

**U.S. DEPARTMENT OF LABOR  
OFFICE OF INSPECTOR GENERAL  
Office of Audit**

## **BRIEFLY...**

Highlights of Report Number: 26-15-001-03-370, issued to the Assistant Secretary for Employment and Training.

### **WHY READ THE REPORT**

The Office of Job Corps (Job Corps) serves approximately 60,000 students at 125 centers and 4 satellites nationwide each year. Despite OIG audits in 2009 and 2010 that reported the lax enforcement of Job Corps' disciplinary policies, this report highlights continuing deficiencies with center management's enforcement and Job Corps' oversight. As a result, centers kept potentially dangerous students in the program, exposing other students and staff to avoidable harm and preventing more committed at-risk youth from utilizing the training slots.

### **WHY OIG CONDUCTED THE AUDIT**

From January 1, 2012, through December 31, 2013, the OIG received numerous complaints alleging serious student misconduct (e.g., assault, illegal drugs, and fighting) at 12 centers often went uninvestigated, disciplinary actions were not taken, and some centers were unsafe. To address these general allegations, we conducted a performance audit to answer the following question:

- Did Job Corps' center management take appropriate action to address alleged serious student misconduct at its centers?

### **READ THE FULL REPORT**

To view the report, including the scope, methodologies, and full agency response, go to:

<http://www.oig.dol.gov/public/reports/oa/2015/26-15-001-03-370.pdf>.

**February 2015**

## **JOB CORPS NEEDS TO IMPROVE ENFORCEMENT AND OVERSIGHT OF STUDENT DISCIPLINARY POLICIES TO BETTER PROTECT STUDENTS AND STAFF AT CENTERS**

### **WHAT OIG FOUND**

Center management did not consistently enforce Job Corps' disciplinary policies, and Job Corps did not provide adequate oversight to ensure center compliance. Our security log testing for 11 centers showed potential serious misconduct infractions were not reported to Job Corps or were incorrectly downgraded to lesser infractions. Moreover, when centers and satellites reported serious misconduct, totaling 35,021 incidents, records showed required investigations and Fact Finding Boards were not conducted or documented for 26 percent (8,928) or conducted within required timeframes for 15 percent (5,304).

These deficiencies occurred because center management wanted to provide students who committed serious misconduct with second opportunities; misunderstood Job Corps' policies and data entry requirements; and retained students who should have been discharged to avoid the adverse effect on their performance outcomes. Also, Job Corps' oversight practices were ineffective; classification of zero tolerance infractions excluded certain violent offenses; and liquidated damages provision for noncompliance was an ineffective deterrent.

### **WHAT OIG RECOMMENDED**

We recommended the Assistant Secretary for Employment and Training require Job Corps' centers and their respective operators to strengthen policies and procedures; clearly define all student misconduct infraction categories to ensure infractions and significant violent offenses are properly classified and addressed; require regular monitoring and prompt investigation of significant increases in reported serious student misconduct; eliminate the backlog of unaddressed infractions identified; develop and implement an effective deterrent; and determine and recover any related liquidated damages.

The Assistant Secretary agreed with our recommendations and stated ETA and Job Corps has taken steps to address the issues identified in the report and will implement corrective actions to address the recommendations.