

Department of Labor
Budget in Brief
Fiscal Year 2016
Excerpts for Employment and Training Administration (ETA)
(See Bookmarks)

FY 2016

DEPARTMENT OF LABOR

BUDGET IN BRIEF

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Budget Summary

The FY 2016 request for the Department of Labor (DOL) is \$13.2 billion in discretionary authority, coupled with mandatory funding, and 17,880 full-time equivalent employees (FTE).

The FY 2016 Budget builds on the economic progress that has been made over the past six years by continuing investments in areas key to job creation, economic growth, and a strong middle class. Following 58 consecutive months of private sector job growth, the Department is proposing reforms and investments that will strengthen our economy to allow everyone to share in, and contribute to, America's success. The President envisions an economy where all Americans who work hard have the opportunity to reach and stay in the middle class. Our Budget would do this by supporting working families, creating pathways to high-growth jobs, and protecting workers and retirees. The Budget request also includes resources within DOL to enhance employee productivity and improve the quality of services DOL provides.

Supporting Working Families

The FY 2016 Budget encourages the adoption of paid leave in States. Too often, American workers have to make the painful choice between caring for family members they love and earning the paycheck they desperately need. A handful of States have enacted policies to offer paid leave, and the Federal government can encourage more to follow their lead. The Budget includes \$2.2 billion in mandatory funds for the Paid Leave Partnership Initiative to assist as many as five States that wish to launch paid leave programs, following the example of California, New Jersey and Rhode Island. States that participate in the Paid Leave Partnership Initiative would be eligible to receive funds for the initial set up and benefits for three years. The Budget also establishes a \$35 million discretionary State Paid Leave Fund to provide technical assistance and support to States that are still building the infrastructure they need to launch paid leave programs in the future.

Creating Pathways to High-Growth Jobs

The Budget builds on the bipartisan improvements made to the Nation's job training system with the passage of the Workforce Innovation and Opportunity Act (WIOA) by investing in training for high-growth jobs, bolstering efforts to prevent and address long-term unemployment, and creating partnerships between the workforce system, training institutions, employers, and job seekers.

- The Budget bridges the gap between out-of-work Americans and high-growth sector jobs. The \$16 billion, ten-year, mandatory **High-Growth Sector Training and Credentialing Grants** will help drive industry adoption of credentials and assessments, double the number of workers receiving training, and provide more intensive services to the long-term unemployed, with a focus on high-growth sectors, such as health care and information technology. To better align training programs with employer needs, this proposal includes \$500 million for grants to develop credentialing and assessment frameworks, \$300 million of which will be targeted to information technology jobs across multiple industries. Finally, the proposal provides the long-term unemployed with

career counseling, training, and subsidized employment opportunities that will help them regain stable employment. Under the proposal, more funds will be available during periods of high unemployment, building on the lessons learned during the Great Recession that workers need access to training and reemployment assistance when unemployment is high.

- For disconnected youth ages 16 to 24, the Budget includes a \$3 billion, four-year mandatory **Connecting for Opportunity** initiative. The proposal provides \$1.5 billion for subsidized youth summer and year-round jobs as well as \$1.5 billion for grants to municipalities to reengage and offer disconnected youth educational and workforce pathways.
- The mandatory \$2.2 billion **Apprenticeship Training Fund** will increase adoption of the Registered Apprenticeship model, a proven “learn and earn” approach that is a cost-effective pathway into the middle class. The Fund includes \$1.5 billion in flexible funding to States to bring more employers to the table to expand Registered Apprenticeship and \$500 million for an innovation competition to help States link apprenticeship to pathways for higher learning. Those who complete a registered apprenticeship program have median wages exceeding \$50,000 and nearly 90 percent are employed after completion. The Budget also includes a discretionary \$100 million Apprenticeship Grant program to help build the capacity of States and industries to set up Registered Apprenticeship programs.
- Building on effective practices, the Budget includes a discretionary \$500 million increase to support in-person employment services for unemployed workers to help them find a good job or the training or services they need prepare for one. This investment would reach the one-third of unemployment insurance beneficiaries who are most likely to run out of benefits before getting reemployed, all returning veterans who receive unemployment benefits, and other displaced workers who come into American Job Centers. Evidence suggests that these types of services are a cost-effective intervention that get workers back into jobs faster, and help employers to fill their in-demand jobs. \$400 million of this increase is provided through the **Employment Services State Grants**, and States would need to apply for the supplemental resources. In addition, the Budget includes a total of \$181 million – an increase of \$100 million – for the combined **Reemployment and Eligibility Assessments and Reemployment Services** for all returning veterans receiving unemployment compensation and the one-third of claimants most likely to exhaust their benefits. This evidence-based approach drastically reduces unemployment payments by speeding participants’ return to work.
- To support WIOA’s implementation, the Budget increases discretionary funding for the core formula grants to States and localities to provide training and employment services to more than 20 million Americans at the over 2,500 American Job Centers across the country, and also makes investments necessary to drive the measurement, evaluation, and continuous program improvement envisioned in the law.

- The **Trade Adjustment Assistance (TAA)** program provides training opportunities and income support through Trade Readjustment Allowances for workers dislocated from jobs due to international trade. The Budget proposes to reauthorize the program using the provisions enacted by Congress in 2009 and 2011, and similar to legislation introduced in the House and Senate in 2014. The TAA program will also be aligned with the goals of WIOA to improve intake systems and case management, standardize performance and outcome measures, foster integration with business, encourage earning while learning, and match workers to available work opportunities.
- Building on the lessons learned through the Trade Adjustment Assistance Community College and Career Training Program, the FY 2016 Budget for the Department of Education includes \$200 million for a new **American Technical Training Fund** that would support the development, operation, and expansion of innovative, evidence-based job training programs in high-demand fields that provide a path to the middle class for low-income individuals. The Fund would be jointly administered with the Department of Labor to ensure that projects are well-integrated into the workforce system.
- The FY 2016 Budget also seeks to **reduce occupational licensing barriers** that keep people from doing the jobs they have the skills to do by putting in place unnecessary training and high fees. The Department proposes a \$15 million discretionary increase for grants to States and partnerships of States for the purpose of identifying, exploring, and addressing areas where occupational licensing requirements create an unnecessary barrier to labor market entry or labor mobility and where interstate portability of licenses can improve economic opportunity, particularly for dislocated workers, would-be entrepreneurs, transitioning service members, veterans, and military spouses and support economic growth.
- The Department has been engaged in several complementary efforts to **reform and improve oversight of the Job Corps program**. Job Corps is shifting to a risk-based management system, using a tool to identify risk earlier and directing staff and resources to focus monitoring and quality assurance efforts on centers with a higher level of programmatic risk. These efforts will be aided by the formation of a Job Corps Oversight Team with funding proposed in the Budget, along with additional financial and contract oversight. Simultaneously, Job Corps and USDA are engaged in USDA system-wide improvements to improve student quality of life and academic and technical training. This includes a proposal to potentially contract out several low-performing USDA centers, and the Budget includes a General Provision which would allow this competition to occur during FY 2016. The Department is also engaging in a plan to overhaul the Performance Improvement Plan system for underperforming Job Corps centers.

Protecting Wages, Workplace Safety, and Retirement Security

Promoting opportunity for America's workers starts by ensuring they can earn wages that will allow them to sustain their families, return home safely at the end of a day's work, and save for retirement. The FY 2016 Budget reflects this priority and proposes key investments to support working families.

- A ticket to the middle class requires the opportunity to make a living wage. The Department understands that **additional wage enforcement resources** are necessary to protect American workers and their income. The Budget requests a \$50 million discretionary (22 percent) increase for the Wage and Hour Division to improve compliance with our Nation's labor and employment laws and protect American working families. In addition, many of these laws lack strong civil penalties, which can help deter violations. The Budget proposes to strengthen several of the civil monetary penalties that DOL can impose on those who violate the law. The Budget also acts on recommendations made by the Government Accountability Office and the Administrative Conference of the United States by proposing to improve the Federal Civil Penalties Inflation Adjustment Act, which was established to maintain the deterrent effect of civil monetary penalties government-wide through timely and predictable inflationary adjustments but has fallen short because of its structure and implementation.
- The FY 2016 Budget enhances **worker safety and whistleblower protections** to make sure workers are kept safe on the job and are not retaliated against for reporting unsafe practices. In particular, the Budget provides a \$592 million for the Occupational Safety and Health Administration (OSHA), including additional funding to improve safety and security at chemical facilities and heighten response procedures when major incidents at these sites occur. The Budget also requests a \$3.4 million increase to bolster OSHA's ability to enforce the more than 20 whistleblower laws that protect workers from discrimination when they report unlawful practices.
- Workers in the mining industry rely on the Mine Safety and Health Administration (MSHA) to meet its statutory obligation to inspect every mine and to put strategies in place to address the risks posed to miners by the Nation's most dangerous mines. Our budget invests \$395 million in MSHA, a \$19 million increase, including funds to fully implement and enforce the 2014 Final Rule on respirable coal dust exposure and strengthen the agency's targeted enforcement activities.
- The Budget includes several changes to enhance workers' retirement security. It includes a proposal to expand retirement savings options for long-term, part-time workers by ensuring that employees who have worked for an employer for at least 500 hours per year for 3 years are eligible to participate in an employer's existing plan. The Budget also sets aside \$6.5 million to pilot a **State Retirement Savings Initiative**. A number of States have been exploring options for creating retirement accounts for workers in the private sector who do not otherwise have access to a workplace retirement plan. To better support State efforts, our budget will assist two to four States to pilot and evaluate State-based 401(k)-type programs. For the many workers without access to an employer-based retirement savings opportunity, the Budget proposes to automatically enroll (with an opt-out option) workers in an Individual Retirement Account through payroll deductions.

Program Reform

The Department is proposing to reform several programs, including the Unemployment Insurance program, Community Service Employment for Older Americans, Information Technology Modernization, and Federal Employees' Compensation Act.

- **Unemployment Insurance (UI)** provides critical income support to those who are unemployed through no fault of their own. The Budget proposes to strengthen UI's role as an economic stabilizer by creating a new, permanent, Federally-funded Extended Benefits program that would respond quickly when State unemployment rates rise. The Budget also proposes to improve system solvency by helping States rebuild their trust fund balances, and modernizes the UI system by improving its connection to jobs. It also includes a UI modernization fund that will provide incentive payments to States that expand program eligibility and the program's connection to work, including work-based learning opportunities. These reforms will improve the solvency of State programs, reach more workers in need, strengthen the program's connection to work and training, and make the UI program more responsive to economic downturns.
- The **Community Service Employment for Older Americans** program is designed to move low-income seniors into unsubsidized employment. The FY 2016 Budget reforms the program by awarding more competitive grants, adjusting income eligibility to serve those most in need, and promoting employment in for-profit organizations which offer seniors better long-term employment prospects.
- The Department has been making significant efforts to modernize its **Information Technology (IT)** system and transition its programs to a 21st Century technology. IT investments are being centralized in the Department to avoid duplication and fragmentation. These investments are vital to the work of the Department to improve data sharing and mobile computing for DOL employees, allowing the Department to provide better, faster, smarter service to the American public.
- The FY 2016 Budget once again proposes to reform the **Federal Employees' Compensation Act (FECA)** based on longstanding recommendations from the Government Accountability Office, the Congressional Budget Office, and DOL's Inspector General to improve FECA. The Budget proposes a series of FECA reforms that will generate government-wide savings of more than \$360 million over 10 years.
- The Budget improves the solvency of the **Pension Benefit Guaranty Corporation** by giving its Board the authority to raise the premiums that plans pay to the PBGC, taking into account the risks that different sponsors pose. Premium increases would be carefully crafted to avoid worsening PBGC's financial condition and harming workers' retirement security by driving healthy plans that pose little risk of presenting a claim to PBGC out of the system. This proposal is estimated to save \$19 billion over the next decade, which would be split between PBGC's single-employer and multiemployer insurance programs in accordance with the size of each program's deficit.

FY 2016 DOL Request (Budget Authority in Billions)			
	FY 2015 Revised Enacted	FY 2016 Request	Change
Discretionary:	\$11.9	\$13.2	\$1.3
Mandatory:	\$37.2	\$36.6	-\$0.6
Total, Current Law	\$49.1	\$49.8	\$0.7
Legislative Proposals, Mandatory:	--	\$28.9	\$28.9
Total with Leg. Props.	\$49.1	\$78.7	\$29.6
Full Time Equivalents (FTE)	17,065	17,880	815

NOTE: The FY 2015 Revised Enacted reflects sequestration reductions for mandatory programs.

EMPLOYMENT AND TRAINING ADMINISTRATION

The Employment and Training Administration (ETA) provides high-quality employment assistance, labor market information, job training, and income support through the administration of the following programs: adult, dislocated worker, youth, and targeted populations; Trade Adjustment Assistance (TAA); Employment Services; Unemployment Insurance (UI); Foreign Labor Certification (FLC) activities; Apprenticeship programs; the Office of Job Corps; YouthBuild; the Indian and Native American training program; the Migrant and Seasonal Farmworker program; the Workforce Data Quality Initiative; the Reintegration of Ex-Offenders program; and the Senior Community Service Employment Program.

The American economy is growing again and our competitive edge is sharper than ever, creating new opportunities for those with skills to not only find jobs, but to launch new careers. As of December 2014, the United States has experienced 58 straight months of net private sector job growth, extending the longest streak on record. The total unemployment rate of 5.6 percent is the lowest level in more than five years, signaling a turn for the economy from the Great Recession. While these improvements are encouraging, not all Americans have shared fully in the economic recovery. More needs to be done to help those still out of work find jobs, boost wage growth, and address longer-standing challenges around both the quality of jobs and the growth of wages. Far too many hard-working individuals still have not been able to find a job or increase their earnings, and many businesses report difficulty hiring workers with the right skills for jobs that they want to fill. In December 2014, there were still 8.7 million unemployed individuals, of which 2.8 million are long-term unemployed (those jobless for 27 or more weeks). While long-term unemployment fell rapidly by 1.2 million in 2014, the long-term unemployed still make up 31.9 percent of the unemployed. In addition, there were 2.3 million workers who were marginally attached to the labor force (those who have looked for a job in the prior 12 months, but not in the prior 4 weeks), of which 740,000 were discouraged workers who no longer believed they could find a job and thus, were not actively seeking employment. For this reason, the Administration remains focused on doing everything possible to strengthen the labor market and create good-paying jobs.

ETA is taking the necessary steps to ensure that its programs reflect a job-driven approach for training and employment services, and that they are successful in getting job seekers into good jobs and careers as quickly as possible. A job-driven public workforce system contributes to a strong, growing economy by responding to the workforce needs of regional and local businesses and other employers to ensure positive employment outcomes for job seekers, a solid bottom line for business, and more productive and resilient regional economies. The ETA budget includes requests that transform the Nation's Registered Apprenticeship program; breaks down barriers to accessing job-driven training opportunities; expands and creates paid leave programs; makes available more transparent, better workforce data; reengages disconnected youth; and expands the capacity and infrastructure of the workforce system.

TRAINING AND EMPLOYMENT SERVICES

	<u>2014</u>	<u>2015</u>	<u>2016</u>
Adult Employment and Training Activities	766,080	776,736	815,556
Youth Activities	820,430	831,842	873,416
Dislocated Workers Employment and Training Activities	1,222,457	1,236,389	1,261,719
Formula Grants	1,001,598	1,015,530	1,020,860
National Dislocated Worker Grants	220,859	220,859	240,859
Indian and Native American Programs	46,082	46,082	50,000
Migrant and Seasonal Farmworkers	81,896	81,896	81,896
Technical Assistance	0	0	3,232
Reintegration of Ex-Offenders	80,078	82,078	95,078
Apprenticeship Grants	0	0	100,000
Workforce Data Quality Initiative	6,000	4,000	37,000
YouthBuild	77,534	79,689	84,534
Workforce Innovation Fund	47,304	0	0
Women in Apprenticeship	994	994	0
Total Budget Authority	3,148,855	3,139,706	3,402,431

The Training and Employment Services (TES) appropriation funds a system of education, skills training, and employment services directed toward increasing the post-program employment and earnings of current and future workers, particularly low-income persons, dislocated workers, and at-risk and out-of-school youth. The majority of the activities are authorized by the Workforce Innovation and Opportunity Act (WIOA).

Beginning in PY 2016, performance measures in WIOA-authorized programs will be aligned with the measures required by WIOA. The Department will be issuing guidance to assist States with this transition and ensure continuation of services in a manner that supports positive employment outcomes for participants.

Adult Employment and Training Activities

	<u>2014</u>	<u>2015</u>	<u>2016</u>
BA in Thousands	766,080	776,736	815,556

The WIOA Adult program provides employment and training services for disadvantaged, low-skilled, unemployed, and underemployed adults and is a core program under the Act. The program helps prepare lower-skilled adult workers for good jobs through formula grants to States. The States use the funds to provide a statutorily prescribed set of employment and training services at the State and local level. Services are primarily delivered through a network of American Job Centers, of which there are over 2,500 across the United States.

The Department is requesting \$815,556,000 in FY 2016. This is a \$38,820,000 (5 percent) increase over the FY 2015 (PY 2015) enacted level. The FY 2015 Omnibus provided funding to increase the Governor's Reserve from 8.75 percent to 10 percent while also maintaining funding for the local areas. The Department's request maintains the Governor's Reserve at the 10 percent level and further increases the appropriation to provide additional funds to local areas for training and employment services.

Youth Activities

	<u>2014</u>	<u>2015</u>	<u>2016</u>
BA in Thousands	820,430	831,842	873,416

Under Title I of the WIOA, Youth Activities funds are allotted by formula to States that, in turn, allocate funds to local areas to deliver a comprehensive array of youth workforce investment activities. These activities help ensure that young people obtain skills and education to succeed in a knowledge-based economy, including growing and emerging industry sectors, such as health care and IT. WIOA authorizes services to low-income youth ages 14 through 21 for in-school youth and 16 to 24 for out-of school youth with barriers to employment. While the program serves both in- and out-of-school youth, WIOA requires that 75% of funds be used to serve out-of-school youth, which will focus resources on youth facing the greatest challenges in gaining skills and good employment.

The FY 2016 Budget requests \$873,416,000 for WIOA Youth activities, a \$41,574,000 (5 percent) increase compared to the FY 2015 enacted level. The FY 2015 Omnibus provided funding to increase the Governor's Reserve from 8.75 percent to 10 percent while maintaining funding for the local areas. The Department's FY 2016 request maintains the Governor's Reserve at the 10 percent level and further increases the appropriation to provide additional funds to local areas for training and employment services.

Dislocated Worker Employment and Training Activities

	<u>2014</u>	<u>2015</u>	<u>2016</u>
BA in Thousands	1,222,457	1,236,389	1,261,719

The WIOA Dislocated Worker (DW) program serves as the primary vehicle to help workers who have lost their jobs as a result of layoffs gain new skills and find meaningful jobs in sectors that are projected to grow. The DW program provides an array of employment, supportive, and training services to meet the needs of eligible job seekers who have been displaced from their jobs and who are unlikely to return to employment in their previous industries. This includes recently separated veterans; formerly self-employed individuals; and displaced homemakers who have been dependent on the income of another family member, but are no longer supported by that income. Additionally, a portion of DW program funds are set-aside to the National Reserve which funds National Dislocated Worker Grants, demonstrations, technical assistance and training activities, and DW programs in the United States' outlying areas.

The FY 2016 Budget requests \$1,261,719,000 for Dislocated Worker activities, an increase of \$25,330,000 from the FY 2015 appropriation. Of the requested amount, \$1,020,860,000 will be directed by formula to States to provide reemployment assistance. This request maintains the Governor's Reserve at the 10 percent level, which was included in the FY 2015 appropriation, and provides for a small increase in funding for local formula activities. The FY 2016 Budget request also includes \$240,859,000 in the National Reserve Account, which is an increase of \$20,000,000 above the PY 2015 appropriation to provide grants for workers dislocated from coal mines and coal-fired power plants.

Indian and Native American Programs

	<u>2014</u>	<u>2015</u>	<u>2016</u>
BA in Thousands	46,082	46,082	50,000

The Indian and Native American (INA) program is designed to help American Indian, Alaska Native, and Native Hawaiian individuals obtain good jobs and stay employed through the provision of employment, education, training and supportive services necessary to for them to succeed in the labor market.

To meet the employment and training needs of the Indian, Alaskan Natives, and Native Hawaiian population in FY 2016, the Department requests \$50,000,000, an increase of \$3,918,000 above the FY 2015 enacted level. To address the urgent needs facing the Indian and Native American population the increase in funding will focus on training leading to industry-recognized credentials in in-demand jobs that provide the best opportunity for employment and good wages.

At this funding level, the program will serve approximately 30,400 unemployed and under-skilled Indian, Alaskan Native, and Native Hawaiian adults and youth.

Migrant and Seasonal Farmworkers

	<u>2014</u>	<u>2015</u>	<u>2016</u>
BA in Thousands	81,896	81,896	81,896

The National Farmworker Jobs Program (NFJP) provides job training and employment assistance for migrant and seasonal farmworkers and their dependents to counter the impact of chronic unemployment and underemployment, and to help them prepare for jobs that provide stable, year-round employment both within and outside agriculture. Services include classroom and on-the-job training, as well as some supportive services such as nutrition, health, child care and temporary shelter.

The request for NFJP for FY 2016 is \$81,896,000, which will serve approximately 19,000 participants with core, intensive, training, and related assistance services.

Technical Assistance

	<u>2014</u>	<u>2015</u>	<u>2016</u>
BA in Thousands	0	0	3,232

The Department is requesting \$3,232,000, which will allow it to be responsive to the needs of the workforce system and assist States and localities in the second year of WIOA implementation. Separate funding for technical assistance was specifically authorized by WIOA, and it is an essential element of grants management and continuous improvement of the public workforce system.

Reintegration of Ex-Offenders

	<u>2014</u>	<u>2015</u>	<u>2016</u>
BA in Thousands	80,078	82,078	95,078

The Reintegration of Ex-Offenders (RExO) program promotes and protects opportunity by preparing adult and youth ex-offenders for the job market. The RExO program helps adult and juvenile ex-offenders obtain employment and/or training in industries and occupations that offer

good wages and opportunities for advancement. The program helps participants acquire skills and knowledge that will prepare them to find good jobs and stay employed in a knowledge-based economy, especially in in-demand industry sectors. RExO participants receive comprehensive career assistance and supportive services to ensure they can complete education and training programs that they have started. RExO programs promote a seamless progression along career pathways that combine education and training and result in participant progress and long-term success.

The Department requests \$95,078,000 in FY 2016, which is an increase of \$13,000,000 over the FY 2015 appropriation, to fund RExO projects that serve adult and juvenile offenders. This includes funds:

- For grants to serve adult offenders at various levels of supervision, including offenders in pre-release, those transitioning through work-release programs, and those in post-release;
- To serve juvenile offenders, including grants to intermediaries serving youth in high-crime, high-poverty areas;
- To continue building on the lessons learned from the PY 2014 Linking Employment Activities Pre-Release (LEAP) projects which established satellite American Job Centers within local correctional facilities;
- To competitively award up to 20 grants to community partnerships of workforce entities, community-based organizations, schools, and law enforcement agencies to pilot the Law Enforcement Services Career Pathways Program, which seeks to introduce at-risk youth to work in law enforcement and build positive relationships; and
- To contribute to evaluation of the RExO programs, and to provide technical assistance to juvenile offender grantees to help them improve their performance.

Apprenticeship Grants

	<u>2014</u>	<u>2015</u>	<u>2016</u>
BA in Thousands	0	0	100,000

Registered Apprenticeships are a win-win for workers and businesses, giving workers the opportunity to “learn and earn” while providing a pipeline of qualified workers for businesses.

To create a more robust role for Registered Apprenticeship in the American economy, the Budget includes discretionary funding to engage employers on the benefits of apprenticeship programs and assist in registering such programs; raise the profile of Registered Apprenticeships throughout the workforce system; and to allow for the expansion of the model to new occupations and under-represented populations. Competitive grants will be awarded to States to increase their capacity to register and oversee apprenticeship programs, to industry to launch apprenticeship models, and to community-based organizations to serve underserved populations and fund innovative apprenticeship approaches.

Primary activities these programmatic funds will support include:

- Building State capacity to more effectively administer Registered Apprenticeship programs at the State and local levels by providing program sponsors with personalized technical assistance that ensures apprentices receive high quality training;
- Supporting State efforts to conduct robust statewide promotion and outreach activities;
- Expanding access to under-represented populations through public-private partnerships; Improving integration of Registered Apprenticeship with the public workforce system; Supporting the expansion of quality and innovative Registered Apprenticeship programs in non-traditional occupations and industries;
- Creating career pathways that encompass Registered Apprenticeship and align with other post-secondary educational offerings;
- Utilizing strategies to increase career opportunities for job seekers and incumbent workers; and
- Leveraging public policies that increase demand for Registered Apprenticeship.

In addition, the Budget includes \$2 billion in mandatory funding to support flexible grants to fund a range of incentives for employers to expand apprenticeship and support innovative approaches. Taken together, the discretionary and mandatory investments would support the President’s goal of doubling the number of registered apprenticeships over the next five years.

Workforce Data Quality Initiative

	<u>2014</u>	<u>2015</u>	<u>2016</u>
BA in Thousands	6,000	4,000	37,000

The Workforce Data Quality Initiative provides competitive grants to States to support the development and enhancement of longitudinal data systems that integrate education and workforce data.

The Department of Labor collaborates with the Department of Education, which has provided State grants since 2005 to assist with longitudinal educational data system development. Grants will help States to incorporate workforce information into their longitudinal data systems, integrate data across WIOA programs and improve the quality and accessibility of performance data reported by training providers. Improving information available from training providers is crucial to helping consumers make informed decisions when choosing among training programs.

In FY 2016, the Department is requesting \$37,000,000, which is a \$33,000,000 increase over the FY 2015 enacted level. Of the total funding, \$30,000,000 is necessary to help States build integrated or bridged data systems to facilitate WIOA implementation, including building State-based wage data matching infrastructure to improve performance reporting for the workforce system, including training providers.. To make the most efficient use of these funds, the Department will explore strategies that allow multiple States to build and use common systems

solutions. To streamline States’ ability to access wage data for WIOA participants who cross State lines, the Budget includes \$1,000,000 to improve the facilitated support for two systems that States use to access wage data housed in another State: the Wage Record Interchange System and the Common Reporting Information System. The Department intends to fund a single entity to receive and coordinate responses to state wage data access requests, which should make it easier for States to request wage data and help reduce the burden on UI agencies in responding to data requests. Finally, the request includes \$6,000,000 to help high-achieving States fully realize integrated data systems.

YouthBuild

	<u>2014</u>	<u>2015</u>	<u>2016</u>
BA in Thousands	77,534	79,689	84,534

The YouthBuild program specifically targets at-risk, high school dropouts who are particularly vulnerable in the current economy. YouthBuild addresses the challenges faced by unemployed, high school dropouts by providing them with an opportunity to gain both the education and occupational skills that will prepare them for employment with a living wage.

In 2016, the Department’s YouthBuild program will continue to provide education and occupational skills training to program participants leading to entry into a chosen career field. Participants obtain industry-recognized credentials which support placements in post-secondary education, apprenticeships, and employment. WIOA adds an additional element to the overall purpose of the YouthBuild program, which is an emphasis on ensuring the quality and energy efficiency of community and other non-profit and public facilities, including those that serve homeless and low-income families.

The Department requests \$84,534,000, an increase of \$4,845,000 above the FY 2015 enacted level for the YouthBuild program to support approximately 82 grants to programs that will serve over 5,200 youth.

Workforce Innovation Fund

	<u>2014</u>	<u>2015</u>	<u>2016</u>
BA in Thousands	47,304	0	0

Under the Workforce Innovation Fund (WIF), the Department made competitive awards to eligible States, local areas, and tribal communities to support transformative workforce development strategies to help the national workforce system deliver services that are cost-effective, demand-driven and impactful. The WIF provided funding to test innovative strategies

and replicate evidence-based practices in the workforce system, emphasizing cross-program collaboration and bold systemic reforms to improve education and employment outcomes for participants.

The Department is not requesting funding in FY 2016 but will continue to provide oversight and technical assistance to grantees that received awards in previous years. In addition, the Department will use PY 2014 funds to make awards for the final round of WIF grants later in FY 2015. The previous rounds of WIF grants provided the workforce system with an opportunity to test the efficacy of various innovative service design and delivery strategies with the goal of creating long-term improvements in the performance of the public workforce system, outcomes for job seekers and employers, and cost-effectiveness. As the WIF grants produce evidence of successful approaches, DOL will ensure that the findings are shared with and replicated across the workforce system.

Women in Apprenticeship

	<u>2014</u>	<u>2015</u>	<u>2016</u>
BA in Thousands	994	994	0

Over the past few years, Congress has appropriated approximately \$1,000,000 annually for the Women in Apprenticeship and Non-Traditional Occupations Act (WANTO) of 1992 (Public Law 102-530). ETA and the Department’s Women’s Bureau have jointly administered the program, which awards competitive grants to recruit, hire, train, and retain women in apprenticeships and nontraditional occupations.

The goal of these grants has been to fund innovative projects that improve the recruitment, selection, training, employment, and retention of women in registered apprenticeship programs for non-traditional and green-related occupations in a broad range of industries, including advanced manufacturing, transportation, and construction.

In FY 2016, no funds are being requested for this program. Although this program is intended to address a critical need, these needs will be addressed more efficiently and effectively through the new Apprenticeship Grants program and other Department and Administration efforts aimed at expanding Registered Apprenticeship opportunities, including to underrepresented populations like women.

Job Training for Employment in High Growth Industries

	<u>2014</u>	<u>2015</u>	<u>2016</u>
BA in Thousands	161,401	127,799	134,125

Note: Funded through H-1B fee collection and not annual appropriations. Amounts reflect sequestration reductions in FY 2014 and FY 2015. All years reflect restoration of prior year sequestration reductions.

To address the Department's goal of preparing workers for good jobs and ensuring fair compensation, the Job Training for Employment in High Growth Industries Grants are designed to provide training for workers according to need in different sectors of the economy. The funding for this program is provided from H-1B fees. Employer-paid application fees for H-1B work visas are authorized under Section 414(c) of the American Competitiveness and Workforce Improvement Act of 1998 (P.L. 105-277, Title IV), as amended by P.L. 108-447 (codified at 29 U.S.C. 2916a). The fees are collected when prospective employers file applications seeking to hire temporary foreign workers, as needed, in occupations that require highly specialized knowledge.

The Department's long-term goal is to help American workers develop the skills employers need. Investing in the development of high level skills would allow American workers to fill existing vacancies while moving workers up along a career pathway that allows new entrants into the workforce who are just beginning their technical careers. The Department intends to support training and education models that lead to highly-skilled technical jobs.

JOB CORPS

	<u>2014</u>	<u>2015</u>	<u>2016</u>
Operations	1,578,008	1,580,825	1,597,825
Construction	80,000	75,000	75,000
Administration	33,554	35,737	43,119
Total Budget Authority	1,691,562	1,691,562	1,715,944
Total FTE	175	186	213

Note: Operations and Construction Funding reflect program year, not fiscal year availability. Job Corps Federal Administration funding and FTE for FY 2014 and FY 2015 have been adjusted for the indirect cost realignment. The FY 2014 adjustment for FTE was made to the actual FTE.

As the Nation's largest career technical training and education program for youth, the Job Corps program plays a vital role in providing at-risk youth with work-based learning opportunities to prepare them for stable, long-term jobs. The Department of Labor is committed to ensuring that young people leave Job Corps prepared for: jobs in high-demand occupations with good wage potential; further education and training; and the responsibilities of citizenship and adulthood. During Program Year (PY) 2015, centers will open and enroll students in Wyoming and New Hampshire, the last two States without Job Corps Centers. With the closure of the Treasure Lake Center, Job Corps will be operating academic and career training programs in 126 centers, both residential and non-residential, in 50 States, the District of Columbia, and the Commonwealth of Puerto Rico.

The budget request in FY 2016 for Operations is \$1,597,825,000 which is an increase of \$17,000,000 over the FY 2015 Omnibus. The PY 2016 budget continues the Administration's commitment to strengthening the Job Corps program and improving student outcomes. The funding level includes an increase of \$12,000,000 to modernize curricula, upgrade equipment to meet industry standards, refine training to provide skills and credentials that are in high-demand by employers, and undertake actions required for the implementation of WIOA. Job Corps will be completing its implementation of WIOA, as the performance reporting changes required to report on the primary indicators of performance for youth programs will go into effect in PY 2016. In addition, Job Corps will be in its second year of implementation of a streamlined and modernized program design that incorporates the program reforms directed by WIOA; improvements based on best practices of high performing centers; and an updated academic and technical training design developed in partnership with industry representatives and educational organizations. The remaining \$5,000,000 in additional funding will be used for Job Corps' implementation of innovative and promising models that could improve the outcomes of younger youth in the program.

The budget request in FY 2016 for the Construction, Rehabilitation, and Acquisition activity is \$75,000,000. This funding will enable Job Corps to continue to renovate existing facilities, modernize career technical training labs, and provide vital repairs and renovations addressing 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.

The FY 2016 agency request for Job Corps Administration is \$43,119,000 and 213 FTE. This program increase includes built-in adjustments and an increase of \$3,500,000 for 17 FTE to staff a Job Corps Oversight Team. This will provide the resources to increase oversight and address chronically low performing centers, as well as to ensure that center operators are complying with the requirements of their contracted obligations to operate safe and secure centers with strong performance outcomes. In a related request, the Budget includes an increase of \$1,435,000 to automate the Regional Office Assessment Reports following the Regional Office Center Assessments. This automation will allow Federal employees to provide more efficient and effective oversight of the Job Corps program and supports the Job Corps increased focus on quality assurance and control.

The request also includes \$1,320,000 for 10 Term FTE to support WIOA implementation. The term FTE will support the implementation of the required revisions to the Program Requirements Handbook (PRH), the main implementing guidance for WIOA in the Job Corps program. This process will include revising internal procedures; providing technical assistance and training on new requirements; and providing expertise in procurement, financial, and performance reporting needed to fully operationalize new statutory procurement requirements and new requirements for financial reporting.

In FY 2016, ETA will realign how indirect costs are allocated to the Agency's salary and expense accounts (Program Administration, Job Corps Federal Administration, and Foreign Labor Certification Federal Administration). This realignment will allow ETA to better show the actual costs associated with administering these programs as the demand for indirect services changes. This realignment is a net zero change across the three appropriations. To better display the impact of this realignment and the actual changes requested for FY 2016, funding and FTE for FY 2014 and FY 2015 have been adjusted for the indirect cost realignment.

COMMUNITY SERVICE EMPLOYMENT FOR OLDER AMERICANS

	<u>2014</u>	<u>2015</u>	<u>2016</u>
Community Service Employment for Older Americans	434,371	434,371	434,371
Total Budget Authority	434,371	434,371	434,371

The Community Service Employment for Older Americans (CSEOA) program, also known as the Senior Community Service Employment Program (SCSEP), supports employment of older workers by providing part-time, paid community service positions and work-based training for unemployed, low-income individuals, age 55 and older. The income eligibility requirement allows participants at income levels up to 133 percent of the Federal poverty level. The average age of participants at entry is 64 years.

The Department is requesting \$434,371,000 in FY 2016. The FY 2016 Budget reforms the program by awarding more competitive grants, adjusting income eligibility to serve those most in need, and promoting employment in for-profit organizations which can offer seniors better long-term unsubsidized employment prospects. It is projected that SCSEP grantees will serve over 68,000 participants in PY 2016.

TAA COMMUNITY COLLEGE AND CAREER TRAINING GRANT FUND

	<u>2014</u>	<u>2015</u>	<u>2016</u>
TAA Community College and Career Training Grant Fund	464,000	0	0
Total Budget Authority	464,000	0	0

Note: Reflects sequestration reduction for mandatory accounts pursuant to the Balanced Budget and Emergency Deficit Control Act, as amended.

The Trade Adjustment Assistance Community College and Career Training (TAACCCT) program was appropriated \$500,000,000 annually in Fiscal Years 2011–2014 for competitive grants to eligible institutions of higher education. In 2013 and 2014, the appropriation was reduced by 5.1 percent and 7.2 percent, respectively, due to sequestration. The program was designed to improve education and employment outcomes for students attending community college and other higher education institutions, helping more Americans prepare to succeed in growing, high-skilled occupations.

The TAACCCT grant program, implemented in coordination with the Department of Education, was one of several Federal grant programs to fund projects that use evidence to design program strategies. These initiatives award grants to eligible institutions that will use data to continuously improve the effectiveness of their strategies, and will participate in evaluations that determine program impacts. This program awarded grants to help community colleges and other institutions of higher education develop innovative methods and replicate evidence-based practices to effectively serve TAA-eligible workers and other students in the 50 States, the District of Columbia, and Puerto Rico.

The TAACCCT grant program ended in FY 2014. The Department is not requesting funding for TAACCCT grant program in FY 2016; however, the FY 2016 Budget requests \$200,000,000 within the Department of Education for the American Technical Training Fund. This initiative will be informed by the lessons learned from TAACCCT and will be jointly administered by the Departments of Education and Labor.

FEDERAL UNEMPLOYMENT BENEFITS AND ALLOWANCES

	<u>2014</u>	<u>2015</u>	<u>2016</u>
Trade Adjustments Assistance	608,768	658,726	664,200
TAA Benefits	270,500	399,000	357,000
TAA Training	306,268	235,726	283,200
Alternative-Reemployment TAA	32,000	24,000	24,000
Total Budget Authority	608,768	658,726	664,200

Note: FY 2014 and FY 2015 reflect sequestration reductions for mandatory accounts pursuant to the Balanced Budget and Emergency Deficit Control Act, as amended.

The Trade Adjustment Assistance (TAA) program is a federal program that assists U.S. workers who have lost their jobs as a result of foreign trade. The program had been set to expire at the end of calendar year 2014, but Congress took action to continue the full operation of the TAA program through FY 2015.

The FY 2016 Budget request includes a legislative proposal for reauthorization of the TAA program. Similar to legislation introduced in the House and Senate in 2014, the proposal supports the bipartisan 2011 program with some enhancements from the 2009 program. If such legislation is not enacted by September 30, 2015, this Budget also provides justification for continuing the TAA program in FY 2016 as it operated in FY 2015, with new groups of workers covered under certifications issued after September 30, 2015 receiving benefits and services under the Reversion 2014 program. Both strategies include TAA as a required partner in the WIOA-established one-stop delivery system and align the TAA program with the goals of the Workforce Innovation and Opportunity Act (WIOA) to improve intake systems and case management, standardize performance and outcome measures, foster integration with business, encourage earning while learning, and match workers to available work opportunities.

If reauthorization occurs as proposed, \$986,000,000 is necessary for the TAA program in FY 2016. This amount includes \$575,000,000 in funds for Training and Other Activities, \$384,000,000 for TRA and \$27,000,000 for Alternative/Reemployment Trade Adjustment Assistance (A/RTAA). If the legislative proposal is not enacted, the FY 2016 funding request is \$664,200,000. This amount includes \$283,200,000 in funds for Training and Other Activities, \$357,000,000 for TRA, and \$24,000,000 for A/RTAA.

**STATE UNEMPLOYMENT INSURANCE AND EMPLOYMENT SERVICE
OPERATIONS**

	<u>2014</u>	<u>2015</u>	<u>2016</u>
Unemployment Insurance	2,892,251	2,790,685	2,897,997
State Administration	2,801,575	2,697,793	2,702,550
Reemployment Eligibility Assessments-UI Integrity	80,000	80,000	180,900
National Activities	10,676	12,892	14,547
Employment Service	684,002	684,002	1,084,002
Grants to States	664,184	664,184	1,064,184
Employment Service National Activities	19,818	19,818	19,818
Foreign Labor Certification	61,318	61,655	75,871
Federal Administration	47,036	47,373	61,589
FLC State Grants	14,282	14,282	14,282
Workforce Information-Electronic Tools-System Building	60,153	60,153	80,153
Total Budget Authority	3,697,724	3,596,495	4,138,023
Total FTE	178	172	189

Note: Foreign Labor Certification Federal Administration funding and FTE for FY 2014 and FY 2015 have been adjusted for the indirect cost realignment. The FY 2014 adjustment for FTE was made to the actual FTE.

The State Unemployment Insurance and Employment Service Operations (SUIESO) account provides funding to support the Unemployment Insurance system, including State Administration, Reemployment and Eligibility Assessments, National Activities and the State UI Demonstration Administration and Evaluation. The SUIESO account also funds Employment Service Grants to States; Employment Service National Activities, which includes administration of the Work Opportunity Tax Credit, Technical Assistance and Training for Employment Service Activities; Foreign Labor Certification (FLC) Program to include FLC Federal Administration and FLC State Grants; and Workforce Information-Electronic Tools-System Building.

Unemployment Insurance

	<u>2014</u>	<u>2015</u>	<u>2016</u>
BA in Thousands	2,892,251	2,790,685	2,897,997

The Federal-State Unemployment Insurance (UI) program provides temporary, partial wage replacement to workers temporarily or permanently laid off from their jobs. An integral part of the public workforce investment system, the UI program is the entry point for unemployed workers into the American Job Centers and to the services that speed their return to work. States administer the UI program directly and also administer certain Federal benefit programs. The Federal role in this Federal-State cooperative relationship includes setting broad policy for the program, establishing performance measures and standards, providing technical assistance to States, monitoring State performance, ensuring conformity and compliance of State laws and operations with Federal law, and funding the cost of administering State and Federal UI laws.

The Unemployment Insurance budget activity includes three activities, each of which is described further below: (1) State Administration, which is grants to States to administer their UI programs; (2) National Activities, which supports Federal activities in support of the States; and (3) Reemployment and Eligibility Assessments, which funds in-person interviews with selected UI claimants to review eligibility.

State Administration

	<u>2014</u>	<u>2015</u>	<u>2016</u>
BA in Thousands	2,801,575	2,697,793	2,702,550

States administer the UI program directly. The major functions performed by the States are: (1) determining benefit entitlement; (2) paying benefits; and (3) collecting State UI taxes from employers. The States also administer Federal programs for payments to former Federal military and civilian personnel; claimants who qualify for extended or special Federal unemployment benefits; workers certified under the Trade Adjustment Assistance and Reemployment Trade Adjustment Assistance programs; and individuals unemployed due to disasters.

The FY 2016 Budget Request for UI State Administration is \$2,702,550,000. The funds requested are sufficient to process, on average, 2,507,000 continued claims per week. During the year, States are expected to collect \$46.5 billion in State unemployment taxes and pay an estimated \$35.7 billion in Federal and State UI benefits to 7.2 million beneficiaries. The request continues the contingency reserve language that provides for additional funds to meet unanticipated UI workloads. The appropriation language also allows States up to five years to obligate funds for automation acquisitions if the acquisitions are made by a consortium of State agencies leveraging resources to implement a common IT platform across multiple States, and an

additional year to expend the funds. The FY 2016 Budget includes \$10,000,000 to continue a high-performance award program to improve State worker misclassification detection efforts. States can use these incentive grants to upgrade misclassification detection and enforcement programs. As part of this initiative, States must capture and report outcomes and cost/benefit information to enable the evaluation of new strategies.

The FY 2016 Budget also includes \$60,000,000 for State consortia to modernize their UI tax and benefit systems. State UI tax collection and benefit payment systems rely heavily on automated IT applications and processes to quickly, accurately, and efficiently maintain and improve the UI program. However, the average age of the States' UI IT systems is 23 years, and many are more than 30 years old. DOL intends to use these funds to support State UI IT modernization projects that adopt the consortia strategy and leverages the products that are currently being developed by the five existing consortia that will be mature and available to other States moving forward. Improving these systems will improve the efficiency of the UI system, as well as the customer experience of the claimants, beneficiaries, and employers who interact with and rely on it.

Reemployment and Eligibility Assessments

	<u>2014</u>	<u>2015</u>	<u>2016</u>
BA in Thousands	80,000	80,000	180,900

The FY 2016 Budget Request for Reemployment Services and Eligibility Assessments (REA/RES) is \$180,900,000. This increase, paired complementary resources in the Employment Service State Grants, would direct an additional \$500,000,000 to support in-person employment services for unemployed workers to connect them with jobs or the training or services they need to prepare for one. Given the strength of evidence behind REA/RES, the Administration proposes to fund a portion (\$30,000,000) of this request through a cap adjustment, a mechanism that allows for appropriations to exceed discretionary budget caps if savings can be demonstrated. Reemployment and Eligibility Assessments (REAs) are in-person interviews with selected UI beneficiaries to review their efforts to find new employment and other State UI eligibility requirements, refer them to reemployment services or training if needed, and provide labor market information to aid in their job search. Research has shown that similar services reduce UI duration and save UI trust fund resources by helping beneficiaries find jobs faster and eliminating payments to ineligible individuals. This request will allow States to serve the one-third of claimants profiled as most likely to exhaust their benefits.

To support transitioning veterans, a portion of the increased funds will be targeted to provide REA/RES services to all recently-separated military personnel receiving unemployment compensation for ex-servicemembers (UCX). The Budget would also fund an evaluation coordinated with the Department's Chief Evaluation Officer to identify the key factors impeding the reemployment of these UCX claimants, who have a much higher exhaustion rate than the general UI beneficiary population.

The REA program, funded since 2005, has shown to be an effective tool. The REA program is now operational in 44 jurisdictions including 39 States, the District of Columbia, and the Virgin Islands. However, only about 8.4 percent of UI beneficiaries currently receive REAs. At the same time, robust reemployment services that help claimants develop and implement reemployment and work search plans are critical to getting claimants reemployed as quickly as possible. The combination of the dual service-delivery strategies of eligibility assessments and reemployment services will help ensure the proper payment of UI, reduce the duration of UI benefits, and deliver successful employment outcomes. The request would result in estimated benefit savings of \$287 million.

National Activities

	<u>2014</u>	<u>2015</u>	<u>2016</u>
BA in Thousands	10,676	12,892	14,547

Unemployment Insurance (UI) National Activities provides funds to support States in administering their State UI programs.

The FY 2016 Budget Request for UI National Activities is \$14,547,000, an increase of \$1,655,000 over the FY 2015 enacted level of \$12,892,000. In addition to funding activities which support States collectively, the request will support the continuation of IT upgrades and technical assistance activities that focus on three priority areas: 1) program performance and accountability, 2) program integrity, and 3) connecting UI claimants to reemployment services through the American Job Centers.

Employment Service

	<u>2014</u>	<u>2015</u>	<u>2016</u>
BA in Thousands	684,002	684,002	1,084,002

The Wagner-Peyser Act of 1933 established a nationwide system of public employment offices, known as the Employment Service (ES). WIOA maintains ES as a core program in the one-stop system and further integrates ES by introducing new colocation requirements. WIOA also broadens ES activities by requiring ES to provide greater assistance to Unemployment Insurance claimants and granting flexibility for ES staff to provide their customers with increased referrals and application assistance to other training and employment opportunities, such as Pell Grants and GI Bill benefits.

Activities within the Employment Service include Employment Service Grants to States and Employment Service National Activities funding to support Technical Assistance and Training activities.

Employment Service: Grants to States

	<u>2014</u>	<u>2015</u>	<u>2016</u>
BA in Thousands	664,184	664,184	1,064,184

The Employment Service funding allotments for States are based on formula provisions defined in the Wagner-Peyser Act. States then distribute resources to local employment service offices, which are part of the one-stop network.

The 2016 Budget requests \$1,064,184,000 to operate the ES in all 50 States and three territories. This is an increase of \$400,000,000 from the FY 2015 enacted level of \$664,184,000. Of this amount \$664,184,000 will be awarded under the regular formula procedure to States supporting services to a projected 17 million participants. States would be required to apply for their share of the additional \$400,000,000 million, and demonstrate in their application that they would provide intensive employment services, use of high-quality labor market information to guide customers, and adoption of other strategies intended to improve outcomes. This increase, paired complementary REA/RES resources, would direct an additional \$500,000,000 to support in-person employment services for unemployed workers to connect them with jobs or the training or services they need to prepare for one, which will provide services to an additional 2 million participants. The ES will also play a more active role in assisting individuals to identify any vocational training, education, or basic skills needs they may have and providing these individuals with referrals and application assistance.

Employment Service National Activities

	<u>2014</u>	<u>2015</u>	<u>2016</u>
BA in Thousands	19,818	19,818	19,818

The Employment Service National Activities appropriation provides funding to support technical assistance and training activities within the American Job Center delivery system. Employment Service National Activities also supports the Work Opportunity Tax Credit, which is a Federal tax incentive provided to private-sector businesses that hire individuals who face significant barriers to employment.

In FY 2016, the Department is requesting a total of \$19,818,000 for National Activities. To support States' processing of certification requests, the Department requests \$18,485,000 to

operate the WOTC program, and \$1,333,000 for employment service technical assistance activities. Technical assistance resources will be used to support online and in-person assistance for States to implement promising strategies in addressing the skills mismatch and speeding reemployment of long term unemployed, as well as increasing employment opportunities for all populations.

Foreign Labor Certification

	<u>2014</u>	<u>2015</u>	<u>2016</u>
BA in Thousands	61,318	61,655	75,871
FTE	178	172	189

Note: Foreign Labor Certification Federal Administration funding and FTE for FY 2014 and FY 2015 have been adjusted for the indirect cost realignment. The FY 2014 adjustment for FTE was made to the actual FTE.

The programs currently administered by the Office of Foreign Labor Certification (OFLC) include the: immigrant Permanent Labor Certification Program (PERM) or the “Green Card”; nonimmigrant H-1B and H-1B1 Specialty Occupations Programs; E-3 Specialty Worker Program; H-2A Temporary Agricultural Program; H-2B Temporary Non-agricultural Program; Determination of Prevailing Wages; and D-1 Longshore Crewmember Program.

For FY 2016, the Department requests \$61,589,000 and 189 FTE for Federal Administration. These resources will support the operation, management, and oversight of the Foreign Labor Certification programs. The FY 2016 request includes a one-time request for funding of \$13,000,000 to support 17 Term FTE to reduce the escalating backlog of Permanent Labor Certification Program (PERM) cases. With these resources, OFLC projects that 96,450 PERM applications will be processed – a 36 percent increase from FY 2014 and over 16,000 more applications than are expected to be received in FY 2016.

For FY 2016, the Department requests \$14,282,000 to support State Workforce Agencies’ (SWA) foreign labor certification activities. Under the State Grant activity, the Department provides annual grants to SWAs in 55 States and U.S. territories to fund employment-based immigration activities that are required components of the various foreign labor certification programs. These activities include, but are not limited to, SWA posting and circulation of inter- and intra-State job orders and other assistance to employers in the effective recruitment of U.S. workers, State safety inspection of employer-provided H-2A housing, and developing and conducting prevailing practice and wage surveys used to set wages and standards in a defined occupation within their State.

The Budget proposes legislation to allow the Department to charge fees for new applications filed under the Permanent and H-2B foreign labor certification programs, to improve the speed and quality of certification processing. The Budget also proposes legislation to allow DOL to retain fees for certified applications filed under the H-2A temporary labor certification program

and modify the fee to cover full program costs. The fees would partially offset Federal costs for administering these programs and, once fully implemented, would eliminate the need for appropriations for this purpose.

In FY 2016 ETA will realign how indirect costs are allocated to the Agency’s salaries and expenses accounts (Program Administration, Job Corps Federal Administration, and Foreign Labor Certification Federal Administration). This realignment will allow ETA to better show the actual costs associated with administering these programs as the demand for indirect services changes. This realignment is a net zero change across the three appropriations. To better display the impact of this realignment and the actual changes requested for FY 2016, Foreign Labor Certification Federal Administration funding and FTE for FY 2014 and FY 2015 have been adjusted for the indirect cost realignment.

Workforce Information-Electronic Tools-System Building

	<u>2014</u>	<u>2015</u>	<u>2016</u>
BA in Thousands	60,153	60,153	80,153

U.S. Department of Labor programs funded through the Workforce Information/E-Tools/System Building line item assist working-age individuals, employers, government entities, and non-profit organizations. The resources supported through this line item are foundational to creating innovative workforce strategies to ensure a skilled workforce for high demand and emerging industries and occupations providing good jobs for workers.

Program strategies that support the goal of providing advice, tools and knowledge about careers, skills and employment include: 1) collecting, producing, and analyzing workforce information through activities such as State and local employment projections for occupations and industries; 2) collecting information on the skills necessary to perform work in occupations; and 3) disseminating information through Web-based guidance on how to search for work; where to obtain employment counseling; how to identify related education, training, credentials or licenses to qualify for careers; where to find relevant course offerings; and how to locate and benefit from government-financed employment programs and other assistance.

The Department requests \$80,153,000, an increase of \$20,000,000 over the FY 2015 appropriated amount. These funds will support the following activities in 2016:

- A \$15,000,000 increase for grants to States and partnerships of States to identify, explore, and address areas where occupational licensing requirements create an unnecessary barrier to labor market entry or labor mobility and where interstate portability of licenses can improve economic opportunity, particularly for dislocated workers, transitioning servicemembers, veterans, and military spouses and support economic growth.
- A \$5,000,000 increase to conduct a feasibility study and pilot various approaches to modernize and potentially streamline the way data for O*NET are collected. The

Department would identify and test ways to achieve more complete and up-to-date coverage of occupations and skills, particularly for high-growth, changing industries, which could enable a greater share of the O*NET occupations to be updated annually.

- Issuing Workforce Information Grants to States to support production of local workforce information for use by American Job Centers in advising customers on what skills employers are seeking and where to get the training;
- Increasing access to American Job Centers by providing new service points for workforce services in local communities, encouraging colocation of services and programs, and creating better online tools that offer convenient, personalized services.
- Delivering training and technical assistance through webinars, social media networking, and identification of best practices.
- Continuing performance accountability reporting systems.
- Furthering the Disability Employment Initiative to address the continuing problems of unemployment, underemployment, and poverty of persons with disabilities by funding full-time, dedicated staff in the American Job Centers to implement successful strategies that promote the meaningful and effective employment of persons with disabilities.
- Consulting with a Workforce Information Advisory Council and the Advisory Committee on Increasing Competitive Integrated Employment for Individuals with Disabilities established by WIOA.

ADVANCES TO THE UNEMPLOYMENT TRUST FUND

	<u>2014</u>	<u>2015</u>	<u>2016</u>
Advances to the Unemployment Trust Fund (Non-add)	600,000	0	0
Total Budget Authority	600,000	0	0

This account makes available funding for repayable advances (loans) to two accounts in the Unemployment Trust Fund (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 provides repayable advances to the Black Lung Disability Trust Fund (BLDTF) whenever its balances prove insufficient to make payments from that account. These repayable advances are shown as borrowing authority within the UTF or the BLDTF, and they do not appear as budget authority or outlays in the Advances to the Unemployment Trust Fund and Other Funds account.

This account also makes available funding as needed for non-repayable advances to the Federal Employees Compensation Account (FECA) to pay the costs of unemployment compensation for former Federal employees and ex-servicepersons, to a revolving fund from which the Employment Security Administration Account (ESAA) may borrow to cover administrative costs, 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.

The Department estimates that no advances will be necessary in FY 2016. This request assumes continuation of the Advances appropriations language providing “such sums as may be necessary” authority for advances to the accounts described above, to permit advances should they become necessary.

PROGRAM ADMINISTRATION

	<u>2014</u>	<u>2015</u>	<u>2016</u>
Training and Employment	66,879	66,879	84,004
Workforce Security	42,733	42,733	44,492
Apprenticeship	27,117	31,117	36,734
Executive Direction	11,078	11,078	11,334
Total Budget Authority	147,807	151,807	176,564
Total FTE	705	744	806

NOTE: Funding and FTE for FY 2014 and FY 2015 have been adjusted for the indirect cost realignment. The FY 2014 adjustment for FTE was made to the actual FTE.

The Program Administration (PA) account funds staff for leadership, policy direction, program implementation, funds management, and administration of the ETA programs.

The FY 2016 Request of \$176,564,000 supports 806 FTE. Federal staff are crucial to ensure that desired outcomes in support of the Department of Labor's strategic goals and the priority performance measures are achieved. Federal staff provide critical oversight, monitoring, and technical assistance to mitigate any potential risks of fraud and abuse in Federal investments. ETA will continue to invest in information technology (IT) systems to ensure that the critical work of accounting for funds and evaluating performance is not interrupted.

A key activity of ETA, that began in FY 2014 and continues into FY 2016, is the implementation of WIOA. ETA has a leadership role to ensure that the workforce system as envisioned by Congress and the Administration and enacted in WIOA is fully and successfully implemented with the support of experienced and qualified staff, as well as modern and agile IT systems. The Budget includes the following requests to implement WIOA:

- An increase of \$5,927,000 for 45 term FTE to engage in various WIOA implementation activities in ETA's regional and National Office; and
- An increase of \$5,239,000 to build an integrated performance reporting system to bring ETA's IT profile towards conformity with WIOA performance reporting requirements.

In addition, the Budget includes the following increases to increase ETA's capacity to oversee its grants, support the economic development of communities, and expand apprenticeship:

- An increase of \$3,037,000 to modernize the e-Grants system, which processes and manages over 4,000 grants for eight DOL agencies, including ETA;
- An increase of \$1,649,000 and 7 FTE in support of the Administration's place-based initiatives, specifically to fund staff to be placed in communities to help them prepare and execute comprehensive economic and community development plans;

- An increase of \$3,616,000 and 10 FTE in the Office of Apprenticeship to provide sector-based technical assistance efforts, industry subject matter experts, and additional staff to increase and manage partnerships with states, industries, and community colleges; and
- An increase of \$1,160,000 to modernize the Office of Apprenticeship's data management system, which will also improve services to programs and businesses with Registered Apprenticeship programs.

Federal staff work closely with grantees to maximize program effectiveness, document innovations and disseminate those practices as improvements of the system, document issues and improvements, develop and deliver training curricula on Federal policies and priorities, and support the activity of the Department in the field. Federal staff activities such as these are not fully reflected in the workload and performance numbers for grants. In these duties, Federal staff support the workforce system in meeting priority goals.

In FY 2016, ETA will realign how indirect costs are allocated to the Agency's salaries and expenses accounts (Program Administration, Job Corps Federal Administration, and Foreign Labor Certification Federal Administration). This realignment will allow ETA to better show the actual costs associated with administering these programs as the demand for indirect services changes. This realignment is a net zero change across the three appropriations. To better display the impact of this realignment and the actual changes requested for FY 2016, funding and FTE for FY 2014 and FY 2015 have been adjusted for the indirect cost realignment.

Apprenticeship

	<u>2014</u>	<u>2015</u>	<u>2016</u>
BA in Thousands	27,117	31,117	36,734
FTE	125	134	144

NOTE: Funding and FTE for FY 2014 and FY 2015 have been adjusted for the indirect cost realignment. The FY 2014 adjustment for FTE was made to the actual FTE.

ETA's Office of Apprenticeship administers the National Apprenticeship Act of 1937, which established a foundation for developing and expanding the Nation's skilled workforce through Registered Apprenticeship programs with standards for safeguarding the safety and welfare of apprentices. Today there are more than 410,000 active apprentices across the U.S. The Office of Apprenticeship continues to provide leadership and oversight of the National Registered Apprenticeship system.

To spur more apprenticeships, the President in 2014 announced a \$100,000,000 investment called American Apprenticeship Grants to create public-private partnerships to increase apprenticeships in growing industries, align apprenticeships to pathways for further learning and career development, and scale-up apprenticeship programs that work. The FY 2016 Budget request continues the efforts begun in 2014 and to make Registered Apprenticeship opportunities

available to a significantly greater number of American workers. These additional staff would also support the 2016 Budget's new apprenticeship grants. ETA aims to meet the President's goal of doubling the number of apprenticeships by the end of 2019 through a combination of outreach and information dissemination, incentives and new programmatic funding. The FY 2016 Budget request of \$36,734,000 would support 144 direct FTE.

All Purpose Table

United States Department of Labor
 FY 2016 President's Budget
 (dollars in thousands)

Office, Account, Program and Activity	Category Code	FY 2014 Comparable	FY 2015 Comparable	FY 2016	FY 2016	FY 2016 President's Request	
				President's Request Current Law	Proposed Legislation	Current Law versus FY 2015 Comparable Amount	Percent
EMPLOYMENT AND TRAINING ADMINISTRATION							
<i>Training and Employment Services:</i>							
1. Grants to States:							
(a) Adult Employment and Training Activities							
Current year appropriation	D	54,080	64,736	103,556	-	38,820	60%
Advance for succeeding fiscal year	D	712,000	712,000	712,000	-	-	0%
Subtotal		766,080	776,736	815,556	-	38,820	5%
(b) Youth Employment and Training Activities							
	D	820,430	831,842	873,416	-	41,574	5%
(c) Dislocated Worker Employment and Training Activities							
Current year appropriation	D	141,598	155,530	160,860	-	5,330	3%
Advance for succeeding fiscal year	D	860,000	860,000	860,000	-	-	0%
Subtotal		1,001,598	1,015,530	1,020,860	-	5,330	1%
Subtotal, Grants to States		2,588,108	2,624,108	2,709,832	-	85,724	3%
Current year appropriation		1,016,108	1,052,108	1,137,832	-	85,724	8%
Advance for succeeding fiscal year		1,572,000	1,572,000	1,572,000	-	-	0%
2. National Programs:							
(a) Dislocated Worker Assistance National Reserve:							
Current year appropriation	D	20,859	20,859	40,859	-	20,000	96%
Advance for succeeding fiscal year	D	200,000	200,000	200,000	-	-	0%
Subtotal, Dislocated Worker Assistance National Reserve		220,859	220,859	240,859	-	20,000	9%
(b) Native Americans							
	D	46,082	46,082	50,000	-	3,918	9%
(c) Migrant and Seasonal Farmworkers							
	D	81,896	81,896	81,896	-	-	0%
(d) Technical Assistance							
	D	-	-	3,232	-	3,232	100%
(e) Reintegration of Ex-Offenders							
	D	80,078	82,078	95,078	-	13,000	16%
(f) Apprenticeship Grants							
	D	-	-	100,000	-	100,000	100%
(g) Workforce Data Quality Initiative							
	D	6,000	4,000	37,000	-	33,000	825%
(h) YouthBuild							
	D	77,534	79,689	84,534	-	4,845	6%
(i) Workforce Innovation Fund							
	D	47,304	-	-	-	-	100%
(j) Women in Apprenticeship							
	D	994	994	-	-	-994	-100%
Subtotal, National Programs		560,747	515,598	692,599	-	177,001	34%
Current year appropriation		360,747	315,598	492,599	-	177,001	56%
Advance for succeeding fiscal year		200,000	200,000	200,000	-	-	0%
3. Skills Training Grants (H-1B Fees)							
	M	161,401 1/	127,799 2/	134,125	-	6,326	5%
Total Appropriation, Training and Employment Services							
Mandatory		3,310,256	3,267,505	3,536,556	-	269,051	8%
Discretionary		161,401	127,799	134,125	-	6,326	5%
Current year appropriation		3,148,855	3,139,706	3,402,431	-	262,725	8%
Advance for succeeding fiscal year		1,376,855	1,367,706	1,630,431	-	262,725	19%
Subtotal		1,772,000	1,772,000	1,772,000	-	-	0%

1/ FY 2014 amount reflects end-of-year adjustments per sequestration order.
 2/ FY 2015 amount reflects current adjustments per sequestration order.

All Purpose Table

United States Department of Labor
 FY 2016 President's Budget
 (dollars in thousands)

Office, Account, Program and Activity	Category Code	FY 2014 Comparable	FY 2015 Comparable	FY 2016 President's Request Current Law	FY 2016 Proposed Legislation	FY 2016 President's Request Current Law versus FY 2015 Comparable			
						Amount	Percent		
EMPLOYMENT AND TRAINING ADMINISTRATION									
Job Corps:									
1. Operations	D	1,578,008	1,580,825	1,597,825	-	17,000	1%		
2. Construction, Rehabilitation, and Acquisition	D	80,000	75,000	75,000	-	-	0%		
3. Administration	D	33,554	35,737	43,119	-	7,382	21%		
Total Appropriation, Job Corps		1,691,562	1,691,562	1,715,944	-	24,382	1%		
Community Service Employment for Older Americans:									
1. Community Service Employment for Older Americans	D	434,371	434,371	434,371	-	-	0%		
Total Appropriation, Community Service Employment for Older Americans		434,371	434,371	434,371	-	-	0%		
TAA Community College and Career Training Grant Fund:									
1. TAA Community College and Career Training Grant Fund	M	464,000	1/	-	-	-	100%		
Total Appropriation, TAA Community College and Career Training Grant Fund		464,000	-	-	-	-	100%		
Federal Unemployment Benefits and Allowances:									
1. Federal Unemployment Benefits and Allowances	M	608,768	1/	658,726	2/	664,200	321,800	5,474	1%
Total Appropriation, Federal Unemployment Benefits and Allowances		608,768	658,726	664,200	321,800	5,474	1%		
State Unemployment Insurance and Employment Service Operations:									
1. Unemployment Trust Fund (UTF):									
(a) UTF Base									
	M	45,761,452	40,144,681	40,190,230	5,340,000	45,549	0%		
(b) UTF Transfer									
	M	-3,968,452	-3,867,681	-4,394,230	-	-526,549	14%		
Subtotal, UTF Residual									
		41,793,000	36,277,000	35,796,000	5,340,000	-481,000	-1%		
2. Unemployment Compensation (UI):									
(a) State Operations (Trust funds)									
	D	2,791,575	2,687,793	2,692,550	-	4,757	0%		
(b) Missclassification (Trust funds)									
	D	10,000	10,000	10,000	-	-	0%		
(c) Reemployment Services and Eligibility Assessments (Trust funds)									
	D	80,000	80,000	180,900	-34,000	100,900	126%		
(d) National Activities (Trust funds)									
	D	10,676	12,892	14,547	-	1,655	13%		
Subtotal, Unemployment Compensation									
		2,892,251	2,790,685	2,897,997	-34,000	107,312	4%		
1/ FY 2014 amount reflects end-of-year adjustments per sequestration order.									
2/ FY 2015 amount reflects current adjustments per sequestration order.									

All Purpose Table

United States Department of Labor
 FY 2016 President's Budget
 (dollars in thousands)

Office, Account, Program and Activity	Category Code	FY 2014 Comparable	FY 2015 Comparable	FY 2016 President's Request Current Law	FY 2016 Proposed Legislation	FY 2016 President's Request Current Law versus FY 2015 Comparable	
						Amount	Percent
EMPLOYMENT AND TRAINING ADMINISTRATION							
3. Employment Service:							
(a) Allotments to States							
Federal Funds	D	21,413	21,413	21,413	-	-	0%
Trust Funds	D	642,771	642,771	1,042,771	-	400,000	62%
Subtotal, Allotments to States		664,184	664,184	1,064,184	-	400,000	60%
(b) ES National Activities (Trust funds)							
	D	19,818	19,818	19,818	-	-	0%
Subtotal, Employment Service		684,002	684,002	1,084,002	-	400,000	58%
4. Foreign Labor Certification:							
(a) State Grants (Trust funds)							
	D	14,282	14,282	14,282	-	-	0%
(b) Federal Administration (Trust funds)							
	D	47,036	47,373	61,589	-	14,216	30%
(c) Federal Administration (H-1B Fees)							
	M	16,140	16,024	13,000	-	-3,024	-19%
(d) Federal Administration (PERM Fees)							
	M	-	-	-	29,000		
(e) Federal Administration (H-2B Fees)							
	M	-	-	-	5,000		
(f) Federal Administration (H-2A Fees)							
	M	-	-	-	4,000		
Subtotal, Foreign Labor Certification		77,458	77,679	88,871	38,000	11,192	14%
5. One-Stop Career Centers / Labor Market Information							
	D	60,153	60,153	80,153	-	20,000	33%
Total Appropriation, State Unemployment Insurance and Employment Service Operations		45,506,864	39,889,519	39,947,023	5,344,000	57,504	0%
Mandatory		41,809,140	36,293,024	35,809,000	5,378,000	-484,024	-1%
Discretionary		3,697,724	3,596,495	4,138,023	-34,000	541,528	15%
Federal Funds		81,566	81,566	101,566	-	20,000	25%
Trust Funds		3,616,158	3,514,929	4,036,457	-34,000	521,528	15%
Job-Driven Training for Youth and Long-Term Unemployed							
1. Job-Driven Training for Youth and Long-Term Unemployed							
(a) High-Growth Sector Training							
	M	-	-	-	16,000,000	-	100%
(b) Apprenticeship Training							
	M	-	-	-	2,000,000	-	100%
(c) Connecting for Opportunity							
	M	-	-	-	3,000,000	-	100%
Total Appropriation, Job-Driven Training Fund		-	-	-	21,000,000	-	100%
Payments to the UI Trust Fund:							
1. Payments to the Unemployment Insurance Trust Fund							
	M	4,915,000	-	-	-	-	100%
Total Appropriation, Payments to the UI Trust Fund		4,915,000	-	-	-	-	100%
Short Time Compensation:							
1. Short Time Compensation [non-add] 3/							
	M	89,165	77,868	2,000	-	-75,868	-97%
Total Appropriation, Short Time Compensation [non-add]		89,165	77,868	2,000	-	-75,868	-97%
1/ FY 2014 amount reflects end-of-year adjustments per sequestration order.							
2/ FY 2015 amount reflects current adjustments per sequestration order.							
3/ Reflects supplemental appropriations enacted by Public Law 112-96, the Middle Class Tax Relief and Job Creation Act of 2012.							

All Purpose Table

United States Department of Labor
 FY 2016 President's Budget
 (dollars in thousands)

Office, Account, Program and Activity	Category Code	FY 2014 Comparable	FY 2015 Comparable	FY 2016 President's Request Current Law	FY 2016 Proposed Legislation	FY 2016 President's Request	
						Current Law versus FY 2015 Comparable	
						Amount	Percent
EMPLOYMENT AND TRAINING ADMINISTRATION							
<i>Federal Additional Unemployment Compensation, Recovery:</i>							
1. Federal Additional Unemployment Compensation	M	-	-	-	-	-	100%
Total Appropriation, Federal Additional Unemployment Comp. Rec.		-	-	-	-	-	100%
<i>Advances to the UI and Other Trust Funds:</i>							
1. Advances to the Unemployment Trust Fund	M	10,000	-	-	-	-	100%
Total Appropriation, Advances to the UI and Other Trust Funds		10,000	-	-	-	-	100%
<i>Program Administration:</i>							
1. Training and Employment Trust Funds	D	58,240	58,240	73,172	-	14,932	26%
2. Workforce Security Trust Funds	D	8,639	8,639	10,832	-	2,193	25%
3. Apprenticeship Training, Employer and Labor Services	D	3,469	3,469	3,650	-	181	5%
4. Executive Direction	D	39,264	39,264	40,842	-	1,578	4%
Trust Funds	D	27,117	31,117	36,734	-	5,617	18%
Trust Funds	D	8,999	8,999	9,204	-	205	2%
Trust Funds	D	2,079	2,079	2,130	-	51	2%
Total Appropriation, Program Administration		147,807	151,807	176,564	-	24,757	16%
Federal Funds		97,825	101,825	122,760	-	20,935	21%
Trust Funds		49,982	49,982	53,804	-	3,822	8%
<i>Workers Compensation:</i>							
Total Appropriation, Workers Compensation	D	-	-	-	-	-	100%
<i>State Paid Leave Fund:</i>							
1. Grants	D	-	-	35,000	-	35,000	100%
Total Appropriation, State Paid Leave Fund		-	-	35,000	-	35,000	100%
<i>Paid Leave Partnership Initiative:</i>							
1. Grants	M	-	-	-	2,213,000	-	100%
Total Appropriation, Paid Leave Partnership Initiative		-	-	-	2,213,000	-	100%
<i>Advances to the Employment Security Administration Account of the Unemployment Trust Fund:</i>							
1. Advances to the ESA Account of the Unemployment Trust Fund	M	-	-	-	-	-	100%
Total Appropriation, Advances to the ESA Account of the UI Trust Fund		-	-	-	-	-	100%
Total Appropriation, Employment and Training Administration		57,088,628	46,093,490	46,509,658	28,878,800	416,168	1%
Mandatory		47,968,309	37,079,549	36,607,325	28,912,800	-472,224	-1%
Discretionary		9,120,319	9,013,941	9,902,333	-34,000	888,392	10%
Federal Funds		5,454,179	5,449,030	5,812,072	-	363,042	7%
Current year appropriation		3,682,179	3,677,030	4,040,072	-	363,042	10%
Advance for succeeding fiscal year		1,772,000	1,772,000	1,772,000	-	-	0%
Trust Funds		3,666,140	3,564,911	4,090,261	-34,000	525,350	15%

FY 2016 Full Time Equivalent (FTE) Table

**U.S. Department of Labor
FULL-TIME EQUIVALENT (FTE)
EMPLOYMENT
FY 2016 President's Budget**

DOL Agency	FY 2014 Actual (Comparable)	FY 2015 Enacted (Estimate)	Program Increases	Program Decreases	FY 2016 President's Budget	FY 2015 Enacted vs. FY 2016 President's Budget
Employment and Training Administration	1,088	1,144	106	-	1,250	106
Employee Benefits Security Administration	963	963	41	-	1,004	41
Pension Benefit Guaranty Corporation	954	977	3	-	980	3
Office of Workers' Compensation Programs	1,562	1,608	8	-	1,616	8
Wage-Hour Division	1,727	1,727	317	-	2,044	317
Office of Federal Contract Compliance Programs	683	650	10	-	660	10
Office of Labor-Management Standards	211	215	-	-	215	-
Occupational Safety and Health Administration	2,170	2,227	99	(9)	2,317	90
Mine Safety and Health Administration	2,286	2,316	6	-	2,322	6
Bureau of Labor Statistics	2,248	2,342	85	-	2,427	85
Departmental Management	1,425	1,517	144	-	1,661	144
Office of Disability Employment Policy	48	51	-	-	51	-
Office of Inspector General	379	379	5	-	384	5
Veterans' Employment and Training	222	230	-	-	230	-
Working Capital Fund	689	719	-	-	719	-
Total FTE Employment	16,655	17,065	824	(9)	17,880	815