

## **Strategic Goal 1: A Prepared Workforce**

### *Enhance Opportunities for America's Workforce*

America's engine of prosperity is its skilled workforce. The maintenance of our strong national economy depends, in part, on developing a steady stream of workers that are qualified job candidates possessing skills that are relevant to the needs of today's employers. The Department must ensure that every available labor pool is tapped, including job seekers with special needs such as the people with disabilities, veterans, disadvantaged youth, and those who have lost their jobs due to foreign competition. Addressing the job seekers' needs is further complicated by the changing workplace. New technologies, increased competition, and changing labor markets have prompted employers to downsize, change employment patterns, and seek alternative labor sources. Furthermore, the nature of work itself is changing, and the Department must support the need of our workforce for lifelong learning and skills upgrades.

The Department has a leadership responsibility to support the needs of the changing workforce and position the U.S. for continued economic development and growth. This aspect of our mission is captured by the first strategic goal – *A Prepared Workforce*. Agencies with programs supporting this goal are the Employment and Training Administration (ETA), Veterans' Employment and Training Service (VETS), the Bureau of Labor Statistics (BLS), and the Office of Disability Employment Policy (ODEP).

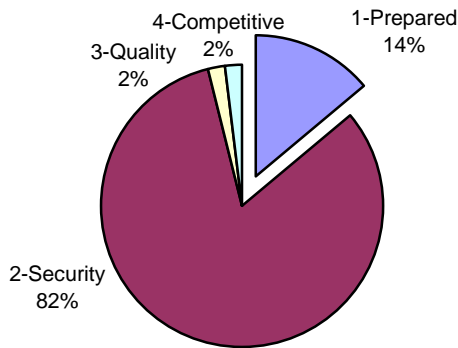
The Department's performance in achieving this goal is determined by accomplishments organized at the outcome goal level and measured at the performance goal level. Three broad objectives – Outcome Goals 1.1, 1.2 and 1.3 – support Strategic Goal 1, and they contain nine performance goals (see table below). In FY 2005, the Department achieved or substantially achieved four of its goals for *A Prepared Workforce* – a record that understates actual accomplishments, since most targets were reached even in goals falling into the “not achieved” category. Entered employment, retention, education and earnings change improved over prior year results in every instance, largely due to DOL's strategic integration of service delivery and targeting of services.

<b>Outcome Goal 1.1 – Increase Employment, Earnings, and Retention</b> Four performance goals achieved & two not achieved		<b>FY 05/PY 04</b> <b>Costs</b> <b>(millions)</b>
WIA Adult (04-1.1A)	Goal achieved. Four targets reached.	\$922
One-Stop employment services (04-1.1B)	Goal not achieved. Two targets reached, one not reached.	725
Dislocated Workers (04-1.1C)	Goal not achieved. Three targets reached, one not reached	1455
Veterans' employment (04-1.1D)	Goal achieved. Six targets reached.	196
Apprenticeship (05-1.1A)	Goal achieved. Three targets reached.	23
Disability Employment Policy (05-1.1B)	Goal achieved. Five targets reached.	52
Other <sup>14</sup> (Community Service Employment for Older Americans, Native American Adult, National Farmworker, and Work Incentive Grants programs, etc.)		503
<b>Outcome Goal 1.2 – Increase Opportunities for Youth Employment</b> Two performance goals not achieved		
WIA Youth (04-1.2A)	Goal not achieved. Three targets reached, one not reached.	\$987
Job Corps (04-1.2B)	Goal not achieved. Two targets reached, one substantially reached, and one not reached.	1313
Other (Youth Offender Reintegration, Native American Youth, etc.)		155
<b>Outcome Goal 1.3 – Improve the Effectiveness of Information and Analysis On The U.S. Economy</b> One performance goal substantially achieved		
Bureau of Labor Statistics (05-1.3A)	Goal substantially achieved. Six targets reached, one substantially reached, and one not reached.	\$536

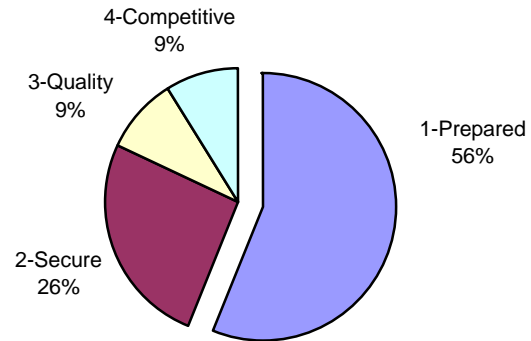
<sup>14</sup>These programs report against goals that are included in the annual budget, but not the Performance and Accountability Report.

The following charts illustrate DOL’s strategic goal net costs in FY 2005, with *A Prepared Workforce* shares set apart. The first allocates total Departmental costs of \$49.912 billion; the second allocates an adjusted net cost of \$12.222 billion that excludes major non-discretionary items associated with Strategic Goal 2.<sup>15</sup> Net costs of this goal in FY 2004 were \$8.654 billion.

**FY 2005 Strategic Goal 1 - \$6.865 billion  
Percent of Net Cost**



**FY 2005 Strategic Goal 1  
Percent of Net Cost excluding Income Maintenance**



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

<sup>15</sup> The excluded costs are referred to as Income Maintenance – unemployment benefit payments to individuals who are laid off or out of work and seeking employment (\$31.488 billion) plus disability benefit payments to individuals who suffered injury or illness on the job (\$5.936 billion).