Job Corps’ New Performance Improvement Plan (PIP) System

Edward Benton, Chief
Division of Technology, Performance, and Program Support

National Office of Job Corps
Purpose

• Why PIP?
• System Design
• Sanctions
• Implementation Plan
Why the New PIP System?

- Required by WIA and WIOA
- Meets DOL’s oversight responsibility
- Further pursue the Administration’s overall goal of program effectiveness and efficiency
- Job Corps’ reform agenda
PIP System Components

• Entry Criteria
• Exit (Graduation) Criteria
• Probationary Period
• Sanctions
Entry Criteria

• Entry Criteria:
  • Ranked in the bottom 10 on OMS results of previous program year, and
  • Performance rating at or below 88% of that year’s OMS national average
Graduation Criteria

• OMS Rating at or above 92% of national average
• OBS at or above 98%
• Most Recent ROCA overall and six functional area scores at or above 5.0
• Most recent Student Satisfaction Survey (SSS) Safety Rating at or above national average
Commitment and Probationary Period

- PIP Commitment:
  - Minimum of one (1) program year
  - Maximum three (3) program years
- Probationary period is 6 months after meeting graduation criteria
  - Will graduate if the center continues to meet all graduation criteria by the end of the 6-month period
PIP Sanctions

- Sanction options stipulated in WIA and WIOA
  - Providing technical assistance
  - Changing career technical training programs
  - Changing center’s management staff
  - Replacing center operator
  - Reducing center’s OBS
  - Relocating a center
  - Closing a center
- DOL envisions a progressive application of such sanctions to encourage centers to improve performance
Sanctions-1\textsuperscript{st} Year on PIP

- DOL retains the right to exercise any of the seven sanctions, or
- May exercise no sanctions if desired effect is being achieved
- May request changes to CTT programs and management staff
Sanction-2nd Year on PIP

- DOL retains the right to exercise any of the seven sanctions
- May exercise no sanctions if desired effect is being achieved
- Sanction options may include:
  - reduction in OBS slots
  - decline renewal of option year
  - Contract termination for default
- Regional Offices may implement additional interventions
Sanctions-3\textsuperscript{rd} Year on PIP

- Most serious options will be considered if no improvement at end of 3\textsuperscript{rd} year
  - Relocating the center
  - Re-competing the center
  - Closing the center

- May exercise no sanctions if desired effect is being achieved
Exceptions

• Factors beyond center’s control such as natural disasters, epidemics, etc.
• Current USDA FS PIP centers will continue to be managed by Inter-Agency Task Force.
• USDA FS centers that fall within the new PIP parameters will be included in the new system.
Alignment to WIOA

- Current PIP system is based on WIA requirements
- Will be revised/redesigned once WIOA performance metrics are finalized
Annual Timeline for Implementing PIP

• National Office conducts PIP evaluations twice a year:
  • Late August – early September: using finalized OMS data for last PY
  • Late January – early February: using mid-PY OMS data (as of December 31 of previous calendar year)
• Late August – Early September: National Office identifies PIP centers using OMS finalized PY data
Annual Timeline for Implementing PIP (cont.)

• Early September: National Director notifies PIP center(s), and requests that operator(s) submit a comprehensive Corrective Action Plan to their Regional Office and Contracting Officers - by end of September

• Mid-October: Regional Directors approve Corrective Action Plans and submit them to National Director; Contracting Officers send formal correspondence to operators (contract centers)

• On-going: Regional Offices submit monthly reports to National Office
Annual Timeline for Implementing PIP (cont.)

• End of October: National Office, in consultation with Regional Offices and OCM, determine sanctions on centers on PIP for 1, 2, and 3 years.
Roll Out

• Will roll out after clearance with DOL and OMB
• Conduct three Webinars to train center operators (including the USDA FS centers)
Questions?
Thank You

Contact Information:

Benton.Edward@dol.gov
Phone: (202) 693-3457