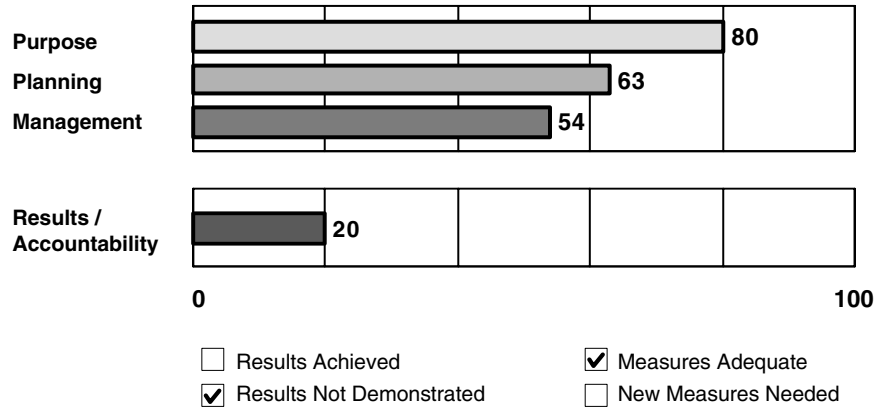


**Program: Office of Federal Contract Compliance Programs (OFCCP)**

**Agency:** Department of Labor

**Bureau:** Employment Standards Administration



**Key Performance Measures**

**Year Target Actual**

Long-term Measure: Reduce the incidence of employment discrimination among federal contractors to 7% from a 2001 baseline of 12% (based on findings made in OFCCP compliance reviews) (New measure)	2001		12%
	2002		
	2003	9%	
	2004	9%	
Long-term Measure: Increase contractor compliance with other equal opportunity workplace standards, including technical statutory and regulatory requirements, to 65% over a 2001 baseline of 57% (New measure)	2001		57%
	2002		
	2003	59%	
	2004	61%	
Annual Measures: The agency has annual goals of 1-2% improvement in each area which build to the long-term goals described above.			

**Rating: Results Not Demonstrated**

**Program Type:** Regulatory

**Program Summary:**

OFCCP enforces Executive Order 11246 and federal laws requiring federal contractors to adopt and abide by equal employment opportunity and affirmative action in their hiring, firing, and promotion practices. This includes practices related to race, color, gender, religion, national origin, disability, and veterans' rights.

Key PART findings include:

1. Currently, OFCCP cannot measure the impact of its civil rights enforcement -- that is, its contribution to the reduction of employment discrimination as a whole. Lack of recent, appropriate evaluation data prevents a detailed, accurate assessment of day-to-day operations and overall effectiveness. This information gap is the basis for a portion of the low scores in three of the four areas evaluated by the PART.
2. Strong quality controls and effective communication between national and regional offices give teeth to program management. However, OFCCP does not conduct look-back studies and has not adequately established the practical utility of particular reporting requirements. One major regulation, particularly the implementation of an Equal Opportunity Survey, has been criticized as burdensome and not providing useful, reliable data.

In response to these findings, the program:

1. Has developed new performance goals that are clear and well targeted. They will measure high-level employment discrimination among contractors as well as compliance with more detailed requirements. OFCCP exceeded its annual performance goals for 2002, and has already established baselines against which to measure performance in 2003. However, because OFCCP did not have data for its new goals, it was not able to demonstrate results for this assessment.
2. Will complete, in 2003, an external evaluation and DOL staff analysis to help measure and improve program performance.
3. Will complete review of and, as appropriate, modifications to the Equal Opportunity Survey.
4. Will consider a more comprehensive review to update and simplify program regulations.

**Program Funding Level (in millions of dollars)**

<u>2002 Actual</u>	<u>2003 Estimate</u>	<u>2004 Estimate</u>
78	78	80