770,811	0	\$769,465	0	-\$1,346
Formula Grants	0	\$769,576	0	\$770,811	0	\$769,465	0	-\$1,346
Youth Activities	0	\$825,914	0	\$824,353	0	\$824,353	0	\$0
Youth Employment and Training Activities	0	\$825,914	0	\$824,353	0	\$824,353	0	\$0
Dislocated Workers Employment and Training Activities	0	\$1,285,541	0	\$1,232,217	0	\$1,230,214	0	-\$2,003
Formula Grants	0	\$1,061,807	0	\$1,008,151	0	\$1,006,526	0	-\$1,625
National Reserve	0	\$223,734	0	\$224,066	0	\$223,688	0	-\$378
Workforce Innovation Fund	0	\$124,750	0	\$49,906	0	\$100,000	0	\$50,094
Indian and Native American Programs	0	\$52,652	0	\$47,562	0	\$52,562	0	\$5,000
Migrant and Seasonal Farmworkers	0	\$84,451	0	\$84,291	0	\$84,291	0	\$0
Women in Apprenticeship	0	\$998	0	\$996	0	\$0	0	-\$996
Youthbuild	0	\$79,840	0	\$79,689	0	\$79,689	0	\$0
Pilots, Demonstrations and Research	0	\$9,980	0	\$6,603	0	\$0	0	-\$6,603
Reintegration of Ex-Offenders	0	\$85,390	0	\$80,238	0	\$85,238	0	\$5,000
Evaluation	0	\$9,581	0	\$9,563	0	\$0	0	-\$9,563
Workforce Data Quality Initiative	0	\$12,475	0	\$6,463	0	\$6,000	0	-\$463
<b>Office of Job Corps</b>	<b>158</b>	<b>\$1,704,865</b>	<b>166</b>	<b>\$1,702,947</b>	<b>166</b>	<b>\$1,650,004</b>	<b>0</b>	<b>-\$52,943</b>
Operations	0	\$1,570,932	0	\$1,569,078	0	\$1,545,872	0	-\$23,206
Construction	0	\$104,801	0	\$104,792	0	\$75,000	0	-\$29,792
Administration	158	\$29,132	166	\$29,077	166	\$29,132	0	\$55
<b>Community Service Employment for Older Americans</b>	<b>0</b>	<b>\$449,100</b>	<b>0</b>	<b>\$448,251</b>	<b>0</b>	<b>\$0</b>	<b>0</b>	<b>-\$448,251</b>
Community Service Employment for Older Americans	0	\$449,100	0	\$448,251	0	\$0	0	-\$448,251
<b>TAA Community College and Career Training Grant Fund<sup>3</sup></b>	<b>0</b>	<b>\$500,000</b>	<b>0</b>	<b>\$500,000</b>	<b>0</b>	<b>\$500,000</b>	<b>0</b>	<b>\$0</b>

## EMPLOYMENT AND TRAINING ADMINISTRATION

<b>SUMMARY BUDGET AUTHORITY BY APPROPRIATION</b>								
(Dollars in Thousands)								
	FY 2011 <sup>1</sup> Enacted		FY 2012 <sup>2</sup> Enacted		FY 2013 Request		Diff. FY13 Req./ FY12 Enacted	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
TAA Community College and Career Training Grant Fund	0	\$500,000	0	\$500,000	0	\$500,000	0	\$0
<b>Federal Unemployment Benefits and Allowances</b>	<b>0</b>	<b>\$721,312</b>	<b>0</b>	<b>\$1,100,100</b>	<b>0</b>	<b>\$1,421,000</b>	<b>0</b>	<b>\$320,900</b>
Trade Adjustments Assistance	0	\$721,312	0	\$1,100,100	0	\$1,421,000	0	\$320,900
TAA Benefits	0	\$250,000	0	\$482,100	0	\$796,000	0	\$313,900
TAA Training	0	\$426,312	0	\$575,000	0	\$575,000	0	\$0
Alternative/Reemployment TAA	0	\$45,000	0	\$43,000	0	\$50,000	0	\$7,000
<b>State Unemployment Insurance and Employment Service Operations</b>	<b>184</b>	<b>\$4,102,672</b>	<b>181</b>	<b>\$4,086,934</b>	<b>181</b>	<b>\$3,949,240</b>	<b>0</b>	<b>-\$137,694</b>
Unemployment Insurance	0	\$3,250,441	0	\$3,236,314	0	\$3,016,209	0	-\$220,105
Reemployment and Eligibility Assessments	0	\$59,900	0	\$59,906	0	\$75,000	0	\$15,094
State Administration	0	\$3,179,254	0	\$3,165,142	0	\$2,929,912	0	-\$235,230
National Activities	0	\$11,287	0	\$11,266	0	\$11,297	0	\$31
Unemployment Insurance	0	\$0	0	\$0	0	\$0	0	\$0
Employment Service	0	\$723,121	0	\$721,754	0	\$751,794	0	\$30,040
Grants to States	0	\$702,169	0	\$700,842	0	\$730,842	0	\$30,000
Employment Service National Activities	0	\$20,952	0	\$20,912	0	\$20,952	0	\$40
TAT/SWA Retirement	0	\$2,469	0	\$2,427	0	\$2,432	0	\$5
WOTC	0	\$18,483	0	\$18,485	0	\$18,520	0	\$35
Employment Service	0	\$0	0	\$0	0	\$0	0	\$0
Foreign Labor Certification	184	\$65,517	181	\$65,393	183	\$65,517	0	\$124
Federal Administration	184	\$50,418	181	\$50,323	183	\$50,418	0	\$95
FLC State Grants	0	\$15,099	0	\$15,070	0	\$15,099	0	\$29
Workforce Information-Electronic Tools-System Building	0	\$63,593	0	\$63,473	0	\$115,720	0	\$52,247
<b>State Paid Leave Fund</b>	<b>0</b>	<b>\$0</b>	<b>0</b>	<b>\$0</b>	<b>0</b>	<b>\$5,000</b>	<b>0</b>	<b>\$5,000</b>
State Paid Leave Fund	0	\$0	0	\$0	0	\$5,000	0	\$5,000
Operations	0	\$0	0	\$0	0	\$0	0	\$0
Administration	0	\$0	0	\$0	0	\$0	0	\$0

## EMPLOYMENT AND TRAINING ADMINISTRATION

<b>SUMMARY BUDGET AUTHORITY BY APPROPRIATION</b>								
(Dollars in Thousands)								
	FY 2011 <sup>1</sup> Enacted		FY 2012 <sup>2</sup> Enacted		FY 2013 Request		Diff. FY13 Req./ FY12 Enacted	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
<b>Advances to the Unemployment Trust Fund</b>	<b>0</b>	<b>\$260,000</b>	<b>0</b>	<b>\$171,000</b>	<b>0</b>	<b>\$0</b>	<b>0</b>	<b>-\$171,000</b>
Advances to the Unemployment Trust Fund (Non-add)	0	\$260,000	0	\$171,000	0	\$0	0	-\$171,000
<b>Program Administration</b>	<b>763</b>	<b>\$147,361</b>	<b>784</b>	<b>\$147,081</b>	<b>784</b>	<b>\$147,611</b>	<b>0</b>	<b>\$530</b>
Adult Services	268	\$55,301	271	\$55,195	271	\$55,551	0	\$356
Youth Services	66	\$12,283	69	\$12,260	69	\$12,283	0	\$23
Workforce Security	237	\$42,900	242	\$42,819	242	\$42,900	0	\$81
Apprenticeship	151	\$27,728	155	\$27,676	155	\$27,728	0	\$52
Executive Direction	41	\$9,148	47	\$9,131	47	\$9,149	0	\$18
<b>Total</b>	<b>1,105</b>	<b>\$10,966,458</b>	<b>1,131</b>	<b>\$11,178,005</b>	<b>1,133</b>	<b>\$10,904,667</b>	<b>2</b>	<b>-\$273,338</b>

NOTE: FY 2011 reflects actual FTE.

<sup>1</sup>With the exception of the TAA Community College and Career Training Grant Fund, amounts represent funding provided in the Department of Labor Appropriations Act, 2011 (P.L. 112-10 Division B) regardless of the period of availability.

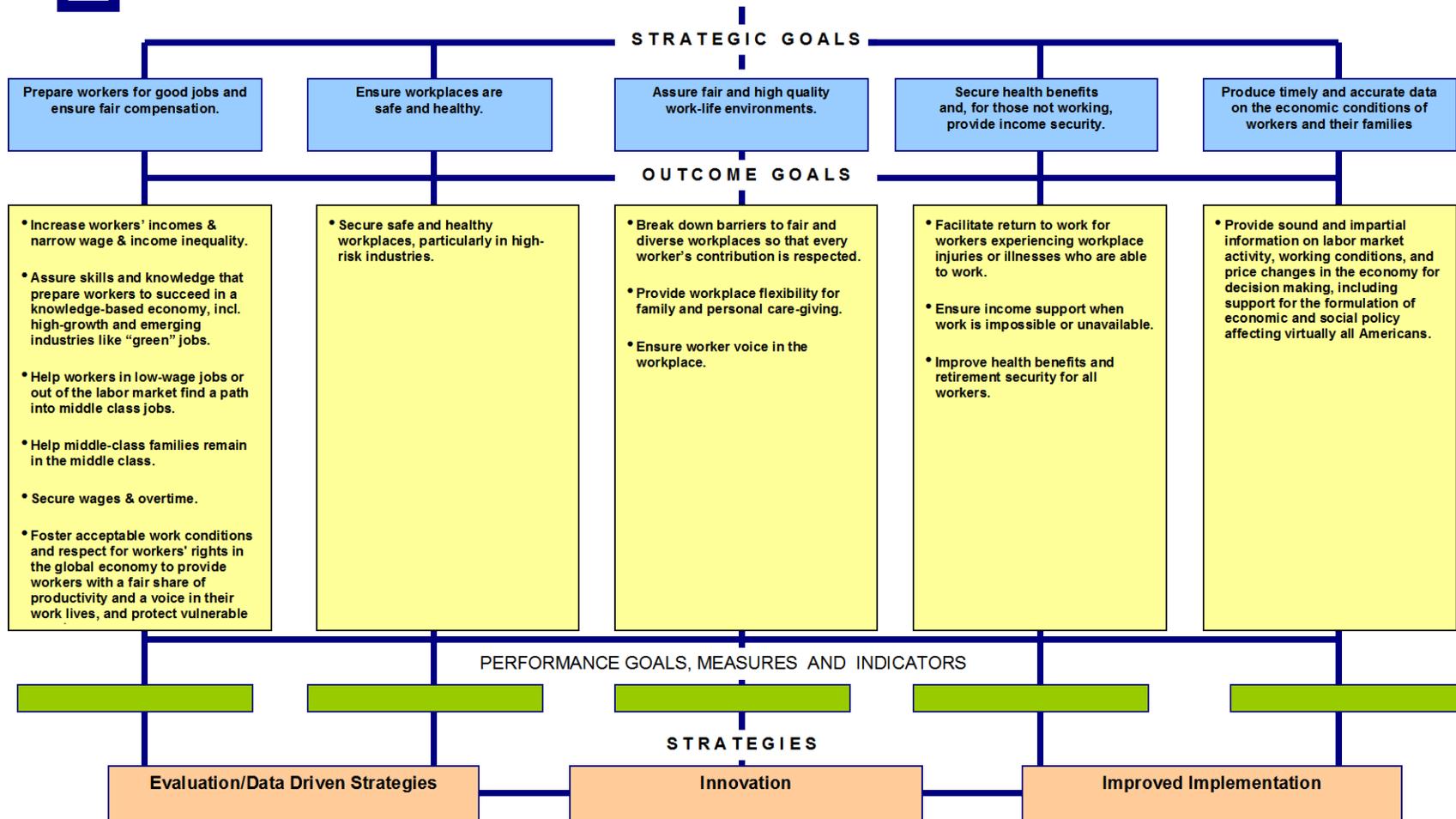
<sup>2</sup>With the exception of the TAA Community College and Career Training Grant Fund, amounts represent funding provided in the Department of Labor Appropriations Act, 2012 (P.L. 112-74, Division F) regardless of the period of availability.

<sup>3</sup>The TAA Community College and Career Training Grant Fund were a mandatory appropriation in the Health Care and Education Affordability Reconciliation Act of 2010 for FY 2011 – FY 2014.

# EMPLOYMENT AND TRAINING ADMINISTRATION



## Secretary's Vision: "Good Jobs for Everyone"



# EMPLOYMENT AND TRAINING ADMINISTRATION

## PERFORMANCE STRUCTURE

<b>Strategic and Outcome Goals Supporting Secretary Solis' Vision of <i>Good Jobs for Everyone</i></b>	<b>Supporting Appropriations</b>
<b>Strategic Goal 1 – Prepare Workers for Good Jobs and Ensure Fair Compensation</b>	
1.1 Increase workers' incomes and narrowing wage and income inequality.	<ul style="list-style-type: none"> <li>• Training and Employment Service</li> <li>• Federal Unemployment Benefits and Allowances</li> <li>• Job Corps</li> <li>• State Unemployment Insurance &amp; Employment Service Operations</li> </ul>
1.2 Assure skills and knowledge that prepare workers to succeed in a knowledge-based economy, including in high-growth and emerging industry sectors like “green” jobs.	<ul style="list-style-type: none"> <li>• Training and Employment Service</li> <li>• Job Corps</li> <li>• State Unemployment Insurance &amp; Employment Service Operations</li> <li>• Trade Adjustment Assistance Community College and Career Training Grant Fund</li> </ul>
1.3 Help workers who are in low-wage jobs or out of the labor market find a path into middle class jobs.	<ul style="list-style-type: none"> <li>• Training and Employment Service</li> <li>• Federal Unemployment Benefit and Allowances</li> <li>• Job Corps</li> <li>• State Unemployment Insurance &amp; Employment Service Operations</li> </ul>
1.4 Help middle-class families remain in the middle class.	<ul style="list-style-type: none"> <li>• Training and Employment Service</li> <li>• Federal Unemployment Benefit and Allowances</li> </ul>
1.5 Secure wages and overtime.	<ul style="list-style-type: none"> <li>• State Unemployment Insurance &amp; Employment Service Operations</li> </ul>
1.6 Foster acceptable work conditions and respect for workers' rights in the global economy to provide workers with a fair share of productivity and protect vulnerable people.	
<b>Strategic Goal 2 – Ensure Workplaces Are Safe and Healthy</b>	
2.1 Secure safe and healthy workplaces, particularly in high-risk industries.	
<b>Strategic Goal 3 – Assure Fair and High Quality Work-Life Environments</b>	

## EMPLOYMENT AND TRAINING ADMINISTRATION

<b>Strategic and Outcome Goals Supporting Secretary Solis' Vision of <i>Good Jobs for Everyone</i></b>	<b>Supporting Appropriations</b>
3.1 Break down barriers to fair and diverse work places so that every worker's contribution is respected.	
3.2 Provide workplace flexibility for family and personal care-giving.	
3.3 Ensure worker voice in the workplace.	
<b>Strategic Goal 4 – Secure Health Benefits and, for Those Not Working, Provide Income Security</b>	
4.1 Facilitate return to work for workers experiencing workplace injuries or illnesses who are able to work.	
4.2 Ensure income support when work is impossible or unavailable.	<ul style="list-style-type: none"> <li>• State Unemployment Insurance &amp; Employment Service Operations</li> </ul>
4.3 Improve health benefits and retirement security for all workers.	
<b>Strategic Goal 5 – Assure the Production of Timely and Accurate Data on Social and Economic Conditions of Workers and their Families</b>	
5.1 Provide sound and impartial information on labor market activity, working conditions, and price changes in the economy for decision making, including support for the formulation of economic and social policy affecting virtually all Americans.	

# EMPLOYMENT AND TRAINING ADMINISTRATION

## AUTHORIZING STATUTES

<b>Public Law/Act</b>	<b>U.S. Code Citation</b>	<b>Expiration Date</b>
American Competitiveness and Workforce Improvement Act of 1998 (H-1B)	29 U.S.C. 2916a	No expiration date
American Recovery and Reinvestment Act of 2009 (ARRA)	Public Law. 111-5	6/30/2010 <sup>1</sup>
Federal Unemployment Tax Act 2011 (FUTA)	26 U.S.C. 3301	No expiration date
Health Coverage Tax Credit (section 35 of Internal Revenue Code of 1986)	26 U.S.C. 35	1/1/2014
Immigration and Nationality Act of 1952 (INA, alien labor certification)	8 U.S.C. 1101 et seq.	No expiration date
National Apprenticeship Act of 1937 (Fitzgerald Act)	29 U.S.C. 50	No expiration date
Nursing Relief and Disadvantaged Areas Act of 2005	8 U.S.C. 1182	12/20/2009
Older Americans Act of 1965	42 U.S.C. 3056 et seq.	9/30/2011
Robert T. Stafford Disaster Relief and Emergency Assistance Act	42 U.S.C. 5177 and 5189a	No expiration date
Social Security Act of 1935, Title III- Grants to States for Unemployment Compensation Administration	42 U.S.C. 501-504	No expiration date
Social Security Act of 1935, Title IX- Unemployment Security Administration Financing	42 U.S.C. 1101-1110	No expiration date
Social Security Act Title of 1935, XI, Section 1137-Income and Eligibility Verification System	42 U.S.C. 1320b-7	No expiration date
Social Security Act Title of 1935, XII- Advances to State Unemployment Funds	42 U.S.C. 1321-1324	No expiration date
Temporary Payroll Tax Cut Continuation Act of 2011	Public Law 112-78	August 15, 2012 <sup>2</sup>
Trade Act of 1974 as amended by the American Recovery and Reinvestment Act of 2009	Public Law 111-5, 19 U.S.C 2372a(b)	Grant authorization <sup>3</sup> ends 9/30/2014
Health Care and Education Reconciliation Act of 2010 <sup>3</sup>	Public Law 111-152	

## EMPLOYMENT AND TRAINING ADMINISTRATION

Public Law/Act	U.S. Code Citation	Expiration Date
Trade Act of 1974, as amended by the Trade Adjustment Assistance Reform Act of 2002	Public Law 93-618	9/30/2007 <sup>4</sup> (temporarily extended to December 31, 2007 by Public Law 110-89)
Trade Act of 1974, as amended by the Trade and Globalization Adjustment Assistance Act of 2009 (TGAAA)	Public Law 111-5	12/31/2010 (temporarily extended to 2/12/2011 by Public Law 111-344)
Trade Act of 1974, as amended by the Trade Adjustment Assistance Extension Act of 2011	Public Law 112-40	12/31/2013 <sup>5</sup>
Social Security Act of 1933, Title XV, Unemployment Compensation for Federal Civilian Employees Program	5 U.S.C. 8501-8509	No expiration date
Unemployment Compensation for Ex-Servicemembers Program	5 U.S.C. 8521-8525	No expiration date
Wagner-Peyser Act of 1933 (as amended by Workforce Investment Act of 1998)	29 U.S.C. 49 et seq.	No expiration date
The VOW to Hire Heroes Act of 2011	P.L. 112-56	12/31/2012 <sup>6</sup>
Tax Relief Unemployment Insurance Reauthorization and Job Creation Act of 2010, Work Opportunity Tax Credit (WOTC)	P.L.111-312, 26 U.S.C. 51	12/31/2011
Worker Adjustment and Retraining Notification (WARN) Act of 1988	29 U.S.C. 2801-2945; 20 U.S.C. 9271-9276	No expiration date
Workforce Investment Act of 1998 (WIA)	29 U.S.C. 2801 et seq.	9/30/2003 <sup>7</sup>

<sup>1</sup> For funds available through the Workforce Investment Act and Wagner-Peyser Act.

<sup>2</sup> For temporary extension of Emergency Unemployment Compensation Program.

<sup>3</sup>For the Trade Adjustment Assistance Community Trade Adjustment Assistance Community College and Career Training (TAACCCT) grants.

<sup>4</sup> The TAA program also operated under this authority from February 12, 2011, to October 21, 2011, prior to the enactment of the Trade Adjustment Assistance Extension Act of 2011 and, even though the Trade Adjustment Assistance Extension Act of 2011 is retroactive to February 12, 2011, the benefits and services available under the Trade Adjustment Assistance Reform Act of 2002 are still available to some workers certified under petitions filed between February 13, 2011, and October 20, 2011.

<sup>5</sup>The Trade Adjustment Assistance Extension Act of 2011 expires on December 31, 2013, but authorization to revert to operating the program under the Trade Act of 1974, as amended by the Trade Adjustment Assistance Reform Act of 2002, continues through December 31, 2014.

<sup>6</sup>For temporary expansion of Work Opportunity Tax Credit eligibility.

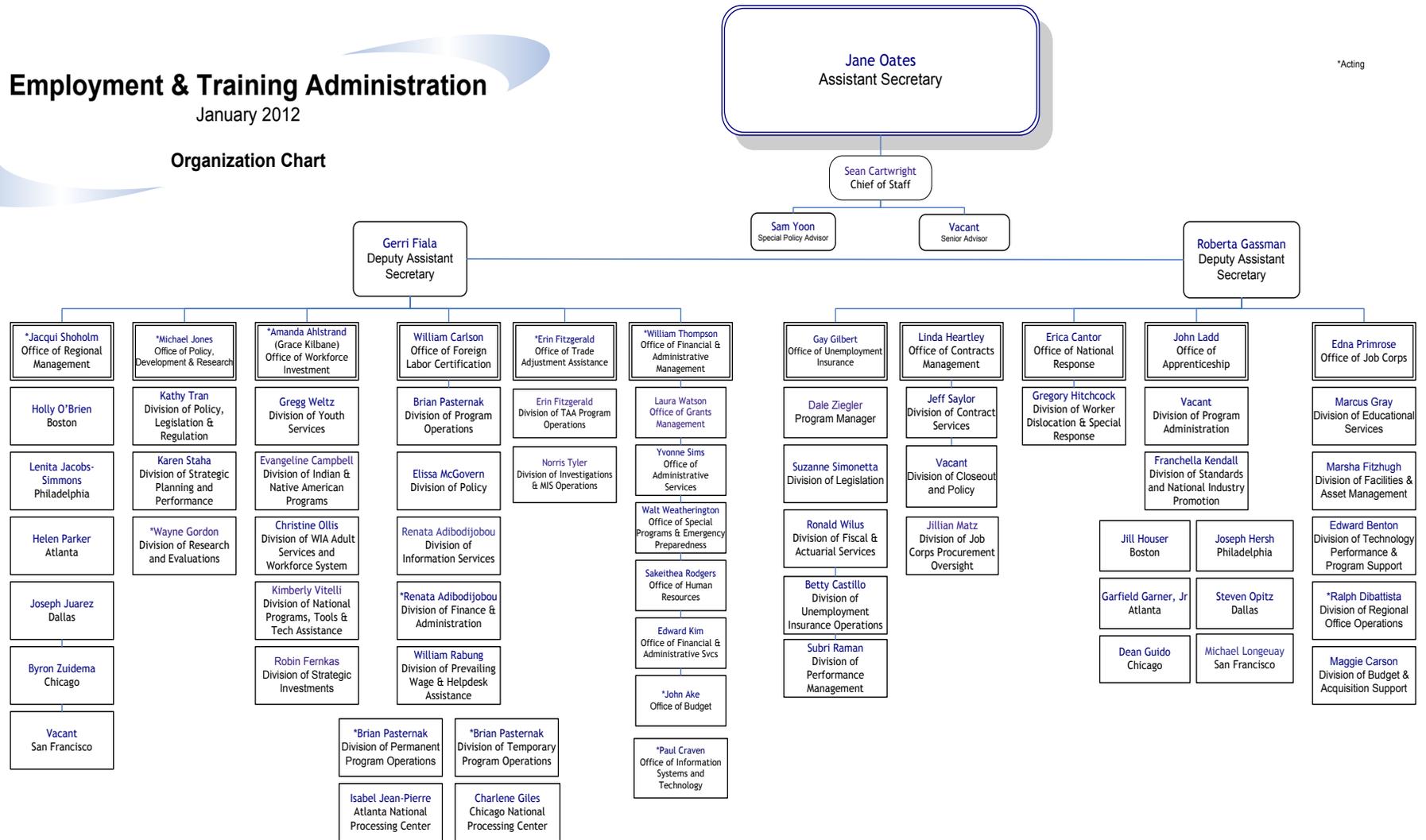
<sup>7</sup> Extended through Appropriations Acts.

# EMPLOYMENT AND TRAINING ADMINISTRATION

## Employment & Training Administration

January 2012

### Organization Chart



\*Acting

January 2012