

POLICY AND REQUIREMENTS HANDBOOK

CHAPTER 3

CAREER DEVELOPMENT PERIOD



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- Exhibit 3-1 Infraction Levels and Appropriate Center Actions
- Exhibit 3-2 Requirements for the Conduct of Fact Finding Boards and Behavior Review Panels

APPENDICES

- Appendix 301 Tests of Adult Basic Education (TABE) Requirements and Instructions for TABE 7/8
- Appendix 302 Memorandum of Understanding Between the NTC and Center Contractor
- Appendix 303 Vocational Skills Training
- Appendix 304 Guidelines for the Accreditation of Job Corps' High School Programs

3.0 OBJECTIVES

To prepare students to enter and remain connected to the labor market, and/or obtain further education and training by assisting them to:

- Acquire the foundation skills, specific knowledge and competencies needed to achieve their career goals.
- Understand how to progress in the work place environment.
- Move successfully from the learning environment to the work environment.

To provide a safe and secure living environment in which students:

- Experience personal growth
- Learn self-management, personal responsibility, and both independent and community living skills.

3.1 CENTER PLAN

PURPOSE

- P1. To assure the efficient, effective, and integrated delivery of career development training to students to enable their successful transition from learning to careers.

REQUIREMENTS

R1. Career Development Plan

- a. Centers shall prepare and implement a Career Development Plan, as part of the overall Career Development Services System Plan. The plan shall be submitted for regional office approval in accordance with Chapter 5, Management.
- b. Career development services reflected in the plan shall be tailored to the individual needs of each student, provided throughout enrollment and coordinated with Career Preparation and Career Transition Services to ensure continuity of services to students.
- c. At a minimum, the Career Development Plan shall address:
 1. The rationale for the design of career development services and how that design will ensure provision of individualized services to assist each student in meeting his/her career goals.
 2. Organization, to include detailed descriptions of:
 - (a) How each component will be staffed.
 - (b) How responsibilities will be distributed among and integrated across instructional staff and among various center departments.
 - (c) How center-based and work-based learning will be scheduled and what interruptions to the schedule will be allowed.
 - (d) How supplemental services will be provided to students through concurrent enrollment and/or off-center training provider arrangements. (See PRH 3.14)
 3. Methods, materials, and activities to:
 - (a) Teach each of the competencies required by this chapter
 - (1) Centers may use either materials and methods as outlined in Job Corps course guides, or other materials

- and methods selected by centers to teach required competencies.
- (2) If a center elects to use Job Corps materials and methods to teach a set of required skills, the plan need only reference the relevant course guide.
 - (3) Regional offices may direct centers to use specified Job Corps materials and methods for given subject areas if training outcomes do not meet targeted levels.
- (b) Integrate academic, vocational, social, and independent living skills curricula to impart knowledge and develop appropriate attitudes and behaviors in the context of the workplace.
 - (c) Use of center and employer work sites to teach required skills and competencies.
 - (d) Instruct students in workplace safety measures.
 - (e) Provide students with experience and practice in independent living and self-management skills.
 - (f) Incorporate information technology skills throughout the Career Development Period.
 - (g) Acquaint students with diversity issues, promote respectful behavior, and develop competency in responding to diversity issues.
 - (h) Utilize the Personal Career Development Plan to guide each student's career progress and provide feedback on student achievements.
 - (i) Evaluate student readiness for Career Transition Services and to ensure a smooth transition from center to post-center services.
 - (j) Provide students with options to achieving a high school diploma.
4. A description of the center's student conduct system including incentives, rules and sanctions, procedures for adjudication of infractions, appeal procedures, and how conduct expectations will be related to workplace expectations.

QUALITY INDICATORS

Q1. Center practices are in accordance with the Center Career Development Plan.

3.2 ADMINISTRATION AND MANAGEMENT OF CAREER DEVELOPMENT SERVICES

PURPOSE

- P1. To assure the efficient, effective, and integrated management of career development services for students.

REQUIREMENTS

R1. Managing the Learning Environment

Centers shall ensure that learning environments facilitate and support each student's career development as follows:

- a. Training facilities are safe, clean, orderly, and well maintained
- b. Vocational training facilities simulate work places in their layout, furnishing, and organization to the extent possible
- c. Current training-related materials and equipment are available in classrooms and vocational training facilities
- d. Staff:
 1. Recognize positive behavior and achievement.
 2. Intervene and correct inappropriate student behavior and non-performance.
 3. Diagnose and remediate student learning difficulties.
 4. Engage, actively instruct and guide students.
 5. Encourage students to be active participants in the learning process.
 6. Maintain familiarity with current industry skill and safety demands and requirements.
 7. Emphasize the relevance of training activities to career success.
 8. Provide students with feedback on their progress.

R2. Scheduling

Centers shall:

- a. In collaboration with each student, develop flexible, individualized training schedules tailored to the student's individualized learning needs and career goals. Interruptions to the regular schedule shall be kept to a minimum.
- b. Provide time for project-centered learning activities, field trips, and work-based learning experiences.
- c. Develop a schedule that ensures that prior to graduation, students receive substantial practice and experience in working an 8-hour day or working hours and conditions consistent with the anticipated work place.
- d. Allow time for instructor collaboration, lesson planning, and vocational/academic integration activities.

R3. Equipment/Clothing

Centers shall:

- a. Maintain equipment in all learning environments in good repair and ensure that it is equivalent and relevant to industry standards.
- b. Submit requests for equipment to the regional office for review and approval. Conservation centers shall submit such requests through Agency channels.
- c. Ensure that students are provided with industry-standard clothing and safety equipment, in accordance with the guidelines in Section 6.5, Student Clothing.

R4. Personal Tools

- a. For those career fields in which the personal ownership of tools enhances the employability of the student, centers shall provide tool kits to students who graduate from a center-provided vocational training program, at no cost to the student. National Training Contractors (NTCs) are responsible for providing tools at no cost to graduates of their programs.

R5. Student Certification and Licensing

- a. Centers shall provide testing, certification, and licensing at no cost to students where such certification or licensing is required for employment or enhances the students' career readiness. Examples include GED testing and certification, state certification of nursing assistants, and driver licensing.
- b. Training provided must enable the student to obtain a license or certification in the state where he or she will seek employment, if applicable.

R6. Record Keeping

Centers shall:

- a. Record skill acquisition and accomplishments by students, as they occur.
- b. Establish methods for employers to record skill acquisition for students engaged in work-based learning at work sites, in consultation with center instructional staff.

R7. Performance Assessment

Centers shall:

- a. Assess and monitor the delivery of the career development services to assure that it conforms to the approved center plan.
- b. Monitor outcomes and take corrective action when outcomes are not acceptable. The national office shall monitor and take corrective action when NTC outcomes are not acceptable.
- c. Using state and local area labor market information and with the advice of employers and the center's Industry Council, regularly assess the labor market demand for workers in the occupations represented on center, and initiate vocational change requests when needed.

R8. Vocational Changes

- a. Requests to add, delete, expand, or reduce training offerings shall be submitted to the regional office (through Agency channels for CCCs) for approval using the appropriate form in the Job Corps Forms Handbook. If the proposed vocational training course is not offered by Job Corps and does not have an existing O*NET code, the regional office shall forward the proposed O*NET code to the national office for approval.

- b. For changes to NTC programs, regional offices shall submit requests to the national office for approval.
- c. All approved vocational changes shall be reported to the national office for information purposes and to the Job Corps Data Center for entry into CIS.

QUALITY INDICATOR(S)

- Q1. Systems are in place to ensure that training content, scheduling, method, and pace are tailored to the individual needs, abilities and career goals of each student.

3.3 PERSONAL AND CAREER COUNSELING

PURPOSE

- P1. To provide ongoing assessments of the personal, career development and social development needs of individual students.
- P2. To identify students' career development needs and coordinate the delivery of center and community resources.

REQUIREMENTS

R1. Personal Counseling

Centers shall provide ongoing personal counseling to students throughout enrollment to include:

- a. Availability of counseling services on weekends and in the event of emergencies
- b. Support services, to include assisting with AWOL retrieval, conferring with parents, admissions counselors, career transition specialists, social service agencies; and providing referrals to community resources, as appropriate.

R2. Career Counseling

Centers shall provide career counseling services throughout the student's stay on center with the following features:

- a. Ongoing structured, scheduled and documented individual career counseling sessions, which may be scheduled as part of a student's career development activities
- b. Management of students' career development through student/counselor collaboration to assist students in:
 - 1. Setting short and long-range goals
 - 2. Identifying personal strengths and career challenges
 - 3. Resolving personal issues affecting career readiness

- 4. Assessing transitional support needs and developing strategies to meet those needs
- c. Regular evaluation of student progress in meeting career goals and in updating the student's Personal Career Development Plan, in accordance with PRH 3-5.

R3. Coordination of Services

Centers shall develop a career management system for counselors to interact and share information with other departments and community resources as needed to assure the coordinated delivery of services to students, in accordance with Appendix 601, Student Rights to Privacy and Disclosure Information.

R4. Reporting/Documentation/Record Keeping

Centers shall ensure that counselors maintain ongoing records of personal counseling sessions in accordance with PRH 2.4.

QUALITY INDICATOR(S)

- Q1. Counseling services are effectively integrated into and coordinated with all aspects of center life.
- Q2. Students view counselors as a resource in achievement of their career goals.

3.4 STUDENT STANDARDS OF CONDUCT

PURPOSE

- P1. To promote among students, standards of conduct which are expected and accepted in the workplace.
- P2. To provide students with an opportunity to learn from their mistakes.
- P3. To maintain an environment for students that is free from drugs and violence.
- P4. To provide students with opportunities for due process in disciplinary proceedings.

REQUIREMENTS

R1. Incentives

Center shall develop processes for recognizing students for positive behavior and performance, including rewards and what students must do to earn them.

R2. Rules and Sanctions

Centers shall develop standards of conduct, including a set of rules and sanctions. To the extent possible, conduct expectations shall parallel workplace expectations, and shall incorporate a policy of Zero Tolerance for Violence and Drugs. Each center's policy shall include, at a minimum, those infractions and corresponding actions detailed in Exhibit 3-1 (Infraction Levels and Appropriate Center Actions). The following sanctions are prohibited:

- a. Corporal punishment and measures designed to humiliate or degrade the student
- b. Physical force or solitary isolation. Physical restraint may be used only to the minimum extent necessary and only in situations that seriously threaten persons or property
- c. Dorm cleanup, KP, or other regular housekeeping chores, as a punishment
- d. Suspension of privileges for the dining hall, canteen, voting, religious services, or pay and allowances
- e. Restrictions to center in excess of 30 days

- f. Fines in excess of \$5 per offense or per pay period
- g. Restitution in excess of \$500
- h. Forced resignation from the program

R3. Investigation and Disposition of Incidents

Centers shall conduct investigations, fact-finding boards and conduct review panels as follows:

- a. Convene boards and panels in accordance with the guidelines in Exhibit 3-2 (Requirements for the Conduct of Fact Finding Boards and Behavior Review Panels) and the boards and panels should only consider evidence relevant to the infraction.
- b. Provide board or panel with a written investigative report of incident under consideration.
- c. Recommend appropriate sanctions in keeping with the level of infraction as shown in Exhibit 3-1 (Infraction Levels and Appropriate Center Actions).
- d. Report the outcomes of disciplinary boards and panels on the "Summary of Review Board Hearing" form.

R4. Appeal Process

Centers shall develop a process for the appeal of disciplinary decisions. The appeal process shall have the following features, at a minimum:

- a. Students shall be allowed to appeal disciplinary decisions from lower organizational levels to higher ones.
- b. Students shall be notified in writing of their right to appeal a decision of the center director to the Regional Appeal Board (RAB). Student appeals must be made within 30 days of their separation.

R5. Regional Appeal Board

Each regional office shall establish a RAB to review student appeals of disciplinary discharge from the Job Corps program. The RAB shall operate as follows:

- a. The Regional Director shall determine the composition of the RAB.

- b. In reviewing cases, the RAB shall utilize only written documentation, to include, at a minimum, the student's appeal letter and the record of the student's hearing at the center. The RAB shall not hear oral testimony from interested parties.
- c. The RAB shall rule on student appeals within 30 days of the receipt of the student's appeal letter.
- d. In making a decision, the options open to the RAB are to:
 - 1. Affirm the center director's decision to discharge the student.
 - 2. Overturn the center director's decision to discharge the student.
 - 3. Re-code the separation (for zero tolerance offenses).
 - 4. Remand the case to the center for re-hearing.
 - 5. Request additional information from the center and continue the RAB meeting to a later date.
- e. If the RAB determines that all three of the following conditions are met, the RAB must affirm the disciplinary discharge of the student:
 - 1. There is substantial evidence to support the alleged facts of the case; and
 - 2. The procedural requirements of the law and Job Corps policies were adequately met; and
 - 3. The facts of the case constitute an offense for which disciplinary discharge is permitted.
- f. If the RAB determines from the record that either of the following conditions pertain, the RAB must reverse the disciplinary discharge:
 - 1. The evidence provided does not support the facts alleged; or
 - 2. The facts are supported by the evidence presented, but these facts do not constitute an offense for which disciplinary discharge is permitted.
- g. If the RAB determines that substantial procedural requirements were not met, the RAB may take either of the following actions:

1. It may reverse the center director's decision to discharge.
 2. It may remand the case to the center for re-hearing.
- h. If the RAB determines that there is not enough information in the record to make a determination, the RAB may continue the RAB meeting to another date and request additional written information from the center, the student, or any other source.
- i. If the RAB overturns the decision of a center director to discharge a student from the program, the regional office shall reestablish the student.
1. If the student is allowed to resume training at the same center, the center shall reestablish the student in CIS and arrange for the student's immediate return to the center.
 2. If the student is transferred to another center, the sending center shall take the following actions:
 - (a) Reestablish the student in CIS
 - (b) Effect the transfer in CIS
 - (c) Provide the student with transportation to the receiving center
 - (d) Provide a complete copy of the student's personnel record to the receiving center.
- j. Automatic appeal of felonies/misdemeanors (dropped charges/not guilty):
1. If the student is found not guilty, or if the charges are dropped, the center will forward the case to the RAB for disposition.
 2. The RAB will decide if the student should be:
 - (a) Reestablished at the same center
 - (b) Reestablished and transferred to another center
 - (c) Re-entered into CIS with a different code

3. The center shall complete appropriate CIS entries as advised by the RAB.
- k. Regional offices shall maintain a log of all cases reviewed by the RAB and the disposition of the cases.
- l. RAB decisions shall be communicated in writing to the student and the center.
- m. RAB decisions are final and represent the official decision of the Secretary of Labor.

R6. Reporting/Documentation/Record Keeping

Centers shall ensure that all student incentives, infractions and sanctions are documented and recorded using the automated Center Information System.

QUALITY INDICATOR(S)

- Q1. Positive student behavior is recognized and encouraged.
- Q2. Students regard the conduct standards system as fair.
- Q3. Students feel safe and secure on center.

3.5 EVALUATION OF STUDENT PROGRESS

PURPOSE

- P1. To provide students with periodic feedback and assessments of progress in achieving career development goals.
- P2. To collaborate with students in setting or revising their short- and long-range goals that will lead to achievement of career goals.
- P3. To motivate and encourage progress and achievement.

REQUIREMENTS

- R1. Frequency
 - a. Centers shall ensure that each student participates in ongoing evaluations, with appropriate staff, at least every 60 days.
 - b. Each student's career management team shall conduct a formal evaluation prior to the student's entry into CDP and CTP, at a minimum.
 - c. Special evaluations may be scheduled as needed at anytime during a student's enrollment.
- R2. Content of Evaluations
 - a. Evaluations shall include the assessment of student progress in all major career development areas: academics, vocational training, work-based learning if applicable, employability, information technology skills, communication skills, social skills and independent living skills development.
 - b. As part of each evaluation, staff shall collaborate with students in setting, affirming, and/or revising short- and long-term training and career goals. At a minimum, the student's Personal Career Development Plan shall be updated, as a result of each evaluation, to reflect accomplishments and goal revisions.
 - c. Students shall be evaluated by career development staff who are in direct contact with them, such as: instructors, residential advisors, and work site supervisors. Evaluators shall discuss their evaluations with students privately and in person.

- d. Each student shall be provided with an updated copy of his/her Personal Career Development Plan following each evaluation, whenever the plan is changed.

R3. Reporting/Documentation/Record Keeping

Centers shall document evaluations in the automated Center Information System (CIS).

QUALITY INDICATOR(S)

- Q1. Students can identify their achievements, areas needing improvement, and their career readiness.
- Q2. Students can describe their short- and long-term career goals.

3.6 CENTER-BASED LEARNING STANDARDS

PURPOSE

P1. To establish minimum standards for curriculum design, development, and implementation throughout the Career Development Period (CDP).

REQUIREMENTS

R1. Instructional Strategies and Materials

Centers shall:

- a. Deliver career development services through a combination of center-based and work-based learning experiences designed to assist students in achieving their individual career goals.
- b. Tailor instructional methods and expected rates of progress to the learning styles, abilities, and career goals of each individual student.
- c. Deliver training in the context of projects or workplace situations, using workplace materials and employer and industry council input whenever possible.
- d. Ensure instructor collaboration to identify and develop methods and materials that integrate academic, social development, vocational, and career readiness competencies.
- e. Develop and deliver student career development activities using materials and equipment that support the use of the following instructional methods:
 1. Hands-on activities
 2. Large and small group activities
 3. Class discussions
 4. Field trips
 5. Project learning
 6. Job shadowing

7. One-on-one tutoring
 8. Multimedia
 9. Individualized, programmed learning
- f. Develop techniques for assisting students in becoming independent learners to include:
1. Alternative learning strategies
 2. Study skills
 3. A variety of analytical approaches
 4. Memorization techniques
 5. Goal setting for life-long learning

R2. Curriculum Content Areas and Competencies

Centers shall provide instruction in the following content areas. Specific required competencies are listed in the relevant sections of this chapter. Courses may be designed to include competencies from different content areas.

- a. Reading
- b. Communications
- c. Mathematics
- d. GED Certification and/or High School Diploma
- e. English as a Second Language (designated centers only)
- f. Vocational Training
- g. Employability Skills
- h. Information Technology
- i. Diversity Training

- j. Wellness
- k. Social Skills
- l. Driver Education

R3. Course Structure

All required content area competencies shall be integrated into a variety of courses. Centers shall incorporate the following course design components:

- a. Content that includes, but is not limited to, nationally required competencies.
- b. Prerequisite competency levels for placement into the academic course based on diagnostic testing or demonstration of skills level. This includes the demonstration of competency in lieu of doing course work.
- c. Individual and group lessons or project assignments that help students master course competencies.
- d. Clearly established performance levels (standards or passing scores) for competencies, tasks, assigned projects, and/or units of study.
- e. Methods to identify and diagnose the needs of students who have difficulty progressing.
- f. A definition of course completion stated in terms of performance level of demonstrated competencies.
- g. A course guide for instructors that documents how the components above work together to create a course of study.
- h. Methods for evaluating the effectiveness of course design and delivery.

R4. Testing

Centers shall use formal testing procedures to evaluate the overall progress and mastery level a student has achieved in each content area, including the General Educational Development (GED) Tests, writing proficiency assessments, and other tests. Tests of Adult Basic Education (TABE) shall be administered in accordance with procedures specified in TABE requirements and instructions:

- a. To assess the reading and mathematics capability of all students at entry in order to place them at appropriate training levels.
- b. To assess the achievements of students in reading and mathematics during their enrollment in Job Corps.

QUALITY INDICATOR(S)

- Q1. Students can describe the requirements of their training and how those requirements relate to their career goals.
- Q2. Staff and employers involved in the career development of students collaborate effectively in the development and delivery of training.
- Q3. Staff are able to explain how a given course fits into the center's overall curriculum and how the various course components work together to support student career development.

3.7 WORK-BASED LEARNING STANDARDS

PURPOSE

- P1. To provide opportunities for students to:
- a. Develop a fuller understanding of career opportunities and employer expectations.
 - b. Apply their newly acquired skills in work places.
 - c. Learn new vocational skills and work-place competencies.

REQUIREMENTS

R1. Work-based Learning

Centers shall incorporate work-based learning as a primary instructional method of training. Work-based learning may include job shadowing, work site visits, mentoring, company or business tours, internships, paid and unpaid work assignments, vocational skills training (VST) projects, etc. Centers shall provide work-based learning opportunities that:

- a. Involve students in work experiences related to the career field for which they are preparing.
- b. Occur at employer work sites. To the extent such sites are not accessible, structured on-center work sites and off-center VST projects shall be established.
- c. Relate closely with center based learning activities.
- d. Occur throughout a student's enrollment and increase in complexity as the student gains skill and competence.

R2. Employer Partnerships

Centers shall develop partnerships with private and public employers to secure work-based learning opportunities for students at employer work sites.

R3. Work-based Learning Agreements

Centers shall develop a written agreement with the employer when a student is assigned to a work site. The agreement shall include the following provisions:

a. Blanket provisions:

1. The employer agrees to (1) provide direct supervision and workplace mentors to students, (2) assist students in achieving agreed upon vocational and academic skills, (3) document student achievements and competencies, and (4) provide a safe environment (see Appendix 505).
2. The center shall monitor student performance and shall work closely with the employer and work place mentor to provide training and resolve problems that arise.
3. The student shall not displace employees at the work site.
4. The employer adheres to all federal and state laws and regulations regarding employment and working conditions.
5. The student is considered an employee of the Federal Government for purposes of medical coverage under the Federal Employees' Compensation Act (FECA).
6. In paid work-based learning situations, an employment relationship exists between the employer and the student; therefore, the provisions of the Fair Labor Standards Act are applicable.

b. Student-specific provisions:

1. The name of the student's supervisor at the work site.
2. The hours of work, length of employment or training, and rate of compensation, if applicable.
3. The competencies (or sections of the student's TAR) in which the student will be trained at the work site.
4. A process for notifying the center in the case of student absence or injury.
5. A schedule/format for providing feedback to the center and the student about the student's performance.

R4. On-Center Work-based Learning

Work-based learning may occur on center, with the center as the employer. On center work-based learning shall be formally organized and shall use written agreements similar to those used for off-center work-based learning. The agreements shall:

- a. Assign the student to a single supervisor.
- b. Establish the length of the assignment, hours of work, and rate of pay, if applicable.
- c. Specify the TAR items and other employer-specific competencies to be attained by the student.
- d. Provide for written feedback from the on-center work site.

R5. Vocational Skills Training (VST) Projects

a. Project Based Training

Centers offering training in the construction trades (and certain other vocations that are eligible for VST funding, as outlined in Appendix 303, Vocational Skills Training) shall provide training to the students in the eligible trades through work on construction or manufacturing projects.

b. Project Planning

1. Centers with vocational training programs that are eligible for VST funding shall submit an annual VST plan to the regional office for approval. Procedures for preparing and submitting the plan are outlined in Appendix 303.
2. Upon approval by the regional office, centers shall implement the VST plan in accordance with the procedures contained in Appendix 303.

c. Safety

Before initiating a construction project, centers shall assure that:

1. The project has been evaluated and a job hazard analysis performed by the center safety officer for possible safety and environmental hazards and their remediation.

2. All students who work on the project are trained in the safety practices relevant to the hazards identified, prior to performing work on the project.
3. All appropriate safety equipment is provided to students and staff.

R6. Work-site Monitoring

Centers shall monitor all active work-based learning sites to ensure that students are receiving quality training in a safe environment. Center instructors and other staff shall visit active work sites on a regular basis to:

- a. Observe and counsel students.
- b. Ensure that the training needs of the students are being met.
- c. Determine, with the work site supervisor, what on-center activities might be needed to support training at the work site.

R7. Reporting/Documentation/Record Keeping

Centers shall ensure that all student work-based learning assignments and progress are documented and recorded using the automated Center Information System.

QUALITY INDICATOR(S)

- Q1. Center staff, employers, and students can describe their respective responsibilities in delivering and receiving training.
- Q2. Students demonstrate familiarity with the terminology, technology, and behavioral expectations of work places.
- Q3. Students practice skills acquired on center and learn new skills at the work sites to which they are assigned.

3.8 READING

PURPOSE

- P1. To provide students with the reading skills needed for employment in their chosen career fields and to function independently in society.

REQUIREMENTS

- R1. Required Instruction

Centers shall provide instruction in the following reading competencies:

- a. Initial skills
 1. Letters of the alphabet
 2. Vowel sounds
 3. Letter sound associations for consonants
 4. Consonant-vowel-consonant-silent e pattern
 5. Sounds of diphthongs and other vowel combinations
 6. Number words: zero through ten
 7. Digraphs and other blends
 8. Compound words
 9. Irregular verbs
 10. Forming plurals
 11. Sounds of silent letter combinations
 12. Sounds of vowels with r
 13. Adding endings to y words
 14. Forming possessive nouns

15. Syllabification patterns
 16. Prefixes and suffixes
 17. Accent marks
- b. Interpret graphic information
1. Signs
 2. Schedules
 3. Dictionary usage
 4. Index
 5. Reference sources
 6. Card catalog display
 7. Maps
 8. Graphs
 9. Forms
 10. Consumer materials
- c. Words in context
1. Same meaning
 2. Opposite meaning
 3. Appropriate word
- d. Recall information
1. Details
 2. Sequence
 3. Stated concepts

- e. Construct Meaning
 - 1. Character aspects
 - 2. Main idea
 - 3. Summary/paraphrase
 - 4. Cause/effect
 - 5. Compare/contrast
 - 6. Conclusion
 - 7. Supporting evidence
- f. Evaluate/Extend Meaning
 - 1. Facts and opinions
 - 2. Predict outcomes
 - 3. Apply passage element
 - 4. Generalizations
 - 5. Author purpose
 - 6. Point of view
 - 7. Style techniques
 - 8. Genre

R2. Placement in Reading Program

Centers shall test all students at the beginning of their enrollment in Job Corps and provide them with reading instruction if they test below 541 on the reading component of the Tests of Adult Basic Education, Version 7/8. Students who attain a reading score of 541 or greater on the TABE level M or D, Form 7 or 8 on initial or follow-up tests may be assigned to GED if eligible. Centers have the latitude to adjust reading exit qualification levels. For Puerto Rico centers, the cut-off level for

reading (literature) is 724, TABE Form 6 (Spanish version). (Initial test Level - E-M; follow-up - Level M).

R3. Reporting/Documentation/Record Keeping

Centers shall ensure that all student test results and progress are documented and recorded using the automated Center Information System.

QUALITY INDICATOR(S)

- Q1. Students can read and understand written technical and safety materials associated with entry-level employment in their chosen career fields.
- Q2. Students can read and understand local newspaper articles, employment applications, and similar items of basic employment literacy.

3.9 COMMUNICATION SKILLS

PURPOSE

P1. To prepare students with the communication skills needed to successfully participate in their work places, career fields and communities.

REQUIREMENTS

R1. Instruction

Centers shall provide all students with instruction in the following competencies:

- a. Verbal communications
 1. Asking for feedback
 2. Making an explanation
 3. Giving instructions
 4. Making a presentation
 5. Using appropriate workplace language and topics
- b. Non-verbal communications
 1. Posture
 2. Eye Contact
 3. Gestures
- c. Written communications
 1. Spelling
 2. Basic English grammar and punctuation
 3. Writing a sentence
 4. Writing a paragraph

5. Writing an essay
6. Writing instructions and directions

R2. Practical Experiences

Centers shall provide instruction that includes practical experiences which build students' confidence in their ability to communicate effectively.

R3. Reporting/Documentation/Record Keeping

Centers shall ensure that all student progress is documented and recorded using the automated Center Information System.

QUALITY INDICATOR(S)

- Q1. Students communicate effectively with co-workers, supervisors, and customers, verbally and in writing.

3.10 MATHEMATICS

PURPOSE

- P1. To provide students with the mathematics skills needed for employment in their chosen career fields and to function independently in society.

REQUIREMENTS

- R1. Required Instruction

Centers shall provide instruction in the following mathematics competencies:

- a. Addition, subtraction, multiplication, and division of whole numbers
- b. Addition, subtraction, multiplication, and division of decimals
- c. Addition, subtraction, multiplication, and division of fractions
- d. Percent and proportion
- e. Linear, square, and volume measurement
- f. Pre-algebra
- g. Simple plane geometry
- h. Consumer mathematics, to include, at a minimum, the following subject areas:
 1. Understanding paycheck information and income taxes
 2. Managing money
 3. Banking
 4. Becoming a wise consumer
- i. Workplace mathematics related to the student's specific career field.

- R2. Placement in Mathematics Program

Centers shall:

- a. Test all students at the beginning of their enrollment in Job Corps and provide them with instruction in mathematics if they test below 536 on the total math component of the Tests of Adult Basic Education, Version 7/8. Students who attain an overall math score of 536 or greater on the TABE level M or D, form 7 or 8 upon initial or follow-up testing may be assigned to GED, if eligible. Centers have the latitude to adjust math exit qualification levels. For Puerto Rico centers, the cut-off level for reading (literature) is 724, TABE Form 6 (Spanish version). (Initial test Level - E-M; follow-up - Level M).

R3. Reporting/Documentation/Record Keeping

Centers shall ensure that all student test results and progress are documented and recorded using the automated Center Information System.

QUALITY INDICATOR(S)
Q1. Students demonstrate the mathematics skills necessary for entry level employment in their chosen career fields.
Q2. Students can perform the basic mathematical competencies required in everyday life.

3.11 HIGH SCHOOL DIPLOMA AND GED CERTIFICATE

PURPOSE

- P1. To provide students with opportunities to obtain high school diplomas (HSD) and/or pass the examination for the General Education Development (GED) certificate.

REQUIREMENTS

R1. High School Diploma

Centers shall make every possible effort to assist students in obtaining their high school diplomas, where attainment of same is feasible for a student during his or her enrollment.

Centers shall implement a program to support student attainment of high school diplomas. At a minimum:

- a. The program will be accredited by a recognized accrediting body.
- b. The diploma issued by the program will meet standards acceptable to the military and post-secondary institutions.
- c. The center shall not require the student to pay for any fees required for the high school diploma.
- d. Centers shall obtain approval of the Regional Office for all HSD programs.

R2. GED Preparation and Testing

Centers shall implement a program to support student attainment of GED certificates. At a minimum centers shall:

- a. Provide instruction in the following subjects:
 1. Advanced writing skills
 2. Social studies
 3. Science
 4. Literature and the arts
 5. Advanced math

- b. Establish linkages with local GED test sites to provide regularly scheduled testing dates.
- c. Pay all fees associated with student GED testing.

R3. Concurrent HSD/GED Programs

Centers are encouraged to develop concurrent HSD/GED opportunities through local or public educational agencies, private educational agencies, or on-line/virtual learning programs, whenever such entities provide education and training substantially equivalent in cost and quality to that which the center could provide.

Concurrent HSD/GED arrangements must be approved by the regional director and formalized by a memorandum of understanding (MOU) or contract. At a minimum, HSD/GED MOUs or Contracts shall include:

- a. Name and location of the HSD/GED provider.
- b. A description of how services will be delivered and coordinated through the student's career development period.
- c. Methods for determining a student enrollment, progress, and completion in the concurrent HSD/GED program.
- d. Accrediting body certifying attainment of the HSD or GED.
- e. All associated costs to the center.

Every effort should be made to reduce class size in approved GED/HSD programs. However, concurrent arrangements must ensure that both programs are not paying for the same services. Center operating budgets/staffing must be adjusted to account for services provided by other concurrent enrollment institutions.

R4. Reporting/Documentation/Record Keeping

Centers shall ensure that all student test results and progress are documented and recorded using the automated Center Information System.

QUALITY INDICATOR(S)

- Q1. Students who come to Job Corps without a high school diploma or GED leave with a high school diploma or GED.
- Q2. Concurrent GED/HSD agreements are suitable, appropriate, and cost-effective to meet program needs.

3.12 ENGLISH AS A SECOND LANGUAGE (ESL)

PURPOSE

- P1. To provide limited English proficiency (LEP) students with the opportunity to develop English language and acculturation skills so that they can successfully achieve their career goals.
- P2. To improve LEP students' opportunities for employment through improved English language communication skills.

REQUIREMENTS

R1. ESL Centers

Centers designated by regions to serve LEP students shall:

- a. Develop strategies to meet the unique needs of LEP students in all phases of CDSS.
- b. Use vocational ESL (VESL) techniques to ensure the regular collaboration of ESL instructors and vocational training instructors to develop strategies for working with LEP students in vocational training shops and classrooms.

R2. English Language Skills

ESL centers shall provide instruction and training to LEP students aimed at enabling the students to demonstrate the following skills in English:

- a. Ask and respond to questions on familiar and some unfamiliar topics
- b. Communicate effectively in routine social and work situations
- c. Pronounce words clearly and understandably
- d. Apply basic grammar
- e. Understand conversation at a reasonable speed
- f. Understand and accurately relate telephone messages
- g. Follow basic oral instructions

- h. Read and understand material on familiar topics
- i. Perform the reading competencies listed in Section 3.8, Reading
- j. Perform the writing competencies listed in Section 3.9, Communication Skills

R3. Special Support for LEP Students

ESL centers shall provide special emphasis on and support for LEP students in the areas of employability skills training (Section 3.15, Employability Skills) and communications skills training (Section 3.9, Communication Skills). At a minimum, special support shall include:

- a. The tailoring of lessons to meet the special needs of LEP students.
- b. The use of supplementary learning materials.
- c. Opportunities to role-play and otherwise practice speaking and writing skills related to employability.
- d. The teaching of safety, tool, machine, and other work-place vocabulary to facilitate the full involvement of LEP students in vocational training as early in career development as possible.

R4. Reporting/Documentation/Record Keeping

Centers shall ensure that all student test results and progress are documented and recorded using the automated Center Information System.

QUALITY INDICATOR(S)

- Q1. LEP students participate fully in all career development services throughout enrollment.
- Q2. LEP students who are nearing graduation demonstrate the language, thinking, and interpersonal skills necessary to apply for jobs, access information, use work place systems and technologies, and interact successfully with supervisors, co-workers, and customers in work place settings.

3.13 VOCATIONAL TRAINING

PURPOSE

- P1. To provide students with the skills required for entry-level employment in specific career fields that offer employment opportunities, livable wages and career progression.

REQUIREMENTS

R1. Approved Programs

Centers shall offer training in the vocations approved for the center by the National Director and/or Regional Directors of Job Corps.

R2. Required Instruction

Centers shall:

- a. Provide instruction in the competencies listed on official Job Corps Training and Achievement Records (TARs) of the vocational training programs approved for the center. Where training is obtained from accredited educational institutions other than Job Corps, centers are not required to use official TARs for those programs. Completion will be based on the competencies required by the accredited institution for each approved vocational program.
- b. Provide instruction in additional competencies (beyond those listed on officially approved TARs) as necessary to equip students with the skills required in specific labor markets. Centers shall not delete competencies from TARs without the approval of the National Director, Job Corps.
- c. Provide instruction related to safety in all vocational training.
- d. Credit students with acquisition of skills only after they have demonstrated competency in the skills at the level indicated on the approved TARs. When work sites are used to develop skills, employers shall be involved in assessing student competency and validating skill attainment.
- e. Develop work-based learning opportunities that are related to the vocational training programs in which the students are enrolled and are appropriate to the student's level of achievement.

R3. Employer Involvement

Centers shall utilize input from their Industry Councils, and other sources such as employers and apprenticeship committees/councils, in determining the content of their training programs, and shall adjust and supplement center training programs to meet industry needs.

R4. Relations with National Training Contractors

Relations between center management and NTC instructors shall be governed by the Memorandum of Understanding (MOU) signed by each NTC and the involved center. A copy of this MOU is included for reference in Appendix 302 (Memorandum of Understanding between the NTC and Center Contractor).

R5. Advanced Training (AT) Programs

The National Office has approved a variety of advanced training programs at certain Job Corps Centers. Students enrolled in AT programs have the opportunity to extend their enrollment up to one full year beyond the current 2-year enrollment limitation.

a. Eligibility

All students who are transferred into an approved advanced training program (AT) must meet the advanced program's specific eligibility requirements. At a minimum, advanced training applicants shall meet the following entry criteria:

1. Must have completed an approved center vocational training program, unless waived by the Regional Office.
2. Must hold a high school diploma or have passed a state GED exam.
3. Must demonstrate the academic proficiency needed to succeed, as defined by the specific AT program.
4. Must receive a written recommendation from the sending center.

b. Transfer Credits

Centers who send eligible students to an approved AT program will receive a school placement credit at the time of transfer. The sending center will also be credited for any program measure that the student qualifies for, and has earned. When a student separates from an AT program and is placed, the sending and the AT center will receive all credits related to placement accomplishments as outlined in PRH Appendix 501a.

c. Advanced Training (AT) Centers

1. The operator shall develop outreach strategies to included enrollment, eligibility, and completion requirements to achieve and maintain the AT program's design capacity.
 2. Regional and National Office staff will monitor performance of approved AT programs through the VTRC as outlined in Appendix 501d.
- d. Sending Centers
1. Sending centers will promote AT programs as an option for students throughout their enrollment.
 2. The sending center will collaborate with the AT center to affect the transfer of eligible students as outlined in PRH 6.4R2.

R5. Reporting/Documentation/Record Keeping

Centers shall ensure that all student test results and progress are documented on TARs as progress occurs and recorded using the automated Center Information System (CIS).

QUALITY INDICATOR(S)

- Q1. Students demonstrate competency in the skills identified and documented on their training records.
- Q2. The curricula of the vocational training programs at the center reflect current industry practices.

3.14 CONCURRENT VOCATIONAL TRAINING OPPORTUNITIES

PURPOSE

- P1. To broaden vocational training opportunities available to Job Corps students through linkages with external training providers.

REQUIREMENTS

R1. General

Job Corps students enrolled in and receiving supplemental services from one or more additional workforce development programs or other training institutions will be designated as concurrently enrolled. Concurrent enrollment arrangements must be approved by the Regional Director and formalized by a memorandum of understanding (MOU) or contract. Such agreements must include language that describes how each of the following requirements will be met:

- a. Students must complete all career preparation period requirements, including health services.
- b. All students must receive the full range of Job Corps services, including career development and personal face-to-face counseling. ESPs and PCDP updates will be accomplished in the same manner as other students.
- c. Provisions must be made to ensure concurrently enrolled students receive the full benefit of academic, employability, and social skills training.
- d. Student breaks and holidays provided by other service providers must not result in concurrently enrolled students having more non-work days than other Job Corps students.
- e. Provisions must be made to ensure that students are engaged in meaningful learning or enrichment activities during their downtime (i.e. non-class days/hours, semester breaks, etc.) from participating courses.
- f. At a minimum, the center must receive, record, and maintain regular progress and attendance reports from concurrent enrollment institutions.
- g. Provisions must be made to ensure concurrently enrolled students receive career transition readiness services prior to graduation and career transition services after graduation.

- h. Concurrent enrollment arrangements must ensure that both programs are not paying for the same services. Center operating budgets/staffing must be adjusted to account for services provided by other concurrent enrollment institutions.
- i. MOUs or contracts must be reviewed and approved annually by the regional offices. MOU/Contract renewals will be due on the contract center's anniversary or the start of each program year for CCCs.
- j. A description of the approved concurrent enrollment programs must be included as part of the CDSS plan. At a minimum, the narrative shall address:
 - 1. The name and location of the service provider.
 - 2. A description of the programs offered, O*NET codes, and approved slots.
 - 3. Methods for determining entry, progress, and completion.
 - 4. A description of how the programs will be evaluated.

R2. Off-Center Training (OCT) Programs

Job Corps students enrolled in and receiving training at an off-center training (OCT) location or other educational institution will be designated as OCT students.

a. Program Approval

OCT arrangements, with specific O*NET codes and contracted slots designation, must be approved by the Regional Director and formalized by a memorandum of understanding or contract.

b. General Requirements

Approved OCT programs shall:

- 1. Offer training at accredited institutions located within reasonable commuting distances of the center.
- 2. Offer students the opportunity to obtain a vocational certification in their chosen field of study.
- 3. Centers shall not pursue OCT programs for which on-center programs

already exist.

c. Entry Requirements

All OCT applicants shall meet the following entry criteria:

1. Must demonstrate the academic proficiency needed to succeed in the chosen OCT program.
2. Be available to eligible full- or part-time trade students.
3. Parental consent must be obtained for minors prior to participating in off-center OCT programs.

d. Continued Enrollment

Once enrolled in an OCT program, to continue to participate, students must:

1. Carry enough credits and/or complete all coursework necessary to maintain adequate progress toward completion of a certification within the enrollment period.
2. Maintain "student in good standing" status throughout their enrollment in the OCT program.

Centers shall develop procedures for removal of students who do not meet the requirements of paragraphs 1 and 2 above.

e. OCT Completion Requirements

To complete OCT, students must receive a full professional certificate (applicable to occupationally-oriented OCT programs), or a 1-year completion certificate.

f. Reporting/Documentation/Record Keeping

Centers shall ensure that all student progress is documented and recorded using the automated Center Information System.

R3. Advanced Career Training (ACT) Programs

Job Corps students pursuing an associate's degree at accredited higher education institutions will be designated as Advanced Career Training (ACT) students.

a. Program Approval

Regional offices shall approve the establishment of Advanced Career Training (ACT) programs at Job Corps centers with specific O*NET codes and contracted slots designation. Programs must be approved by the Regional Director and formalized by a memorandum of understanding or contract.

b. General Requirements

ACT-approved Job Corps centers shall:

1. Offer training at accredited post-secondary institutions located within reasonable commuting distances of the center.
2. Maintain total ACT enrollment at a single institution at a level not to exceed 5% of the institution's total student population.
3. Assure that the training offered to students is advanced beyond the skill levels taught in the basic vocational and academic programs at the center. Remedial courses shall be provided by the center or other training provider, prior to ACT enrollment.
4. ACT programs should be aligned with on-center or OCT vocational programs to promote a students career development.
5. Develop a formal application and approval process, to which all students have equal access, and utilize this process in selecting students for the ACT program.
6. Monitor and document the performance of ACT students, via transcripts, attendance records, and other means, on an ongoing basis and provide assistance as needed.
7. Provide opportunities for ACT students to continue to participate in center life.
8. Allow students enrolled in ACT programs to extend their enrollment up to 1 full year beyond the current 2-year enrollment limitation.

c. Entry Requirements

All ACT applicants shall meet the following entry criteria:

1. Must have completed an approved center vocational training program.
2. Must hold a high school diploma or have passed a state GED exam.
3. Must qualify on placement test to be eligible for the ACT entry requirements without the need for remedial studies. Remedial studies shall be provided by the center through the use an ACT readiness program.

d. Continued Enrollment

Once enrolled in an ACT program, in order to continue to participate, students must:

1. Carry enough credits to maintain full-time student status each quarter/semester.
2. Maintain "student in good standing" status throughout each quarter/semester.
3. Complete all course work and earn the associated number of credits each quarter/semester.

Centers shall develop procedures for removal of students who do not meet the requirements of paragraphs 1 through 3 above.

e. ACT Completion Requirements

To complete ACT, students must meet the following requirements:

1. Attend the ACT institution for a minimum of three academic quarters or two semesters; and
2. Receive a full professional certificate (applicable to occupationally-oriented ACT programs), OR a 1-year completion certificate, OR
3. Receive an Associates Degree in an approved program.

f. Reporting/Documentation/Record Keeping

Centers shall ensure that all student progress is documented and recorded using the automated Center Information System.

QUALITY INDICATOR(S)

- Q1. Concurrent vocational enrollment agreements are suitable, appropriate, and cost-effective to meet program needs.
- Q2. Students demonstrate increased competency in the skills indicated and documented as part of their assigned concurrent enrollment program.
- Q3. Students demonstrate appropriate workplace behaviors while participating in concurrent enrollment programs.

3.15 EMPLOYABILITY SKILLS

PURPOSE

- P1. To ensure that students acquire the skills, knowledge, and attitudes that will make them employable.
- P2. To ensure that the practice of the skills that make one employable is fully integrated into all aspects of career development-and student life on center.

REQUIREMENTS

R1. Skills

Centers shall incorporate the discussion and practice of the following skills into all career development activities including center and work-based learning and independent living skills training.

- a. Dressing appropriately for work
- b. Being on time
- c. Responding to supervision
- d. Following directions
- e. Listening effectively
- f. Asking for clarification
- g. Explaining procedures
- h. Taking initiative (asking for work)
- i. Satisfying customers
- j. Working in teams
- k. Working harmoniously with diverse races, sexes, ages, persons with varying abilities, and cultures
- l. Trouble shooting and problem solving

- m. Accessing and using information in manuals and on computers

R2. Knowledge

Centers shall provide students with instruction in the following employment-related subjects:

- a. Sources of employment
- b. The pre-employment process
 - 1. Interviewing for a job
 - 2. Writing a resume
 - 3. Completing a job application
 - 4. Writing a cover letter
 - 5. Inquiring about a job over the telephone
- c. Strategies for succeeding during the first weeks on the job
- d. Job survival skills
- e. Worker's rights and responsibilities
- f. Protocols when changing jobs
- g. Community support services

QUALITY INDICATOR(S)

- Q1. Students demonstrate appropriate workplace behavior while participating in career development.
- Q2. Students demonstrate appropriate workplace behaviors during work-based learning assignments.
- Q3. Students can describe strategies for becoming and staying employed.

3.16 INFORMATION TECHNOLOGY

PURPOSE

- P1. To enable students to apply basic information technology to the development of their academic and vocational skills.
- P2. To provide students with information technology skills needed for employment and job retention in their chosen career fields, and to function effectively as life-long learners.

REQUIREMENTS

R1. Applied Information Technology

Centers shall provide students with instruction in the application of basic information technology to the development of their academic and vocational skills. This will include:

- a. Instruction in use of information technology applications relevant to their academic and vocational training.
- b. Opportunities to practice and use information technology to learn academic and vocational skills.

R2. Computer-based Learning

Centers shall provide students with instruction which will enable them to:

- a. Access and use computer-based training modules
- b. Locate and use online learning resources

R3. Word Processing

Centers shall provide students with instruction which will enable them to attain the following competencies:

- a. Basic keyboarding
- b. Use of word processing applications to create, edit, save, and print documents

- c. Use of basic templates and formatting features to create business documents in standard formats and styles.
- d. Use of word processing utility tools including spell check, thesaurus, and grammar check

R4. Internet Proficiency

Centers shall provide students with instruction in the use of the Internet to:

- a. Use search engines
- b. Conduct research to find directions, schedules, and resources
- c. Communicate using e-mail
- d. Access and use labor market information

R5. Business Technology

Centers shall provide students with instruction in the use of:

- a. Copiers
- b. Fax machine
- c. Telephone
- d. Voice mail

R6. Business Etiquette

Centers shall provide instruction to ensure that students understand:

- a. Ethics of using employer business machines for personal use
- b. E-mail etiquette
- c. Appropriate use of the Internet in the workplace

QUALITY INDICATOR(S)

- Q1. Students demonstrate the ability to use computers to access and process information, including online learning opportunities.
- Q2. Students can describe the relevance of information and business technology to their career goals.

3.17 DIVERSITY TRAINING

PURPOSE

- P1. To increase understanding among members of various ethnic, racial, and religious groups, genders, and students with disabilities represented at Job Corps centers.
- P2. To prepare students to live and work in a diverse society.
- P3. To promote behavior, both on and off center, that is respectful and appreciative of differences between people.

REQUIREMENTS

R1. Center-wide Activities

Centers shall develop strategies to involve staff and students in center-wide diversity related activities.

R2. Introductory Phase

Centers shall introduce students to diversity-related issues as part of their Career Preparation Period. The introductory phase shall acquaint students with the diversity issues represented on center and in the local community (see Section 2.2, Introduction to Center Life).

R3. Cultural Awareness

Centers shall conduct interactive activities to teach students the following:

- a. Skills to understand, accept, and value diversity.
- b. Behavior that is respectful and appreciative of differences and similarities, including gender, race, class, native language, place of birth, ethnicity, religion, sexual orientation, abilities, age, professional experience, personal preference, and work style.
- c. Awareness of workplace rights and responsibilities related to diversity.

QUALITY INDICATOR(S)

Q1. Students interact respectfully with others both on and off center.

Q2. Students can describe the benefits of diversity in the workplace.

3.18 RESIDENTIAL LIVING

PURPOSE

- P1. To create and maintain an environment that allows students to learn and practice independent and community living skills.
- P2. To model and reinforce social and employability skills, such as positive attitude, dependability, and teamwork.
- P3. To provide a safe, secure, clean, and attractive physical and social living environment for students that is appropriate to their varied needs and levels of maturity.

REQUIREMENTS

R1. Student Self-Management Skills Development

Centers shall develop systems which involve students in the management of their living areas, which shall incorporate the following features:

- a. Opportunities for all students to have input into the development of the center policies governing the management of their living areas
- b. Procedures to solicit input, disseminate information to and obtain feedback from students
- c. Student responsibility for maintaining cleanliness within their living areas
- d. Progressive opportunities to learn, practice, and demonstrate personal responsibility and self-management skills

R2. Supervision of Student Living Areas

Centers shall:

- a. Provide staff supervision of all student living areas at levels that assure the safety, security, and accountability of all students at all times.
- b. Develop a structured process for sharing information that ensures effective student accountability.

R3. Delivery of Services to Students

Centers shall develop a structured process for the sharing of information between residential staff and other center staff as needed to assure the coordinated delivery of services to students.

R4. Reporting/Documentation/Record Keeping

Centers shall:

- a. Implement safeguards to assure that personal information about individual students, subject to the Privacy Act, is shared among staff only to the extent necessary to ensure the safety and effective provision of services to students, and no further, in accordance with Appendix 601, Student Rights to Privacy and Disclosure Information.
- b. Develop procedures to record important information about student-related events as the events occur and to transmit the information from each shift to the next.
- c. Maintain individual records for each student that contain, at a minimum, basic identifying information, including emergency contacts, and written parental consent (minors) for weekend passes to approved destinations. Such records shall be readily accessible to dormitory staff.

QUALITY INDICATOR(S)

- Q1. Students accept responsibility for their living conditions and leisure time activities.
- Q2. Student residences are attractive, clean, safe, and in good repair.
- Q3. Students demonstrate self-management skills.
- Q4. Students feel safe in their living areas.

3.19 WELLNESS

PURPOSE

- P1. To enhance the employability of students by providing them with information about practices which lead to good physical, mental and emotional health.

REQUIREMENTS

- R1. Required Instruction

Centers shall provide instruction to all students in the following subjects:

- a. Health education and the decision making model
- b. Emotional and social well being
- c. Depression, grief, and suicide
- d. Relationships and sexuality
- e. Reproduction and birth control
- f. Sexually transmitted diseases
- g. Consumer health
- h. Nutrition and fitness
- i. Alcohol and other drugs of abuse
- j. Relationship of a healthy lifestyle to successful job retention

- R2. Reporting/Documentation/Record Keeping

Centers shall ensure that all student progress and accomplishments are documented and recorded using the automated Center Information System.

QUALITY INDICATOR(S)

- Q1. Students can describe how and when to access wellness services.
- Q2. Students demonstrate basic knowledge of the steps to maintain personal wellness.
- Q3. Students can describe how maintaining a healthy lifestyle will contribute to their ability to maintain employment.

3.20 SOCIAL SKILLS TRAINING

PURPOSE

- P1. To model and teach appropriate workplace behaviors and skills.
- P2. To provide students with opportunities to learn and practice socially acceptable behaviors and skills that will enable them to function successfully in the workplace and community.

REQUIREMENTS

R1. Activities

Centers shall conduct social skills training activities that include:

- a. Social skills lessons or activities for each student.
- b. Interactive learning approach, which includes:
 - 1. Behavior modeling
 - 2. Skills practice
 - 3. Performance feedback
 - 4. Transfer of skills to real situations
- c. Center-wide incorporation within all program areas.

R2. Instruction

Centers shall provide instruction in the social skill competencies listed below:

Orientation

- 1. Introduction to SST
- 2. Living standards
- 3. Dealing with change
- 4. Respecting diversity

5. Emotions
6. Creating a positive environment

Communication

7. Recognizing different points of view
8. Listening
9. Having constructive conversations
10. Conflict management
11. Recognizing and addressing bias
12. Supervision
13. Teamwork

Managing Emotions

14. Recognizing feelings
15. Expressing anger constructively
16. Practicing self control and control emotions
17. Responding to anger
18. Stress management relaxation techniques
19. Dealing with embarrassment
20. Coping with loss and disappointment
21. Relationships with peers and groups - belonging
22. Personal relationships - dating and romance
23. Personal relationships - friendship
24. Workplace relationships

25. Coping with relationship loss

Critical Thinking

26. How to set and redefine goals
27. Prioritizing
28. Using problem-solving strategies
29. Making and carrying out decisions
30. Predicting consequences
31. Initiative, risk taking, and reaching maximum potential
32. Dealing with outcomes

Personal and Social Responsibility

33. Responsibility to oneself and others
34. Service learning/giving back
35. Sharing
36. Standing up for oneself and others
37. Commitments
38. Becoming a contributing family member
39. Sportsmanship
40. Citizenship
41. Leadership

Independent Living

42. Time management
43. Etiquette

- 44. Money matters
- 45. Living with laws and norms

R3. Documentation

Centers shall assess and document student proficiency in social interaction.

QUALITY INDICATOR(S)

- Q1. Students demonstrate appropriate social skills on center, in the workplace, and in the community.
- Q2. Students can describe the importance of social skills to personal and career success.

3.21 RECREATION AND LEISURE TIME ACTIVITIES

PURPOSE

- P1. To promote productive and socially acceptable use of leisure time.
- P2. To assist students in understanding and developing life-long leisure time skills and habits.
- P3. To build students' self esteem by developing teamwork, good sports conduct, and other positive social behaviors.
- P4. To enhance the Job Corps experience for students by providing them with opportunities to participate in enjoyable and safe activities.

REQUIREMENTS

R1. Planning

Centers shall:

- a. Develop and maintain a calendar of recreational activities and events and distribute the schedule to students in advance of the activities listed.
- b. Involve students in the selection and planning of recreational activities.
- c. Conduct periodic surveys of student recreational interests and participation and utilize the information gathered in planning recreational activities.

R2. Recreational Activities

Centers shall:

- a. Provide a wide variety of activities open to all students. Activities may include:
 - 1. Cultural events
 - 2. Physical education
 - 3. Group and individual sports
 - 4. Arts and crafts

5. Community activities
6. Movies and special events
7. Reading and computer resource facilities and materials
8. Fitness activities

R3. Community Service Projects

Centers shall provide opportunities for staff and students to participate in community service activities.

R4. Supervision

Centers shall provide adequate staff supervision of events, activities, facilities, and equipment to assure participant safety.

R5. Water Safety Training

Centers shall:

- a. Provide students with instruction in water safety as follows:

All centers	Video-taped presentation on water safety
Centers sponsoring recreation trips that involve (1) swimming, (2) in-water activities, or (3) access to pools/other bodies of water	Water safety instruction and swimming proficiency test for all students
Centers with pools or ready access to pools/other bodies of water	Water safety instruction and swimming proficiency test for all students

- b. Document the provision of water safety instruction and the swimming proficiency of each student in CIS.
- c. Prohibit students from participating in swimming or other water-related activities until the students have received water safety instruction and demonstrated swimming proficiency.

- d. Ensure that all water-related activities are supervised by certified lifeguards.
- e. Require the use of the buddy system in all swimming activities, and the use of personal flotation devices in all boating activities.

R6. Use of Videos

Centers showing videos of commercial motion pictures to students on center shall be licensed to do so under an umbrella license through a national agreement between the Job Corps national office and a motion picture licensing corporation(s).

Centers will receive a list of film titles directly from the vendor(s) each month indicating the movies covered under the agreement. Center operators shall assume liability for showing any film(s) that do not appear on the list.

R7. Leisure Time Employment

- a. Centers may authorize gainful leisure time employment of students so long as the employment does not interfere with training activities.
- b. Leisure time employment is not considered training or work-based learning. Accordingly, students are not considered Federal employees for FECA purposes while engaged in leisure time employment, except when the employment occurs on center.

QUALITY INDICATOR(S)

- Q1. Recreation activities appeal to and are utilized by most students.
- Q2. Students demonstrate appropriate use of facilities and equipment.
- Q3. Students can communicate the value of community service.

3.22 STUDENT GOVERNMENT AND LEADERSHIP

PURPOSE

- P1. To teach students citizenship skills.
- P2. To provide students with practice in self-government and opportunities for input into center policies.
- P3. To provide students with opportunities to learn and practice positive leadership skills.

REQUIREMENTS

R1. Student Government Association (SGA)

Centers shall develop and support an SGA program that includes, at a minimum:

- a. A designated staff coordinator
- b. A written constitution
- c. Elected SGA officers
- d. Committees that provide input into policies affecting student life on and off center
- e. Regular meetings between the center director and SGA officers
- f. A training plan for SGA officers

R2. Student Leadership

Centers shall develop and support leadership training that includes, at a minimum:

- a. Formal leadership training curriculum
- b. Ongoing in-service training for student leaders

R3. Student Benefit Fund

Centers shall establish a student benefit fund to be managed by the SGA with the assistance of center staff. The purpose of the fund shall be to provide the SGA with

the ability to purchase items and services for the benefit of all students. The fund shall have the following features:

- a. The fund shall be self-supporting and shall not include any appropriated Job Corps funds. Allowable sources of income include, but are not limited to, the following:
 1. Operation of a store or canteen
 2. Operation of other concessions, such as telephone systems and vending machines
 3. Student fines
 4. Student fund raising activities
- b. A staff member shall be designated to assist the SGA officers in overseeing the operation of the fund.
- c. The fund may not be used to pay for goods or services that are normally part of center operating costs.
- d. Establish a simple accounting system for the student benefit fund, and shall involve SGA officers in the management of the accounting system. The accounting system shall include, at a minimum, the following:
 1. A written accounting and audit plan. The accounting plan shall ensure the integrity of the fund by establishing an appropriate set of checks and balances, to include, at a minimum:
 - (a) Dual approval of all expenditures by the SGA president or designee and the center director or designee
 - (b) Separation of payment and collection duties
 2. Maintenance of a bank account (checking or savings or both)
 3. A written record of income and expenditures
 4. Periodic financial reports
 5. Annual audits by the center operator (corporate office or agency headquarters designee)

R4. Reporting/Documentation/Record Keeping

Centers shall ensure that all student leadership training/student government participation is documented and recorded using the automated Center Information System (CIS).

QUALITY INDICATOR(S)

- Q1. Students recognize the student government association as an effective avenue for input to center policies.
- Q2. Students recognize student leaders as role models and turn to them for assistance in resolving problems.
- Q3. Student leaders are actively involved in the operation of the center.
- Q4. Students have the opportunity to practice citizenship and leadership skills.

3.23 DRIVER EDUCATION

PURPOSE

- P1. To provide students with the skills and knowledge necessary to pass the written and driving portions of the state operator's license examination.
- P2. To provide all students who are eligible under state law, the opportunity to attain state operator's licenses.

REQUIREMENTS

- R1. Required Instruction

Centers shall provide driver education training, early in the students' enrollment, to all eligible students who do not already possess a driver's license. The training shall include classroom and behind-the-wheel instruction that meets state mandated requirements.

- R2. Assistance for Students with Revoked or Suspended Licenses

Centers shall identify students who are prohibited from attaining an operator's license due to prior offenses and assist these students in re-establishing their eligibility and securing a license prior to completion.

- R3. Payment of Fees

Centers shall pay all learner's permit, license, and related test fees.

- R4. Reporting/Documentation/Record Keeping

Centers shall ensure that all student test results and progress are documented and recorded using the automated Center Information System.

QUALITY INDICATOR(S)

- Q1. All students are provided the opportunity to obtain their driver's license prior to graduation.

3.24 CAREER TRANSITION READINESS

PURPOSE

- P1. To assist students in assessing their readiness for Career Transition.
- P2. To ensure that students are fully prepared to conduct a successful job search leading to employment.
- P3. To prepare students to effectively access resources and services that will assist them in making a successful transition to the workforce.

REQUIREMENTS

R1. Separation Status

Centers shall determine the level of services to be provided based on each student's separation status.

R2. Job Search Skills

At least 45 days prior to projected graduation, centers shall assist each student in reviewing job search skills and strategies including the following:

- a. Sources of employment
- b. Conducting an internet job search
- c. Completing a job application
- d. Updating the resume
- e. Writing a cover letter
- f. Interviewing for a job
- g. Worker's rights and responsibilities
- h. Strategies for succeeding during the first weeks on a job

R3. Personal Career Development Plan

Centers shall collaborate with Career Transition Specialists and each student to update the student's Personal Career Development Plan, using it to develop an employment plan or personalized job search strategy.

R4. Job Search Credentials

Centers shall assist each student in assembling documents necessary for obtaining employment including originals of personal documents (see PRH 1.6) and those credentials which document the student's accomplishments.

R5. Transitional Needs Assessment

Centers shall assist each student in assembling and updating his/her transitional support needs including:

- a. Housing
- b. Transportation
- c. Child Care
- d. Health Care
- e. Work Clothing and Tools
- f. Food and Nutrition
- g. Budgeting/Money Management
- h. Mentoring/Counseling
- i. Job Retention Support
- j. Legal Services

R6. Job Development

Centers shall provide job development, referral and placement services to graduates as appropriate. For those graduates who entered the program with an employer referral, centers shall notify the referring employer of the student's upcoming graduation.

R7. Transition Resources and Services

At a minimum, centers shall connect graduates and former enrollees with career transition resources appropriate to their needs and in accordance with the center CDSS plan. Centers shall:

- a. Establish a personal connection between the potential graduate and the CTS provider.
- b. Initiate or support pre-graduation job search efforts.
- c. Develop resources to meet transitional support needs.

QUALITY INDICATOR(S)

- Q1. Separating graduates feel fully prepared for successful job search.
- Q2. Graduates know where to find assistance in meeting post-center placement and transitional support needs.