



SEP 27 2017

**DIRECTIVE:           JOB CORPS INFORMATION NOTICE NO. 17-08**

**TO:**                   ALL JOB CORPS NATIONAL OFFICE STAFF  
                          ALL JOB CORPS REGIONAL OFFICE STAFF  
                          ALL JOB CORPS CENTER DIRECTORS  
                          ALL JOB CORPS CENTER OPERATORS  
                          ALL JOB CORPS CENTER STAFF  
                          ALL NATIONAL TRAINING AND SUPPORT CONTRACTORS  
                          ALL OUTREACH, ADMISSIONS, AND CTS CONTRACTORS  
                          ALL CENTER USERS

**FROM:**               LENITA JACOBS-SIMMONS  
                          National Director  
                          Office of Job Corps

A handwritten signature in blue ink, appearing to read "Lenita Jacobs-Simmons".

**SUBJECT:**           Hurricane Recovery and Rebuild Initiative

1.     Purpose. To outline Job Corps' Recovery and Rebuild Initiative to assist areas impacted by the recent hurricanes. Impacted areas needing the most assistance are Texas and Louisiana (Hurricane Harvey), Puerto Rico (Hurricane Maria) and Florida (Hurricane Irma).

2.     Background. Hurricane Harvey is reported to have been one of the most devastating natural disasters in U.S. history, leaving thousands of homes and hundreds of businesses damaged and destroyed.

The economic impact of rebuilding these areas is enormous, and the effort required to repair, replace and stabilize thousands of structures is staggering as well. Analysts from the National Association of Home Builders estimate that 10,000 to 20,000 workers could be needed to rebuild homes damaged by Harvey alone.

Simultaneously, this destruction has occurred at a time when the construction industry, collectively, is experiencing a labor shortage as a result of being unable to find and hire qualified skilled workers; as of June 2017, the Bureau of Labor Statistics reported 225,000 unfilled construction jobs nationwide. Industry leaders attribute the shortage to three factors:

- the Great Recession of the last decade when the industry contracted nearly a third of the industry, and many workers found jobs in other industries;
- the large number of older construction laborers have retired; and
- the shift in emphasis in public education away from the trades.

3. Response. Job Corps is ready to be part of the solution; the Job Corps program is prepared to provide trained and skilled young adult workers as apprentices to assist these states and local communities with their rebuilding efforts, most immediately in the construction trades.

This Recovery and Rebuild Initiative aligns with Job Corps' intensified emphasis on apprenticeship, and will incorporate two components:

- pre-apprenticeship experiences that occur during a student's enrollment in a Job Corps program that is aligned with a formal apprenticeship program; and
- placement in a formal Registered Apprenticeship or Industry-Recognized Apprenticeship job upon successful completion of Job Corps.

Currently, Job Corps centers across the country provide training in the following construction-related areas, many of which are currently in high-demand in the affected regions: carpentry, welding, electrical, plumbing, bricklaying, cement masonry, facilities maintenance, HVAC, line repairmen, painting and weatherization. The training programs are provided by center operators/contractors (non-union) and National Training Contractors (union) and vary in the lengths of time they take to complete.

Students in the union-sponsored construction trades are taught a pre-apprenticeship curriculum, and are positioned to apply for registered apprenticeship positions in their selected trades upon graduation. The focus on pre-apprenticeship training is being expanded to the other non-union, center-operated construction programs, as well, with graduates securing employment with organizations that will continue to mentor and support graduates' on-the-job skills building.

4. Overview of the Recovery and Rebuild Initiative. Over the next few months, Job Corps will take the following actions to greatly expand its construction training programs and connect graduates with apprenticeship opportunities in the construction industry, specifically located in the hurricane-impacted regions:

**Outreach/Admissions contractors will:**

- increase efforts to recruit students into the construction trades, quickly filling all available slots, nationwide, and particularly in the targeted regions; and
- work with Job Corps centers and operators to rapidly and purposefully schedule intakes, with continued emphasis on quality recruitment.

**Center Operators and National Training Contractors will:**

- develop innovative pre-apprenticeship programming and processes that accelerate the pace of training by utilizing evening and weekend learning opportunities, while producing qualified graduates quickly;
- evaluate under-utilized capacity, and expand construction program enrollments in targeted regions by hiring additional instructors, and team teaching in the shop areas;

- explore all options for expanding student output quickly, including forming new partnerships with other potential providers, utilizing innovative practices and technology-based instructional materials, and identifying additional funding streams;
- expand efforts to develop apprenticeship placements with both union and non-union employers; and
- submit Career Technical Training (CTT) change requests (identified as Hurricane Recovery and Rebuild Initiative) to the National Office immediately for short-turnaround processing.

**Career Transition Service Contractors will:**

- identify employers who need workers to assist in hurricane rebuilding efforts and are open to providing apprenticeship opportunities (i.e., continued on-the-job training) to Job Corps students; and
- identify graduates who may still be in the service window, or not, and facilitate job placements into Registered Apprenticeships or Industry-Recognized Apprenticeship environments where students will receive additional training and skill building.

**National Office of Job Corps will:**

- prioritize review and processing of CTT change-request forms to expand construction offerings in targeted areas;
- incentivize placements associated with this initiative;
- disseminate additional information, such as state records of apprenticeship providers, as it becomes available.

These placements will be documented in a special category by the Job Corps Data Center (JCDC) and additional information on placement credit incentives is forthcoming.

While the model outlined above focuses on construction trades, it can be applied to other high-demand occupations needed in the disaster areas. Some additional examples under consideration would include:

- insurance-claims processors
- FEMA intake counselors (NOTE: A meeting will be held with FEMA to determine other possible high-demand roles)
- other energy-related occupations

5. **Action**. This is a high-priority initiative. Please ensure this Information Notice is distributed to all appropriate staff as soon as possible.

6. **Expiration Date**. Until superseded.

7. **Inquiries**. Inquiries should be directed to Kevin Culp at (202) 693- 3679 or [culp.kevin@dol.gov](mailto:culp.kevin@dol.gov).