

## Strategic Goal 4: A Competitive Workforce

### *Maintain Competitiveness in the 21<sup>st</sup> Century Economy*

The Department strives to keep our country's workforce competitive in a global economy by helping workers acquire the skills they need for the new jobs being created in high-growth industries and by reducing unnecessary burdens of labor laws and regulations. To facilitate continued economic growth, DOL promotes demand-driven workforce investment strategies at every level – local, State and Federal – and to embrace new methods of engagement with strategic partners, including employers, industry associations, community colleges, and the public workforce system. Regulatory reviews consider whether changes are needed in the structure or application of existing law, and enforcement strategies emphasize compliance assistance, targeting the most egregious problems and expanding use of electronic reporting.

Two outcome goals support *A Competitive Workforce*. Programs administered by the Employment and Training Administration (ETA) support Outcome Goal 4.1 by supplying timely and relevant workforce information, helping employers fill gaps in the labor market with foreign workers, providing reemployment assistance for workers displaced by shifts in international trade and encouraging innovative strategies for making workforce systems more demand-driven, i.e., focused on high-growth industries and occupations. The Office of the Assistant Secretary for Policy (OASP) conducts oversight of Department wide efforts to improve the cost-effectiveness of labor market regulations in connection with the second outcome goal.

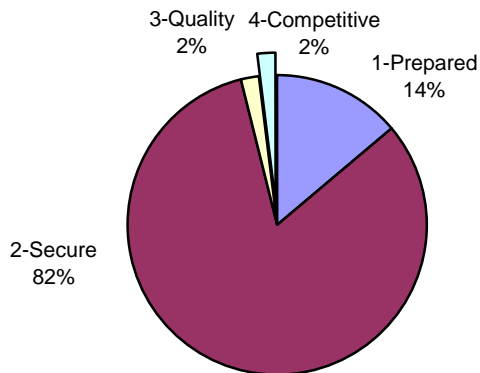
In FY 2005, Workforce Information outcomes generally met or exceeded expectations. Foreign Labor Certification and Trade Adjustment Assistance demonstrated improved results, despite missing some targets. DOL regulatory programs made progress in conducting reviews of whether rules are current and minimize burdens on compliant employers; significant revisions were proposed or published in the areas of child labor and pension plans.

<b>Outcome Goal 4.1 – Build a Demand-Driven Workforce System to Address Worker Shortages and Equip Workers to Adapt to the Competitive Challenges of the 21<sup>st</sup> Century</b> One performance goal substantially achieved & two goals not achieved		<b>FY 05/PY 04 Costs (millions)</b>
ETA Workforce Information (04-4.1A)	Goal substantially achieved. Five targets reached, one not reached.	\$106
ETA Foreign Labor Certification (05-4.1A)	Goal not achieved. Three targets reached, one not reached.	60
ETA Trade Adjustment Assistance (05-4.1B)	Goal not achieved. Two targets reached, two not reached.	846
Other (Pilots, Demonstrations, Research and Evaluations, and H-1B Technical Skills Training)		151
<b>Outcome Goal 4.2 – Promote Workplace Flexibility and Minimize Regulatory Burden</b> One performance goal achieved		
OASP Flexible Regulations and Workplaces (05-4.2A) <sup>31</sup>	Goal achieved. Four targets reached.	–

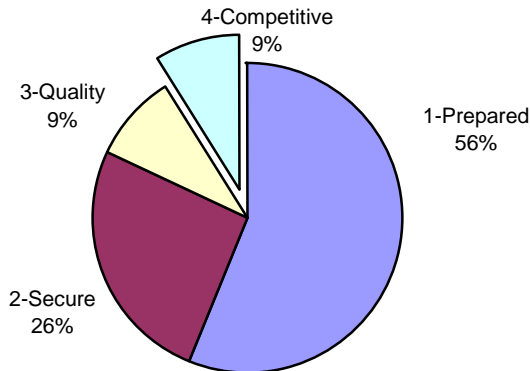
<sup>31</sup> The costs of achieving DOL's results in maximizing regulatory flexibility are distributed throughout the department's regulatory agencies, as it is part of their costs of operations.

The following charts illustrate DOL’s strategic goal net costs in FY 2005, with A *Competitive Workforce* shares set apart. The first allocates total Departmental costs of \$49.912 billion; the second allocates an adjusted net cost of \$12.222 billion that excludes major non-discretionary items associated with Strategic Goal 2.<sup>32</sup> Net costs of this goal in FY 2004 were \$6 million.

**FY 2005 Strategic Goal 4 - \$1.163 billion  
Percent of Net Costs**



**FY 2005 Strategic Goal 4  
Percent of Net Cost excluding Income Maintenance**



The outcome goals and programs listed above, along with their results, costs, and future challenges are discussed in more detail on the following pages

<sup>32</sup> The excluded costs are referred to as Income Maintenance – unemployment benefit payments to individuals who are laid off or out of work and seeking employment (\$31.488 billion) plus disability benefit payments to individuals who suffered injury or illness on the job (\$5.936 billion).