



J O B C O R P S A N N U A L R E P O R T

PY04

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UNITED STATES DEPARTMENT OF LABOR  
EMPLOYMENT AND TRAINING ADMINISTRATION

## A MESSAGE FROM THE ASSISTANT SECRETARY FOR EMPLOYMENT AND TRAINING

According to Innovate America, *“Innovation will be the single most important factor in determining America’s success through the 21<sup>st</sup> Century.”* The future is going to bring greater change than any we have experienced or imagined. The world is now witnessing one of the great economic transformations in history. The twin revolutions of technology and information have ushered in the era we know as globalization.

To meet this challenge and fill our role as leader of the global economy, we must not rely on the systems and structures built to support our 20<sup>th</sup> Century economy, but rather on the creativity and innovation only found in an educated and skilled workforce. We must transform them to meet the very different needs of today’s economy.

For Job Corps, this means that the educational foundation and skills training we offer students must be flexible and adapted to the needs of the 21<sup>st</sup> Century. Today’s jobs require more than a basic education. They require stronger math, computer, and communications skills. They also require more specialized training including industry-recognized certifications. Employees must add immediate value to a company and that can only happen if they possess strong academic and career skills.

To create a system that is truly valuable in today’s economy requires more than our own efforts. We must partner with the businesses and industries that are driving economic growth in our regions and with the educational institutions that offer specialized courses.

Job Corps has many accomplishments of which to be proud. One achievement of which I am particularly proud is the valuable role the program played in the U.S. Department of Labor’s attainment of the highest rating of “green” in the President’s Management Agenda (PMA) initiative. The PMA is a strategy developed by President Bush to improve the management and performance of the federal government. The U.S. Department of Labor achieved a green score in Strategic Management of Human Capital, Budget and Performance Integration, Improved Financial Performance, Expanded E-Government, and Competitive Sourcing. I am pleased with Job Corps’ contribution to this effort.

This is a crucial time for Job Corps. As a nation, our workforce cannot afford to lose even one talented young person. Through innovation and perseverance, Job Corps is well-positioned to enhance its service delivery and continue as the most successful, federally-funded job training and education program for economically disadvantaged youth in the nation.



Emily Stover DeRocco  
Assistant Secretary for Employment and Training  
U.S. Department of Labor



## A MESSAGE FROM THE JOB CORPS NATIONAL DIRECTOR *(Served 2004-06)*



This year, more than ever before, Job Corps has transformed to better meet the needs of America's economically disadvantaged young people as well as businesses. The capacity to be flexible and adapt to address the demands of business and the career needs of Job Corps' students has been a hallmark of the program for years. On behalf of the 15,000 staff who work tirelessly each day, I am proud to report that Job Corps has become an important component in the demand-driven workforce investment system. In PY '04, through the introduction of new curricula, training opportunities, certification programs, and eLearning options, Job Corps enhanced its offerings to its more than 62,000 students and graduates.

Examples of this ongoing transformation are reflected across the entire Job Corps program. During the past year, Job Corps:

- Established new Career Success Skills Standards, which are being piloted in six centers, and integrated important training in employability skills with academic and career training.
- Redesigned the basic Automotive Repair Technician program and aligned it to the industry skills standards and program certification requirements.
- Developed an innovative training program for the energy industry, which includes offshore oil rig and platform operations, emergency response, oil piping operations, safety, transportation, CPR, and water survival training.
- Enhanced training in health related occupations, producing more than 6,200 graduates in health care occupations last year.

Important enhancements to Job Corps' management and operations were implemented, including addressing issues such as cost efficiency, data integrity, procurement, and recruitment, as well as services provided to graduates as they transition from the program.

Job Corps' future will be defined by its ability to adapt to an increasingly global economy that demands trained employees with 21<sup>st</sup> Century skills. With research, preparation, and flexibility, Job Corps will continue to be recognized as America's first choice for a second chance for thousands of youth.

A handwritten signature in cursive script that reads "Grace A. Kilbane". The signature is written in dark ink and is positioned above the printed name.

Grace A. Kilbane  
National Director  
Office of Job Corps

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## JOB CORPS FAST FACTS

### WHAT IS JOB CORPS?

Established in 1964, Job Corps is the nation's largest residential, educational, and vocational training program for economically disadvantaged youth, ages 16 through 24. Job Corps centers are open 24 hours a day, 365 days a year, with two-week academic breaks held twice each year. Over the past four decades, Job Corps has trained and educated more than 2 million young Americans, serving approximately 62,000 youth in PY '04 alone. Interested students can obtain information about Job Corps enrollment by calling (800) 733-JOBS or through the Job Corps Web site at <http://jobcorps.dol.gov>.

### WHERE IS JOB CORPS?

Job Corps has 122 centers in 48 states, the District of Columbia, and Puerto Rico. (This number includes the Gulfport and New Orleans Job Corps Centers which are temporarily closed due to extensive damage from Hurricanes Katrina and Rita.) Job Corps also manages Outreach and Admissions (OA) and Career Transition Services (CTS) operations at hundreds of locations around the country.

### HOW DOES JOB CORPS WORK?

Young people apply to join Job Corps through an admissions counselor. Eligible youth are assigned to a specific Job Corps center, usually one that is located nearest the young person's home and offers training of interest to the young person. While at the center, students participate in comprehensive, career-oriented training. Job Corps' curricula are designed to provide "contextual training" or "applied academic" experiences, which integrate academic and vocational skills training. This form of training joins academic subject matter with related vocations so students learn about their individual fields through an integrated learning experience. Job Corps helps students to gain new skills and increase their employability. Students learn valuable skills that are beneficial in the workplace. Job Corps students may participate in work-based learning experiences with local employers. In addition, some students may participate in Vocational Skills Training (VST), where they can work on construction and rehabilitation projects both on center and in the community. For graduates and former enrollees, Job Corps provides placement assistance for employment, education programs, and the military, as well as transitional services and follow-up support.

### WHAT DO JOB CORPS STUDENTS LEARN?

A majority of students work toward the attainment of a high school diploma (HSD) or a General Educational Development (GED) cer-

tificate. Training is offered in more than 100 occupations in a range of industries, including automotive, business technology, construction, and health care.

### WHO ARE JOB CORPS STUDENTS?

The typical Job Corps student has not completed high school, reads slightly below the 8<sup>th</sup> grade level, has never had a full-time job, is 18 or 19 years old, and is from an economically disadvantaged family. More than 60 percent of Job Corps students are male and nearly 40 percent are female. Approximately 50 percent of Job Corps students are African American, 28 percent are white, 16 percent are Hispanic, 3 percent are American Indian, and 2 percent are Asian/Pacific Islander (Characteristics of Students Entering the Program, pp. 32-33).

### HOW LONG DO STUDENTS STAY IN JOB CORPS?

Job Corps is a self-paced program. As a result, lengths of stay vary. Students may remain enrolled for up to two years, but the average length of stay for all students is 8.2 months and 11.4 months for graduates. An optional third year is granted for students who qualify for advanced training.

### WHO OPERATES JOB CORPS?

Known as "one of the original public-private partnerships," Job Corps is 100 percent federally-funded. Although Job Corps is administered by the U.S. Department of Labor (DOL), specific functions such as center operations, OA, and CTS may be monitored, operated, and contracted by private companies and agencies that have been awarded contracts through a competitive bidding process. Large and small corporations and non-profit organizations manage and operate 94 Job Corps centers under these contractual agreements.

The other 28 centers are operated through interagency agreements between DOL and the U.S. Departments of Agriculture and Interior. Listed below are the number of Job Corps centers, center operators, and OA/CTS operators in PY '04. (The Gulfport and New Orleans Job Corps Centers are included in the numbers below; however, these centers are temporarily closed due to extensive damage from Hurricanes Katrina and Rita).

Number of Job Corps Centers	122
Number of Job Corps Center Operators	28
Number of Job Corps OA/CTS Operators	41

The Job Corps program is administered by 160 DOL national and regional federal staff.

## WHAT ARE THE RESULTS?

Job Corps had one of the highest graduate placement rates among the nation's job training programs in PY '04. Ninety-one percent of all graduates obtained jobs, enlisted in the military, or enrolled in education programs; approximately 37,000 students completed vocational training and 20,570 students attained an HSD or GED certificate. In PY '04, 18,025 students completed vocational training and obtained an HSD or GED.

## HOW DOES SOCIETY BENEFIT FROM JOB CORPS?

Job Corps provides important benefits to employers and to local communities. Society benefits from Job Corps because graduates gain important vocational skills and attain education levels higher than eligible youth who do not attend the program. As a result, employers are supplied with trained, entry-level employees, which lowers employers' recruiting and training costs and increases productivity. Job Corps students and staff also give back to local communities through community service projects and activities.

## PROGRAM DESCRIPTION

### MISSION

As the nation's largest residential, educational, and vocational program for economically disadvantaged youth, Job Corps' mission is to attract eligible young

adults, teach them the skills they need to become employable and independent, and help them to secure meaningful jobs or opportunities for further education.

### PURPOSE

The Job Corps program is administered by the U.S. Department of Labor (DOL) with the purpose of helping America's economically disadvantaged youth overcome the many barriers to employment. Job Corps was originally established by the Economic Opportunity Act of 1964. Authorization for the program continued under the Comprehensive Employment and Training Act (CETA), then Title IV-B of the Job Training Partnership Act (JTPA), and currently is authorized under Title I-C of the Workforce Investment Act (WIA), as amended.

### SERVICES

Job Corps is an intensive and comprehensive program designed to assist eligible youth in their development into responsible, employable, and productive citizens. Job Corps is an open enrollment program, which allows each student to work at his/her own pace. Job Corps offers a complete array of integrated services, including:

- Diagnostic testing of reading and math levels upon entry;
- Comprehensive contextual learning curricula that combine academic and vocational training;
- Workplace communications;
- Occupational exploration;
- Individualized career planning;
- Employability and social skills/cultural awareness development;
- Regular student progress evaluations;
- Lodging, meals, and clothing;
- Health care (including medical and dental care, substance abuse programs, and health education);

Exeter Job Corps Center  
Exeter, Rhode Island



- Student government and leadership programs;
- English as a Second Language (ESL) instruction;
- Basic living allowances;
- On-site child care support (available at 26 centers);
- Counseling and related support services;
- Driver's education;
- Recreation programs and non-vocational activities;
- Work-based learning opportunities; and,
- Post-program placement and transitional support.

The residential component enables Job Corps to provide a comprehensive array of services in one setting. Approximately six out of seven students live on campus, while the remaining students commute to their respective centers daily. Job Corps offers reasonable accommodations to students with disabilities.

## ABOUT THE PROGRAM

### Eligibility

Youth enter the Job Corps program voluntarily and must be at least 16 and not yet 25 years of age at the time of enrollment. A Job Corps applicant must:

- Be a U.S. citizen or immigrant with permanent resident status;
- Meet age requirements;
- Meet low-income criteria;
- Be in need of additional education, vocational training, or counseling and related assistance to complete regular school-work or to secure and maintain employment (an applicant can be a school dropout, a runaway, a foster child, a parent, or homeless);
- Have signed consent from a parent or guardian if he/she is a minor;
- Have a child care plan, if he/she is the parent of a dependent child;
- Not exhibit behavioral problems that could prohibit him/her or others from benefiting fully from the program;
- Not require any face-to-face court or institutional supervision or court-imposed fines while enrolled in Job Corps; and,
- Not use drugs illegally.

### Enrollment Process

A young person who wants to enroll in Job Corps may submit an application through an Outreach and Admissions (OA) counselor. The OA counselor then reviews the application, along with additional documentation from sources such as schools, to confirm eligibility. Admissions counselors conduct interviews with the applicant to determine commitment and readiness for the program.

Additionally, an applicant's medical, behavioral, and criminal history is evaluated by appropriate staff. A decision regarding the enrollment of an applicant with previous behavioral problems is made in accordance with procedures established by the U.S. Department of Labor (DOL) in order to ensure the applicant will not prohibit others from benefiting fully from the program.

Once an applicant has been accepted and has signed a commitment to remain drug and violence-free, he/she is assigned to a center and provided an enrollment date. Generally, an applicant is assigned to the center nearest his/her home, but waivers to this requirement may occur under certain conditions. Transportation is provided for the eligible applicant to the assigned Job Corps center.

### Operations

The Job Corps program operates through partnerships between the U.S. government, the private sector, and local communities. In addition to centers at 122 sites, Job Corps also supports satellite centers, which operate as annexes to larger centers. Most Job Corps centers are located on property that is owned or leased long-term by the federal government.

DOL awards and administers contracts for the recruitment and screening of new students, center operations, and the placement and transitional support of graduates and former enrollees. When Congress authorizes and provides funding for a new center, a competitive process is initiated to select the site. Large and small corporations and non-profit organizations manage and operate 94 Job Corps centers under contractual agreements with DOL. These contract center operators are selected through a competitive procurement process that evaluates potential operators' technical expertise, proposed costs, past performance, and other factors, in accordance with the Competition in Contracting Act and the Federal Acquisition Regulations. Decisions on contract awards and the exercise of option years are heavily influenced by center performance assessments that evaluate outcomes against performance standards and on-site federal assessments of quality and compliance.

The U.S. Departments of Agriculture and Interior, through inter-agency agreements with DOL, operate 28 Job Corps centers on public lands, throughout the country. These centers are referred to as Civilian Conservation Centers such as the Blackwell Job Corps Center in Wisconsin, Curlew Job Corps Center in Washington, and Flatwoods Job Corps Center in Virginia.

## Center Locations

Job Corps centers are located in 48 states, the District of Columbia, and Puerto Rico (Job Corps Center Directory, pp. 36-39). Centers are located in both urban and rural communities, are responsible for populations ranging from 150 to 1,900 students, and are operated by large and small companies, as well as federal agencies.

## Results

The length of time students are enrolled in Job Corps correlates with post-program success (Five-Year Performance Summary of Student Outcomes, p. 29). Students who remain enrolled for longer periods of time

are more likely to complete a vocational training program, attain an HSD or GED certificate, and gain valuable employability skills. These students also are more likely to earn higher wages and ultimately remain a part of the workforce. HSD and GED attainment, vocational training completion, employment, enrollment in education or training programs, or enlistment in the military are examples of the positive outcomes recognized by Job Corps in its performance measurement systems during PY '04 (Five-Year Performance, pp. 30-31). Other significant benefits of program participation include improved motivation, attitude, social skills, and other employability skills.

During PY '04, 91 percent of graduates (i.e., students who attained an HSD or GED certificate and/or completed vocational training) found jobs, enrolled in education programs, or entered the military. Nearly 80 percent of graduates entered employment at an average hourly wage of \$8.18, and 11 percent entered education programs. Approximately 16 percent of all new Job Corps students leave the program within the first 60 days of enrollment. Students who leave the program early generally cannot adjust to the residential setting or the structured environment, become homesick, or have personal or family issues that need to be resolved before they are able to focus on their futures.

## HOW DOES JOB CORPS OPERATE?

### JOB CORPS' OPERATIONS

#### ADMINISTRATION AND MANAGEMENT

Job Corps is a national program which is administered by the U.S. Department of Labor (DOL) through the National Office of Job Corps and six regional offices. The National Office of Job Corps establishes policy and requirements and facilitates major program initiatives. Job Corps' regional offices procure and administer contracts and perform oversight activities, which include ongoing monitoring and comprehensive on-site center assessments as well as oversight of Outreach and Admissions (OA) and Career Transition Services (CTS) contractors.

Job Corps' regional offices award cost-reimbursement plus incentive-fee contracts for the operation of centers on a two-year basis, with the potential for three additional one-year option periods, based on performance. Job Corps center operators are responsible for the center's management and administration including: hiring and training staff; providing a safe and secure environment for students; delivering basic education, vocational and employability skills training, work-based learning, counseling, health care, and related support services; supervising students; administering student incentive and disciplinary systems; maintaining student records and accountability systems; providing financial reporting and accountability; procuring materials and supplies; maintaining center facilities and equipment; and promoting strong community relations.

A network of programs, agencies, and organizations provide additional resources for the management and administration of the Job Corps program. This network of service providers includes: One-Stop Career Centers, community-based organizations, national labor unions, and trade associations. In particular, the One-Stop delivery system, administered by DOL, has expanded Job Corps' resource network through the availability of a comprehensive range of employment, training, and support services in many communities.

CTS providers offer placement assistance to graduates and former enrollees by helping them to secure employment, enroll in education programs, or enter the military. Job Corps graduates are also provided with support services, such as help in locating suitable housing and transportation.

#### PERFORMANCE MEASURES

Job Corps centers have performance measures for student outcomes, as well as quality and compliance measures related to center operations. Performance against these measures weighs heavily in the contract award process. In PY '04, Job Corps continued to utilize its Performance-Based Service Contracting (PBSC) Plan that is in accordance with the Federal Acquisition Regulations (FAR) and goals established by the Office of Management and Budget's Procurement Executives Council. The FAR identifies PBSC as the preferred method of acquiring services primarily because it links performance to funding by rewarding good performance and penalizing poor performance.

All Job Corps' new awards and option year extensions for the operation of Job Corps centers and CTS providers include performance-based contracting incentive-fee provisions that tie a contractor's

fee directly to achievement of outcome measures. Contractors are measured based on students' early program retention, achievement of academic and vocational credentials, placement, job retention, and post-placement earnings. Since the implementation of performance-based service contracting provisions, there have been significant improvements in some student outcomes, and smaller improvements in others, resulting in increased incentive-fee earnings for contractors.

### SMALL BUSINESS INITIATIVE

During PY '04, Job Corps continued a multi-year initiative to increase the participation and success of small businesses as prime contractors. Job Corps' strategy to increase small business participation includes aggressive outreach and small business set-asides. Job Corps encourages the participation of new companies in its contracting by conducting outreach to new firms, publicizing procurement opportunities, and employing progressive procurement approaches.

Job Corps is represented at federal contracting outreach forums sponsored by other federal entities for

the specific purpose of promoting greater competition in the procurement process. Contracting opportunities in Job Corps are widely publicized on both government-wide and DOL-sponsored Web sites. Outreach activities have resulted in an increase in awards of contracts to new small businesses.

### ACCOUNTABILITY

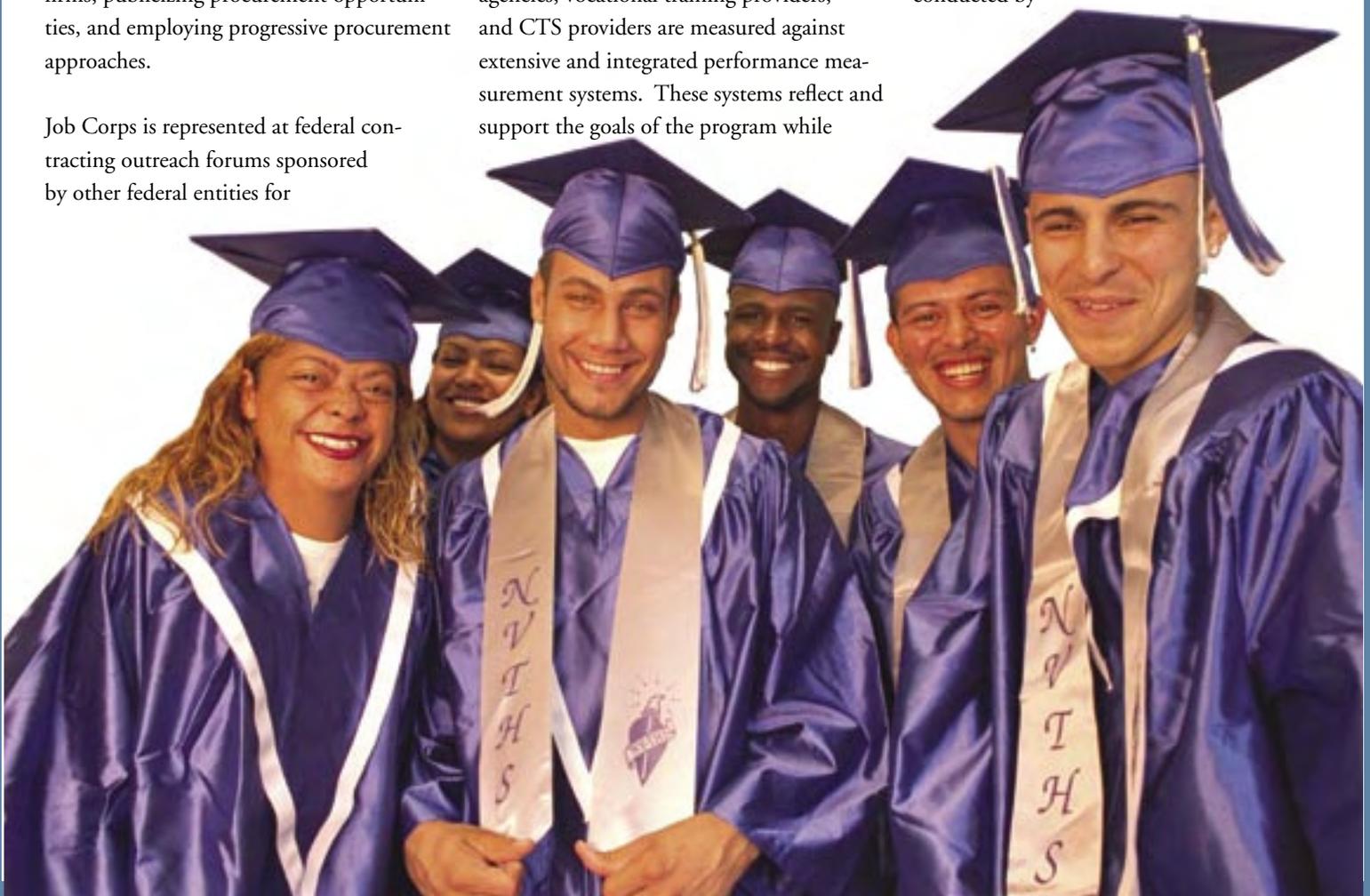
The Government Performance and Results Act (GPRA) requires all federal agencies to establish results-oriented goals that are tied to budget appropriations. These performance goals measure outcomes of program participants and assess the effectiveness of strategic planning. During PY '04, benchmarks were targeted at participants' attainment of high school diplomas, as well as placements and wages of Job Corps graduates after departure from the program.

Within the Job Corps system, the performance of Job Corps center operators, OA agencies, vocational training providers, and CTS providers are measured against extensive and integrated performance measurement systems. These systems reflect and support the goals of the program while

providing flexibility toward accomplishing those goals. In addition, the performance measurement systems provide a comprehensive picture of performance throughout all phases of a student's Job Corps experience.

Each year, Job Corps issues policies outlining program goals, performance expectations, and reporting requirements to all program partners. Annually, current accountability systems are reviewed to determine if revisions are necessary to keep the systems aligned with Job Corps program priorities and intended results.

In addition to regularly scheduled program evaluations by both federal and contractor staff, the Office of the Inspector General (OIG) regularly reviews the program to assess operations and performance reporting. Similarly, the Government Accountability Office (GAO) periodically conducts studies on the Job Corps program. External reviews conducted by



offices such as the OIG and GAO are constructive in providing Job Corps with information to improve program efficiency and effectiveness.

During PY '04, Job Corps played a role in DOL's effort to achieve the highest score of "green" on all five government-wide components of the President's Management Agenda (PMA). The PMA is a strategy developed by President Bush to improve the management and performance of the federal government. DOL achieved a green score in Strategic Management of Human Capital, Budget and Performance Integration, Improved Financial Performance, Expanded E-Government, and Competitive Sourcing. Job Corps especially made contributions to this effort in the area of asset planning by the Division of Budget and Facilities Support.

## **JOB CORPS' STRATEGIC PLANNING COMMITTEE PREPARES FOR THE FUTURE**

In PY '04, Job Corps created a Strategic Planning Committee to develop new initiatives for the future of Job Corps. The goals of the Strategic Planning Committee include contributing to DOL's strategic goal of creating a prepared workforce; setting clear outcome goals for Job Corps performance; ensuring the effective operations of the Job Corps regional offices; and successfully managing new initiatives and issues for Job Corps.

To achieve these goals, the Strategic Planning Committee created several workgroups including the Cost Reduction Workgroup, the Data Integrity Workgroup, the Outcome Management Systems (OMS) Workgroup, the Career Transition Services (CTS) Workgroup, the Eligibility Workgroup, the Staff Training Workgroup, and the Center Information System (CIS) Workgroup.

The Cost Reduction Workgroup was created to implement cost saving recommendations that could be used by all of the Job Corps centers.

The Data Integrity Workgroup developed strategies for amending the Program Assessment Guide (PAG) to include mandatory activities for testing the validity and reliability of performance outcomes; retaining records that document the testing performed; and taking appropriate action to recover any overpayments made to contractors as a result of misreported performance data. The committee has made recommendations, created a draft audit guide format, and conducted training. Job Corps considers data integrity a top priority and continuously seeks new ways to maintain the integrity of its data.

The OMS Workgroup discussed PY '04 performance outcomes and provided input into the development of the goals and weights which are designed to drive the system toward attainment of the PY '05 goals and common performance measures.

The CTS Workgroup recommended improvements in the delivery and quality of services that will positively impact the long-term success of graduates in establishing careers.

The Eligibility Workgroup was developed to reach a consensus on the issue of determining the readiness of an otherwise eligible applicant for Job Corps. This is measured by assessing the "additional factors for selection" (e.g., court involvement, reasonable expectation of success in a group setting, and needs that can be met by Job Corps).

The Staff Training Workgroup developed strategies for providing timely and cost-effective training for center staff and, where appropriate, federal staff, including developing online training opportunities.

The CIS Workgroup developed strategies to improve the Center Information System. The workgroup addressed specific CIS program areas that needed enhancement, identified issues and concerns, and made recommendations.

The activities of the workgroups are ongoing as Job Corps continually seeks to improve the program and develop new ways to meet the needs of students and staff.

## **CAREER DEVELOPMENT SERVICES SYSTEM (CDSS)**

The Career Development Services System (CDSS) is Job Corps' approach to providing students with the training, guidance, and support that will lead them to long-term employment, earnings growth, and continued educational attainment. The system is designed to integrate and enhance all aspects of the Job Corps experience, which includes: Outreach and Admissions (OA), the Career Preparation Period (CPP), the Career Development Period (CDP), and the Career Transition Period (CTP).

### **Outreach and Admissions (OA)**

During the OA process, prospective students learn about Job Corps and the opportunities available to them. They are informed of the responsibilities of Job Corps students and learn about the connection between their Job Corps experience and achievement of their long-term career goals. To qualify for admission, prospective students must meet program eligibility requirements and sign a "zero tolerance" agreement, which explains that use of drugs and violence will not be tolerated in the Job Corps program and are grounds for dismissal. Upon arriving at the center, students receive an initial assessment of their career goals and learn about the availability of vocational offerings.

### **Career Preparation Period (CPP)**

As new students are welcomed to Job Corps and begin CPP, they are given an introduction to center life and resources. Students learn about the center's academic programs, vocational offerings, job placement assistance, counseling services, community

and extracurricular activities, and rules and regulations. Students also learn about the wide range of wellness services available at the center, including basic medical, mental health, and dental care provided by qualified health professionals. Students learn the skills (e.g., job search, employability, basic information technology, personal development) that are necessary to obtain employment. During this period, students work with center staff to identify their personal and career development needs. Using a career management approach, students, guided by staff, develop their Personal Career Development Plans (PCDPs). PCDPs reflect students' career goals and determine the academic and vocational training strategies and support services that will enable the students to complete the program successfully and work toward meeting their career goals.

### **Career Development Period (CDP)**

During CDP, center staff and employers provide students with intensive instruction in academic and vocational curricula, interpersonal communications, and problem-solving skills and practice in social and personal management skills. CDP training and services are aimed at fostering career awareness, establishing high academic and skill standards, integrating academic and vocational training, and incorporating industry standards into training programs. Students also begin searching for a job and preparing for independent living during CDP.

### **Career Transition Period (CTP)**

CTP is the period when students transition from Job Corps to the workforce, an education program, or the military. Center staff and Career Transition Services (CTS) providers assist with job placement and coordination of transitional support services, such as housing, transportation, and other resources needed to secure and retain employment.

### **Evaluation of Student Progress**

Throughout CDSS, students discuss their progress with staff on an ongoing basis to ensure that they advance steadily toward the goals outlined in their PCDPs. Students' achievements, as well as areas where improvement is needed, are noted as staff work with students to update their PCDPs. Center counselors work with students to ensure attainment of the employability skills and academic levels necessary to meet employers' needs.

### **Technological Advancements that Support CDSS**

Job Corps centers prepare CDSS plans that identify how centers will meet the training needs of students, as well as national and center training objectives. Instructors have the flexibility to enhance courses and integrate competencies from academic, vocational, and employability skills content areas to provide contextual learning experiences for students. Teachers select and apply a variety of tailored instructional approaches and materials to address different student learning styles and capabilities.

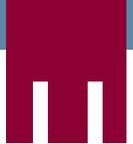
To enhance its ability to train the 21<sup>st</sup> Century workforce, Job Corps continually provides new technology and electronic resources to its staff, students, and contractors. The CDSS suite of applications was developed to assist Job Corps staff in its management of student information and reporting of programmatic outcomes. The Outreach and Admissions Student Information System (OASIS) is the first stage and helps to manage student information during the initial applications process. The Center Information System (CIS) is used by staff to support the daily activities and progress of students throughout their enrollment. The Career Transition System (CTS) is used to assist staff and CTS providers in finding employment for students.

Additional components include the Executive Information System (EIS) which is used

by management staff to analyze Job Corps demographic data; the Electronic Property Management System (EPMS) which is used to record and manage all nonexpendable property at a Job Corps center; and the Financial Management System (FMS) assists with financial information and reporting. The Staff Instructional Management Online Network (SIMON) is the latest technological addition which provides online training capability for staff in a variety of topics.

Job Corps developed the Job Corps Career Development Resource Center Web site ([www.jccdr.org](http://www.jccdr.org)) to assist administrators, teachers, counselors, and other Job Corps staff in developing training programs and providing student services. The internal site provides online access to instructional materials, labor market and job search information, as well as staff professional development resources. Other supportive technological resources include the Job Corps Wheel of Career Opportunity, a career development tool which assists students in defining, focusing, and meeting their educational and career goals.

Job Corps continually evaluates the suite of software to enhance its accessibility and functionality for Job Corps' staff, students, and contractors. In PY '04, Job Corps provided additional IT training for staff and increased opportunities for students to participate in eLearning activities. Job Corps also enhanced tracking capabilities and increased the accuracy of reporting within the system. In the next program year, Job Corps will continue to upgrade its software and technological offerings to assist the system in attaining the highest standards of performance.



## PROGRAM SERVICES

### RESIDENTIAL LIVING AND SUPPORT SERVICES

The residential aspect of Job Corps distinguishes the program from other federal employment and training programs. Residential living is essential to the program because most students come from disadvantaged environments and can best be served in a more structured and safe environment. Job Corps centers provide a variety of support services around the clock, seven days a week.

Residential halls on Job Corps center campuses are designed to promote a safe, comfortable environment for students. Residential students comprise more than 85 percent of Job Corps' enrollment. The residential halls are staffed and supervised during all non-class hours. As part of the social development program, students must participate in residential hall meetings and group counseling sessions; take responsibility for cleaning their own rooms; assist in cleaning the common living areas, such as lounges and television rooms; and adhere to center rules regarding curfews. The residential program helps students learn to get along with diverse groups of people, teaches them to accept responsibility for their actions, and helps them to understand and practice good citizenship.

Job Corps offers a variety of activities and support services, including health care, dining services, sports and recreation, counseling, support in group living, arts and crafts, student government, leadership, and incentive programs. Students are also provided a modest living allowance to cover personal expenses while they are enrolled.

These support services and related activities are integrated to provide a comprehensive social development program designed to motivate and support students in a safe and drug-free environment.

The seriousness of Job Corps' commitment to ensuring such an environment is demonstrated by the program's zero tolerance policy, which requires the dismissal of students for drug violations and serious violent offenses.

Twenty-six Job Corps centers currently provide on-site child care programs, and seven of these centers also have dormitories designed to house student parents and their children. An additional five on-site child care facilities are currently under development (Child Development Centers, p. 47).

### Health and Wellness Services

Staying healthy and physically fit are basic requirements for any successful career. The Job Corps Health and Wellness program helps students:

- Increase their knowledge of health-related practices;
- Learn personal hygiene management;
- Develop healthy lifestyles;
- Learn how to access health care in the community; and,
- Understand responsible use of health care services.

Within the first 48 hours of arrival at a Job Corps center, every student receives a cursory physical exam, dental inspection, lab and drug testing, and immunizations, followed by a more complete medical examination within 14 days. During the Career Preparation Period, students receive an overview of health and wellness services, register for health insurance (if applicable) and participate in wellness classes. Health maintenance and self-care management activities continue throughout the Career Development and Career Transition Periods.

Throughout their stay at Job Corps, students receive essential train-

Carville Job Corps Center  
Carville, Louisiana



ing in a variety of wellness and safety topics. Safety instruction is incorporated into each vocational program and is an integral part of the daily learning experience. In many trades, students acquire valuable occupational health and safety competencies. Such competencies are often highly valued by employers, which increases student employability. Additionally, safety and health committees, consisting of staff and students, guide initiatives aimed at improving safety and health at each center. Students and staff also work together to minimize hazards and promote safe practices in center dormitories, classrooms, and recreational areas. In PY '04, Job Corps achieved numerous accomplishments in the areas of health and wellness and safety (Safety and Security, pp. 12-14).

### Modernization and Renovations On-Center

Newly constructed Job Corps centers use materials that are designed to last for up to 40 years, meeting the evolving needs of students and staff. Job Corps continually assesses, renovates, and relocates centers in order to address technological advancements, changing demographics, and spatial concerns. The Cleveland Job Corps Center in Ohio and the Little Rock Job Corps Center in Arkansas are in the planning and design stages for relocation, while the Atlanta Job Corps Center in Georgia and the Cincinnati Job Corps Center in Ohio are on the list for future relocation.

When Job Corps plans for relocating and building new centers, planners take into consideration the types of vocational trades being taught on-center to adapt the design and usage of space to meet the center's particular needs. Planners are particularly looking at the emerging needs of high growth industries when designing and relocating centers. By doing so, Job Corps ensures that the centers are

equipped with the appropriate technology, equipment, and facilities to train the 21<sup>st</sup> Century workforce. Job Corps designs centers that will continue to meet the demands of its students, staff, and external partners, such as employers.

### Innovative Construction

Job Corps utilizes innovative design approaches and building techniques in the construction of its new centers. When developing new Job Corps centers, Job Corps follows nationally-recognized construction standards as well as local and state standards. As a result, the centers are often more likely to withstand the natural environment and extreme weather conditions particular to that region. For example, the Hartford and Wilmington Job Corps Centers were outfitted with exterior ceramic/metallic "skins" which increase the gross square footage (and, therefore, the usable space) of the buildings by requiring only half the insulation materials while also increasing the heating and cooling efficiency. As Job Corps develops new centers, they will also include the ceramic/metallic skin model.

### Safety and Security

Job Corps has implemented an aggressive campaign to expand center safety and security measures, create on-site emergency preparedness plans, increase security awareness, and build additional community linkages for local disaster response and evacuation procedures. During PY '04, Job Corps responded quickly and appropriately to safety and health incidents at Job Corps centers while also developing plans and initiatives to increase the protection and safety of Job Corps' staff and students. In PY '04, Job Corps developed the following resources and initiatives.

Wilmington Job Corps Center  
Wilmington, Delaware



### **Safety Program Review Guide**

Job Corps' Safety Program Review Guide rates each center's safety program, helps centers fully understand all compliance requirements, and indicates areas for continued improvement. The guide allows Job Corps to have a transparent translation between the Program Assessment Guide (PAG) and the Safety Program Assessment Guide.

### **Model Safety Plans**

Job Corps' safety staff designed several model safety plans tailored specifically for Job Corps. These templates, which include Fire Protection and Respiratory Protection, for example, offer a sound foundation from which Safety Officers can build upon to enhance center-specific plans.

### **Improved Timeliness of Injury Reporting (SHARE Goals)**

In PY '04, the Safety, Health, and Return-to-Employment (SHARE) initiative was launched by President Bush. As an office within the U.S. Department of Labor (DOL), Job Corps is expected to meet the goal of increasing the timeliness of reporting accidents and injuries. Job Corps' safety program placed the SHARE initiative as its top priority, and achieved the goals outlined in the initiative.

Job Corps conducted training about the new Occupational Safety and Health Administration (OSHA) OSHA 300 form and the Safety and Health Information Management System (SHIMS) at the Job Corps Data Center in Austin, Texas. The purpose of the training was to give participants the information and tools needed to comply with and be successful in meeting both the departmental and Presidential SHARE goals. The training explained the process for using OSHA 300 to document work-related injuries and illnesses and the procedures for using SHIMS – a Web-based workers compensation and safety filing system that enables DOL workers and managers to submit federal workers' compensation claims electronically.

### **Health and Wellness Centers**

Job Corps' safety staff developed numerous checklists as well as training modules that cover a wide range of health issues impacting health and wellness at centers. The training modules and checklists cover areas including, but not limited to, drug storage, equipment maintenance, hazardous chemical storage, etc. These resources increased the safety of students and staff on-center.

### **Safety Newsletter**

Job Corps publishes the *Safety Circle*, an online newsletter each quarter to disseminate relevant Job Corps news, safety and health

information, safety training modules, and links to outside resources. Each issue addresses a different safety-related topic as it pertains to Job Corps – past content included food-borne illnesses, indoor air quality, and the health hazards of lead. This publication also provides an opportunity for Job Corps staff to contribute ideas and share best practices.

### **Participation in FedNet and DOL Safety Events**

Job Corps is actively involved in the Federal Network for Young Worker Safety and Health (FedNet) and is recognized by DOL's OSHA as an expert in young worker safety. Job Corps has received letters and other forms of commendation from OSHA in recognition of its involvement and dedication to youth safety. Job Corps also has taken a lead role as the chair of the FedNet Employability Skills Subgroup for PY 2006-2008. Over the next two years, this subgroup will research, design, and produce materials for FedNet.

### **Membership in Professional Environmental Health Safety Organizations**

Job Corps participates and retains current membership in a number of professional safety, health, and industrial hygiene organizations – National Safety Council (NSC), American Conference of Governmental Industrial Hygienists (ACGIH), American Society of Safety Engineers (ASSE), and American Industrial Hygiene Association (AIHA). Employees attend annual conferences and other professional development seminars to represent Job Corps, fulfilling continuing education requirements, while collecting industry best practices to improve the Job Corps Safety Program.

### **National Safety and Health Conferences**

Job Corps held its National Safety and Health Conference for Job Corps staff from the national, regional, and center levels; operators; and contractor agencies in an effort to inform, educate, and network.

### **Looking Toward the Future**

For PY '05, Job Corps is developing several important safety, security, and preparedness initiatives. These programs and activities include the development of a Voluntary Protection Program (VPP) Pilot. OSHA's VPPs recognize and partner with businesses and worksites that show excellence in occupational safety and health. Program sites are committed to effective employee protection beyond the requirements of OSHA standards. VPP participants develop and implement systems to effectively identify, evaluate, prevent, and control occupational hazards to prevent employee injuries and illnesses. Originally limited to the private sector, VPP has been expanded to include federal agencies. Job Corps has identified several centers that have developed exemplary safety programs. The

VPP Star distinction is widely recognized and respected; therefore, elevating the Job Corps safety program to this level is a step towards making Job Corps a world class safety program.

Job Corps is developing important new emergency response procedures. Emergency management has become a key component of business and residential living, especially in the last five years. Whether an emergency is caused by human or natural phenomena, it is imperative that each Job Corps center is prepared to respond in the most appropriate and efficient manner; therefore, Job Corps is developing Emergency Management Procedures, including regional implementation of preparedness drills. Response procedures will vary by location and it is critical that centers be provided the tools necessary to design site-specific plans.

Job Corps is updating its safety resources to improve understanding of safety standards and reporting procedures. Job Corps will help pilot the new testing of SHIMS version 4.0 which has been updated and re-designed. Job Corps also is creating an accident investigation manual to assist in the investigation of on-center accidents. Accident investigation is essential in reducing and preventing injuries.

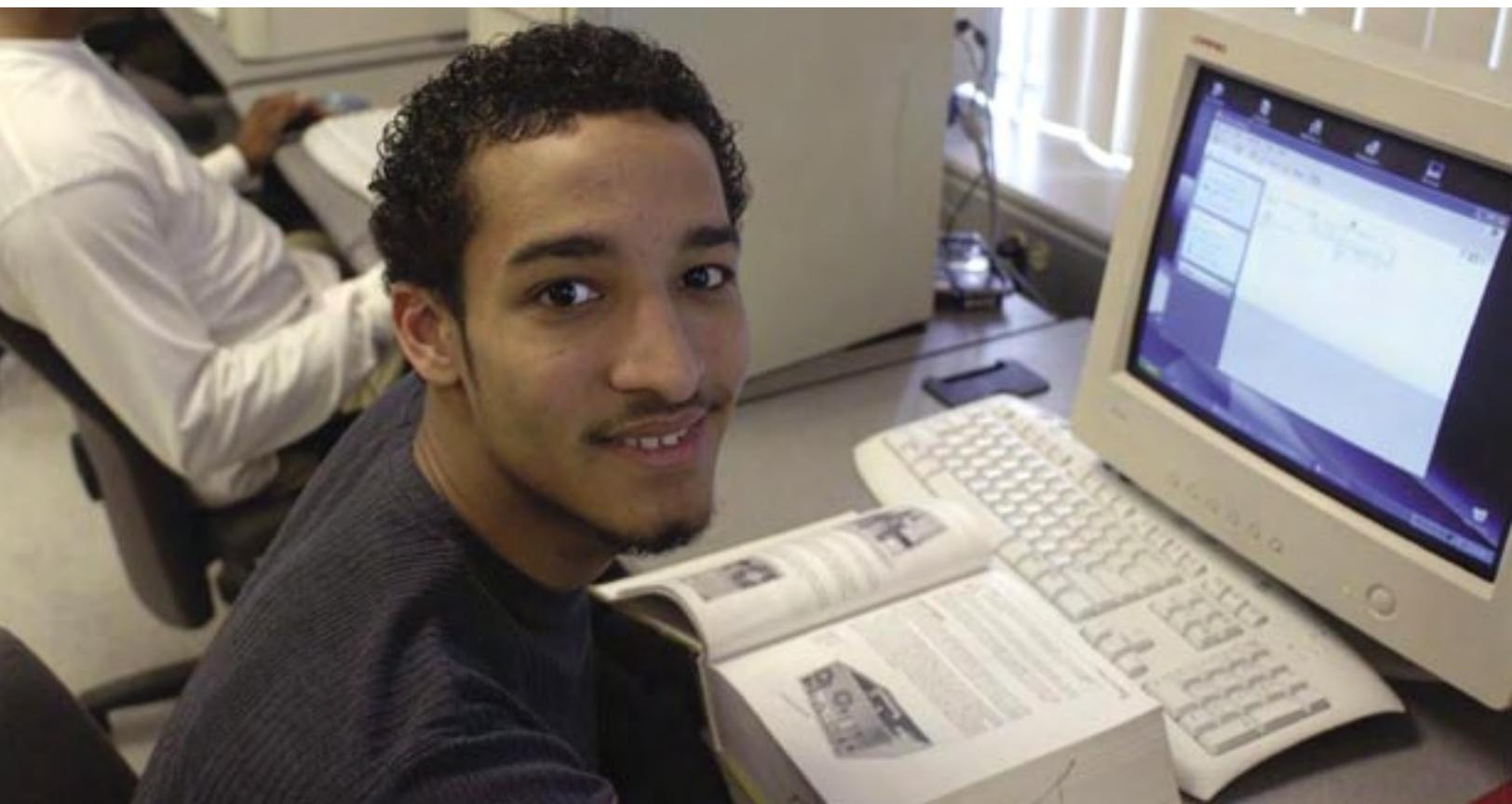
Job Corps is making strides to enhance safety measures on all centers. The program achieved significant results in PY '04 and looks towards attaining important goals in the next program year. The Job Corps program has exceeded safety expectations and has transformed the Job Corps Safety Program into a highly respected program.

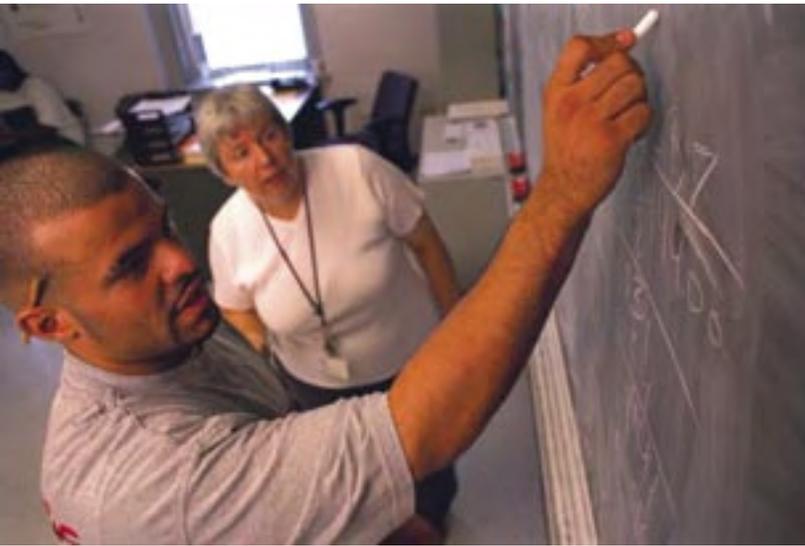
## NEW TECHNOLOGY

Advances in technology have enabled Job Corps to transform itself to meet the needs of the information age and to help staff prepare students to enter the 21<sup>st</sup> Century workplace. Job Corps has created a centralized network infrastructure with an email system that connects 15,000 Job Corps staff. The program also has integrated Voice-over-IP technology at all 122 Job Corps centers, resulting in a substantial cost savings for voice services within the Job Corps community. The program continues to expand and enhance the CDSS suite of applications by adding new functionality and reporting capabilities to serve the needs of the Job Corps system more effectively.

Job Corps has expanded training opportunities for its information technology (IT) customers and now hosts multiple training sessions via distance learning technology and face-to-face training with application and subject matter experts. The program partners with industry-leading companies to provide cutting edge IT training for Job Corps students and staff.

Job Corps works with employers to ascertain their training and certification requirements and seeks to provide centers with the appropriate equipment and technology to assist students in preparing for employment, especially with employers in high growth industries. As a result, students attain higher rates of success on-the-job because they are better prepared to handle the technical requirements of the position.





Job Corps is currently developing a student training network to serve as a platform for expanding eLearning opportunities for students. The Job Corps Student Network is designed to provide students with a robust and flexible network architecture that will support a variety of online training applications. In addition, Job Corps enhanced its tracking capabilities to ensure more accurate reporting.

## ACADEMIC AND VOCATIONAL TRAINING

Job Corps focuses on strengthening students' academic foundations in reading, math, information technology (IT), and communications and helping them to build strong technical skills. The last few years have seen a shift in industry demands, leading to the expansion of several Job Corps initiatives including curricula development, new certification programs, and additional eLearning opportunities. Job Corps also has expanded its English language proficiency training and improved opportunities for students to obtain their high school diplomas (HSDs).

The Job Corp program includes "contextual learning" or "applied academic" experiences, which integrate academic and vocational skills training. These experiences help students grasp and apply academic skills within the context of technical skills development in their vocational training. To succeed in the 21<sup>st</sup> Century workplace students must develop strong reading and math skills. Contextual learning allows them to have frequent opportunities to learn and practice these skills throughout their training program. In addition, contextual learning helps students understand the relevance of excellent academic skills to successful career development and lifelong learning.

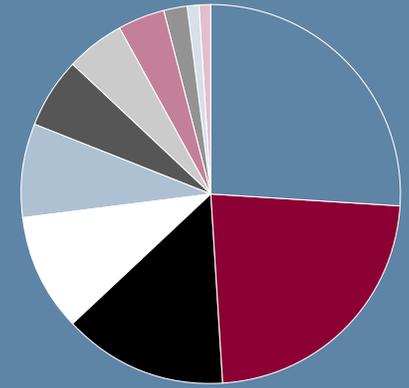
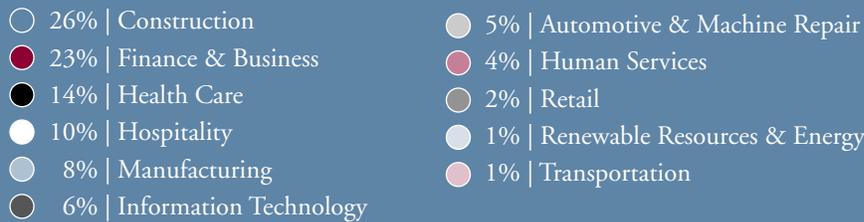
Job Corps strives to meet the evolving demands of employers through a responsive industry-driven academic and vocational training program that enhances students' ability to build viable careers and secure sustainable wages. Job Corps' educational model factors in the needs of high growth industries and labor market trends to deliver the most effective academic, vocational, and employability skills training to students.

## Diagnostic Testing and Career Development Services

Beginning with Outreach and Admissions (OA) and continuing throughout training and up to the 18-month post-placement period of the Career Development Services System (CDSS, pp. 9-10), Job Corps staff work together to help students achieve their academic and career goals. Students, with the assistance of center staff, determine an appropriate academic and vocational training program during the Career Preparation Period (CPP). A student's individual training program is based upon a formal assessment of his/her interests, values, and aptitudes. This information is then matched with the necessary academic offerings as well as with available vocational training offered at the center. The academic and vocational training goals are then incorporated into the student's Personal Career Development Plan (PCDP), which directs his/her career training during and beyond Job Corps.

Job Corps' academic training is a competency-based education program that utilizes Tests of Adult Basic Education (TABE) assessment and other diagnostic tools to determine students' academic capabilities and identify any gaps to employability. Upon students' arrival on-center and during CPP, the results of these diagnostic tests and academic assessments are incorporated into their PCDPs.

### Job Corps Career Clusters and Offerings in PY '04



### Academics: Core Competency Training

Academic training is comprised of four core content areas: reading, math, IT, and workplace communications. These skills are crucial for success in vocational training. High school equivalency classes also are available to assist students who are either lacking HSDs and/or are seeking GED certificates.

Training in basic computer and Internet skills allows students to produce workplace documents, use e-mail, and navigate labor market and job search information online. Training in workplace communications helps Job Corps students develop academic skills in spelling, grammar, writing, and verbal communications within the context of workplace assignments. Students learn how to prepare resumes, job applications, cover letters, and memos. Computer skills are essential for employment in many of America's high growth industries; therefore, Job Corps students must acquire basic proficiency in these areas.

Centers that enroll a large number of students with limited English proficiency also offer additional instruction in English as a Second Language (ESL). Using interactive exercises, software programs, curricula, and Web-based resources, students are able to succeed in becoming proficient in English. In PY '04, Job Corps developed and drafted a national Limited English Proficiency (LEP) strategic plan to increase services for non-English speakers on-center.

### Job Corps' Academic Initiatives

In 2001, the U.S. Departments of Labor and Education signed a Memorandum of Understanding to improve HSD attainment among Job Corps students; as a result Job Corps has been implementing a three-part strategy that includes: (1) expanding Job Corps' existing high school programs; (2) improving online access to virtual high schools; and, (3) enhancing the professional development and credentialing of Job Corps' instructors. Many centers have established high school programs or entered into partnerships with local school districts and community colleges to expand high school and vocational options. In PY '04, Job Corps also revised its GED curriculum to meet national GED standards.

During PY '04, Job Corps developed the new Career Success Standards (CSS) initiative to enhance Job Corps' employability and social skills training. CSS was at the Collbran, Detroit, Red Rock, Sacramento, Timber Lake, and Turner Job Corps Centers. CSS is a standards-based approach to achieving individual student success. Job Corps drafted "The CSS Implementation Guide," which is a technical assistance manual that explains how to create a CSS Plan that includes staff and student training and assessment.

### Advanced Career Training (ACT)

Job Corps offers numerous advanced training programs for students who want to further pursue education and training opportunities. Through partnerships with public and private educational institutions, such as community colleges, Job Corps has developed new advanced training and certification programs. For example, the Gary Job Corps Center in Texas has a strong partnership with Texas State Technical College (TSTC). Students are able to attain certifications for various programs including automotive repairs, brick masonry, carpentry, computer science, culinary arts, machinist, and network cabling and receive credit from TSTC upon enrollment at the college. In PY '04, the Mingo Job Corps Center in Missouri and the Three Rivers Community College began development of an Associate of Applied Science Degree in Skilled Trades, which will provide career technical graduates of the Mingo Job Corps Center with direct enrollment to the college.

### Vocational Training Curricula and Clusters

Job Corps' vocational programs are designed to offer individualized, self-paced, and open-entry/open-exit instruction, providing flexibility for students to enroll and progress at their own pace. The program emphasizes "hands-on" learning and "learning by doing" in all career areas. Job Corps offers more than 100 trades, including trades in high growth and emerging industries. Many centers have established linkages with local trade schools and community colleges to provide vocational offerings that are not available at the center, to provide more advanced training, or to secure industry-recognized certifications. Job Corps provides training in several vocational clusters (see chart above).



Labor and business organizations play an important role in Job Corps' training. As partners in providing vocational training and assisting with curriculum development, placement, and follow-up services, these organizations make Job Corps a stronger program. To develop its vocational training clusters, Job Corps works with employers to discern their workforce needs. Job Corps centers work with employers in a variety of ways. For example, the Workforce Investment Act (WIA) requires all centers to form Center Industry Councils (CICs). CICs are comprised primarily of employers who recommend appropriate vocational offerings and training using relevant local labor market supply and demand information. Centers are strongly encouraged to enhance or change their vocational offerings, as necessary, based upon this data and employers' needs. As a result, the demand-driven training better prepares students with the necessary skills for the workplace.

Labor and business organizations also participate in Vocational Skills Training (VST) projects, which offer students an opportunity to work on construction and rehabilitation projects, both on the center and in the local community.

### **Competency-Based Curricula**

Competency-based curricula provide the basis for Job Corps' vocational training programs. All programs consist of a series of skills and academic competencies that students must complete. To guide student instruction and assess student progress, Job Corps uses Training Achievement Records (TARs). TARs list skills or competencies for each major program offered at Job Corps and include essential employability skills. Centers often enhance TARs with employer-specific or region-specific skills training. Students are encouraged to complete the maximum number of specialty areas available in a training program so they can achieve the highest level of proficiency.

A key component of Job Corps' training is a hands-on approach. The classroom and workstation environment replicates the workplace as much as possible, and instruction includes practical exercises and demonstrations. As students progress in their vocational

training, they receive further experience through work-based learning assignments. These structured activities provide opportunities for students to observe the actual worksite early in their training, and to apply their skills and knowledge in work settings. Work-based learning coordinators, instructors, and employers monitor and assess the performance of these students, and recommend additional training, work experience, or vocational course completion, as appropriate.

### **New Certification Initiatives**

In PY '04, the National Office of Job Corps introduced a bold plan to create a certification initiative for its vocational training programs. This plan called for developing a system-wide credentialing strategy to meet workforce needs by updating and aligning training programs with industry-identified skills and increasing the attainment of industry-endorsed occupational certifications by students. Job Corps' Automotive Technician Program will be the first certification-based program to be introduced nationally under this initiative.

#### **Automotive**

Job Corps has redesigned the basic Automotive Repair Technician program and aligned it to the industry skills standards and program certification requirements. This was accomplished through partnerships with the automotive industry certification agencies, the National Automotive Technical Education Foundation (NATEF) and the National Institute for Automotive Service Excellence (ASE), and other industry stakeholders. As a result, all of Job Corps' new Automotive Repair training programs will work towards program certification by NATEF and ASE, beginning in calendar year 2006.

#### **Energy**

Job Corps has started a unique entry-level oil field worker training program at the Carville Job Corps Center in Louisiana. This innovative partnership with the American Petroleum Institute (API) trains students to be Field Operator Assistants and places them in well paid positions with career ladders. The training demands 150 hours of instruction in a state-of-the-art classroom environment that

replicates the actual machinery used in offshore oil rigging. One of the first employers to partner, Halliburton, has developed and donated curriculum and training materials based on industry standards to the API program. The instruction includes offshore rig and platform operations, emergency response, oil piping operations, safety, transportation, CPR, and water survival training at a nearby Shell Oil Company Training Facility.

In addition to hands-on training in the classroom, students participate in field trips to active drilling operations and are exposed to the industry partners that comprise Carville's API Advisory Committee. The members of this committee are not only a resource for placement opportunities, they also have acted as advisors on the program's design and have donated all of the oil industry training static displays. API is currently in the process of securing approval to grant RigPass Certification (a universal credential for the oil industry) to all API program students in addition to the Occupational Safety and Health Administration (OSHA) Safety and Water Survival Certification they receive upon graduation.

Carville's API program industry partners include Baker Atlas; Cooper Cameron Corporation; FMS Energy System; Halliburton Energy Services; Helmerich & Payne, Inc; Randy Smith Training Solutions; SEACOR Marine, Inc; Shell Oil Co.; Turner Industries; and Weatherford International, Inc.

### Health Occupations

Job Corps partners with community colleges and local hospitals to prepare students for the Certified Nursing Assistant (CNA) and Licensed Practical Nurse (LPN) exams. In recent years, there has been a national focus on the growing shortage of nurses and medically trained staff. In Job Corps, health occupations training has always been a major component of the program, with 105 centers offering training in 11 health

care related fields, including CNA and LPN training.

Job Corps has collaborated with the U.S. Department of Labor, Employment and Training Administration's Business Relations Group (BRG) to support the President's High Growth Job Training Initiative (HGJTI). This initiative focuses on strategically preparing students to take advantage of new and increasing job opportunities in high growth/high demand and economically vital industries

and sectors of the American economy. The purpose of this collaboration is to further link Job Corps with the workforce investment system, business and industry, education and training providers, and economic development organizations. In June 2004, the BRG awarded Management and Training Corporation (MTC) a health care grant designed to address the key problems facing the health care industry, including a shortage of qualified health care employees and a lack of bilingual employees. This grant program is intended to provide genuine solutions, leadership, and models for partnerships that can be replicated in different parts of the country at various Job Corps centers.

In PY '04, Job Corps' health care related programs produced more than 6,237 graduates, representing 14 percent of all Job Corps graduates.

### Life Skills Training

In addition to Job Corps' academic and vocational training, students learn the fundamentals of employability: teamwork, punctuality, follow-through, dependability, safety, adaptability, and communications. Job Corps also trains students in driver's education, health and wellness, customer service, and problem-solving.

### Groundhog Job Shadow Day

Groundhog Job Shadow Day provides students with practical knowledge about how skills learned in the classroom are applied in the workplace. The annual event pairs student "shadows" with workplace mentors to demonstrate the connection between academics and careers. In addition to providing students with valuable opportunities to experience the workplace, the event also affords Job Corps the opportunity to strengthen local and national employer connections and form new partnerships.

opportunities to experience the workplace, the event also affords Job Corps the opportunity to strengthen local and national employer connections and form new partnerships.



More than 10,944 Job Corps students and staff participated in Groundhog Job Shadow Day activities during PY '04. Participants represented 108 centers in 45 states, the District of Columbia, and Puerto Rico. Students shadowed 1,966 employers; as a result, Job Corps centers reported that 190 new work-based learning opportunities were created and 45 direct job offers were made to students. More than half of the centers received media coverage in local newspapers and on the radio and television.

### Additional Career Resources

During PY '04, Job Corps continued to oversee the development of the Job Corps Career Development Resource Center Web site (<http://jccdrcc.jobcorps.gov>). This site provides resources to all Job Corps staff including publications and Web links to curricula for students, best practices in instructional approaches, publishers' resources, and other links. New features of the site include: online workspaces for Job Corps projects; online portfolios for student and staff work; and a student resource site with tools, tutorials, links, and a career interest assessment.

### Accessibility

In further recognition of students' diverse learning needs, Job Corps has developed



new strategies and best practices for special educational needs such as disability-related technical assistance. Job Corps also offers cultural diversity training.

## **SCHOLARSHIPS**

Job Corps offers several educational scholarships to help students continue their commitment to lifelong learning and career advancement.

### **Donald A. Buchannon Scholarship Fund**

The Donald A. Buchannon Scholarship Fund was established in memory of Don Buchannon, a beloved member of the Job Corps family, who died in 1989. In keeping with Mr. Buchannon's firm belief in the value of education, this scholarship fund was created as a tribute to his many contributions to the Job Corps program. The scholarship of \$2,500 is awarded annually to a deserving current or former Job Corps student who demonstrates exemplary Job Corps performance and a commitment to pursuing further education. This year's winner was Tariku C. Sahele from the Tongue Point Job Corps Center in Oregon.

### **Harpers Ferry Memorial Scholarship**

The Harpers Ferry Memorial Scholarship fund honors the lives of eight students from the Harpers Ferry Job Corps Center, in West Virginia, who perished in a MARC/AMTRAK train collision in 1996. The purpose of the award is to provide Job Corps students with funding to support advanced training or secondary education. Since its inception in 1996, the scholarship has been awarded to at least one Job Corps graduate per year. Winners are each awarded \$1,000 toward college tuition. In PY '04, the winners of the Scholarship were Charlotte Carleson and Peter Mabior Malith.

### **Information Technology Scholarship**

For the past five years, the Federation of Government Information Processing Councils/Industry Advisory Council (FGIPC/IAC) has helped Job Corps students and graduates pursue careers in the information technology (IT) field. Since 1999, IAC has raised more than \$225,000 for Job Corps students in the form of scholarships worth \$3,000 in reimbursable expenses. In PY '04, the winners of the scholarship were: Phung "Phoebe" Nguyen, Heather Maines, Crystal Manning, Trevion Howard, P. Stephen Cannon, and Kali Meeks.

## WHAT DO STUDENTS LEARN IN JOB CORPS?

7:00 AM

An early wake-up call and shared residential hall clean-up duties instill responsibility in all Job Corps students. Students eat an early breakfast and prepare for the day.



IN THE LIFE OF A  
**RPS STUDENT**

7:55 AM

Arriving early to an academic class, a Job Corps student emulates workplace behavior.

9:00 AM

Basic math is taught in a real-world environment. Math proficiency serves as a foundation for vocational competencies taught to all Job Corps students.



10:30 AM

A student increases his literacy skills through the rigorous academic program. Through Job Corps, students work to attain a high school diploma or General Educational Development certificate.

12:00 PM

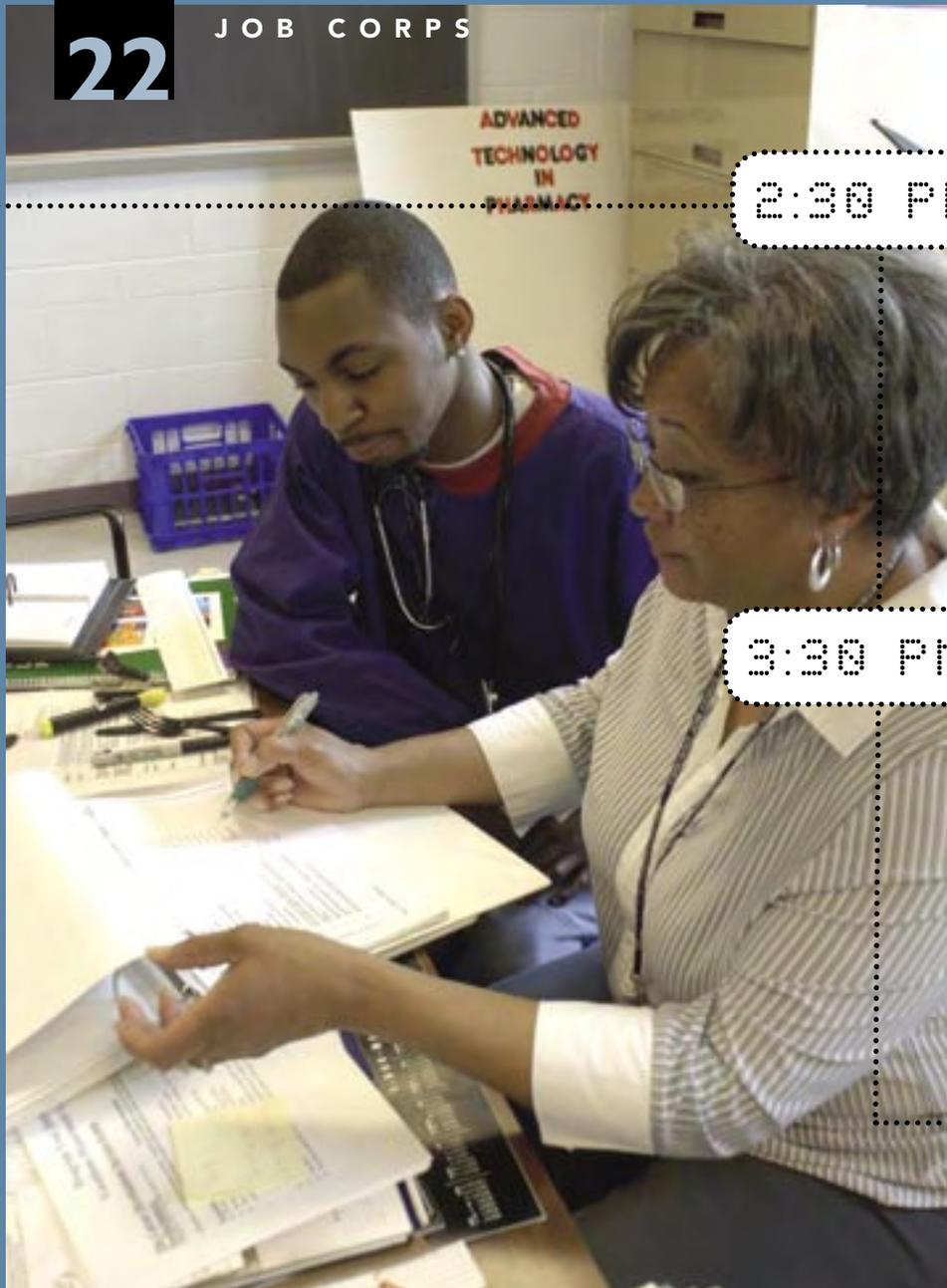
(Lunch) Good nutrition prepares Job Corps students for the rest of the day. Also, Job Corps' health and wellness programs help students develop healthy lifestyles.

1:00 PM

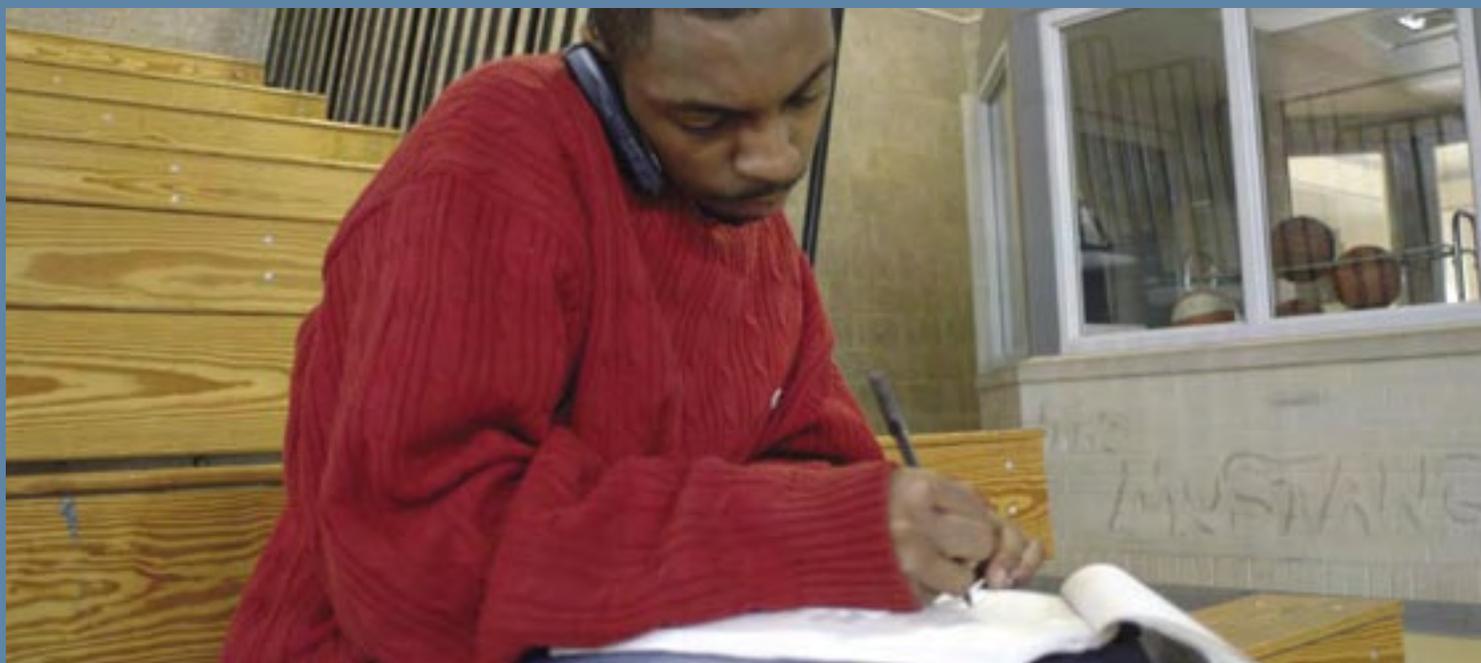
A Nursing student practices clinical skills such as taking a patient's vital signs in preparation for the Certified Nursing Assistant (CNA) exam.

Some Job Corps students also participate in work-based learning experiences at local employer sites. Work-based learning gives students the opportunity to practice what they learn in the classroom and see how academic and vocational lessons apply in the workplace.

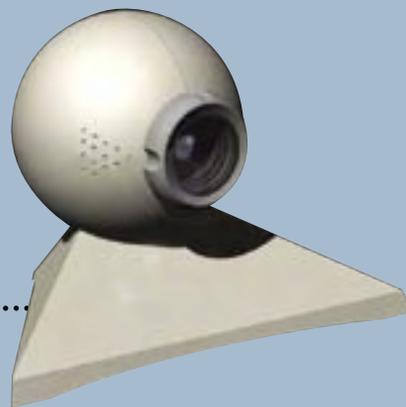




A student meets with a Career Transition Services (CTS) counselor to discuss post-graduation opportunities. CTS counselors provide students with information about available employment, housing, transportation services, and any other aspects of post-center life that will aid students in a smooth transition.



A student participates in one of Job Corps' many distance eLearning opportunities. In the Information Age, Job Corps students recognize the importance of technology and Internet skills.



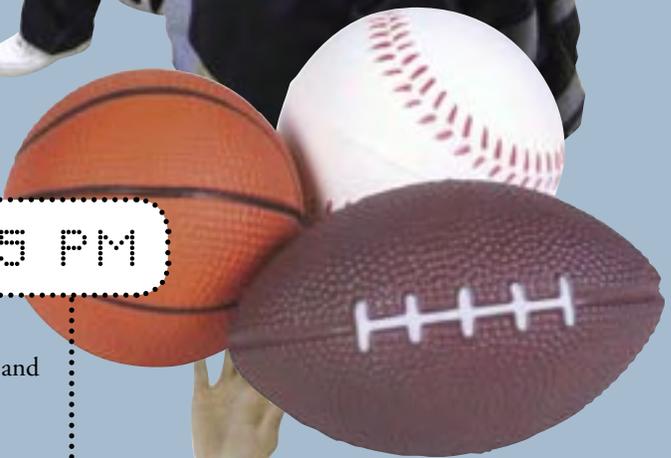


4:00 PM

A student participates in the Student Government Association (SGA). SGA activities foster good citizenship, volunteerism, and leadership.

5:15 PM

Recreational activities promote physical fitness and teamwork.



6:00 PM

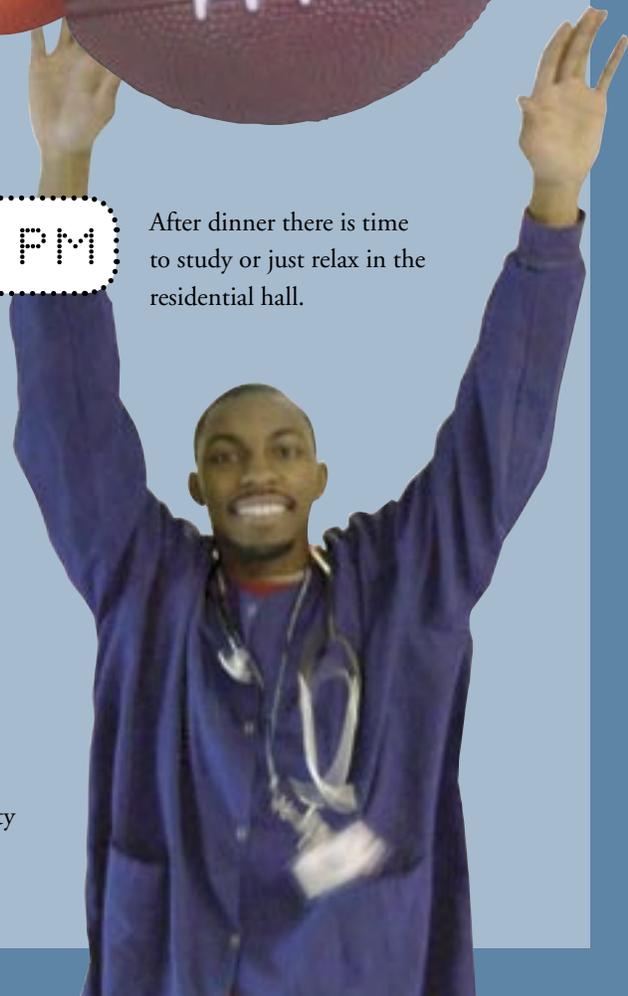
After dinner there is time to study or just relax in the residential hall.

7:00 PM

A student seeks guidance from a residential hall advisor. Job Corps' staff members are on center 24 hours a day, 7 days a week, 365 days a year. The staff are positive role models who teach students employability and social skills and help to build strong character.

10:00 PM

Job Corps' lights out policy teaches a student responsibility and good lifestyle habits.



## **JOB CORPS HELPS STUDENTS DEVELOP CHARACTER**

It is often and accurately said that “our youth are our future.” Job Corps has helped shape the character of America’s economically disadvantaged youth. Job Corps students benefit from academic, vocational, community service, and social skills training programs. Through a myriad of program services, Job Corps teaches students the fundamental elements needed to build character, a sense of responsibility, and good citizenship.

### **Employability Skills**

Job Corps students are required to learn employability skills. Employability skills are those that employers consider to be a necessary part of the total skills package an employee is expected to bring on-the-job. Skills introduced to students include: dressing appropriately for work, punctuality, responding to supervision, working in a diverse environment, customer service, teamwork, safety, adaptability, and communications.

### **Leadership and Citizenship Development**

Another Job Corps focus is leadership and citizenship development. Students can serve in a variety of leadership capacities, ranging from Student Government Association officer to Community Relations Council member. Citizenship development for students occurs through participation in an array of local community service projects and national service days. Thousands of Job Corps students have participated in these worthwhile community activities. Through their involvement, students learn the importance of sharing and giving back to their communities, while gaining a better understanding of the significance and impact of volunteerism.

### **Positive Role Models**

With Job Corps program services available 24 hours a day, 7 days a week, young people are constantly exposed to dedicated staff such as residential advisors, career counselors, and vocational and academic instructors who serve as positive role models. Staff provide Job Corps students with real-life examples of strong character and illustrate how to “walk-the-talk.” The structure of the Job Corps program provides young people with the ability to develop constructive relationships with these role models and gain valuable knowledge and inspiration from them. Participation in community service projects and work-based learning experiences also provides students with opportunities to interact with adult role models. In addition, Job Corps alumni stay connected to the program, which gives students an opportunity to learn from these positive role models.

All of these elements, combined with the vocational training and academic discipline required to succeed in Job Corps, equip graduates with a sense of character, responsibility, and citizenship that will guide them throughout their professional and personal lives.

## **STUDENT GOVERNMENT ASSOCIATION**

The Student Government Association (SGA) is a sanctioned and active body on each Job Corps center that functions as a liaison between staff and students, combining efforts to enhance all areas of center life. SGA members develop leadership skills and act as positive role models for their peers. Each SGA is unique in structure, but the officers are usually comprised of students elected by their peers to serve in leadership positions such as president, vice president, secretary, treasurer, and chief justice. Additional SGA positions and committees are established as needed. A priority of SGA is sponsoring community service projects in which staff and students participate. These activities promote volunteerism, good citizenship, and strong leadership qualities.

## **JOB CORPS HALL OF FAME AWARD**

The Job Corps Hall of Fame Award recognizes the exceptional personal growth and achievements of former Job Corps students. Recipients of this honor are selected based upon career and community service achievements. Each year, the winner is presented with a cash award of \$1,000 and a personal plaque that acknowledges his/her induction into the Job Corps Hall of Fame.

### **The 2005 Hall of Fame Award**

The 2005 Job Corps Hall of Fame Award winner was Fabian Liera, a graduate of the plumbing program at the Fred G. Acosta Job Corps Center, in Tucson, Arizona. Since graduating from the program in 1992, Mr. Liera successfully established his own business—the Ironwood/Winnelson Plumbing Supply Co. in Tucson—while working tirelessly to ensure that other youth with limited opportunities have a chance to excel. In 2004, Ironwood/Winnelson surpassed \$4 million in revenue.

As a high school dropout, Mr. Liera decided to enroll in Job Corps, where he took a strong interest in plumbing and quickly rose to the top of his class. He now serves as an inspiring example to all of Job Corps’ students and alumni. He has formed a work-based learning site for Job Corps students and he currently employs two Job Corps alumni.

Mr. Liera was the keynote speaker at the Fred G. Acosta Job Corps Center's graduation ceremony last spring. "Follow your dreams," he told Job Corps students. "Through hard work, you can accomplish anything you set your mind to."

## JOB CORPS' COMMUNITY SERVICE ACTIVITIES

The Job Corps system maintains a commitment to organizing and participating in national and local community service activities. These service projects complement Job Corps' comprehensive academic, vocational, and social skills training by providing students with opportunities to give back to the community using the skills they have learned at Job Corps.

In PY '04, more than 23,375 Job Corps students and staff joined with their local communities to participate in two national community service days: National Youth Service Day and Make A Difference Day. Job Corps is a national partner in these two events.



### National Youth Service Day

Coordinated by Youth Service America, National Youth Service Day is held each April to celebrate and educate the community about the year-round contributions of young people as community leaders. In PY '04, Job Corps achieved the highest level of participation in its 7-year history with 9,468 students and 1,446 staff

participating in National Youth Service Day activities. Participants came from 114 centers in 47 states, the District of Columbia, and Puerto Rico.

In addition to staff and student participation, Job Corps enlisted the help of 6,884 community volunteers, 173 community and national organizations, and 86 local and national employers. Job Corps collaborated with its national community partners (America's Promise and the American Red Cross), as well as Youth Service America partners such as Big Brothers Big Sisters of America, Habitat for Humanity, State Farm, and the YWCA. Many Job Corps centers received support from their Community Relations Councils (CRC) and Center Industry Councils (CIC).

In addition to serving the needs of thousands in the local communities, the efforts of Job Corps centers resulted in 62 new work-based learning opportunities and employment placements for 16 students.



### Make A Difference Day

Make A Difference Day, held annually on the fourth Saturday of October, is coordinated nationally by *USA WEEK-END* and the Points of Light Foundation. Job Corps centers partner with community organizations, employers, and faith-based organizations to recruit volunteers and plan service projects on this day.

In PY '04, 12,461 Job Corps students and staff participated in Make A Difference Day events, with 10,670 students and 1,791 staff members organizing and volunteering in activities across the country. Participants represented 119 centers in 45 states, the District of Columbia, and Puerto Rico. Nationally, 97 percent of Job Corps centers participated in Make A Difference Day. Volunteers provided more than 35,000 hours of community service throughout America. Job Corps participants collaborated with 271 partners, established 73 new work-based learning sites, and secured 26 employment placements. In addition, 47 Job Corps centers worked with their CRCs and CICs on volunteer activities.

### National Director's Community Service Challenge

To kick off the Community Quarter celebration of Job Corps' 40<sup>th</sup> anniversary year, Job Corps' National Director, Grace Kilbane, asked all Job Corps centers to go above and beyond in giving back to the communities that have supported them for the past 40 years. Centers were challenged to engage all students in community service. Over the course of the Community Quarter, each Job Corps student was required to track the number of service hours they provided to the community. As a result, 17,383 students from 93 centers participated by completing 158,533 hours of service.

### Job Corps Centers Provide Support

Job Corps students and staff from across the nation volunteered in the hurricane relief efforts and raised more than \$10,000, with the Sierra Nevada Job Corps Center in Nevada contributing \$3,000. Job Corps centers also donated \$2,000 to the American Red Cross through the NJCA Foundation for Youth Opportunities.

Students and staff assisted in clean-up operations throughout the regions that were affected by Hurricanes Katrina and Rita. Crews cleared brush; sawed through fallen trees; disposed of loose debris; prepared and distributed food to local and federal emergency management officials; and packed bulk supplies for shipping to relocation centers. The majority of these crews were from Job Corps Civilian Conservation Centers where they have been trained in forestry trades and disaster relief. The largest deployment from a single center was a crew of 54 students and 2 staff from the Mingo



Job Corps Center in Missouri, who were working both in Mississippi and Florida.

The Lyndon B. Johnson Job Corps Center in North Carolina sent 3 teams, with a total of 27 students and 2 staff. The first two teams uploaded transport planes and began clean-up efforts in Mississippi at the Stennis Space Center and the DeSoto National Forest respectively. The third team was dispatched to assist in the clean-up efforts at the New Orleans Convention Center. The Flatwoods Job Corps Center in Virginia dispatched 30 students and instructors to serve as part of a medical evacuation and transport mission in New Orleans. The evacuation moved more than 2,000 patients to safety and medical care in hospitals around the country. The Tulsa

Job Corps Center in Oklahoma sent students to the American Red Cross command post in Tulsa, where they sorted clothing, delivered food, and prepared supplies for shipment. Other efforts included setting up temporary housing; working with local law enforcement; volunteering at intake locations; and distributing food, clothing, and other necessities to the evacuee population.

Job Corps students were active in arranging housing, meals, and supplies for evacuees. Over 60 staff members and students from the Edison Job Corps Center in New Jersey assisted the town of Perth Amboy in refurbishing housing units for evacuees. In Sioux City, Iowa, 45 students from the Denison Job Corps Center restored 23 housing units for evacuees.

### **Job Corps Lends a Hand in Relief Efforts for Hurricanes Katrina and Rita**

In the wake of the destruction caused by Hurricanes Katrina and Rita, Job Corps developed an immediate response to assist young people who were affected by the devastating natural disasters.

The National Office of Job Corps released an expedited enrollment policy for new students and also worked to relocate affected current students to different Job Corps centers around the nation. Through on-site relief, fundraising, volunteer activities, and policy that addressed the evacuee population, Job Corps assisted evacuees in both the short and the long terms. Job Corps provided a helping hand to enrolled students in immediate need and offered enrollment options to dislocated youth interested in joining the program.

“As we take action to get hurricane evacuees back to work, it is important that opportunities for young people continue, and

that some will be able to embark on their careers through the Job Corps program,” said Secretary of Labor Elaine Chao.

Outreach and Admissions staff members canvassed homeless shelters and temporary housing facilities to perform direct outreach with the affected population. They also provided local chapters of the American Red Cross, disaster counselors, community leaders, churches, and other relief service workers with contact information for the program so interested young people could enroll.

Job Corps sustained damage at the Gulfport Job Corps Center in Mississippi and the New Orleans Job Corps Center in Louisiana as well as minor damage at other centers, including the Miami and Homestead Job Corps Centers in Florida, the Carville and Shreveport Job Corps Centers in Louisiana, and the Mississippi Job Corps Center.



## INTEGRATION WITH WORKFORCE INVESTMENT SYSTEM PARTNERS

The Workforce Investment Act (WIA) establishes the framework for a national workforce preparation and employment system designed to meet the needs of the nation's businesses, jobseekers, and individuals who want to further their careers. Job Corps has developed important linkages to agencies and organizations within the workforce investment system, including One-Stop career centers and their partners, apprenticeship programs, Workforce Investment Boards (WIBs), and community- and faith-based organizations.

For Job Corps, linking to workforce investment system partners can provide a wide range of advantages that include: helping centers to develop new work-based learning and employment opportunities for students; assisting with developing new demand-driven curricula to meet industry standards; enhancing Job Corps' understanding of employers' workforce needs; creating opportunities for partnering with community- and faith-based organizations that offer employment and support services; and improving community relations.

Benefits of linking with workforce investment system partners include:

- **Referrals** – Centers can receive referrals from both local and distant One-Stop career centers. The One-Stop delivery system provides a comprehensive range of employment, training, and related services that are accessible in one location within the community.
- **Access to employer partners** – Job Corps centers can have greater access to employers through serving on WIBs.
- **Opportunities to shape local workforce policy** – Serving on WIBs allows Job Corps centers to help shape local workforce policy.
- **Linkages to other partners** – Through linkages with workforce agencies and organizations, community colleges, educational institutions, and other workforce investment system partners, Job Corps has been able to increase high quality placements and wages that lead to long-term career opportunities for Job Corps students and graduates.

Job Corps continues to engage workforce investment system stakeholders and strives to increase collaboration with One-Stop system partners. Job Corps is committed to finding new ways to leverage the resources and expertise of the workforce investment system to benefit students. These linkages will provide the program with increased access to employment, training, and educational opportunities; support services; and employer partners within the workforce investment system.



## OUTCOMES AND COSTS

JULY 1, 2004 – JUNE 30, 2005

### Student Results (PY '04)

Job Corps defines a graduate as a student who has attained a high school diploma (HSD) or General Educational Development (GED) certificate or completed a vocational trade. Students who have enrolled and separated from the Job Corps program are considered terminees. The term placement refers to a graduate/terminee who has obtained employment, enrolled in an education program, or enlisted in the military.

### Placement Rates

Job Corps continues to place a high proportion of students in jobs, education or training programs, or the military. In PY '04, 91 percent of all graduates were placed and 84 percent of all graduates and former enrollees were placed.

### Average Length of Stay

The PY '04 average length of stay for Job Corps graduates was

11.4 months. For all terminees, the average length of stay was 8.2 months.

### Vocational Completion

In PY '04, approximately 60 percent of all students completed one or more levels within their chosen area of vocational training, achieving the competencies specified for that vocation.

### Placement Wages

The average hourly rate for Job Corps graduates in PY '04 was \$8.18. A Job Training Match (JTM) is a job placement that directly or closely correlates with a student's vocational training program. JTM placement wages for graduates in PY '04 averaged \$8.70.

### HSD/GED Attainment

In PY '04, approximately 20,570 students attained HSD/GED certificates.

## FIVE-YEAR PERFORMANCE SUMMARY OF STUDENT OUTCOMES

	PY 2000 Jul 00–Jun 01	PY 2001 Jul 01–Jun 02	PY 2002 Jul 02–Jun 03	PY 2003 Jul 03–Jun 04	PY 2004 Jul 04–Jun 05
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### GRADUATE PLACEMENTS

<i>Entered Employment</i>	84%	80%	77%	79%	80%
<i>Enrolled in Education</i>	7%	10%	10%	11%	11%
<i>Total Reported Placements<sup>1</sup></i>	91%	90%	87%	90%	91%
<i>Avg. Placement Wage</i>	\$7.97	\$7.96	\$8.03	\$8.08	\$8.18

### GRADUATE JOB TRAINING MATCH (vocational completion)

<i>% of Graduate Job Placements</i>	62%	60%	56%	58%	63%
<i>Graduate JTM Avg. Placement Wage</i>	\$8.44	\$8.55	\$8.59	\$8.64	\$8.70

### AVERAGE LENGTH OF STAY (months)

<i>Graduates</i>	10.6	10.8	11.1	11.2	11.4
<i>All Terminees</i>	7.1	7.6	8.1	8.3	8.2

### VOCATIONAL COMPLETION

<i>% of All Terminees</i>	52%	57%	61%	62%	60%
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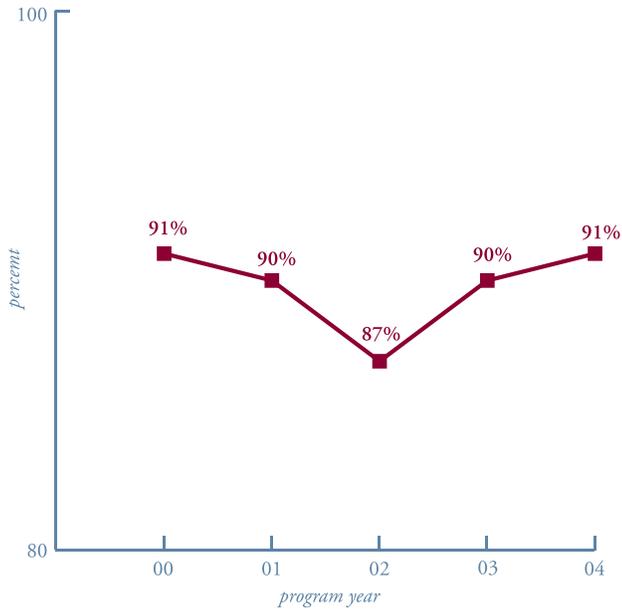
### HIGH SCHOOL DIPLOMA/GED CERTIFICATE

<i>All Terminees</i>	18,050	18,280	19,849	20,975	20,570
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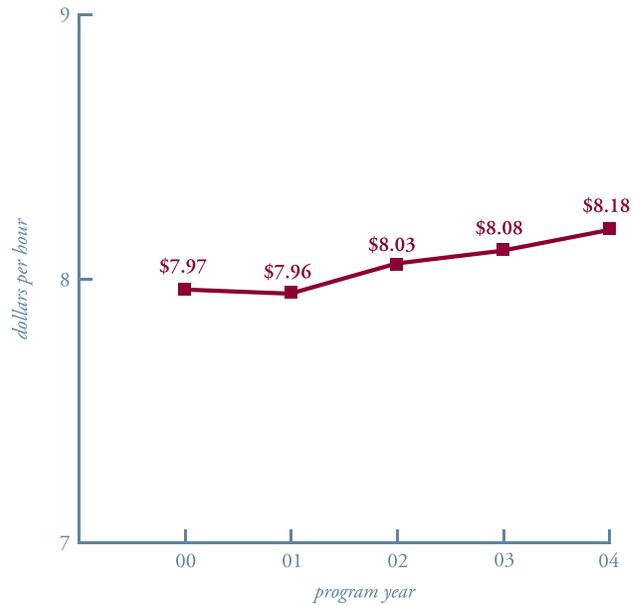
<sup>1</sup> Assumes that all terminees who were not contacted did not obtain jobs or enroll in education.

## FIVE-YEAR PERFORMANCE

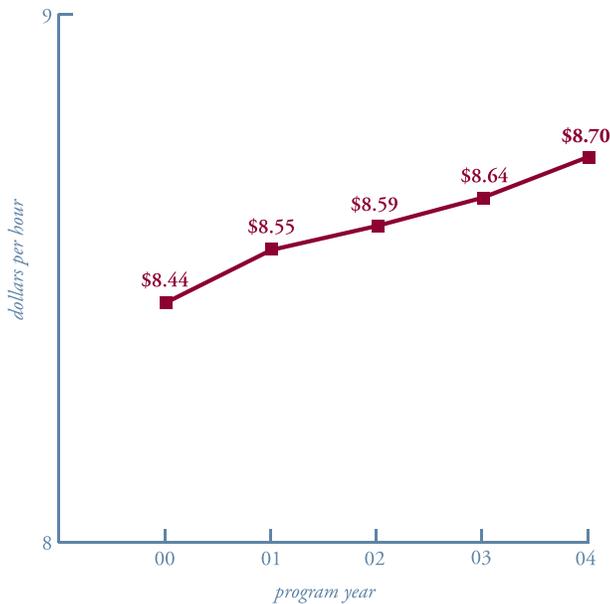
TOTAL REPORTED GRADUATE PLACEMENTS  
(% of graduates)



GRADUATE AVERAGE INITIAL WAGE AT PLACEMENT

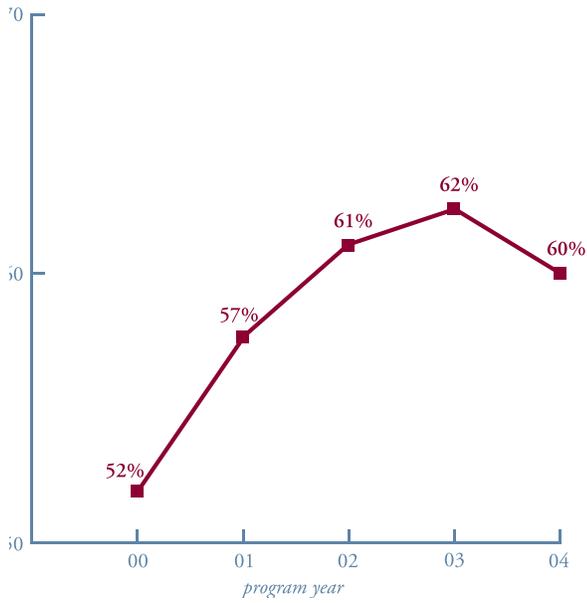


GRADUATE VOCATIONAL COMPLETERS' AVERAGE HOURLY JOB TRAINING MATCH  
(wage at placement)

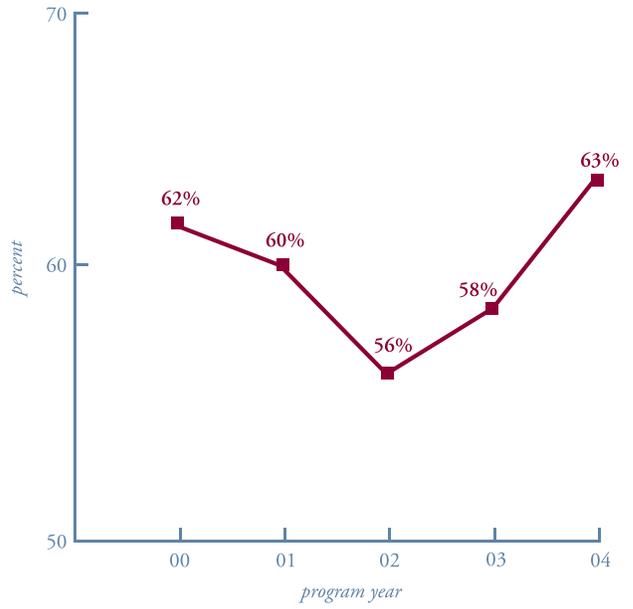


## FIVE-YEAR PERFORMANCE

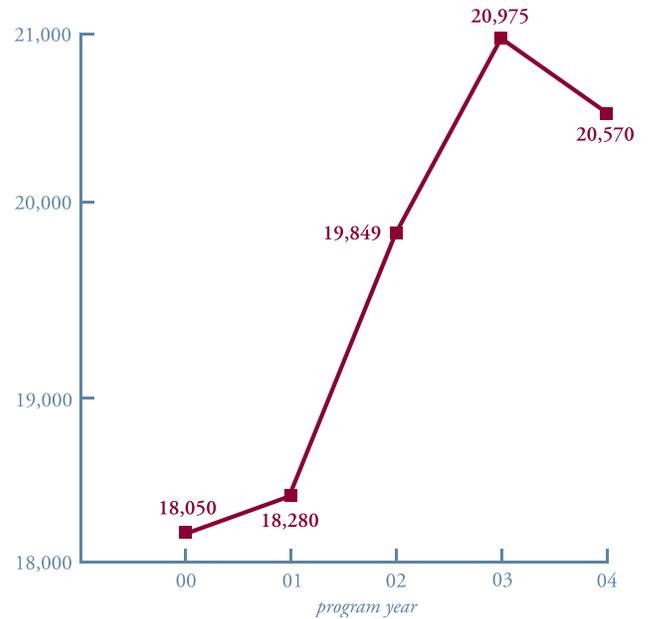
STUDENTS COMPLETING VOCATIONAL TRADE  
(% of all terminees)



GRADUATE JOB TRAINING MATCH  
(% of graduate job placements)

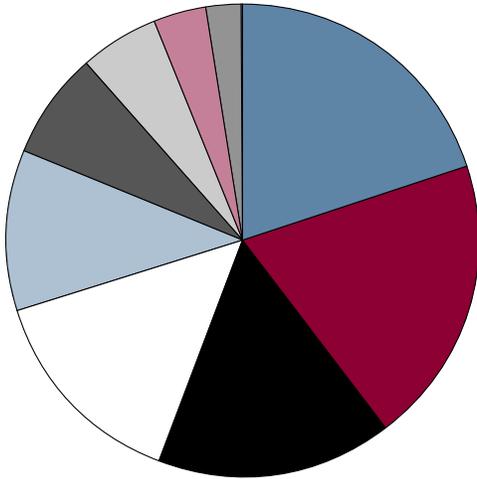


STUDENTS OBTAINING HSDs/GEDs



# CHARACTERISTICS

## OF STUDENTS ENTERING THE PROGRAM

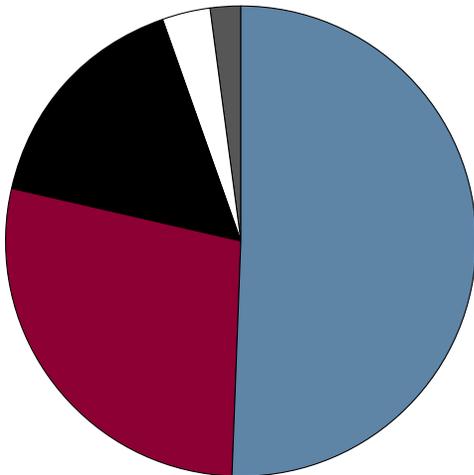
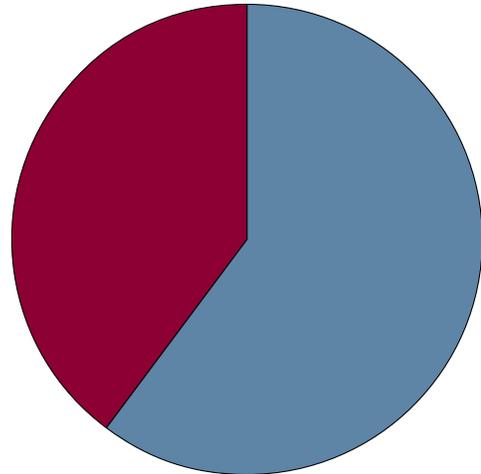


### AGE

- 19.9% | Age 18
- 19.7% | Age 17
- 16.1% | Age 19
- 14.4% | Age 16
- 11.0% | Age 20
- 7.3% | Age 21
- 5.4% | Age 22
- 3.6% | Age 23
- 2.4% | Age 24
- 0.1% | Age 25 and over

### GENDER

- 60.2% | Male
- 39.8% | Female



### RACE/ETHNIC GROUP

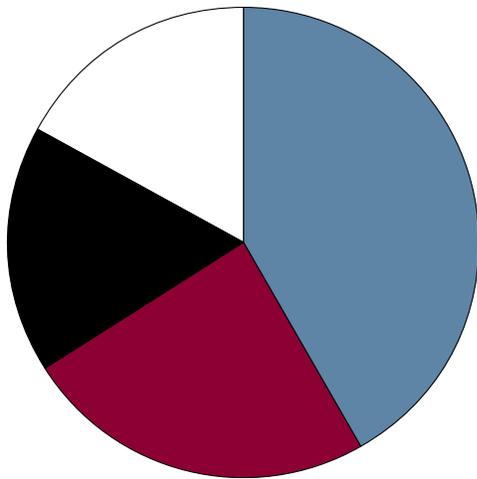
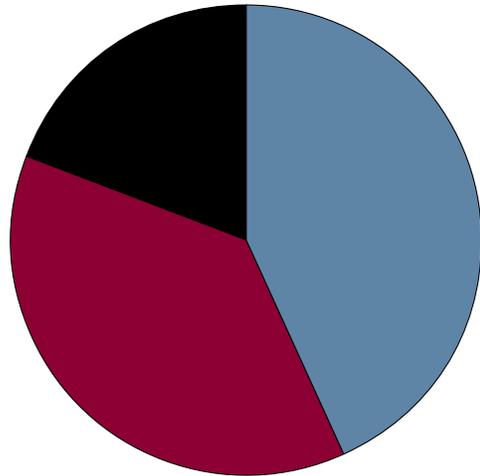
- 50.6% | African American
- 28.0% | White
- 16.0% | Hispanic
- 3.3% | American Indian
- 2.1% | Asian/Pacific Islander

# CHARACTERISTICS

## OF STUDENTS ENTERING THE PROGRAM

### FAMILY SIZE

- 43.2% | 1
- 37.6% | 2 - 4
- 19.2% | 5 and over

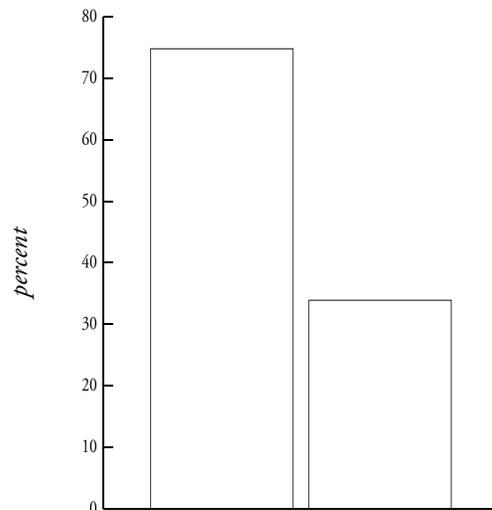


### READING LEVELS

- 41.7% | 5.0 to 8.4
- 24.3% | 10.0 and above
- 17.0% | 8.5 to 9.9
- 17.0% | 0.0 to 4.9

### OTHER CHARACTERISTICS

- 74.8% | % High School Dropouts
- 33.9% | % Family on Public Assistance



### PROGRAM COSTS

#### PROGRAM YEAR '04

Appropriations for Job Corps are divided into two cost components: 1) operating and 2) Construction, Rehabilitation, and Acquisition (CRA). Annual funding for operating expenses normally represents approximately 90 percent of the total Job Corps appropriation, with the CRA component usually comprising about 10 percent.

Congressional funding for operating expenses has tended to increase steadily from year-to-year, in order to cover inflationary cost increases at existing centers, as well as the operating costs of new

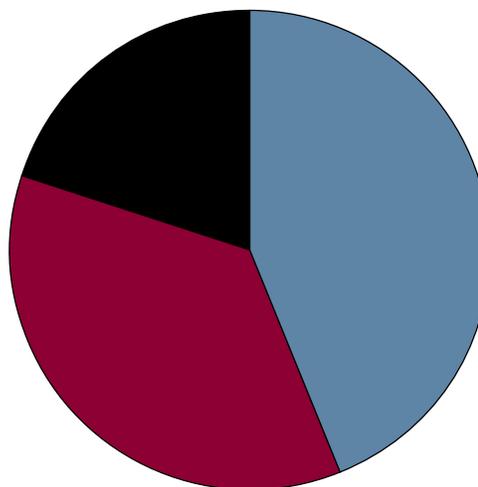
centers that open. In contrast, funding for CRA expenses tends to vary from year-to-year depending on Congressional priorities in major capital projects, such as the relocation of existing facilities and the acquisition and construction of facilities for new centers. When compared to other residential training and education programs and institutions, including colleges and universities, Job Corps is extremely cost-efficient.

#### Operating Costs

	Million \$	Percent
<b>Student Training Costs</b>	<b>631.7</b>	<b>43.9</b>
Basic Education	110.1	7.6
Vocational	212.8	14.8
Social Skills Training	308.8	21.4
<b>Support Services</b>	<b>520.6</b>	<b>36.1</b>
Outreach/Admissions	58.0	4.0
Transportation	21.5	1.5
Meals & Lodging	197.9	13.7
Allowances	91.9	6.4
Workers Compensation Benefits	4.6	0.3
Medical Care	85.1	5.9
Career Transition Services	61.6	4.3
<b>Administration/National Activities</b>	<b>287.6</b>	<b>20.0</b>
Center Administration		
National Engineering/Property Management		
National Data Systems		
National Curriculum Development		

#### OPERATING COSTS

- 43.9% | Student Training Costs
- 36.1% | Support Services
- 20.0% | Admin/Nat'l Activities



Job Corps' operating costs totaled \$1,439,915,000 in PY '04, which can be broken down as shown to the right.

#### Service Levels

Job Corps Centers at Year End**	122
Student Service Years*	44,634
New Students Enrolling	61,899
Total Terminations this Program Year	63,904
Average Length of Stay (Months) (all terminees)	8.2
Average Length of Stay (Months) (graduates)	11.4

\*Average annual enrollment level

\*\*This number includes the Gulfport and New Orleans Job Corps Centers, which are temporarily closed due to extensive damage from Hurricanes Katrina and Rita.

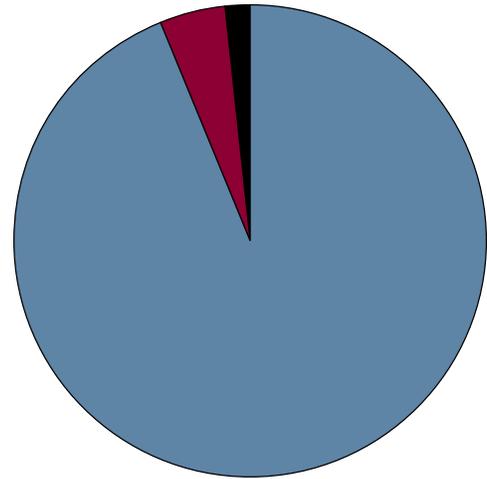
### Construction, Rehabilitation, and Acquisition Express (CRA)

In PY '04, DOL issued contracts for Job Corps facility construction, rehabilitation, and acquisition having a total value of \$129,111,000. These contractual obligations can be categorized as follows:

	Million \$	Percent
Rehab Existing Facilities	121.1	93.8
Relocate Centers	2.3	1.7
Acquire/Construct New Centers	5.8	4.5

### CRA EXPENSES

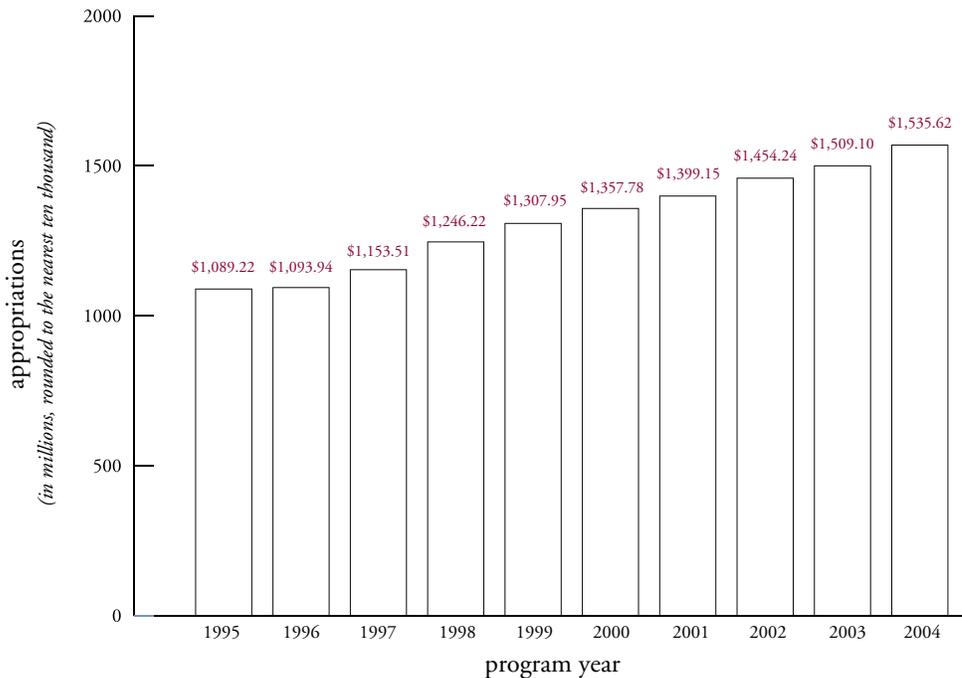
- 93.8% | Rehab Existing Facilities
- 4.5% | Acquire/Construct New Centers
- 1.7% | Relocate Centers



### 10-Year Appropriation History

Program Year	Congressional Appropriation
1995	\$1,089,222,000
1996	\$1,093,942,000
1997	\$1,153,509,000
1998	\$1,246,217,000
1999	\$1,307,947,000
2000	\$1,357,776,000
2001	\$1,399,148,000
2002	\$1,454,241,000
2003	\$1,509,094,000
2004	\$1,535,624,000

### 10-YR APPROPRIATION HISTORY



## JOB CORPS CENTERS

### ALASKA

800 E. Lynn Martin Drive  
Palmer, AK 99645  
(907) 746-8800  
F: (907) 746-8810  
Capacity: 250  
Operator: CSS

### ALBUQUERQUE

1500 Indian School Road  
Albuquerque, NM 87104  
(505) 346-2562  
F: (505) 346-2769  
Capacity: 415  
Operator: DEL-JEN

### ANACONDA

1407 Foster Creek Road  
Anaconda, MT 59711  
(406) 563-8700  
F: (406) 563-8243  
Capacity: 236  
Operator: USDA, FS

### ANGELL

335 Blodgett Road  
Yachats, OR 97498  
(541) 547-3137  
F: (541) 547-4236  
Capacity: 216  
Operator: USDA, FS

### ARECIBO

P.O. Box 544  
Garrochales, PR  
00652-0544  
(787) 816-5520  
F: (787) 881-0971  
Capacity: 200  
Operator: ResCare/CoPR

### ATLANTA

239 West Lake Ave, N.W.  
Atlanta, GA 30314  
(404) 794-9512  
F: (404) 794-8426  
Capacity: 515  
Operator: MTC

### ATTERBURY

P.O. Box 187  
Edinburgh, IN 46124  
(812) 314-6000  
F: (812) 526-9551  
Capacity: 650  
Operator: Adams

### BAMBERG

19 Job Corps Avenue  
P.O. Box 967  
Bamberg, SC 29003-0967  
(803) 245-5101  
F: (803) 245-5915  
Capacity: 220  
Operator: DESI  
*Satellite One-Stop*

### BARRANQUITAS

P.O. Box 68  
Barranquitas, PR 00794  
(787) 857-1577  
F: (787) 857-2262  
Capacity: 260  
Operator: ResCare/CoPR

### BATESVILLE

821 Highway 51, South  
Batesville, MS 38606  
(662) 563-4656  
F: (662) 563-0659  
Capacity: 300  
Operator: MINACT

### BLACKWELL

4155 County Highway H  
Laona, WI 54541  
(715) 674-2311  
F: (715) 674-7640  
Capacity: 205  
Operator: USDA, FS

### BLUE RIDGE

245 W. Main Street  
Marion, VA 24354  
(276) 783-7221  
F: (276) 783-1751  
Capacity: 200  
Operator: ResCare

### BOXELDER

22023 Job Corps Place  
Nemo, SD 57759  
(605) 578-2371  
F: (605) 578-1157  
Capacity: 208  
Operator: USDA, FS

### BROOKLYN

*(Satellite of So. Bronx)*  
585 DeKalb Avenue  
Brooklyn, NY 11205  
(718) 623-4000  
F: (718) 623-9626  
Capacity: 210  
Operator: ResCare

### BRUNSWICK

4401 Glynco Parkway  
Brunswick, GA 31525  
(912) 264-8843  
F: (912) 267-7192  
Capacity: 400  
Operator: MTC

### CARL D. PERKINS

478 Meadows Branch Road  
Prestonsburg, KY 41653  
(606) 886-1037  
F: (606) 886-6048  
Capacity: 280  
Operator: DESI

### CARVILLE

5465 Point Clair Road  
Carville, LA 70721  
(225) 642-0699  
F: (225) 642-3098  
Capacity: 200  
Operator: MINACT

### CASCADES

7782 Northern State Road  
P.O. Box 819  
Sedro Woolley, WA  
98284-8241  
(360) 854-3400  
F: (360) 854-2227  
Capacity: 327  
Operator: MTC

### CASS

21424 N. Highway 23  
Ozark, AR 72949  
(479) 667-3686  
F: (479) 667-3989  
Capacity: 224  
Operator: USDA, FS

### CASSADAGA

8115 Glasgow Road  
Cassadaga, NY 14718-9619  
(716) 595-8760  
F: (716) 595-4396  
Capacity: 270  
Operator: CSDC

### CENTENNIAL

3201 Ridgecrest Drive  
Nampa, ID 83687  
(208) 442-4500  
F: (208) 442-4506  
Capacity: 300  
Operator: USDI, BurRec

### CHARLESTON

1000 Kennawa Drive  
Charleston, WV 25311  
(304) 925-3200  
F: (304) 925-7127  
Capacity: 400  
Operator: MTC

### CINCINNATI

1409 Western Avenue  
Cincinnati, OH 45214  
(513) 651-2000  
F: (513) 651-2004  
Capacity: 225  
Operator: MTC

### CLEARFIELD

20 W. 1700 S. Antelope Dr.  
P.O. Box 160070  
Clearfield, UT 84016-0070  
(801) 774-4000  
F: (801) 774-4135  
Capacity: 1,320  
Operator: MTC

### CLEVELAND

10660 Carnegie Avenue  
Cleveland, OH 44106  
(216) 795-8700  
F: (216) 721-9518  
Capacity: 320  
Operator: ATSI  
*Satellite One-Stop*

### COLLBRAN

57608 Highway 330  
Collbran, CO 81624-9702  
(970) 487-3576  
F: (970) 487-3823  
Capacity: 200  
Operator: USDI, BurRec

### COLUMBIA BASIN

6739 24th Street  
Building 2402  
Moses Lake, WA  
98837-3246  
(509) 793-1630  
F: (509) 793-1758  
Capacity: 250  
Operator: USDI, BurRec

### CURLEW

3 Campus Street  
Curlew, WA 99118  
(509) 779-4611  
F: (509) 779-0718  
Capacity: 198  
Operator: USDA, FS

### DAVID L. CARRASCO

11155 Gateway West  
El Paso, TX 79935  
(915) 594-0022  
F: (915) 591-0166  
Capacity: 415  
Operator: TEF

### DAYTON

3849 Germantown Pike  
Dayton, OH 45418  
(937) 268-6571  
F: (937) 267-3822  
Capacity: 300  
Operator: MTC

### DELAWARE VALLEY

9368 State Route 97  
P.O. Box 846  
Callicoon, NY 12723-0846  
(845) 887-5400  
F: (845) 887-4762  
Capacity: 396  
Operator: DESI  
*Satellite One-Stop*

### DENISON

10 Opportunity Drive  
P.O. Box 610  
Denison, IA 51442  
(712) 263-4192  
F: (712) 263-6910  
Capacity: 300  
Operator: MTC

### DETROIT

11801 Woodrow  
Wilson Street  
Detroit, MI 48206  
(313) 852-0300  
F: (313) 865-8791  
Capacity: 280  
Operator: ATSI

### EARLE C. CLEMENTS

2302 U.S. Highway 60 East  
Morganfield, KY 42437  
(270) 389-2419  
F: (270) 389-1134  
Capacity: 1,630  
Operator: CSDC

### EDISON

500 Plainfield Avenue  
Edison, NJ 08817  
(732) 985-4800  
F: (732) 985-8551  
Capacity: 530  
Operator: ResCare

**EXCELSIOR SPRINGS**

701 St. Louis Avenue  
Excelsior Springs, MO  
64024  
(816) 630-5501  
F: (816) 637-1806  
Capacity: 495  
Operator: MINACT

**EXETER**

162 Main Street  
Exeter, RI 02822  
(401) 268-6000  
F: (401) 294-0471  
Capacity: 177  
Operator: Adams

**FLATWOODS**

2803 Dungannon Road  
Coeburn, VA 24230-5914  
(276) 395-3384  
F: (276) 395-2043  
Capacity: 224  
Operator: USDA, FS

**FLINT/GENESEE**

2400 North Saginaw Street  
Flint, MI 48505  
(810) 232-9102  
F: (810) 232-6835  
Capacity: 330  
Operator: Alutiiq

**FLINT HILLS**

4620 Eureka Drive  
Manhattan, KS  
66503-8488  
(785) 537-7222  
F: (785) 537-9517  
Capacity: 250  
Operator: MTC

**FORT SIMCOE**

40 Abella Lane  
White Swan, WA 98952  
(509) 874-2244  
F: (509) 874-2342  
Capacity: 224  
Operator: USDI, BurRec

**FRED G. ACOSTA**

901 South Campbell  
Avenue  
Tucson, AZ 85719-6596  
(520) 792-3015  
F: (520) 628-1552  
Capacity: 300  
Operator: ResCare

**FRENCHBURG**

HCR 68 -  
Box 2170, Hwy 77  
Mariba, KY 40322  
(606) 768-2111  
F: (606) 768-3080  
Capacity: 168  
Operator: USDA, FS

**GADSDEN**

600 Valley Street  
Gadsden, AL 35901  
(256) 547-6222  
F: (256) 547-9040  
Capacity: 286  
Operator: Adams

**GAINESVILLE**

5301 N.E. 40th Terrace  
Gainesville, FL 32609-1670  
(352) 377-2555  
F: (352) 374-8257  
Capacity: 350  
Operator: DEL-JEN

**GARY**

2800 Airport Highway 21  
P.O. Box 967  
San Marcos, TX 78667  
(512) 396-6652  
F: (512) 396-6666  
Capacity: 1,900  
Operator: MTC

**GERALD FORD  
GRAND RAPIDS**

110 Hall Street, S.E.  
Grand Rapids, MI 49507  
(616) 243-6877  
F: (616) 243-1701  
Capacity: 270  
Operator: MINACT

**GLENMONT**

822 River Road  
P.O. Box 993  
Glenmont, NY 12077-0993  
(518) 767-9371  
F: (518) 767-2106  
Capacity: 340  
Operator: Adams

**GOLCONDA**

Rural Route 1, Box 104A  
Golconda, IL 62938  
(618) 285-6601  
F: (618) 285-5296  
Capacity: 230  
Operator: USDA, FS

**GRAFTON**

100 Pine Street  
North Grafton, MA 01536  
(508) 887-7300  
F: (508) 839-9781  
Capacity: 300  
Operator: Adams

**GREAT ONYX**

3115 Ollie Ridge Road  
Mammoth Cave, KY  
42259-9801  
(270) 286-4514  
F: (270) 286-1120  
Capacity: 214  
Operator: USDI, NPS

**GULFPORT**

3300 - 20th Street  
Gulfport, MS 39501  
(228) 864-9691  
F: (228) 865-0154  
Capacity: 280  
Operator: DESI

**GUTHRIE**

3106 W. University  
Guthrie, OK 73044  
(405) 282-9930  
F: (405) 282-9501  
Capacity: 650  
Operator: ResCare

**HARPERS FERRY**

237 Job Corps Road  
Harpers Ferry, WV 25425  
(304) 728-5702  
F: (304) 728-8200  
Capacity: 210  
Operator: USDI, NPS

**HARTFORD**

100 Overlook Terrace  
Hartford, CT 06106  
(860) 953-7201  
F: (860) 953-7216  
Capacity: 200  
Operator: EMC

**HAWAII**

41-467 Hihimanu Street  
Waimanalo, HI 96795  
(808) 259-6010  
F: (808) 259-7907  
Capacity: 362  
Operator: PacEdFound

**HOMESTEAD**

12350 S.W. 285th Street  
Homestead, FL 33033  
(305) 257-4800  
F: (305) 257-3920  
Capacity: 496  
Operator: ResCare

**HUBERT H.  
HUMPHREY**

1480 North Snelling  
Avenue  
St. Paul, MN 55108  
(651) 642-1133  
F: (651) 642-0123  
Capacity: 290  
Operator: CSDC

**INDYPENDENCE**

*(Satellite of Atterbury)*  
222 E. Ohio Street, Ste 300  
Indianapolis, IN 46204  
(317) 524-6788  
F: (317) 524-6798  
Capacity: 100  
Operator: MTC

**INLAND EMPIRE**

3173 Kerry Street  
San Bernardino, CA 92405  
(909) 887-6305  
F: (909) 887-8635  
Capacity: 310  
Operator: MTC

**IROQUOIS**

11780 Tibbets Road  
Medina, NY 14103  
(585) 798-7000  
F: (585) 798-7046  
Capacity: 255  
Operator: ETR

**JACKSONVILLE**

4811 Payne Stewart Drive  
Jacksonville, FL 32209  
(904) 360-8200  
F: (904) 632-5498  
Capacity: 300  
Operator: DESI

**JACOBS CREEK**

984 Denton Valley Road  
Bristol, TN 37620  
(423) 878-4021  
F: (423) 878-7034  
Capacity: 224  
Operator: USDA, FS

**JOLIET**

1101 Mills Road  
Joliet, IL 60433  
(815) 727-7677  
F: (815) 723-7052  
Capacity: 280  
Operator: Adams

**KANSAS CITY**

*(Satellite of Excelsior Springs)*  
2402 Swope Parkway  
Kansas City, MO 64130  
(816) 861-2353  
F: (816) 861-4337  
Capacity: 126  
Operator: MINACT

**KEYSTONE**

Foothills Drive  
P.O. Box 37  
Drums, PA 18222  
(570) 788-1164  
F: (570) 788-1119  
Capacity: 600  
Operator: MTC

**KICKING HORSE**

2000 Mollman Pass Trail,  
Route 2  
Ronan, MT 59864  
(406) 644-2217  
F: (406) 644-2343  
Capacity: 224  
Operator: Confed Tribes

**KITTRELL**

1096 Hwy U.S. 1 South  
P.O. Box 278  
Kittrell, NC 27544  
(252) 438-6161  
F: (252) 492-9630  
Capacity: 350  
Operator: MTC

**LAREDO**

1701 Island Street  
P.O. Box 1819  
Laredo, TX 78044-1819  
(956) 727-5148  
F: (956) 727-1937  
Capacity: 250  
Operator: CSDC

**LITTLE ROCK**

2020 Vance Street  
Little Rock, AR 72206  
(501) 376-4600  
F: (501) 376-6152  
Capacity: 200  
Operator: DEL-JEN

**LONG BEACH**

1903 Santa Fe Avenue  
Long Beach, CA  
90810-4050  
(562) 983-1777  
F: (562) 983-0053  
Capacity: 300  
Operator: CSS

**LORING**

36 Montana Road  
Limestone, ME  
04750-6107  
(207) 328-4212  
F: (207) 328-4219  
Capacity: 380  
Operator: TDC

**LOS ANGELES**

1106 S. Broadway  
Los Angeles, CA 90015  
(213) 748-0135  
F: (213) 748-6053  
Capacity: 735  
Operator: YWCA of LA

**LYNDON B. JOHNSON**

3170 Wayah Road  
Franklin, NC 28734  
(828) 524-4446  
F: (828) 369-7338  
Capacity: 205  
Operator: USDA, FS

**MEMPHIS**

1555 McAlister Drive  
Memphis, TN 38116  
(901) 396-2800  
F: (901) 396-8712  
Capacity: 312  
Operator: MINACT

**MIAMI**

3050 N.W. 183rd Street  
Carol City, FL 33056  
(305) 626-7800  
F: (305) 626-7857  
Capacity: 300  
Operator: ResCare

**MINGO**

4253 State Highway T  
Puxico, MO 63960  
(573) 222-3537  
F: (573) 222-2680  
Capacity: 224  
Operator: USDA, FS

**MISSISSIPPI**

400 Harmony Road  
P.O. Box 817  
Crystal Springs, MS 39059  
(601) 892-3348  
F: (601) 892-3719  
Capacity: 405  
Operator: DEL-JEN

**MONTGOMERY**

1145 Air Base Boulevard  
Montgomery, AL 36108  
(334) 262-8883  
F: (334) 265-2339  
Capacity: 322  
Operator: DESI

**MUHLENBERG**

3875 State Route,  
Highway 181 N  
Greenville, KY 42345  
(270) 338-5460  
F: (270) 338-3615  
Capacity: 405  
Operator: Horizons

**NEW HAVEN**

455 Wintergreen Avenue  
New Haven, CT 06515  
(203) 397-3775  
F: (203) 392-0299  
Capacity: 200  
Operator: CSDC

**NEW ORLEANS**

3801 Hollygrove Street  
New Orleans, LA 70118  
(504) 486-0641  
F: (504) 486-0823  
Capacity: 225  
Operator: CSDC

**NORTH TEXAS**

1701 N. Church Street  
McKinney, TX 75069  
(972) 542-2623  
F: (972) 547-7703  
Capacity: 650  
Operator: Horizons

**NORTHLANDS**

100A MacDonough Drive  
Vergennes, VT 05491  
(802) 877-2922  
F: (802) 877-0394  
Capacity: 280  
Operator: ResCare

**OCONALUFTEE**

502 Oconaluftee  
Job Corps Road  
Cherokee, NC 28719  
(828) 497-5411  
F: (828) 497-8079  
Capacity: 210  
Operator: USDI, NPS

**OLD DOMINION**

1073 Father Judge Road  
Monroe, VA 24574  
(434) 929-4081  
F: (434) 929-3511  
Capacity: 350  
Operator: ResCare

**ONEONTA**

21 Homer Folks Avenue  
Oneonta, NY 13820  
(607) 433-2111  
F: (607) 431-1518  
Capacity: 370  
Operator: KRA  
Corporation

**OUACHITA**

570 Job Corps Road  
Royal, AR 71968  
(501) 767-2707  
F: (501) 321-3798  
Capacity: 224  
Operator: USDA, FS

**PAUL SIMON**

**CHICAGO**  
3348 South Kedzie Avenue  
Chicago, IL 60623  
(773) 890-3100  
F: (773) 847-9823  
Capacity: 354  
Operator: MTC

**PENOBSCOT**

1375 Union Street  
Bangor, ME 04401  
(207) 990-3000  
F: (207) 942-9829  
Capacity: 346  
Operator: CSDC

**PHILADELPHIA**

4601 Market Street  
Philadelphia, PA 19139  
(215) 471-9693  
F: (215) 747-8552  
Capacity: 355  
Operator: MTC

**PHOENIX**

518 South Third Street  
Phoenix, AZ 85004  
(602) 254-5921  
F: (602) 340-1965  
Capacity: 415  
Operator: ResCare

**PINE KNOT**

U.S. Highway 27  
P.O. Box 1990  
Pine Knot, KY 42635-1990  
(606) 354-2176  
F: (606) 354-2170  
Capacity: 224  
Operator: USDA, FS

**PINE RIDGE**

15710 Highway 385  
Chadron, NE 69337  
(308) 432-3316  
F: (308) 432-4145  
Capacity: 224  
Operator: USDA, FS

**PITTSBURGH**

7175 Highland Drive  
Pittsburgh, PA 15206  
(412) 441-8700  
F: (412) 441-1586  
Capacity: 850  
Operator: ResCare

**PIVOT**

*(Satellite of Springdale)*  
2508 N.E. Everett,  
Room 107A  
Portland, OR 97232  
(503) 916-6170  
F: (503) 916-2710  
Capacity: 50  
Operator: MTC

**POTOMAC**

#1 D.C. Village Lane, S.W.  
Washington, DC 20032  
(202) 574-5000  
F: (202) 373-3181  
Capacity: 480  
Operator: Eagle Group

**QUENTIN BURDICK**

1500 University Ave. West  
Minot, ND 58703  
(701) 857-9600  
F: (701) 838-9979  
Capacity: 250  
Operator: MINACT

**RAMEY**

P.O. Box 250463  
Aguadilla, PR 00604-0463  
(787) 890-2030 F: (787)  
890-4749  
Capacity: 335  
Operator: ResCare/CoPR

**RED ROCK**

Route 487 North  
P.O. Box 218  
Lopez, PA 18628  
(570) 477-2221  
F: (570) 477-3046  
Capacity: 318  
Operator: MTC  
*Satellite One-Stop*

**ROSWELL**

57 G Street  
Roswell, NM 88203  
(505) 347-5414  
F: (505) 347-2243  
Capacity: 225  
Operator: CSS

**SACRAMENTO**

3100 Meadowview Road  
Sacramento, CA  
95832-1498  
(916) 394-0770  
F: (916) 394-0751  
Capacity: 477  
Operator: CSDC

**SAN DIEGO**

1325 Iris Avenue  
Building #60  
Imperial Beach, CA 95832  
(619) 429-8500  
F: (619) 429-4909  
Capacity: 635  
Operator: CSDC

**SAN JOSE**

3485 East Hills Drive  
San Jose, CA 95127-2790  
(408) 254-5627  
F: (408) 254-5663  
Capacity: 440  
Operator: CSDC

**SCHENCK**

98 Schenck Drive  
Pisgah Forest, NC 28768  
(828) 862-6100  
F: (828) 811-3800  
Capacity: 224  
Operator: USDA, FS

**SHREVEPORT**

2815 Lillian Street  
Shreveport, LA 71109  
(318) 227-9331  
F: (318) 222-0768  
Capacity: 350  
Operator: MINACT

**SHRIVER**

270 Jackson Road  
Devens, MA 01434  
(978) 772-7933  
F: (978) 784-2721  
Capacity: 300  
Operator: Adams

**SIERRA NEVADA**

5005 Echo Avenue  
Reno, NV 89506-1225  
(775) 789-1000  
F: (775) 789-1098  
Capacity: 570  
Operator: MTC

**SOUTH BRONX**

1771 Andrews Avenue  
Bronx, NY 10453  
(718) 731-7702  
F: (718) 731-3543  
Capacity: 275  
Operator: ResCare

**SPRINGDALE**

31224 E. Historic  
Columbia  
River Highway  
Troutdale, OR 97060  
(503) 695-2245  
F: (503) 695-2254  
Capacity: 165  
Operator: MTC

**ST. LOUIS**

4333 Goodfellow Boulevard  
St. Louis, MO 63120  
(314) 679-6200  
F: (314) 383-5717  
Capacity: 604  
Operator: MINACT

**TALKING LEAVES**

5700 Bald Hill Road  
P.O. Box 1066  
Tahlequah, OK 74465  
(918) 456-9959  
F: (918) 456-1270  
Capacity: 250  
Operator: CNO

**TIMBER LAKE**

59868 East Highway 224  
Estacada, OR 97023  
(503) 834-2291  
F: (503) 834-2333  
Capacity: 234  
Operator: USDA, FS

**TONGUE POINT**

37573 Old Highway 30  
Astoria, OR 97103-7000  
(503) 325-2131  
F: (503) 325-5375  
Capacity: 540  
Operator: MTC

**TRAPPER CREEK**

5139 West Fork Road  
Darby, MT 59829  
(406) 821-3286  
F: (406) 821-3290  
Capacity: 224  
Operator: USDA, FS

**TREASURE ISLAND**

655 H Avenue  
Building 442  
San Francisco, CA  
94130-5027  
(415) 277-2400  
F: (415) 705-1776  
Capacity: 800  
Operator: ResCare

**TREASURE LAKE**

1111 Indianoma Road  
Indianoma, OK 73552  
(580) 246-3203  
F: (580) 246-8222  
Capacity: 236  
Operator: USDI, FWS

**TULSA**

1133 N. Lewis Avenue  
Tulsa, OK 74410  
(918) 585-9111  
F: (918) 592-2430  
Capacity: 300  
Operator: ResCare

**TURNER**

2000 Schilling Avenue  
Albany, GA 31705  
(229) 883-8500  
F: (229) 434-0383  
Capacity: 930  
Operator: ETR  
*Satellite One-Stop*

**WEBER BASIN**

7400 S. Cornia Drive  
Ogden, UT 84405  
(801) 479-9806  
F: (801) 476-5985  
Capacity: 224  
Operator: USDI, BurRec

**WESTOVER**

103 Johnson Drive  
Chicopee, MA 01022  
(413) 593-5731  
F: (413) 593-5170  
Capacity: 555  
Operator: MTC

**WHITNEY M.  
YOUNG JR.**

8460 Shelbyville Road  
Simpsonville, KY 40067  
(502) 722-8862  
F: (502) 722-3601  
Capacity: 400  
Operator: Horizons

**WILMINGTON**

9 Vandever Avenue  
Wilmington, DE 19802  
(302) 575-1710  
F: (302) 575-1713  
Capacity: 150  
Operator: MTC

**WOLF CREEK**

2010 Opportunity Lane  
Glide, OR 97443  
(541) 496-3507  
F: (541) 496-8515  
Capacity: 231  
Operator: USDA, FS

**WOODLAND**

3300 Fort Meade Road  
Laurel, MD 20724  
(301) 725-7900  
F: (301) 497-8978  
Capacity: 300  
Operator: Adams

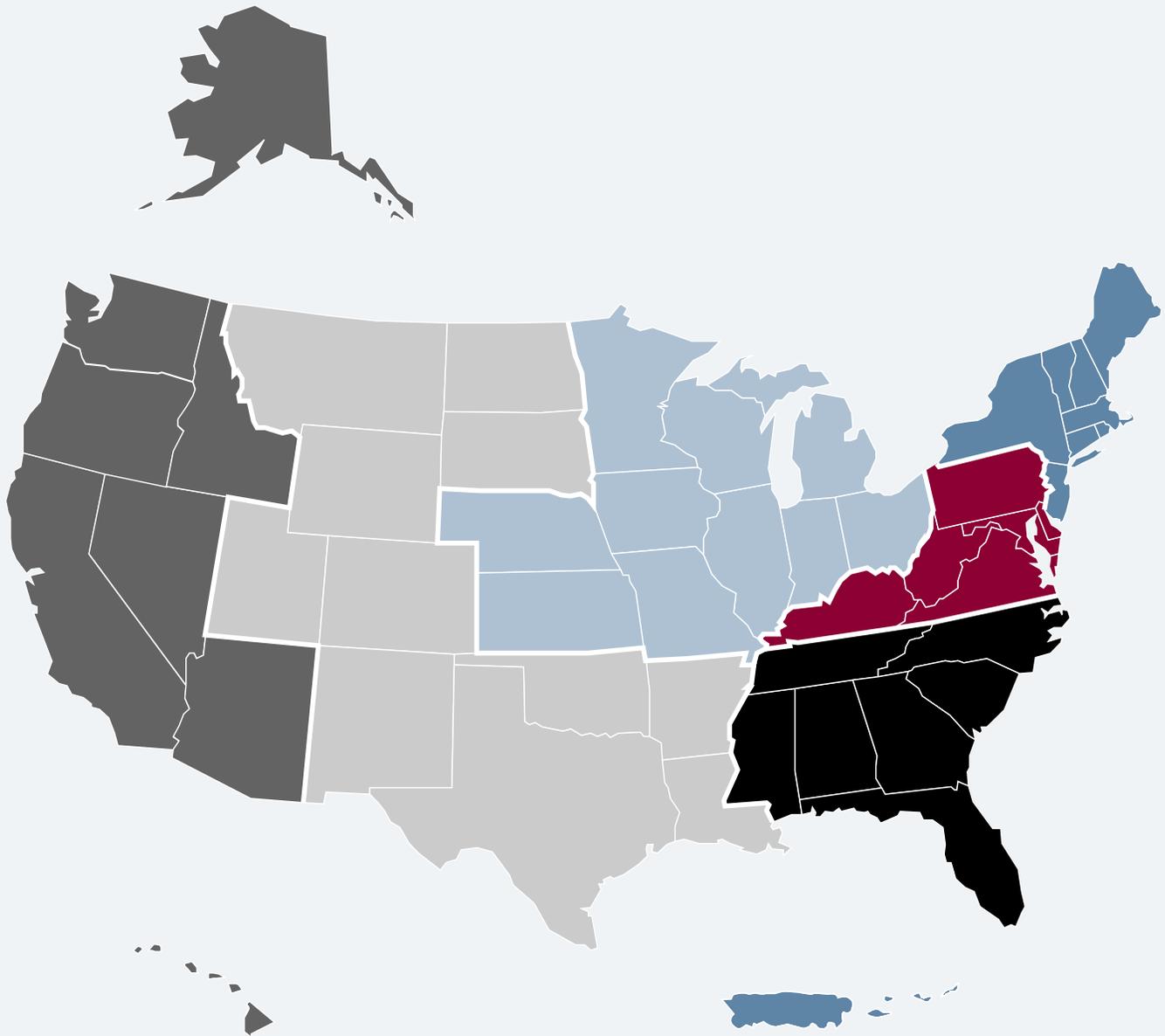
**WOODSTOCK**

10900 Old Court Road  
Woodstock, MD 21163  
(410) 461-1100  
F: (410) 461-5794  
Capacity: 505  
Operator: Adams

Capacity is the long-term, facility design capacity. Current capacity may vary due to construction/renovation projects. (Current as of January 2006.)

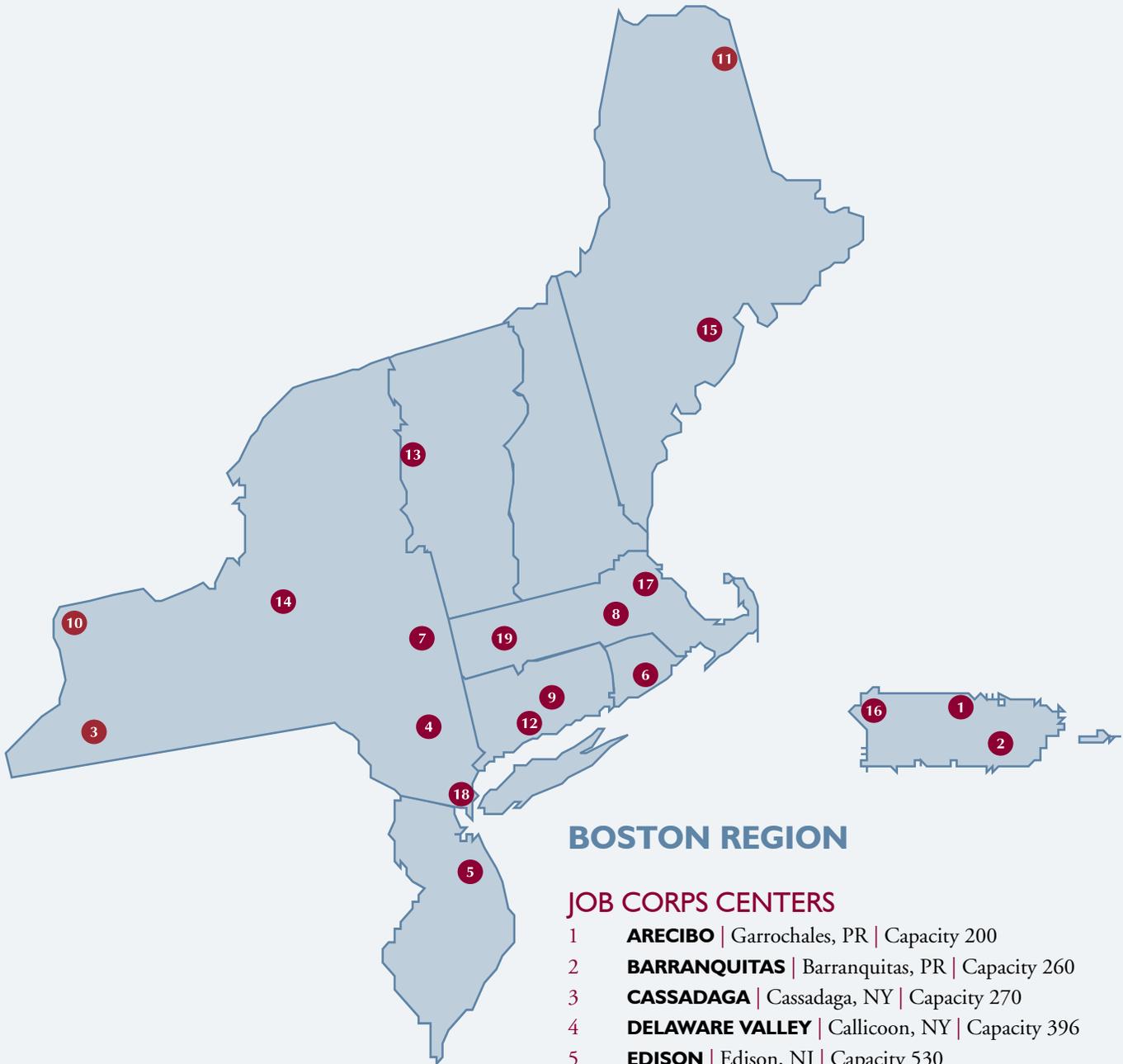
This contractor list is current as of January 2006. Job Corps' regional offices award cost-reimbursement plus incentive-fee contracts for the operation of centers on a two-year basis, with the potential for three additional one-year option periods, based on performance.

For more information, go to: <http://jobcorps.dol.gov>



### JOB CORPS REGIONS

- BOSTON REGION
- PHILADELPHIA REGION
- ATLANTA REGION
- DALLAS REGION
- CHICAGO REGION
- SAN FRANCISCO REGION



## BOSTON REGION

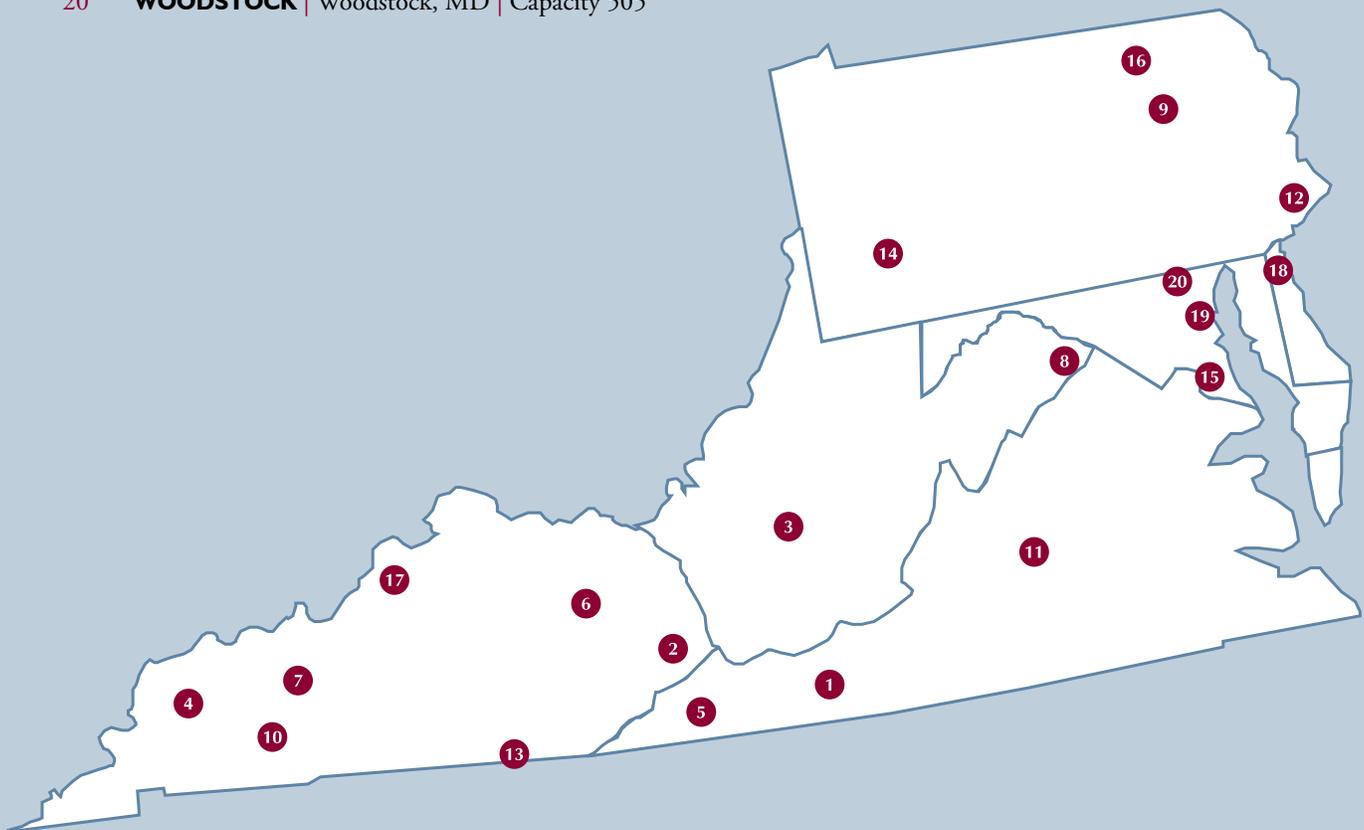
### JOB CORPS CENTERS

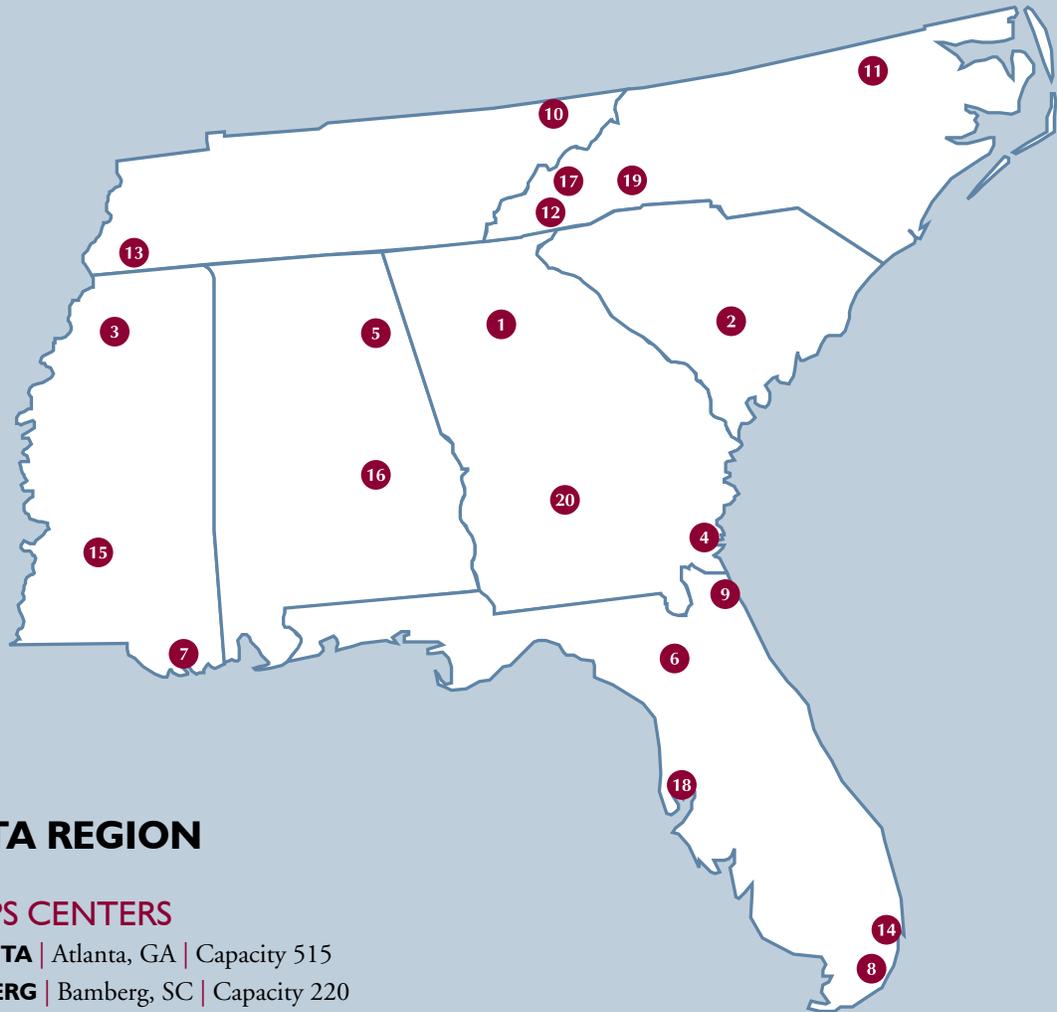
- 1 **ARECIBO** | Garrochales, PR | Capacity 200
- 2 **BARRANQUITAS** | Barranquitas, PR | Capacity 260
- 3 **CASSADAGA** | Cassadaga, NY | Capacity 270
- 4 **DELAWARE VALLEY** | Callicoon, NY | Capacity 396
- 5 **EDISON** | Edison, NJ | Capacity 530
- 6 **EXETER** | Exeter, RI | Capacity 177
- 7 **GLENMONT** | Glenmont, NY | Capacity 340
- 8 **GRAFTON** | North Grafton, MA | Capacity 300
- 9 **HARTFORD** | Hartford, CT | Capacity 200
- 10 **IROQUOIS** | Medina, NY | Capacity 255
- 11 **LORING** | Limestone, ME | Capacity 380
- 12 **NEW HAVEN** | New Haven, CT | Capacity 200
- 13 **NORTHLANDS** | Vergennes, VT | Capacity 280
- 14 **ONEONTA** | Oneonta, NY | Capacity 370
- 15 **PENOBSCOT** | Bangor, ME | Capacity 346
- 16 **RAMEY** | Aguadilla, PR | Capacity 335
- 17 **SHRIVER** | Devens, MA | Capacity 300
- 18 **SOUTH BRONX/BROOKLYN** | Bronx, NY | Capacity 485
- 19 **WESTOVER** | Chicopee, MA | Capacity 555

## PHILADELPHIA REGION

### JOB CORPS CENTERS

- 1 **BLUE RIDGE** | Marion, VA | Capacity 200
- 2 **CARL D. PERKINS** | Prestonsburg, KY | Capacity 280
- 3 **CHARLESTON** | Charleston, WV | Capacity 400
- 4 **EARLE C. CLEMENTS** | Morganfield, KY | Capacity 1,630
- 5 **FLATWOODS** | Coeburn, VA | Capacity 224
- 6 **FRENCHBURG** | Mariba, KY | Capacity 168
- 7 **GREAT ONYX** | Mammoth Cave, KY | Capacity 214
- 8 **HARPERS FERRY** | Harpers Ferry, WV | Capacity 210
- 9 **KEYSTONE** | Drums, PA | Capacity 600
- 10 **MUHLENBERG** | Greenville, KY | Capacity 405
- 11 **OLD DOMINION** | Monroe, VA | Capacity 350
- 12 **PHILADELPHIA** | Philadelphia, PA | Capacity 355
- 13 **PINE KNOT** | Pine Knot, KY | Capacity 224
- 14 **PITTSBURGH** | Pittsburgh, PA | Capacity 850
- 15 **POTOMAC** | Washington, DC | Capacity 480
- 16 **RED ROCK** | Lopez, PA | Capacity 318
- 17 **WHITNEY M. YOUNG, JR.** | Simpsonville, KY | Capacity 400
- 18 **WILMINGTON** | Wilmington, DE | Capacity 150
- 19 **WOODLAND** | Laurel, MD | Capacity 300
- 20 **WOODSTOCK** | Woodstock, MD | Capacity 505

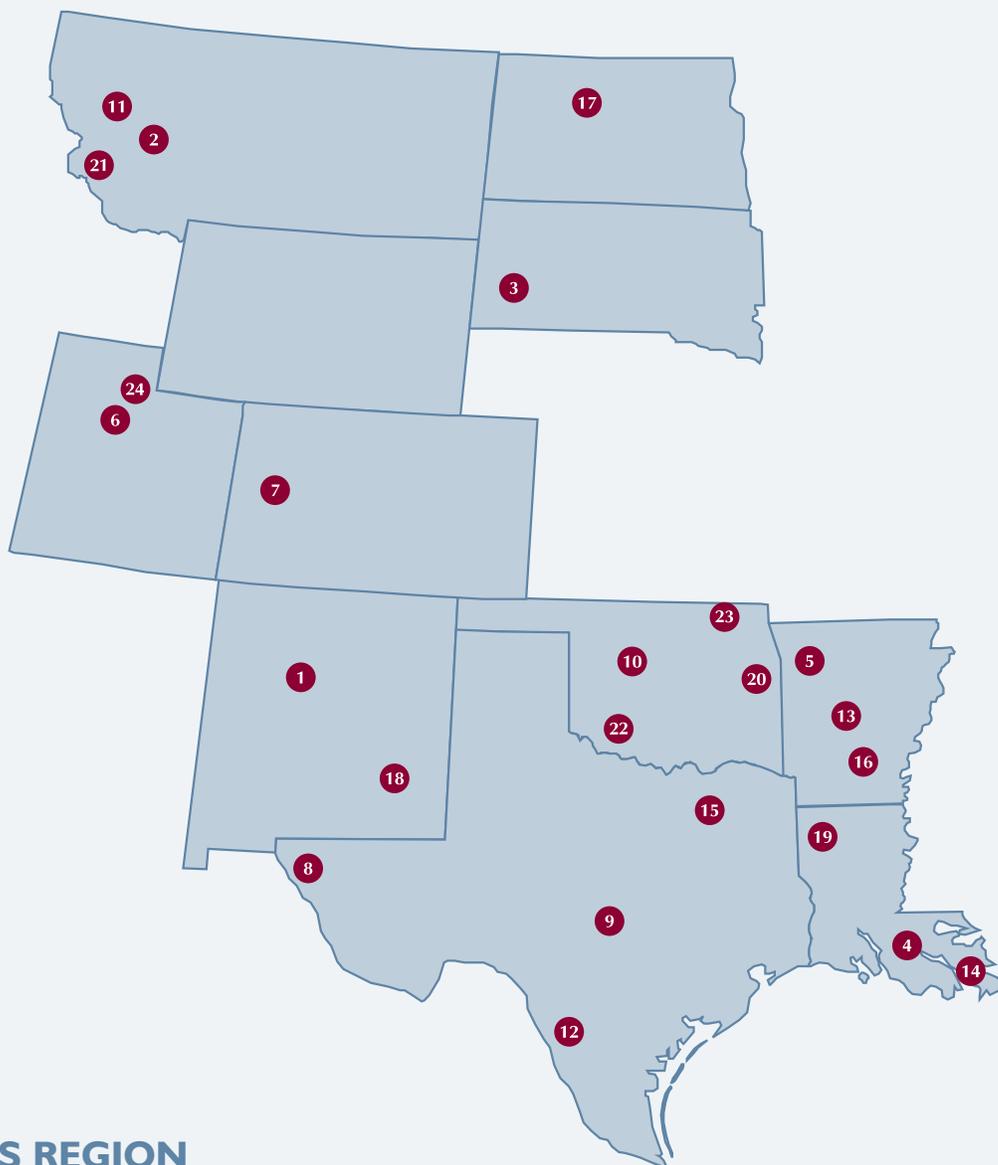




## ATLANTA REGION

### JOB CORPS CENTERS

- 1 **ATLANTA** | Atlanta, GA | Capacity 515
- 2 **BAMBERG** | Bamberg, SC | Capacity 220
- 3 **BATESVILLE** | Batesville, MS | Capacity 300
- 4 **BRUNSWICK** | Brunswick, GA | Capacity 400
- 5 **GADSDEN** | Gadsden, AL | Capacity 286
- 6 **GAINESVILLE** | Gainesville, FL | Capacity 350
- 7 **GULFPORT** | Gulfport, MS | Capacity 280
- 8 **HOMESTEAD** | Homestead, FL | Capacity 496
- 9 **JACKSONVILLE** | Jacksonville, FL | Capacity 300
- 10 **JACOBS CREEK** | Bristol, TN | Capacity 224
- 11 **KITTRELL** | Kittrell, NC | Capacity 350
- 12 **LYNDON B. JOHNSON** | Franklin, NC | Capacity 205
- 13 **MEMPHIS** | Memphis, TN | Capacity 312
- 14 **MIAMI** | Carol City, FL | Capacity 300
- 15 **MISSISSIPPI** | Crystal Springs, MS | Capacity 405
- 16 **MONTGOMERY** | Montgomery, AL | Capacity 322
- 17 **OCONALUFTEE** | Cherokee, NC | Capacity 210
- 18 **PINELLAS COUNTY** | Pinellas County, FL | Capacity 300 (*Future Center*)
- 19 **SCHENCK** | Pisgah Forest, NC | Capacity 224
- 20 **TURNER** | Albany, GA | Capacity 930



## DALLAS REGION

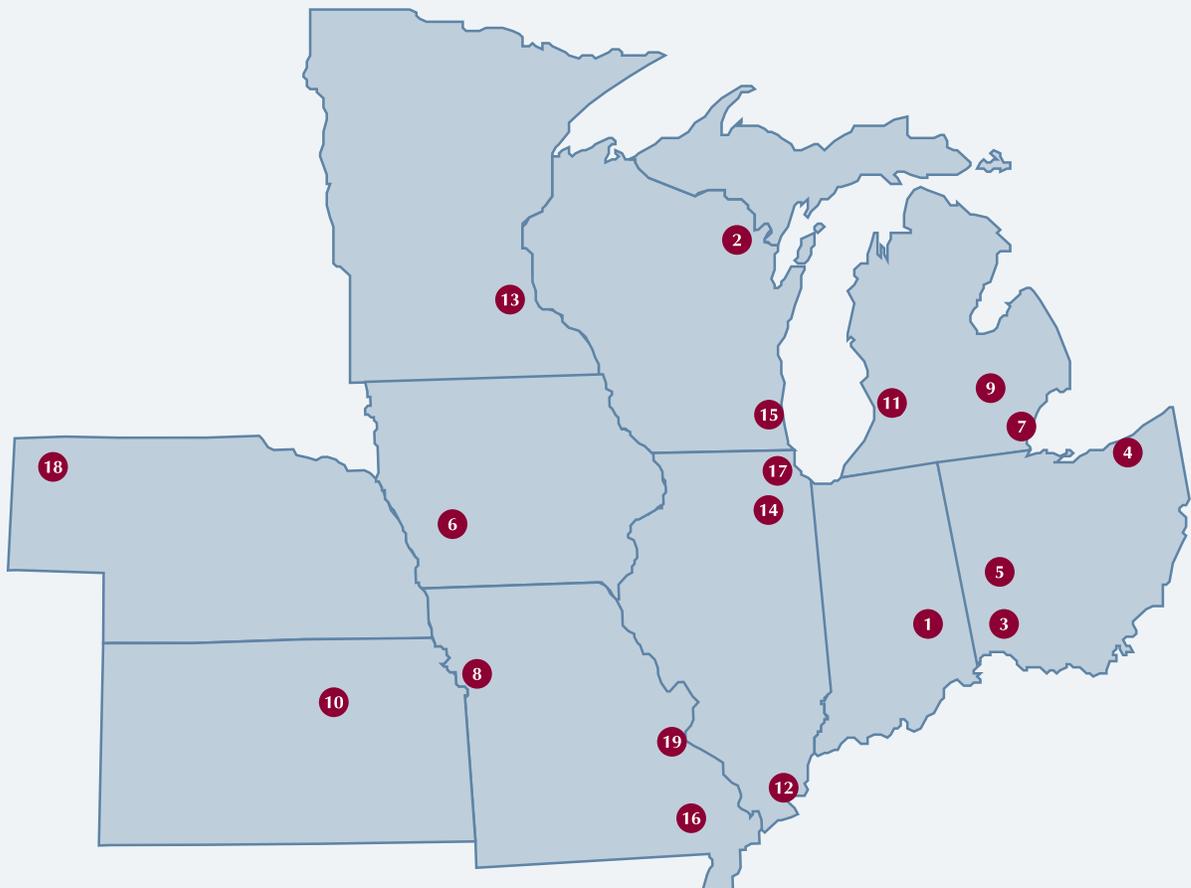
### JOB CORPS CENTERS

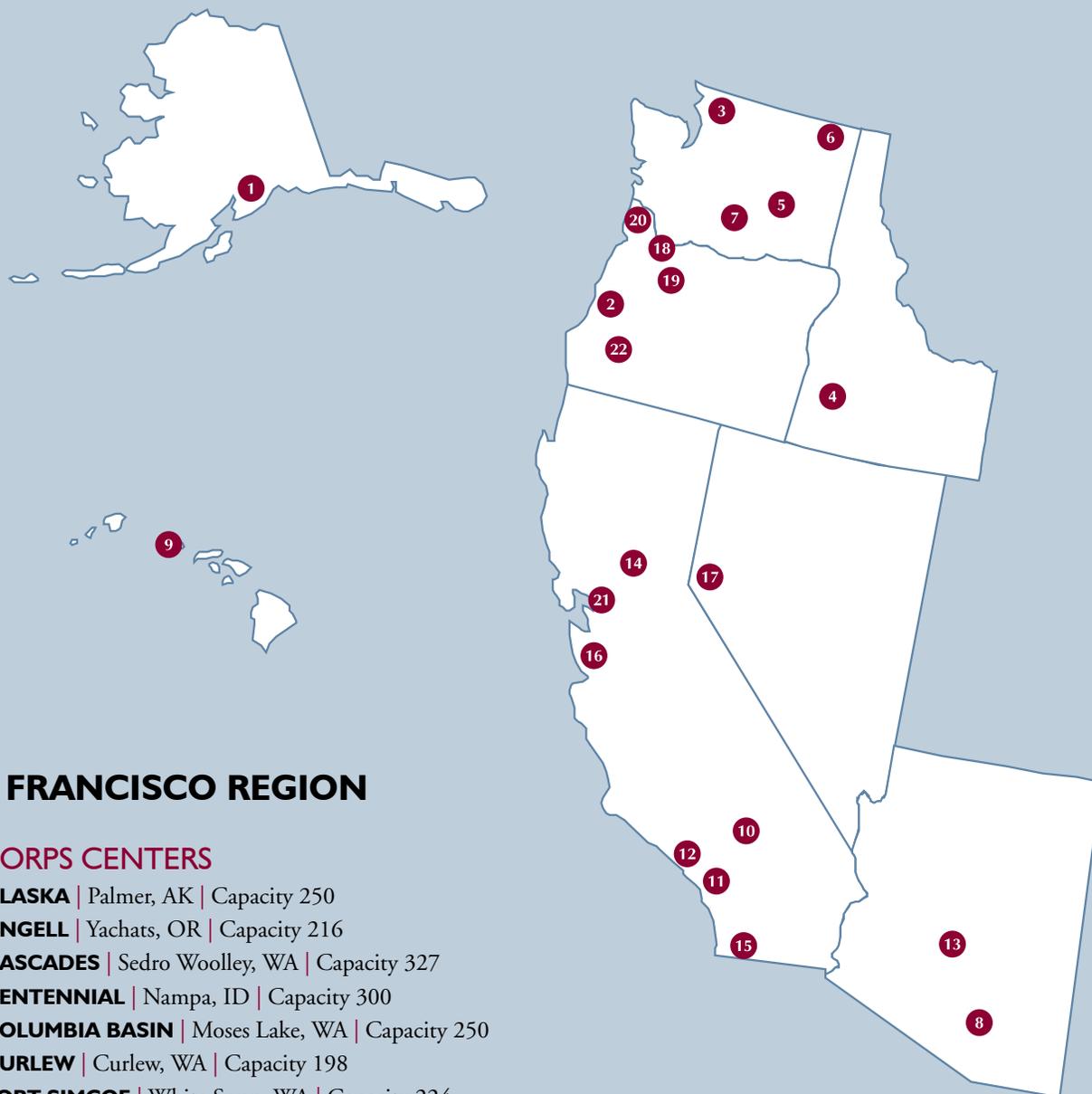
- |    |   |    |  |
|----|---|----|--|
| 1  | <b>ALBUQUERQUE</b>   Albuquerque, NM   Capacity 415   | 13 | <b>LITTLE ROCK</b>   Little Rock, AR   Capacity 200  |
| 2  | <b>ANACONDA</b>   Anaconda, MT   Capacity 236         | 14 | <b>NEW ORLEANS</b>   New Orleans, LA   Capacity 225  |
| 3  | <b>BOXELDER</b>   Nemo, SD   Capacity 208             | 15 | <b>NORTH TEXAS</b>   McKinney, TX   Capacity 650     |
| 4  | <b>CARVILLE</b>   Carville, LA   Capacity 200         | 16 | <b>OUACHITA</b>   Royal, AR   Capacity 224           |
| 5  | <b>CASS</b>   Ozark, AR   Capacity 224                | 17 | <b>QUENTIN BURDICK</b>   Minot, ND   Capacity 250    |
| 6  | <b>CLEARFIELD</b>   Clearfield, UT   Capacity 1,320   | 18 | <b>ROSWELL</b>   Roswell, NM   Capacity 225          |
| 7  | <b>COLLBRAN</b>   Collbran, CO   Capacity 200         | 19 | <b>SHREVEPORT</b>   Shreveport, LA   Capacity 350    |
| 8  | <b>DAVID L. CARRASCO</b>   El Paso, TX   Capacity 415 | 20 | <b>TALKING LEAVES</b>   Tahlequah, OK   Capacity 250 |
| 9  | <b>GARY</b>   San Marcos, TX   Capacity 1,900         | 21 | <b>TRAPPER CREEK</b>   Darby, MT   Capacity 224      |
| 10 | <b>GUTHRIE</b>   Guthrie, OK   Capacity 650           | 22 | <b>TREASURE LAKE</b>   Indianola, OK   Capacity 236  |
| 11 | <b>KICKING HORSE</b>   Ronan, MT   Capacity 224       | 23 | <b>TULSA</b>   Tulsa, OK   Capacity 300              |
| 12 | <b>LAREDO</b>   Laredo, TX   Capacity 250             | 24 | <b>WEBER BASIN</b>   Ogden, UT   Capacity 224        |

## CHICAGO REGION

### JOB CORPS CENTERS

- 1 **ATTERBURY/INDYPENDENCE** | Edinburgh, IN | Capacity 750
- 2 **BLACKWELL** | Laona, WI | Capacity 205
- 3 **CINCINNATI** | Cincinnati, OH | Capacity 225
- 4 **CLEVELAND** | Cleveland, OH | Capacity 320
- 5 **DAYTON** | Dayton, OH | Capacity 300
- 6 **DENISON** | Denison, IA | Capacity 300
- 7 **DETROIT** | Detroit, MI | Capacity 280
- 8 **EXCELSIOR SPRINGS/KANSAS CITY** | Excelsior Springs, MO | Capacity 621
- 9 **FLINT/GENESEE** | Flint, MI | Capacity 330
- 10 **FLINT HILLS** | Manhattan, KS | Capacity 250
- 11 **GERALD FORD GRAND RAPIDS** | Grand Rapids, MI | Capacity 270
- 12 **GOLCONDA** | Golconda, IL | Capacity 230
- 13 **HUBERT H. HUMPHREY** | St. Paul, MN | Capacity 290
- 14 **JOLIET** | Joliet, IL | Capacity 280
- 15 **MILWAUKEE** | Milwaukee, WI | Capacity 300 (Future Center)
- 16 **MINGO** | Puxico, MO | Capacity 224
- 17 **PAUL SIMON CHICAGO** | Chicago, IL | Capacity 354
- 18 **PINE RIDGE** | Chadron, NE | Capacity 224
- 19 **ST. LOUIS** | St. Louis, MO | Capacity 604



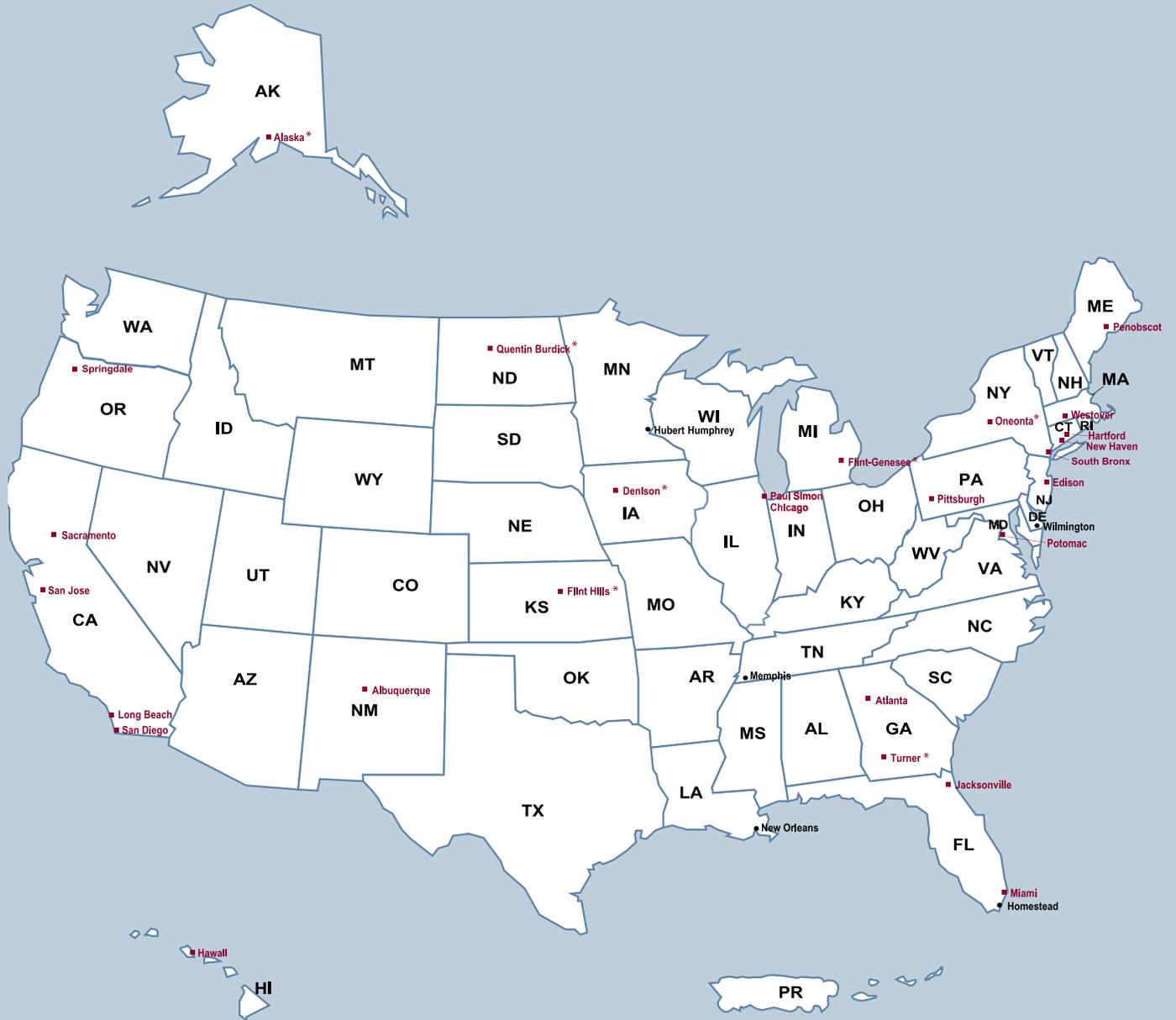


## SAN FRANCISCO REGION

### JOB CORPS CENTERS

- 1 **ALASKA** | Palmer, AK | Capacity 250
- 2 **ANGELL** | Yachats, OR | Capacity 216
- 3 **CASCADES** | Sedro Woolley, WA | Capacity 327
- 4 **CENTENNIAL** | Nampa, ID | Capacity 300
- 5 **COLUMBIA BASIN** | Moses Lake, WA | Capacity 250
- 6 **CURLEW** | Curlew, WA | Capacity 198
- 7 **FORT SIMCOE** | White Swan, WA | Capacity 224
- 8 **FRED G. ACOSTA** | Tucson, AZ | Capacity 300
- 9 **HAWAII** | Waimanalo, HI | Capacity 362
- 10 **INLAND EMPIRE** | San Bernardino, CA | Capacity 310
- 11 **LONG BEACH** | Long Beach, CA | Capacity 300
- 12 **LOS ANGELES** | Los Angeles, CA | Capacity 735
- 13 **PHOENIX** | Phoenix, AZ | Capacity 415
- 14 **SACRAMENTO** | Sacramento, CA | Capacity 477
- 15 **SAN DIEGO** | Imperial Beach, CA | Capacity 635
- 16 **SAN JOSE** | San Jose, CA | Capacity 440
- 17 **SIERRA NEVADA** | Reno, NV | Capacity 570
- 18 **SPRINGDALE/PIVOT** | Troutdale, OR | Capacity 215
- 19 **TIMBER LAKE** | Estacada, OR | Capacity 234
- 20 **TONGUE POINT** | Astoria, OR | Capacity 540
- 21 **TREASURE ISLAND** | San Francisco, CA | Capacity 800
- 22 **WOLF CREEK** | Glide, OR | Capacity 231

# CHILD DEVELOPMENT CENTERS



- CDCs Under Development
- Current CDCs
- \*Residential parent/child program

## JOB CORPS PROGRAM OPERATORS

### CENTER OPERATORS

- Adams and Associates, Inc. (Adams)
- Alutiiq LLC (Alutiiq)
- Applied Technology Systems, Inc. (ATSI)
- Career Systems Development Corporation (CSDC)
- Cherokee Nation of Oklahoma (CNO)
- Chugach Support Services, Inc. (CSS)
- Commonwealth of Puerto Rico (CoPR)
- CUBE Corporation
- DEL-JEN, Inc.
- Dynamic Educational Systems, Inc. (DESI)
- Eagle Group
- Education Management Corporation (EMC)
- Education and Training Resources (ETR)
- Horizons Youth Services (Horizons)
- KRA Corporation
- Management and Training Corporation (MTC)
- MINACT, Inc.
- Pacific Education Foundation (PacEdFound)
- ResCare, Inc.
- Texas Educational Foundation (TEF)
- Training and Development Corporation (TDC)
- Tribal Council of the Confederated Salish and Kootenai Tribes of the Flathead Indian Reservation (Confed Tribes)
- United States Department of Agriculture (USDA)
  - Forest Services (FS)
- United States Department of Interior (USDI)
  - Bureau of Reclamation (BurRec)
  - Fish and Wildlife Service (FWS)
  - National Park Service (NPS)
- YWCA of Los Angeles

### OUTREACH & ADMISSIONS (OA) OPERATORS

- Adams and Associates, Inc. (Adams)
- Alabama Department of Industrial Relations
- Alutiiq LLC (Alutiiq)
- American Business Corporation (Amer Bus Corp)
- Career Team, LLC
- Career Systems Development Corporation (CSDC)
- Cherokee Nation of Oklahoma (CNO)
- Chugach Support Services, Inc. (CSS)
- CUBE Corporation
- Dancil-Jones and Associates
- DEL-JEN, Inc.
- Dynamic Educational Systems, Inc. (DESI)

- Education Management Corporation (EMC)
- Education and Training Resources (ETR)
- Florida Agency for Workforce Innovation
- ICI Enterprises, Inc. (ICI)
- Innovations Group Inc. (IGI)
- Jackson Pierce Public Affairs, Inc.
- KRA Corporation
- Management and Training Corporation (MTC)
- MINACT, Inc.
- Mississippi Employment Security Commission
- Missouri Division of Workforce Development
- Oklahoma Employment Security Commission
- Pacific Education Foundation (PacEdFound)
- Prince George's County Private Industry Council (PIC/PG)
- ResCare, Inc.
- Resource Consultants, Inc. (RCI)
- Satellite Services, Inc.
- South Carolina Employment Security Commission
- South Dakota Department of Labor
- Smith, Ortiz, Gomez, & Buzzi
- Texas Educational Foundation (TEF)
- Tribal Council of the Confederated Salish and Kootenai Tribes of the Flathead Indian Reservation (Confed Tribes)
- YWCA of Los Angeles

### CAREER TRANSITION SERVICES (CTS) OPERATORS

- Adams and Associates, Inc. (Adams)
- American Business Corporation (Amer Bus Corp)
- Applied Technology Systems, Inc. (ATSI)
- Career Systems Development Corporation (CSDC)
- Cherokee Nation of Oklahoma (CNO)
- Chugach Support Services, Inc. (CSS)
- CUBE Corporation
- DEL-JEN, Inc.
- Dynamic Educational Systems, Inc. (DESI)
- Education and Training Resources (ETR)
- ICI Enterprises, Inc. (ICI)
- Jackson Pierce Public Affairs, Inc.
- KRA Corporation
- Management and Training Corporation (MTC)
- MINACT, Inc.
- Missouri Division of Workforce Development
- Pacific Education Foundation (PacEdFound)
- ResCare, Inc.
- South Dakota Department of Labor
- Texas Educational Foundation (TEF)
- Training and Development Corporation (TDC)

- Tribal Council of the Confederated Salish and Kootenai Tribes of the Flathead Indian
- Reservation (Confed Tribes)
- United States Department of Agriculture (USDA)
  - Forest Services (FS)
- United States Department of Interior (USDI)
  - Bureau of Reclamation (BurRec)
  - Fish and Wildlife Service (FWS)
- YWCA of Los Angeles

## NATIONAL TRAINING AND SUPPORT CONTRACTORS

- Home Builders Institute (HBI)
- International Masonry Institute (IMI)
- International Union of Operating Engineers (IUOE)
- International Union of Painters and Allied Trades (IUPAT)
- McNeil Technologies
- National Plastering Industry's Joint Apprenticeship Fund
- Transportation-Communications International Union (TCU)
- United Auto Workers - Labor Employment and Training Corporation (UAW-LETC)
- United Brotherhood of Carpenters (UBC)
- Women in Community Service, Inc. (WICS)

## GLOSSARY OF ACRONYMS

ACT	Advanced Career Training
CCC	Civilian Conservation Center
CDC	Child Development Center
CDP	Career Development Period
CDSS	Career Development Services System
CETA	Comprehensive Employment and Training Act
CIC	Center Industry Council
CNA	Certified Nursing Assistant
CPP	Career Preparation Period
CRA	Construction, Rehabilitation, and Acquisition
CTP	Career Transition Period
CTS	Career Transition Services
DOL	U.S. Department of Labor
ESL	English as a Second Language
FAR	Federal Acquisition Regulations
FGIPC	Federation of Government Information Processing Councils
FMS	Financial Management System
GAO	Government Accountability Office
GED	General Educational Development
GPRA	Government Performance and Results Act
HSD	High School Diploma
IAC	Industry Advisory Council

IT	Information Technology
JTM	Job Training Match
JTPA	Job Training Partnership Act
LMI	Labor Market Information
LPN	Licensed Practical Nursing
NATEF	National Automotive Technical Education Foundation
NIMS	National Institute for Metalworking Skills, Inc.
OA	Outreach and Admissions
OIG	Office of Inspector General
PBSC	Performance-Based Service Contracting
PCDP	Personal Career Development Plan
Pre-IST	Pre-Integrated Systems Training
PY '04	Program Year 2004
RN	Registered Nurse
SGA	Student Government Association
SST	Social Skills Training
TABE	Test of Adult Basic Education
TAR	Training Achievement Record
VST	Vocational Skills Training
WBL	Work-Based Learning
WIA	Workforce Investment Act
WIB	Workforce Investment Board

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## ADDITIONAL REPORTS

Additional copies of this Annual Report may be obtained by contacting the National Office of Job Corps.



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