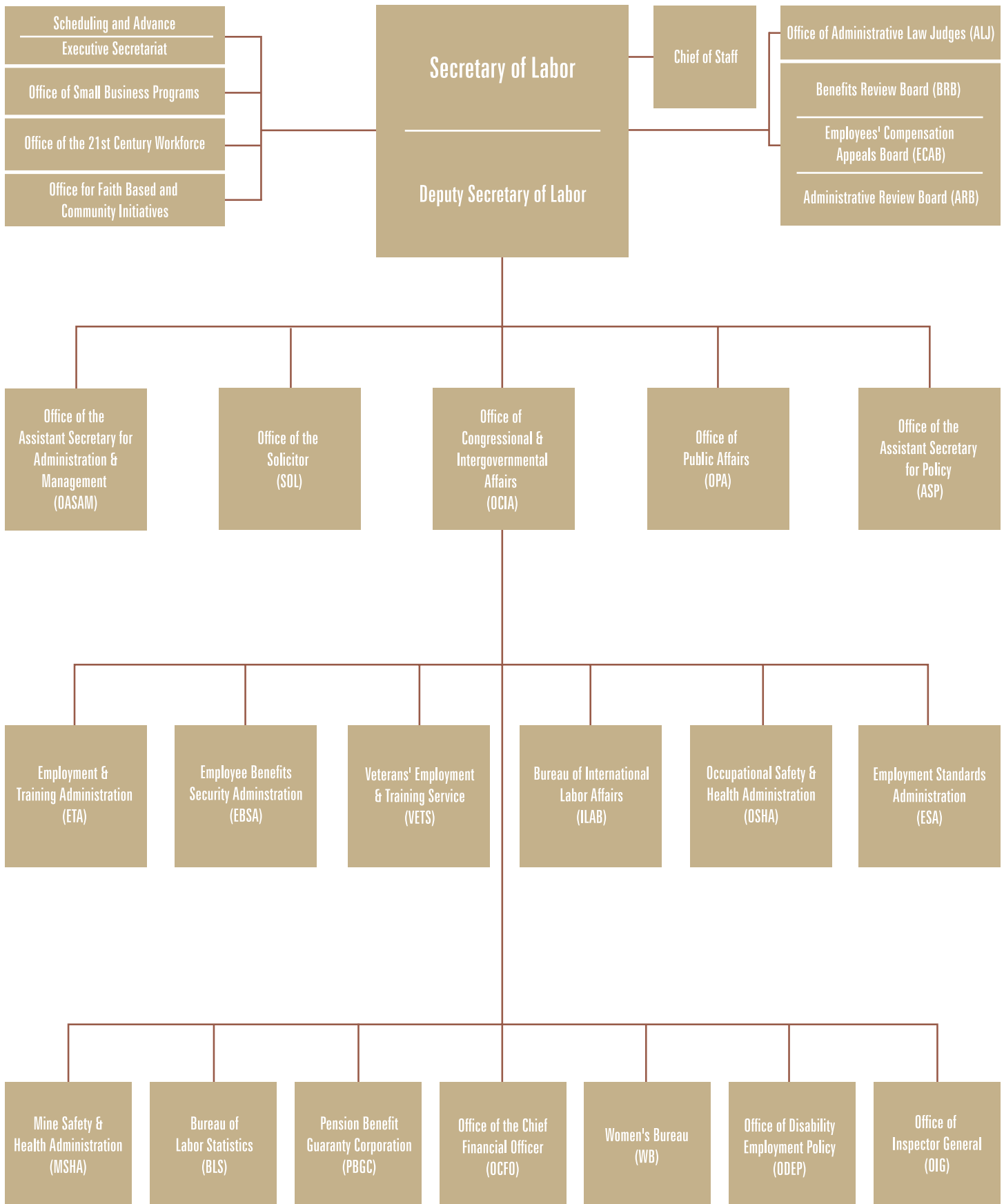


Appendix 1 Department of Labor Organization



Agency Missions

Bureau of International Labor Affairs (ILAB): To carry out the Secretary's international responsibilities, develop Departmental policy and programs relating to international labor activities, and coordinate Departmental international activities involving other U.S. Government agencies, intergovernmental organizations, and non-governmental organizations.

Bureau of Labor Statistics (BLS): To produce, analyze, and disseminate essential and accurate statistical data in the field of labor economics to the American public, the U.S. Congress, other federal agencies, State and local governments, business, and labor.

Employee Benefits Security Administration (EBSA): To protect the retirement, health, and other benefits of over 150 million participants and beneficiaries in private sector employee benefit plans.

Employment Standards Administration (ESA): To protect the welfare and rights of, and generate equal employment opportunity for, American workers by promoting compliance with the various laws that it administers; and to provide the best possible program for income replacement, medical treatment, and rehabilitation for injured federal workers, longshore workers, energy workers, and coal miners.

Employment and Training Administration (ETA): To contribute to the more efficient functioning of the U.S. labor market by providing high quality job training, employment, labor market information, and income maintenance services primarily through State and local workforce development systems.

Mine Safety and Health Administration (MSHA): To protect the safety and health of the Nation's miners by determining compliance with federal safety and health standards through inspections and investigations and working cooperatively with the mining industry, labor, and the States to improve training programs aimed at preventing accidents and occupationally caused diseases.

Occupational Safety and Health Administration (OSHA): To assure so far as possible every working man and woman in the Nation safe and healthful working conditions. This includes such strategies as rulemaking, enforcement, compliance assistance, outreach, and partnerships to enable employers to maintain safe and healthful workplaces.

Office of the Assistant Secretary for Administration and Management (OASAM): The Office of the Assistant Secretary for Administration and Management is responsible for the development and promulgation of policies, standards, procedures, systems, and materials related to the resource and administrative management of the Department and for the execution of such policies and directives at Headquarters and in the field. The ASAM also serves as Chief Information Officer and in that capacity provides leadership and assistance to Departmental agencies in all aspects of using information technology to manage programs.

Office of the Chief Financial Officer (OCFO): To oversee all financial management activities relating to the Department's programs and operations, ensure compliance with financial management laws and standards, and develop and manage high-integrity financial information, policies, services, and products in support of the department's mission to prepare and protect American workers.

Office of Disability Employment Policy (ODEP): To provide leadership to increase employment opportunities for adults and youth with disabilities on both the supply and demand sides of the labor market, by expanding access to training, education, employment supports, assistive technology, integrated employment, entrepreneurial development, and small-business opportunities; and by building partnerships with employers and State and local agencies to increase awareness of the benefits of hiring people with disabilities, and to facilitate the use of effective strategies related to employment of people with disabilities.

Office of Inspector General (OIG): To serve the American worker and taxpayer by conducting audits, investigations, and evaluations that result in improvements in the effectiveness, efficiency, and economy of Departmental programs and operations; prevent fraud and abuse in DOL programs and labor racketeering in the American workplace; and provide advice to the Secretary and the Congress on how to attain the highest possible program performance.

Office of the Solicitor (SOL):

To ensure that the Nation's labor laws are forcefully and fairly applied in implementing the priority enforcement initiatives of and defending the actions taken by the Department; and to advise agency officials on legal matters, including the development of regulations, standards, and legislation.

Pension Benefit Guaranty Corporation (PBGC): To protect retirement-plan participants' pension benefits and support a healthy retirement plan system by encouraging the continuation and maintenance of private pension plans; protecting pension benefits in ongoing plans; providing timely payments of benefits in the case of terminated pension plans; and making the maximum use of resources and maintaining premiums and operating costs at the lowest levels consistent with statutory responsibilities. PBGC is an independent Federal corporation.

Veterans' Employment and Training Service (VETS):

To help Veterans, Reservists, and National Guard members in securing and maintaining employment and the rights and benefits associated with employment.

Women's Bureau (WB):

To promote profitable employment opportunities for women, to empower them by enhancing their skills and improving their working conditions, and to provide employers with more alternatives to meet their labor needs.

Appendix 2

Goals and Results

The table below presents, by DOL Agency, each performance goal for which results are being reported in this document. It includes the goal statement, whether it was achieved, and the period covered. As discussed in the Executive Summary, many of our programs are forward-funded and report on a program year (PY) that begins nine months after the fiscal year. In addition, two OSHA goals (3.1D and 3.1F) rely on performance data that are only available on a calendar year (CY) basis.

Agency – Goal	Performance Goal	Result	Period
BLS - 1.3A	Produce and disseminate timely, accurate, and relevant economic information.	Achieved	FY 2003
BLS - 1.3B	Improve the accuracy, efficiency, and relevancy of economic measures.	Achieved	FY 2003
EBSA - 2.2B	Enhance Pension and Health Benefits Security.	Achieved	FY 2003
ESA - 2.1A	Covered American workplaces legally, fairly, and safely employ and compensate their workers.	Substantially Achieved	FY 2003
ESA - 2.1B	Advance safeguards for union financial integrity and democracy and the transparency of union operations.	Not Achieved	FY 2003
ESA - 2.2C	Minimize the human, social, and financial impact of work-related injuries for workers and their families.	Substantially Achieved	FY 2003
ESA - 3.2A	Federal contractors achieve equal opportunity workplaces.	Achieved	FY 2003
ETA - 1.1A	Increase the employment, retention, and earnings of individuals registered under the WIA adult program.	Not Achieved	PY 2002
ETA - 1.1B	Improve the outcomes for job seekers and employers who receive public labor exchange services.	Not Achieved	PY 2002
ETA - 1.1C	Strengthen the registered apprenticeship system to meet the training needs of business and workers in the 21st Century.	Substantially Achieved	FY 2003
ETA - 1.2A	Increase entrance and retention of youth registered under the WIA youth program in education or employment.	Achieved	PY 2002
ETA - 1.2B	Increase participation, retention, and earnings of Job Corps graduates in employment and education.	Not Achieved	PY 2002
ETA - 1.2C	Increase entrance and retention of Youth Opportunity Grant participants in education, training, or employment.	Not Achieved	PY 2002
ETA - 2.2A	Make timely and accurate benefit payments to unemployed workers, facilitate the reemployment of Unemployment Insurance claimants, and set up Unemployment tax accounts promptly for new employers.	Substantially Achieved	FY 2003
ETA - 2.3A	Increase the employment, retention, and earnings replacement of individuals registered under the WIA dislocated worker program.	Not Achieved	PY 2002
ETA - 2.3B	Increase the employment, retention, and earnings replacement of workers dislocated in important part because of trade and who receive trade adjustment assistance benefits.	Not Achieved	FY 2003
ILAB - 3.3A	Reduce exploitative child labor by promoting international efforts and targeting focused initiatives in selected countries.	Achieved	FY 2003
ILAB - 3.3B	Improve living standards and conditions of work for workers in developing and transition countries.	Achieved	FY 2003
MSHA - 3.1A	Reduce the mine industry fatal injury incidence by 15% annually, and reduce the all-injury incidence rate 50% below the FY 2000 baseline by the end of FY 2005. For FY 2003 this equates to a 17% reduction.	Not Achieved	FY 2003
MSHA - 3.1B	Reduce the percentage of respirable coal dust samples exceeding the applicable standards by five percent for designated occupations in coal mines and reduce the percentage of silica dust samples in metal and nonmetal mines exceeding the applicable standards by five percent for designated high risk occupations; and reduce the percentage of noise exposures above the citation level in all mines by five percent.	Achieved	FY 2003
OASAM - 3.2B	States that receive financial assistance under the Workforce Investment Act provide benefits and services in a nondiscriminatory manner.	Achieved	FY 2003
OASAM - HR1	The right people are in the right place at the right time to carry out the mission of the Department.	Achieved	FY 2003

Agency – Goal	Performance Goal	Result	Period
OASAM - HR2	Reduce the rate of lost production days by two percent (i.e., number of days employees spend away from work due to injuries and illnesses).	Achieved	FY 2003
OASAM - HR3	Reduce the overall occurrence of injuries and illnesses for DOL employees by three percent, and improve the timeliness of filing injury/illness claims by five percent.	Achieved	FY 2003
OASAM - IT	Improve organizational performance and communication through effective information management and deployment of IT resources.	Not Achieved	FY 2003
OASAM - PR1	Complete public-private or direct conversion competitions on not less than 10 percent of the FTE listed on the DOL's Federal Activities Inventory Reform Act (FAIR) inventory.	Not Achieved	FY 2003
OASAM - PR2	Award contracts over \$25,000 using Performance-Based Contracting Services (PBSC) techniques for not less than 30 percent of total eligible service contracting dollars.	Achieved	FY 2003
OCFO - FM1	Improve the accuracy and timeliness of financial information.	Achieved	FY 2003
OCFO - FM2	Integrate financial and performance management to support day-to-day operations across DOL.	Achieved	FY 2003
ODEP - 1.1D	Implement new demonstration programs, through grants, designed to develop and test strategies to address the special needs of persons with significant disabilities.	Not Achieved	FY 2003
OSHA - 3.1C	Reduce the rate of workplace fatalities by two percent from baseline.	Not Achieved	FY 2003
OSHA - 3.1D*	Reduce injuries/illnesses by 11% [from baseline] in five industries characterized by high-hazard workplaces.	Achieved	CY 2001
OSHA - 3.1F	Decrease fatalities in the construction industry by 15% by focusing on four leading causes of fatalities (falls, struck-by, crushed-by, and electrocutions and electrical injuries).	Achieved	CY 2002
PBGC - 2.2D	PBGC will provide accurate and timely payments to the beneficiaries and businesses it serves.	Substantially Achieved	FY 2003
VETS - 1.1E	Increase the employment and retention rate of veteran job seekers registering for public labor exchange services.	Not Measured	FY 2003
VETS - 1.1F	At least 54.5% of veterans enrolled in Homeless Veterans Reintegration Project (HVRP) grants enter employment.	Achieved	FY 2003

*This is the goal as it appeared in the FY 2001 Annual Performance Plan. It was revised in FY 2002 and again in FY 2003. Results for CY 2002 and CY 2003 will be reported on in the FY 2004 and FY 2005 reports, respectively.

FY 2003 Goals – No Results Reported

This table lists FY 2003 goals for which no results are reported. They apply to ETA's forward-funded Program Year 2003 (July 1, 2003 – June 30, 2004).

Agency – Goal	Performance Goal	Reason Delayed	Period
ETA - 1.1A	Increase the employment, retention, and earnings of individuals registered under the WIA adult program.	Forward Funded	PY 2003
ETA - 1.1B	Improve the outcomes for job seekers and employers who receive public labor exchange services.	Forward Funded	PY 2003
ETA - 1.2A	Increase entrance and retention of youth registered under the WIA youth program in education or employment.	Forward Funded	PY 2003
ETA - 1.2B	Increase participation, retention, and earnings of Job Corps graduates in employment and education.	Forward Funded	PY 2003
ETA - 1.2C	Increase retention of Youth Opportunity Grant participants in education, training, or employment.	Forward Funded	PY 2003
ETA - 2.3A	Increase the employment, retention, and earnings replacement of individuals registered under the WIA dislocated worker program.	Forward Funded	PY 2003