
POLICY AND REQUIREMENTS HANDBOOK

CHAPTER 5: MANAGEMENT



February 24, 2017

TABLE OF CONTENTS

5.0 OBJECTIVES 5.0-1

5.1 PROGRAM MANAGEMENT 5.1-1

Purpose..... 5.1-1

Requirements..... 5.1-1

 R1. Goal Achievement 5.1-1

 R2. Quality Assurance..... 5.1-1

 R3. Standard Operating Plans and Procedures 5.1-3

 R4. Reporting..... 5.1-4

 R5. Records and Reports Maintenance..... 5.1-4

Quality Indicators 5.1-4

5.2 PERSONNEL 5.2-1

Purpose..... 5.2-1

Requirements..... 5.2-1

 R1. Organization and Staffing 5.2-1

 R2. Staffing Ratios 5.2-1

 R3. Personnel Policies 5.2-1

 R4. Staff Qualifications 5.2-2

 R5. Staff Coverage 5.2-2

 R6. Staff Performance Appraisal..... 5.2-3

 R7. Equal Opportunity/Civil Rights 5.2-3

Quality Indicators 5.2-3

5.3 STAFF TRAINING 5.3-1

Purpose..... 5.3-1

Requirements..... 5.3-1

 R1. Staff Training Plan 5.3-1

 R2. Staff Training Content 5.3-1

 R3. Documentation 5.3-1

Quality Indicators 5.3-1

5.4 PERSONAL SAFETY AND SECURITY..... 5.4-1

Purpose..... 5.4-1

Requirements..... 5.4-1

 R1. Campus Access 5.4-1

 R2. Cooperation With Local Agencies..... 5.4-1

 R3. Prohibition of Firearms 5.4-1

TABLE OF CONTENTS (continued)

R4.	Active Shooter Response	5.4-1
R5.	Unauthorized Goods	5.4-3
R6.	Student Notification	5.4-4
R7.	Search and Seizure	5.4-4
R8.	Disposal of Unauthorized Goods	5.4-4
R9.	Use of Physical Restraint and Isolation	5.4-4
Quality Indicators		5.4-5
5.5 MANAGEMENT AND REPORTING OF SIGNIFICANT INCIDENTS 5.5-1		
Purpose.....		5.5-1
Requirements.....		5.5-1
R1.	Reportable Events	5.5-1
R2.	Reporting Time Frames and Format	5.5-1
R3.	Usernames and Passwords	5.5-2
R4.	Display of Student Identifying Information.....	5.5-2
R5.	Management.....	5.5-3
Quality Indicators		5.5-3
5.6 PROCUREMENT AND PROPERTY MANAGEMENT 5.6-1		
Purpose.....		5.6-1
Requirements.....		5.6-1
R1.	Procurement	5.6-1
R2.	Internal Controls	5.6-1
R3.	Reporting.....	5.6-1
R4.	Receipt and Control of Property	5.6-1
R5.	Motor Vehicles.....	5.6-2
Quality Indicators		5.6-2
5.7 FINANCIAL MANAGEMENT..... 5.7-1		
Purpose.....		5.7-1
Requirements.....		5.7-1
R1.	Budgeting	5.7-1
R2.	Financial Reporting.....	5.7-1
R3.	Vouchering.....	5.7-1
R4.	Internal Controls	5.7-1
R5.	Student Benefit Fund	5.7-2
R6.	Sale of Center-Produced Goods and Services	5.7-2
R7.	Taxation of Job Corps Contractors by States or Localities.....	5.7-2
Quality Indicators		5.7-3

TABLE OF CONTENTS (continued)

5.8 ESTABLISHMENT OF JOB CORPS CENTERS 5.8-1

Purpose..... 5.8-1

Requirements..... 5.8-1

 R1. Establishment of Job Corps Centers 5.8-1

 R2. Notifications..... 5.8-1

Quality Indicator..... 5.8-1

5.9 FACILITY STANDARDS..... 5.9-1

Purpose..... 5.9-1

Requirements..... 5.9-1

 R1. Legally Mandated Standards..... 5.9-1

 R2. Job Corps Standards..... 5.9-1

Quality Indicators 5.9-2

5.10 FACILITY MAINTENANCE PROGRAMS 5.10-1

Purpose..... 5.10-1

Requirements..... 5.10-1

 R1. Facility Survey 5.10-1

 R2. Project Implementation and Demolition..... 5.10-1

 R3. CRA and Funded-Not-Corrected (FNC) Reporting..... 5.10-1

 R4. CRA Furniture, Furnishings, and Equipment 5.10-2

Quality Indicators 5.10-2

5.11 FACILITY MAINTENANCE AND PROTECTION..... 5.11-1

Purpose..... 5.11-1

Requirements..... 5.11-1

 R1. Facility Maintenance Program 5.11-1

 R2. Limitation on Use of Maintenance Funds..... 5.11-1

 R3. Inactive Center Facilities 5.11-1

Quality Indicators 5.11-1

5.12 CENTER SUSTAINABILITY..... 5.12-1

Purpose..... 5.12-1

Requirements..... 5.12-1

 R1. Center Sustainability 5.12-1

Quality Indicators 5.12-1

TABLE OF CONTENTS (continued)

5.13	FLEET MANAGEMENT	5.13-1
	Purpose.....	5.13-1
	Requirements.....	5.13-1
	R1. Goal Achievement	5.13-1
	R2. Standard Operating Forms and Procedures.....	5.13-2
	R3. Reporting.....	5.13-2
	Quality Indicators	5.13-2
5.14	INTRODUCTION TO ENVIRONMENTAL SAFETY AND OCCUPATIONAL HEALTH FOR JOB CORPS CENTERS.....	5.14-1
	Purpose.....	5.14-1
	Requirements.....	5.14-1
	R1. Governing Regulations and Policy	5.14-1
	R2. Occupational Safety and Health Plan	5.14-1
	R3. Occupational Safety and Health Program.....	5.14-4
	R4. Center Occupational Safety and Health Responsibilities and Duties .	5.14-5
	R5. Center Occupational Safety and Health Orientation and Training	5.14-8
	Quality Indicators	5.14-10
5.15	SAFETY INSPECTIONS, OBSERVATIONS, AND OSH PROGRAM REVIEW.....	5.15-1
	Purpose.....	5.15-1
	Requirements.....	5.15-1
	R1. Imminent Danger	5.15-1
	R2. Required Inspections and Observations.....	5.15-1
	R3. Annual Occupational Safety and Health (OSH) Program Reviews....	5.15-3
	R4. Occupational Safety and Health Facility Survey (Pre-Occupancy)....	5.15-5
	R5. Monitoring of Work-Based Learning Sites.....	5.15-6
	R6. Abatement Plans for Violations Identified in Annual Occupational Safety and Health (OSH) Program Review	5.15-6
	Quality Indicators	5.15-7
5.16	ENVIRONMENTAL HAZARDS.....	5.16-1
	Purpose.....	5.16-1
	Requirements.....	5.16-1
	R1. Hazardous Materials Management	5.16-1
	R2. Polychlorinated Biphenyls (PCBs)	5.16-1
	R3. Underground Storage Tanks (USTs)/Aboveground Storage Tanks (ASTs).....	5.16-2

TABLE OF CONTENTS (continued)

R4. Lead..... 5.16-2
 R5. Asbestos Operations and Maintenance 5.16-2
 R6. Hazard Communication 5.16-4
 R7. Mercury..... 5.16-5
 R8. Freon 113 and Other Ozone-Depleting Chemicals..... 5.16-5
 R9. Hexavalent Chromium 5.16-5
Quality Indicator..... 5.16-6

5.17 FOOD HANDLING AND STORAGE, PEST CONTROL, UNSANITARY CONDITIONS, AND WATER TREATMENT 5.17-1

Purpose..... 5.17-1
Requirements..... 5.17-1
 R1. Food Handling 5.17-1
 R2. Food Storage 5.17-1
 R3. Pest Control..... 5.17-1
 R4. Unsanitary Conditions 5.17-2
 R5. Water Treatment 5.17-2
Quality Indicators 5.17-3

5.18 STUDENT AND STAFF INJURY REPORTS AND RECORDKEEPING 5.18-1

Purpose..... 5.18-1
Requirements..... 5.18-1
 R1. Student Injury, Occupational Illness/Disease, and Death Recordkeeping 5.18-1
 R2. Definitions and Procedures for Handling Job Corps Student Injuries 5.18-4
 R3. Staff Injury, Occupational Illness/Disease, and Death Recordkeeping 5.18-6
 R4. OSHA Form 300A, Summary of Work-Related Injuries and Illnesses..... 5.18-7
Quality Indicators 5.18-7

5.19 VEHICLE SAFETY AND ACCIDENT RECORDKEEPING 5.19-1

Purpose..... 5.19-1
Requirements..... 5.19-1
 R1. Overview of Center Director Responsibilities..... 5.19-1
 R2. Overview of Requirements 5.19-1
 R3. Vehicle Accident Recordkeeping 5.19-3
Quality Indicator..... 5.19-3

TABLE OF CONTENTS (continued)

5.20 OCCUPATIONAL SAFETY AND HEALTH (OSH) PROGRAM AND WRITTEN PLANS 5.20-1

Purpose..... 5.20-1

Requirements..... 5.20-1

- R1. Personal Protective Equipment (PPE) Plan 5.20-1
- R2. Fire Safety and Prevention Plan..... 5.20-2
- R3. Emergency Action Plan 5.20-4
- R4. Hazard Communication Plan 5.20-6
- R5. Recreational Safety Plan 5.20-6
- R6. Asbestos Operations and Maintenance Plan 5.20-8
- R7. Confined Space Entry Plan 5.20-8
- R8. Bloodborne Pathogens Plan 5.20-9
- R9. Respiratory Protection Plan 5.20-10
- R10. Hearing Conservation Plan 5.20-12
- R11. Lead Exposure Plan 5.20-14
- R12. Hexavalent Chromium Exposure Plan..... 5.20-14
- R13. Lockout/Tagout Plan..... 5.20-14
- R14. Powered Industrial Vehicle Plan..... 5.20-15

Quality Indicator..... 5.20-16

5.21 NAMING OF JOB CORPS CENTERS AND FACILITIES..... 5.21-1

Purpose..... 5.21-1

Requirements..... 5.21-1

- R1. Naming and Renaming of Job Corps Centers..... 5.21-1
- R2. Naming and Renaming of Job Corps Facilities and Property..... 5.21-1

TABLE OF CONTENTS (continued)

EXHIBITS

Exhibit 5-1	Standard Operating Procedures
Exhibit 5-2	Plan and Report Submission Requirements
Exhibit 5-3	Minimum Staff Qualifications
Exhibit 5-4	Required Staff Training
Exhibit 5-5	Minimum Requirements for Replacing Vehicles Leased From the General Services Administration Prior to the End of the Lease
Exhibit 5-6	Vehicle Log
Exhibit 5-7	Vehicle Maintenance Log
Exhibit 5-8	2110 Report for Center Contracts
Exhibit 5-9	2181 Budget for Center Contracts
Exhibit 5-10	SF1034 Public Invoice, Center Contract Example
Exhibit 5-11	Voucher Backup Sheet for Center Contracts and Example
Exhibit 5-12	2110 Report for Outreach/Admissions and Career Transition Services
Exhibit 5-13	2110S Report for Staff Vacancy
Exhibit 5-14	2181 Budget for OA/CTS Contracts
Exhibit 5-15	F1034 Public Invoice, OA/CTS Contract Example
Exhibit 5-16	Voucher Backup Sheet for OA/CTS Contracts and Example
Exhibit 5-17	2110F Job Corps CCC Financial Report
Exhibit 5-18	2110HQ Job Corps CCC National Roll-Up Financial Report
Exhibit 5-19	Job Corps Quarterly Construction/Rehabilitation Report

APPENDICES

Appendix 501	Introduction
Appendix 501a	Policies and Procedures for PY 2015 Center Outcome Measurement System and Center Quality Assessment
Appendix 501b	Policies and Procedures for PY 2015 Outreach and Admissions Outcome Measurement System
Appendix 501c	Policies and Procedures for PY 2015 Career Transition Services Outcome Measurement System

Appendix 501d	Policies and Procedures for PY 2015 Career Technical Training Report Card
Appendix 501e	Policies and Procedures for PY 2016 Performance Improvement Plan (PIP) System
Appendix 502	Financial Management for Contract Centers
Appendix 503	Job Corps Outreach/Admissions and Career Transition Services Cost Reporting and Budgeting Requirements
Appendix 504	Taxation of Job Corps Contractors by States or Subdivisions Thereof
Appendix 505	Administration and Management of Job Corps Contractor-Held Government-Furnished Property
Appendix 506	Alternative Fuel Information
Appendix 507	Request to Lease a GSA Vehicle
Appendix 508	GSA Annual Fleet Requirements
Appendix 509	Financial Management for CCCs
Appendix 510	Monthly Staffing Reports
Appendix 511	Center Sustainability Measures Update
Appendix 512a	Demolition Package Part 1: Historic and Real Estate Checklist
Appendix 512b	Demolition Package Part 2: Environmental Checklist for Demolition of Buildings

5.0 OBJECTIVES

To enable Job Corps centers, Outreach/Admissions, and Career Transition Services providers to deliver quality services by establishing systems that ensure:

- Effective program organization and management.
- Program integrity and accountability.
- Staff professionalism and development.
- Services are provided in a cost-effective and financially responsible manner.

To ensure that Job Corps provides safe, clean, well-maintained facilities that are adequately furnished and equipped to meet student needs.

5.1 PROGRAM MANAGEMENT

PURPOSE

- P1. To establish and maintain systems that support the admission, career preparation, career development, and career transition of students.
- P2. To monitor and track operations and outcomes to ensure program accountability, integrity, performance, and quality.

REQUIREMENTS

R1. Goal Achievement

Centers operated by contractors and agencies, and Outreach and Admissions/Career Transition Services (OA/CTS) contractors, shall establish:

- a. Procedures to develop and clearly communicate goals to staff and students.
- b. Procedures to hold staff responsible for achieving communicated goals.

R2. Quality Assurance

Centers operated by contractors and agencies, and OA/CTS contractors, shall:

- a. Establish procedures and conduct periodic self-evaluations and audits to ensure integrity, accountability, and prevention of fraud and program abuse. The Quality Assurance Plans and Procedures shall be submitted annually to the Regional Office for approval, as outlined in Exhibit 5-2. Approval of the Quality Assurance Plan shall be based upon:
 1. The extent to which the oversight, monitoring, and assessment plan will provide a reasonable assurance of contractor/agency compliance and quality.
 2. The extent to which the contractor's/agency's data validation system ensures the accuracy and integrity of student outcomes and financial data.
 3. The extent to which the contractor's/agency's quality assurance activities track and ensure that corrective action is taken to maintain outcomes and quality standards.
 4. The degree to which the contractor/agency documents the results of inspections, tests, audits, and assessments.
- b. Establish systems to ensure performance is accurately tracked and reported and necessary corrective actions are taken to achieve the performance outcome goals and quality standards established by the National Director, Job Corps, and contained in Appendices 501a through 501d.
- c. Conduct annual comprehensive assessments of center or OA/CTS operations.

Job Corps Regional Offices shall:

Conduct assessments on a need-based and risk management schedule. Every

center shall have two full assessments during the life of a contract, ideally during year 2 and year 5. Centers should be assessed annually if on a Performance Improvement Plan (PIP). Targeted assessments will focus on program areas that were found deficient in the initial or full assessment or identified as potential cause of concern.

Triggers that could initiate a targeted or full assessment:

1. Unfavorable results of performance, operational and/or financial audits;
 2. Issues with student safety, security and culture;
 3. Constituent issues (includes e-mails, telephone calls, and hotline report);
 4. Unsatisfactory center progress in response to a PIP;
 5. Element of performance that is significantly below par;
 6. Failure to address initially cited ROCA weaknesses;
 7. Significant Incident Reports (either a very serious single incident or a negative trend);
 8. Sharp decline in Student Satisfaction Survey results;
 9. Significant facility issues;
 10. Significant findings and concerns on operator annual assessments.
- d. Conduct audits of approximately 10 percent (Contracted On-board Strength [OBS] or Average CTS caseload) of all student records associated with performance measurements during center and CTS program assessments, using targeted samples generated by the National Office of Job Corps.
- e. Document the results of program assessments and audits and furnish a copy of the assessment report to the National Office and the contractor or agency. If excessive reporting problems are present, the extent of misreporting shall be brought to the **immediate** attention of the Office of Job Corps.
- f. Assess liquidated damages from contractor's base/incentive fee for instances of misreporting of data based on the following schedule:

Description	Liquidated Damages
Invalid HSD/HSE Credits	\$500 each
Invalid CTT Completion Credits	\$750 each
Artificially Extending Enrollment	15% of the SYC per day.

and/or Invalid Leave Days	The amount is calculated as (annual operating budget/planned SYs) X 15% X Number of Unexcused Days.
Invalid Placement Credit	\$750 each

- g. Require the operator to post the liquidated damages to the fee line applicable ETA 2110. The region will request an Annual Advanced Procurement Plan/Financial Operating Plan (AAPP/FOP) change to document the assessment or damages and recover the funds through a contract modification. Misreporting of data by agency-operated centers shall be reported to the Office of Job Corps and the respective agency for corrective action.

Notify the Office of Job Corps and the Job Corps Data Center (JCDC) to remove invalid (High School Equivalency/High School Diploma [HSE/HSD], CTT Completion, and Placement) credits from the Outcome Management System(s) (OMS).

Note: Invalid credits will be removed from each measure that is affected regardless of the report card (OAOMS, OMS, POMS, CTT Training Report Card [CTTRC]) or contractor responsible for the error (OA, center, or CTS). For example, where verification of a HSD has been invalidated, credit would be removed for the HSE/HSD Attainment measure. In this instance, if the HSD was the sole determinant of his/her graduate status, the student would also be removed from the pool for any placement-related measure(s) in the OMS, POMS, and CTTRC report cards. Similarly, a credited placement that has been found to have been misreported by a CTS provider would lead to the removal of the student from the placement pool of both the CTS and the center OMS report cards. Both scenarios hold true whether the center operator and the CTS provider are separate, or one and the same.

- h. Contracting Officers must exercise discretion when assessing liquidated damages when such action may not be appropriate where an error or omission occurred or when the action was careless or a result of an innocent mistake. This is particularly true if the data were improperly recorded but the student outcome was likely achieved – for example, a CTT completion, a HSE credit, or a placement credit that was incorrectly reported but there is verification that the student actually did earn the credit.
- i. When a Contracting Officer becomes aware of apparent fraud, the matter should be thoroughly investigated. If the investigation leads the Contracting Officer to conclude there is a likelihood of fraud, it should be referred to the Regional Office of the OIG by filing an incident report. The Incident Report Form can be found at:

<http://www.internal.doleta.gov/forms/Documents/IncidentReport.dot>.

In addition to filing the report, inform the OIG of the actions intended by the Contracting Officer to address the incident. Make it clear that you intend to take these actions, unless the OIG specifically instructs you not to do so. Then proceed with contract enforcement, unless otherwise directed.

R3. *Standard Operating Plans and Procedures*

Center contractors, agencies, and OA/CTS contractors shall:

- a. Establish standard operating procedures (SOPs), as shown in Exhibit 5-1 (Standard Operating Procedures), and submit them to the Regional Office for approval within 90 days of contract award. Updates and revisions shall be submitted as changes occur.
- b. For agency-operated centers, provide up-to-date SOPs, as shown in Exhibit 5-1, with annual plans and amendments to SOPs submitted to the Department of Labor (DOL) Regional Office for approval by June 1 for the upcoming program year.
- c. Career Development Services System Plan

Each Job Corps center and each OA/CTS contractor shall:

1. Develop a Career Development Services System (CDSS) Plan. The plan shall include:
 - (a) An overview of the contractor's/agency's role in each phase of CDSS, as appropriate for each contractor/agency.
 - (b) A description of how services will be delivered and coordinated with other partners for Outreach/Admissions, Career Preparation, Career Development, and Career Transition Periods.
 - (c) The requirements shown in PRH Chapters 1-4, as applicable.
2. CDSS plans shall be submitted to the Regional Office for approval within 90 days of contract award. Agency centers shall submit the plan for approval when required by the DOL Regional Office. Approval shall be based on a determination that all required parts of the plan are in place, and that the plan is consistent with the overall Regional CDSS Plan.
3. CDSS plans shall be kept current. Revisions shall be submitted to the Regional Office for approval prior to implementation.

R4. *Reporting*

Center operators, agencies, and OA/CTS contractors shall submit reports in accordance with Exhibit 5-2 (Plan and Report Submission Requirements).

R5. *Records and Reports Maintenance*

Center operators, agencies, and OA/CTS contractors shall maintain records and reports for three years. Records of disclosures of protected health information shall be kept for six years. Exceptions to this retention period shall be communicated by the National Office of Job Corps on a case-by-case basis.

QUALITY INDICATORS

- Q1. Required Job Corps elements are in place and functioning at a level that meets students' basic needs.
- Q2. Staff can describe goals, performance expectations, and standards, and articulate how their individual performance contributes to the overall accomplishment of Job Corps goals.
- Q3. Communication, teamwork, and cooperation are at a level to accomplish routine tasks, assignments, and responsibilities.
- Q4. Through self-assessments, centers and OA/CTS contractors maintain quality operations by identifying and correcting areas not meeting minimum expectations/outcomes.

5.2 PERSONNEL

PURPOSE

- P1. To recruit, hire, and retain qualified personnel to carry out all program components.
- P2. To ensure that staff members work in an environment that is fair and nondiscriminatory.
- P3. To ensure the proper screening, training, and supervision of volunteers.

REQUIREMENTS

R1. *Organization and Staffing*

- a. Center operators and Outreach and Admissions/Career Transition Services (OA/CTS) contractors shall:
 - 1. Develop and submit a staffing plan (organizational chart) to the Regional Office for approval within 90 days of contract award.
 - 2. Submit current position descriptions for Regional Office approval within 90 days of contract award.
- b. Agency operators shall develop and submit a staffing plan (organizational chart) to the Office of Job Corps and Regional Offices annually.

R2. *Staffing Ratios*

Center Operators shall comply with the following staffing requirements:

- a. The student-to-teacher ratio for academic instructional activities shall be 18:1. Career Technical Training (CTT) programs will remain unchanged and in accordance with revised Exhibit 3-3. Student-to-teacher ratios may not be altered except with the written approval of the Office of Job Corps. For purposes of defining CTT training slots, one full-time CTT student is equivalent to two CTT training slots. Therefore, a 15:1 student-to-teacher ratio translates to a 30:1 slot-to-teacher ratio.
- b. Student-to-staff ratios for nationally contracted training programs shall be in accordance with contract provisions.
- c. Minimum staffing levels for health programs are specified in Chapter 6, Exhibit 6-5 (Center Health Services Staffing Requirements).
- d. All other staffing levels shall be based on center configuration and approved by the Regional Office.

R3. *Personnel Policies*

Center Operators and OA/CTS contractors shall:

- a. Develop and implement personnel management policies to include staff hiring, supervision, evaluation, conduct, and disciplinary procedures.
- b. Define standards for acceptable and unacceptable behavior between students and staff that protect individuals from exploitative, coercive, and traumatic experiences. Ensure that center rules for acceptable and unacceptable behavior

are equally understood and applied to all staff members. These rules, which should be included in the Employee Handbook, should provide a clear explanation and rationale for appropriate and inappropriate behavior, and identify the consequences for unacceptable staff behavior. Staff should know the legal consequences of unacceptable behavior, if applicable.

- c. Establish labor management relations in accordance with agency guidelines for federally operated centers, and in accordance with the provisions of the National Labor Relations Act for contractors. The U.S. Department of Labor shall not undertake conciliation, mediation, or arbitration of organizations, nor may Job Corps pay legal or other fees generated by such disputes as direct costs against contracts.
- d. Develop and implement volunteer management policies to include volunteer screening, training, and supervision. At a minimum, plans should include: background checks for all volunteers in accordance with state laws, and plans to ensure volunteers are covered by the contractor's liability insurance while they are performing their assigned tasks.

R4. Staff Qualifications

- a. Center and OA/CTS contractors shall ensure that all staff members hired meet the minimum qualification levels specified in Exhibit 5-3 (Minimum Staff Qualifications).
- b. Center and OA/CTS contractors shall request written approval or waivers from the Regional Director for the following:
 - 1. Hiring staff members who do not meet minimum qualifications as specified in the approved position descriptions, in which case, a professional-development plan must be submitted and updated annually
 - 2. Hiring relatives of current staff members
 - 3. The appointment, continued assignment, or change in employment status of the Center Director, Project Director, or senior staff (i.e., all supervisory personnel who report directly to the Center Director)
 - 4. Paying individuals at rates higher than indicated in the approved salary matrix
- c. Regional Offices shall not grant a waiver if it would negatively impact the center's eligibility for accreditation or its ability to produce high school graduates.
- d. Agency operators shall advise the Regional Office of changes in employment status of Center Directors and senior staff.
- e. Centers must request a waiver from the National Office prior to hiring the following health and wellness positions if the minimum requirements set forth in Exhibit 5.3 are not met:
 - 1. TEAP Specialist: A one-time, 1-year waiver for the TEAP Specialist must include a professional development plan identifying the steps necessary to

meet the minimum requirements within 1 year. A copy of the license or certification must be shared with the National Office once obtained. If the license or certification is not achieved within 1 year, the waiver is terminated, and the staff member can no longer serve as the TEAP Specialist.

2. Center Mental Health Consultant (CMHC): A one-time waiver may be issued for CHMCs with a master's degree or higher in behavioral health and a license to practice independently in the state. This one-time waiver will only be considered after there is unsuccessful recruitment for a clinical/counseling psychologist or clinical social worker. Those approved for the one-time waivers will not be required to have a professional development plan. Providers will meet all requirements for license renewal to maintain an active license as set forth by their state boards. The one-time waiver for the CMHC covers the hire period and is automatically renewed on an annual basis.
- f. Centers must request a waiver from the National Office prior to hiring the following health and wellness positions if the minimum coverage requirements set forth in Exhibit 6.5 are not met:
1. Nurse Practitioner (NP): A one-time waiver for the NP may be requested if an NP assumes more coverage than 2 hours/100 students/week with supervision. The supervising physician will be the center's medical director. This supervision arrangement must be clearly defined as part of the NP contract and in the collaborative agreement.

An annual waiver for the NP may be requested in independent practice states, where an NP with an active Drug Enforcement Agency (DEA) registration could serve as medical director.
 2. Physician Assistant (PA): A one-time waiver for the PA may be requested if a PA assumes more coverage than 2 hours/100 students/week. Supervision is always required, and the supervising physician will be the center's medical director. This supervision arrangement must be clearly defined as part of the PA contract and in the collaborative agreement.
- g. Regional Health Specialists shall review all health-and-wellness staff waivers prior to National Office approval/denial of the request.

R5. Staff Coverage

Center Operators shall provide for coverage of staff absences for those positions with direct staff/student interaction. Use of students or volunteers for this purpose is prohibited. All substitutes shall be trained in safety procedures.

R6. Staff Performance Appraisal

Center operators and OA/CTS contractors shall develop a staff performance appraisal system that allows for documentation of staff competence, to include:

- a. Maintaining staff requirements specified in Exhibit 5-3;

- b. The areas listed in Exhibit 5-4;
- c. Staff's modeling, mentoring, and monitoring each of the eight Career Success Standards;
- d. Support of students' career development goals, the zero-tolerance policy, and student placement efforts.

R7. *Equal Opportunity/Civil Rights*

Center Operators and OA/CTS contractors shall:

- a. Provide equal opportunity for all employees without regard to race, religion, color, national origin, gender, citizenship, disability, political affiliation, or belief. Sexual harassment is prohibited in Job Corps. Discrimination is prohibited in all contracts, grants, and programs funded by the Department of Labor.
- b. Provide prompt, fair, and impartial consideration of discrimination or other civil rights complaints through an established and approved grievance system.
- c. Submit an affirmative-action plan to the Regional Office for approval within 90 days of contract award in accordance with Chapter 6, Appendix 602 (Civil Rights and Nondiscrimination).
- d. Submit a plan to employ and advance the employment of veterans to the Regional Office for approval within 90 days of contract award in accordance with Public Law 107-228 HR 4015, Section 2. 4215 (priority of service for veterans in Department of Labor job training programs), Part b (Employment of Veterans with Respect to Federal Contracts).

QUALITY INDICATORS

- Q1. Staff display appropriate behavior and demonstrate appropriate interpersonal skills and are able to work effectively with applicants, students, employers, coworkers, and the public.
- Q2. Students perceive that staff members are caring and responsive to their needs.
- Q3. Volunteers are screened, trained, and supervised according to state laws and are appropriately used.

5.3 STAFF TRAINING

PURPOSE

- P1. To ensure staff acquire and maintain the skills necessary to perform their job duties and responsibilities and serve as role models for students.
- P2. To allow staff the opportunity for professional growth and upward mobility.

REQUIREMENTS

R1. Staff Training Plan

Centers and OA/CTS contractors shall:

- a. Submit for approval by the Regional Office an annual staff-training plan.
- b. Include, at a minimum, the topics and frequencies specified in Exhibit 5-4 (Required Staff Training).
- c. Submit a professional development plan for all staff on waivers.

R2. Staff Training Content

Centers shall include, at a minimum, the following:

- a. Five hours of annual training in adolescent growth and development for all staff. Topics could include effective communications, anger management, sexuality, suicide prevention, behavior management system, zero tolerance policy, appropriate staff/student boundaries, sexual assault prevention and response, sexual harassment and related social skills training, crisis intervention techniques, bullying prevention, violence prevention, and safety issues.
- b. An additional five hours of annual training designed to enhance each employee's professional development. Such training may include professional seminars, conferences, and classroom training provided on or off center, in-service training, and technology skills training.

R3. Documentation

Centers and OA/CTS contractors shall maintain up-to-date records of training completed by each employee.

QUALITY INDICATORS

- Q1. Staff demonstrates the knowledge and skills necessary to perform their job functions (duties).
- Q2. Staff interacts appropriately with students and serves as positive role models for students and other staff.

5.4 PERSONAL SAFETY AND SECURITY

PURPOSE

- P1. To protect the personal safety and security of students, staff, and property on center at all times.
- P2. To protect students' rights and guarantee privacy and protection from unreasonable search and seizure.

REQUIREMENTS

R1. Campus Access

Center Operators shall establish rules regulating the entry, exit, and conduct of persons who seek access to the campus.

R2. Cooperation with Local Agencies

Center operators shall develop and maintain written cooperative agreements with federal, state, and local law enforcement agencies regarding management and jurisdiction for illegal activities.

R3. Prohibition of Firearms

Center operators shall prohibit the presence of firearms except in the following circumstances:

- a. For security of student payroll by non-center staff.
- b. For law enforcement personnel conducting routine law enforcement duties. If employed by the center, law enforcement personnel shall not carry firearms in the course of that employment.
- c. Personal firearms kept in on-center staff housing for personal use.

R4. Active Shooter Response

An active shooter is defined as an individual actively engaged in killing or attempting to kill people in a confined and populated area; in most cases, active shooters use firearm(s), and there is no pattern or method to their selection of victims.

Upon discovery of an active shooter situation, as soon as it is safe to do so, call law enforcement (911), and announce there is an "Active Shooter" event in progress.

The 911 call (from a safely concealed area) should provide the following information:

- a. Description and possible location of suspect(s) if known
- b. Number and types of weapons
- c. Suspect's direction of travel
- d. Location and condition of any victim(s)

Safety and Security Officers and/or the person in charge must be prepared to meet and guide law enforcement officers if possible. The goal of law enforcement is to locate, isolate, and neutralize the shooter as quickly as possible to prevent additional deaths or injuries.

In response to an Active Shooter event, follow guidelines below.

1. **Evacuate** – If there is an accessible escape path, attempt to leave the premises
 - a) Have an escape route and plan in mind
 - b) Evacuate regardless of whether others agree to follow
 - c) Leave your belongings behind
 - d) Help others escape, if possible
 - e) Prevent individuals from entering an area where the active shooter may be
 - f) Keep your hands visible
 - g) Follow the instructions of any police officers
 - h) Do not attempt to move wounded people
 - i) Call 911 when you are safe

2. **Hide out** – If evacuation is not possible, find a place to hide where the active shooter is less likely to go. Direct personnel into resident rooms or other adjacent rooms, close the door and attempt to barricade the door. Your hiding place should:
 - a) Be out of the active shooter's view
 - b) Provide protection if shots are fired in your direction
 - c) Not trap you or restrict your options for movement

If the active shooter is nearby:

- Lock the door
- Silence your cell phone, pager, and/or other electronic devices
- Turn off any source of noise (i.e., radios, televisions)
- Hide behind large items (i.e., cabinets, desks)
- Blockade the door with heavy furniture
- Stay as low to the floor as possible and remain quiet

If evacuation and hiding out are not possible:

- Remain calm
- Dial 911, if possible, to alert police to the active shooter's location
- If you cannot speak, leave the line open and allow the dispatcher to listen

3. Take action against the active shooter - as a last resort, and only when your life is in imminent danger, attempt to disrupt and/or incapacitate the active shooter by:
 - a) Acting as aggressively as possible against him/her
 - b) Throwing items and improvising weapons
 - c) Yelling
 - d) Committing to your actions

An “All Clear” will be announced when the scene is declared safe by law enforcement officials.

R5. *Unauthorized Goods*

Center operators shall ensure that the following unauthorized goods are not permitted on center:

- a. Firearms and ammunition
- b. Explosives and incendiaries
- c. Knives
- d. Homemade weapons
- e. All other weapons and instruments for which the primary use is to inflict personal injury
- f. Drugs, defined as any substance listed on any schedule of the Controlled Substances Act, including seeds and residue, except when the drug is possessed and used in accordance with a valid prescription; and drug paraphernalia.
Note: Under the Controlled Substances Act, no valid prescription can be provided for Schedule I drugs, including marijuana.
- g. Stolen property
- h. Alcohol
- i. Tobacco for minors
- j. Any other items that are illegal under state law

R6. *Student Notification*

Center operators shall notify all students of the center’s policies and procedures regarding unauthorized goods, searches, and seizures.

R7. *Search and Seizure*

Center operators shall conduct searches and seizures only in the following circumstances:

- a. General inspections of dorm rooms, lockers, and other center facilities may be conducted periodically.
- b. Searches for unauthorized goods may be conducted only when the Center Director believes such goods are being hidden on center. The reasons for the search must be documented.
- c. The scope of search may be no wider than what is necessary to accomplish the specific purpose of the search. Unauthorized goods found as a result of a search must be confiscated.
- d. A search of the person of an entire group of Job Corps enrollees is prohibited when the information in the possession of Job Corps officials indicates that only some members, or less than all members, of the group are in possession of contraband that is prohibited on center property.
- e. Job Corps shall not conduct strip searches of students. If the Center Director believes a strip search of a student is necessary, local law enforcement authorities must be contacted and requested to perform the search.
- f. Searches for evidence of crime may be conducted for evidence in criminal prosecution. These must always be done by a law enforcement officer with a search warrant, except when delay would endanger the physical well-being of students.

R8. Disposal of Unauthorized Goods

Center operators shall dispose of unauthorized goods as follows:

- a. Stolen property must be returned to its rightful owner.
- b. Illegal drugs (as defined in R5.f, above) must be stored and disposed of according to agreements negotiated by the center and the appropriate local law enforcement agency. Disposal of any substance not covered by the agreement with law enforcement must be in accordance with state and local law, consistent with center Standards Operating Procedures on Medication Management.
- c. Confiscated weapons (including firearms) must be reported and disposed of according to agreements negotiated by the center with appropriate local law enforcement agencies. The center must maintain a list of weapons reported to local law enforcement agencies, giving the student's name, SSN, and the serial number, type, make, and model of the weapon.

R9. Use of Physical Restraint and Isolation

Center operators shall:

- a. Limit use of physical restraint to only those situations that seriously threaten persons or property. Ensure that no student is restrained for more than one hour without at least verbal consultation and approval from a physician. Staff may not use handcuffs, mace, pepper spray (or any derivatives) on students. Staff shall be aware of and abide by any state laws regarding restraint and isolation.

- b. Use on-center isolation facilities for temporary segregation of students from their peers only when behavior constitutes an immediate threat to themselves, other persons, or property.

A student placed in an isolation facility must be observed every 15 minutes and this observation must be documented on a signed log giving the exact time of observation and the signature of the staff member conducting the observation. Isolation may not exceed 12 hours unless accompanied by a statement from the center physician that the isolation is not medically prohibited.

QUALITY INDICATORS

- Q1. Documentation of searches, seizures, and isolations reflect complete, thorough, timely, and appropriate actions.
- Q2. Cooperative working relationships exist between the center and law enforcement agencies.
- Q3. Students and staff display respect for and appropriately safeguard the property of individuals, the center, and the community.
- Q4. Students feel safe and secure on center.

5.5 MANAGEMENT AND REPORTING OF SIGNIFICANT INCIDENTS

PURPOSE

- P1. To ensure proper and effective management of serious incidents involving program participants, staff, or facilities.

REQUIREMENTS

R1. Reportable Events

Centers and OA/CTS contractors shall report the following types of significant incidents to the National and Regional offices:

- a. Death or work/training-related hospitalization of three or more active students or on duty staff in one incident.
- b. Serious illness, or serious injury** (e.g., epidemic, hospitalization, emergency room treatment requiring hospital admission or surgery, reaction to medication/immunization) to an active students and on-duty staff member
- c. Physical assault
- d. Inappropriate sexual behavior
- e. Indication that a student is a danger to himself/herself or others
- f. Incident requiring law-enforcement involvement
- g. Incident involving illegal activity
- h. Arrest of current student or on-duty staff member
- i. Motor vehicle accident involving injuries, or damage to a center vehicle
- j. Theft or damage to center, staff, or student property
- k. Incident threatening to close down the center or disrupt the center's operation
- l. Incident involving a missing minor student
- m. Incident attracting potentially negative media attention
- n. Any infraction identified in Exhibit 3-1, Infraction Levels, Definitions, and Appropriate Center Actions, as requiring a SIR

**Please see Section 5.18, R2.b for a detailed classification of serious medical injuries.

R2. Incidents Requiring Immediate Contact with the Appropriate Regional Office

Centers must immediately report the types of incidents below to the appropriate Regional Office, by both telephone and e-mail. Regional Offices will notify centers and corporate offices of the appropriate points of contact for reporting these incidents.

- a. Death of an active student (Centers must also immediately contact the Office of Workers' Compensation Programs.)
- b. Death of a staff member on-duty

- c. Hospitalization of three or more active students or on-duty staff in one incident.
- d. Any incident:
 - 1. Requiring law enforcement involvement
 - 2. Involving a missing minor student
 - 3. With the potential to garner negative media attention
 - 4. Where substantial property damage has occurred
 - 5. Involving inquiries from or visits by elected officials or their offices

The incidents above, with the exception of c4, regarding inquiries and visits by elected officials, also require a report be submitted through the Significant Incident Reporting (SIR) system, as outlined in R3, below.

R3. *Incidents that Require Occupational Safety and Health Administration (OSHA) Notification*

In accordance with 29 CFR 1904.39(a), centers must contact OSHA within 6 hours of one of more of the following events:

- a. Death of an active student**
- b. Death of a staff member on-duty**
- c. Hospitalization of three or more active students or on-duty staff**

Centers must orally report the fatality/multiple hospitalization by telephone or in person to the Area OSHA Office nearest to the site of the incident, or use the OSHA toll-free central telephone number, 800-321-OSHA (800-321-6742). Should no one answer the National toll free number you must leave a telephone message with the following information:

- 1. Establishment name;
 - 2. The location of the incident;
 - 3. The time of the incident;
 - 4. The number of fatalities or hospitalized employees;
 - 5. The names of any injured employees;
 - 6. Your contact person and his or her phone number and;
 - 7. A brief description of the incident.
- d. Centers must maintain a record of notification on center for a period of 3 years.**

R4. Incidents Requiring Electronic Submission of Significant Incident Report

All incidents outlined in R1, above, must be reported through the web-based Significant Incident Reporting (SIR) system. Centers should contact the appropriate Regional Office if there is confusion as to whether a SIR should be submitted.

Centers must:

- a. Submit an initial SIR, even if a resolution has not yet been determined for the students/staff involved, according to the timelines below.
 1. Within 6 hours of the center being made aware of an active student or on-duty staff death
 2. Within 24 hours of the center being made for all other incidents
- b. Continue to submit supplemental reports monthly, or more frequently, if new information is obtained, until a final report has been submitted. Until a report is submitted as final, a supplemental report is minimally required every 30 days following the submission of the initial report.
- c. In the event that a student suffers an injury while on duty or on an authorized day pass, record the incident in SHIMS within 7 calendar days (including weekends) of supervisor notification. SHIMS information, including internal control number (ICN), must be added to victim and/or perpetrator information with the initial SIR, or as soon as it is available.
- d. In the event that a staff member suffers a work-related injury or occupational illness/disease, record the incident in SHIMS (OSHA 301, and OSHA 300 if applicable, only) within 7 calendar days of supervisor notification. SHIMS information, including ICN, must be included in the narrative portion of the report with the initial SIR, or as soon as it is available.

R5. Usernames and Passwords

- a. Each staff member who is responsible for submitting SIRs through the web-based system is required to have a unique username and password. Upon initial entry into the system, users will be required to change their password to an eight-digit alphanumeric password of their choosing.

Two types of users are assigned:

1. **Advanced Users:** These are users who may enter, approve, and submit a SIR. Each center must have at least two Advanced Users. An Advanced User can enter and submit a SIR to Job Corps National/Regional offices without approval from the Center Director or another staff member.
2. **Basic Users:** These are users who may enter information but may not approve/submit a SIR to Job Corps National/Regional offices.

- b. Regional and corporate staff may be added to the SIR e-mail distribution list by contacting the health support contractor directly.

R6. *Display of Student Identifying Information*

- a. The SIR system does not accept Social Security Numbers as student identifiers. Instead, when entering student data into the SIR system, centers must use the six-digit student ID numbers assigned by Job Corps upon entry to the program. Although centers will enter student ID numbers, as well as related student information in the SIR data-entry fields, the following student identifying information will not be displayed in submitted reports that are e-mailed back to the Advanced User, as well as others who are on the authorized SIR e-mail distribution list:
 - 1. Student first name
 - 2. Date of birth
- b. To ensure student privacy, centers must not use student first and last names in the “Description of Incident” field in the SIR. Instead, centers should use the terms “Victim 1,” “Victim 2,” “Perpetrator 1,” “Perpetrator 2,” etc., when describing the incident.

R7. *Management*

Center and OA/CTS contractor management shall:

- a. Investigate each significant incident;
- b. Initiate appropriate action to resolve the incident; and
- c. Identify and implement appropriate procedures to prevent recurrence, to the maximum extent possible.

QUALITY INDICATORS

- Q1. Center management resolves incidents in a manner that reduces negative impact on students, the community, and the program.
- Q2. Corrective action is taken to reduce or prevent recurrence.

5.6 PROCUREMENT AND PROPERTY MANAGEMENT

PURPOSE

- P1. To procure property, services, and supplies in a cost-efficient manner in accordance with government policies.
- P2. To provide procedures for receipt and accountability of government-owned property, materials, and supplies.

REQUIREMENTS

R1. Procurement

Center operators and OA/CTS contractors shall follow all applicable procurement regulations, to include those contained in the Federal Acquisition Regulations (FAR), Department of Labor Acquisition Standards, OMB Circulars, and Executive Orders.

R2. Internal Controls

Center operators and OA/CTS contractors shall:

- a. Develop written procedures to procure materials and services on a timely basis and submit these procedures to the Contracting Officer as part of the standard operating procedures. Agency centers shall use established agency procedures for procurement of materials and services. (See Exhibit 5-1, Standard Operating Procedures.)
- b. Fully communicate procurement rules and procedures to all staff members involved in the purchase, receipt, custody, oversight, documentation, or inventory of materials and services.
- c. Establish systems for the periodic self-evaluation of procurement activities to ensure integrity, accountability, and prevention of fraud, waste, and abuse.

R3. Reporting

Center operators and OA/CTS contractors shall submit subcontracting reports in accordance with the reporting requirements and schedule described in Exhibit 5-2 (Plan and Report Submission Requirements).

R4. Receipt and Control of Property

- a. Ensure that all supplies and equipment are received and signed into custody by persons other than those who authorize purchases.
- b. Receive Material Safety Data Sheets for all potentially hazardous material and distribute them to appropriate departments.
- c. Develop and maintain an inventory system to account for all expendable property in accordance with procedures in ETA 359, ETA Property Management Handbook.
- d. Maintain an inventory system to account for all non-expendable property through the use of the Electronic Property Management System (EPMS).

- e. Conduct a thorough inventory of non-expendable property annually and report the results to the Contracting Officer.
- f. Conduct a thorough inventory of all expendable property quarterly.

R5. *Motor Vehicles*

Center operators and OA/CTS contractors shall follow the requirements of ETA Handbook 359 and 48 CFR Chapter 1 Subpart 51.2 regarding acquisition and use of motor vehicles.

QUALITY INDICATORS

- Q1. Supplies, materials, equipment, and services required to support program operation are obtained in a timely and cost-effective manner that is in compliance with FAR requirements.
- Q2. Expendable and non-expendable property is accounted for accurately.

5.7 FINANCIAL MANAGEMENT

PURPOSE

- P1. To establish and maintain a financial management system that provides accurate, complete, and current disclosures by each contractor and agency receiving Job Corps funds.
- P2. To maintain sufficient cost data for effective planning, monitoring, and evaluation of program activities.
- P3. To ensure that expenditures of funds are necessary, reasonable, and auditable.

REQUIREMENTS

R1. Budgeting

Center operators and OA/CTS contractors shall assure that budgets are developed, prepared, revised, and submitted in accordance with the requirements contained in Appendices 502 (Financial Reporting) and 503 (Job Corps Outreach/Admissions and Career Transition Services Cost Reporting and Budgeting Requirements).

R2. Financial Reporting

Center operators and OA/CTS contractors shall assure that required monthly reports are prepared and submitted in accordance with the requirements contained in Appendices 502 and 503.

R3. Vouchering

Center operators and OA/CTS contractors shall submit vouchers for the reimbursement of expenses in accordance with the procedures outlined in Appendices 502 and 503.

R4. Internal Controls

Center operators and OA/CTS contractors shall:

- a. Establish internal controls to provide reasonable assurance that:
 1. Management is made aware at an early stage of any situation in which available funding for contracted services is not adequate to secure the delivery of such services.
 2. The integrity of the funds provided by the government has not been compromised.
 3. Assets are properly safeguarded.
- b. Submit written descriptions of control procedures to the Contracting Officer as part of the standard operating procedures in accordance with the schedule shown in Exhibit 5-1 (Standard Operating Procedures). Control procedures shall include:
 1. Separation of duties
 2. Approval requirements
 3. Documentation requirements

- c. Establish procedures to regularly communicate budgetary goals and rates of expenditure to management staff who have responsibility for authorizing expenditures.

R5. *Student Benefit Fund*

Conduct an annual audit of the Student Benefit Fund at each center to assure that the requirements listed in Chapter 3, Section 3.19, R3 (Student Benefit Fund) are met.

R6. *Sale of Center-Produced Goods and Services*

The sale of goods produced or services rendered by students or at Job Corps centers is prohibited except as follows:

- a. Objects or services may be sold at cost to students or center employees. For CCCs, sales to staff must be in accordance with approved agency policy.
- b. Objects or services may be sold in the community when both of the following criteria are met:
 - 1. The sale of such products or services does not represent unfair competition with private sources in the area; and
 - 2. The center has received approval of the Regional Office.
- c. Vehicle repair services may be offered only when the following additional conditions are met:
 - 1. Such services are made available to staff and the general public on an equal basis.
 - 2. Vehicles serviced are selected on a first come, first served basis.
 - 3. Prior to acceptance for service of any vehicle, the owner signs an agreement relieving Job Corps of any responsibility for damage, and agreeing to pay for all parts and materials.
 - 4. Repair services shall not be provided to rebuild vehicles purchased for speculation or resale.
 - 5. Repair of vehicles owned by non-center Department of Labor and non-center federal employees of operating agencies is prohibited.
- d. The proceeds from the sale of goods shall be credited to the cost category for the purchase of the materials.
- e. Students shall not sell arts and crafts objects made with center-provided materials for personal profit.
- f. The sale of objects made with materials purchased by the Student Benefit Fund is permitted only if proceeds accrue to the Student Benefit Fund.

R7. *Taxation of Job Corps Contractors by States or Localities*

If state or local taxes are levied on a center or OA/CTS contractor, the contractor shall follow the procedures set forth in Appendix 504 (Taxation of Job Corps Contractors by States or Subdivisions Thereof).

QUALITY INDICATORS

- Q1. Budgeting of expense is accomplished with reasonable accuracy.
- Q2. The program operates within its established budget.

5.8 ESTABLISHMENT OF JOB CORPS CENTERS

PURPOSE

P1. To evaluate and select appropriate sites for new Job Corps centers.

REQUIREMENTS

R1. Establishment of Job Corps Centers

The authority to initiate the following actions related to the establishment of Job Corps centers is reserved for the National Director:

- a. The determination that a center should be established, relocated, or expanded.
- b. Approval of the location and size of all Job Corps centers.
- c. The initiation of site evaluations. A site evaluation shall include:
 1. A market survey;
 2. An environmental assessment;
 3. A preliminary engineering evaluation of the condition and capacity of existing buildings, pavements, utility systems, major equipment, and all other real property components; and
 4. A preliminary cost estimate for acquisition, rehabilitation, and new construction.
- d. The initiation of action to purchase or otherwise acquire new sites.
- e. Final approval of the design of new centers in accordance with Job Corps facility standards.
- f. Initiation of the construction of new centers.

R2. Notifications

Proposals to establish new centers must be approved by the governor of the state in which the center is to be located. Notification of the governor shall be by the Secretary of Labor. Governors shall be permitted 30 days from the date of notification to approve or disapprove the establishment of the center. Notice of disapproval shall be submitted in writing to the Secretary of Labor.

QUALITY INDICATOR

Q1. Sites selected for Job Corps centers are suitable, appropriate, and cost-effective to meet program needs.

5.9 FACILITY STANDARDS

PURPOSE

- P1. To ensure that centers provide adequate facilities to meet student needs, and to achieve program goals.
- P2. To provide a place of employment that is free from recognized hazards.
- P3. To maintain center facilities in a safe, clean, and attractive manner.

REQUIREMENTS

All persons involved in the design, construction, and rehabilitation of Job Corps centers shall adhere to the following standards.

R1. Legally Mandated Standards

1. Code of Federal Regulations:

- a) Occupational Safety and Health 29 CFR Parts 1910, 1926 and 1960
- b) Historical Preservation 36 CFR Part 800
- c) Architectural/Engineering (A/E)
 Design Requirements 48 CFR Part 36
- d) Disability/Accessibility 28 CFR Part 36
- e) Life Safety Code National Fire Protection Association
 (NFPA) 101
- f) General Services Administration (GSA) Facility Standards (P100)
 (Note: GSA [P100] applies to all federally owned or leased property)

2. Building codes used in the United States:

Centers shall adhere to the most recent applicable building codes adopted by the state or local jurisdiction that has authority over the center. The center should maintain a copy of the relevant local adopted building codes and have them available during assessments. Applicable codes may include, but are not limited to:

- a) Building Officials and Code Administrators/National Building Code (BOCA/NBC)
- b) Uniform Building Code (UBC)
- c) Standard Building Code (SBC)
- d) International Building Code (IBC)
- e) GSA P11, Facility Standards
- f) NFPA and other National Consensus Standards

R2. Job Corps Standards

a. Bathrooms

Bathrooms and showers shall be adequate in number, clean, brightly lit, odor-free, well ventilated, and adequately supplied.

b. Facilities

1. Residential buildings shall provide sleeping rooms, bath and lounge facilities, appropriate administrative spaces, and lockable storage space for student belongings.
 2. Counselors shall be provided with private, secured offices with easy student access.
 3. Laundry facilities shall be available for student use.
 4. Recreational facilities shall include access to a gymnasium, multi-purpose recreation areas, and sports fields.
 5. Academic buildings shall have adequate space for classrooms, computer labs, and learning resources.
 6. Career training areas shall have classroom and shop space to satisfy the needs of each training program, and resemble the workplace to the extent possible.
- c. Dining and Food Preparation
- Cafeteria facility shall include a food preparation area, serving area, dining area, and storage areas.
- d. Health Services
- Medical/dental facilities shall include private medical examining rooms, a nurse's station, separate infirmary space for males and females, dental facilities, secure drug storage area, and private space for mental health consultations, dentists, physicians, and TEAP specialists.
- e. Administrative Areas
- Administrative areas shall include general office and meeting space.
- f. Storage Areas
- Center facilities shall include adequate, lockable storage to safeguard confidential records, supplies, equipment, and hazardous materials, and to secure excess property.
- g. Child Development Centers
- Child development centers and residential parent/child programs shall adhere to standards in Exhibit 6-9 (Facility Requirements for Child Development Centers and Residential Parent/Child Programs).
- h. Furnishings
- Furnishings shall be in satisfactory condition, adequate in number, and appropriate for use.

QUALITY INDICATORS

- Q1. Job Corps facilities meet all legally mandated standards, state and local building codes.
- Q2. Job Corps facilities are adequate to support the delivery of the Job Corps services.

- Q3. Center buildings, grounds, roads, sidewalks, and equipment are clean, well maintained, and free of hazards.
- Q4. Facilities, equipment, and systems are maintained in operating condition.
- Q5. Center facilities provide a safe and attractive living and learning environment for students and staff.

5.10 FACILITY MAINTENANCE PROGRAMS

PURPOSE

- P1. To assess conditions and prioritize facility rehabilitation, construction, and maintenance needs.
- P2. To provide funds needed to affect facility improvements and emergency repairs.

REQUIREMENTS

R1. Facility Survey

a. Purpose

1. The Job Corps National Office shall issue procedures to conduct periodic facility surveys of centers.
2. The purpose of the facility survey process is to assess and document the condition of facilities, identify deficient conditions, and provide recommendations and estimates for correction. These surveys serve as the primary method of assessing center conditions, and identifying future rehabilitation and repair projects.
3. All building deficiencies are classified and prioritized for rehabilitation and repair as follows.

The classifications are (See R6 for sub-classifications and details):

- Class I – Life safety and health (highest priority)
- Class II – Code violation
- Class III – Repair and replacement
- Class IV – Programmatic needs

b. Responsibilities:

The National Office of Job Corps shall:

- a. Arrange for a facility survey of each Job Corps center every 3 years.
- b. Use the facility survey as the principal document to establish yearly and 5-year funding requirements and priorities for construction and rehabilitation activities at Job Corps facilities.
- c. Establish a Job Corps Facilities Database to maintain center data and results of the facility surveys. Database shall include, but not be limited to:
 - a. The site and building conditions for the center;
 - b. Real estate assets and warranties;

- c. Observations concerning the site layout, drainage, site lighting, infrastructure, utility delivery, accessibility, and other conditions; and
 - d. Type of construction, age of the facility, environmental, accessibility, and major system configuration of each building on center.
- d. Ensure funded deficiencies are entered into the Facilities Database.
 - e. Ensure CRA contract modifications for approved and funded deficiencies are issued to center operating contactors in a timely manner.
 - f. Ensure Regional Offices continually track progress of Funded-Not-Corrected (FNC) deficiencies, and initiate appropriate action to address delays in completing funded projects closeout of funded projects.

The Engineering Support Contractor (ESC) shall perform the following:

- 1. Deploy a team to conduct the facility surveys. The length of the survey varies by the center size, but is typically 1 week in duration.
- 2. Execute a survey that includes a visit to each building and structure, a thorough review of the infrastructure and site, and validates previous survey findings and progress.
- 3. During the ESC's site visit all ongoing projects are evaluated and completed/funded projects will be verified and closed-out.
- 4. ESC will enter results of the facility survey into the Job Corps Facilities Database. Entries shall include, but are not limited to:
 - a. A review of real estate assets and warranties;
 - b. Specific observations concerning the site's layout, drainage, site lighting, general electrical outlet conditions, heating and ventilation system conditions, heat pump conditions, infrastructure, utility delivery, accessibility, and other conditions;
 - c. The type of construction, age of the facility, environmental, accessibility, and major system configuration of each building on center; and
 - d. Deficiencies that negatively impact center operations and training objectives.

The Regional Office shall:

Work with the Center Operator to plan facility-survey site visits. This includes the compilation of specific facility data.

The center shall:

1. Provide the facility survey team easy access to all on-site buildings and structures; and
2. Participate in the facility survey process that includes:
 - (a) Long-range planning;
 - (b) Review and discussion of the facility survey findings; and
 - (c) Development and implementation of measures to meet Federal mandates like resource conservation, green initiatives and other environmental issues.

R2. *Project Implementation and Demolition*

- a. National Office CRA Projects:

The National Office shall:

- a. Arrange for the designated Federal staff to oversee the ESC to review and make recommendations for design and construction of identified, funded major construction projects; and
- b. Federal staff will provide ESC oversight, including plan review and approval, specifications and cost estimates, at each stage of the design depending upon the complexity of the project.

The center, when directed, shall:

1. Participate in the 15 percent (schematic) design review and provide programmatic input. The center will also be invited to participate in any subsequent design reviews that are conducted on center;
2. Coordinate with the National Office Federal staff in requesting technical assistance from the ESC and the construction contractor during the construction phase to ensure a safe working environment; and
3. Provide sufficient access and space for construction.

Note: The Certificate of Substantial Completion performed for National Office of Job Corps projects will satisfy Office of Job Corps pre-occupancy inspection requirements.

- b. Center Construction or Rehabilitation Projects (FNC Projects)
 - a. Where the contracting responsibility for approved construction or rehabilitation has been delegated to a center, the center shall ensure prompt completion in a cost effective manner.
 - b. Centers must provide advanced notice or seek Contracting Officer consent through the region as outlined in the centers operating contract and/or Contractor's Purchasing System Review (CPSR).

- c. Before engaging in facility rehabilitation, including Career Technical Skills Training (CTST) projects, which meets either of the conditions listed below, centers must seek and receive approval from the National Office. Requests must be submitted through Regional Offices (or agency headquarters for Civilian Conservation Centers [CCCs]), which must forward the requests, with recommendations for modification or approval, to the Job Corps National Director designate responsible for the oversight of CRA projects:
Attention: Approval must be obtained if the project involves:
 - 1. Changes to any building's structural system; or
 - 2. Changes to major mechanical, electrical, plumbing, egress, or fire and safety systems.
 - d. Projects to construct new facilities, rehabilitate existing facilities, or repair or replace existing facilities, including CTST projects that involve student labor and cost more than \$25,000 shall be constructed in conformance with professionally prepared plans and specifications, in accordance with 48 CFR part 36.
- c. Demolition Process
- 1. The center shall prepare and submit Parts 1 and 2 of the Demolition Request package (Appendix 512a and b) to the region (or agency headquarters for CCCs). The package shall be submitted via the CRA website.
 - 2. The region or agency shall review and forward the Demolition Request package to the National Office.
 - 3. The National Office shall review and approve the Demolition Request package. The National Office review includes environmental, real estate, and historic preservation issues, all of which must be resolved before approval.
 - 4. Following approval by the National Office, the center should obtain quotes for the demolition and submit a request for funding using the CRA Web site.
- d. Career Technical Skills Training (CTST) projects
- 1. Projects are approved and funded by the Regional Office in accordance with PRH Appendix 303.
 - 2. Projects include major facility renovations such as new classrooms, remodeled bathrooms, or new dorm rooms.
 - 3. CTST projects that include construction activities requiring professional design and installation by licensed contractors, including structural changes, installation of electrical wiring and/or utility upgrades, shall be

reviewed and approved by the National Office of Job Corps Division of Facility and Asset Management in accordance with PRH Appendix 303.

4. The center shall ensure that all CTST projects that involve student labor and cost more than \$25,000, or that involve significant facility alterations, are accomplished in accordance with a set of professionally prepared sealed or stamped plans and specifications including a cost estimate. These plans, specifications, and cost estimate shall be reviewed by the center Facility Maintenance Manager and shall be submitted as part of the CTST project approval process for review and final approval by the Job Corps National Office, Division of Facilities and Asset Management.
5. The Certificate of Substantial Completion shall be issued by the applicable staff instructor.
6. Centers shall coordinate with the state or local jurisdiction of authority to obtain all required construction permits and preoccupancy inspections if applicable.
7. CTST projects that construct new facilities or perform significant renovations without professional approval when required may be directed to be removed.

(See Section 3.13, Career Technical Training.)

R3. CRA and Funded-Not-Corrected (FNC) Reporting

- a. The Job Corps Construction Rehab Report (Exhibit 5-19) shall be submitted quarterly by each Job Corps Center via the CRA Web site, reviewed by their Regional Offices (or agency headquarters for CCCs), and forwarded to the National Office. An updated Construction Rehab Report shall be updated and submitted with each CRA Funding Request.
- b. The National Office shall ensure all approved CRA deficiencies are placed on the FNC Web site.
- c. The Regional Office shall use the FNC Web site to assist in the management of CRA projects and funds
- d. Centers shall update the status of each FNC deficiency at least monthly or more frequently as the status changes from receiving funds, procurement, construction award, construction progress, and completion. The updates shall include:
 - a. CRA modification number, date, amount and CRA funding code
 - b. Project Status
 - c. Project Schedule
 - d. Comments on the progress
 - e. Reasons the project is delayed if applicable

- e. Every effort shall be made to complete the FNC within the time frames detailed in R5 – Timeframes for Completion of FNC Deficiencies.
- f. Centers shall ensure funds are used within the 3-year period of obligation. When the 3-year period of obligation has passed those funds are “stuck” on the center operating contract. If not subsequently used before the end of the operating contract, they must be deobligated by the region and returned to the U.S. Treasury.

R4. *CRA Furniture, Furnishings, and Equipment:*

When a National Office project is performed for a dormitory, cafeteria, or new Job Corps Center, the National Office will assist in the selection of the furniture and furnishings.

- a. Approximately 6-9 months from completion, the ESC interior design specialist will contact the center to arrange a presentation of the proposed furniture and furnishings.
- b. The ESC will complete a furniture and furnishings binder that contains the specifications and quotes from three vendors which includes delivery and installation. The ESC will provide the completed recommendation binder to the center.
- c. The center shall prepare a CRA funding request for the furniture and furnishings. Additionally, the center shall prepare a CRA funding request for the additional equipment needed for the initial fit out of the building(s). For example, microwaves, common-area television, etc. These requests shall be submitted via the CRA Funding Request system.
- d. The region shall forward and the National Office shall approve the requests and prepare a Financial Operating Plan (FOP).
- e. The CRA funds shall be modified to the center operating contract.
- f. The center shall proceed with the purchases, and coordinate delivery and installation.

R5. *Timeframes for Completion of FNC Deficiencies:*

- a. Class IA – Life Safety and Health (top priority)
 - 1. Depending on the complexity and potential harm associated with the deficiency, a Class IA deficiency may be corrected within a few days, but should be completed within 60 days of contract modification. Corrective actions, including engineering controls that require more than 60 days to complete will require an abatement plan documented on the FNC Web site.
 - 2. Class IA life safety and health violations include, but are not limited to:

- a. Inadequate or deficient fire alarm systems in residential, classroom, instructional or administration buildings;
 - b. Inadequate or deficient emergency exit signage or lighting in a residential, classroom, or administration building;
 - c. Inadequate or deficient sprinkler systems in a residential, administration, classroom or instructional building.
- b. Class II – Code Violation
1. Depending on the complexity and possible results associated with the deficiency, a Class IIA deficiency (that may shut down center operations) may be corrected within a few days, but should be completed within 90 days after contract modification. Corrective actions, including engineering controls that require more than 90 days to complete will require an abatement plan documented on the FNC Web site.
 2. Class IIA deficiencies include, but are not limited to:
 - a. Lack of or deficient emergency shut-off switches for power tools or appliances;
 - b. Large roof leaks in a residential, administration, classroom or instructional building;
 - c. Lack of portable fire extinguishers.
 3. A Class IIB deficiency (that would not result in interruption of center operations) would depend on complexity, but should be corrected within 90 days after contract modification. This would have a lower priority than Class IIA deficiencies.
 4. Class IIB deficiencies include, but are not limited to:
 - a. Dryer ducts posing fire hazards in residential buildings;
 - b. Kitchen hoods without fire suppression or power shut down;
 - c. Ceiling panels not fire-rated in residential buildings.
 5. Class IIC deficiencies would be corrected when performing a significant renovation of that area. When funded the deficiency should be completed within 270 days after contract modification.
 6. Class IIC deficiencies include, but are not limited to:
 - a. Accessibility in restrooms.
- c. Class III – Repair and Replacement

1. Depending on the complexity of the correction and availability of funding, a Class IIIA deficiency (that may shut down center operations) may take up to 2 years or longer to get funded. When funded the deficiency should be completed within 270 days after contract modification.
 2. A Class IIIB deficiency (that would not result in interruption of center operations) may await funding through multiple CRA budget. When funded the deficiency should be completed within 270 days after contract modification.
- d. Class IV – Programmatic Needs
1. Class IVA deficiencies for work that would improve the quality of instruction, may be completed within 1 year if funding is available, and longer if it has to await funding.

Note: A Class IVB deficiency would be a desirable enhancement that might take 10 years or more to complete, depending on available funding

R6. Pre-Occupancy Survey for Center Projects

Note: For National Office of Job Corps Projects, the Certificate of Substantial Completion will satisfy Office of Job Corps pre-occupancy inspection requirements.

For center projects, centers are responsible for ensuring that all construction projects conducted on center meet Federal, state and local building code requirements, and shall coordinate with the local building official and obtain any necessary permits and inspections. The National Office does not have the authority to inspect and approve a building, structure, or facility for occupancy. Therefore, centers should not contact the National Office for pre-occupancy inspections.

Pre-occupancy surveys shall be arranged by the center, with the assistance of the architect, engineer, project manager, or CTST project manager in charge of the project, or local jurisdiction (Fire Department).

- a. A pre-occupancy survey shall be performed prior to moving students and staff into:
 1. A new center, dormitory, or administration or other center facilities (e.g., temporary classroom buildings);
 2. A facility that has been renovated so as to change any building structural system or major mechanical, electrical, plumbing, egress, or fire and safety system.
- b. Certificate of Substantial Completion shall be issued to indicate that the project is ready, and approved for student and staff occupancy. Punch list shall be generated by the contractor performing the work and shall contain those items that must still be completed. Remaining punch-list, non-NFPA 101 Life Safety Code items must be completed within 30 days of occupancy.

- c. Certificate of Substantial Completion **will not be** issued if punch list includes NFPA 101 Life Safety Code deficiencies. NFPA 101 deficiencies must be abated prior to occupancy.
- d. Career Technical Skills Training (CTST) Projects – Centers shall coordinate with the state or local authority having jurisdiction to obtain any required construction permits and preoccupancy inspections if applicable. A pre-occupancy inspection shall be conducted by the center Safety Officer per PRH 5.15.R2.g. The Certificate of Substantial Completion shall be issued by the applicable staff instructor.
- e. Civilian Conservation Centers

Pre-occupancy surveys or substantial completion walk-through of new construction and/or renovation projects performed on CCCs, including CTST and projects funded through the CRA, shall be performed by U.S. Department of Agriculture (USDA) Forest Service engineers.
- f. Written inspection reports, including Certificates of Substantial Completion, Punch list of items completed, and inspections performed by jurisdiction of authority, shall be maintained on center. Copies shall be distributed to National Office and the appropriate Regional Office project manager.
- f. Centers are responsible for providing the Office of Job Corps Occupational Safety and Health (OSH) program contract reviewers with information about construction or renovation projects completed, and deficiencies outstanding since the last annual OSH review. Copies of all inspection reports, including Certificates of Substantial Completion and inspections performed by jurisdiction of authority, must be made available to the reviewers at the time of the annual OSH program review.

QUALITY INDICATORS

- Q1. Facilities are upgraded, improved, and repaired in a systematic fashion according to long-range plans.
- Q2. Facility improvements are accomplished in an orderly, timely, and cost-effective manner.

5.11 FACILITY MAINTENANCE AND PROTECTION

PURPOSE

P1. To maintain center facilities in a safe, attractive condition.

REQUIREMENTS

R1. *Facility Maintenance Program*

Center Operators shall maintain all buildings, grounds, roads, sidewalks, and equipment for which the center is responsible by implementing a center maintenance program that includes:

- a. Written preventive maintenance procedures shall be submitted to the Regional Office for approval within 90 days of contract award, in accordance with Exhibit 5-1 (“Standard Operating Procedures”). Qualified maintenance personnel must be available or on call 24 hours;
- b. A tracking system that documents scheduled maintenance, work orders, Operations and Maintenance (O&M) deficiencies, and the amount of time taken to complete work;
- c. Procedures for inspecting, repairing, encapsulating, and/or removing asbestos-containing materials and/or lead-based paint; procedures for updating and maintaining an asbestos and/or lead-based paint O&M plan that meets Federal, state, and local jurisdiction requirements; and assigning qualified staff to manage the asbestos and/or lead-based paint program;
- d. Procedures for obtaining assistance to handle specialized emergency problems beyond the scope and/or expertise of maintenance personnel;
- e. Procedures for maintenance staff to complete rehabilitation projects, provided that such projects are not subject to the prevailing wage provisions of the Davis-Bacon Act. If the projects are subject to the Act, centers must ensure requirements of the Act are met. Centers shall document the reasons the projects are exempt from the Act, and if they are not, centers must document actions taken to assure compliance;
- f. Procedures for handling emergency maintenance problems at all times including weekends and after-hours; and
- g. Provisions for qualified staff to supervise students performing maintenance work as part of an approved career technical training program or center support program.

R2. Use of Maintenance Funds

- a. Centers shall not use maintenance funds for capital improvement projects. Capital improvements are defined as:
1. The construction, installation, or assembly of a new asset (i.e. a building or structure), or the alteration, expansion, or extension of an existing asset to accommodate a change of function or un-met programmatic needs, or to incorporate new technology. This may include major renovation of an entire existing asset in order to properly restore and/or extend the life of the asset without change of function. This includes constructed asset deficiencies where there is non-compliance to codes (e.g., life safety, Americans with Disabilities Act, Occupational Safety and Health Administration [OSHA], environmental, etc.), and other regulatory or Executive Order compliance requirements.
 2. Capital improvements include expenses for constructing or making long-lasting physical improvements to structures, utilities (e.g., heating and plumbing), roads and grounds, as well as the purchase and installation of major pieces of equipment, during a rehabilitation or construction project, that are permanently attached to structures such as air conditioners, walk-in freezers, refrigerators, ovens and stoves, and cafeteria dishwashers.
- b. Centers are encouraged to use center maintenance and available under-run funds in excess of low on-board strength shortfall to address unfunded O&M deficiencies. Priority must be given to unfunded life-safety O&M deficiencies.

O&M deficiencies are defined as: A minor maintenance and repair action that is normally accomplished as part of the Job Corps center operating funds. This includes the cost of maintenance to repair unscheduled and scheduled deficiencies during the time period in which they occur.

O&M includes:

1. Preventive maintenance for buildings, structures and Installed Building Equipment (IBE), including but not limited to heating, ventilation, and air conditioning (HVAC) equipment, fuel-burning and electric appliances, food service equipment, boilers, and plumbing, as recommended by the manufacturer;
 - Activities related to the normal functions intended for a facility or IBE, including costs for utilities (electricity, water, sewage), fuel, janitorial services, window cleaning, and pest control; and

- Upkeep of grounds, vehicle rentals, waste management, periodic condition assessments, roof inspections, specialized services, e.g., fire alarm/protection.
- 2. O&M also includes routine maintenance of center facilities, including painting, carpeting/flooring, curtains, etc., when such maintenance is not part of a classifiable construction and rehabilitation project.
- 3. O&M also includes in-place management of asbestos-containing building materials and lead-based paint, in accordance with 40 CFR part 763 and 40 CFR part 745.

R3. *Inactive Center Facilities*

- a. The Job Corps National Director shall be responsible for protecting and maintaining a center when it is closed, in accordance with GSA requirements.
- b. The center is responsible for protection a building or structure that is vacant or closed.
- c. The demolition of inactive center facilities shall be accomplished in accordance with Section R2, "Project Implementation and Demolition."

QUALITY INDICATORS

- Q1. Center buildings, grounds, roads, sidewalks, and equipment are clean, well maintained, and free of hazards.
- Q2. Facilities, equipment, and systems are maintained in operating condition.
- Q3. Center facilities provide a safe and attractive living and learning environment for students and staff.

5.12 CENTER SUSTAINABILITY

PURPOSE

- P1. To promote energy and water conservation at Job Corps centers.
- P2. To reduce overall center operations costs by reducing energy and water usage.

REQUIREMENTS

R.1 Center Sustainability

Executive Orders (EO) and Federal statutes require Job Corps to meet certain sustainability requirements, including those found in EO 13423, “Strengthening Federal Environmental, Energy, and Transportation Management,” and EO 13514, “Federal Leadership in Environmental, Energy, and Economic Performance.” Also, it is the Department of Labor’s policy to continue to be a Federal government leader by example in creating a clean energy economy.

Job Corps centers must adhere closely to the sustainability and high-performance building requirements and principles, and shall implement sustainable practices wherever feasible and cost-effective on a life-cycle cost basis.

- a. Centers shall assign responsibility for each sustainability requirement and goal below to key individuals. Centers should educate and encourage staff and students on the importance of resource conservation.
- b. Centers shall develop and implement written policies and procedures that include:
 1. Procedures to reduce energy and water consumption. Centers with advanced meters shall review data at least monthly and implement changes in facility usage based on this data. In addition, with approval from the National Office, centers shall investigate and participate in utility-sponsored programs for demand-response, advanced metering with load shedding, and incentives for the installation of energy conserving equipment.
 2. Procedures to reduce fuel consumption by motor vehicles.
 3. Solid Waste Management Policies that include reuse and recycling strategies to reduce the amount of solid waste and increase the waste diversion rate. Waste diversion means redirecting solid waste that might otherwise be placed in the waste stream to reuse, recycling, composting, or recovery.
- c. Greenhouse Gas (GHG) Emissions Reduction: Centers shall reduce direct GHG emissions, primarily from building energy usage and fleet energy usage, by 2.5 percent per year or more. Centers shall take steps to reduce indirect GHG emissions from business travel, waste disposed, commuting travel, student transportation, and from the increased use of renewable energy. Job Corps has

- been, and will continue to use the GSA Carbon Footprint Reduction Tool to assist in capturing and reporting carbon emissions for all Job Corps centers.
- d. Executive Order 13514 mandates that 15 percent of agency buildings and leases (more than 5,000 gross square feet) must meet the Guiding Principles of Federal Leadership in High Performance and Sustainable Buildings by 2015, and agencies must make annual progress toward 100 percent compliance. Centers shall demonstrate compliance or consistent progress in addressing the requirements.
1. **Integrated Operations and Maintenance:** Centers use an integrated team to develop and implement policies regarding sustainable operations and maintenance. Centers assess existing condition and operational procedures of the building and major building systems and identify areas for improvement. Centers use a computerized maintenance management system with occupant feedback capabilities.
 2. **Retro-commissioning:** Centers chosen to participate in the retro-commissioning process cooperate fully with the commissioning agent in order to produce a comprehensive and effective retro-commissioning study. Retro-commissioning is an exercise to assess the existing facility and the associated building systems to ensure that all building components and systems are functioning as intended by the original design.
 3. **Environmental Purchasing:** Centers establish an environmentally preferred purchasing policy for ongoing consumables and durable goods that will protect the environment and public health, conserve natural resources, and minimize waste. The policy should include purchasing:
 - Energy Star and Federal Energy Management Program-designated energy efficient products.
 - Environmental Protection Agency WaterSense-labeled products or other water conserving products when available.
 - Products meeting or exceeding EPA's recycled content recommendations for building modifications, maintenance, and cleaning. For other products, use materials with recycled content where available at a reasonable cost. If EPA-designated products meet performance requirements and are available at a reasonable cost, a preference for purchasing them shall be included in all solicitations relevant to construction, operation, maintenance of or use in the building.
 - Materials with low Volatile Organic Compounds (VOC) and other pollutants. Consideration of using low-VOC material shall apply

- to composite wood products, adhesives, sealants, interior paints and finishes, solvents, carpet systems, janitorial supplies, and furnishings.
 - Products with the highest content level per USDA's biobased content recommendations. For other products, use biobased products made from rapidly renewable resources and certified sustainable wood products. If these designated products meet performance requirements and are available at a reasonable cost, a preference for purchasing them should be included in all solicitations relevant to construction, operation, maintenance of or use in center buildings.
4. Products that have a lesser or reduced effect on human health and the environment over their lifecycle when compared with competing products or services that service the same purchase.
 5. Outdoor Water Irrigation: Centers identify ways to reduce potable water irrigation use or to no longer use potable irrigation water through the use of water conserving products such as EPA's WaterSense-labeled products and to use landscape design concepts that incorporate low impact design and native, drought resistant plant.
 6. Storm-water Management: Centers identify ways to reduce storm-water runoff via a storm-water runoff mitigation strategy and a storm water pollution plan.
 7. Integrated Pest Management: Centers use integrated pest management techniques as appropriate to minimize pesticide usage. Use EPA-registered pesticides only when needed.
 8. Ozone Depleting Compounds: Centers eliminate the use of ozone-depleting compounds where alternative environmentally preferable products are available. Lists of acceptable and unacceptable substitutes, which are updated several times a year.
 9. Tobacco Smoke Control: Centers prohibit smoking within buildings (as required by PRH Section 6.11 R3), and within 25 feet of all building entrances, operable windows, and building ventilation intakes.
 10. Moisture Control: Centers provide policy and illustrate the use of an appropriate moisture control strategy to prevent building damage, minimize mold contamination, and reduce health risks related to

moisture. Centers shall investigate and repair where possible, water leaks within 48 hours of their start.

- e. Reporting: Centers shall make the following reports in accordance with Exhibit 5-2 (“Plan and Report Submission Requirements”).
1. Centers shall upload energy and water consumption data into the designated online system (currently Energy Watchdog) on a monthly basis. The system may be used to review performance data and trends.
 2. Centers shall submit Quarterly Waste Reports using the CRA funding website.
 3. Centers shall enter applicable GHG information (other than energy and water data which will be entered by the ESC) into the GSA Carbon Footprint Reduction Tool annually
 4. Centers shall submit updates on center sustainability measures implemented, and any new or modified procedures, using the Sustainability Measures Checklist Appendix 511, to the National Office through the Regional Office bi-annually.

QUALITY INDICATORS

- Q1. Centers demonstrate energy and water conservation awareness.
- Q2. Energy and water usage is reduced or contained.
- Q3. Centers reduce their energy consumption by 3 percent or more a year and achieve a 30 percent reduction by year 2015 using 2003 as a baseline. (Source: Executive Order 13423.)
- Q4. Centers reduce their water consumption by 2 percent or more a year and achieve a 26 percent reduction by year 2020 using 2007 as a baseline.
- Q5. Centers achieve a waste diversion rate of 50 percent or higher by 2015 using 2012 as a baseline.
- Q6. Centers achieve a GHG reduction of 2.5 percent or more a year and achieve a 30 percent reduction by year 2020 using 2008 as a baseline.

5.13 FLEET MANAGEMENT

PURPOSE

- P1. To ensure accurate documentation and reporting of all contractor-operated Job Corps fleet information.
- P2. To inform the Job Corps community of the requirements for all contractor-operated Job Corps centers acquiring new or replacement vehicles and for returning General Services Administration (GSA) lease vehicles.

REQUIREMENTS

RI. Goal Achievement

The National Office of Job Corps shall work continuously to reduce petroleum fuel consumption through the following measures:

- a. Increasing the number of Alternative Fuel Vehicles (AFV) in Job Corps' fleet.
Job Corps centers shall make every effort to attain AFVs when replacing existing fleet or when acquiring new leases.
- b. Maintaining oversight of all new vehicle acquisitions, replacements, and returns.
 1. Job Corps centers with a need to acquire or replace a vehicle must justify this need or action to the Office of Job Corps.
 2. To acquire a new or replacement vehicle, the requesting center must submit the "Request to Lease a GSA Vehicle" form to the center's Project Manager (PM) for submission to the Office of Job Corps (see Appendix 507). Information on AFVs that can be leased directly from GSA can be found at www.GSA.gov in the most current Product Guide for Alternative Fuel Vehicles (AFV). Appendix 506 contains descriptions of alternative fuels and additional AFV resources.
Note: When acquiring new vehicles or renewing existing leases, the agency code "1680" should be used to complete all necessary paperwork.
- c. Reducing the consumption of petroleum fuel through efficient fleet policies.
Center operators shall examine their center's fleet to determine which vehicles are necessary for center operations. Vehicles that are being consistently underutilized (driven less than 800 miles per month) for 3 consecutive months should be viewed as candidates for return. In order to retain these vehicles, justification must be provided to the Office of Job Corps, Division of Program Accountability and Support. (**Note:** There are no eligibility requirements for returning a vehicle to GSA.)
- d. Establishing fleet standards that will lead to more efficient operations.
Center staff shall acquire vehicles based upon the fleet standards established by the Office of Job Corps, replacing high-fuel-consumption vehicles with fuel-efficient vehicles.

Center operators shall examine which of their vehicles are high-fuel-consumption vehicles and replace them with more fuel-efficient vehicles. Although vehicle returns may be made at any time, replacements must meet the eligibility requirements set forth by GSA. Vehicle replacements must follow the process outlined in R1.a and R1.b above.

Vehicle replacement standards are the criteria used to determine whether a GSA-leased vehicle is eligible for replacement. This information is listed in Exhibit 5-5, Minimum Requirements for Replacing Vehicles Leased From the General Services Administration Prior to the End of the Lease.

- e. Providing GSA with annual fleet acquisition requirements.

Upon the announcement of GSA's annual solicitation for the fleet acquisition requirements for the upcoming fiscal year, each Job Corps center shall prepare its fleet acquisition requirements and send to its Project Manager by August 15 for approval. Acquisition requirements will be forwarded to GSA by the Project Manager. Appendix 508, GSA Annual Fleet Requirements Spreadsheet, should be used by centers to submit this information.

R2. *Standard Operating Forms and Procedures*

Center operators shall ensure that centers have standard forms and procedures in place to document the vehicle information that must be reported to the National Office of Job Corps on a monthly basis. The National Office has developed standard forms to assist in the tracking of fleet information. The standard forms include Exhibit 5-6, Vehicle Log, and Exhibit 5-7, Vehicle Maintenance Log.

R3. *Reporting*

Center operators shall ensure that:

- a. Fleet Managers are entering all vehicle information into the Job Corps Fleet Management System on a monthly basis.
- b. Vehicle information is reported by the 10th day of the current month for the previous month. This information must be recorded in the Job Corps Fleet Management System. The information entered into the system will assist the Office of Job Corps with its reporting requirements.

QUALITY INDICATORS

- Q1. Job Corps centers are steadily decreasing their use of petroleum fuel.
- Q2. Job Corps centers are using their vehicles effectively and efficiently.
- Q3. Job Corps centers are acquiring only AFVs where possible.
- Q4. Job Corps centers are tracking and reporting all fleet information accurately on a monthly basis.

5.14 INTRODUCTION TO ENVIRONMENTAL SAFETY AND OCCUPATIONAL HEALTH FOR JOB CORPS CENTERS

PURPOSE

- P1. To ensure that students and staff work and live in environmentally healthy surroundings.
- P2. To provide a training, living, and working environment that ensures the occupational safety and health of students and staff.

REQUIREMENTS

R1. Governing Regulations and Policy

Centers must comply with federal, state, and local regulations and Job Corps policy regarding environmental safety and occupational health.

R2. Occupational Safety and Health Plan

- a. Center operators must develop, implement, and maintain a center-specific Occupational Safety and Health Plan, which must be signed by the Center Director. Note: Corporate plans or templates are unacceptable. Plans must be tailored to each center.
- b. Plans must be evaluated annually by the center and revised when:
 1. A new or revised PRH or regulatory standard necessitates revision of specific plan;
 2. The center introduces a new trade resulting in new potential hazards; or
 3. New hazards exist due to changes in equipment or materials.
- c. Plans must contain a revision tracking sheet that lists each component of the plan and documents changes made to the plan (i.e., specific change and date of revision).
- d. Plans must remain on center when there is a change in center operator. Center operator policies and procedures regarding safety that are considered “proprietary” should not be part of center safety program plans. This information should be maintained separate from the PRH Occupational Safety and Health program requirements.
- e. Each Occupational Safety and Health Plan must consist of the following components at a minimum (where applicable):
 1. Center Safety Orientation
 2. Staff Training
 3. Basic Equipment for Safety Officers
- f. All center Safety Officers must possess the following equipment items, at a minimum, to effectively perform their responsibilities. Additional equipment may be required depending on the center’s hazard analysis.
 1. A quality camera

2. Safety shoes
 3. Safety helmet/hardhat
 4. Safety goggles/glasses
 5. Gloves
 6. Use of computer with word processing, e-mail, Internet capability, and CD-ROM
 7. Flashlight
 8. Electrical circuit tester and Ground Fault Circuit Interrupter tester (GFCI)
- g. The following items should be available when appropriate and necessary to identify and control hazards:
1. Lockout/tagout kits
 2. Air flow meter (Alnor Velometer[®] Jr.)
 3. Hearing protection
 4. Swimming pool test kits
 5. Low-volume air sampling pumps
 6. High-volume air sampling pumps
 7. Sound level meter with octave band analyzer
 8. Noise Dosimeters
- h. Regulations and Policies
- All center operators, Center Directors, and Safety Officers must follow and refer to the following policy and regulatory information in performing their safety and health program review activities:
1. National Fire Protection Association (NFPA) 101, Life Safety Code[®] and Handbook
 2. Current OSHA Standards (29 CFR 1904, 1910, 1926, and 1960)
 3. Department of Labor Manual, Series (DLMS) 4, Chapter 800, DOL Safety and Health Program
 4. Job Corps Policy and Requirements Handbook (PRH)
 5. NFPA 70, National Electrical Code[®] (NEC)
- i. Occupational Safety and Health Committee
1. Overview
- Each center must establish an Occupational Safety and Health Committee in accordance with 29 CFR 1960.58 to:
- (a) Review reported accidents, injuries, and illnesses.

- (b) Consider the adequacy of action taken to prevent recurrence of such accidents, injuries, or illnesses.
- (c) Plan, promote, and implement DOL and Job Corps occupational safety and health programs.

2. Committee Membership

The Center Director must actively participate on the Occupational Safety and Health Committee. In addition to the Center Director, committee membership must include:

- (a) The center Safety Officer (facilitator)
- (b) Manager of residential living
- (c) A maintenance unit supervisor
- (d) A health services supervisor
- (e) A CTT supervisor
- (f) A recreation supervisor
- (g) A food service supervisor
- (h) A minimum of two students, selected by their peers
- (i) Representatives from other organizational units, as appropriate

3. Duties of Committee Members

Committee member duties must include, but not be limited to, the following:

- (a) Assist in safety inspections when requested by the Safety Officer. Student committee members must participate in safety inspections at least monthly.
- (b) Observe and report infractions of safety rules and regulations.
- (c) Review accident reports to determine if corrective action is necessary or if harmful trends exist.
- (d) Review inspection reports prepared by the center Safety Officer identifying unsafe/unhealthful conditions, and suggest techniques or strategies for correction/abatement.
- (e) Review all suggestions and concerns submitted by students and staff, and make recommendations for implementation to the Center Director.
- (f) Develop and implement a safety awards and recognition program.

4. Training for Committee Members

In accordance with 29 CFR 1960.58, safety committee members must complete training commensurate with the scope of their assigned

responsibilities within 6 months of appointment. Such training must include:

- (a) The center's Occupational Safety and Health program (recommend training within 30 days of appointment)
- (b) Section 19 of the OSH Act of 1970
- (c) Executive Order 12196 – Occupational safety and health programs for federal employees
- (d) General content contained in 29 CFR 1910, 1926, and 1960
- (e) Center procedures for the reporting, evaluation, and abatement of hazards
- (f) Center procedures for reporting and investigating allegations of reprisal, and the recognition of hazardous conditions and environments
- (g) Identification and use of occupational safety and health standards, and other appropriate rules and regulations

5. Occupational Safety and Health Committee Meetings

Meetings must be held monthly and/or when called by the Center Director or Safety Officer. Copies of minutes must be maintained at the center for 3 years and made available upon request.

R3. Occupational Safety and Health Program

Center operators must establish and operate an Occupational Safety and Health program in accordance with the requirements established in this section. The center's program must fully comply with current Occupational Safety and Health Administration (OSHA) standards at 29 CFR 1904, 1910, 1926, and 1960, and with U.S. Department of Labor (DOL) regulations, policies, and procedures. It must include, but not be limited by, the following features:

- a. Appointment of a center Safety Officer who is properly trained in OSHA courses listed in Exhibit 5-4 (Required Staff Training)
- b. Development of an Occupational Safety and Health Plan, which is updated as needed or as directed by OSHA or the Office of Job Corps (see R2 above). Center plans must include the following if applicable. See referenced section below for plan details:
 1. Personal Protective Equipment (PPE) Plan (*See Section 5.20, R1*)
 2. Fire Safety and Prevention Plan (*See Section 5.20, R2*)
 3. Emergency Action Plan (*See Section 5.20, R3*)
 4. Hazard Communication Plan (*See Section 5.16, R6*)
 5. Recreational Safety Plan (*See Section 5.20, R5*)
 6. Asbestos Operations and Maintenance Plan (*See Section 5.16, R5*)

7. Confined Space Entry Plan (*See Section 5.20, R7*)
8. Bloodborne Pathogens Plan (*See Section 5.20, R8*)
9. Respiratory Protection Plan (*See Section 5.20, R9*)
10. Hearing Conservation Plan (*See Section 5.20, R10*)
11. Lead Exposure Plan (*See Section 5.16, R4*)
12. Hexavalent Chromium Exposure Plan (*See Section 5.16, R9*)
13. Lockout/Tagout Plan (*See Section 5.20, R13*)
14. Powered Industrial Vehicle Plan (*See Section 5.20, R14*)
- c. Investigation and reporting of accidents and injuries
- d. Enforcement of safety and health rules and regulations
- e. Conduct of safety inspections and initiation of corrective actions
- f. Development of a safety recognition program
- g. Establishment of Occupational Safety and Health Committees

R4. Center Occupational Safety and Health Responsibilities and Duties

a. General Responsibilities

The center operator must be responsible for safeguarding the occupational safety and health of all students and staff and ensuring a safe and healthful environment in which to live, work, and train. This responsibility will be inherent in all aspects of the program, whether stated explicitly or implied.

b. Center Operating Contractors and Federal Agencies

Center operating contractors and agencies will:

1. Ensure a training, living, and working environment that is free from recognized hazards.
2. Ensure that the Center Director is an active participant on the Occupational Safety and Health Committee.
3. Appoint a center Safety Officer and provide necessary training and equipment for the performance of those duties. The center Safety Officer will report directly to the Center Director on matters of safety.
4. Ensure that the Center Director or designee (e.g., Safety Officer) has the authority to terminate any activity where a hazard exists.
5. Enforce occupational health and safety rules, regulations, and standards.
6. Ensure that personal protective equipment (PPE) is worn in the trade programs to comply with OSHA standards.
7. Report fatalities, injuries, and occupational illnesses to DOL in a timely manner.
8. Instruct students and staff in safe practices and methods of operation.

9. Conduct required occupational health and safety inspections and surveys and take prompt corrective action to deal with hazards identified.
 10. Provide medical and dental services and supplies for injured and occupationally ill students.
 11. Investigate accidents and complete and submit appropriate reports.
 12. Encourage and evaluate student suggestions on safety and health improvements.
 13. Develop and implement a safety awards and recognition program.
 14. Ensure that safety and health evaluation reports provided by the Office of Job Corps are responded to within 30 days of receipt and that corrective action is taken to abate hazards noted.
- c. Job Corps Regional Offices
- Job Corps Regional Offices will:
1. Ensure that centers have adequate Occupational Safety and Health programs.
 2. Approve abatement plans for occupational safety and health violations.
 3. Monitor centers' quarterly environmental health reports and ensure corrective action is applied.
- d. Office of Job Corps
- The Office of Job Corps will:
1. Implement DOL occupational safety and health standards, policies, procedures, and programs.
 2. Develop and disseminate programs to promote occupational safety and health in Job Corps.
 3. Ensure the accurate and timely reporting of accidents, occupational illnesses, injuries, and environmental hazards.
 4. Monitor the current status of injury and occupational illness claims by students.
 5. Provide occupational safety and health literature to Job Corps centers and related training and technical assistance, as needed.
 6. Develop an annual Occupational Safety and Health Work Plan in cooperation with OSHA.
 7. Conduct annual safety and health reviews of centers in accordance with 29 CFR 1960.25, 1960.78, 1960.79, and 1960.80.
 8. Provide a written report to the Job Corps Regional Director and Center Director within 30 days after annual Occupational Safety and Health (OSH) Program Review.

9. Conduct center evaluations, announced or unannounced, as a result of a complaint from a student or staff member, or if there is reason to believe that there are serious safety and health hazards. These evaluations shall be accompanied by a written report to the Job Corps Regional Director and Center Director.
 10. Provide regions and centers with up-to-date information and regulations concerning occupational safety and environmental health issues such as polychlorinated biphenyls (PCB), underground tanks, asbestos, and small-quantity hazardous waste.
- e. Center Director
- The Center Director will:
1. Ensure that all occupational safety and health requirements are implemented.
 2. Provide leadership, direction, enforcement, and accountability for the center safety program.
 3. Develop a center Occupational Safety and Health program and plan.
 4. Ensure that Personal Protective Equipment (PPE) is worn in the trade programs to comply with OSHA standards.
 5. Ensure a training, living, and working environment that is free from recognized hazards. Maintain facilities and grounds in a sanitary and healthful manner.
 6. Participate in all Occupational Safety and Health Committee meetings.
 7. Appoint a center Safety Officer and provide necessary training and equipment for the performance of those duties. The center Safety Officer will report directly to the Center Director on matters of safety.
 8. Terminate any activity where a hazard exists; additionally, the authority to terminate any such hazardous activity may be given to a designee (e.g., Safety Officer).
 9. Enforce occupational health and safety rules, regulations, and standards.
 10. Report fatalities, injuries, and occupational illnesses to DOL in a timely manner.
 11. Instruct students and staff in safe practices and methods of operation.
 12. Conduct required occupational health and safety inspections and surveys and take prompt corrective action to deal with hazards identified.
 13. Provide medical and dental services and supplies for injured and occupationally ill students.
 14. Investigate accidents and complete and submit appropriate reports.
 15. Encourage and evaluate student suggestions on safety and health improvements.

16. Establish a formal written safety awards and recognition program, and use it to recognize students and staff who make significant contributions toward the prevention of injury or illness.
 17. Review safety awards and recognition programs annually.
 18. Ensure that safety and health evaluation reports provided by the Office of Job Corps are responded to within 30 days of receipt and that corrective action is taken to abate hazards noted.
- f. Center Safety Officer
- The center Safety Officer will:
1. Assist the Center Director in preparing the center Occupational Safety and Health Plan and implement the plan.
 2. Provide orientation and training to students and staff on the center Safety and Health Plan.
 3. Promote safety campaigns on center to reduce accidents and injuries.
 4. Inspect all center areas for safety and health violations.
 5. Ensure that Personal Protective Equipment (PPE) is worn in the trade programs to comply with OSHA standards.
 6. Complete all required accident and injury reports in full compliance with the PRH and OSHA regulations.
 7. Advise the Center Director of safety and health concerns.
 8. Facilitate required Occupational Safety and Health Committee meetings; retain meeting minutes for three years and make them available upon request.
 9. Coordinate with other safety and health staff (e.g., nurse, maintenance supervisor, CTT/education instructors, and others) to ensure a safe and healthful environment in which to live, work, and train.
 10. Retain exposure monitoring results on center for 30 years in accordance with 29 CFR 1910.1020, *Access to Employee Exposure and Medical Records*.

R5. Center Occupational Safety and Health Orientation and Training

In accordance with 29 CFR 1960.58, centers shall provide the appropriate safety and occupational health training to students and staff including specialized training appropriate to the training or work tasks performed. Center safety and health orientation and training shall include the following:

- a. Introduction to Center Life (New Students) - CPP
(See Chapter 2, Section 2.2.)
- b. New Staff Training
(See Exhibit 5-4.)

- c. **Ongoing Staff Training**
- The center must provide required occupational safety and health training included as part of the center's annual training plan. Each plan must include anticipated occupational safety and health training needs, such as the anticipated number of staff members to be trained, where and when the training is to be performed, and the estimated cost (see Exhibit 5-4).
- d. **Training Standards and Documentation**
- Safety training must be conducted in accordance with current OSHA standards 29 CFR 1904, 1910, 1926, and 1960 and DOL guidance provided by the National Office of Job Corps. Center Safety Officers must have and maintain these references and regulations on hand at all times. Further, all completed training must be properly documented and maintained on center in the individual's personnel or continuing education file for up to three years, and one year beyond employment. Training records must be available upon request.
- e. **Minimum Training Requirements for Center Safety Officers**
1. Center Human Resources Manager will implement a professional development program (signed by the Center Director) for the Safety Officer that shall include but is not limited to the courses listed in Exhibit 5-4.
 2. Safety Officer shall complete the Occupational Safety and Health for Other Federal Agencies course with expanded segment on accident/incident investigation training (OSHA 600) within the first 180 days of initial assignment.
 - 3.. Safety Officer shall complete Asbestos Identification and Handling course (competent person) (if applicable) within 90 days of initial assignment.
 4. Safety Officer shall complete Lead Based Paint Identification and Handling course (competent person) (if applicable) within 90 days of initial assignment.
 5. The center operator and Center Director must ensure that the Safety Officer receives training in the remaining safety-related courses referenced in Exhibit 5-4 within 18–24 months of appointment.
 6. In accordance with PRH Chapter 5, Section 5.3, annual advanced or refresher training must be provided to the Safety Officer after basic required courses are completed.
 7. In accordance with DLMS 4, Chapter 800, Paragraph 822, the Center Director must ensure that a written professional development plan is developed and implemented for the Safety Officer. Further, all completed courses must be properly documented and maintained on center in the individual's personnel or professional development file for the duration of employment, and one year beyond employment. Training records must be available upon request.

QUALITY INDICATORS

- Q1. Centers comply with federal, state, and local regulations and Job Corps policy regarding environmental safety and occupational health.
- Q2. Center operators establish and operate an Occupational Safety and Health program.

5.15 SAFETY INSPECTIONS, OBSERVATIONS, AND OSH PROGRAM REVIEW

PURPOSE

- P1. To ensure that students and staff work and live in environmentally healthy surroundings.
- P2. To provide a training, living, and working environment that ensures the occupational safety and health of students and staff.

REQUIREMENTS

R1. Imminent Danger

Imminent danger exists when a condition or practice presents a danger that could reasonably be expected to cause death or serious physical harm. If such a situation exists and is observed, the student(s) and staff in danger must be immediately removed from the area and not permitted to return until the problem is corrected. The Safety Officer must immediately notify the Center Director of the hazard and recommend corrective action. The Center Director must take appropriate action(s) to correct the hazard. If the hazard cannot be corrected promptly by the center, the Center Director must consult the appropriate Regional Office and/or the Office of Job Corps for advice and assistance in correcting the hazard. The action recommended by the Safety Officer and the resulting action taken must be documented in writing and maintained on center for a period of 3 years.

R2. Required Inspections and Observations

- a. All occupational safety and health inspections and observations must be:
 1. Conducted by appropriate center staff in accordance with 29 CFR 1960.25 and DLMS 4 Chapter 800, paragraph 825.
 2. Submitted according to Exhibit 5-2, Plan and Report Submission Requirements.
 3. The responsibility of the center Safety Officer, managers, supervisors, and instructors.
 4. Documented and maintained on center for a period of five years, then destroyed.
- b. Observations on a daily basis, and weekly or monthly inspections are required for all center:
 1. Buildings
 2. Facilities
 3. Career Technical Training (CTT) facilities
 4. Career Technical Skills Training (CTST) projects
 5. Academic classrooms
 6. Cafeterias

7. Dormitories
8. Health services
9. Administrative offices
10. Recreation areas
11. Gymnasiums
12. Swimming pools
13. Child development center facilities, including playgrounds
14. Equipment
15. Vehicles used to transport students

Identified deficiencies must be corrected promptly. Weekly and monthly inspections, and hazards identified during daily observations, must be documented. Records of inspections and actions taken to correct deficiencies must be maintained by the center Safety Officer for three years, and made available upon request.

c. Daily Observations

1. Food service supervisors must check food preparation and food serving areas of cafeterias.
2. Residential advisors must check dormitories, snack bars, and canteens and document their findings in a log book.
3. The Safety Officer, and CTT and academic managers/instructors, must check classrooms/shops (including CTST projects), motor vehicles, and all equipment to be used by students and staff.
4. Child development supervisors must check the child development center, equipment and toys, and the playground.
5. Recreation supervisors/staff must check the gymnasium, exercise equipment, and other frequently used recreation areas.

d. Weekly Inspections

The center Safety Officer must inspect:

1. All food service facilities, including cafeterias, culinary arts facilities, snack bars, and canteens.
2. Gymnasiums, exercise equipment, and swimming pools during times of operation.
3. CTT facilities and CTST projects.

e. Monthly Inspections

The center Safety Officer must inspect:

1. Dormitories

2. Child development center
 3. CTT facilities and CTST projects (see Chapter 3, Section 3.2)
 4. Academic classrooms
 5. Health services
 6. Administrative offices, warehouses, and other buildings occupied by students and staff
- f. Quarterly Inspections
- Centers must arrange for quarterly environmental health inspections by qualified non-center personnel in the following areas:
1. Food service facilities
 2. Residential facilities
 3. Training facilities
 4. Educational facilities, including offices, classrooms, recreational facilities, and wellness center
 5. Water supply and distribution facilities, when not a part of municipal systems
 6. Wastewater treatment facilities, except for septic systems, which must be inspected annually, and municipal sewer systems, which are exempt from this requirement
 7. Child development center, where appropriate
- Centers must submit quarterly environmental health reports and necessary corrective action, simultaneously, to the Regional Office and the National Office of Job Corps within seven days of receipt. (See Exhibit 5-2, Plan and Report Submission Requirements.)
- g. CTST and Other Projects
- The center Safety Officer and appropriate instructor must inspect all CTST projects daily. The center Safety Officer must inspect and approve all final CTST projects, on and off center, before site occupancy and project completion. Inspection checklists, photographs, and associated corrective actions must be maintained on center indefinitely and made available upon request.

R3. Annual Occupational Safety and Health (OSH) Program Reviews

- a. The annual Occupational Safety and Health (OSH) Program Review is conducted in accordance with Executive Order 12196, Title 29 Code of Federal Regulations (CFR) part 1960, Department of Labor Manual Series (DLMS) 4, Chapter 800, and the Job Corps Policy and Requirements Handbook (PRH). The review verifies that each center has implemented the Occupational Safety and Health program outlined in the PRH and identifies any outstanding occupational health and safety deficiencies.

- b. The review is conducted using the Job Corps Program Assessment Guide (PAG), Chapter 5, Sections 5.14–5.20. The PAG is a companion to the PRH. It provides a standardized approach and framework for the review and evaluation of contractors/operators’ delivery of services as specified in the PRH. The review consists of an on-site visit including opening and closing conferences, walk-through of facilities, document verification, and student/staff interviews.
- c. The review process is designed to determine the extent to which program operations meet the government’s requirements and expected outcomes. The PRH requirements and quality indicators set benchmarks for the government’s expectations. Job Corps uses an adjectival rating system to assign ratings to each requirement, quality indicator, and overall program component. The adjectival rating system uses five adjectives, as recommended by the Office of Federal Procurement Policy, to define the degree to which expectations are met. Adjectival ratings are defined as follows:

Exceptional

Programs, procedures, and systems are well organized, clearly communicated, and administered to ensure quality delivery of all requirements and achievement of quality indicators. Innovative approaches result in program enhancements and improved outcomes. Through rigorous self-assessments and quality assurance, the operator safeguards program assets and maintains the integrity of program data.

Very Good

Programs, procedures, and systems are consistently in place to ensure delivery of requirements and achievement of quality indicators. Some innovative approaches are employed to promote continuous improvement. A viable quality assurance plan ensures integrity and accountability of program assets and data.

Satisfactory

Requirements and quality indicators are generally evident in applicable program areas with minor exceptions. A quality assurance plan is in place that demonstrates adequate controls to ensure integrity and accountability of program assets and data.

Marginal

Requirements and/or quality indicators are missing or minimally evident in applicable program areas. Quality assurance is minimal, resulting in inconsistencies in accountability and integrity of program assets and data.

Unsatisfactory

Critical requirements are missing or minimally evident. Quality indicators are not achieved. The program lacks procedures and controls necessary to ensure compliance, quality, and data integrity.

- d. For the purpose of the OSH Program Review, the adjectival ratings definitions are designed to assist evaluators in assigning scores for each requirement and Quality Indicator by describing what is expected for each adjectival level.

The ratings are made against a 10-point scale, as shown below.

0	1	2	3	4	5	6	7	8	9
Unsatisfactory		Marginal		Satisfactory		Very Good		Exceptional	

- e. At the end of each PAG section, the ratings for each requirement and quality indicator are averaged. The average compliance and quality ratings for all sections 5.14-5.20 are then averaged to produce final ratings. The final compliance and quality ratings constitute the final OSH Program Review score.
- f. **Documentation Examined During Review**
Documentation is critical. Reviewers will assess only the documentation provided to them while they are on center. Should the required documentation not be presented, the center will not be credited with the associated item. The reviewer will give the center Safety Officer (or designee) an opportunity to present any omitted documentation before the end of the review. Documentation that is created during or after the opening day of the review, however, will not be considered. OSH Program Review rebuttals based upon missing or unaccepted documentation at the time of the review will be rejected and the final score will not be changed.
- g. **Interviews During the Review**
The strategies outlined in the PAG necessitate interviews with the Center Director, staff members, and students to determine knowledge and involvement. In cases where verbal statements and documentation conflict, reviewers will use their professional judgment in deciding whether to award credit. Rebuttals or scoring changes based upon discussions with the reviewer that are not substantiated by the rationale for rating or other documentation will be rejected and the final score will not be changed.
- h. **Documentation of Deficiencies and Abatement Activities**
National Office OSH Program Reviewers are required to document deficiencies in the Abatement Tracking System (ATS) website. Job Corps centers are required to document and post deficiencies manually on the DOL Form DL1-2029. Blank forms can be obtained from the Job Corps Community website. Center abatement activities must be documented in ATS. The ATS website can be accessed at: <http://ats.dol.gov/>.

R4. Occupational Safety and Health Facility Survey (Pre-Occupancy)

- a. An Occupational Safety and Health Environmental Facility Survey (Pre-Occupancy) must be conducted before moving students into:
1. A new center, dormitory, or classroom; or

2. A facility that has been renovated so as to change any building structural system or major mechanical, electrical, plumbing, egress, or fire and safety system.
- b. Centers must contact the Regional Office (RO) Project Manager to schedule a pre-occupancy survey 30 days prior to project completion.
- c. The pre-occupancy survey must be coordinated through the RO and conducted by the center Safety Officer and/ or the Office of Job Corps. The Office of Job Corps will determine who will conduct the pre-occupancy inspection.
- d. Major deficiencies must be corrected before occupancy.
- e. The survey report will be distributed prior to occupancy, and it will be maintained by the NO, RO, and the center.

R5. *Monitoring of Work-Based Learning Sites*

Centers are responsible for ensuring that students are placed in safe and healthful working conditions at work-based learning locations. However, Job Corps' responsibility will not extend to reviewing or inspecting private employer businesses for compliance with OSHA standards because this authority rests only with OSHA.

To ensure the occupational safety and health of students at private employer work sites, appropriate career development staff and/or the center Safety Officer must:

- a. Visually survey the work site for potential hazards and discuss safety and health requirements with the employer.
- b. Ensure the employer signs a written agreement that specifically states the employer will provide students with safety and health protection which shall be at least as effective as that which is required under the Occupational Safety and Health Act of 1970 (29 U.S.C.) and 29 CFR parts 1910, 1926, and 1960.
- c. Monitor active work sites on a regular basis. If hazards are noted, the employer shall be requested to take corrective action. Students should be removed from work sites where hazards exist that could cause personal injury or impairment of the health of students.
- d. Document the injuries of students who are injured on work-based learning sites in the Safety and Health Information Management System (SHIMS), as they are covered by the Federal Employees' Compensation Act (FECA).

R6. *Abatement Plans for Violations Identified in Annual Occupational Safety and Health (OSH) Program Review*

- a. Abatement Procedures and Time Frames

The following procedures shall be followed by centers and Regional Offices (ROs) in responding to safety and health violations cited during annual safety and health reviews:

1. As part of the OSH Program Review, the center will receive a detailed verbal briefing regarding all hazards identified. The center must immediately begin to address those concerns. A log of the corrected

item(s) must be maintained, indicating what action was taken, by whom, and the date of action.

2. The center and the RO will receive a formal OSH Program Review report from the National Office of Job Corps (NO) within 60 days of a review. Violations must be documented manually on Form DL1-2029, Notice of Unsafe or Unhealthful Condition, which is to be created by the center. The violations documented on the DL1-2029 are the same as those documented in the Abatement Tracking System (ATS), which is the Web-based system designed to facilitate an information exchange between the reviewer, the RO, and the center, and to allow the NO to monitor case status to ensure prompt and timely hazard abatement.
3. The roles of each ATS user are as follows:
 - (a) At the national level, the NO inputs DL1-2029 center violation data into ATS and transmits the data to the RO to initiate tracking.
 - (b) At the regional level, both the Job Corps Regional Director and the center's Project Manager are authorized to access ATS to view new cases transmitted from the NO and centers' abatement responses. Either individual in the RO can transmit the DL1-2029 in ATS to the Job Corps center. The RO can edit the center response and can close out the case only after all violations have been abated.
 - (c) At the center level, the Center Director and the Safety Officer are authorized to access ATS to view new cases transmitted from the RO and can respond to violations. Most violations should be abated within 30 days. If abatement is not completed, an abatement plan is required. Centers can indicate in ATS whether the response is a corrective action or an abatement plan. Funding requests can also be indicated. After the center transmits the response electronically to the RO, the RO will determine whether to accept the abatement response in part or in whole.

Note: ATS is not capable of providing users e-mail notification, so the system should be checked frequently.

b. Posting Requirements

Official response to violations noted during the occupational safety and health review occurs via ATS. A copy of the paper DL1-2029, which must be created by the center, is to be posted by the center at or near each place where an unsafe or unhealthful condition is referred to in the notice. It must remain posted until all violations cited are abated, or for three training days, whichever is longer.

QUALITY INDICATORS

- Q1. Centers comply with federal, state, and local regulations and Job Corps policy regarding environmental safety and occupational health.

- Q2. Residential and dining facilities are clean and neat in appearance.
- Q3. Few safety and health hazards are cited during inspections by the Safety Officer, during annual Occupational Safety and Health (OSH) Program Reviews, and during environmental inspections.

5.16 ENVIRONMENTAL HAZARDS

PURPOSE

- P1. To ensure that students and staff work and live in environmentally healthy surroundings.
- P2. To provide a training, living, and working environment that ensures the occupational safety and health of students and staff.

REQUIREMENTS

R1. *Hazardous Materials Management*

Centers must comply with federal, state, and local regulations and Job Corps policy regarding hazardous waste generation, storage, and disposal.

1. Centers that ship hazardous materials off center must comply with pre-transportation regulations per 49 CFR 262 Subpart C.
2. Centers that store or handle hazardous materials, such as flammable/combustible materials, acids, caustics, compressed gases, oxidizers, etc., must comply with OSHA 1910 Subpart Z and all applicable substance-specific standards.
3. Centers that use hazardous or toxic chemicals must comply with the regulations of the Emergency Planning and Community Right-to-Know Act (EPCRA) of 1986.
4. Centers must notify the Environmental Protection Agency (EPA), the Job Corps Regional Director, and the National Office of Job Corps safety team leader when a release of hazardous substance occurs. A release includes any discharge, spill, or leak into the air, water, or land, as stipulated in 40 CFR 302.
5. Emergency response to a spill or leak of hazardous materials must be performed by the local hazardous materials response team or licensed contractor.
6. Chemical-specific information such as Material Safety Data Sheets (MSDS) must be readily accessible to emergency response personnel.

R2. *Polychlorinated Biphenyls (PCB)*

Centers must comply with federal, state, and local regulations and Job Corps policy regarding polychlorinated biphenyls (PCB) in electrical transformers.

1. Centers that are using electrical equipment known to contain PCBs must register with the EPA's Transformer Registration and PCB Activity Database. A copy of the registration certificate can be obtained from EPA and must be maintained on center indefinitely, and must be available for review upon request.
2. Centers must prepare an inventory of all center equipment, including transformers, capacitors, fluorescent lights and ballasts, and hydraulic oils that may contain PCBs. The inventory shall include the following:

- (a) Type of equipment, installation date, and manufacturer
- (b) Overall condition
- (c) Contact information for nearest PCB waste hauler

R3. *Underground Storage Tanks (UST) / Aboveground Storage Tanks (AST)*

Centers must comply with federal, state, and local regulations and Job Corps policy regarding underground storage tanks (UST) and aboveground storage tanks (AST). Each center operator, Center Director, and Safety Officer must coordinate to ensure that all ASTs and USTs comply with 40 CFR Parts 112 and 280, and all applicable state requirements.

R4. *Lead*

Centers must comply with federal, state, and local regulations and Job Corps policy regarding lead-containing building materials.

Lead was a common paint additive used until 1978. Due to the age of many Job Corps center facilities, it is assumed that lead-based paint is present in buildings constructed prior to 1978 unless testing has proven otherwise. Centers that plan to disturb a surface that may contain lead must perform dust, air, and/or water sampling to determine the potential for exposure to lead. Centers in which there is a potential exposure to lead by students, staff, or young children (in child development or residential facilities) must develop a written lead-based paint compliance program in conformance with 29 CFR 1926.62 that includes the following:

1. Designation and training of a competent person, capable of identifying existing and predictable lead hazards in the surroundings or working areas and having the authority to take prompt corrective action.
2. Procedures to ensure that all CTST projects involving construction work will be tested for lead prior to initiation. No student or staff may be exposed to lead at concentrations greater than 50 micrograms per cubic meter of air (50 ug/m³) averaged over an eight-hour period.
3. Procedures for notifying staff and students of the health hazards of lead-based paint. Inventory documentation must be maintained on center and with the Office of Job Corps and Regional Office Project Manager.
4. Appropriate hazard warning will be posted in all regulated areas.
5. Annual student and staff awareness training will be provided in accordance with the minimum requirements of 29 CFR 1926.62.

R5. *Asbestos Operations and Maintenance*

- a. Centers must comply with federal, state, and local regulations and Job Corps policy regarding asbestos-containing building materials (ACBM).
- b. ACBM not immediately removed must be managed as part of an Asbestos Operations and Maintenance (O&M) program, in conformance with 29 CFR 1910.1001 and 40 CFR Part 763. Centers in which there are buildings containing ACBM must have an O&M program that includes the following:

1. Documentation, including copies of the initial asbestos survey report, subsequent ACBM surveys or inspection reports, and all asbestos abatement records, and laboratory analysis and exposure monitoring results, which must be maintained on center in a centralized asbestos record depository indefinitely, and made available upon request.
2. Designation of an Asbestos Coordinator who must be responsible for ensuring compliance with all asbestos regulations and policies. The designated Asbestos Coordinator must receive initial training in asbestos O&M within one month of appointment. Training must consist of a minimum of 16 hours of both classroom and practical asbestos O&M training provided by an EPA-accredited training provider.
3. Annual asbestos awareness training for all employees (including custodial and maintenance employees) and contract employees. Initial training must consist of a minimum of two hours of training in accordance with 29 CFR 1910.1001(j) within 1 week of hire.
4. Annual refresher training for the Asbestos Coordinator and all custodial/maintenance employees. Documentation of training must be maintained in the central asbestos record depository as well as the individual's personnel file.
5. Notification of the presence of asbestos within center buildings to all students and employees at least annually through a written notice or posting of a statement in the common areas of all buildings containing asbestos. The notice must contain a brief description of the location and type of ACBM, and the name and contact information for the designated Asbestos Coordinator.
6. Posting of asbestos warning signs in all mechanical rooms, crawlspaces, custodial closets, or other work areas where maintenance or custodial employees may come into contact with ACBM. Warning signs must meet the requirements specified in 29 CFR 1910.1001, and must be posted so as to be visible immediately upon entering the room or workspace.
7. Inclusion of employees and contract employees working in areas where ACBM is present in the center's respiratory protection program and medical surveillance program.
8. Inspection of all ACBM in center buildings at least twice each year to verify the physical condition and identify any significant damage. Evidence of significant damage and/or other deterioration in physical condition that presents a potential health hazard must be reported to the Office of Job Corps and Regional Office via the Significant Incident Reporting (SIR) system.
9. Repair or abatement of ACBM must be performed by licensed asbestos abatement contractors. Clean-up of damaged ACBM by Job Corps personnel is strictly prohibited.

10. Review and documentation of all CTST or center-managed renovation projects by the Asbestos Coordinator to ensure that no ACBM will be affected by the proposed project. The center's Asbestos Coordinator will ensure that the proper warning signs are posted in the work area per 29 CFR 1910.1001.

R6. Hazard Communication

Centers must comply with federal, state, and local regulations and Job Corps policy regarding chemical hazard communication. Each center operator, Center Director, and center Safety Officer must coordinate and ensure that hazards associated with the use of all chemicals produced or imported by chemical manufacturers or importers, and used by Job Corps students/staff, are evaluated. Such information concerning chemical hazards must be communicated to affected students and staff via a comprehensive written hazard communication program in accordance with 29 CFR 1910.1200. The Center Director must ensure that the Safety Officer or other designee structures the hazard communication program to include:

1. A complete chemical inventory or master list of chemical products used on center and a process to keep the inventory current. The inventory must include the name of the product and the location(s) where it is used. Ensure that students and staff know the location of the chemical inventory.
2. Organization and ongoing maintenance of Material Safety Data Sheets (MSDSs) for all chemical products purchased by or used at the center. MSDSs for chemical products used in a given area must be available to and easily accessible by all staff and students. MSDSs can be stored in a three- ring binder or be accessible via computer.
3. Clearly readable identifying labels securely placed on all incoming containers of hazardous chemical products, and such labels are not removed or defaced. Chemicals transferred to other approved containers must be labeled accordingly as well. Labels must contain at least:
 - (a) Product identification
 - (b) Hazard warning showing what parts of the body could be affected (HMIS or NFPA system)
 - (c) Name and address of the manufacturer or supplier
4. Supervisor/instructor maintenance of up-to-date MSDS file for each hazardous chemical product used within their respective areas.
5. Proper training and instruction delivered to all users of hazardous chemical products, including:
 - (a) Identification of such products
 - (b) The specific hazards associated with such products
 - (c) Measures that users can take to protect themselves (including PPE requirements)

- (d) Methods and observations that may be used to detect the presence or release of hazardous chemicals
 - (e) Potential physical health effects of chemicals used in the workplace
6. Proper communication of chemical hazards associated with non-routine tasks.
 7. An established and approved chemical products purchase list. MSDSs must be reviewed by the Safety Officer before the products are used in the workplace.

R7. Mercury

Centers must comply with EPA standards, 40 CFR Part 261, Hazardous Waste Identification Regulations, 40 CFR Part 273, Universal Waste Regulations, as well as state and local regulations and Job Corps policy regarding mercury in fluorescent lamps and thermometers.

1. Each center operator, Center Director, and Safety Officer must coordinate to ensure that all sources of mercury have been identified and are properly disposed of in accordance with the local/state health department or department of the environment regulations.
2. All mercury-containing paints, batteries, thermometers, blood pressure meters, thermostats, light ballasts, etc., currently in use should be replaced when it is fiscally possible. Center students/staff are strictly prohibited from attempting to clean up spills or releases. Clean-up must be performed by the local fire department, hazmat team, or a licensed contractor.

R8. Freon 113 and Other Ozone-Depleting Chemicals

- a. Centers must comply with federal, state, and local regulations and Job Corps policy regarding Freon 113 and other ozone-depleting chemicals in the replacement and disposal of air conditioning and refrigeration units.
- b. Air conditioning and refrigeration units installed before 1995 that may contain ozone-depleting chemicals must be disposed of in accordance with federal and state hazardous materials regulations.

R9. Hexavalent Chromium

Centers must comply with OSHA standard 29 CFR 1910.1026 and Job Corps policy regarding hexavalent chromium (Cr(VI)).

1. Centers that offer trades that may potentially expose students/staff to hexavalent chromium (Cr(VI)) must develop, implement, and maintain an exposure control plan that contains the following minimum requirements:
 - (a) Trade(s) or center functions that may result in exposure
 - (b) Exposure-monitoring results for the affected trade(s) or center functions

- (c) Engineering controls used to maintain Cr(VI) concentrations below the permissible exposure limit (PEL) and action level
 - (d) Personal protective equipment (PPE) required during performance of training or center function
 - (e) Method(s) of communicating hazards associated with Cr(VI) (See hazard communication training, Section 5.16, R6.)
2. Centers offering the welding trade must perform one round of initial and confirmation exposure monitoring no matter how often welding of stainless steel occurs. No additional monitoring is necessary if both the initial and confirmation sample results are below the PEL of $5.0 \mu\text{g}/\text{m}^3$ and the action level of $2.5 \mu\text{g}/\text{m}^3$ calculated as eight-hour time-weighted averages (TWA).
3. Centers must maintain exposure monitoring results and product MSDS on center for 30 years in accordance with 29 CFR 1910.1200 and 29 CFR 1910.1020.

QUALITY INDICATOR

- Q1. Centers comply with federal, state, and local regulations and Job Corps policy regarding environmental hazards.

5.17 FOOD HANDLING AND STORAGE, PEST CONTROL, UNSANITARY CONDITIONS, AND WATER TREATMENT

PURPOSE

- P1. To ensure that students and staff work and live in environmentally healthy surroundings.
- P2. To provide a training, living, and working environment that ensures the occupational safety and health of students and staff.

REQUIREMENTS

R1. *Food Handling*

Centers must ensure that food handling practices comply with the state, local, or U.S. Public Health Service Food Code, whichever is more stringent. Centers must develop and implement a Hazard Analysis and Critical Control Point (HACCP) program as outlined in Annex 4 of the U.S. Public Health Service Food Code. All meat products must meet U.S. Department of Agriculture standards.

R2. *Food Storage*

Centers must ensure that storage of food complies with the state, local, or U.S. Public Health Service Food Code, whichever is more stringent, and does the following:

- a. Storage areas protect food from the elements, fire, rodents, insects, organisms, and other causes of spoilage.
- b. Chemicals, soaps, and poisons are properly labeled in accordance with Hazard Communication Standard (29 CFR Part 1910.1200) and stored separately from food.
- c. Storerooms are well ventilated and food items are stored a minimum of six inches above the floor in a manner that protects the food from splash, dust, and other contamination and permits easy cleaning of the area. Exceptions are:
 1. Metal pressurized beverage containers and cased food packaged in cans, glass, or other waterproof containers, and milk containers in plastic crates.
 2. Containers stored on dollies, racks, or pallets, provided such equipment is easily moveable.
- d. Storerooms are free of exposed or unprotected sewer lines, water lines (except automatic fire protection sprinkler heads), uninsulated steam lines, water heaters, refrigeration condensing units, or other heat-producing devices.
- e. All refrigeration equipment (refrigerators and freezers) must be monitored to ensure proper temperature ranges are maintained at all times.
- f. Open food containers, cooked and fresh, are covered, labeled, and dated to ensure proper usage.

R3. *Pest Control*

Centers must:

- a. Take adequate measures to control insects and rodents in all areas. Only pesticides that are safe for use in food service areas shall be used in food service facilities.
- b. Ensure that pesticides are applied only by a licensed professional pest control contractor in food service, residential, and education facilities. The following information must be obtained from the contractor and kept on file for at least three years:
 1. Name/type of chemicals used
 2. Amount of chemical applied
 3. Areas where applied and amount specific to location
 4. Date when applied
 5. MSDSs for the chemicals used
- c. Ensure that pesticides are not stored for usage on centers except those that are approved by EPA for use in landscaping and gardening projects. Proper training on storage, use, and application of these chemicals must be provided to staff and students.

R4. Unsanitary Conditions

In accordance with Section 5(a) of the Occupational Safety and Health Act of 1970, centers must ensure that staff and students are not required or permitted to reside, work, be trained, or receive services in buildings or surroundings that are unsanitary, hazardous, or lack proper ventilation.

R5. Water Treatment

Centers must ensure that when non-municipal water and waste treatment facilities are used, the following requirements are met:

- a. Water supplies meet center needs and satisfy National Primary Drinking Water Regulations (40 CFR 142).
- b. Prior to construction or renovation, the standards or regulations of federal, state, and local health authorities are consulted. Renovation/building plans and specifications are sent to the National Office of Job Corps, with a copy to the Regional Office, for review.
- c. Records are maintained showing the amount of water treated, amount of chlorine used, daily free chlorine residual, and other data pertaining to water treatment.
- d. All required bacterial and chemical tests are performed by state or local health authorities, with the exception of the daily routine residual chlorine test that is to be conducted by center staff.
- e. The center complies with the water quality and related standards of the state and with the standards established by the Federal Water Pollution Control Act 33 U.S.C. 1251 et seq.

- f. Records are maintained documenting the water/wastewater treatment pursuant to standards set by the EPA and local authorities and should be maintained on center indefinitely. Waste treatment problems are brought to the attention of the appropriate EPA coordinator and the Regional Office.
- g. Records of influent and effluent monitoring data are maintained as required by the plant's effluent discharge permit and other data pertaining to wastewater treatment.
- h. The analysis of all influent and effluent, as required by the discharge permit, is performed by a certified laboratory.

QUALITY INDICATORS

- Q1. Centers comply with federal, state, and local regulations and Job Corps policy regarding food sanitation and water treatment standards.
- Q2. Residential and dining facilities are clean and neat in appearance.

5.18 STUDENT AND STAFF INJURY REPORTS AND RECORDKEEPING

PURPOSE

- P1. To ensure documentation of compliance with required elements of the center's Occupational Safety and Health program and ensure compliance with OSHA and all other applicable statutes.
- P2. To notify appropriate officials that an injury, occupational illness/disease, or death has occurred.
- P3. To record hazards identified and corrective actions taken, indicate trends, and provide a basis for formulating future plans.
- P4. To permit an evaluation of progress being made in preventing accidents.
- P5. To document incidents for assurance of proper medical treatment and potential processing of claims.

REQUIREMENTS

R1. Occupational Safety and Health Administration (OSHA) Notification Requirements

In accordance with 29 CFR 1904.39(a), centers must contact OSHA within six (6) hours of one of more of the following events:

- a. Death of an active student**
- b. Death of a staff member on-duty**
- c. Hospitalization of three or more active students or on-duty staff**

Centers must orally report the fatality/multiple hospitalization by telephone or in person to the Area OSHA Office nearest to the site of the incident, or use the OSHA toll-free central telephone number, 800-321-OSHA (800-321-6742). Should no one answer the national toll-free number you must leave a telephone message with the following information:

- 1. Establishment name;
- 2. The location of the incident;
- 3. The time of the incident;
- 4. The number of fatalities or hospitalized employees;
- 5. The names of any injured employees;
- 6. Your contact person and his or her phone number and;
- 7. A brief description of the incident.

R2. Student Injury, Occupational Illness/Disease, and Fatality Recordkeeping

Note: Occupational illness/disease in this context is defined as illness or disease acquired from/due to the Job Corps training and/or living environment (e.g., hearing loss, coronary/vascular condition, asbestos-related illness, carpal tunnel syndrome, etc.).

Student injuries and occupational illnesses/diseases must be documented in the Department of Labor's Safety and Health Information Management System (SHIMS). SHIMS is an electronic database that assists the Department in meeting the reporting requirements of both the Occupational Safety and Health Administration (OSHA) and the Office of Workers' Compensation Programs (OWCP). The only injuries and occupational illnesses/diseases that should not be documented in SHIMS are those that occur while the student is:

- At home on pass or leave;
- Engaged in leisure time employment; or
- AWOL.

Regardless of the severity of the injury or occupational illness/disease, an incident will minimally require the submission, in SHIMS, of the two documents below:

- The OSHA 301, Injury and Illness Incident Report; and
- One of the forms below:
 1. OWCP CA-1, Notice of Traumatic Injury and Claim for Compensation
 2. OWCP CA-2, Notice of Occupational Disease and Claim for Compensation. The CA-2 submission is rarely used; if you think a CA-2 is warranted, contact the National Office.

Student fatalities are not documented in SHIMS. These incidents should be reported to the National Office of Job Corps immediately. Centers are required to complete the OWCP CA-6 manual form. The National Office will complete any other recordkeeping requirement.

A complete list of the OSHA and OWCP forms, and a description of their use, are below. Please note that all occupational safety and health records must be maintained for a five-year period, unless otherwise indicated by a specific OSHA standard, the Department of Labor Manual Series (DLMS), or the PRH.

Electronic Forms Submitted in SHIMS

- a. **OSHA 301, Injury and Illness Incident Report**, is completed in SHIMS for each student injury or occupational illness in accordance with 29 CFR 1904. The OSHA form is required to be retained for five years.
- b. **OSHA 300, Log of Work-Related Injuries and Illnesses:** For OSHA 301 Incident Reports that are **work-related** (see definition in criterion 1, below), centers must maintain a single current log in SHIMS, known as the OSHA 300 Log. For an incident to be entered in the OSHA 300 Log, it must meet each of the three OSHA-recordable criteria below:

1. The injury or occupational illness is work-related. For Job Corps purposes, this means that the injury or occupational illness occurred while the student was involved in training or educational activities;
2. The injury or occupational illness represents a new case in the system; and
3. The injury or occupational illness results in one or more of the following:
 - (a) Days away from work (training or educational activities)
 - (b) Restricted work or transfer to another job
 - (c) Medical treatment beyond first aid
 - (d) Loss of consciousness
 - (e) A significant injury or illness diagnosed by a physician or other licensed health care professional
 - (f) A needlestick or sharp injury exposing the student to another person's blood or potentially infectious material
 - (g) A Standard Threshold Shift (STS) in hearing in one or both ears where the employee's total hearing level is at least 25 decibels above audiometric zero in the same ear(s) as the STS
 - (h) Exposure to persons with a case of active tuberculosis (TB), where the student subsequently develops a TB infection.

Student injuries resulting from horseplay while engaged in training or educational activities must be recorded as well. For example: Two students, while participating in welding instruction, engage in playful teasing and pushing. One student becomes angry and the teasing escalates to a fight. One student is injured, resulting in medical treatment beyond first aid. The student injury must be recorded in the OSHA 300 Log in SHIMS.

The OSHA 300 Log is required to be retained for 5 years.

- c. **CA-1, Notice of Traumatic Injury and Claim for Compensation**, is completed in SHIMS within 7 calendar days of supervisor notification.

In the event that an injury requires separation from Job Corps, center staff must obtain Office of Job Corps approval prior to forwarding a CA-1 to OWCP. When the CA-1 is filed with OWCP at separation, a CA-16 manual form, Authorization for Examination and/or Medical Treatment, and an OWCP-1500 manual form, the Health Insurance Claim Form, are sent to the provider. If the injury is not severe enough to cause separation, the CA-1 should be completed, electronically filed in SHIMS within 7 calendar days of supervisor notification, printed, signed by the student, and filed in the student's health folder.

- d. **CA-2, Notice of Occupational Disease and Claim for Compensation**, is rarely used in Job Corps because there are very few cases of occupational disease or illness related to enrollment in Job Corps. If such a situation does occur, contact the Office of Job Corps before filing a CA-2.

Manual Forms

- e. **CA-6, Official Supervisor's Report of Employee's Death**, is filed with the OWCP district office if a student dies as a result of an illness/injury incurred while in performance of duty. In the event of a student fatality, the Center Director should notify OWCP immediately by telephone or fax, and mail the CA-6 to the OWCP district office. Do not document student fatalities in SHIMS.

The Center Director must report student fatalities to the National and Regional Offices within 6 hours of the event via Significant Incident Report (SIR).

- f. **CA-7, Claim for Compensation Due to Traumatic Injury or Occupational Disease:** Unlike other federal employees, Job Corps students are not eligible for continuation of pay for 45 days. However, they may submit a CA-7 after medical separation to receive compensation for injury or illness. The center should complete the CA-7 and have the student sign and date Section 7 of the form. In the event that the student is unable to sign the CA-7, the Center Director may sign as his or her authorized representative.

Upon Office of Job Corps approval to forward a CA-1 or CA-2 to OWCP in SHIMS, the center should fax or e-mail a copy of the completed CA-7 to the Office of Job Corps for submission to OWCP. The Office of Job Corps must file the copy sent to them by the center with OWCP within 5 days of the student's signature.

The original CA-7, signed by the student, should be filed in the student's health folder.

- g. **CA-16, Authorization for Examination and/or Treatment:** Whenever a student separates from Job Corps and needs examination and/or treatment as a result of traumatic injury, the Center Director should issue a CA-16 to the physician or medical facility. This form authorizes the injured student's examination and/or treatment from a physician or medical facility. When a CA-2 is electronically submitted to OWCP in cases of separation because of work-related illness or disease, a CA-16 is issued only if prior approval is obtained from OWCP. If a CA-16 is submitted, do not submit a CA-20.

This form provides OWCP with an initial medical report and the physician or medical facility with a billing form for emergency treatment. Issuance of the CA-16 authorizes OWCP to pay medical expenses incurred.

Part A is completed by the student's supervisor and submitted to the physician or medical facility within 48 hours of examination and/or treatment. Part B is completed by the attending physician as promptly as possible after initial examination and sent to the appropriate OWCP district office.

When there is a need for medical follow-up for the work-related injury by a second health-care provider, the center should mail the name and address of that provider to OWCP or instruct the student (in writing) to do so.

- h. **OWCP-1500 (also known as HCFA-1500)—Health Insurance Claim Form:** This form accompanies the CA-16 to all medical care providers, except hospitals.

It is issued by health-care providers to bill the OWCP district office for services rendered.

- i. **CA-20, Attending Physician's Report:** This report provides medical support of claims for compensation. It is submitted to OWCP upon completion of the medical examination and treatment. It is also used to provide additional medical information regarding the claim. If a CA-20 is submitted, do not submit a CA-16.

R3. Definitions and Procedures for Handling Job Corps Student Injuries

- a. Job Corps Injuries Designated "First Aid"
 1. First aid is defined as any one-time treatment, and any follow-up visit for the purpose of observation, of minor scratches, cuts, burns, or splinters, which does not ordinarily require medical care. Such one-time treatment and follow-up visits are considered first aid even if they are provided by a physician or other registered professional personnel.
 2. First aid injuries must be documented in SHIMS.
 3. The following procedures are generally considered first aid treatment (e.g., one-time treatment and subsequent observation of minor injuries):
 - (a) Application of antiseptics during initial visit to medical personnel
 - (b) Treatment of first degree burn(s)
 - (c) Application of bandage(s) during any visit to medical personnel
 - (d) Use of elastic bandage(s) during initial visit to medical personnel
 - (e) Removal of foreign bodies from wound if procedure is uncomplicated (e.g., by tweezers or other simple technique)
 - (f) Use of nonprescription medications and administration of single dose of prescription medication on initial visit for minor injury or discomfort
 - (g) Soaking therapy on initial visit to medical personnel or removal of bandages by soaking
 - (h) Application of hot or cold compress(es) during first visit to medical personnel
 - (i) Application of ointments to abrasions to prevent drying or cracking
 - (j) Application of heat therapy during first visit to medical personnel
 - (k) Negative x-ray diagnosis
 - (l) Observation of injury during visit to medical personnel
 4. The administration of a tetanus shot or booster by itself is not considered medical treatment. However, these shots are often given in conjunction with more serious injuries; consequently, injuries requiring these shots may be filed in SHIMS for other reasons.
- b. More Serious Injuries Not Resulting in Student's Separation

1. This category includes injuries that result in medical treatment beyond first aid, but do not require a medical separation but are serious enough to need a specialized referral.
2. An example of this type of injury would be: a student sustained a strain or sprain, but is able to continue training with restrictions.
3. These injuries must be documented in SHIMS.

Some examples of this category of injury are:

- (a) Fractures
- (b) Head injuries with loss of consciousness
- (c) Positive x-ray diagnosis
- (d) Lacerations with nerve or tendon damage
- (e) Injuries needing sutures/SteriStrips/adhesive butterfly
- (f) Foreign body embedded in the eye
- (g) Jaw fractures/dental damage
- (h) Treatment of infection
- (i) Treatment of 2nd- or 3rd- degree burns
- (j) Food poisoning
- (k) Dislocated shoulder

c. Injuries Resulting in Separation from Job Corps

1. This category includes injuries resulting in the student's death or serious injuries that result in the student's separation from Job Corps.
2. An example of this type of injury would be: a student sustained a traumatic injury in the performance of duty that requires surgery, additional medical treatment that cannot be provided on center, or the student can no longer perform in the program.
3. These injuries must be documented in SHIMS.
4. Section 8143 of the Federal Employees' Compensation Act (FECA) states that while students are enrolled in Job Corps, students are considered employees of the federal government for purposes of medical coverage under FECA. The "performance of duty" does not include an act of an enrollee while absent from his or her assigned post of duty, except while participating in an activity (including an activity while on pass or during travel to or from the post of duty) authorized by or under the direction and supervision of Job Corps.

R4. Staff Injury, Occupational Illness/Disease, and Fatality Recordkeeping

Note: Staff is defined as all contractors, federal employees, and temporary employees who work at a Job Corps center.

All work-related staff injuries and occupational illnesses must be documented in the Department of Labor's Safety and Health Information Management System (SHIMS) in accordance with 29 CFR 1960 Subpart I and 29 CFR 1904. These regulations require that a single OSHA 300 Log be maintained for each federal agency establishment; each Job Corps center is classified as an establishment. As such, all work-related injuries and occupational illnesses suffered by federal employees and contractors at the establishment must be captured on the same OSHA 300 Log. This requirement has no bearing on the requirements of the corporate office or other federal agency.

Centers are only required to report the death of a staff member if the fatality occurs while in duty status on or off center. The Center Director must report staff deaths to the National and Regional Offices within 6 hours of the event via Significant Incident Report (SIR).

A CA-1 or CA-2 is never completed for staff in the Department of Labor's SHIMS.

- a. **OSHA 301, Injury and Illness Incident Report**, is completed in SHIMS for each staff injury or occupational illness in accordance with 29 CFR 1904. The OSHA form is required to be retained for five years.
- b. **OSHA 300, Log of Work-Related Injuries and Illnesses**: All centers must maintain a single current log in SHIMS of all **work-related** accidents, injuries, and occupational illnesses incurred by students and staff in accordance with 29 CFR 1904. The OSHA 300 Log is required to be retained for five years.

Staff injuries resulting from horseplay while engaged in work-related tasks or activities must be recorded as well. For example: Two staff members engage in playful teasing and pushing while repairing a piece of equipment. One staff member becomes angry and the teasing escalates to a fight. One staff member is injured resulting in medical treatment beyond first aid. The staff injury must be recorded in SHIMS.

R5. OSHA Form 300A, Summary of Work-Related Injuries and Illnesses

Each year, Job Corps centers are required to post OSHA Form 300A, also called the OSHA 300A Summary, from February 1 through April 30 in accordance with 29 CFR 1904.32. OSHA Form 300A summarizes data contained in the OSHA 300 Log, which is maintained electronically in SHIMS, for the calendar year just prior to posting for the purpose of notifying students and staff of the injuries that have occurred on center. This report may be generated through SHIMS reports.

Following the required three-month posting period, the OSHA 300A must be retained for 5 years.

QUALITY INDICATORS

- Q1. Centers document student and staff injuries and occupational illnesses in accordance with federal, state, and local regulations and Job Corps policy.
- Q2. Centers report all staff and student injuries and fatalities within the time frames required by federal standards and Job Corps policy.

5.19 VEHICLE SAFETY AND ACCIDENT RECORDKEEPING

PURPOSE

- P1. To ensure student and staff safety while traveling in government vehicles on and off center.
- P2. To ensure documentation of accidents involving government vehicles.

REQUIREMENTS

R1. Overview of Center Director Responsibilities

Each Center Director must be responsible for:

- a. Administration of the motor vehicle safety program.
- b. A program for training, testing, and licensing students.
- c. A comprehensive vehicle maintenance and inspection program.
- d. Promotion and incentive awards programs to encourage traffic safety.
- e. Compliance with state and local motor vehicle laws.
- f. An effective accident investigation and analysis system.
- g. An on-center system of traffic control to include appropriate signs and lines.

R2. Overview of Requirements

- a. Government-owned or leased vehicles (collectively, GOV) shall be operated by individuals meeting the following qualifications:
 - 1. Drivers must possess a valid state driver's license.
 - 2. Drivers must possess a valid federal employee identification or Job Corps identification.
- b. Student operation of GOV must be authorized by the Center Director and limited to driver's training only.
- c. All over-the-road vehicles must be equipped with fire extinguishers, emergency warning lights, and well-maintained first-aid kits.
- d. In GOV, all drivers and passengers must wear seat belts in all over-the-road vehicles (except buses where seat belts are not available). When infants and/or children are being transported, safety restraints must meet applicable state requirements for size/weight.
- e. Drivers shall not engage in text messaging, or use personal or government-supplied electronic equipment, when operating GOV or when driving privately owned vehicles (POV) while on official government business.
- f. No vehicle will be loaded (with personnel or materials) beyond the vehicle's rated capacity.
- g. All operators shall adhere to applicable federal, state, and local vehicle operator licensing and safe operator requirements. Federal requirements may include, but

- are not limited to, Hours of Service (Part 395 of the Federal Motor Carrier Safety Administration [FMCSA] regulations).
- h. Students will not be transported in the back bed of a pickup truck or other open-bed vehicle, including vehicles equipped with caps covering the bed of the truck, unless such vehicle has been equipped with appropriately designed and constructed seating and safety restraints.
 - i. If a bus has an auxiliary gas tank that powers the air conditioner, the vehicle must have that tank properly guarded.
 - j. Aisles in buses and vans must be kept free of obstructions that may hinder orderly evacuation of the vehicle during an emergency. Passengers must be seated at all times. Tools, equipment, luggage, and other personal belongings must be properly stored and secured before operating the vehicle.
 - k. No bus transporting students or staff shall have the emergency door locked or constricted.
 - l. All vehicles that are driven by staff and students on center must meet appropriate federal and state safety requirements.
 - m. While a commercial driver's license (CDL) is preferred for those drivers operating 12- and 15-passenger vans, operators must, at a minimum, adhere to the vehicle operator licensing and safe operator requirements for the state or local jurisdiction.
 - n. All 12-passenger vans currently leased or owned by Job Corps contractors and agencies are to be operated in a manner that reduces the risk of vehicle rollover and other known risks associated with operating the vehicles. Job Corps contractors and agencies are permitted to purchase new vans and retain 12-passenger vans that are currently in their GSA fleet inventory. The vans shall be operated in accordance with the guidelines and restrictions detailed below:
 - 1. The 12-passenger vans will carry a maximum of eight passengers, including the driver. If there is a need to transport more than eight passengers, it must be done using multiple vehicles.
 - 2. Roof racks must be removed, except those that carry only light loads (e.g., ladder rack, rowing oars, etc.). No loads over 60 pounds should be placed on the roof.
 - 3. Rear seats must be removed.
 - o. All 15-passenger vans currently leased or owned by Job Corps contractors and agencies are to be modified and operated in a manner that decreases known risks associated with operating the vehicles. Job Corps contractors and agencies are permitted to retain 15-passenger vans that are currently in their GSA fleet inventory in accordance with the guidelines and restrictions detailed below; however, centers are encouraged to explore other fiscally responsible transportation options before purchasing, leasing, or renting additional 15-passenger vans.

1. All 15-passenger vans will carry a maximum of 10 passengers, including the driver. If there is need to transport more than 10 passengers, it must be done using a higher capacity vehicle, or by using multiple smaller vehicles.
2. Roof racks must be removed, except those that carry only light loads (e.g., ladder rack, rowing oars, etc.). No loads over 60 pounds should be placed on the roof.
3. Rear seats must be removed.

R3. *Vehicle Accident Recordkeeping*

- a. SF-91, Operator's Report of Motor Vehicle Accident

The operator of any government vehicle involved in an accident will complete an SF-91 form at the scene of the accident, if possible. The center will develop procedures to ensure that copies of the SF-91, and other applicable forms, are available in each vehicle, including privately owned vehicles, rentals, and GSA vehicles used for official business.

- b. SF-91A, Investigation Report of Motor Vehicle Accident

This report is used for motor vehicle accidents resulting in vehicle and/or property damage over \$500, or disabling work injuries including fatalities caused by a motor vehicle accident.

QUALITY INDICATOR

Q1. Centers comply with federal, state, and local regulations and Job Corps policy regarding vehicle safety and recordkeeping.

5.20 OCCUPATIONAL SAFETY AND HEALTH (OSH) PROGRAM AND WRITTEN PLANS

PURPOSE

- P1. To develop, implement, and evaluate a safety and occupational health program that includes written plans in accordance with 29 CFR 1960, the OSHA Act of 1970, Executive Order 12196, and Job Corps policy.
- P2. To develop and document all of the plans described in the following requirements, if applicable.

REQUIREMENTS

R1. Personal Protective Equipment (PPE) Plan

In accordance with 29 CFR 1910.132, centers are required to develop, implement, and maintain a written PPE plan and program that includes at least the following:

- a. Perform hazard assessments for all trades and/or work areas to assess the need for PPE. Maintain hazard assessment records that identify hazards and risks, and document the type of PPE required. Develop procedures to notify the Safety Officer when new processes are introduced or when existing processes change.

Note: If a new trade is introduced, a hazard assessment must be performed to determine PPE needs according to training activities. Hazard assessment based upon other trades and activities cannot be the bases of the PPE requirements for a new trade.

- b. Select PPE based on hazard assessments by the trade supervisor in conjunction with the Safety Officer. Methods for selecting PPE are well-documented, appropriate, and properly implemented.
- c. Develop a PPE training program that will address student and staff needs. The written training program includes:
 - 1. When PPE use is necessary.
 - 2. What PPE is necessary.
 - 3. How to properly don (put on), doff (remove), adjust, and wear PPE.
 - 4. The proper care, maintenance, useful life, and disposal of PPE.
- d. Maintain PPE training records for students and staff for three years. Additional retention requirements are as follows:
 - 1. Retain student training records for one year following completion of training or termination of enrollment.
 - 2. Retain staff training records for one year following resignation or termination of employment.
- e. Establish procedures to inspect, clean, and maintain PPE. Ensure that supervisors, staff, and students are trained in these procedures and follow the established criteria.

- f. Establish procedures to remove damaged equipment from service.

R2. *Fire Safety and Prevention Plan*

All centers must develop and implement a Fire Safety and Prevention Plan that addresses the National Fire Protection Association (NFPA) Life Safety Code 101 requirements as referenced in 29 CFR 1910.39 and 1910.157.

Centers will establish a policy, based upon the proximity to emergency response personnel (i.e., fire and/or hazardous materials response teams) that specifies full evacuation or incipient stage fire suppression by staff in response to a fire alarm.

a. Fire Prevention Plan

The center Safety Officer will perform the following activities to ensure that students and staff are familiar with all center fire alarms and evacuation procedures:

1. Center Safety Officers will perform and log monthly inspections of:
 - (a) Fire alarm systems
 - (b) Sprinkler systems
 - (c) Illuminated exit signs
 - (d) Emergency lighting
 - (e) Fire extinguishers
2. Centers will conduct monthly fire drills during high student/staff activity levels and when students are in the dormitories. Center Safety Officers will document the accountability and timeliness of fire drills.
3. Centers will establish and implement a Fire Watch Plan, included as part of the Fire Prevention Plan, to be implemented when there is a nonfunctional alarm system. The Fire Watch Plan will include the following:
 - (a) Establish fire warden and security staff duties and responsibilities
 - (b) Establish minimum required equipment for security staff
 - (c) Establish process for reporting fires and notifying building occupants

b. Fire Safety Plan Elements

The Safety Officer must ensure that at least the following elements are included in the Fire Safety Plan:

1. List of major fire hazards and proper handling and storage procedures for hazardous materials
2. List of all potential ignition sources, control procedures, and the type of fire protection equipment or suppression system used to control a fire

3. List of staff responsible for maintaining fire protection equipment or systems to prevent or control ignition fires
 4. List of staff responsible for control of fuel source hazards
 5. List of staff responsible for sounding alarms and contacting local fire department or other appropriate officials
 6. Evacuation and accountability procedures, including the posting of evacuation maps, assembly areas, and maintaining safe distance from affected buildings until areas are cleared for occupancy
 7. Emergency notification telephone numbers
 8. List of temporary shelters and contacts
 9. List of staff responsible for assessing damage to center and coordinating re-entry to center or affected buildings
 10. List of staff responsible for communications with local media, Regional Office, and National Office of Job Corps
- c. Training
- All centers must provide ongoing fire prevention and fire extinguisher training for staff and students according to their roles and responsibilities within the Fire Prevention Plan. Training resources include state or local fire marshals, insurance companies, universities, or the Occupational Safety and Health Administration (OSHA). Training programs must be tailored to center location, offerings, and programs, and must include the following elements, as appropriate:
1. Fire wardens and security staff
 - (a) Fire classes and the appropriate extinguishing agent
 - (b) Proper maintenance and use of fire extinguishers
 - (c) Evacuation and accountability procedures, as defined by NFPA Life Safety Code
 - (d) Proper use of warning equipment/alarm systems
 - (e) Fire watch system and alternative warning systems
 - (f) Fire warden responsibilities
 - (g) Fire safety inspections, including housekeeping practices, flammable and combustible waste materials accumulation, and inspection and maintenance of fire equipment or systems
 2. Students
 - (a) Assigned evacuation routes and assembly areas
 - (b) Procedures for reporting a fire or potential for fire
 - (c) Procedures for disposal of combustible and flammable materials
 - (d) Location of smoking areas and receptacles

3. Staff
 - (a) Proper use of fire extinguishers
 - (b) Assigned evacuation routes and assembly areas
 - (c) Procedures for reporting a fire or potential for fire
 - (d) Procedures for disposal of combustible and flammable materials
 - (e) Location of smoking areas and receptacles
- d. Documentation

Documentation of fire safety training, drills, and inspections must be maintained on center for three years and made available for review upon request.
- e. Incipient Fire Suppression and Portable Fire Extinguishers
 1. OSHA defines “incipient fire” as a fire in the initial or beginning stage that can be controlled or extinguished using a portable fire extinguisher, Class II standpipe, or small hose system without the need for protective clothing or equipment (e.g., breathing apparatus). OSHA requires centers to provide fire extinguishing equipment for incipient fire. However, OSHA allows centers to address incipient fires and building evacuation in two ways:
 - (a) Evacuation of all or most of the building’s occupants to a safe area without attempting to fight the fire; or
 - (b) Evacuation of all building occupants except those who are properly trained and designated to use portable fire extinguishers.
 2. Fire prevention plans must comply with 1910.157, Portable Fire Extinguishers, according to the center’s established policy concerning incipient fires.
 3. Incipient firefighting should be based upon a thorough hazard assessment, and proximity and response time of local fire department or emergency response team.

R3. *Emergency Action Plan*

Centers are required to develop an Emergency Action Plan (EAP) in accordance with 29 CFR 1910.38 if fire extinguishers are located in each building and students and staff are required to evacuate the building in the event of fire or other emergency.

- a. Emergency Action Plan (EAP) Elements
 1. Procedures to handle hazards and threats including:
 - (a) Natural disasters typical for the geographic area in which the center is located; e.g., earthquakes, hurricanes, tornadoes, severe/extreme weather, blackouts, utility failures, and weather-related conditions.

- (b) Criminal activity including arson/fire, bomb threats, suspicious packages, vandalism, civil disturbance, and weapons on center.
 - (c) Terrorist threats including radioactive, biological, or cyber attacks.
 - (d) Medical emergencies, such as pandemic influenza or food poisoning (*E. coli* or *Salmonella*) outbreaks.
 - (e) Other hazards specific to the surrounding area, such as hazardous materials spills or explosion.
2. A list of emergency personnel and contact information. The Center Director or his or her designee shall act as the responsible official during the emergency.
3. The Center Director or his or her designee must ensure that an emergency coordinator and area/floor monitors are identified, and ensure that assistance is available for the physically challenged.
4. Procedures for emergency situations that require centers to shelter-in-place, evacuate, and provide for mass care for students and staff.
5. Identification of assembly areas on and off center for students and staff to relocate depending upon the nature of the emergency.
6. Evacuation route maps indicating emergency exits, primary and secondary evacuation routes, location of fire extinguishers and fire alarm pull stations, and assembly points must be posted in all center buildings, including but not limited to:
 - (a) Residential facilities
 - (b) Child development centers, if applicable
 - (c) Academic facilities
 - (d) Food service facilities
 - (e) CTT facilities and classrooms
 - (f) Recreation areas
 - (g) Warehouse(s)
 - (h) Center maintenance
 - (i) Administration facilities
7. Procedures for staff required to remain on center after an evacuation to perform critical activities (e.g., shut down utilities) and secure the center.
8. Procedures to account for students and staff after evacuation to assembly areas on and off center, including students training or working off center at the time of the emergency.
9. Procedures for transporting students and staff to off-center assembly areas, including students training or working off center.

10. Procedures for staff and students responsible for providing medical assistance. The plan should also provide for instances when individuals responsible for providing medical assistance are not available.
 11. An alarm system must be implemented that provides a distinctive sound or tone for each purpose (type of emergency and procedure) in accordance with 29 CFR 1910.165.
 12. Procedures for returning the center to normal operations following an emergency. Procedures should be emergency-specific.
- b. Emergency Response Drills
1. Centers must perform fire drills on a monthly basis. The drills should be performed during normal business hours and after hours.
 2. Centers shall participate in federal, state, and local emergency preparedness drills, including terrorist attack and pandemic outbreak response, when possible.
 3. Centers shall establish and maintain contact with federal, state, and local emergency response coordinators to ensure that current information regarding emergency response procedures is maintained.
 4. All drill and post-drill activities designed to improve student and staff performance during drills must be documented and kept on file in the Safety Officer's office and made available upon request.
 5. Copies of drill performance and improvement reports must be maintained on the center for three years and made available for review upon request.
 6. Centers shall coordinate with the local emergency management authority, local health department, and local fire department to participate in federal, state, or local emergency response drills.

R4. Hazard Communication Plan
(See Section 5.16, R6.)

R5. Recreational Safety Plan

- a. Water Safety (See Chapter 3, Section 3.18, R5)
 1. Job Corps centers operating swimming pools shall incorporate the Centers for Disease Control and Prevention (CDC) chlorine disinfection timetable for killing common germs.
 2. Cleaning and disinfecting procedures shall also include the area surrounding the pool, including chairs, towels, floors, etc., to prevent the onset of recreational water-related illnesses.
 3. Provide staff and students with awareness training on the prevention of recreational water-related illnesses.
 4. Ensure that swimming pool areas are secured after hours to prohibit unauthorized access.

5. Post proper warning signs, safety rules, and emergency response procedures.
 6. Ensure that necessary rescue equipment is maintained in good working order and easily accessible.
- b. General Recreational Safety
- The Center Director must:
1. Ensure that students receive adequate training prior to engaging in recreational activities such as weight lifting, basketball, arts and crafts, etc.
 2. Provide supervision during recreational activities to ensure that students follow proper techniques and are fit for the activity, thereby not placing the participant's safety at above-normal risk and reducing the risk of injury.
 3. Advise students that "horseplay" is not tolerated during recreational activities.
 4. Ensure that all recreational facilities and equipment are of safe design and free of known hazards.
 5. Ensure that recreational and athletic equipment purchases meet safety guidelines established by agencies nationally recognized by the Consumer Product Safety Commission (CPSC).
- c. Gymnasium and Recreational Equipment
1. Gym equipment must be positioned to allow for an unrestricted route of egress from the area during an emergency.
 2. Personal protective equipment such as helmets, padding, wrap-around eye protection, and gloves must be provided for students involved in recreational activities such as:
 - (a) Bicycling
 - (b) Skate boarding
 - (c) Rollerblading
 - (d) Racquet ball
 3. Recreational facilities and equipment must be inspected daily. Damaged equipment must be immediately removed from use and repaired or replaced as soon as fiscally possible.
- d. Competitive Sports
- To ensure student and staff safety and security during on- and off-center events, centers are encouraged to prepare plans that contain the following elements, at minimum:
1. Consider limiting participants and spectators to current Job Corps students and staff.

2. Ensure that there is sufficient supervision for off-center games and events. The recommended ratio is one staff member for every five students.
3. Coordinate security arrangements between visiting and host centers in advance of each activity. Visiting centers shall provide a list of team members, Job Corps spectators, and player family members at least one week prior to the event. Limit entry into events to pre-approved spectators with proper identification.
4. Host centers are encouraged to arrange for additional security through local law enforcement when there is a history of past serious incidents.
5. Communicate safety and security procedures to athletes, staff, and spectators prior to the event.

R6. *Asbestos Operations and Maintenance Plan*
(See Section 5.16, R5.)

R7. *Confined Space Entry Plan*

a. Overview

A confined space is one that is large enough and configured in a manner that would allow a person to enter the space to perform work. The space has limited or restricted means of entry or exit and is not designed for continuous human occupancy. Hazards may also exist in the space, such as combustible gases, toxic materials, or mechanical or electrical hazards, or the space may be oxygen deficient.

A Confined Space Entry Plan is not necessary if:

1. There are no confined spaces on center; or
2. Students and staff are prohibited from entering or performing work in any confined space.

b. Confined Space Inventory

1. Centers must conduct a survey to identify and label all confined spaces located on center. Each space must be identified as “non-permit required” or “permit required.”

(a) A permit-required confined space is one that contains one or more of the following characteristics:

- (1) Contains or has the potential to contain a hazardous atmosphere
- (2) Contains a material that has the potential for engulfment or entrapment
- (3) Has an internal configuration such that an entrant could be trapped or asphyxiated
- (4) Contains any other serious safety hazard

- (b) Non-permit-required confined space does not contain or have the potential to contain a hazardous atmosphere or any other hazard capable of causing death or serious physical harm.
 - (c) Re-evaluate all confined spaces annually and maintain documentation.
 - (d) Permit-required confined spaces are marked as such with appropriate signage.
 - (e) Ensure that permit-required confined spaces are locked or blocked to deter access (if possible).
2. Centers that require students, staff, or contractors to perform work in confined spaces are required to develop, implement, and maintain a Confined Space Entry program in accordance with 29 CFR 1910.146. The plan must consist of the following elements:
- (a) Designated confined space entry coordinator
 - (b) Entrant and supervisor responsibilities
 - (c) Non-permit-required confined space entry procedures
 - (d) Location-specific, permit-required confined space entry procedures
 - (e) List of center departments and/or career technical training trades that require confined space entry
 - (f) Emergency procedures
 - (g) Training and documentation of training
3. Maintain confined-space-entry training records for students and staff for three years. Additional retention requirements are as follows:
- (a) Retain student training records for one year following completion of training or termination of enrollment.
 - (b) Retain staff training records for one year following resignation or termination of employment.
4. Maintain cancelled entry permits for one year.

R8. *Bloodborne Pathogens Plan*

- a. Centers must develop, implement, and maintain a Bloodborne Pathogens Control Plan that is in compliance with the OSHA Occupational Exposure to Bloodborne Pathogens; Needlestick and Other Sharp Injuries; Final Rule (29 CFR 1910.1030). The plan, which is submitted to the Regional Office, must be reviewed and approved by the Regional Health Specialist. Once the plan has been approved, the plan does not need to be updated again until at least one of the following occurs:
 - 1. New or revised PRH or regulatory standards necessitate revision of the plan;

2. Center introduces a new trade resulting in new potential exposure to bloodborne pathogens; or
 3. New engineering controls, including safer equipment or procedures, are introduced.
- b. The plan must contain the following minimum requirements:
1. Identification of job classifications where there is high, medium, or low risk of exposure to blood or other potentially infectious materials.
 2. Explanation of the protective measures in effect to prevent occupational exposure to blood or other potentially infectious materials and a schedule and methods of compliance to be implemented.
 3. Schedule and method of implementation for administering Hepatitis B vaccination and conducting post-exposure evaluation and follow-up.
 - (a) Job classifications with high risk of exposure shall be provided the Hepatitis B vaccine.
 - (b) Job classifications with medium risk of exposure should be offered the vaccine or administered the vaccine as needed (i.e., post-exposure vaccine).

Staff trained in CPR and first aid and required to render aid in an emergency as part of their job duties must be offered the Hepatitis B vaccine or administered the vaccine as stated above.
 - (c) Job classifications with low risk of exposure should be administered the vaccine as needed (i.e., post-exposure vaccine).
 4. Schedule and method of implementation for communicating hazards to employees.
 5. Schedule and method of implementation for recordkeeping.
 6. Procedures for evaluating the circumstances of an exposure incident.

Note: Regardless of job classification, individuals who decline the Hepatitis B vaccine must sign a declination form in accordance with 29 CFR 1910.1030 Appendix A.

R9. Respiratory Protection Plan

- a. Centers must develop and implement a Respiratory Protection program, including a written plan in accordance with 29 CFR 1910.134, if any of the following conditions exist:
 1. Center offers trades that could potentially expose students or staff to airborne contaminants that meet or exceed the OSHA eight-hour Permissible Exposure Limits (PELs) or action levels for known respiratory hazards;

2. Asbestos-containing building materials (ACBMs) are present and may be disturbed during routine maintenance, housekeeping, renovation, or demolition activities;
 3. Lead-based paint or other materials are present and may be disturbed during renovation and demolition activities; or
 4. Students and staff are exposed or may be potentially exposed to airborne contaminants and disease through contact with individual(s) engaged in providing student and staff health services or engaged in allied health training.
- b. Centers are not required to implement a written Respiratory Protection program if filtering face piece respirators (i.e., dust masks) are used on a voluntary basis and there is no potential for airborne particulate levels to meet or exceed the OSHA eight-hour PEL or action levels.
- Note: Voluntary use of tight-fitting, negative pressure air-purifying or powered air-purifying respirators requires a written plan, in accordance with 29 CFR 1910.134, Appendix D.
- c. Centers must identify and evaluate respiratory hazards in the workplace through:
1. Air sampling and exposure monitoring;
 2. NIOSH trade-specific data regarding airborne contaminants; or
 3. General or construction industry accepted best practices.
- d. The Respiratory Protection program must contain worksite-specific procedures and elements for required respirator use.
- e. Center Director or his or her designee must select a Respiratory Protection Program Coordinator to manage the center's Respiratory Protection program.
- f. The written Respiratory Protection Plan must contain the following elements:
1. Respirator selection procedures and criteria that ensure that exposure to hazardous substances occurs at or below maximum use concentrations
 2. Medical surveillance for staff and students required to wear respirators
 3. Fit-testing procedures for tight-fitting respirators
 4. Procedures for the proper use of respirators in routine and emergency situations
 5. Procedures and timelines for cleaning, disinfecting, storing, inspecting, repairing, discarding, and general maintenance of respirators
 6. Procedures for ensuring air quality, quantity, and flow of breathing air for atmosphere-supplying respirators if applicable
 7. Student and staff initial and annual refresher training that includes:
 - (a) Potential respiratory hazards during routine or emergency situations

- (b) Proper use, donning, removal of respirators
- (c) Limitations of respirator use
- (d) Regular maintenance of respirators
- 8. Procedures for evaluating the effectiveness of the program
- 9. Medical evaluations conducted by a licensed health care professional in accordance with 29 CFR 1910.134(e)(1) through (e)(7)(iv)
- 10. Maintenance of respiratory protection training records for students and staff for three years. Additional retention requirements are as follows:
 - (a) Retain student training records for one year following completion of training or termination of enrollment.
 - (b) Retain staff training records for one year following resignation or termination of employment.
- g. Centers must establish a cartridge change-out schedule in accordance with OSHA and manufacturers' recommendations to ensure cartridge effectiveness.
- h. Qualitative and quantitative fit-testing of tight-fitting respirators shall be done in accordance with 29 CFR 1910.134 Appendix A, Fit Testing Procedures (Mandatory). Fit-testing of respirators used to protect against asbestos or lead exposure shall be done in accordance with the appropriate OSHA standards.

R10. *Hearing Conservation Plan*

- a. Centers must conduct noise monitoring at least every other year to identify potential sources of hazardous noise or whenever new noise sources are introduced into the working or training environment.
- b. Centers must identify hazardous noise areas with warning signs or markings to ensure that hearing protection is used in those areas.
- c. Centers must develop and implement a Hearing Conservation program in accordance with 29 CFR 1910.95 if the following conditions exist:
 - 1. Results of noise measurements have identified hazardous noise sources that may result in staff or student exposures that exceed 85dB (decibels).
 - 2. Exposure monitoring indicates that student and staff noise exposures equal or exceed an eight-hour time weighted average (TWA) of 85dB measured on the A-scale (slow response) or 50 percent dose.
- d. The Hearing Conservation program (HCP) must consist of the following elements:
 - 1. Monitoring program that identifies students and/or staff for inclusion in the HCP and to facilitate selection of appropriate hearing protectors.
 - 2. Audiometric testing to monitor staff and students whose exposures equal or exceed an eight-hour TWA of 85dB, including:

- (a) Baseline audiogram to be administered within six months of the initial exposure equal to or in excess of 85dB to be compared against subsequent audiograms.
- (b) Audiograms administered at least annually following the baseline audiogram.
- (c) Audiogram evaluation.
- (d) Purchase of audiometric testing equipment is not required. However, if the center conducts audiometric testing, equipment and the testing environment must meet the requirements set forth in 29 CFR 1910.95, Appendices C and D.

If the center does not conduct audiometric testing, the center must ensure that individuals included in the Hearing Conservation program are administered audiograms in accordance with the OSHA standard.

- (e) Audiometric testing must be performed by a licensed or certified audiologist, otolaryngologist, or other physician, or by a technician certified by the Council of Accreditation in Occupational Hearing Conservation, or who has demonstrated competence in administering audiometric examinations, obtaining valid audiograms, and properly using, maintaining, and checking calibration and proper function of the audiometers being used.

A technician who performs audiometric tests using a microprocessor audiometer does not need to be certified but must be responsible to an audiologist, otolaryngologist, or physician.

- (f) Centers located in rural areas that are not equipped to conduct audiometric testing on center or find it difficult to locate audiometric testing centers must contact the Job Corps Regional Office Project Manager who will contact the National Office of Job Corps safety representative.

3. Hearing protector evaluation for specific hazardous noise environments to ensure attenuation to below 85dB. Evaluation methods should be done in accordance with 29 CFR 1910.95 Appendix B, "Methods for Estimating the Adequacy of Hearing Protection Attenuation."
4. Selection and distribution of hearing protectors.
 - (a) Hearing protectors must be provided at no cost to staff or students.
 - (b) The hearing protectors selected should be appropriate for the task and provide the required noise attenuation.
 - (c) Students and staff who have not yet had a baseline audiogram should be issued hearing protection.

- (d) Students or staff who have experienced a standard threshold shift must be issued hearing protectors.
- 5. Training that will be administered annually that includes but is not limited to the following:
 - (a) Effects of noise on hearing
 - (b) Purpose of hearing protectors
 - (c) Disadvantages, attenuation of various types of hearing protectors
 - (d) Instructions on selection, fitting, use, and care of hearing protectors
 - (e) Purpose of audiometric testing and an explanation of the test procedures
- 6. Staff and students, or their representatives, must have access to monitoring results, audiometric test results, and training materials in accordance with 29 CFR 1910.95.
- 7. Centers must maintain records as follows:
 - (a) Exposure monitoring results are maintained for two years.
 - (b) Audiometric testing results are maintained for the duration of the student's enrollment and the duration of staff employment.
 - (c) Student and staff hearing protection attenuation and selection, and training records are maintained for two years.
- 8. Centers must retain all records associated with the hearing conservation program, upon transfer of center operations to another operator.

R11. Lead Exposure Plan
(See Section 5.16, R4.)

R12. Hexavalent Chromium Exposure Plan
(See Section 5.16, R9.)

R13. Lockout/Tagout Plan

- a. Centers must develop written procedures for the control of hazardous energy in accordance with 29 CFR 1910.147 if students and staff are responsible for servicing or performing maintenance of machines or equipment.
- b. A Lockout/Tagout Plan is not required when:
 - 1. Servicing equipment that is powered by plugging into an electrical outlet and is under complete control of the individual performing the work; or
 - 2. Making normal adjustments, including minor tool changes and other minor servicing activities that take place during normal production operations which are routine, repetitive, and integral to the use of that production equipment, as long as workers are effectively protected by alternative measures that provide effective machine safeguarding protection.

- c. When a written Lockout/Tagout Plan is required, the program must include the following minimum elements:
 - 1. Name of the machines or equipment and purpose of the procedure
 - 2. Compliance requirements (policy)
 - 3. Type of compliance enforcement for violation of policy
 - 4. Name of students or staff affected and method of communication
 - 5. Name of students or staff authorized to perform lockout/tagout
 - 6. Type and magnitude of energy, its hazards, and the methods to control the energy
 - 7. Type and location of machine or equipment operating controls
 - 8. Type and location of energy isolating devices; lockout/tagout devices are sufficient in number, uniform, legible, understandable, and durable
 - 9. Types of stored energy—methods to dissipate or restrain
 - 10. Methods of verifying the isolation of the equipment
 - 11. Training for affected and authorized students and staff
 - 12. Method for evaluating lockout/tagout procedures at least annually and documenting results
 - 13. Procedures for removing locks/tags when the owner of the lock or tag is not available
 - 14. Plan is updated when changes in process, equipment, procedures, or audit warrants revision

R14. Powered Industrial Vehicle Plan

- a. Centers that own or provide access to gas-powered or electric-powered fork trucks, tractors, platform lift trucks, motorized hand trucks (pallet jacks) or other specialized vehicles must develop a written Powered Industrial Vehicle Plan.
- b. The plan must address the requirements outlined in 29 CFR 1910.178.
- c. The plan must also include:
 - 1. Complete list of covered vehicles
 - 2. Fuel handling and storage procedures (if applicable)
 - 3. Battery charging, changing, and storage procedures (if applicable)
 - 4. Spill response procedures and fire prevention
 - 5. Areas where trucks are used
 - 6. Operator training
 - 7. Daily inspection process
 - 8. Process for removing vehicles from service

- d. Powered industrial truck operators must be at least 18 years of age in accordance with the Fair Labor Standards Act.
- e. Operator training must be conducted by a certified trainer and the training must be in accordance with 29 CFR 1910.178(l).

QUALITY INDICATOR

- Q1. Center management fully implements all required occupational safety and health plans and actively promotes and maintains a safe and healthy living and working environment on center for students and staff.

5.21 NAMING OF JOB CORPS CENTERS AND FACILITIES

PURPOSE

P1. To ensure a consistent and transparent policy for naming Job Corps centers.

REQUIREMENTS

R1. Naming and Renaming of Job Corps Centers

- a. Job Corps centers will be named or renamed in accordance with procedures outlined by the U.S. Department of Labor.
- b. Job Corps centers may not be named or renamed by center operators or any other party.
- c. Interested parties may petition the U.S. Department of Labor to name or rename a Job Corps center by making a formal request to the Assistant Secretary for Employment and Training.

R2. Naming and Renaming of Job Corps Facilities and Property

The naming or renaming of Job Corps facilities and real property, including signage, will be done in consultation with the Office of Job Corps.