December 11, 2007

DIRECTIVE:  JOB CORPS PROGRAM INSTRUCTION NO. 07-16

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

FROM: ESTHER R. JOHNSON, Ed.D.
      National Director
      Office of Job Corps

SUBJECT: Additional Guidance and Form for Direct-Threat Assessments

1. Purpose. To provide additional information and guidance on the direct-threat assessment process currently outlined in the Policy and Requirements Handbook (PRH) Chapter 1, Appendix 103.

2. Background. Job Corps requires that applicants not have conditions, disabilities, or behaviors that (1) pose a direct threat to the health or safety of themselves, other students, or staff; and (2) cannot be eliminated by reasonable accommodations or modifications. Like any qualification standard, this requirement must apply to all applicants and students, not just to those with disabilities, and must be evaluated on an individual basis, with a focus on current behavior. The attached instructions and form provide Job Corps health and wellness staff, or other individuals who may conduct such an assessment, with guidance designed to help them properly and lawfully assess an individual applicant’s or student’s ability to safely participate in the Job Corps program.


3. Action. Addressees are to ensure that this Program Instruction is distributed to all appropriate staff, particularly health and wellness staff, including nurses, physicians, center mental health consultants, and Trainee Employee Assistance Program (TEAP) specialists who may conduct direct-threat assessments.
4. **Expiration Date.** Until superseded.

5. **Inquiries.** Inquiries should be directed to Carol Abnathy at (202) 693-3283 or abnathy.carol@dol.gov.

Attachment

Individualized Assessment of Possible Direct Threat—Instructions and Form