

1. Performance Goal Details

Due to the early reporting date (just six weeks after the end of the fiscal year) and the wide variety of sources from which the Department receives performance data – including states, contractors, and domestic and international grant recipients – not all of the data required to report performance results are available, so the Department estimates performance results for some of its goals.

Where estimates have been used in this report, they are clearly identified as such. These estimates are based on methodologies developed by the programs and reviewed by the Department of Labor’s Office of Inspector General. Most of these performance estimates use partial year data and then extrapolate for the entire fiscal year. In instances where final quarter data have not traditionally been representative of the entire fiscal year, other estimating methodologies were used.

New indicators often lack data needed to establish targets. For such indicators, the first year’s target may be to establish a baseline (abbreviated as “base” in this table); success is determined by gathering the data as planned.

Performance Goal 04-1.1A (ETA)																
Increase the employment, retention, and earnings of individuals registered under the WIA Adult program.																
*Indicator target reached (Y), substantially reached (S) or not reached (N) **Estimated	PY 2000 Goal Achieved			PY 2001 Goal Achieved			PY 2002 Goal Not Achieved			PY 2003 Goal Achieved			PY 2004 Goal Achieved			
	Target	Result	*	Target	Result	*	Target	Result	*	Target	Result	*	Target	Result	*	
Percent of participants employed in the first quarter after program exit	—	—	—	—	—	—	70%	74%	Y	71%	74%	Y	75%	77%	Y	
Percent of those employed in the first quarter after program exit still employed in the third quarter after program exit	77%	78%	Y	78%	79%	Y	80%	84%	Y	82%	85%	Y	85%	86%	Y	
Average earnings change for those who are employed in the first quarter after program exit and still employed in the third quarter after program exit	\$3264	\$3684	Y	\$3361	\$3555	Y	\$3423	\$2900	N	\$3100	\$3260	Y	\$3300	\$3746	Y	
Average cost per participant	—	—	—	—	—	—	—	—	—	—	—	—	\$2192	\$2153*	Y	
Data Source(s): Annual State WIA performance reports included in the Enterprise Information Management System (EIMS) and Unemployment Insurance Wage Records																

Performance Goal 04-1.1B (ETA)

Improve the outcomes for job seekers and employers who receive core employment and workforce information services through One-Stop Career Centers.

*Indicator target reached (Y), substantially reached (S) or not reached (N) **Estimated	PY 2000 Goal Achieved			PY 2001 Goal Not Achieved			PY 2002 Goal Not Achieved			PY 2003 Goal Achieved			PY 2004 Goal Not Achieved		
	Target	Result	*	Target	Result	*	Target	Result	*	Target	Result	*	Target	Result	*
Percent of job seekers registered for employment services who enter employment with a new employer by the end of the second quarter following registration				—	—	—	55%	63%	Y	58%	61%	Y	58%	64%	Y
PY 2000: Employment Service applicants entering employment	3.2 million	3.9 million	Y												
Percent of job seekers who continue to be employed two quarters after initial entry into employment with a new employer	—	—	—	76%	—	—	70%	—	—	72%	80%	Y	72%	81%	Y
Average cost per participant	—	—	—	—	—	—	—	—	—	—	—	—	\$52	\$62	N

Data Source(s): Annual State WIA performance reports included in the Enterprise Information Management System (EIMS) and Unemployment Insurance Wage Records

Notes: In DOL's FY 2006 Performance Budget, the goal statement referred to these services as the "public labor exchange." In PY 2000-03, this goal included three additional indicators now under Performance Goal 04-4.1A.

Performance Goal 04-1.1C (ETA)

Increase the employment, retention, and earnings replacement of individuals registered under the Workforce Investment Act Dislocated Worker program

*Indicator target reached (Y), substantially reached (S) or not reached (N) **Estimated	PY 2000 Goal Achieved			PY 2001 Goal Achieved			PY 2002 Goal Not Achieved			PY 2003 Goal Not Achieved			PY 2004 Goal Not Achieved		
	Target	Result	*	Target	Result	*	Target	Result	*	Target	Result	*	Target	Result	*
Participants employed in the first quarter after program exit	71%	75%	Y	73%	79%	Y	78%	82%	Y	78%	82%	Y	82%	84%	Y
Participants employed in the first quarter after program exit still employed in the third quarter after program exit	82%	83%	Y	83%	87%	Y	88%	90%	Y	88%	90%	Y	91%	91%	Y
Percent of pre-dislocation earnings for those employed in the first quarter after program exit and still employed in the third quarter after program exit	90%	95%	Y	91%	101%	Y	98%	90%	N	93%	91%	N	91%	93%	Y
Average cost per participant	—	—	—	—	—	—	—	—	—	—	—	—	\$3195	\$3318*	N

Data Source(s): Annual State WIA performance reports included in the Enterprise Information Management System (EIMS) and Unemployment Insurance Wage Records

Performance Goal 04-1.1D (VETS)

Improve the employment outcomes for veterans who receive public labor exchange services and veterans' program services

*Indicator target reached (Y), substantially reached (S) or not reached (N) **Estimated	FY 2001 Goal Achieved			FY 2002 Goal Achieved			FY 2003 Goal Not Measured			PY 2003 Goal Achieved			PY 2004 Goal Achieved		
	Target	Result	*	Target	Result	*	Target	Result	*	Target	Result	*	Target	Result	*
Percent of veteran job seekers employed in the first or second quarter following registration	27%	33%	Y	34%	43%	Y	—	—	—	58%	58%	Y	58%	60%	Y
Percent of veteran job seekers still employed two quarters after initial entry into employment with a new employer	—	—	—	—	—	—	—	—	—	72%	79%	Y	80%	81%	Y
Percent of disabled veteran job seekers employed in the first or second quarter following registration	—	—	—	—	—	—	—	—	—	—	—	—	54%	56%	Y
Percent of disabled veteran job seekers still employed two quarters after initial entry into employment with a new employer	—	—	—	—	—	—	—	—	—	—	—	—	78%	79%	Y
Entered employment rate for homeless veterans participating in the Homeless Veterans Reintegration Program (HVRP)	50%	54%	Y	54%	54.4%	Y	54.5%	60.3%	Y	54.5%	61%	Y	60%	65%	Y
Employment retention rate after 6 months for homeless veteran HVRP participants	—	—	—	—	—	—	—	—	—	—	—	—	base	57%**	Y

Data Source(s): State Workforce Agency administrative reports, State UI wage records and homeless veteran grantee reports.

Note: In FY 2003, this program transitioned to a new system of measuring and reporting outcomes that is consistent with the common measures and operates on a program year basis. Also, HVRP entered employment rates for periods prior to PY 2004 were reported under another performance goal.

Performance Goal 05-1.1A (ETA)

Strengthen the registered apprenticeship system to meet the training needs of business and workers in the 21st Century.

*Indicator target reached (Y), substantially reached (S) or not reached (N) **Estimated	FY 2002 Goal Achieved			FY 2003 Goal Substantially Achieved			FY 2004 Goal Achieved			FY 2005 Goal Achieved		
	Target	Result	*	Target	Result	*	Target	Result	*	Target	Result	*
Percent of those employed in the quarter after registration still employed nine months later	—	—	—	—	—	—	—	—	—	base	78%	Y
Average wage gain for tracked entrants employed in the first quarter after registration and still employed nine months later (see note below)	—	—	—	—	—	—	—	—	—	base	\$1.26	Y

Average cost per registered apprentice	—	—	—	—	—	—	—	—	—	base	\$109	Y
New programs in new and emerging industries	293	326	Y	359	359	Y	366	526	Y	—	—	—
New apprentices registered by OATELS staff only							68,592	69,597	Y	—	—	—
FY 2002-03: All registrations	86,647	129,388	Y	133,909	130,615	S						
New apprenticeship programs	1854	2952	Y	—	—	—	—	—	—	—	—	—
New businesses involved in apprenticeship	3248	5883	Y	—	—	—	—	—	—	—	—	—

Data Source(s): Registered Apprenticeship Information System (RAIS) and Apprenticeship Information Management System (AIMS)

Note: Twenty-three states are federally-registered apprenticeship programs and enter data on individuals into the Registered Apprenticeship Information System (RAIS). A group of “tracked entrants” is defined as the cohort of apprentices registered and entered into RAIS during a given reporting period.

Performance Goal 05-1.1B (ODEP)
Provide national leadership to increase access and employment opportunities for youth and adults with disabilities receiving employment, training, and employment support services by developing, testing, and disseminating effective practices

*Indicator target reached (Y), substantially reached (S) or not reached (N) **Estimated	FY 2002 Goal Achieved			FY 2003 Goal Not Achieved			FY 2004 Goal Achieved			FY 2005 Goal Achieved		
	Target	Result	*	Target	Result	*	Target	Result	*	Target	Result	*
People with disabilities served through ODEP projects	—	—	—	—	—	—	2391	6151	Y	6718	9768	Y
Entered employment rate at pilot sites	—	—	—	—	—	—	13.3%	19.0%	Y	24%	24.1%	Y
3-month and 6-month retention rates for people with disabilities served by the pilots	—	—	—	—	—	—	base	12.3% 6.9%	Y	22% 17%	46.7% 39.0%	Y Y
Effective practices identified through pilot project sites and other research-related initiatives	—	—	—	—	—	—	base	10	Y	11	19	Y
Implement 30 new Olmstead grant projects, targeted at persons with significant disabilities who are institutionalized	—	—	—	30	16	N	—	—	—	—	—	—
Implement 12 youth grant projects (6 of which are new technology skills projects) to assist youth through the One-Stop Centers and the WIA youth programs	—	—	—	12	21	Y	—	—	—	—	—	—
Implement 12 demonstration programs, through grants, designed to develop and test strategies and techniques that need to be implemented in order for One-Stop Centers and WIA youth programs to effectively serve persons with significant disabilities.	12	16 WIA, 22 other	Y	—	—	—	—	—	—	—	—	—

Data Source(s): ODEP Division of Program Management and Research & Evaluation Team

Performance Goal 04-1.2A (ETA) Increase placements and educational attainments for youth served through the WIA youth program															
*Indicator target reached (Y), substantially reached (S) or not reached (N) **Estimated	PY 2000 Goal Substantially Achieved			PY 2001 Goal Achieved			PY 2002 Goal Achieved			PY 2003 Goal Achieved			PY 2004 Goal Not Achieved		
	Target	Result	*	Target	Result	*	Target	Result	*	Target	Result	*	Target	Result	*
Percent of the 14-18 year-old youth who enter the program without a diploma or equivalent that attain a secondary school diploma or equivalent by the first quarter after exit							51%	55%	Y	52%	63%	Y	53%	65%	Y
PY 2000-01: Percent of the 14-18 year-old youth either employed, in advanced training, post-secondary education, military service or apprenticeships in the third quarter after program exit	50%	47%	N	50%	50%	Y									
Percent of 19-21 year-old youth employed in the first quarter after exit	—	—	—	—	—	—	63%	67%	Y	65%	71%	Y	68%	72%	Y
Percent of 19-21 year-old youth employed in the first quarter after exit still employed in the third quarter after program exit	70%	74%	Y	75%	75%	Y	77%	80%	Y	78%	81%	Y	79%	82%	Y
Average cost per participant	—	—	—	—	—	—	—	—	—	—	—	—	\$2663	\$2822*	N
Data Source(s): Annual State WIA performance reports included in the Enterprise Information Management System (EIMS) and Unemployment Insurance Wage Records															

Performance Goal 04-1.2B (ETA)

Improve educational achievements of Job Corps students, and increase participation of Job Corps graduates in employment and education

*Indicator target reached (Y), substantially reached (S) or not reached (N) **Estimated	PY 2000 Goal Substantially Achieved			PY 2001 Goal Substantially Achieved			PY 2002 Goal Not Achieved			PY 2003 Goal Not Achieved			PY 2004 Goal Not Achieved		
	Target	Result	*	Target	Result	*	Target	Result	*	Target	Result	*	Target	Result	*
Percent of Job Corps graduates (within 1 year of program exit) and former enrollees (within 90 days of program exit) who enter employment or enroll in post-secondary education or advanced/occupational skills training										—	—	—	85%	84%	N
PY 2000-02: Percent of graduates who enter employment or enroll in education	85%	91%	Y	85%	90%	Y	90%	87%	N						
Percent of students earning a high school diploma, GED or certificate while enrolled in a Job Corps program	—	—	—	—	—	—							64%	64%	Y
PY 2002-03: The number of students who attain high school diplomas while enrolled in Job Corps							3912	6381	Y	7658	8003	Y			
Percent of students who achieve literacy or numeracy gains of one Adult Basic Education (ABE) level (one ABE level is approximately equivalent to two grade levels)	—	—	—	—	—	—	—	—	—	—	—	—	45%	47%	Y
Average cost per participant	—	—	—	—	—	—	—	—	—	—	—	—	\$22,503	\$24,809	N
Percent of graduates who continue to be employed or enrolled in education six months after initial placement date	70%	67%	N	70%	64%	N	65%	63%	N	65%	63%	N	—	—	—
Average hourly wages of graduates with jobs at six months after initial placement	\$7.50	\$7.97	Y	\$7.25	\$7.96	Y	\$8.20	\$8.03	S	\$8.20	\$8.95	Y	—	—	—
Data Source(s): Job Corps Management Information System															

Performance Goal 05-1.3A (BLS) Improve information available to decision-makers on labor market conditions, and price and productivity changes												
*Indicator target reached (Y), substantially reached (S) or not reached (N) **Estimated	FY 2004 Goal Not Achieved			FY 2005 Goal Substantially Achieved								
	Target	Result	*	Target	Result	*						
<u>Improve relevancy</u> Cumulative number of series (e.g., Current Employment Statistics, Employment Cost Index, etc.) converted to the North American Industry Classification System (12 series in total)	8	8	Y	9	9	Y						
<u>Improve accuracy</u> <i>Coverage</i> Increase the percent of domestic output of in-scope services included in the Producer Price Index (PPI) Increase the percent of in-scope industries in the labor productivity measures	59.2%	59.2%	Y	75.7%	76.3%	Y						
<i>Response</i> Improve the response to the Employment Cost Index	58.0%	58.0%	Y	58.3%	59.2%	Y						
<u>Enhance information technology</u> Lessen the likelihood of major systems failures that could affect the PPI's ability to release data on time, as measured by the percent of the components of the new repricing system completed	78%	78%	Y	—	—	—						
<u>Enhance efficiency and effectiveness</u> Cost per transaction of the Internet Data Collection Facility	33%	17%	N	40%	37%	N						
Raise customer satisfaction with BLS products and services (e.g., the American Customer Satisfaction Index)	—	—	—	\$3.32	\$2.44	Y						
Deliver economic data on time (Percent of scheduled releases issued on time)	75%	82%	Y	75%	74%	S						
Percent of accuracy measures met (e.g., revision, response rates, etc.)	100%	96%	S	100%	100%	Y						
Percent of accuracy measures met (e.g., revision, response rates, etc.)	100%	83%	S	100%	100%	Y						
Data Source(s): Office of Publications and Special Studies report of release dates against OMB release schedule for BLS Principal Federal Economic Indicators; News releases for each Principal Federal Economic Indicator; BLS budget submissions and Quarterly Review and Analysis System; ACSI Quarterly E-Government scores.												
Performance Goal 05-2.1A (ESA) American workplaces legally employ and compensate workers												
*Indicator target reached (Y), substantially reached (S) or not reached (N) **Estimated	FY 2002 Goal Achieved			FY 2003 Goal Substantially Achieved			FY 2004 Goal Achieved			FY 2005 Goal Achieved		
	Target	Result	*	Target	Result	*	Target	Result	*	Target	Result	*
<u>Ensuring Customer Service</u> Average number of days to conclude a violation complaint										187	178	Y
FY 2003-04: Average number of days to conclude a complaint	—	—	—	126	108	Y	108	92	Y			

<u>Reducing employer recidivism</u>												
Percent of prior violators who achieved and maintained FLSA compliance following a full FLSA investigation	—	—	—	—	—	—	74%	71%	N	72%	72%	Y
Percent of reinvestigations without any violations	base	34%	Y	36%	37%	Y	—	—		—	—	—
Percent of reinvestigations with identical violations	base	19%	Y	17%	17%	Y	—	—		—	—	—
<u>Increasing compliance in industries with chronic violations</u>												
Percent of low-wage workers across identified low-wage industries paid and employed in compliance with FLSA and MSPA. (for FY 2005, Southern CA garment and NYC garment)	—	—	—	—	—	—	—	—	—	base	54%	Y
											76%	Y
<i>FY 2002-04: as indicated in the garment manufacturing industry by</i>												
Percent of employees paid “on the payroll” in New York City	—	—	—	base	33%	Y	34%	39%	Y	—	—	—
Number of manufacturers in southern California that monitor contractors	43%	53%	Y	714	715	Y	729	729	Y			
Percent of employees paid “on the payroll” in southern California	—	—	—	base	91%	Y	—	—				
New contractors in NYC participating in Compliance Assistance program	—	—	—	72	73	Y	—	—				
Number of manufacturers in NYC that monitor contractors	—	—	—	153	158	Y	—	—				
Percent of contractors in NYC that pay all employees “on the payroll”	53%	42%	N	—	—	—	—	—				
Number of monitoring components used by manufacturers in monitoring contractors for compliance in southern California	5.6	6.4	Y	—	—	—	—	—				
Percent of contractors in southern California that pay all employees “on the payroll”	65%	92%	Y	—	—	—	—	—				
Percentage of compliance of new contractors in NYC	55%	43%	N	—	—	—	—	—				
<i>FY 2002-04: as indicated in the long-term health care industry by</i>												
Percent of nursing homes in compliance with the FLSA.	—	—	—	—	—	—	45%	55%	Y	—	—	—
Percent of nursing home employees employed or paid in compliance with the FLSA.	—	—	—	—	—	—	91%	90%	N			
Percent of nursing home complaint cases concluded in 180 days	—	—	—	42%	48%	Y	—	—				
Percent of employees in residential care paid in compliance with the FLSA overtime requirements	—	—	—	85%	77%	N	—	—				
Additional employees of multi-establishment nursing home corporations impacted by corporate proactive steps such as training and self-audit.	6000	16,426	Y	—	—	—	—	—				
Nursing home employers provided compliance assistance information through seminars and other outreach efforts	2559	7681	Y	—	—	—	—	—				
Percent of employers (residential living) in compliance with the recordkeeping requirements of the Fair Labor Standards Act	base	77%	Y	—	—	—	—	—				

<i>FY 2002-04: as indicated in agricultural commodities by</i>												
Number of employees affected by compliance assistance programs for agricultural employers subject to the DWHaT provisions of MSPA	—	—	—	—	—	—	4743	911,004	Y	—	—	—
Number of agricultural housing providers who corrected violations following an investigation.	—	—	—	170	256	Y	259	335				
Number of agricultural housing providers who corrected violations following a first investigation	—	—	—	98	133	Y	—	—				
Percent of employers in compliance with the MSPA disclosure provisions.	base	61%	Y	—	—	—	—	—				
Percent of employers in compliance with the MSPA wage provisions.	base	91%	Y	—	—	—	—	—				
Percent of employers in compliance with the MSPA housing safety and health provision.	base	74%	Y	—	—	—	—	—				
Percent of employers in compliance with MSPA vehicle safety provisions	base	88%	Y	—	—	—	—	—				
Percent of employers complying with MSPA drivers license provisions	base	90%	Y	—	—	—	—	—				
Percent of employers complying with MSPA vehicle insurance provisions	base	85%	Y	—	—	—	—	—				
Percent of investigated employers in compliance with child labor provisions of the FLSA	base	98%	Y	—	—	—	—	—				
<u>Ensuring timely and accurate prevailing wage determinations</u>												
Number of wage determination forms processed per 1,000 hours.	—	—	—	—	—	—	base	1491	Y	1506	1667	Y
Percent of survey-based DBA wage determinations issued within 60 days of receipt of the underlying survey data.	—	—	—	—	—	—	80%	87%	Y	81%	84%	Y

Data Source(s): Wage and Hour Investigator Support and Reporting Database (WHISARD) data; WH significant activity reports; regional logs and reports on local initiatives; and statistically valid investigation-based compliance surveys in defined industries

Performance Goal 05-2.1B (ESA) Ensure union financial integrity, democracy and transparency												
*Indicator target reached (Y), substantially reached (S) or not reached (N) **Estimated	FY 2002 Goal Achieved			FY 2003 Goal Not Achieved			FY 2004 Goal Achieved			FY 2005 Goal Substantially Achieved		
	Target	Result	*	Target	Result	*	Target	Result	*	Target	Result	*
Percent of unions with fraud							base	9%	Y	—	—	—
FY 2002-03: Percent of investigative resources applied to criminal investigation that result in convictions	base	50%	Y	53%	63%	Y						
Percent of union reports meeting standards of acceptability for public disclosure				base	73%	Y	75%	92%	Y	95%	94%	S
FY 2002-03: The timely filing of union annual financial reports by unions with annual receipts over \$200,000	base	44%	Y	85%	64%	N						

Union dollars protected per staff day	—	—	—	—	—	—	—	—	—	—	—	—	base	\$136,617	Y
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Data Source(s): OLMS union audit data and e.LORS data system
 Note: Fraud indicator data are reported every other (even) year.

Performance Goal 05-2.2A (ETA)
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

*Indicator target reached (Y), substantially reached (S) or not reached (N) **Estimated	FY 2001 Goal Not Achieved			FY 2002 Goal Not Achieved			FY 2003 Goal Not Achieved			FY 2004 Goal Achieved			FY 2005 Goal Substantially Achieved		
	Target	Result	*	Target	Result	*	Target	Result	*	Target	Result	*	Target	Result	*
	Pay Benefits Promptly: percent of all intrastate first payments made within 14/21 days				91%	88.7%	N	91%	89%	N	89.2%	90.3%	Y	89.9%	90%**
FY 2001: Number of states meeting or exceeding the Secretary's Standard for intrastate payment timeliness	48	42	N												
Detect Overpayments: Percent of estimated detectable/recoverable overpayments that States establish for recovery	—	—	—				59%	54%	N	59%	59.5%	Y	59.5%	59%**	S
FY 2002: Establish a measure and baseline for payment accuracy				Y	Y	Y									
Facilitate Reemployment: Entered employment rate for UI claimants	—	—	—							base	51.5%	Y	—	—	—
FY 2003: Develop a measure and a method to obtain entered employment information on UI claimants							Y	Y	Y						
FY 2002: Define a measure of entered employment of Unemployment Insurance claimants and establish a baseline				Y	N	N									

Establish Tax Accounts Promptly: Percent of new employer liability determinations made within 90 days of the end of the first quarter in which liability occurred.				80%	81.7%	Y	80%	83%	Y	82.2%	82.5%	Y	82.4%	83%**	Y
FY 2000-01: Number of states meeting or exceeding the minimum performance criterion for benefit adjudication quality	26	25	N												
Efficiency: Quality-weighted base initial claims per \$1,000 of inflation-adjusted base grant funds	—	—	—	—	—	—	—	—	—	—	—	—	8.55	8.60**	Y

Data Source(s): Eligibility Determinations Quality: ETA 9056; Payment Timeliness: 9050, 9050p Reports; Payment Accuracy: Benefit Accuracy Measurement (BAM) program and ETA 227 report; Facilitate Reemployment: Unemployment Insurance wage records; New Status Determinations Timeliness: ETA 581 report

Note: This goal was reported as not achieved in the FY 2004 PAR based on estimated data. Actual data for the first indicator, Pay Benefits Promptly, exceeded the target.

**Performance Goal 05-2.2B (ESA)
Minimize the impact of work-related injuries**

*Indicator target reached (Y), substantially reached (S) or not reached (N) **Estimated	FY 2001 Goal Not Achieved			FY 2002 Goal Not Achieved			FY 2003 Goal Substantially Achieved			FY 2004 Goal Substantially Achieved			FY 2005 Goal Substantially Achieved		
	Target	Result	*	Target	Result	*	Target	Result	*	Target	Result	*	Target	Result	*
Lost production days (LPD) per 100 employees for FECA cases of the United States Postal Service (see note below)				115	131	N	130	143	N	146	147	N	148	135	Y
FY 2001: combined with all other governmental agencies	66.7	76.9	N												
LPD rate for FECA cases of All Other Governmental Agencies (see note below)	—	—	—	55	54	Y	54.7	55	N	55.4	62.6	N	61	56	Y
FECA Vocational Rehabilitation placements with new employers for injured USPS employees	—	—	—	—	—	—	52	56	Y	56	59	Y	—	—	—
Savings in the FECA program through use of Periodic Roll Management	\$95 million	\$103 million	Y	\$19 million	\$26 million	Y	\$20 million	\$25 million	Y	\$18 million	\$24 million	Y	\$17 million	\$21 million	Y

Trend in indexed cost per case of FECA cases receiving medical treatment remains below the Milliman Health Cost Index							+9.1%	-2.8%	Y	+8.8%	+2.4%	Y	+8.1%	+2.8%	Y
FY 2002: Reduce Inflation-adjusted costs per case in the FECA program				\$2219	\$2604	N									
FY 2001: Reduction in average annual cost for physical therapy and psychiatric services	-1% (both)	+4.5%, -3%	N												
Targets met for key communications performance areas	—	—	—	—	—	—	base	5	Y	3	4	Y	3	3	Y
Average days required to resolve disputed issues in Longshore and Harbor Worker's Compensation Program contested cases	—	—	—	242	285	N	279	266	Y	274	247	Y	245	254	N
Percent of Black Lung benefit claims filed under the revised regulations for which, following an eligibility decision, there are no requests for further action from any party pending one year after receipt of the claim.	—	—	—	68.5%	89.9%	Y	70.5%	86.6%	Y	74.5%	82.2%	Y	76.5%	80.6%	Y
Percent of Initial Claims for benefits in the Energy Program processed within standard timeframes	—	—	—				75%	79%	Y	77%	92%	Y	80%	80%	Y
FY 2002: 120 days for Department of Energy (DOE) employees or contractors employed at DOE facilities				75%	48%	N									
180 days for employees of Atomic Weapons Employers (AME) and Beryllium Vendors				75%	48%										
Percent of Final Decisions in the Part B Energy Program processed within standard timeframes						S	75%	76.9%	Y	77%	99%	Y	80%	94.7%	Y
FY 2002: Claims or No-Contest Denials within 75 days of the Recommended Decision.				75%	76%										
Reviews of the Written Record within 75 days of request				75%	74%										
Formal Hearings within 250 days of request				75%	100%										
Claimants under Part E to whom compensation benefits are paid	—	—	—	—	—	—	—	—	—	—	—	—	1200	1525	Y

Data Source(s): 1&2. Federal Employees' Compensation Act (FECA) data systems, Federal agency payroll offices and Office of Personnel Management employment statistics; 3. Nurse/Rehabilitation Tracking System 4. Periodic Roll Management System and FECA Automated Compensation Payment System; 5. FECA Medical Bill Pay System and Milliman USA Health Cost Index Report; 6. Telecommunications system standard reports, FECA district office and national MIS reports, customer surveys, focus group records and other customer service performance data sources; 7. Longshore Case Management System; 8. Black Lung Automated Support Package; 9-11. Energy Program Case Management System

Note: In FY 2004, OWCP changed the way it measures LPD. The FY 2003 result data for USPS and also for all other government agencies' LPD's reflect the results prior to the measurement changes. LPD's are now measured in real-time rather than with accumulated data.

**Performance Goal 05-2.2C (EBSA)
Secure pension, health and welfare benefits**

*Indicator target reached (Y), substantially reached (S) or not reached (N) **Estimated	FY 2003 Goal Achieved			FY 2004 Goal Achieved			FY 2005 Goal Achieved		
	Target	Result	*	Target	Result	*	Target	Result	*
Enforcement:									
Ratio of closed civil cases with corrected violations to civil closed cases.	50%	69%	Y	50%	69%	Y	66%	76%	Y
Ratio of criminal cases referred for prosecution to total criminal cases	25%	40%	Y	25%	45%	Y	37.7%	45%	Y
Participant Assistance:									
Customer Satisfaction Index, or comparable measurement, for Participants and Beneficiaries who have contacted EBSA for assistance.	59	59	Y	61	62	Y	63	67	Y
Additional applications to Voluntary Compliance programs	—	—	—	—	—	—	8340	14,082	Y

Data Source(s): Enforcement Management System and The Gallup Organization/Technical Assistance and Inquiry System (TAIS)

**Performance Goal 05-2.2D (PBGC)
Serve sponsors of covered pension plans and participants in trusted plans**

*Indicator target reached (Y), substantially reached (S) or not reached (N) **Estimated	FY 2004 Goal Not Achieved			FY 2005 Goal Not Achieved		
	Target	Result	*	Target	Result	*
American Customer Satisfaction Index (ACSI) score for sponsors of covered pension plans who have contacted PBGC for assistance	71	69	N	72	68	N
ACSI score for participants in trusted plans who have contacted PBGC for assistance.	77	78	Y	78	79	Y

Data Source(s): American Customer Satisfaction Index (ACSI) report

**Performance Goal 05-3.1A (OSHA/MSHA)
Reduce work-related fatalities**

*Indicator target reached (Y), substantially reached (S) or not reached (N) **Estimated	FY 2001 M: Goal Achieved			FY 2002 M: Goal Not Achieved			FY 2003 O: Goal Not Achieved M: Goal Not Achieved			FY 2004 O: Goal Not Achieved M: Goal Not Achieved			FY 2005 Goal Not Achieved		
	Target	Result	*	Target	Result	*	Target	Result	*	Target	Result	*	Target	Result	*
O: Fatalities per 100,000 workers	—	—	—	—	—	—	1.59	1.62	N	1.57	1.61	N	1.52	1.71**	N
M: Fatal incidence rate (number of mining fatalities per 200,000 hours worked)							.020	.023	N	.022	.017	Y	.022	.018**	Y
FY 2001-02: Mine fatalities	89	71	Y	64	71	N									

Data Source(s): OSHA Integrated Management Information System (IMIS) and Bureau of Labor Statistics (BLS) Current Employment Statistics (CES). Mine Accident, Injury, and Employment information that mine operators and contractors report to MSHA under Title 30 Code of Federal Regulations Part 50

Note: Prior to FY 2005, OSHA and MSHA performance goals were separate. Goal and indicator achievements are distinguished by labels – O for OSHA, M for MSHA.

**Performance Goal 05-3.1B (OSHA/MSHA)
Reduce work-related injuries and illnesses**

*Indicator target reached (Y), substantially reached (S) or not reached (N) **Estimated	FY 2001 O: Goal Achieved M: Goal Achieved			FY 2002 O: Goal Not Achieved M: Goal Not Achieved			FY 2003 O: Goal Achieved M: Goal Achieved			FY 2004 O: Goal Achieved M: Goal Achieved			FY 2005 Goal Not Achieved		
	Target	Result	*	Target	Result	*	Target	Result	*	Target	Result	*	Target	Result	*
O: Days away from work case rate per 100 workers							1.8	1.7**	Y	1.7	1.6**	Y	1.7	1.5**	Y
FY 2001-02: Injury and illness incidence rates in industries characterized by high-hazard workplaces (Lost workdays used in FY 2001, days away from work in FY 2002)															
Shipyard	11.9	7.5	Y	6.8	8.1	N									
Food processing	7.9	6.3	Y	—	—	—									
Meat Products	—	—	—	7.7	7.9	N									
Nursing homes	7.7	7.3	Y	6.6	7.6	N									
Logging	6.4	3.5	Y	—	—	—									
Construction (injuries only in FY 2001)	4.6	3.9	Y	3.6	3.8	N									
M: All-injury incidence rate (all injuries, including fatalities, per 200,000 hours worked)							3.79	4.26	N	3.85	4.07	N	3.48	3.82**	N
FY 2001-02: Non-fatal injury incidence rate	3.65	3.29	Y	2.87	3.15	N									

M: Percent of respirable coal dust samples exceeding the applicable standards for designated occupations				14.2	15.0	N	14.2	11.7	Y	11.1	10.2	Y	10.1	10.7	N
FY 2000-01: Percent of coal dust samples that are out of compliance for high risk mining occupations	11.1%	10.2%	Y												
M: Percent of silica dust samples in metal and nonmetal mines with a concentration result/enforceable level (C/E) ratio of at least 0.5													base	—	N
FY 2001-04: Percent of silica dust samples in metal and nonmetal mines exceeding the applicable standards for high risk occupations				8.8%	6.6%	Y	8.6%	6.5%	Y	6.2%	5.6%	Y			
FY 2001: Index percentage of silica dust samples that are out of compliance for high risk mining occupations	80%	64%	Y												
M: Percent of noise samples in metal and non-metal mines with a C/E ratio of at least 0.5	—	—	—	—	—	—	—	—	—	—	—	—	base	—	N
M: Percent of noise samples above the citation level in coal mines													base	—	N
FY 2001-04: Percent of noise exposures above the citation level in all mines	—	—	—	8.6%	5.8%	Y	9.3%	4.8%	Y	4.6%	4.6%	Y			
Data Source(s): Bureau of Labor Statistics (BLS) Annual Survey of Occupational Injuries and Illnesses (ASOII). FY 2003 estimated results use CY 2001 data; FY 2004 estimated results use CY 2002 data. Dust samples collected by MSHA inspectors. Coal Mine Safety and Health MIS. Metal and Non-Metal Mine Safety and Health MIS.															
Note: Prior to FY 2005, OSHA and MSHA performance goals were separate. Goal and indicator achievements are distinguished by labels – O for OSHA, M for MSHA.															

**Performance Goal 05-3.2A (ESA)
Federal contractors achieve equal opportunity workplaces**

*Indicator target reached (Y), substantially reached (S) or not reached (N) **Estimated	FY 2001 Goal Not Achieved			FY 2002 Goal Achieved			FY 2003 Goal Achieved			FY 2004 Goal Achieved			FY 2005 Goal Achieved		
	Target	Result	*	Target	Result	*	Target	Result	*	Target	Result	*	Target	Result	*
Incidence of discrimination among Federal contractors							9%	1.2%	Y	9%	1%	Y	7%	2%	Y
FY 2001-02: For contractors participating in specified compliance assistance activities and subsequently evaluated															
Rate of compliance findings for SIC 50	base	50.9%	Y	51.9%	58.4%	Y									
For SIC 87	base	49.6%	Y	48.6%	64.5%	Y									
Rate of findings of severe violations for SIC 50	base	7.7%	Y	6.7%	2.2%	Y									
For SIC 87	base	9.0%	Y	8.0%	1.6%	Y									
Rate of focused and offsite compliance evaluations for SIC 50	base	36.5%	Y	37.5%	52.8%	Y									
For SIC 87	base	27.8%	Y	28.8%	50.8%	Y									
Compliance among Federal contractors in all other respects of equal opportunity workplace standards							59%	72.4%	Y	61%	91%	Y	62%	86%	Y
FY 2001-02: For contractors and subcontractors selected for evaluation, outreach, or compliance assistance activities															
Rate of compliance findings for all supply and service closures	base	52.9%	Y	53.9%	62.9%	Y									
Rate of findings of severe violations for contractors and subcontractors that have had prior contact with DOL/OFCCP	base	9.8%	N	8.8%	2.7%	Y									
Rate of focused and offsite compliance evaluation	base	34.1%	N	35.1%	49.8%	Y									

Data Source(s): Case Management System (CMS)

**Performance Goal 05-3.2B (VETS)
Reduce employer-employee employment issues originating from service members' military obligations conflicting with their civilian employment**

*Indicator target reached (Y), substantially reached (S) or not reached (N) **Estimated	FY 2004 Goal Achieved			FY 2005 Goal Not Achieved		
	Target	Result	*	Target	Result	*
Percent of USERRA cases resolved within 90 days of filing	—	—	—	85%	80.4%	N

Percent of children retained in education programs as a result of ILAB's Child Labor Education Initiative	—	—	—										65%	80%	Y
FY 2004: Child Labor Education Initiative projects that establish baseline for rate of enrollment and drop out for targeted children										7	8	Y			
FY 2002-03: Countries in which new Child Labor Education Initiative projects begin				8	9	Y	9	10	Y						
Number of target children enrolled in education programs as a result of ILAB's Child Labor Education Initiative													50,000	98,394	Y
FY2001-03: Children targeted for prevention or removal from child labor, particularly its worst forms, through the provision of education or training opportunities in new DOL-funded programs	100,000	200,000	Y	90,000	103,772	Y	40,000	83,682	Y	—	—	—			
Countries that ratify International Labor Organization (ILO) Convention 182 on Worst Forms of Child Labor.	25	63	Y	15	29	Y	—	—	—	—	—	—	—	—	—

Data Source(s): ILO-IPEC (grantee) through progress reports and project monitoring; Child Labor Education Initiative Grantees

Note: For FY 2005, retention result includes all children enrolled in Education Initiative (EI) projects in FY 2001 and FY 2002, but not those who have completed the program. Completion results include children who were enrolled in FY 2001 EI projects prior to FY 2005.

**Performance Goal 05-3.3B (ILAB)
Improve living standards and conditions of work internationally**

*Indicator target reached (Y), substantially reached (S) or not reached (N) **Estimated	FY 2001 Goal Achieved			FY 2002 Goal Achieved			FY 2003 Goal Achieved			FY 2004 Goal Achieved			FY 2005 Goal Achieved		
	Target	Result	*	Target	Result	*	Target	Result	*	Target	Result	*	Target	Result	*
Percent of USDOL project beneficiaries who consider the project to have improved their conditions of work	—	—	—	—	—	—	base	63%	Y	base	62%	Y	83%	83%	Y
Percent of individuals whose economic situation has benefited from USDOL project assistance	—	—	—	—	—	—	base	39%	Y	base	39%	Y	43%	60%	Y

Compliance with national labor laws	—	—	—	—	—	—	—	—	—	—	—	—	base	3.78 million	Y
FY 2003-04: Percent of workplaces exposed to USDOL project assistance that have implemented new measures to prevent workplace accidents and illnesses							base	10%	Y	base	73%	Y			
Employment-related discrimination against persons living with HIV/AIDS	—	—	—	—	—	—	—	—	—				base	270	Y
FY 2004: Number of new countries where HIV/AIDS workplace education projects begin										5	7	Y			
HIV/AIDS risk behaviors among targeted workers	—	—	—	—	—	—	—	—	—	—	—	—	base	19,500	Y
Number of workers participating in pension funds that are government regulated by project partner agencies	—	—	—	—	—	—	base	3.545 million	Y	base	no data	—	—	—	—
Countries committed to undertake improvements in assuring compliance and implementation of core labor standards	15	15	Y	7	41	Y	—	—	—	—	—	—	—	—	—
Countries that commit with US/DOL assistance to make substantive improvements in raising income levels of working families	8	10	Y	6	49	Y	—	—	—	—	—	—	—	—	—

Data Source(s): OFR grantees and contractors

Performance Goal 04-4.1A (ETA)															
Build a demand-driven workforce system by increasing access to workforce information															
*Indicator target reached (Y), substantially reached (S) or not reached (N) **Estimated	PY 2000 Goal Achieved			PY 2001 Goal Not Achieved			PY 2002 Goal Not Achieved			PY 2003 Goal Achieved			PY 2004 Goal Substantially Achieved		
	Target	Result	*	Target	Result	*	Target	Result	*	Target	Result	*	Target	Result	*
Job openings listed with the public labor exchange (with both State Workforce Agencies and America's Job Bank)	11.2 million	12.3 million	Y	13.5 million	11.8 million	N	11.8 million	10.2 million	N	10.3 million	12.5 million	Y	12.994 million	14.675 million	Y
Number of job searches conducted by job seekers using America's Job Bank	—	—	—	—	—	—	—	—	—	base	169 million	Y	170.788 million	138.567 million	N
The number of resume searches conducted by employers from America's Job Bank will be collected to determine a baseline for setting future performance targets.	—	—	—	—	—	—	—	—	—	base	8 million	Y	8.090 million	9.249 million	Y

New employers registered with America's Job Bank	60,000	66,563	Y	—	—	—	—	—	—	—	—	—	—	—	—
Percent of new requirements ratings for O*NET-SOC occupations	—	—	—	—	—	—	—	—	—	—	15%	—	21%	22%	Y
Percent of O*NET-SOC occupations for which updated data are released	—	—	—	—	—	—	—	—	—	—	15%	—	21%	22%	Y
Web site visits to O*NET	—	—	—	—	—	—	—	—	—	—	2.7 million	—	2.77 million	3.91 million	Y

Data Source(s): America's Job Bank Service Center and quarterly state performance reports included in the Enterprise Information Management System (EIMS).

Note: This is a new goal for PY 2004. Data and goal achievement for prior periods were reported under Outcome Goal 1.1 (Employment Service). O*NET indicators and targets appear in DOL's FY 2006 Congressional Budget Justification; however, they were inadvertently omitted from the FY 2006 DOL Performance Budget Overview.

Performance Goal 05-4.1A (ETA)															
Assist employers in meeting their workforce needs by providing them with expeditious determinations on their applications to hire foreign workers															
*Indicator target reached (Y), substantially reached (S) or not reached (N) **Estimated	FY 2005 Goal Not Achieved														
	Target	Result	*												
Percent of H-1B applications processed within seven days of the filing date for which no prevailing wage issues are identified	100%	100%	Y												
Percent of employer applications for labor certification under the streamlined system that are resolved within six months of filing	base	57%	Y												
The average cost for processing a new PERM application	base	\$523	Y												
Percent of the H-2B applications processed within 60 days of receipt	90%	85%**	N												
Data Source(s): Automated processing systems and fax/mail processing system															

Performance Goal 05-4.1B (ETA)															
Increase the employment, retention, and earnings replacement of workers dislocated in important part because of trade and who receive trade adjustment assistance benefits															
*Indicator target reached (Y), substantially reached (S) or not reached (N) **Estimated	FY 2001 Goal Substantially Achieved			FY 2002 Goal Not Achieved			FY 2003 Goal Not Achieved			FY 2004 Goal Not Achieved			FY 2005 Goal Not Achieved		
	Target	Result	*	Target	Result	*	Target	Result	*	Target	Result	*	Target	Result	*
Participants employed in the first quarter after program exit	73%	65%	N	78%	66%	N	78%	62%	N	70%	63%	N	70%	65%**	N
Participants employed in the first quarter after program exit still employed in the third quarter after exit	80%	90%	Y	88%	89%	Y	90%	86%	N	88%	89%	Y	89%	91%**	Y

Percent of pre-separation earnings for those still employed in the third quarter after program exit	82%	85%	Y	90%	80%	N	90%	74%	N	90%	74%	N	80%	75%**	N
Average cost per training participant	—	—	—	—	—	—	—	—	—	—	—	—	\$16,000	\$13,358**	Y
Data Source(s): TAPR (Trade Act Participant Report) included in the Enterprise Information Management System (EIMS)															
Performance Goal 05-4.2A (OASP) Maximize regulatory flexibility and benefits and promote flexible workplace programs															
*Indicator target reached (Y), substantially reached (S) or not reached (N) **Estimated										FY 2004 Goal Not Achieved			FY 2005 Goal Achieved		
										Target	Result	*	Target	Result	*
Criteria and timeline established for regulatory reviews													Y	Y	Y
FY 2004: Seek input from the public as part of its decision-making process in determining which regulations or regulatory programs should be prioritized for review for their effects on small businesses and entities										Y	N	N			
Unit cost baseline established, and plan developed to identify practices that are not cost-effective													Develop Plan	N	Y
FY 2004: Ensure that all new regulatory proposals identify monetary costs, benefits, and net benefits, and include a summary of this information in all Regulatory Impact Analyses performed by DOL agencies										17	17	Y			
Develop plan to review all significant regulations for maximum flexibility										Y	N	N	Develop Plan	Y	Y
Percent of small employers with access to health care benefit plans										—	—	—	base	—	N/A
<u>Women's Bureau - Flex-Options for Women Project</u>															
Best practices for, and models of, flexible workplace practices are identified and publicized.													Develop Studies	Y	Y
FY 2004: Companies enlisted as corporate mentors										40	41	Y			
Women-owned businesses seeking to establish workplace flexibility policies or programs										80	77	S			
Data Source(s): DOL's Spring 2004 Regulatory Agenda - Initiatives supplied by DOL agencies to OASP. Women's Bureau: Application forms from mentors and businesses; program progress reports; and informal conversations with participants.															