

U.S. Department of Labor

Citizens' Report: FY 2008 Summary of Performance and Financial Results



2001



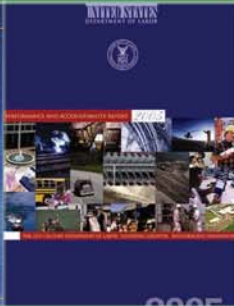
2002



2003



2004



2005



2006



2007



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This report summarizes the Department of Labor's (DOL or Department) *Fiscal Year (FY) 2008 Performance and Accountability Report (PAR)*, which presents the results of the Department's programs and financial performance. The full report can be accessed at <http://www.dol.gov/sec/media/reports/annual2008/2008annualreport.pdf>.

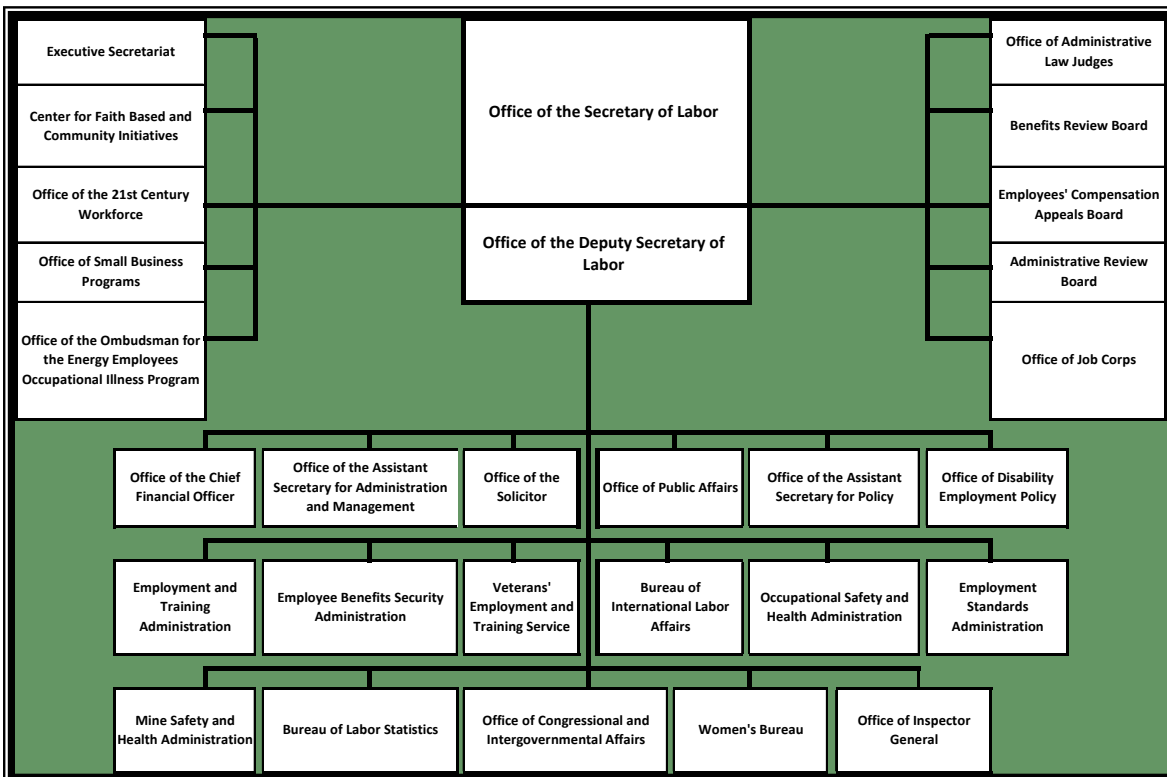
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Questions or comments about this report should be directed to:

U.S. Department of Labor, Center for Program Planning and Results, 200 Constitution Avenue, NW, Room S-3317, Washington, DC 20210, Phone: 202-693-7120

Department of Labor Organization Chart

The chart on the opposing page presents a brief description of select agencies from the organization chart below, based on the services they provide.



Employment and Training		
Employment and Training Administration	Funds job training and education, employment, labor market information, and income maintenance services. http://www.doleta.gov/	
Veterans' Employment and Training Service	Helps veterans, reservists, and National Guard members to secure and to maintain employment and reemployment rights. http://www.dol.gov/vets/	
Office of Job Corps	Provides job training and education to disadvantaged youth ages 16 through 24. http://jobcorps.dol.gov/	
Women's Bureau	Promotes profitable employment opportunities for women. http://www.dol.gov/wb/	
Office of Disability Employment Policy	Increases employment opportunities for people with disabilities. http://www.dol.gov/odep/	
Unemployment Insurance		
Unemployment Insurance	Administers programs that provide unemployment benefits to eligible workers. http://www.doleta.gov/	
Workers' Compensation		
Office of Workers' Compensation Program	Provides wage replacement and other benefits to Federal and certain other workers injured at work or who acquire an occupational disease. http://www.dol.gov/esa/owcp/	
Workplace Safety and Health		
Occupational Safety and Health Administration	Promotes safe and healthful working conditions for America's workers by enforcing and promoting compliance with the Occupational Safety and Health Act. http://www.osha.gov/index.html	
Mine Safety and Health Administration	Promotes the safety and health of the Nation's 350,000 miners by enforcing and promoting compliance with Federal mine safety and health laws. http://www.msha.gov/	
Employment Standards Administration	Advances and protects the welfare and rights of, and generates equal employment opportunity for, American workers. http://www.dol.gov/esa/	
Health Plan and Retirement Benefit Protections		
Employee Benefits Security Administration	Protects the integrity of pensions, health plans, and other employee benefits for more than 150 million Americans. http://www.dol.gov/ebsa/	
Pension Benefit Guaranty Corporation	Insures retirement-plan participants' pension benefits and supports a healthy retirement plan system. http://www.pbgc.gov/	
Labor Statistics		
Bureau of Labor Statistics	Provides economic and employment statistics, including data on employment, wages, inflation, productivity, and many other relevant topics. http://www.bls.gov/	
International Policy		
Bureau of International Labor Affairs	Develops policy and programs relating to international labor activities. http://www.dol.gov/ilab/	



Department of Labor Budget, Performance and Financial Snapshot Fiscal Year 2008

Who We Are

Mission: The Department of Labor (Department, or DOL) fosters and promotes the welfare of job seekers, wage earners, and retirees by improving their working conditions, advancing their opportunities for profitable employment, protecting their retirement and health care benefits, helping employers find workers, strengthening collective bargaining, and tracking changes in employment, prices, and other national economic measurements. We promote the economic well-being of workers and their families; help them share in the American dream through rising wages, increased pension and health benefits security and expanded economic opportunities; and foster safe and healthful workplaces that are free from discrimination. The Department's strategic plan is available at: http://www.dol.gov/_sec/stratplan/strat_plan_2006-2011.pdf

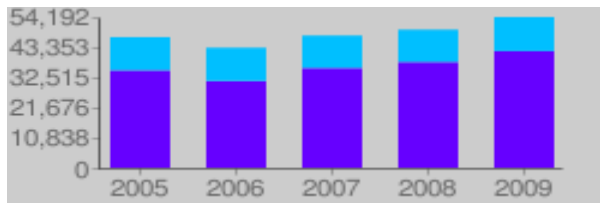
Organization: The Department accomplishes its mission through component agencies and offices that administer statutes and programs. These programs are carried out through a network of regional offices and smaller field, district, and area offices, as well as through grantees and contractors. The largest program agencies, each headed by an Assistant Secretary, Commissioner, or Director, are the Employment and Training Administration (ETA), Employment Standards Administration (ESA), Occupational Safety and Health Administration (OSHA), Mine Safety and Health Administration (MSHA), Veterans' Employment and Training Service (VETS), Employee Benefits Security Administration (EBSA), Pension Benefit Guaranty Corporation (PBGC),* and Bureau of Labor Statistics (BLS).

Personnel: The Department accomplishes its mission through a workforce comprised of approximately 16,000 employees nationwide. Of the Department's employees, 36% work in the National Office and 64% work in a network of regional, field, district, and area offices.

Budgetary Resources: The budgetary resources for FY 2008 totaled \$59.2 billion, or approximately \$196 per person.

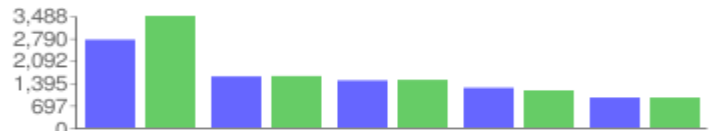
Budget Snapshot

Total Spending FY 2005-2009 (\$ in millions)



	2005	2006	2007	2008	2009
Mandatory	\$35,093	\$31,236	\$35,873	\$38,042	\$41,967
Discretionary	\$11,856	\$11,902	\$11,671	\$11,610	\$12,225
Total	\$46,949	\$43,138	\$47,544	\$49,652	\$54,192

Top 5 Programs By Budget (\$ in millions)



	Unemployment Insurance State Administration Grants	Job Corps	Workforce Investment Act - Dislocated Worker Assistance	Energy Employees Occupational Illness Compensation Program	Workforce Investment Act - Youth Activities
2008	\$2,746	\$1,598	\$1,474	\$1,244	\$938
2009	\$3,488	\$1,611	\$1,493	\$1,161	\$938

Financial Snapshot

Clean Opinion on Financial Statements	Yes		(\$ in millions)
Material Weaknesses	No	Total Assets	\$89,944
Timely Financial Reporting	Yes	Total Liabilities	\$22,631
Improper Payment Rate	8.6%	Net Cost of Operations	\$58,307

Performance Snapshot

Accomplishments: In 2008, the Department was successful in: •Obtaining 130 indictments, 102 convictions, and \$3.2 million in secured or court-ordered restitution in union investigations – most cases involving the embezzlement of union funds. •Increasing employment and retention rates by one and two percentage points, respectively, for all veterans participating in DOL's programs. •Reducing the mine injury and illness rate for the fifth consecutive year, from an incidence of 4.26 per 200,000 hours worked in 2003 to an estimated 3.24 in 2008. •Increasing the average earnings for participants in WIA Adult and Dislocated Worker, Employment Service, and Trade Adjustment Assistance programs – in some cases, six month's earnings increased by nearly \$1000 over prior year participants.

Challenges: For 2008, the Department of Labor Office of Inspector General (OIG) "considers workplace protection, accountability, integrity of benefit programs, and the delivery of goods and services as the most serious management and performance challenges facing the Department." The comprehensive list of Top Management Challenges and Management's Response to those challenges for FY 2008 is available at http://www.dol.gov/_sec/media/reports/annual2008/MDA5.pdf.

*PBGC is a Federal corporation created by the Employee Retirement Income Security Act of 1974. PBGC's performance information is included in both the DOL budget and Performance and Accountability Report.





To access the complete FY 2008 Department of Labor Performance and Accountability Report, please visit: http://www.dol.gov/_sec/media/reports/annual2008/SEC.pdf.

Summary of Department of Labor Ratings for Fiscal Year 2008

FY 2008 Performance: Results per Strategic Goal

Budget per Strategic Goal (\$ in millions)

■ Met/Exceeded, ■ Not met target, ■ Not met but improved over prior years, ■ Data not yet available

Strategic Goal: A Prepared Workforce Develop a prepared workforce by providing effective training and support services to new and incumbent workers and supplying high-quality information on the economy and labor market.					2008 Actual= \$3,872
Performance Measure(s)*	2006 Results	2007 Results	2008 Target	2008 Results	2009 Target
Job Corps Entered Employment - Percent of participants entering employment or enrolling in postsecondary education or advanced training/occupational skills training in the first quarter after exit.	80%	74%	82%	73% (Not Met)	73%
Strategic Goal: A Competitive Workforce Meet the competitive labor demands of the worldwide economy by enhancing the effectiveness and efficiency of the workforce development and regulatory systems that assist workers and employers in meeting the challenges of global competition.					2008 Actual= \$4,503
Performance Measure(s)*	2006 Results	2007 Results	2008 Target	2008 Results	2009 Target
Workforce Investment Act Adult Program Employment Retention - Percent of participants employed in the first quarter after exit still employed in the second and third quarters after exit.	83%	82%	83%	84% (Met)	83%
Strategic Goal: Safe and Secure Workplaces Promote workplaces that are safe, healthful and fair; guarantee workers receive the wages due them; foster equal opportunity in employment; and protect veterans' employment and reemployment rights.					2008 Actual= \$1,415
Performance Measure(s)*	2006 Results	2007 Results	2008 Target	2008 Results	2009 Target
Mine industry injuries per 200,000 hours worked.	3.72	3.50	3.41	3.24 (Met)	3.08
Strategic Goal: Strengthened Economic Protections Protect and strengthen worker economic security through effective and efficient provision of unemployment insurance and workers' compensation; ensuring union transparency; and securing pension and health benefits.					2008 Actual= \$51,460
Performance Measure(s)*	2006 Results	2007 Results	2008 Target	2008 Results	2009 Target
Unemployment Insurance - Percent of intrastate first payments made within 21 days.	87.6%	88.2%	88.4%	86.8% (Not Met)	87.7%

*This measure was selected from a number of performance measures aimed at the specific strategic goal

Secretary's Message

January 15, 2009

I am pleased to present the Department's *Citizens' Report: The FY 2008 Summary of Performance and Financial Results*. The *Citizens' Report* highlights 13 key performance goals that fairly represent DOL's Fiscal Year (FY) 2008 performance. These goals were selected from a total of 24 goals according to the budgetary size of the programs, outcome orientation of the measures and departmental priorities. The full report is available at: <http://www.dol.gov/sec/media/reports/annual2008/2008annualreport.pdf>.



At DOL, program performance is centered around four strategic goals:

- **A Prepared Workforce** – to provide training and services to new and incumbent workers and to supply quality information on the economy and labor market;
- **A Competitive Workforce** – to enhance the effectiveness and efficiency of the workforce development and regulatory systems that assist workers and employers in meeting the challenges of worldwide competition;
- **Safe and Secure Workplaces** – to ensure that workplaces are safe, healthful, and fair; protect workers' rights to wages due them; protect workers' equal opportunity rights; and protect veterans' employment and re-employment rights;
- **Strengthened Economic Protections** – to protect and strengthen economic security; ensure union transparency; and secure pension and health benefits.

The Department strives to establish ambitious goals. For FY 2008, DOL's overall performance was Achieved or Substantially Achieved in 50 percent of its 24 performance goals and Not Achieved for the other 50 percent. The Department also reached targets or improved upon last year's performance for 71 percent of indicators, and did not reach targets nor improve upon performance for the remaining 29 percent. Performance in support of Strategic Goal 2 was strongest, reaching targets or improving upon performance in 85 percent of indicators. Opportunity for improvement is found in Strategic Goal 3, in which 53 percent of the targets were reached or improved upon.

Department of Labor managers routinely use the performance and financial information summarized in this report to improve the quality and cost-effectiveness of public services. Program performance data in this report are complete and reliable, with no material inadequacies as defined in OMB Circular No. A-11. For more information on the Department's efforts to assess and improve data quality, please see: <http://www.dol.gov/sec/media/reports/annual2008/SG.pdf>.

The Department is responding in new and innovative ways to the challenges of the 21st century. Organized by types of workers we serve, here are some examples from FY 2008 of the ways that **DOL is working for you**:

For Veterans

- ✓ Entered employment and employment retention rates increased by one or two percentage points for all veterans and for disabled veterans participating in DOL's programs.

For Keeping Workers Safe

- ✓ Between 2006 and 2007 – the most recent year for which data are available – the workplace injury and illness incidence rate declined to its lowest level ever among private employers since the change in OSHA recordkeeping in 2002; declining by 21 percent over the past six years. The rate declined in 5 of the 19 private industry sectors and was statistically unchanged in the remaining 14 industry sectors.
- ✓ For 2007 – the most recent year for which data are available – preliminary data indicate worker fatalities declined to 3.7 fatalities per 100,000 workers, the lowest fatality rate in recorded OSHA history.

For the Unemployed and Other Jobseekers

- ✓ Retention in employment improved for Workforce Investment Act (WIA) Adult, Employment Service, and Trade Adjustment Assistance (TAA) program participants, but fell slightly for the WIA Dislocated Worker program.
- ✓ Entered employment rates fell for those served by the Dislocated Worker and TAA programs and stayed constant for the WIA Adult program.

- √ Average earnings rose for participants in the WIA Adult and Dislocated Worker, Employment Service, and TAA programs – in some cases, six months' earnings increased by nearly \$1,000.
- √ The reemployment rate for unemployment insurance claimants decreased slightly by 0.2 percentage points, from 65.1 percent in FY 2007 to 64.9 percent in FY 2008.

For Apprentice Workers

- √ Approximately 84 percent of workers in apprenticeship programs remained employed for at least nine months after registering as an apprentice.
- √ While apprenticeship program participants' average hourly wage gain (from \$15.27 to \$15.87) was below the target, the gain translates to an annual increase of \$1,269 per apprentice. The decline in construction had a significant impact on the number of registered apprentices and on the average earnings measure.

For Youth

- √ Approximately 62 percent of WIA Youth program participants entered employment, post-secondary education, or advanced training after exiting the program, and over 50 percent earned credentials within a year after exit. These programs focus on low-income, out-of-school youth who may require specialized assistance to complete educational programs or secure jobs.
- √ The Job Corps program's placement and credential results dropped for the third consecutive year. Unlike the previous two years, basic reading and math skill outcomes dropped below the target. Therefore, Job Corps is implementing its New Vision – an approach that focuses on applied academics. Timing is critical since recent data indicate the national youth unemployment rates are rising.

For Employees of Federal Contractors

- √ Federal contractors maintained a compliance rate above 86 percent for the fifth consecutive year, which means most audited contractors have affirmative action plans and comply with equal employment opportunity laws.
- √ The discrimination rate among audited Federal contractors rose to 1.6 percent from 1.0 percent in FY 2007.

For Miners

- √ The mine injury and illness rate dropped for the fifth consecutive year, from an incidence of 4.34 per 200,000 hours worked in FY 2003 to an estimated 3.24 in FY 2008. The mine fatal injury rate also dropped – from .020 in FY 2007 to an estimated .015 in FY 2008 (per 200,000 hours worked).
- √ The percent of noise exposures above the citation levels in coal mines rose from 3.66 percent to 4.54 percent from FY 2007 to FY 2008.

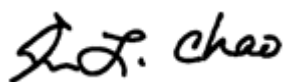
For Workers with Benefit Programs and Pensions

- √ Seventy percent of the closed Employee Retirement Income Security Act (ERISA) civil cases resulted in corrected fiduciary violations and criminal investigations led to 101 indictments.
- √ Monetary results for enforcement and participant and compliance assistance activities exceeded \$1.2 billion.

For Union Workers

- √ Ninety-five percent of union financial reports met the standards of acceptability, below the 97 percent target.
- √ Office of Labor-Management Standards investigations resulted in 130 indictments, 102 convictions, and \$3.2 million in secured or court-ordered restitution in FY 2008.

Since January 2001, we have prepared the Department to ensure that the workforce has access to the resources to help them acquire the skills they need to access the opportunities in today's economy. We have focused on expanding access to education and training, and upgrading skills to open opportunities in high-growth industries. We are proud of this record and are confident that succeeding Administrations can build on it to benefit workers in the years ahead.



Elaine L. Chao
Secretary of Labor

Strategic Goal 1: A Prepared Workforce

Develop a prepared workforce by providing effective training and support services to new and incumbent workers and supplying high-quality information on the economy and labor market.

America’s engine of prosperity is its skilled workforce. The Department provides comprehensive training programs that focus on specific occupational skills while taking into account job seekers’ circumstances. DOL also produces labor statistics that help individuals and businesses better understand the job market and economy. Agencies and offices supporting this goal are:

- Bureau of Labor Statistics
- Office of Job Corps
- Employment and Training Administration
- Veterans’ Employment and Training Service
- Women’s Bureau
- Center for Faith-Based and Community Initiatives

Jenira, age 19, is a freshman at Penn State University’s Shenango Valley campus. Her high school principal referred her to the WIA Youth program during her senior year because she had recently become homeless due to her mother’s incarceration. Jenira enrolled in the program, obtained part-time employment, and was able to find a small place of her own. She graduated in June 2007 and continues to support herself and pursue her college education with the help of scholarships. Jenira wants to pursue a career as a Registered Nurse and work with the elderly. She says, “Growing up, I didn’t even believe graduating from high school was a possibility, let alone attending college. All my inspiration comes from people putting their trust in me and seeing my best qualities. I have potential...I can make it.”

Photo credit: Commonwealth Media Services



A prepared workforce has the skills and the education that employers demand. Education – from literacy to vocational training – plays a fundamental role in preparing workers for life-long employment. In addition, DOL programs focus on helping those who face exceptional barriers to successful employment. These individuals, such as low-income youth and homeless veterans, benefit from training tailored to their unique needs. In FY 2008, DOL achieved two of the five performance goals in Strategic Goal 1. The following narratives and tables summarize three key performance goals. For more information on all performance goals in Strategic Goal 1, please see the *Performance and Accountability Report* at:

<http://www.dol.gov/sec/media/reports/annual2008/SG1.pdf>.

The above chart identifies the net costs of the key goals in

Strategic Goal 1. There are similar charts in each of the four strategic goal sections. For a more complete discussion of DOL Program Net Costs, please refer to the *Performance and Accountability Report*:

<http://www.dol.gov/sec/media/reports/annual2008/MDA2.htm>.

DOL Goal 07-1A (Bureau of Labor Statistics): *Timely, Accurate, and Relevant Economic Information*

BLS evaluates economic and statistical methodologies; technologies; and, survey design, collection, and dissemination approaches. The agency uses new developments to deliver data in a timely and useful manner, while maintaining cost effectiveness, to meet DOL goals and provide quality service. BLS reached four of its six performance indicators, missing its *labor force statistics* and *productivity and technology* indicators by six and 29 percentage points, respectively. The *labor force statistics* target was missed due to a systems error which caused a few minutes delay in data release and fewer series of data released than planned. BLS missed its *productivity and technology* target because a text correction delayed a data release and the discontinuation of 32 measures for four manufacturing industries.

Bureau of Labor Statistics Performance Indicators	FY 2005 Goal Substantially Achieved		FY 2006 Goal Not Achieved		FY 2007 Goal Achieved		FY 2008 Goal Not Achieved	
	Target	Result	Target	Result	Target	Result	Target	Result
√ Percent of output, timeliness, accuracy, and long-term improvement targets achieved for: <ul style="list-style-type: none"> • labor force statistics • prices and living conditions • compensation and working conditions • productivity and technology 			85%	79%	80%	92%	92%	86%
			85%	94%	90%	90%	90%	92%
			85%	77%	86%	96%	96%	96%
			85%	100%	86%	100%	100%	71%
√ Cost per transaction for Internet Data Collection Facility	\$3.32	\$2.44	\$2.58	\$1.82	\$1.79	\$1.12	\$1.11	\$0.76
√ Customer satisfaction with BLS products and services	75%	74%	75%	79%	79%	79%	79%	82%

DOL Goal 07-1B¹ (Job Corps): Increase Placements and Educational Attainments of Youth

Job Corps is an educational and vocational training program (primarily residential) for economically disadvantaged youth ages 16 through 24 who often face multiple barriers to employment. This program provides career counseling, technical skills and academic training, social education, and other support services, such as housing, transportation, and family support resources to more than 60,000 individuals at 122 centers nationwide. Performance for Job Corps this year was significantly below the targeted outcomes for all three indicators. Placement of Job Corps graduates and former enrollees in employment, the military or post-secondary education mirrored the national employment picture and declined in PY 2007. Job Corps attributes the decline in certificate attainment to more stringent documentation and certification requirements and it attributes the decline in skill attainment, in part, to the shift from paper/pencil to the online version of the Test for Adult Basic Education. Job Corps expects Program Year (PY) 2008 results to continue the downward trend, although the changes are expected to be small. To improve placement performance, Job Corps is strengthening its post-center support. To improve skill training, Job Corps is implementing the New Vision approach, which focuses on applied academics and is expected to continue impacting students' learning gains.

Job Corps Performance Indicators	PY 2004 Goal Not Achieved		PY 2005 Goal Not Achieved		PY 2006 Goal Not Achieved		PY 2007 Goal Not Achieved	
	Target	Result	Target	Result	Target	Result	Target	Result
√ Percent of participants entering employment or enrolling in post-secondary education or advanced training/occupational skills training ²	85%	84%	85%	80%	87%	74%	82%	73%
√ Percent of students who attain a general equivalency or high school diploma or a certificate after leaving the program	64%	64%	64%	60%	65%	57%	64%	53%
√ Percent of students who will achieve literacy or numeracy gains of one Adult Basic Education level (approximately equivalent to two grade levels)	45%	47%	45%	58%	58%	58%	58%	53%

¹ Goals with labels that begin with "07" operate on a Program Year (PY) basis, and are reporting on the period from July 1, 2007 to June 30, 2008 due to the forward-funding authorized in the Workforce Investment Act of 1998.

² The employment indicator is measured in the first quarter after exit.

DOL Goal 07-1E (Veterans' Employment Programs): Help Veterans Get and Keep Jobs

Jobs for Veterans State grants support nationwide delivery of employment services to veterans and transitioning service members by disabled veterans' outreach specialists and local employment representatives stationed at One-Stop Career Centers. The Homeless Veterans' Reintegration Program (HVRP), a competitive grant program, emphasizes stable employment as a critical factor in mitigating homelessness among veterans. Program participants are served by community-based grantees that provide pre-employment services, establish linkages with service providers funded by other Federal agencies, and rely on the specialists to help them find employment once they are job-ready. The achievement of this goal for PY 2007 is based on the four indicators for One-Stop services. Based on the annual results for the One Stop services, the goal was achieved this year. The annual results for the HVRP were not available for inclusion in this report, but will be included in future reports. The December 19, 2008 final rule on priority of service for veterans in DOL-funded employment and training programs is likely to enhance the delivery of veterans' employment services, leading to an improvement in employment outcomes for all veterans. VETS is expanding its assistance to disabled veterans by increasing the number of outreach staff at major medical installations and implementing a joint initiative with the Department of Defense to increase the participation rate of transitioning service members in employment workshops.

Veterans' Employment Programs Performance Indicators *Result Estimated	PY 2004 Goal Achieved		PY 2005 Goal Achieved		PY 2006 Goal Not Achieved		PY 2007 Goal Achieved	
	Target	Result	Target	Result	Target	Result	Target	Result
√ Entered employment rate ³ for all veterans	58%	60%	59%	62%	60%	60%	61%	61%*
√ Employment retention rate for all veterans	80%	81%	81%	81%	81%	79%	80%	81%*
√ Entered employment rate for disabled veterans	54%	56%	55%	57%	55%	55%	56%	57%*
√ Employment retention rate for disabled veterans	78%	79%	79%	80%	79%	78%	79%	80%*
√ Entered employment rate for homeless veterans participating in the HVRP	60%	65%	61%	68%	68%	65%	65.5%	-
√ Six month employment retention rate for HVRP participants	Baseline	58%	58%	67%	58.5%	64%	64.5%	-

To generate the highest yields for their clients, investment firms must be able to reliably anticipate market movements. Jeff works as Chief Economist for a money management firm that manages portfolios for both institutional and individual investors. He uses the BLS *Employment Situation* and other BLS Labor Force Statistics data to get a macroeconomic view of the economy to help guide his investment decisions. In particular, Jeff recently used data from the Job Openings and Labor Turnover Survey (JOLTS) to examine labor market churn and wage inflation. Sector-specific data are particularly useful to Jeff as he analyzes the different sectors of the economy. The JOLTS data assist Jeff in his economic research and Federal Reserve analysis. BLS statistics help Jeff manage his portfolios and anticipate labor market movements throughout the business cycle. Photo credit: Horizon Investments, LLC



To learn more about DOL's efforts to forge a Prepared Workforce, please visit:

<http://www.bls.gov/>, <http://jobcorps.dol.gov/>, <http://www.doleta.gov/>, <http://www.dol.gov/wb>, <http://www.dol.gov/vets/>

³Entered employment rate is the percent of participants employed in the first quarter after exit; employment retention rate is the percent of participants employed in the first quarter after exit still employed in the second and third quarters after exit.

Strategic Goal 2: A Competitive Workforce

Meet the competitive labor demands of the worldwide economy by enhancing the effectiveness and efficiency of the workforce development and regulatory systems that assist workers and employers in meeting the challenges of global competition.

To succeed in the 21st century, America must be prepared to adapt to changes in the global economy. Success depends on a workforce that meets employers' needs for new and skilled workers. Through partnerships with State and local workforce agencies, business and industry, education and training providers, faith-based and community organizations, and economic development agencies, DOL makes strategic investments in job training and increases the accessibility and quality of information that helps match workers with employers. Agencies and offices supporting this goal are:

- Employment and Training Administration
- Office of Disability Employment Policy
- Office of the Assistant Secretary for Policy
- Bureau of International Labor Affairs

Fostering a competitive workforce means providing Americans with training that meets the rapidly evolving workforce needs of employers. Customizing training and assistance to workers improves their chances to obtain better paying jobs, to keep those jobs, and to advance their careers.



Sasha was pregnant for the first time at 12 and abusing drugs by 13; she lived with substance abuse as a driving force for decades. With ten children to care for between the ages of 32 and six, Sasha left prison knowing that things could not continue as before. In addition to working the 12 steps of recovery as treatment for her addiction, Sasha sought out courses in anger management and parenting and requested assistance with housing. Project REACH, a collaborative effort between One-Stop Career Centers and faith-based and community organizations, was able to place her in a supportive home for women until she was employed. Sasha found a job doing what she loves best: cleaning. One day she was vigorously cleaning outdoor windows at the women's home. A business owner happened by, saw Sasha working hard, and called later to ask the coordinator of the home to tell Sasha to stop by his diner if she needed employment. Sasha was hired on the spot – her first job ever! Photo credit: DOL/ETA

These results are realized by meeting the needs of one worker and one employer at a time. In FY 2008, DOL achieved or substantially achieved six of nine performance goals in Strategic Goal 2. The following narratives and tables summarize performance for three key goals – all of which operate on a Program Year (PY) basis, and report results achieved from July 1 to June 30 due to the forward-funding authorized in the Workforce Investment Act (WIA) of 1998. For more information on all performance goals in Strategic Goal 2, please see the *Performance and Accountability Report* at <http://www.dol.gov/sec/media/reports/annual2008/SG2.pdf>.

Many of the goals in Strategic Goal 2 are for employment and training programs whose results are measured by the



percent of participants who obtain a job and by the percent of participants who remain employed.⁴ The charts below illustrate the programs' current and previous years' results. Significant differences in results between programs are generally explained by differences in types of services offered and populations served.

DOL Goal 07-2A (WIA Adult): Increase Employment, Retention and Earnings for Qualified Adults

The WIA Adult Program helps workers (unemployed and employed) acquire the skills they need to compete in a global economy. Funds are distributed by formula to States and local Workforce Investment Boards to operate networks of One-Stop Career Centers that provide comprehensive services to workers and employers such as individual career planning, occupational skills training, on-the-job training, skills upgrading, entrepreneurial training, and adult literacy activities. This year, DOL reached two of the program's three performance indicator targets. The entered employment rate was one percentage point below the target due to the co-enrollment of a significant number of participants in both the WIA Adult and Wagner-Peyser Act employment services, a program with traditionally lower measured outcomes. DOL will improve its services by strengthening strategic partnerships with business, industry and education communities and by encouraging entrepreneurial training and lifelong learning as important tools in supporting regional economies.

WIA Adult Performance Indicators	PY 2004 Goal Achieved		PY 2005 Goal Achieved		PY 2006 Goal Not Achieved		PY 2007 Goal Not Achieved	
	Target	Result	Target	Result	Target	Result	Target	Result
√ Entered employment rate for program participants	75%	77%	76%	77%	76%	70%	71%	70%
√ Employment retention rate for program participants	85%	86%	81%	82%	82%	82%	83%	84%
√ Average earnings in the second and third quarters after exit	–	–	–	–	\$11,000	\$11,870	\$12,045	\$13,575

DOL Goal 07-2B (WIA Dislocated Worker): Assist Dislocated Workers

This program aims to quickly reemploy laid-off workers and to enhance their employability and earnings by increasing occupational skills. DOL allocates 80 percent of funds by formula to the states. The Secretary of Labor may use the remaining funds for discretionary activities specified under WIA, including assistance to localities that suffer plant closings, mass layoffs, military base realignment and closures, and natural disasters. Services include occupational skills training, on-the-job training, skills upgrading, entrepreneurial training, job readiness training, adult literacy activities, and customized training for employers who commit to hiring individuals enrolled in the program. The entered employment rate missed the target by six percentage points and the employment retention rate missed the target by two percentage points. The drop in the entered employment rate reflects the impact of the co-enrollment strategies mentioned above for WIA Adult (Goal 06-2A) on measured performance. DOL is developing strategies for a regional approach to workforce development to maximize results.

WIA Dislocated Worker Performance Indicators	PY 2004 Goal Not Achieved ⁵		PY 2005 Goal Not Achieved		PY 2006 Goal Not Achieved		PY 2007 Goal Not Achieved	
	Target	Result	Target	Result	Target	Result	Target	Result
√ Entered employment rate for program participants	82%	84%	83%	83%	84%	78%	79%	73%
√ Employment retention rate for program participants	91%	91%	89%	88%	90%	88%	89%	87%
√ Average earnings in the second and third quarters after exit	–	–	–	–	\$13,800	\$14,265	\$14,410	\$15,188

⁴ For more precise definitions, please see note on page 8 of this publication.

⁵ A third target – for efficiency – was not reached. This measure was dropped in PY 2005.

DOL Goal 07-2C (One-Stop Employment Services): Improve Employment Outcomes for One-Stop System Users

Principally funded through the Wagner-Peyser Act, as amended by the WIA of 1998, One-Stop Career Centers deliver core employment and workforce information services to nearly 16 million individuals per year. Core services include job matching, referral, assessments, and a wide array of workforce and labor market information and career guidance. One-Stop Career Centers also provide customized services to clients with unique needs, such as veterans and migrant and seasonal farm workers. The performance goal was achieved – all three indicator results reached targets and improved upon PY 2006 performance. Overall, these results show how the system has been successful in matching individuals seeking employment with employers needing their skills. Additionally, DOL has observed more Employment Service participants co-enrolled with WIA programs, which provides individuals with access to additional core services, and in some cases, access to intensive training services.

One-Stop Employment Services Performance Indicators	PY 2004 Goal Not Achieved ⁶		PY 2005 Goal Achieved		PY 2006 Goal Not Achieved		PY 2007 Goal Achieved	
	Target	Result	Target	Result	Target	Result	Target	Result
√ Entered employment rate for program participants	58%	64%	61%	63%	64%	60%	61%	64%
√ Employment retention rate for program participants	72%	81%	78%	80%	81%	77%	78%	81%
√ Average earnings in the second and third quarters after exit	–	–	–	–	\$10,500	\$11,576	\$11,870	\$12,763

Each day for eight and a half years, Melissa worked tirelessly as a sewing machine operator in Harrodsburg, Kentucky. When her company downsized and she was laid-off, she applied for unemployment benefits and learned she was eligible for additional benefits and services through the Trade Adjustment Assistance program. With the assistance of counseling and assessments, Melissa set her sights on a high-demand career in the healthcare field. Through hard work and dedication, she earned her Associates degree in Medical Information Technology from Bluegrass Community and Technical College on May 3, 2008. She is now employed full-time with a regional medical center, and making more money than in her previous job. She enjoys her work and the people she works with, and says she is extremely grateful for this opportunity.

Photo credit: DOL/ETA



To learn more about DOL's contributions to a Competitive Workforce, please visit:

<http://www.doleta.gov/>, <http://www.dol.gov/ilab/>, <http://www.dol.gov/asp/welcome.html>, <http://www.dol.gov/odep/>

⁶ A third target – for efficiency – was not reached. This measure was dropped in PY 2005.

Strategic Goal 3: *Safe and Secure Workplaces*

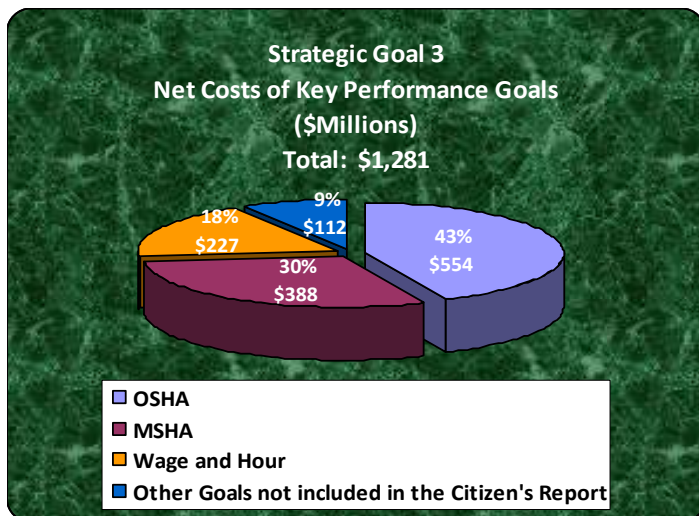
Promote workplaces that are safe, healthful and fair; guarantee workers receive the wages due them; foster equal opportunity in employment; and protect veterans' employment and re-employment rights.

All workers are entitled to safe, healthful, and fair workplaces – and several DOL agencies are dedicated to achieving this goal. These agencies provide critical services to the American worker by ensuring employers comply with major employment laws that promote practices that minimize safety and health hazards, protect employees' wages, provide equal opportunity to workers, and support veterans returning to the civilian workplace.

- Occupational Safety and Health Administration
- Mine Safety and Health Administration
- Employment Standards Administration
- Veterans' Employment and Training Service



In 2006, ESA's Wage and Hour Division's (WHD) Los Angeles District Office began a concentrated effort to increase compliance in the local car wash industry – a low wage industry that displayed all the characteristics of an underground economy. Workers were paid in cash, some "under the table." WHD embarked on an aggressive strategy employing enforcement techniques and compliance assistance initiatives to promote industry-wide compliance with the minimum wage and overtime provisions of the Fair Labor Standards Act. By 2008, WHD was working with the Western Car Wash Association (WCWA) to expand its outreach to employers. The agency gave compliance presentations to hundreds of car wash operators throughout the Western and Southwestern regions of California. The WCWA, in turn, added a link to the agency's Web site to help its members access compliance information. WHD's enforcement investigations yielded hundreds of thousands of dollars in back wages for low-wage workers. For example, a Northridge car wash was ordered to pay \$160,000 in back wages to 84 workers and a Santa Monica car wash paid \$100,000 in back wages to 55 employees following an investigation. Photo credit: DOL/ESA.



DOL employs a broad range of expertise – from front-line investigators to strategic decision makers – to administer these laws and to educate employers and the public. The performance goals and targets for this strategic goal focus on the effectiveness of these enforcement efforts and compliance programs. In FY 2008, DOL achieved or substantially achieved two of five performance goals in Strategic Goal 3. OSHA achieved its performance targets for reducing the workplace injury and illness rate and the fatality rate, and MSHA substantially achieved its goal to reduce work-related fatalities, injuries and illness in mines. The following narratives and tables summarize performance for three key goals. For more information on all performance goals in Strategic Goal 3, please see the *Performance and Accountability Report* at:

<http://www.dol.gov/sec/media/reports/annual2008/SG3.pdf>.

DOL Goal 07-3A (Occupational Safety and Health): *Reduce Workplace Injuries and Illnesses*

OSHA promotes employee safety and health by working with employers and employees to create safer working environments. Outreach, education, and compliance assistance complement enforcement and enable OSHA to play a vital role in preventing on-the-job injuries, illnesses and fatalities. The majority of working Americans fall under the jurisdiction of OSHA or OSHA-approved job safety and health programs operated by the States, with the exception of

miners, transportation workers, domestic workers, some public employees, and the self-employed. OSHA helps to reduce on-the-job deaths and injuries by intervening – through compliance assistance and enforcement strategies – at workplaces where occupational safety and health hazards are more likely to be present and by responding to reports about serious workplace hazards. OSHA achieved its goal by reaching both indicator targets: to reduce the cases of days away from work due to injuries, job restrictions or job transfers and to reduce the workplace fatality rate. In the future, OSHA will use data analysis from the new OSHA Information System database to better target where injuries and illnesses are occurring and to build its operating plans around these areas.

Occupational Safety and Health Performance Indicators	FY 2007 Goal Achieved		FY 2008 Goal Achieved	
	Target	Result	Target	Result
*Result Estimated				
√ Days away from work, job restriction and job transfer (DART) per 100 workers	2.3	2.1	2.3	2.0*
√ Workplace fatalities per 100,000 workers (for sectors covered by Occupational Safety and Health Act)	1.73	1.58	1.58	1.57*

DOL Goal 07-3B (Mine Safety and Health): *Reduce Mine Fatalities and Injuries*

MSHA's mission is to protect the safety and health of the nation's miners under provisions of the Federal Mine Safety and Health Act of 1977 (Mine Act), as amended by the Mine Improvement and New Emergency Response Act of 2006 (MINER Act). While mining deaths and injuries have significantly declined over the past 30 years, there were 67 fatalities reported last year; the current fatality and injury numbers (and frequency rates) remain unacceptable. In FY 2008, MSHA implemented its *100 Percent Inspection Plan* and completed every required inspection at every mine throughout the country. MSHA substantially achieved its performance goal, reaching four of six indicator targets, and substantially reached (improved performance) its silica dust sample indicator target. MSHA did not reach its targeted reduction of noise exposure in coal mines due to increased coal production (newer mines can lack adequate noise controls) and more difficult mining processes that generate noise at higher levels. In addition to the *100 Percent Inspection Plan*, MSHA improved the quality of inspections and inspector training, added enforcement personnel, implemented a new inspection tracking system, strengthened and updated its citation and penalty structure and aggressively pursued scofflaw mine operators. MSHA believes the increased presence of its enforcement staff at the job site has had – and will continue to have – a positive impact on mine safety and health.

Mine Safety and Health Performance Indicators	FY 2005 Goal Not Achieved		FY 2006 Goal Not Achieved		FY 2007 Goal Substantially Achieved		FY 2008 Goal Substantially Achieved	
	Target	Result	Target	Result	Target	Result	Target	Result
*Result Estimated								
√ Mine industry fatal injury incidence rate (per 200,000 hours worked)	.022	.018	.021	.022	.0201	.0200	.0191	.0150*
√ Mine industry all-injury incidence rate (per 200,000 hours worked)	3.48	3.93	3.13	3.72	2.82	3.50	3.41	3.24*
√ Percent of respirable coal dust samples exceeding standards	10.1%	10.8%	9.5%	11.3%	9.0%	12.2%	11.50%	9.74%
√ Percent of MNM ⁷ silica dust samples with less than half of the exposure limit	–	–	–	–	75.5%	31.82%	31.18%	31.27%
√ Percent of MNM noise samples with less than half the exposure limit	–	–	–	–	71.30%	65.54%	64.23%	54.70%
√ Percent of noise exposures above the citation level in coal mines	–	–	–	–	4.80%	3.66%	3.59%	4.54%

⁷ MNM = Metal and Non-metal mines

DOL Goal 07-3C (Wage and Hour): Protect Workers' Wages

The ESA's Wage and Hour Division's (WHD) mission is to promote and achieve compliance with labor standards to protect and enhance the welfare of the nation's workforce. Through WHD, DOL assures compliance with laws establishing minimum standards for wages and working conditions. These include the minimum wage, overtime, and youth employment provisions of the Fair Labor Standards Act, Migrant and Seasonal Agricultural Worker Protection Act, as well as Family and Medical Leave Act. WHD enforces field sanitation standards in agriculture and government contract prevailing wage statutes and administers the wage determination provisions of the Davis-Bacon and Service Contract Acts. In FY 2008, WHD did not reach its established targets. Shifts in staffing and training in efficient investigation techniques contributed to the decrease in the average number of days to attain a resolution to a complaint. The result for 2007 for the number of workers assisted may have been inflated last year due to a single outlier case. Excluding the outlier case, WHD would have realized a three percent increase in 2008. Wage determination efficiency declined this year as regional offices sought to reduce an accumulated backlog of surveys during the development of a new automated system. This backlog will be eliminated by the end of calendar year 2008. Additionally, the increase in resource intensive H-1B complaint cases affected the result negatively. In response, WHD will integrate the findings of its low-wage enforcement into its directed enforcement program. WHD's FY 2009 performance plan maintains an agency-wide focus on identifying and remedying violations that may arise from temporary contract work. Each district office will develop and refine strategies to ensure that complaint investigations are resolved in a timely manner. WHD anticipates that the number of immigrants participating in the workforce and the increase in temporary contract work arrangements will continue to challenge WHD's efforts to affect compliance.

Wage and Hour Performance Indicators	FY 2005 Goal Achieved		FY 2006 Goal Achieved		FY 2007 Goal Not Achieved		FY 2008 Goal Not Achieved	
	Target	Result	Target	Result	Target	Result	Target	Result
√ Complaint resolutions in workers covered per 1,000 enforcement hours	–	–	Baseline	293	296	271	274	272
√ Percent of prior violators compliant following a full investigation	72%	72%	73%	76%	77%	66%	67%	56%
√ Low wage workers assisted per 1,000 case hours	–	–	–	–	304	418	422	302
√ Wage determination data submission forms processed per 1,000 hours	1,506	1,667	1,491	1,834	1,852	2,636	2,662	2,246



Simulating real events and emergencies is one of the most effective ways to train people. Recognizing this, MSHA created concrete burn pads to give fire brigade and mine rescue team members hands-on experience using different devices in fighting fires in a mining environment. Prior to the hands-on experience, trainees must complete classroom training on fire classifications, firefighting equipment, and various hazards such as electrical shock, toxic and asphyxiating gases, oxygen deficiency, and explosive gases. Photo credit: DOL/MSHA

To learn more about DOL's efforts to safe and secure workplaces, please visit:

- <http://www.osha.gov/>, <http://www.msha.gov/>,
- <http://www.dol.gov/esa/whd/>, <http://www.dol.gov/vets/>

Strategic Goal 4: Strengthened Economic Protections

Protect and strengthen worker economic security through effective and efficient provision of unemployment insurance and workers' compensation; ensuring union transparency; and securing pension and health benefits.

DOL increases the economic security of America's working families by administering payment of temporary benefits for the unemployed, protecting Federal workers from the economic effects of work-related injuries and illness, ensuring transparency in labor union operations, protecting employee benefits plans against fraud, abuse and mismanagement, and insuring defined benefit pension plan payments. These operations are carried out by three DOL agencies and a government corporation whose board is chaired by the Secretary of Labor:

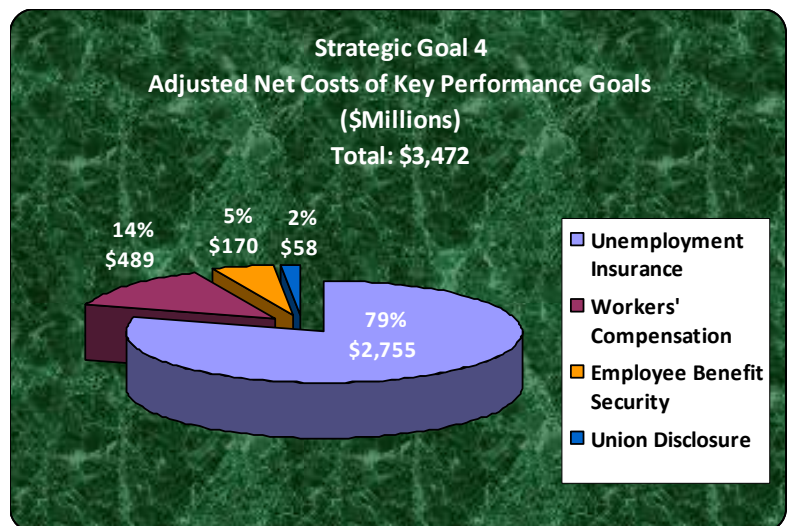
- Employment and Training Administration
- Employee Benefits Security Administration
- Employment Standards Administration
- Pension Benefit Guaranty Corporation



Debit cards put unemployment payments into the hands of some beneficiaries faster, more safely and securely than checks because not all claimants have bank accounts. As part of its long-standing practice of promoting technological improvements in the Unemployment Insurance (UI) program, in FY 2006, DOL provided \$1.79 million in grants to 20 States for the implementation of debit card and/or direct deposit for UI Benefit payments. Forty-four States are making UI benefit payments by direct deposit or planning to do so. Texas reports that all of its benefits are paid by debit card while New Mexico and Louisiana make at least 80 percent of their payments by debit card. Photo credit: DOL/ETA

In FY 2008, DOL achieved or substantially achieved two of the five performance goals in Strategic Goal 4. The following narratives and tables summarize performance of four key goals. For more information on all performance goals in Strategic Goal 4, please see the *Performance and Accountability Report* at: <http://www.dol.gov/sec/media/reports/annual2008/SG4.pdf>.

Total net cost dedicated to Strategic Goal 4 in FY 2008 was \$48,957 million. This chart, however, is based on an adjusted net cost that excludes income maintenance – unemployment benefit payments to individuals who are laid off or out of work and seeking employment (\$42,281 million) plus disability benefit payments to individuals who suffered injury or illness on the job (\$3,204 million).



DOL Goal 07-4A (Unemployment Insurance): *Pay Unemployment Insurance Claims Accurately and Promptly.*

By temporarily replacing part of unemployed workers' lost wages, the Federal-State Unemployment Insurance (UI) system reduces individual financial hardship due to unemployment. States operate their own benefit programs under their own laws, which must also conform to and substantially comply with Federal law. DOL provides program leadership, allocates administrative funds, provides technical assistance, and exercises oversight to ensure that State partners meet Federal UI laws and regulations. This year, UI did not reach three of its four performance targets. The decrease in performance is largely attributable to increased workloads and changes in the national unemployment rate. To improve their performance, UI will sponsor a conference for States to share best practices and will facilitate the design and implementation of a new system to better track when beneficiaries separate from their employment.

Unemployment Insurance Performance Indicators	FY 2005 Goal Not Achieved		FY 2006 Goal Not Achieved		FY 2007 Goal Not Achieved		FY 2008 Goal Not Achieved	
	Target	Result	Target	Result	Target	Result	Target	Result
*Result Estimated								
√ Percent of intrastate first payments made within 21 days	89.9%	89.3%	89.9%	87.6%	90.0%	88.2%	88.4%	86.8%
√ Percent of established detectable or recoverable overpayments	59.5%	58.7%	59.5%	62.1%	60.0%	54.8%	56.0%	55.9%*
√ Percent of claimants reemployed in the quarter after receiving their first payment	–	–	Baseline	62.4%	65.0%	65.1%	65.2%	64.3%*
√ Percent of timely new employer liability determinations made	82.4%	82.4%	82.5%	83.7%	82.8%	85.6%	84.9%	85.5%*

DOL Goal 07-4B (Workers' Compensation): Reduce the Consequences of Work-related Injuries.

ESA's Office of Workers' Compensation Programs (OWCP) protects workers, their dependents and survivors from the economic effects of work-related injuries and illnesses by providing wage replacement and cash benefits, medical treatment, vocational rehabilitation and other benefits through four major disability compensation programs. OWCP activities emphasize the adjudication of claims and payment of benefits accurately and timely, efficient mediation of disputed claims, assistance with injury recovery and return to work, and assistance to employers with regulatory compliance and program administration. While DOL reached 10 of 11 indicator targets for this goal, DOL did not reach the target for reducing Black Lung medical costs due to a surge in costly inpatient billings in one quarter. The Black Lung program expects to achieve its target in the long term and will analyze the data to determine if additional strategies are needed to achieve the goal.

Workers' Compensation Performance Indicators	FY 2005 Goal Substantially Achieved		FY 2006 Goal Achieved		FY 2007 Goal Substantially Achieved		FY 2008 Goal Substantially Achieved	
	Target	Result	Target	Result	Target	Result	Target	Result
√ Lost production days rate (per 100 employees) for USPS workers ⁸	148	135	146	142	130	135	142	134*
√ Lost production days rate (per 100 employees) for other government workers	61	56	60	52.2	49	46.3	48.5	41.0*
√ Savings resulting from Periodic Roll Management case evaluations (\$million)	\$17	\$23	\$13	\$16	\$8	\$17	\$14	\$17
√ Rate of change in indexed cost per case below nationwide health care cost trend	≤8.8%	+2.8%	≤8.7%	+6.3%	≤8.3%	+8.1%	≤8.5%	+3.2%
√ Targets for communications performance areas	3	3	4	4	4	4	5	5
√ Longshore – average days to resolve disputed issues in contested cases	245	254	250	235	248	230	Baseline	239
√ Coal Mine Workers – average days to render a decision for benefits	320	323	315	251	247	224	220	205
√ Black Lung– average medical treatment cost	–	–	–	–	–	–	≤6.1%	+10%

⁸ In FY 2006, the agency adjusted the methods of calculating Lost Production Days (Postal and non Postal) to more accurately account for intermittent periods of compensation. The effect of this change results in lower and more accurate LPD figures.

√ Energy – average days to process Part B initial claims	–	–	–	–	Baseline	238	226	164
√ Average days to process Part E initial claims	–	–	–	–	Baseline	293	290	284
√ Energy – percent of final decisions processed within 180 days (hearing cases) or 75 days (all other cases)	–	–	80%	89%	85%	88%	87%	93%

DOL Goal 07-4C (Union Disclosure): *Union Financial Integrity and Transparency.*

ESA's Office of Labor-Management Standards (OLMS) ensures union transparency, financial integrity, and democracy by administering and enforcing the Labor-Management Reporting and Disclosure Act. The law requires public disclosure reporting, establishes standards for union officer elections, and imposes criminal sanctions for embezzlement of union funds. To implement these protections, OLMS conducts criminal and civil investigations and union audits, and administers the reporting and public disclosure program. OLMS did not achieve its goal, in part due to the increasing complexity of financial investigations. OLMS established baselines for three replacement performance measures to promote targeted program improvements and eliminate random audits used strictly for performance measurement.

Union Disclosure Performance Indicators	FY 2005 Goal Substantially Achieved		FY 2006 Goal Not Achieved		FY 2007 Goal Substantially Achieved		FY 2008 Goal Not Achieved	
	Target	Result	Target	Result	Target	Result	Target	Result
√ Unions with fraud	–	–	8%	8%	7.5%	7%	7%	7.6%
√ Unions with democratic officer elections	–	–	Baseline	92%	92.5%	92.3%	93%	91.3%
√ Union reports meeting standards of acceptability	95%	94%	96%	93%	97%	95%	97%	95%
√ Ratio of criminal cases to targeted audits	–	–	–	–	–	–	Baseline	11.5%
√ Unions filing reports electronically	–	–	–	–	–	–	Baseline	20%
√ Days to resolve union officer election complaints	–	–	–	–	–	–	Baseline	92

DOL Goal 07-4D (Employee Benefit Security): *Provide for Secure Pension and Health Plans*

EBSA is responsible for ensuring compliance with the Employee Retirement Income Security Act (ERISA). EBSA's efforts are essential to maintaining the public's trust and confidence in the employee benefits system. Through strong criminal and civil enforcement, compliance assistance and participant assistance, DOL helps protect workers' and retirees' benefits.

Employee Benefit Security Performance Indicators	FY 2005 Goal Achieved		FY 2006 Goal Achieved		FY 2007 Goal Achieved		FY 2008 Goal Achieved	
	Target	Result	Target	Result	Target	Result	Target	Result
√ Criminal ratio – cases accepted for prosecution/cases referred	–	–	–	–	48%	67%	50%	74%
√ Civil ratio – cases with corrected fiduciary violations/closed cases	–	–	–	–	61%	69%	64%	70%
√ Voluntary Compliance program applications	8,340	14,082	13,500	17,214	13,838	20,123	21,000	28,261

To learn more about DOL's efforts to strengthen economic protections, please visit:

<http://www.dol.gov/esa>, <http://www.dol.gov/ebsa/>, <http://www.doleta.gov/>, <http://www.pbqc.gov/>

Message from the Chief Financial Officer

January 15, 2009



As a federal entity, the Department of Labor must be transparent and accountable to its broad community of stakeholders. To that end, I am proud to report that for the twelfth year in a row the Department received an unqualified “clean” opinion from its Inspector General on its consolidated financial statements.

In the past year, the Department earned its eighth consecutive Certificate of Excellence in Accountability Reporting from the Association of Government Accountants and once again was recognized by the Mercatus Center for producing accurate and transparent reports that provide public benefit. In FY 2008, the Department also maintained its “green” ratings on key President’s Management Agenda scorecards for improving financial performance and eliminating improper payments. In addition, we received the bronze award in the 2008 Excellence in Information Integrity (EII) Awards Program from the information integrity Coalition, for the Department’s cost analysis manager (CAM) program. As we move into the new fiscal year, I am confident that we will continue to provide the transparent and accountable information our stakeholders have come to expect.

Douglas W. Webster
Chief Financial Officer

Financial Performance Overview

REPORTING ENTITY AND FINANCIAL PRESENTATION

DOL’s nine major program agencies conduct operations in five major program areas. DOL reports its financial activities annually in Consolidated Financial Statements, prepared in accordance with U.S. generally accepted accounting principles and the financial reporting requirements of the U.S. Office of Management and Budget (OMB). For fiscal years (FY) 2008 and 2007, five principal financial statements, the *Consolidated Balance Sheet*, *Consolidated Statement of Net Cost*, *Consolidated Statement of Changes in Net Position*, *Combined Statement of Budgetary Resources*, and *Statement of Social Insurance*, were presented with accompanying notes and other required information. DOL’s major program agencies, the program areas in which they operate, and their net cost of operations for 2008 are presented below.

DOL COSTS BY OPERATING AGENCY		DOL COSTS BY PROGRAM		
Major Program Operating Agencies	2008 Net Cost (000s)	Major Programs	Operating Agencies	2008 Net Cost (000s)
Employment and Training Administration (ETA)	\$51,302,094	Income maintenance	ETA, ESA, EBSA	\$50,314,826
Employment Standards Administration (ESA)	4,009,752	Employment and training	ETA, VETS, Job Corps	5,691,791
Office of Job Corps (OJC) ⁹	817,465			
Occupational Safety and Health Administration (OSHA)	536,529	Labor, employment and pension standards	ESA, EBSA, VETS	680,801
Bureau of Labor Statistics (BLS)	574,450	Worker safety and health	OSHA, MSHA	917,726
Mine Safety and Health Administration (MSHA)	370,302	Statistics	BLS	605,774
Employee Benefits Security Administration (EBSA)	178,839			
Veterans’ Employment and Training Service (VETS)	230,092	Cost not assigned to programs		96,076
Other Departmental Agencies	287,471			
Total Net Cost of Operations	\$58,306,994	Total Net Cost of Operations		\$58,306,994

⁹ Costs associated with Job Corps’ 2008 appropriation (\$817.5 million) are reported under a new operating agency, Office of Job Corps.

Costs associated with prior year Job Corps appropriations (\$533.6 million) continue to be reported under the Employment and Training Administration. Total Job Corps program costs reported by the OJC and ETA in 2008 were \$1.35 billion.

DOL'S MAJOR PROGRAM COMPONENTS

Income Maintenance Programs

Unemployment Insurance (UI) - The UI program, administered by ETA, provides regular unemployment benefits, financed by State unemployment taxes on employer payrolls, to eligible unemployed workers. State taxes are deposited in and benefit payments paid from State accounts within the Unemployment Trust Fund (UTF). A Federal unemployment tax on employer payrolls is deposited in the UTF to finance the Federal share of extended unemployment benefits and to provide for administrative expenses to operate the UI program. Funds held in the UTF are invested in interest bearing U.S. Treasury securities until needed for program expenses. Net UI benefit payments in 2008 were \$41.8 billion, a \$10.2 billion increase over 2007.

The **Federal Employees' Compensation Act (FECA)** program, administered by ESA, pays compensation for wage loss and other benefits, including benefits for medical treatment, to eligible Federal employees and to their eligible survivors who sustain traumatic injuries or occupational diseases resulting from their Federal employment.

The **Energy Employees Occupational Illness Compensation Program Act (EEOICPA)** administered by ESA in conjunction with several other Federal agencies, provides benefits to eligible employees of the Department of Energy and its contractors and subcontractors (and their eligible survivors) for occupational diseases resulting from exposure to toxic substances and radiation at covered facilities. Net compensation benefit costs paid to workers under the FECA and EEOICPA programs in 2008 were \$2.2 billion.

The **Black Lung Disability Benefits** program, administered by ESA, provides benefits to coal miners disabled due to pneumoconiosis (black lung disease). Benefit payments and administrative expenses are funded by excise taxes paid by coal mine operators. Taxes are deposited in and expenses paid from the Black Lung Disability Trust Fund (BLDTF). If taxes are insufficient to meet program expenses, legislation provides for repayable advances, with interest, from the U.S. Treasury. In 2008, the BLDTF required advances of \$426 million, and reported an accumulated deficit of \$10.4 billion at September 30, 2008. This deficit was projected to increase to a net present value of \$27.9 billion at the end of 2040. Subsequent to September 30, 2008, Congress enacted legislation to address the deficit, which extended increased coal excise taxes through 2019, restructured BLDTF debt and retired outstanding repayable advances through a one-time appropriation. These legislative changes are projected to eliminate the BLDTF deficit by the end of 2040.

Employment and Training Programs administered by ETA, Job Corps and VETS make investments in human capital to increase national economic productivity, through adult, youth, dislocated worker, older worker and trade adjustment assistance training and employment programs for the economically disadvantaged and veterans. In 2008, ETA, Job Corps and VETS served over 5.3 million participants through a system of Federal, State and local programs.

Other Major Programs

Labor, Employment and Pension Standards - ESA operates programs to enforce and assist compliance with legal standards for workers' wages and working conditions, including minimum wage and overtime, child labor protections, and labor union standards. EBSA operates programs to protect private employee pension, health and other benefit plans against fraud and abuse through compliance assistance, enforcement and education. VETS operates programs designed to mitigate issues which arise for service members between their military obligations and civilian employment.

Worker Safety and Health - OSHA enforces the Occupational Safety and Health Act through compliance assistance, inspection of workplaces, prompt response to situations of imminent danger, and investigation of fatalities, catastrophes and worker complaints. MSHA operates programs designed to protect the safety and health of mining industry workers, through enforcement, compliance assistance, education, training, and technical support.

Statistics - BLS operates programs designed to produce and disseminate to decision makers timely, accurate and relevant information on the economy, including labor market conditions and price and productivity changes.

The net cost of DOL's other major programs (Labor, Employment and Pension Standards; Worker Safety and Health; and Statistics) in 2008 was \$2.2 billion.

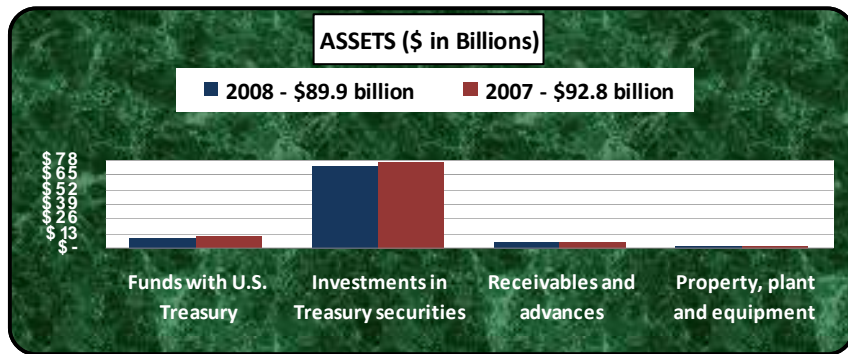
FINANCIAL POSITION AND RESULTS OF OPERATIONS

Highlights of DOL’s financial position and the results of its operations for FY 2008 and FY 2007 follow:

SUMMARY OF CONSOLIDATED BALANCE SHEET

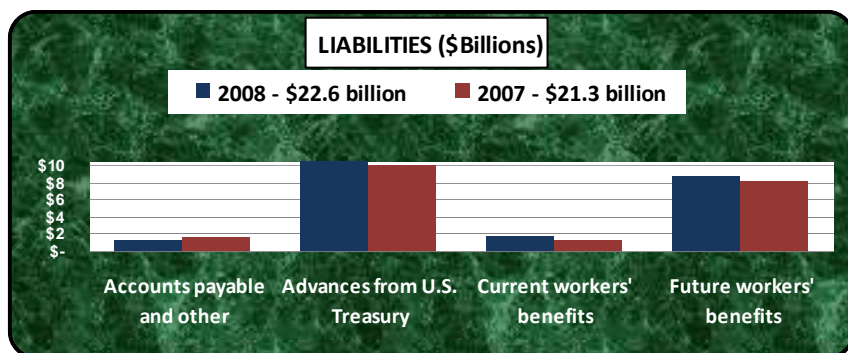
As of September 30, 2008 and 2007 (Dollars in Thousands)

ASSETS	2008	2007
Funds with U.S. Treasury	\$ 9,428,930	\$ 9,982,952
Investments in Treasury securities	73,564,675	76,014,494
Advances and receivables, net	5,809,715	5,670,491
Property, plant and equipment, net	1,140,999	1,115,819
TOTAL ASSETS	\$89,944,319	\$92,783,756



LIABILITIES AND NET POSITION

Liabilities	2008	2007
Accounts payable and other liabilities	\$ 1,509,274	\$ 1,656,509
Advances from U.S. Treasury	10,483,557	10,057,557
Workers' benefits, current period	1,775,576	1,448,772
Workers' benefits, future periods	8,862,155	8,137,686
Total liabilities	22,630,562	21,300,524
Net position		
Unexpended appropriations	8,169,166	8,207,904
Cumulative results of operations	59,144,591	63,275,328
Total net position	67,313,757	71,483,232
TOTAL LIABILITIES AND NET POSITION	\$89,944,319	\$92,783,756



ASSETS - 2008

Total assets in 2008 were \$89.9 billion, a decrease of \$2.8 billion (3.1%) from 2007. Decreases in **Investments in Treasury securities** (81.8% of total assets) held primarily in the UTF, accounted for most of this change. UTF investments were liquidated to provide for the increase in employment costs caused by rising unemployment in 2008.

Funds with U.S. Treasury (10.5% of total assets) represent balances available to DOL for expenditure (\$8.0 billion) and restricted balances not available (\$1.4 billion).

Advances and receivables (6.5% of total assets), represent net amounts due from States for unemployment taxes and benefit payments (\$1.9 billion); and reimbursements due from Federal agencies for benefits paid to their workers (\$3.8 billion).

Property, plant and equipment (1.3% of total assets) – primarily consists of PP&E held by 122 Job Corps centers located throughout the territorial U.S. (80% of PP&E). Other PP&E consists of ADP software, office furniture and fixtures, contractor training equipment and improvements to GSA leased facilities.

LIABILITIES AND NET POSITION - 2008

Total liabilities in 2008 increased by \$1.3 billion over 2007, attributable to increases in **Workers' benefits** liabilities (\$1.0 billion) and **Advances from U.S. Treasury** (\$0.4 billion).

Workers' benefits liabilities for the current period consist of accrued unemployment benefits, Federal, Black Lung, Longshore and DC disability benefits and Energy employee compensation benefits (\$1.8 billion); and, for future periods, Federal disability and Energy employee compensation benefits (\$8.9 billion). Accrued unemployment (\$1.6 billion) and Energy employee compensation benefits (\$8.1 billion) comprise 92% of the \$10.6 billion total workers' benefit liability for 2008.

Net Position consists of the **Unexpended Appropriations** and **Cumulative Results of Operations** of DOL's earmarked funds and other funds. (Earmarked funds are financed by specific revenues, which are to be used for specifically designated purposes. The UTF and BLDTF are earmarked funds.)

SUMMARY OF CONSOLIDATED STATEMENT OF CHANGES IN NET POSITION**For The Years Ending September 30, 2008 and 2007 (Dollars in Thousands)**

CUMULATIVE RESULTS OF OPERATIONS	2008	2007
Beginning balance, as adjusted	\$63,275,328	\$55,712,306
Financing sources		
Appropriations used	10,107,739	10,482,552
Employer taxes	38,307,831	39,910,946
Interest and assessments	3,781,526	3,498,697
Reimbursement of unemployment benefits	1,768,182	1,632,863
Other	210,979	328,683
Total financing sources	54,176,257	55,853,741
Net cost of operations	(58,306,994)	(48,290,719)
Net change	(4,130,737)	7,563,022
Cumulative results of operations, ending balance	\$59,144,591	\$63,275,328
UNEXPENDED APPROPRIATIONS		
Beginning balance, as adjusted	\$8,207,904	\$8,242,168
Financing sources		
Appropriations received	10,936,004	11,006,912
Appropriations used	(10,107,739)	(10,482,552)
Appropriations transferred and unavailable	(867,003)	(558,624)
Total financing sources	(38,738)	(34,264)
Unexpended appropriations, ending balance	\$8,169,166	\$8,207,904
NET POSITION	\$67,313,757	\$71,483,232

SUMMARY OF CONSOLIDATED STATEMENT OF NET COST**For The Years Ending September 30, 2008 and 2007 (Dollars in Thousands)**

NET COST OF MAJOR PROGRAMS	2008	2007
Income maintenance	\$50,314,826	\$39,966,597
Employment and training	5,691,791	6,043,722
Labor, employment and Pension standards	680,801	705,784
Worker safety and health	917,726	880,066
Statistics	605,774	607,866
Costs not assigned to programs	96,076	86,684
NET COST OF OPERATIONS	\$58,306,994	\$48,290,719

CHANGES IN NET POSITION - 2008

DOL's *Net Position* decreased by \$4.1 billion in 2008, a 5.8% decrease from 2007, attributable to 2008 operating deficits in DOL's earmarked trust funds (\$3.3 billion) and other funds (\$0.8 billion), which reduced DOL's *Cumulative Results of Operations*.

Changes in *Net Position* are attributable to the effects on *Cumulative Results of Operations* and *Unexpended Appropriations*, of net operating costs (\$58.3 billion in 2008), as reported on the Statement of Net Costs, and *Financing sources* (\$54.1 billion in 2008), as reported on the Statement of Changes in Net Position.

Financing sources include *Employer taxes* for Federal / State unemployment insurance and Black Lung disability (71% of 2008 financing sources); *Appropriations used*, authorized by Congressional appropriations, (19% of 2008 financing sources); *Interest and assessments*, from investments held by DOL's trust funds and from fines and penalties levied by DOL's enforcement agencies (6% of 2008 financing sources); and *Reimbursement of unemployment benefits*, from public employers who elect to reimburse the UTF, in lieu of taxes, for benefits paid to their employees (3% of 2008 financing sources).

NET COST OF OPERATIONS - 2008

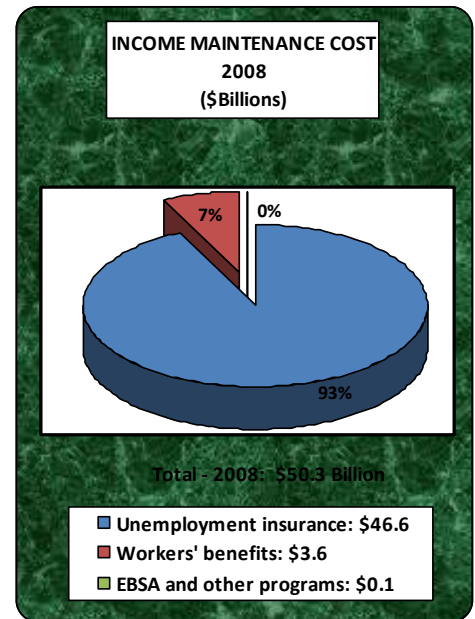
DOL's *Net Cost of Operations* in 2008 increased by 10.0 billion (26%) over 2007; caused by a \$10.3 billion increase in *Income Maintenance* costs, which comprise 86% of DOL's total net cost; offset by a \$0.3 billion decrease in *Employment and Training* costs (10% of the total net costs). The increase in income maintenance costs was attributable to a 32% increase in net unemployment benefits in 2008.

Net costs are calculated by deducting *Earned revenues* from *Gross costs*. In 2008, DOL's *Earned revenues* were \$3.4 billion, reducing by 6% DOL's total gross costs of \$61.7 billion. Over 98% of total 2008 earned revenues were realized by DOL's income maintenance programs, for reimbursements from other Federal agencies for worker benefits (\$2.6 billion) and unemployment benefits (\$0.7 billion), paid by DOL's income maintenance programs to the workers of other Federal agencies.

SUMMARY OF NET COST OF OPERATIONS

For The Years Ending September 30, 2008 and 2007 (Dollars in Thousands)

NET COST OF COMPONENTS	2008	2007
INCOME MAINTENANCE		
Unemployment Insurance (ETA)		
Unemployment benefit payments, net of earned revenue	\$41,814,560	\$31,601,127
Grants to States to administer employment security programs	4,301,250	4,258,410
Other	523,152	558,191
Total unemployment insurance	46,638,962	36,417,728
Workers' Benefits (ESA)		
Federal employees workers' compensation benefits, net of earned revenue	2,242,973	2,082,107
Black Lung Disability benefits	266,960	285,632
Interest on repayable advances, BLDTF	739,469	717,214
Other	381,745	425,202
Total workers' benefits	3,631,147	3,510,155
Other Departmental programs	44,717	38,714
Total income maintenance	50,314,826	39,966,597
EMPLOYMENT AND TRAINING		
ETA employment and training programs	4,129,515	4,364,601
Job Corps employment and training program	1,351,082	1,469,040
Veterans employment and training programs	210,022	208,841
Other Departmental employment and training	1,172	1,240
Total employment and training	5,691,791	6,043,722
LABOR, EMPLOYMENT AND PENSION STANDARDS		
Employment Standards Administration	378,605	370,732
Employee Benefits Security Administration	143,892	138,941
Veterans Employment and Training Service	20,070	19,799
Other Departmental programs	138,234	176,312
Total labor, employment and pension standards	680,801	705,784
WORKER SAFETY AND HEALTH		
Occupational Safety and Health Administration	536,529	527,856
Mine Safety and Health Administration	370,302	340,845
Other Departmental programs	10,895	11,365
Total worker safety and health	917,726	880,066
STATISTICS		
Bureau of Labor Statistics	574,450	575,192
Other Departmental programs	31,324	32,674
Total statistics	605,774	607,866
Costs not assigned to programs	96,076	86,684
NET COSTS OF OPERATIONS	\$58,306,994	\$48,290,719

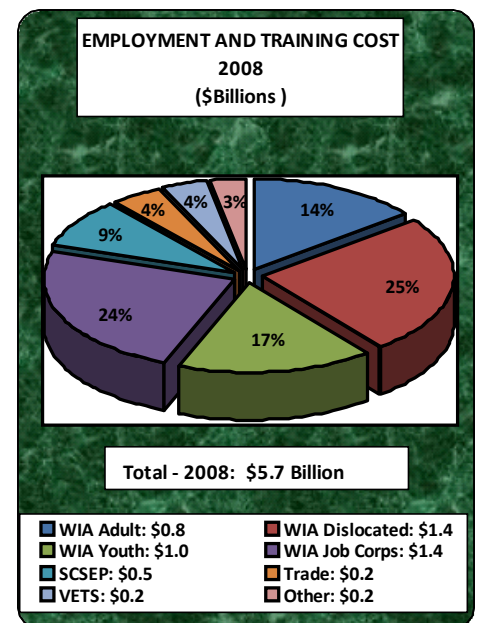


EMPLOYMENT AND TRAINING PROGRAMS

ETA Employment and Training Programs
 Adult, Youth and Dislocated Worker {Workforce Investment Act (WIA)}
 Senior Community Service Employment {Older Americans Act}
 Trade adjustment assistance {Trade Act}
 Apprenticeship {National Apprenticeship Act}

Job Corps Employment and Training Program
 Youth {Workforce Investment Act (WIA)}

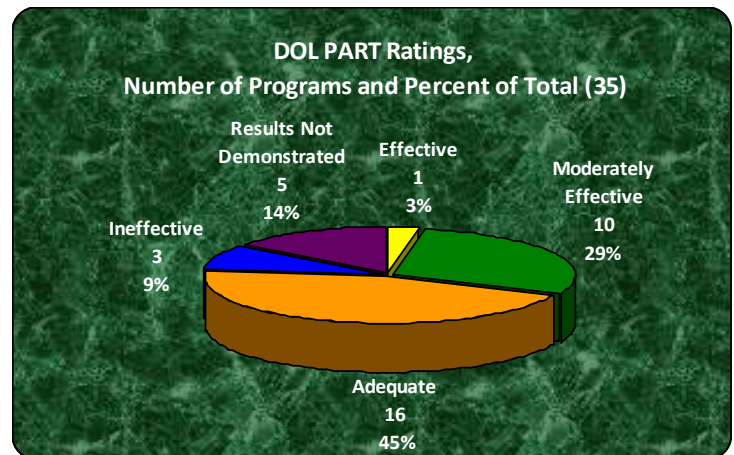
Veterans Employment and Training Programs
 Veterans {Jobs for Veterans Act; Other Acts}



Management Issues

Program Assessment Rating Tool (PART) Reviews

Together, the Department of Labor and OMB assess the performance of DOL's programs through the PART. Programs that are performing have ratings of **Effective**, **Moderately Effective**, or **Adequate** based on the results of their assessment. Programs that are categorized as not performing have ratings of **Ineffective** or **Results Not Demonstrated**. DOL develops an improvement plan to track future steps that will improve performance from each assessment. Please see the back inside cover for a list of DOL programs and their PART ratings. Each DOL program's assessment, improvement plan, performance results and targets are available at: <http://www.whitehouse.gov/omb/expectmore/agency/012.html>.



President's Management Agenda (PMA)





The PMA is an aggressive strategy for improving the management of the Federal government that focuses on five areas: *Strategic Management of Human Capital*, *Commercial Services Management*, *Improved Financial Performance*, *Expanded Electronic Government*, and *Performance Improvement Initiative*. Departments are rated quarterly by OMB with a scorecard rating of red, yellow, or green for its status and progress on each initiative. Additionally, since 2003, DOL has rated each of its major agencies' performance on the PMA initiatives. Green means DOL is meeting expectations in the PMA. Yellow indicates DOL is meeting most expectations. Red signifies a department is not meeting most expectations of a PMA initiative. Below are DOL's FY 2007 and 2008 status ratings for the five government-wide PMA initiatives and for three PMA program initiatives managed by the Department. For more information, see page 52 of the *Performance and Accountability Report* at: <http://www.dol.gov/sec/media/reports/annual2008/MDA6.pdf>.

Department of Labor's PMA Scorecard Status		
Executive Branch Management Scorecard	September 2007 Status	September 2008 Status
Strategic Management of Human Capital	Green	Green
Commercial Services Management	Green	Green
Improved Financial Performance	Green	Green
Expanded E-Government	Green	Green
Performance Improvement Initiative	Green	Green
Eliminating Improper Payments	Green	Green
Faith-Based and Community Initiative	Green	Green
Federal Real Property Asset Management	Green	Green

Major Management Challenges

Each year, the Office of Inspector General (OIG) identifies the Top Management Challenges in the Department that impact the achievement of performance goals, accountability to the American taxpayers, and ability of DOL to preserve the American workplace. This year, for the first time, the Department’s response and presentation of its progress on the Top Management Challenges is integrated with the OIG’s statement of these challenges. The progress DOL has made in addressing each Top Management Challenge is indicated by a “traffic light” designation of red, yellow, or green. Green indicates DOL is actively implementing all suggested remedial actions to address the challenges. Yellow indicates DOL is actively implementing most remedial actions. Red indicates DOL has not yet implemented most remedial actions. The progress rating is DOL’s own assessment of its progress.

The complete list of this year’s challenges can be accessed on pages 30-51 of the PAR, at: <http://www.dol.gov/sec/media/reports/annual2008/MDA5.pdf>. The following table highlights four key challenges, associated management actions to date, and a progress rating for each. The challenges are noteworthy because of their prominence in the public eye and their impact on American workers and their families.

Top Management Challenge	Issue	Actions Remaining	DOL’s Assessment of its Own Progress
Protect the Safety and Health of Workers	<ul style="list-style-type: none"> Implement the Mine Improvement and New Emergency Response (MINER) Act. Improve oversight of mine emergency response plans (ERPs) Replace retiring mine inspectors. 	<ul style="list-style-type: none"> Provide guidance on underground communications. Review ERPs every six months, evaluate violations, and develop policy clarifications. Continue implementing localized recruiting. 	
Improving Performance Accountability of Grants	<ul style="list-style-type: none"> Ensure that grantees accomplish their grant objectives and enhance monitoring of direct grants. Ensure adequate documentation of costs for Earmark Grants. 	<ul style="list-style-type: none"> Train Grant Officers on reviewing Statements of Work and grantees’ activities. Provide technical assistance to grantees. Conduct Federal Project Officer training for grant monitoring, particularly documentation required of grantees. 	
Ensure the Effectiveness of the Job Corps Program	<ul style="list-style-type: none"> Promote effective regional monitoring including ensuring that contractors provide accurate performance data. Ensure student safety and health. Assess incoming students for cognitive disabilities. 	<ul style="list-style-type: none"> Continue data integrity audits of Job Corps Centers concurrently with onsite compliance and quality assessments. Continue implementing the Job Corps Safety and Health Program and enforce the violence and drugs Zero Tolerance Policy. Train Job Corps academic and career technical managers in instruction for students with learning disabilities. 	 ↑ <i>(Improved from 2007)</i>
Ensure the Security of Employee Benefit Plan Assets	<ul style="list-style-type: none"> Strengthen DOL’s oversight authority over plan auditors. Continue efforts to decrease the number of fraudulent Multiple Employer Welfare Arrangements. 	<ul style="list-style-type: none"> Continue CPA firm inspection program focusing on firms that perform a significant amount of pension and health benefit plan audit work. Post names of individuals and entities against whom DOL obtains health fraud or MEWA injunctions on DOL’s public website. 	

DOL PART SCORES AND RATINGS

Program	Year Assessed	Score	Rating
Federal Employees' Compensation	2008	74	<i>Moderately Effective</i>
Workforce Investment Act – Youth Activities	2008	53	<i>Adequate</i>
Pension Benefit Guaranty Corporation	2007	70	<i>Moderately Effective</i>
Energy Employees Occupational Injury Compensation Program	2007	61	<i>Adequate</i>
Dislocated Worker National Emergency Grants	2007	56	<i>Adequate</i>
Occupational Safety and Health Administration	2007	56	<i>Adequate</i>
Job Corps	2007	55	<i>Adequate</i>
Trade Adjustment Assistance	2007	49	<i>Ineffective</i>
Homeless Veterans' Reintegration Program	2006	82	<i>Moderately Effective</i>
Wage and Hour Enforcement and Compliance Program	2006	73	<i>Moderately Effective</i>
Office of the Solicitor	2006	71	<i>Moderately Effective</i>
Office of Disability Employment Policy	2006	41	<i>Results Not Demonstrated</i>
YouthBuild	2006	37	<i>Results Not Demonstrated</i>
Veterans' Employment and Training State Grants	2005	76	<i>Moderately Effective</i>
Work Incentive Grants	2005	57	<i>Adequate</i>
Office of Labor Management Standards	2005	55	<i>Adequate</i>
Longshore and Harbor Workers' Compensation Program	2005	54	<i>Adequate</i>
Workforce Investment Act - Adult Employment and Training	2005	53	<i>Adequate</i>
Job Training Apprenticeship	2005	45	<i>Results Not Demonstrated</i>
Women's Bureau	2005	41	<i>Results Not Demonstrated</i>
H-1B Work Visa for Specialty Occupations–Labor Condition Application	2004	78	<i>Moderately Effective</i>
Employee Benefits Security Administration	2004	71	<i>Moderately Effective</i>
Office of Federal Contract Compliance Programs	2004	65	<i>Adequate</i>
Permanent Labor Certification	2004	64	<i>Adequate</i>
Wagner-Peyser Act – Employment Service	2004	56	<i>Adequate</i>
International Child Labor Program and Office of Foreign Relations	2004	51	<i>Adequate</i>
Workforce Investment Act – Native American Programs	2004	51	<i>Adequate</i>
Bureau of Labor Statistics	2003	88	<i>Effective</i>
Unemployment Insurance Administration State Grants	2003	74	<i>Moderately Effective</i>
Black Lung Benefits Program	2003	71	<i>Moderately Effective</i>
Mine Safety and Health Administration	2003	55	<i>Adequate</i>
Workforce Investment Act – Dislocated Worker Assistance	2003	50	<i>Adequate</i>
Workforce Investment Act – Migrant and Seasonal Farmworkers	2003	38	<i>Ineffective</i>
Prevailing Wage Determination Program	2003	29	<i>Results Not Demonstrated</i>
Senior Community Service Employment Program	2003	28	<i>Ineffective</i>



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