

APPENDIX 4

PERFORMANCE GOAL MATRICES¹

Strategic Goal 1 - A Prepared Workforce

Outcome Goal 1.1 - Increase Employment, Earnings, and Assistance

Performance Goal 1.1A — FY 2001 Annual Performance Plan	
<p>FY 2001: Of those Welfare-to-Work (WtW) participants placed in unsubsidized employment, 66% will remain in the workforce for six months with 6% average earnings increase by the second consecutive quarter following placement.</p> <p>FY 2000: Of those Welfare-to-Work (WtW) participants placed in unsubsidized employment, 60% will remain in the workforce for six months with 5% average earnings increase by the second consecutive quarter following placement.</p> <p>FY1999: Not applicable.</p>	
Results	<p>FY 2001: <u>The goal was not achieved.</u> Of those Welfare-to-Work participants placed in unsubsidized employment, 49% remained in the workforce for six months with 59% average earnings increase by the second consecutive quarter following the placement quarter.</p> <p>FY 2000: The goal was achieved. Of those Welfare-to-Work (WtW) participants placed in unsubsidized employment, 84% remained in the workforce for six months with a 59% average earnings increase by the second consecutive quarter following the placement quarter.</p> <p>FY 1999: Not applicable</p>
Indicator	Employment retention after six months; average earnings change after six months
Data Source	<ul style="list-style-type: none"> ● WtW Formula Grant Cumulative Quarterly Financial Status Report (FSR) ● WtW Competitive Grant Cumulative Quarterly Financial Status Report (FSR)
Baseline	<ul style="list-style-type: none"> ● WtW FSR unsubsidized employment retention data as of 9/30/99 (10%) ● FY 1999 TANF high performance bonus retention data (80%) ● PY 1997 and PY 1998 JTPA Title IIA welfare follow-up (14 weeks after termination) employment rate data (64%)
Comment	The Department will not report the program's goals and performance in future DOL Annual Performance Plans and Annual Performance Accountability Reports. However, the Department's Employment and Training Administration will continue to report the WtW goals and performance in its agency-level plans and reports.
Performance Goal 1.1B – FY 2000 Annual Performance Plan	
<p>PY 2000: Of those registered under the WIA adult program and employed in the first quarter after exit, 77% will be employed in the third quarter after program exit, with increased average earnings of \$3,264</p>	
Results	<p>PY 2000: <u>The goal was achieved.</u> Of those registered under the WIA adult program and employed in the first quarter after exit, 78% were employed in the third quarter after program exit, with increased average earnings of \$3,684.</p> <p>PY 1999: Not applicable</p>
Indicator	Employment retention after six months; average earnings change after six months
Data Source	State WIA reports, (UI wage records will be primary source)
Baseline	The baseline for each measure is a weighted average of the state rates that the states and DOL negotiated. The original PY 2000 GPRA goals were considered a "placeholder" until the legally mandated negotiated rates were available. The national weighted averages of the negotiated goals are shown here.

¹ Results from the previous fiscal year (FY) or program year (PY) are shown when the same indicator is targeted for both years. When the target amount changes between years, both performance goals are also shown.

Comment	Final data will be available in January 2002, when states submit the annual report. That data will contain an additional quarter of wage records, so results are expected to vary from this report.
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Performance Goal 1.3A – FY 2000 Annual Performance Plan

PY 2000: Increase by one percentage point, the share of applicants who receive labor exchange services that enter employment, resulting in more than 3.2 million Employment Service applicants entering employment.

Results	PY 2000: <u>The goal was achieved</u> - 23.6% of job seekers who received labor exchange services entered employment surpassing the goal of 22.6% for a total of more than 3.85 million entering employment. PY 1999: The goal was fully achieved. The number of job seekers entering employment after receiving labor exchange services beyond registration increased by 2.75 percentage points in Program Year 1999 to 21.6%.
Indicator	The percentage of applicants who receive labor exchange services that enter employment, resulting in more than 3.2 million Employment Service applicants entering employment.
Data Source	State reports, UI wage records, and AJB Center Reports
Baseline	21.6% of applicants who received labor exchange services entered employment in Program Year 1999, with 3.6 million entering employment.
Comment	New Jersey and Guam did not submit data.

Performance Goal 1.3B – FY 2000 Annual Performance Plan

PY 2000: Increase by 15 percent, the total number of job openings listed with the public employment service, including both those listed with State Employment Security Agencies (SESAs) and those listed directly with America's Job Bank (AJB) via the Internet.

PY1999: Increase by 20 percent, the total number of job openings listed with the public employment service, including both those listed with State Employment Security Agencies (SESAs) and those listed directly with America's Job Bank (AJB) via the Internet.

PY1998: Increase the total number of job openings listed with the public employment service by 20 percent.

Results	PY 2000: <u>The goal was achieved</u> . The number of job openings listed with State Workforce Agencies (7.4 million) and America's Job Bank (5.4 million) increased by 26.4% over Program Year 1999. PY 1999: The goal was achieved. The number of job openings listed with the public employment service in PY 1999 increased by 21% over the previous program year to 10,195,835. PY 1998: The goal was not met. The number of listed job openings increased by 16.5% over the previous year.
Indicator	Number of job openings listed with SESAs plus the number of job openings listed directly with AJB
Data Source	The ES 9002 Report (Incomplete reports for PY 2000) and AJB Service Center Reports
Baseline	10.2 million total number of job openings were listed with the public employment service in Program Year 1999. 7.4 million job openings were listed with the SESAs, while 2.8 million job openings were listed directly with AJB.
Comment	Either no data or incomplete data were received from Guam and New Jersey.

Performance Goal 1.3C – FY 2000 Annual Performance Plan

PY 2000: Increase the number of new employers registered with America's Job Bank from 51,000 to 60,000.

Results	PY 2000: <u>The goal was achieved</u> . 66,563 new employers registered with America's Job Bank. PY 1999: N/A
Indicator	Employers maintaining a formal relationship with America's Job Bank
Data Source	America's Job Bank Service Center
Baseline	51,000 employers in PY 1999

Performance Goal 1.1F – FY 2001 Annual Performance Plan

FY 2001: Increase by 6% the number of newly registered female apprentices over the end of the FY 1999 baseline.	
Results	FY 2001: <u>The goal was achieved.</u> The number of newly registered female apprentices increased to 9,162, an increase of 21% over the FY 1999 baseline.
Indicator	Percent increase of newly registered female apprentices over the end of the FY 1999 baseline.
Data Source	Apprenticeship Information Management System (AIMS)
Baseline	In FY 1999, there were 7,551 newly registered female apprentices.

Performance Goal 1.1I — FY 2001 Annual Performance Plan

FY 2001: Increase the number of women in the labor force who have greater knowledge that can assist them in improving their pay and benefits, worklife needs, and career advancement as measured by a 5 percent increase.	
FY 2000: Prepare 25,000 women for the labor force by providing them with tools and education on equal pay, occupational segregation, pension benefits, dependent care, nontraditional occupations, safe and healthy workplaces, and their rights in the workplace.	
FY 1999: Not applicable	
Results	FY 2001: <u>The goal was achieved.</u> 42,449 women directly assisted exceeded the target of 33,600 by 26%. FY 2000: The goal was achieved.
Indicator	<ul style="list-style-type: none"> ● Number of individual women and employers provided direct assistance and/or consultation by the Women’s Bureau ● Number of women served through service providers or employers educated or provided information by the Women’s Bureau ● Number of women provided assistance to gain entry into nontraditional jobs through WANTO grants and the number of employers and labor unions provided education and assistance by WANTO grantees. ● Number of women provided assistance to gain entry into high wage, high tech careers and/or entrepreneurship ● Number of young women (middle and high school age) who are given information to assist them in making informed decisions for careers in the high-tech industry.
Data Source	<ul style="list-style-type: none"> ● Regional and National Office Tracking/Ticketing System ● Regional and National Office Log of Correspondence from Customers Seeking Assistance ● Grantees and Contractors Reports ● WB Evaluation Form (OMB Approved) ● Grantees and Contractors Evaluation Forms ● Customer Comment Cards
Baseline	FY 2001 target: 33,600.
Comment	The women reached directly by the Women’s Bureau is a sub-set of the approximately 1 million women reached indirectly through Women’s Bureau influence of policy issues implemented at the State and local government levels, through employers, and partnering with other organizations. The goal for FY 2002 will be discontinued — the Bureau is working on new goal(s) that will focus on new Departmental priorities.

Performance Goal 1.1J — FY 2001 Annual Performance Plan

FY 2001: 27% of those veterans and other eligible persons registering for public labor exchange services will enter employment each year through assistance provided by VETS’ funded staff and the Wagner-Peyser funded systems.	
FY 2000: 27% of veterans that register with the Public Employment Service will enter employment and for DVOP and LVER staff the ratio will be 30%.	

Results	FY 2001: <u>The goal was achieved.</u> The entered employment rate for veterans assisted by the public employment service system was 33 percent. FY 2000: The goal was achieved. For DVOP and LVER staff, the entered employment rate was 32 percent. The entered employment rate for veterans helped by the public employment service system was 32 percent.
Indicator	Percent of veterans and other eligible persons served by DVOP and LVER specialists who enter employment
Data Source	Reports submitted by State Employment Security Agencies
Baseline	FY 1999: 27%

Performance Goal 1.1K — FY 2001 Annual Performance Plan

FY 2001: At least 50% of those veterans and other eligible persons enrolled in Homeless Veteran Reintegration Project grants enter employment.

Results	FY 2001: <u>The goal was achieved.</u> The entered employment rate in the Homeless Veteran Reintegration Project grants totaled 54 percent
Indicator	Number of those veterans and other eligible persons enrolled in HVRP who enter employment.
Data Source	Reports submitted by VETS grantees
Baseline	FY 1999: 50%

Outcome Goal 1.2 - Increase the Number of Youth Making A Successful Transition to Work

Performance Goal 1.2A – FY 2000 Annual Performance Plan

PY 2000: Of the 14-18 year-old youth registered under the WIA youth program, 50% will be either employed, in advanced training, post-secondary education, military service or apprenticeships in the third quarter after program exit.

PY 1999: Not applicable

Results	PY 2000: <u>According to preliminary data, this goal was substantially achieved.</u> The quarterly report for the last quarter (preliminary data) ending June 30, 2001 indicates a rate of 47.4%. Final data will contain an additional quarter of wage records so results are expected to vary from this report.
Indicator	Percent of youth in employment, advanced training, post-secondary education, military service, or apprenticeship six month after exit from program.
Data Source	State WIA reports; UI wage records
Baseline	Baseline to be established in Program Year 2000.
Comment	A major contributing factor affecting the outcome of this goal is the lack of complete and reliable data available in a timely fashion. DOL is providing technical assistance to improve reporting timeliness and accuracy. Another factor is that approximately three-fourths of the data for this measure for Program Year 2001 was based on participants from the Job Training Partnership Act (JTPA) who transitioned into the new program under the Workforce Investment Act. JTPA placed less emphasis on retention.

Performance Goal 1.2E – FY 2000 Annual Performance Plan

PY 2000: Of the 19-21 year-old youth served under the Workforce Investment Act (WIA) youth program, 73.6% will be employed in the third quarter after program exit.

PY 1999: Not applicable.

Results	PY 2000: <u>The goal was achieved based on four quarters of preliminary data.</u> A total of 74.4% of 19-21 year-old WIA title I youth were employed in the third quarter after program exit. Final data will be available when the States submit their annual report. That data will contain an additional quarter of wage records so results are expected to further improve.
Indicator	Percent of youth employed six months after program exit.
Data Source	State WIA reports, (UI wage records will be primary source)

Baseline	There is no prior experience with this WIA indicator which is based on the use of UI wage records. An approximation of the goal was derived by analysis of the Job Training Partnership Act program experience of eight States using WIA indicator specifications, which yielded a range of from 69% to 81% for employment.
Comment	Some success is possibly due to the economy and the relatively low youth unemployment rate. Other factors affecting the successful attainment of this goal include more complete information provided by States than for the younger youth retention rate.
<p>PY 2000: Increase the percent of Job Corps graduates who get jobs or pursue education to 85%; those who get jobs will have an average entry wage increase from the previous year (\$7.49) and 70% will still have a job or will be pursuing education after 90 days.</p> <p>PY 1999: 75% of Job Corps trainees will get jobs or pursue further education, with those obtaining jobs having an average starting wage of \$6.50 per hour.</p>	
Results	<p>PY 2000: <u>The goal was substantially achieved.</u> The placement goal was exceeded. 91% of Job Corps graduates entered employment or pursued further education upon completion of the program at an average hourly wage of \$7.97. The 90-day job retention rate after initial placement was 67%.</p> <p>PY 1999: The goal was met. 88.3% of Job Corps trainees were placed in jobs, the military, or pursued further education. For those placed in jobs, the average wage was \$7.49 per hour.</p>
Indicator	<ul style="list-style-type: none"> ● Percentage of Job Corps graduates who obtain initial placement; ● Average hourly wage of graduates at initial placement; and ● Percent who retain jobs 90 days after initial placement.
Data Source	Job Corps Management Information System
Baseline	The old baselines using Program Year 1995 results is being replaced with Program year 2000 results due to a change in the graduate definition in July 2000.
Comment	Job Corps targets severely disadvantaged youth with a variety of barriers to self-sufficiency, including deficiencies in education and job skills. To emphasize enhanced performance in job placement and retention as required by the Workforce investment Act, DOL will continue to focus resources on program improvements that enhance the full Job Corps experience for students. This will be accomplished by fully implementing comprehensive systems of career development and support services.
<p>PY 2000: Engage two million youth in School-to-Work (STW) activities</p> <p>PY 1999: Engage 1.5 million youth in School-to-Work activities</p> <p>PY 1998: Engage 1.5 million youth in School-to-Work (STW) activities</p>	
Results	<p>PY 2000: <u>The goal was achieved.</u> 2.9 million secondary school students participated in School-to-Work activities.</p> <p>PY 1999: The goal was achieved. 1.6 million secondary school students participated in School-to-Work activities.</p> <p>PY 1998: The goal was not achieved. 1,055,775 secondary school students participated in School-to-Work activities.</p>
Indicator	Number of students actively involved in School-to-Work activities.
Data Source	School-to-Work Progress Measures is a performance measurement survey of School-to-Work partnerships in 50 States, Puerto Rico and the District of Columbia.
Baseline	700,000 students were involved in STW classes in which traditional academic subjects are complemented by career-related instruction (Progress Measures reported by 27 States through June 1996).
Comment	Student participation in STW experiences has grown considerably. During Program Year 2000, the number of students engaged in STW activities increased from 1.6 million to 2.9 million. This increase is most likely due to the establishment of the STW infrastructure. With program components in place- schools, teachers, counselors, and employers are able to promote the availability of STW services and activities, thereby increasing student demand.

Outcome Goal 1.3 - Improve the Effectiveness of Information and Analysis on the U.S. Economy

Performance Goal 1.3A – FY 2001 Annual Performance Plan

FY 2001: Produce and disseminate timely, accurate, and relevant economic information.

FY 1999 – 2000: Same as FY 2001.

Results	FY 2001: <u>The goal was met.</u> See table below for detailed results.			
	FY 2000: The goal was substantially achieved. BLS missed the timeliness targets for the Employment Cost Index (ECI), and the quality target for the Producer Price Index (PPI).			
	FY 1999: The goal was not met. BLS missed the timeliness targets for the National Labor Force; Employment, Hours, and Earnings; and PPI; and the quality target for the PPI.			
	Dimension	Indicator	Target	Result
	Program Area: National Labor Force			
	Timeliness	Percentage of releases that are prepared on time.	100%	100%
	Quality	Number of months that a change of at least 0.25 percentage point in the monthly unemployment rate will be statistically significant at the 90 percent confidence level.	12	12
	Program Area: Employment, Hours, and Earnings			
	Timeliness	Percentage of releases that are prepared on time.	100%	100%
	Quality	Root mean square of total nonfarm employment (a measure of the amount of revision).	< 70,000	48,735
	Program Area: Consumer Prices and Price Indexes			
	Timeliness	Percentage of releases that are prepared on time.	100%	100%
	Quality	Number of months that the standard error on the 12-month change in the U.S. City Average All Items CPI-U Index was 0.25 percent or less.	12	12
	Program Area: Producer Prices and Price Indexes			
	Timeliness	Percentage of releases that are prepared on time.	100%	100%
	Quality	Percent of domestic output, within the scope of the PPI, that is covered by the PPI:		
		Goods produced	85.1%	85.1%
	Services produced	47.8%	47.8%	
	Total production	59.0%	59.0%	
Program Area: Employment Cost Index				
Timeliness	Percentage of releases that are prepared on time.	100%	100%	
Quality	Number of quarters the change in Civilian Compensation Less Sales Workers Index was within +/- 0.5 percent at the 90 percent confidence level.	4	4	
Program Area: Internet Usage				
Access	Average number of user sessions each month.	707,347 (Baseline)	1,216,698	
Indicator	Percent of releases of National Labor Force; Employment, Hours, and Earnings; Consumer Prices and Price Indexes; Producer Prices and Price Indexes; and Employment Cost Index that are prepared on time; measures of quality for each Principal Federal Economic Indicator.			
Data Source	Office of Publications and Special Studies report of release dates against release schedule of BLS Principal Federal Economic Indicators; press releases for each economic indicator.			
Baseline	Timeliness measures of 100 percent for each economic indicator. (Baseline is FY 1997.)			

	<p>Quality measures:</p> <ul style="list-style-type: none"> ● National Labor Force: Number of months that a change of at least 0.25 percentage point in the monthly national unemployment rate will be statistically significant at the 90 percent confidence level (for an unemployment rate of 6 percent) = 12. (Baseline is FY 1997.) ● Employment, Hours, and Earnings: Root mean square error of non-farm employment (a measure of the amount of revision) is less than 70,000. (Baseline is FY 2000.) ● Consumer Prices and Price Indexes: Number of months that the standard error on the 12-month change in the U.S. City Average All Items CPI-U Index was 0.25 percentage point or less = 12. (Baseline is FY 1999.) ● Producer Prices and Price Indexes: Percent of domestic output, within the scope of the PPI, that is covered by the PPI: goods produced = 85.1 percent; services produced = 38.8 percent; total production = 52.6 percent. (Baseline is FY 1997.) ● Employment Cost Index: Number of quarters the change in the Civilian Compensation Less Sales workers index was within +/- 0.5 percent at the 90 percent confidence level = 4. (Baseline is FY 1998.) <p>Internet usage measure: Average number of user sessions each month = 707,347 (Baseline is FY 1999.)</p>
Comment	<p>In order to increase the relevance of BLS information, BLS consults with advisory councils and other researchers. The Federal Economic Statistics Advisory Committee (FESAC), was continued in FY 2001 as were the BLS Business and Labor Research Advisory Councils. BLS and the Employment and Training Administration also continued to meet on a quarterly basis with State Labor Market Information Directors from each of the ten DOL regions to explore ways to improve the relevancy of our products for State and local (or subnational) data users.</p>

Performance Goal 1.3B – FY 2001 Annual Performance Plan

FY 2001: Improve the accuracy, efficiency, and relevancy of economic measures.

FY 1999 – FY 2000: Same as FY 2001.

Results	<p>FY 2001: <u>The goal was not met.</u> See detailed results below.</p> <p>FY 2000: The goal was achieved.</p> <p>FY 1999: The goal was achieved. Since the performance indicators are the accomplishments of milestones that are specific to the fiscal year, there is no continuity in indicators from year to year, even though the performance goal remained the same.</p> <p><i>Milestones for Significant New or Enhanced Efforts in FY 2001</i></p> <ol style="list-style-type: none"> 1. Not Met. The development of the new American Time Use Survey (ATUS) included substantial cognitive testing on survey elements, collection and analysis of field test data, and the submission of core questionnaire specifications to the Census Bureau. The OMB clearance package was developed and clearance is expected by April 2002. The clearance date will not delay program deliverables. 2. Met. The enhancement of the Local Area Unemployment Statistics (LAUS) program began with several activities, including obtaining county unemployment insurance claims data from States for the development of a research database. The database will be used for modeling sub-State labor market areas. 3. Not Met. The Producer Price Index (PPI) program began work to establish output price indexes for selected nonresidential buildings and construction trades. BLS encountered unanticipated delays in the request for quote (RFQ) process, which prevented the purchase of data needed for the research phase of the project. The delay will not negatively impact the publication date for the nonresidential construction indexes. 4. Met. The Consumer Price Index (CPI) program is now conducting outlet initiation in all 87 CPI pricing areas. Prices of items from these newly initiated outlets were used in the November 2001 CPI released in December. <p><i>Improvements from Sustained Efforts in FY 2001</i></p> <ol style="list-style-type: none"> 5. Met. Employment, Hours, and Earnings: The percent of all payroll employees covered by the published national estimates based on a redesigned (probability) sample and estimator is 23 percent. The increase in estimator from FY 2000 (5 percent) is based on the goods-producing series, published in June 2001. The reduction in the mean absolute benchmark revision in the redesigned portion compared with the corresponding historical mean for the same industries under the previous design is one-third. 6. Met. Consumer Prices and Price Indexes: Compared to 2000, work on developing improved quality adjustment measures in early 2001 was temporarily slowed due to staff turnover. By the end of FY 2001, work resumed on reviewing and evaluating data collected in 2000 for items such as dental services and film processing.
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Indicator	<p><i>Milestones for Significant New or Enhanced Efforts in FY 2001</i></p> <ol style="list-style-type: none"> 1. Conduct cognitive testing, finalize core questionnaire, and obtain OMB clearance for the new American Time Use Survey (ATUS). 2. In the Local Area Unemployment Statistics (LAUS) program, create a research database for modeling sub-State labor markets. 3. In the Producer Price Index (PPI) program, research and select sample frames and develop pricing methodologies for the warehouse construction industry. 4. Implement item outlet rotation in all geographic areas of the Consumer Price Index (CPI). <p><i>Improvements from Sustained Efforts in FY 2001</i></p> <ol style="list-style-type: none"> 5. Employment, Hours, and Earnings: Percent of all payroll employees covered by the published national estimates based on a redesign (probability) sample and estimator, and the reduction in the mean absolute benchmark revision to payroll employees in the redesigned portion compared with the corresponding historical mean for the same industries under the previous design. 6. Consumer Prices and Price Indexes: Expand the use of hedonic quality adjustment.
Data Source	BLS Quarterly Review and Analysis System.
Baseline	<p>Since the performance indicators are the accomplishment of milestones, baselines may not be applicable.</p> <ol style="list-style-type: none"> 1. Not applicable 2. Not applicable 3. Not applicable 4. Not applicable 5. Percent covered based on a probability sample and estimator is zero. No reduction in the mean absolute benchmark revision. (FY 1999) 6. Not applicable
Comment	Indicators for goal 1.3B reflect the BLS commitment to continuous improvement of its statistical processes and products. These indicators are significant milestones towards the accomplishment of this improvement goal.

Strategic Goal 2 - A Secure Workforce

Outcome Goal 2.1 - Increase Compliance with Worker Protection Laws

Performance Goal 2.1A — FY 2001 Annual Performance Plan

FY 2001: Increase compliance with labor standards laws and regulations including young workers in nationally targeted industries. In FY 2001, increase compliance in the garment industry to 85% in San Francisco and 42% in New York City; in agricultural commodities — to 47% in onion, 80% in tomato, 70% in lettuce; and to 62% in residential health care industry (assisted living facilities).

FY 2000:

Garment: 45% in Los Angeles (6% increase over FY1998 performance);

Agricultural commodities: establish baseline for garlic;

Poultry Processing: 5% increase;

Forestry: establish baseline;

Health Care: 5% increase in nursing homes

FY 1999: Increase compliance with labor standards laws and regulations by 5% in the San Francisco and New York City garment industries; in the agricultural industry - establish baselines for the commodities of onions, lettuce and cucumbers; and establish baseline for residential health care (assisted living facilities)

Results	<p>FY 2001: <u>This goal was not achieved</u> - four of six performance indicators were not met. Compliance with labor laws and standards met the performance targets in the New York City garment industry and in the agricultural commodity of lettuce. While compliance improved in the residential health care industry (assisted living facilities) and in the agricultural commodity of onions, the level of improvement fell two and four percentage points short of the targets, respectively. Compliance did not improve in the San Francisco garment industry, remaining relatively steady, and declined 30% in the agricultural commodity of tomatoes.</p>
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	<p>FY 2000:</p> <ul style="list-style-type: none"> ● The garment, poultry processing and healthcare (nursing homes) industry goals were not met. Forestry and agriculture compliance baselines were established. ● The child labor goal was met. The compliance surveys established a baseline of 79% in full service restaurants, 70% in fast food restaurants, and 82% in grocery stores. The child labor recidivism goal was met. The compliance surveys established baselines of 53% in full service restaurants, 73% in fast food restaurants and 72% in grocery stores. <p>FY 1999:</p> <ul style="list-style-type: none"> ● The garment goal was not met; remaining goals were met. ● Child labor compliance—not applicable.
Indicator	Trends in compliance/violation rates by industry (NAIC Code); changes in results of compliance surveys in targeted industries
Data Source	Wage Hour Investigator Support and Reporting Database (WHISARD); results of compliance surveys
Baseline	<p>Industry/sector-specific baseline data:</p> <p>79% compliance in the San Francisco garment industry (FY 1997).</p> <p>37% compliance in the New York City garment industry (FY 1997).</p> <p>22% compliance in the Los Angeles garment industry (FY 1994).</p> <p>75% compliance in tomato commodities (FY 1996).</p> <p>70% compliance in the nursing home industry (FY 1997).</p> <p>57% compliance in residential health care (assisted living facilities) (1999).</p> <p>40% compliance in the poultry processing industry (FY 1998).</p> <p>49% compliance in cucumber commodities (1999)</p> <p>42% compliance in onion commodities (1999)</p> <p>65% compliance in lettuce commodities (1999)</p> <p>38% compliance in garlic commodity (2000)</p> <p>30% compliance in forestry (2000)</p>

Performance Goal 2.1D — FY 2001 Annual Performance Plan

FY 2001: Increase compliance by 15 percentage points (10-15 percentage points based on years surveys are conducted) among employers, which were previous violators and the subject of repeat investigations in nationally targeted industries. In FY 2001, improve reinvestigation compliance rates in the garment industry to 90% in San Francisco and 57% New York City; in agricultural commodities - to 64% in tomato, 47% in onion, and 48% in lettuce; and in the health care industry - to 60% in residential health care (assisted living facilities).

FY 2000:

Garment: 5% increase in Los Angeles

Agriculture Commodities: establish baseline for garlic

Health Care: 5% increase in nursing homes

Forestry: establish baseline

Poultry: 5% increase

FY 1999: To increase compliance among employers, which were previous violators and the subject of repeat investigations, establish baselines in the San Francisco and New York City garment industries; in the agricultural commodities of lettuce, cucumbers, and onions; and in the residential health care industry (assisted living facilities).

Results	<p>FY 2001: <u>This goal was not achieved</u> – five of six performance indicators were not met. Compliance improved among reinvestigated employers in the residential health care (assisted living facilities) industry and declined among reinvestigated employers in the New York garment industry. No determination was made regarding the level of compliance for previous violators in the agricultural commodities of tomato, onion, and lettuce because the number of employers investigated was too small for the results to be considered statistically valid. The 1997 baseline level of compliance for reinvestigated employers in the San Francisco garment industry was determined to be invalid.</p> <p>FY 2000: The garment, poultry processing, healthcare (nursing home) and agriculture (garlic) goals were not met. Goal accomplishment could not be measured for the Los Angeles garment industry. During FY 2000, it was determined that the FY 1998 baseline (25%) established for the Los Angeles garment industry did not include a large enough sample to be statistically reliable. Therefore, a statistically valid baseline (37%) was established in FY 2000 using a valid sample size. The compliance level in poultry processing was zero – a decrease from the 40% level of compliance in 1998. The nursing home compliance level was 41%. The goal to establish a baseline for garlic was not met because there was not a sufficient number of garlic producers previously found in violation (and thus in the survey) to develop a statistically valid baseline. A survey in FY 2002 will be used to determine a statistically valid baseline. The forestry goal was met. A compliance baseline of 15% was established in forestry (planting and thinning).</p> <p>FY 1999: The goal was met. Compliance baselines of 86% and 52%, respectively, were established for the San Francisco and New York City garment industries. Established compliance baseline of 43% for lettuce, 42% for onions and 37% for cucumbers. Established baseline of 55% in residential health care (assisted living facilities).</p>
Indicator	Trends in compliance/violation rates by industry (NAIC code); changes in results in compliance surveys in targeted industries.
Data Source	Wage Hour Investigator Support and Reporting Database (WHISARD); results of compliance surveys.
Baseline	<p>Industry/sector-specific baseline data:</p> <ul style="list-style-type: none"> 37% compliance in reinvestigated Los Angeles garment industry (2000) 76% compliance in reinvestigated San Francisco garment industry (2001) 52% compliance in reinvestigated New York City garment industry (1999) 76% compliance in reinvestigated nursing home industry (1997) 59% compliance in reinvestigated tomato commodity (1999) 55% compliance in reinvestigated residential health care (assisted living facilities) (1999) 40% compliance in reinvestigated poultry processing (1998) 43% compliance in reinvestigated lettuce commodity (1999) 42% compliance in reinvestigated onion commodity (1999) 37% compliance in reinvestigated cucumber commodity (1999) 15% compliance in reinvestigated forestry industry (2000) Baseline for garlic to be determined.

Performance Goal 2.1E — FY 2001 Annual Performance Plan

FY 2001: Achieve timely union reporting such that a minimum of 88% of unions with annual receipts greater than \$200,000 timely file union annual financial reports for public disclosure access.

FY 2000: Minimum of 87% of unions with annual receipts greater than \$200,000 timely file union annual financial reports for public disclosure.

FY 1999: 85% of unions with receipts greater than \$200,000, timely file union annual financial reports for public disclosure.

Results

FY 2001: The goal was not achieved. 83.1% of unions with annual receipts greater than \$200,000 timely filed union annual financial reports for public disclosure access.

The FY 2001 goal was not achieved for two reasons:

- 1) There was a greater incidence of late filing by unions as they adjusted to redesigned reporting forms implemented in 2001. ESA implemented redesigned union reporting forms to facilitate scanning and data capture of reported information, a change required to develop a new Internet public disclosure system planned for implementation early in calendar year 2002.

	<p>2) In FY 2001 ESA applied more stringent filing standards immediately upon receipt of reports, with the result that a much greater number of reports are being returned without being processed. This increased the number of report reports filed untimely.</p> <p>FY 2000: The goal was achieved. 87.2 percent of unions with annual receipts greater than \$200,000 timely filed union annual financial reports for public disclosure access.</p> <p>FY 1999: The goal was met. 89.8 percent of unions with annual receipts greater than \$200,000 timely filed union annual financial reports for public disclosure access.</p>
Indicator	Percentage of financial reports timely filed for public disclosure availability
Data Source	Labor Organization Reporting System
Baseline	Timely filing of annual financial reports required of unions with annual receipts over \$200,000: 79 percent in FY 1997.
Comment	This trend will be reversed as union filers gain experience with the new reporting formats. ESA will continue efforts with liaison and compliance assistance to further that objective. ESA seeks to improve its performance measurement, and has begun work with a management consulting firm to assist in the assessment and identification of more cogent performance indicators. ESA expects to have revised goals and indicators in place for the final FY 2002 Annual Performance Plan.

Performance Goal 2.1F — FY 2001 Annual Performance Plan

FY 2001: Increase by 2.5% per year (to 1,725) the number of closed fiduciary investigations of employee pension plans where assets are restored, prohibited transactions are corrected, participant benefits are recovered, or plan assets are protected from mismanagement and risk of future loss is reduced.

FY 2000: 2.1C—Increase by 2.5% both the number of closed investigations of employee pension and health benefits plans where assets are restored (to 819) and the number where prohibited transactions are reversed (to 301). [This goal was split into a pension goal and a health and welfare goal in FY 2001—2.1F and 2.1G—in FY 2001.]

FY 1999: 2.1C—Increase by 2.5% both the number of closed investigations of employee pension and health benefits plans where assets are restored (to 537) and prohibited transactions are corrected (to 241). [This goal was split into a pension goal and a health and welfare goal in FY 2001—2.1F and 2.1G—in FY 2001.]

Results	<p>FY 2001: <u>The goal was achieved.</u> 1,942 pension cases closed where assets were restored, prohibited transactions were corrected, participant benefits were recovered, or plan assets were protected from mismanagement and risk of future loss was reduced.</p> <p>FY 2000: The goal was achieved. 1,187 cases where assets were restored and 538 cases where Prohibited Transactions were corrected. [Result for combined pension and health and welfare goal.]</p> <p>FY 1999: Goal was achieved. 958 cases where assets were restored and 389 cases where Prohibited Transactions were corrected. [Result for combined pension and health and welfare goal.]</p>
Indicator	Number of closed fiduciary investigations of employees' pension plans where assets are restored, prohibited transactions are corrected, participant benefits are recovered, or plan assets are protected.
Data Source	Enforcement Management Systems
Baseline	The number of investigations of employee pension plans where assets are restored, prohibited transactions are corrected, participant benefits are recovered, or plan assets are protected for FY 1999–2000 (1,683).
Comment	This goal is being raised to 5% in FY 2002.

Performance Goal 2.1G — FY 2001 Annual Performance Plan

FY 2001: Increase by 2.5% (to 340) per year the number of closed fiduciary investigations of employee health and welfare plans where assets are restored, prohibited transactions are corrected, participant benefits are recovered, or plan assets are protected from mismanagement and risk of future loss is reduced.

FY 1999-FY 2000: Not applicable—see goal 2.1F on goals and results for the combined pension and health and welfare benefits goal.]

Results	<p>FY 2001: <u>The goal was achieved.</u> 782 health and welfare cases closed where assets were restored, prohibited transactions were corrected, participant benefits were recovered, or plan assets were protected from mismanagement and risk of future loss was reduced.</p> <p>FY 1999-FY2000: N/A</p>
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Indicator	Number of closed fiduciary investigations of employees' health and welfare plans where assets are restored, prohibited transactions are corrected, participant benefits are recovered, or plan assets are protected
Data Source	Enforcement Management Systems
Baseline	The number of investigations of employee health and welfare plans where prohibited transactions are corrected, assets are restored, participant benefits are recovered, or plan assets are protected for fiscal years 1999 and 2000 (332).
Comment	This goal is being raised to 5% in FY 2002.

Outcome Goal 2.2 - Protect Worker Benefits

Performance Goal 2.2A — FY 2001 Annual Performance Plan

FY 2001: Unemployed workers receive fair Unemployment Insurance (UI) benefit eligibility determinations and timely benefit payments:

- Increase to 26 the number of states meeting or exceeding the minimum performance criterion for benefit adjudication quality
- Increase to 48 the number of states meeting or exceeding the Secretary's Standard (minimum performance criterion) for intrastate payment timeliness.

FY 2000: Unemployed workers receive fair UI benefit eligibility determinations and timely benefit payments:

- Increase to 24 the number of states meeting or exceeding the minimum performance criterion for benefit adjudication quality.
- Increase to 47 states the number of states meeting or exceeding the Secretary's Standard (minimum performance criterion) for intrastate payment timeliness.

Results	<p>FY 2001: <u>The goal was not achieved.</u></p> <ul style="list-style-type: none"> ● Twenty-five states met the quality performance criterion that 75 percent of claims resolved through formal adjudication have high quality scores against a target of 26 states (<i>Nationwide, 71.1 percent of all nonmonetary determinations were adequate</i>). This indicator was substantially achieved. ● Forty-two States achieved the timeliness standard by issuing 87 percent of first payments within three weeks, against a target of 48 States (<i>Nationally, 89.6 percent of all intrastate first payments were made within 14/21 days</i>). Since 47 States achieved the timeliness standard in FY 2000 and the goal was to increase the number of States meeting the Secretary's Standard in FY 2001, this indicator was not achieved. <p>FY 2000: The goal was substantially achieved.</p> <ul style="list-style-type: none"> ● 23 states met or exceeded the minimum performance criterion for benefit adjudication quality. (<i>Nationwide, 70.3 percent of all nonmonetary determinations were adequate</i>); ● 47 states met or exceeded the Secretary's Standard for intrastate payment timeliness (<i>Nationally, 89.9 percent of all intrastate first payments were made within 14/21 days</i>).
Indicator	<p><i>Benefit adjudication quality:</i> # of states meeting or exceeding the minimum criterion that 75% of non-monetary eligibility determinations have an adequate quality score (>80 points using standard review instrument)</p> <p><i>Payment timeliness:</i> # of states meeting or exceeding the Secretary Standard that 87% of intrastate 1st Payments be made within 14 days of the first compensable week- ending date if the state has a waiting week and within 21 days if it does not have a waiting week.</p>
Data Source	ETA 9056 Report (non-monetary determinations quality); ETA 9050 Report (initial payment promptness)
Baseline	<p>FY 1999:</p> <p><i>Benefit adjudication quality:</i> 20 states met the minimum criterion for adequate non-monetary determinations quality (nationwide, 70.7% of all non-monetary determinations were adequate).</p> <p><i>Payment timeliness:</i> 46 states met the Secretary's Standard for timely first payments (nationally, 89.6% of all intrastate first payments were made within 14/21 days).</p>
Comment	<p>Analysis showed that three factors affected performance outcomes overall:</p> <ol style="list-style-type: none"> 1. Economic activity turned down sharply, especially at the end of the year. This reduced payment timeliness;

	<p>2. State law, policy and management affected goals in various ways. States were emphasizing response to actual and anticipated rises in workloads and continuing efforts to implement remote claims-taking systems; and</p> <p>3. Administrative funding remained less than complete and affected operational measures, especially timeliness, in unmeasured ways.</p> <p>In FY 2001, the states continued to show progress towards improving the quality of benefit adjudication determinations.</p> <p>Payment timeliness was affected by significant growth in claims workload, three States' implementation of telephone claims-taking, and reorganizations. Under the UI PERFORMS system, states are required to add a corrective action plan to their State Quality Service Plans whenever first payment time lapse falls below 87%, and these plans have been effective in raising timeliness. Six of seven states below the 87% standard in FY 2000 improved performance in 2001.</p>
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Performance Goal 2.2B — FY 2001 Annual Performance Plan

FY 2001: Increase by 2% (to \$66 million) benefit recoveries achieved through the assistance of Pension Benefit Advisors.

FY 2000: Increase by 2% (to \$53 million) benefit recoveries achieved through the assistance of Pension Benefit Advisors.

FY 1999: Not applicable

Results	<p>FY 2001: <u>The goal was not achieved.</u> The Department recovered \$65 million as a result of participant assistance.</p> <p>FY 2000: The goal was achieved. The Department recovered \$67 million as a result of participant assistance.</p> <p>FY1999: Not applicable</p>
Indicator	The dollar value of benefit recoveries achieved through the assistance of technical assistance staff.
Data Source	The Technical Assistance and Inquiries System
Baseline	Average of the benefit recoveries achieved in FY 1999 and FY 2000 (\$64.5 million)
Comment	PWBA experienced a slight decline in recoveries during FY 2001. During FY 2000, PWBA had a number of very large recoveries (greater than \$500,000), which was not repeated in FY 2001. Another contributing factor to the FY 2001 decline was a result of a number of Benefit Adviser positions being unfilled due to the hiring freeze, which directly impacted PWBA's recoveries. Given the erratic nature of recoveries, volatile performance can be expected from year-to-year. However, over the period of several years, benefit recoveries are significantly higher. PWBA has experienced tremendous success in this arena by improving its recovering effort by over 304% from FY 1996 (\$16 Million) to FY 2001 (\$64.7 million).

Performance Goal 2.2C — FY 2001 Annual Performance Plan

FY 2001: Increase by 1% the number of workers who are covered by a pension plan sponsored by their employer, particularly women, minorities and workers in small businesses.

FY 1999–FY 2000 Same as FY 2001

Results	<p>FY 2001: <u>The goal was achieved.</u> The number of workers increased by 3% (From 48.3 million to 49.7 million).</p> <p>FY 2000: The goal was achieved. The number of workers increased by 2% (From 47.6 million to 48.3 million).</p> <p>FY 1999: The goal was achieved. The number of workers increased by 5% (From 45.1 million to 47.6 million)</p>
Indicator	The number of active workers within the categories that report participation in a proper pension plan sponsored by their current employer
Data Source	Income Supplement of the Current Population Survey, U.S. Bureau of Census
Baseline	Estimated covered population derived from 1998 pension topical module—45.1 million.
Comment	This goal is dropped in FY 2002.

Performance Goal 2.2D — FY 2001 Annual Performance Plan

FY 2001: Return Federal employees to work following an injury as early as appropriate indicated by a 2% reduction from the FY 2000 baseline in the average number of production days lost due to disability.

FY 2000: Reduce to 173 days (QCM cases only). Establish baseline for all cases.

FY 1999: Return Federal employees to work following an injury as early as appropriate, as indicated by a 6% reduction from the baseline in production days lost due to disability for cases in the Quality Case Management (QCM) program. Reduce number of lost production days to 178 days (QCM cases only).

Results	<p>FY 2001: <u>The goal was not achieved</u>. The overall Government-wide average lost production days (LPD) was 75.2, a 10.4% increase.</p> <p>FY 2000: The goal was achieved. Average lost production days (LPD) measured for Quality Case Management cases in FY 2000 was 164 days. This represents a shortening of the average time away from work of 25 days when compared to the FY 1997 baseline year. The reduction also equates to a \$17.7 million savings in compensation costs. A new LPD baseline representing all cases was established at 68.1 workdays.</p> <p>FY 1999: The goal was achieved. Average LPD for cases measured in FY 1999 was 173 days against a target of 178 days.</p>
Indicator	Average number of days lost due to disability for all cases
Data Source	Federal Employees' Compensation Act (FECA) data systems; Federal agency payroll offices; Office of Personnel Management employment statistics.
Baseline	Baseline: 68.1 workdays.
Comment	This goal measures the annual number of lost production days (LPD) due to workplace injury against the number of Federal civilian employees. The measurement consists of time lost during the initial 45-day, continuation-of-pay (COP) period while the claim remains in the jurisdiction of the Federal agency employer, plus LPD within the first year of the beginning of wage-loss benefits under the FECA following COP.

Performance Goal 2.2E — FY 2001 Annual Performance Plan

FY 2001: Produce \$95 million in cumulative first-year savings in the FECA Program through Periodic Roll Management.

FY 2000: Produce \$66 million in first year savings through Periodic Roll Management.

FY 1999: Produce \$19 million in first year savings through Periodic Roll Management.

Results	<p>FY 2001: <u>The goal was achieved</u>. Periodic Roll Management (PRM) produced an additional \$31 million in first-year savings in FY 2001, bringing cumulative total first-year savings to \$103 million.</p> <p>FY 2000: This goal was exceeded. Cumulative first-year savings for FY 1999-2000 were \$72 million.</p> <p>FY 1999: This goal was exceeded. PRM case review actions produced an additional \$20.8 million in FECA compensation benefit savings.</p>
Indicator	The fiscal year amount of total periodic payment (compensation benefit) reductions in PRM universe cases
Data Source	Periodic Roll Management System; Automated Compensation Payment System
Baseline	The methodology for measuring savings from compensation benefit adjustments and terminations was revised in FY 2000 to coincide with PRM's integration into permanent operations. PRM savings for performance reporting were previously derived by comparing total FECA program benefit reductions in all cases, including PRM cases, in the measurement year, to total reductions produced in the baseline year, excluding PRM case reductions.

Performance Goal 2.2F — FY 2001 Annual Performance Plan

FY 2001: In the FECA program, reduce the average annual cost for physical therapy and psychiatric services cases by 1% through focus reviews of services charged. (Note: This intermediate goal will assist the agency in developing strategies to reach the overall cost reduction goal. Reduction of overall average medical costs will be measured against an FY 2000 baseline.)

FY 2000: In the FECA program, save an additional \$5 million over FY 1999 compared to amounts charged through full-year implementation of fee schedules for inpatient hospital and pharmacy services; save \$1.5 million compared to amounts charged for physician services through the Correct Coding Initiative.

FY 1999: Save 19% annually versus amounts billed for FECA medical services.

Results	<p>FY 2001: <u>The goal was not achieved.</u> While the average cost per case for Psychiatric services was reduced by nearly 3% over FY 2000, average cost per case for Physical Therapy increased by 4.5%.</p> <p>FY 2000: This goal was exceeded. The FECA program saved \$34.5 million (61% over target) using fee schedules for Inpatient and Pharmacy services.</p> <p>FY 1999: Both the original and revised goals were achieved.</p>
Indicator	<p>For Fee Schedules, Correct Coding Initiative, and Focus Reviews, savings are calculated by comparing amounts paid to amounts billed for drugs, hospital, and Physician services in each performance year (e.g. paid versus billed in FY 2001.)</p> <p>Average case costs for all cases receiving medical services after adjustment for Inflation.</p> <p>Average case costs for services paid for selected medical conditions adjusted for inflation and changes in industry practices.</p>
Data Source	FECA Medical Bill Pay System.
Baseline	<p>Fee Schedule and Correct Coding Initiative Baselines: Amounts charged for medical services in each fiscal year that performance will be measured.</p> <p>Fee Schedule Baseline: Amounts billed for drugs, hospital and physician services in the measurement year</p> <p>Overall Average Medical Cost Baseline: Average annual cost per case in FY 2000 for each medical condition selected for review.</p>

FY 2001: Each area of the country will be surveyed for all four types of construction at least every three years, and the resulting Davis-Bacon wage determinations validly reflect locally prevailing wages/benefits. In FY2001, complete development of all aspects of a revised Davis-Bacon system.

FY 2000: Each area of the country will be surveyed for all four types of construction at least every three years, and the resulting wage determinations validly represent locally prevailing wages/benefits. In FY 2000, implement scanning technology and develop knowledge management technology; and complete analysis of BLS data and decide whether a reengineering or reinvention approach will be pursued in FY 2001.

FY 1999: Each area of the country will be surveyed for all four types of construction at least every three years, and the resulting wage determinations validly represent locally prevailing wages/benefits. In FY 1999, implement new data collection form and automated printing and mailing process and test whether automation can increase the accuracy and timeliness of the survey process and wage determinations.

Results	<p>FY 2001: <u>The goal was achieved.</u> ESA made process improvements to all relevant components of the Davis-Bacon wage determination system, completed testing of those components, and Davis-Bacon wage surveys were commenced in sixteen States.</p> <p>FY 2000: This goal was achieved.</p> <p>FY 1999: Target activities for FY 1999 were accomplished.</p>
Indicator	Survey Planning Data Base maintained by Construction Resource Analysis (CRA) measures the length of time since the last survey in every county
Data Source	Survey Planning Data Base (CRA)
Baseline	Not applicable.

FY 2001: Reduce processing time from 4–5 years to 3–4 years to send final, accurate benefit determinations to participants in defined benefit pension plans taken over by PBGC.

FY 2000: Reduce processing time from 5–6 years to 4–5 years to send benefit determinations to participants in defined benefit pension plans taken over by PBGC.

FY 1999: Not applicable

Results	<p>FY 2001: <u>This goal was achieved.</u> The average time was 3.6 years.</p> <p>FY 2000: This goal was achieved. PBGC reduced the average to 4.9 years.</p> <p>FY 1999: Not applicable</p>
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Indicator	Timeliness of final accurate benefit determinations to participants in trustee plans
Data Source	Participant Record Information Management System
Baseline	FY 1997: 7 to 8 years
Comment	PBGC will reduce the goal to a 3-year average by the end of FY 2002. Improvements beyond the 3-year processing target will require legislation to remove obstacles to further streamlining. PBGC is developing a set of additional performance goals for FY 2003.

Outcome Goal 2.3 - Increase Employment and Earnings for Retrained Workers

Performance Goal 2.3A — FY 2000 Annual Performance Plan

PY 2000: Of those registered under the WIA dislocated worker program, 71% will be employed in the first quarter after program exit, and of those employed in the first quarter, 82% will be employed in the third quarter after program exit with 90% of pre-dislocation earnings.

PY 1999: Under JTPA Title III for dislocated workers, 74% of program terminees will be employed at an average wage replacement rate (compared to their wage at dislocation) of 93% at termination; 76% will be employed one quarter after program exit at an average wage replacement rate of 97%.

Results

PY 2000: The goal was achieved. The program achieved an entered employment rate of 75 percent, a six-month retention rate of 83 percent and an earnings replacement rate of 95 percent. Final data will be available after all States submit their annual reports to the Department. That data will contain an additional quarter of wage records, so results are expected to vary from this report.

PY 1999: This goal was substantially achieved. 71 percent of program terminees were employed with an average wage replacement rate at termination of 100 percent. Those who exited the program had an employment rate of 75 percent one quarter after program exit and an average wage replacement rate of 103 percent.

PY 1998: The goal was achieved. 73 percent of program terminees were employed at an average wage replacement rate of 100 percent at termination, and 76 percent were employed one quarter after program exit at an average wage replacement rate of 102 percent.

Indicator Dislocated worker employment, employment retention, and earnings replacement

Data Source State WIA reports, (UI wage records will be the primary source)

Baseline The baseline for these measures is derived from the States' rates that the States and DOL negotiated. The original PY 2000 GPRA goals were considered placeholders until the legally mandated negotiated rates were available. The national weighted average of the negotiated goals is shown here.

Performance Goal 2.3B — FY 2001 Annual Performance Plan

FY 2001: Upon exit from the Trade Adjustment Assistance (TAA) or NAFTA Transitional Adjustment Assistance (NAFTA-TAA) programs, 73% of program exiters will be reemployed in the first quarter after exit, with 80% of those still employed in the third quarter after exit and with an average of 82% of pre-dislocation wages.

FY 2000: Not applicable

FY 1999: Not applicable

Results

FY 2001: The goal was substantially achieved, according to preliminary data covering the first three quarters of FY 2001. Sixty-six percent of participants were employed in the first quarter after program exit, and 90% of those were still employed in the third quarter after program exit with 88% of pre-dislocation wages.

Indicator Employment in first quarter after exit, retention in third quarter after exit, wage replacement six months after exit

Data Source TAPR (Trade Act Participant Report). A complete revision of the TAPR was put in place for FY 2001. The directive that implemented the revision is TEGL 11-00, issued March 2, 2001.

Baseline FY 2001 constitutes the baseline year for this measure.

Comment Beginning in FY 2001, the TAA/NAFTA program's performance measures were revised to conform to WIA and align more closely with the dislocated worker goals.

Strategic Goal 3 - Quality Workplaces

Outcome Goal 3.1 - Reduce Workplace Injuries, Illnesses and Fatalities

Performance Goal 3.1A — FY 2001 Annual Performance Plan	
<p>FY 2001: Reduce the number of mine fatalities and non-fatal injury rate to below the average for the previous five years. FY 1999 – FY 2000: Same as FY 2001.</p>	
Results	<p>FY 2001: <u>The goal was exceeded.</u></p> <ul style="list-style-type: none"> ● Fatalities: Average FY 1996-2000 = 89; FY 2001 = 71 ● Nonfatal-days-lost incidence rate: Average FY 1996-2000 = 3.65; FY 2001 = 3.30 <p>FY 2000: The goal was substantially achieved.</p> <ul style="list-style-type: none"> ● Fatalities: Average FY 1995-1999 = 89; FY 2000 = 88* <p>Nonfatal-days-lost incidence rate: Average FY 1995-1999 =3.83; FY 2000 = 3.46</p> <p>* In August 2001, a fatality in FY 2000 was deemed not chargeable, thus reducing the number from 89 to 88.</p> <p>FY 1999: The goal was achieved.</p> <ul style="list-style-type: none"> ● Fatalities: FY 1994–1998 Average = 92; FY 1999 = 82 ● Nonfatal-days-lost incidence rate: FY 1994–1998 Average = 4.07; FY 1999 = 3.50
Indicator	<ul style="list-style-type: none"> ● The number of mining fatalities. ● The mining industry (nonfatal-days-lost) injury incidence rate.
Data Source	Mine Accident, Injury, and Employment information mine operators and contractors report to MSHA under Title 30 Code of Federal Regulations.
Baseline	89 average fatalities for FY 1996–2000 (five-year average); 3.65 nonfatal-days-lost per 200,000 work hours for FY 1996–2000
Comment	For FY 2002, the goals, indicators and baselines are being revised in accordance with a new strategic intent and challenge to create a greater impact toward lowering fatalities and injuries through partnerships with the mining community, states and MSHA.
Performance Goal 3.1B — FY 2001 Annual Performance Plan	
<p>FY 2001: Reduce by 5% the percentage of coal dust and silica dust samples that are out of compliance for coal mines and metal and nonmetal high risk mining occupations, respectively. FY 1991 – 2001</p>	
Results	<p>FY 2001: <u>The goal was achieved.</u></p> <ul style="list-style-type: none"> ● Coal dust goal: 5% reduction; Target: 11.1%; actual: 10.2% reduction ● Silica dust goal: <80% index points; actual: 64% index points <p>FY 2000: The goal was achieved.</p> <ul style="list-style-type: none"> ● Coal dust goal: 5% reduction; Target: 11.7%; actual: 11.2% reduction ● Silica dust goal: < 85% index points; actual: 65.3% index points <p>FY 1999: The goal was achieved.</p> <ul style="list-style-type: none"> ● Coal dust goal: 5% reduction; Target: 12.4%; actual: 11.4% reduction ● Silica dust goal <90% index points; actual: 75.1% index points.
Indicator	Compliance with the permissible level for coal mine dust and metal/nonmetal silica.
Data Source	Dust samples are collected by MSHA safety & health compliance assistance specialists. Coal Mine Safety and Health Management Information System and Metal and Nonmetal Mine Safety and Health Management Information System

Baseline	<p>Coal dust baseline: FY 1998 number of citable samples (489) divided by total samples (3,773) for a 13% overexposure percentage.</p> <p>Silica dust baseline: 1997-1998 baseline data given index of 100-based on weighted number of citable samples out of samples taken for high-risk occupations. MSHA used an index measurement to provide a dust measure that would account for changes in the types of mines, commodities, and jobs sampled to prevent bias across the occupational category sample distribution.</p>
Comment	Respirable dust is a major health hazard to miners. Prevention of Black Lung disease and silicosis are priority health initiatives of the Department. MSHA is replacing the previously used indexing method in metal and nonmetal mines. Silica samples collected in FY 2001 will be used to form a new baseline for future performance measures.
Performance Goal 3.1C — FY 2001 Annual Performance Plan	
<p>FY 2001: Reduce three of the most significant types of workplace injuries and causes of illnesses by 11% [from baseline].</p> <p>FY 2000: 7% [from baseline].</p> <p>FY 1999: 3 % [from baseline].</p>	
Results	<p>FY 2001: <u>The goal was not achieved.</u></p> <ul style="list-style-type: none"> ● Silica: Decreased by 87% ● Lead: Increased by 21%* ● Amputations:** <p>FY 2000: The goal was achieved.</p> <ul style="list-style-type: none"> ● Silica: Decreased by 59% ● Lead: Decreased by 36% ● Amputations:** <p>FY 1999: The goal was achieved.</p> <ul style="list-style-type: none"> ● Silica: Decreased by 70% ● Lead: Decreased by 48% ● Amputations: Decreased by 19% (CY 1997–1999)
Indicator	<ul style="list-style-type: none"> ● Silica: Percent change in average of the average silica exposure severity per inspection ● Lead: Percent change in average of the average lead exposure severity per inspection ● Amputations: Percent change in rate of amputations
Data Source	<p>OSHA Integrated Management Information System (IMIS) (Silica and Lead)</p> <p>Bureau of Labor Statistics Annual Survey of Occupational Injuries and Illnesses (Amputations)</p>
Baseline	<ul style="list-style-type: none"> ● Silica: 9.4 average silica exposure severity (IMIS FY 1996) ● Lead: 4.8 average lead exposure severity (IMIS FY 1995) ● Amputations: 1.45 per 10,000 employees for CY 1993–1995
Comment	<p>Silica: OSHA measured the average of the average silica exposure in establishments where OSHA had silica-related inspections.</p> <p>Lead: OSHA measured the average of the average lead exposure in establishments where OSHA had lead-related inspections.*</p> <p>* At establishments with FY 2001 lead interventions, the average lead exposure severity was 21 percent more than the baseline. This result was attributable to five high-severity inspections, which constituted only 3% of all 149 lead inspections in FY 2001. Without these inspections, DOL would not only have met, but would have exceeded the performance goal. The high average severity at the five establishments implies that DOL is reaching hazardous worksites. However using the current methodology a few workplaces with high exposure can have a disproportionate effect on the performance measure.</p> <p>** Amputations: CY 2000 BLS Annual Survey of Occupational Injury and Illness characteristic data for amputations will be available in April 2002, and CY 2001 data will be available in April 2003.</p>

Performance Goal 3.1D — FY 2000 Annual Performance Plan	
<p>FY 2000: Reduce injuries/illnesses by 7% [from baseline] in five industries characterized by high-hazard workplaces. FY 1999: 3%[from baseline].</p>	
Results	<p>FY 2000: <u>The goal was achieved.</u></p> <ul style="list-style-type: none"> ● Shipyard industry: Decreased by 26% ● Food processing industry: Decreased by 18% ● Nursing home industry: Decreased by 9% ● Logging industry: Decreased by 36% ● Construction industry: Decreased by 23% <p>FY 1999: The goal was achieved.</p> <ul style="list-style-type: none"> ● Shipyard industry: Decreased by 28%* ● Food processing industry: Decreased by 15%* ● Nursing home industry: Decreased by 6%* ● Logging industry: Decreased by 26%* ● Construction industry: Decreased by 19%*
Indicator	<p>Shipyards, food processing, nursing homes, and logging: Percent change in lost workday injury/illness (LWDII) rates in industries per 100 full time workers</p> <p>Construction: Percent change in lost workday injury rate per 100 full time workers in the construction industry</p>
Data Source	Bureau of Labor Statistics Annual Survey of Occupational Injuries and Illnesses
Baseline	<ul style="list-style-type: none"> ● Shipyard: 13.4 average lost workday injury and illness rate per 100 full-time workers for CY 1993–1995 ● Food processing: 8.9 average lost workday injury and illness rate per 100 full-time workers for CY 1993–1995 ● Nursing homes: 8.7 average lost workday injury and illness rate per 100 full-time workers for CY 1993–1995 ● Logging: 7.2 average lost workday injury and illness rate per 100 full-time workers for CY 1993–1995 ● Construction: 5.2 average lost workday injury rate per 100 full-time workers for CY 1993–1995
Comment	<p>CY 2001 BLS results LWDII rates data will be available in December 2002. * CY 1997-1999 BLS data.</p>
Performance Goal 3.1E — FY 2001 Annual Performance Plan	
<p>FY 2001: Reduce injuries and illnesses (LWDII) by 20% in at least 75,000 workplaces where an intervention is initiated. FY 2000: 50,000 workplaces. FY 1999: 25,000 workplaces.</p>	
Results	<p>FY 2001: <u>the goal was achieved.</u> Lost workday injury and illness (LWII) rates were reduced by 20% in 88,850 workplaces.</p> <p>FY 2000: The goal was achieved. Lost workday injury and illness (LWDII) rates were reduced by 20% in 67,900 workplaces</p> <p>FY 1999: The goal was achieved. Lost workday injury and illness (LWDII) rates were reduced by 20% in 50,100 workplaces</p>
Indicator	The number of workplaces where OSHA intervened and (LWDII) rates were reduced by 20%
Data Source	Study conducted by a researcher from Clark University.
Baseline	Tracking workplaces began with FY 1995 interventions. All workplaces where OSHA intervened and LWDII rates were reduced since FY 1995 will be counted towards the goal. Each workplace has its own baseline.

Comment	The researcher examined injury and illness data of establishments that had inspections, consultations, or high injury/illness rate notification letters. The study analyzed prior and post-intervention injury and illness rates for selected interventions. From these, the researcher projected the number of workplaces with selected interventions during FY 1995 - FY 2001 where rates declined by 20% or more.
Performance Goal 3.1F — FY 2000 Annual Performance Plan	
FY 2000: Decrease fatalities in the construction industry by 7% [from baseline], by focusing on the four leading causes of fatalities (falls, struck-by, crushed-by, and electrocutions and electrical injuries).	
FY 1999: 3% [from baseline].	
Results	FY 2000: <u>The goal was achieved</u> . Fatalities decreased by 11% (CY 2000). FY 1999: The goal was not met. Fatalities decreased by 2%.*
Indicator	Percent change in the rate of fatalities
Data Source	Bureau of Labor Statistics Census of Fatal Occupational Injuries
Baseline	Rate of fatal occupational injuries: 14.5 per 100,000 workers for CY 1993–1995
Comment	CY 2001 BLS fatality data will be available in August 2002. *CY 1997-1999 BLS data.

Outcome Goal 3.2 - Foster Equal Opportunity Workplaces

Performance Goal 3.2A — FY 2001 Annual Performance Plan	
FY 2001: Federal contractors achieve equal opportunity workplaces as demonstrated by:	
<ul style="list-style-type: none"> ● Improving the equal employment opportunity performance of federal contractors and subcontractors within industries where data indicate the likelihood of equal employment opportunity problems is greatest. In FY 2001, identify those industries where data indicate the likelihood of equal employment opportunity problems is greatest and establish baselines ● Improving the equal employment opportunity performance of federal contractors and subcontractors that have had prior contact with ESA through evaluations, outreach, or technical assistance. In FY 2001 establish baselines; and, ● Reducing compensation discrimination by federal contractors and subcontractors. In FY 2001, establish baselines. 	
FY 2000: Increase by 5% over the FY 1999 baseline the number of Federal contractors brought into compliance with the Equal Employment Opportunity (EEO) provisions of Federal contracts via ESA's compliance evaluation procedures. FY 1999: Increase by 5% over the FY 1998 baseline the number of Federal contractors brought into compliance with the EEO provisions of Federal contracts via ESA's compliance evaluation procedures.	
Results	FY 2001: <u>The goal was not achieved</u> . Baselines were established for the first two indicators, but not the third. Although compensation discrimination, as well as all aspects of employment discrimination, are components of the non-compliance baselines created for indicators one and two, a separate compensation discrimination baseline was not established as stated in the goal. FY 2000: The goal was achieved. The Department brought 3,353 contractors into compliance, an increase of 27 percent over FY 1999 performance. FY 1999: This goal was not achieved.
Indicator	Trends/changes in compliance and violation rates and EEO-1 data. Trends/Changes in compensation and other data gathered from evaluations and from Federal contractors. Trends/changes in data gathered from customer satisfaction surveys.
Data Source	EEO-1 data file; Case Management System; Federal contractors' data; customer satisfaction survey; compliance evaluations within industries.
Baseline	FY 2001: Durable Goods (SIC code 50) - 49.1% rate of noncompliance findings. Engineering and Management Services (SIC code 87) - 50% rate of noncompliance findings.

Comment	For the first indicator the two industries selected for targeted compliance assistance in FY 2002 are "durable goods" (SIC code 50) and "engineering and management services" (SIC code 87). These specific industries were selected based on their relatively large number of establishments, the nationwide distribution of their establishments, and their compliance history. The noncompliance rates for SIC Codes 50 and 87 in FY 2001 were 49.1% and 50.4%, respectively. The second indicator consists of all contractors and subcontractors that have had prior contact with OFCCP through compliance evaluation, outreach or technical assistance - the noncompliance finding rates for this group was 43.4% for those establishments that had failed previous compliance evaluations. During FY 2001, OFCCP did not collect data specific to establishments reached only through outreach or technical assistance.
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Performance Goal 3.2B — FY 2001 Annual Performance Plan

FY 2001: DOL grant recipients and programs financially assisted under the Workforce Investment Act achieve equal opportunity workplaces as demonstrated by:

- timely submission as required by 29 CFR 37 of 30 Methods of Administration (MOA) or in the absence of timely submissions, the issuance of a "Show Cause Notice" within 15 days of a non-timely submission.
- issuance of compliance determinations or conciliation agreements within 180 days for those States submitting timely MOAs.

FY 1999-FY2000: Not applicable

Results	FY 2001: <u>The goal was not achieved.</u> Although the Department issued "Show Cause Notices" within 15 days to all States that did not submit timely MOAs, 52% of required compliance determinations or conciliation agreements were issued during the 180-day approval period for States that submitted MOAs within the required timeframes. FY 1999-FY 2000: Not applicable
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Indicator	<ul style="list-style-type: none"> ● Number of Show Cause Notices issued within 15 days. ● Number of compliance determinations within 180 days. ● Number of conciliation agreements within 180 days.
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Data Source	<ul style="list-style-type: none"> ● Methods of Administration Agreement signed by the States. ● Show Cause Notices ● Compliance Determination, and ● Conciliation Agreements
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Baseline	FY 2000 Statistics (30 ETA approved state plans).
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Outcome Goal 3.3 - Support a Greater Balance Between Work and Family

Performance Goal 3.3A — FY 2001 Annual Performance Plan

FY 2001: The number of States with registered child care apprenticeship programs will increase to 49 and the number of new child care apprentices will increase by 20 percent over FY 2000.

FY 2000.

FY 2000: By replicating the West Virginia and other successful child care models, increase the number of States with child care apprenticeship programs from 29 to 39 and increase the number of new child care apprentices by 15 percent over the FY 1999 results.

FY 1999: By replicating the West Virginia and other successful child care models, increase the number of State s with child care apprenticeship programs to 29 and increase the number of child care apprentices by 10 percent (to at least 2,114).

Results	<p>FY 2001: <u>The goal was not met.</u> The number of States with registered child-care apprenticeship programs increased by 3 to 42; the number of newly registered child-care apprentices increased to 1,278. The first indicator was not met. The second indicator was exceeded.</p> <p>FY 2000: The goal was achieved. The number of States with child-care apprenticeship programs increased to 39; the number of new child-care apprentices increased to 700.</p> <p>FY 1999: The goal was achieved. At the end of FY 1999, there were 29 States with child-care apprenticeship programs and 202 newly registered child-care apprentices.</p>
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Indicator	Number of States with apprenticeship programs for child-care providers and the number of newly registered apprentices
Data Source	Apprenticeship Information Management System (AIMS)
Baseline	At the end of FY 1997, 19 States had child-care apprenticeship programs with a total of 1,914 apprentices enrolled. At the end of FY 1999, 29 States had child care apprenticeship programs. In FY 1999, the number of child-care apprentices increased from 1,914 to 2,116 (202 new apprentices).
Comment	<p>This goal is being dropped. The Department will have one apprenticeship goal and has revised its FY 2002 apprenticeship goal to reflect more accurately the registered apprenticeship system's impact on meeting the training needs of business and workers. Specifically, the Department has established the following performance goal indicators:</p> <ul style="list-style-type: none"> ● Increasing the number of new apprenticeship programs; ● Increasing the number of new businesses involved in apprenticeship ● Increasing the number of new apprentices; and ● Increasing the number of new programs in new and emerging industries. <p>The Department's focus on increasing the number of child care apprentices will continue in FY 2002. Program results will be integrated into the broader reporting of results against the new performance goal indicators above.</p>

Outcome Goal 3.4 - Reduce Exploitation of Child Labor and Address Core International Labor Standards Issues

Performance Goal 3.4A – FY 2001 Annual Performance Plan

FY 2001: Reduce exploitative child labor by promoting international efforts and targeting focused initiatives in selected countries.

FY 2000: Progressively reduce exploitative child labor worldwide by increasing international support and funding the most promising programs and projects in targeted countries.

FY 1999: Not applicable

Results	<p>FY 2001: The goal was not met. Of the 4 supporting indicators, 2 were exceeded, 1 was substantially achieved and one was not met. The results are below:</p> <ul style="list-style-type: none"> ● 63 countries ratified ILO Convention 182 on the Worst Forms of Child Labor ● 13 countries established a total of 15 new national action plans to eliminate child labor. ● 199,336 children were targeted for prevention or removal from exploitative work. ● 25,885 children were actually prevented or removed from exploitative work through DOL-funded ILO/IPEC projects. <p>FY 2000: The goal was achieved.</p>
Indicator	<ul style="list-style-type: none"> ● 25 countries will ratify International Labor Organization (ILO) Convention 182 on Worst Forms of Child Labor. ● 15 countries will establish new national plans to eliminate child labor. ● 100,000 children in developing countries will be targeted for prevention and/or removal from exploitative work. ● 50,000 children in developing countries will be prevented from starting and/or removed from exploitative work.
Data Source	ILO-IPEC and DOL/ILAB
Baseline	<p>In FY2000:</p> <ul style="list-style-type: none"> ● 36 countries had ratified ILO Convention 182. ● No baseline information for national plans ● 109,000 children were targeted for prevention or removal from exploitative work. ● No baseline for actual children prevented or removed, as this was a new indicator.

Comment	ILAB is working closely with the ILO to better measure the indicators on target numbers and actual numbers of children prevented or removed from exploitative work.
Performance Goal 3.4B — FY 2001 Annual Performance Plan	
<p>FY 2001: Raise workers' protection and the safety of work places in selected countries by improving core labor standards and social safety net programs.</p> <p>FY 2000: Raise workers' protection and the safety of work places in selected countries by improving core labor standards and social safety net programs.</p> <p>FY 1999: Not applicable</p>	
Results	<p>FY 2001: <u>The goal was achieved</u> as both performance indicators were met.</p> <p>1. DOL launched 13 country-specific projects and 2 worldwide projects, reaching over 40 countries.</p> <p>2. Ten countries committed, with DOL assistance, to improving economic opportunities and income security for workers.</p> <p>FY 2000: The goal was substantially achieved. Three of four performance indicators were met or surpassed; one indicator was not achieved</p> <p>FY 1999: Not applicable</p>
Indicator	<p>1. Fifteen countries commit with DOL financial assistance to further protect the basic rights of workers.</p> <p>2. Eight countries commit with DOL assistance to improve economic opportunities and income security for workers.</p>
Data Source	ILO reports and information collected by ILAB project managers and other staff.
Baseline	To be collected in FY 2002
Comment	ILAB is in the process of implementing a comprehensive performance monitoring system with the assistance of an outside contractor. This system will be in place by September 2002, at which time baseline data will be collected to measure project performance systematically on a semi-annual basis. This system will also necessitate the revision of the above outcome and performance goals to more accurately capture the full scope of the ILAB technical assistance program, as well as changes to the performance indicators for goal 3.4B to improve reporting on achievement of the goal.

Department Management Goals

Maintain the Integrity and Stewardship of the Department's Financial Resources

Performance Goal FM1 — FY 2001 Annual Performance Plan	
<p>FY 2001: All DOL financial systems meet the standards set in the Federal Financial Management Improvement Act (FFMIA) and the Government Management Reform Act (GMRA).</p> <p>FY 2000: All DOL financial systems meet the standards set in the Federal Financial Management Improvement Act (FFMIA) and the Government Management Reform Act (GMRA)..</p> <p>FY 1999: DOL financial systems and procedures either meet the "substantial compliance" standard as prescribed in the Federal Financial Management Improvement Act (FFMIA) or corrective actions are scheduled to promptly correct material weaknesses identified.</p>	
Results	<p>FY 2001: <u>The goal was achieved.</u></p> <p>FY 2000: The goal was substantially achieved.</p> <p>FY 1999: The goal was achieved.</p>
Indicator	Percentage of financial systems compliant with the Acts
Data Source	OIG audit opinion in Accountability Report to be issued in March 2002
Baseline	FY 1997: 8 of 14 systems in compliance (57%) ; FY 1998: 9 of 14 systems in compliance (64%); FY 1999: 17 of 22 (77%) systems in compliance; FY 2000: 15 of 17 (88%) systems in compliance.

Performance Goal FM2 — FY 2001 Annual Performance Plan

FY 2001: DOL meets all new accounting standards issued by the Federal Accounting Systems Advisory Board (FASAB) including the Managerial Cost Accounting Standard.

FY 2000: DOL meets all current FASAB standards

FY 1999: Not applicable

Results	FY 2001: <u>The goal was achieved.</u> FY 2000: The goal was achieved. FY 1999: N/A
Indicator	Percentage of accounting standards met
Data Source	OIG audit opinion in Accountability Report to be issued in March 2002
Baseline	The standard has been met in each year since FY 1997.

Performance Goal IT — FY 2001 Annual Performance Plan

FY 2001: Increase integration of DOL IT systems and extend access to automated services.

FY 2000: Same as FY 2001

FY 1999: Not applicable

Results	FY 2001: <u>The goal was achieved.</u> The first phase of the Department's common office automation software was completed, and additional electronic services were made available to employees and managers to enhance hiring, communications, and other services. FY 2000: The goal was achieved. Accomplishment of this goal is based on development of an Information Technology (IT) architecture for DOL and the publication of 96 percent of all documents relating to family friendly and lifelong learning programs on the DOL intranet providing a one-stop shop for employee information. FY 1999: Not applicable.
Indicators	a) Implement the first phase of the common office automation suite DOL-wide crosscut initiative. b) Increase electronic services provided via LaborNet and assess customer feedback (target includes QuickHire implementation; employee access to DOL Locator; and establishment of a baseline for customer feedback).
Data Source	<ul style="list-style-type: none"> ● Agency IT systems ● Personnel Action Reports ● Service usage trends via LaborNet (Web Trends)
Baseline	<ul style="list-style-type: none"> ● Currently, DOL does not have a common office automation suite of software DOL-wide. ● DOL does not currently have the capability to enable candidates to electronically file applications for employment or promotional opportunities. Currently, changes to employees' office locations and telephone numbers in the DOL Locator can only be made centrally, rather than by the employees, which can delay communications.

Performance Goal HR1 — FY 2001 Annual Performance Plan

FY 2001: Recruit, develop, and retain a highly competent and diverse workforce to support the accomplishment of the DOL mission by:

- Attract a diverse, highly competent applicant pool of candidates
- Provide lifelong learning programs and services to support mission accomplishment
- Implement and expand model workplace initiatives to enhance morale and retention rates.

FY 1999-FY2000: Not applicable

Results	<p>FY 2001: <u>The goal was achieved.</u></p> <ul style="list-style-type: none"> ● 97 percent of hiring officials expressed satisfaction with the quality of job applicants, and 95.5 percent indicated satisfaction with the diversity of these candidates. ● Employee utilization of career assistance and continuous learning increased by 26 percent. ● 10.3 percent of cases originally invoked for binding third party resolution were instead designated for resolution through the use of alternative dispute resolution (ADR). ● Participation in family friendly programs increased by 111 percent. <p>FY 1999-FY 2000: Not applicable</p>
Indicators	<ul style="list-style-type: none"> ● 85 percent of managers will indicate satisfaction with the diversity and quality of applicants referred for their vacancies ● Increase utilization of career assistance and continuous learning opportunities by 25 percent over FY 2000 data ● Reduce third party litigation by 2 percent via use of Alternative Dispute Resolution (ADR) approaches ● Increase participation in family friendly programs by 10 percent over FY 2000 data.
Data Source	<ul style="list-style-type: none"> ● Managerial feedback obtained by survey and focus groups. ● Utilization and participation data in continuous learning programs and services. ● Program participation tracking systems and DCC quarterly reports. ● Labor-Management Relations tracking system.
Baseline	<ul style="list-style-type: none"> ● FY 2000 participation and usage data. ● FY 2000 data from LMR and Worklife Center tracking systems.
Comment	<p>Percentages of career assistance, continuous learning, and family friendly programs reflect overall use, not the percentage of individual employees who used services (services can be used more than once by an individual employee).</p>

Performance Goal HR2 — FY 2001 Annual Performance Plan

FY 2001: Reduce the rate of lost production days (i.e., number of days employees spend away from work due to accidents and injuries) by two percent.

FY2000: Same as FY 2001

FY 1999: NA

Results	<p>FY 2001: <u>The goal was not achieved.</u> The Department’s rate of lost production days increased by 8.65 percent.</p> <p>FY 2000: This goal was not achieved. The rate of lost production days was reduced by .05 percent to 57.1 days per 100 employees.</p> <p>FY 1999: Not applicable</p>
Indicators	<p>Percent decrease in rate of lost production days</p>
Data Source	<p>OWCP Table 2 Reports and personnel data from DOL’s Office of Budget. OWCP Charge Back System data.</p>
Baseline	<p>Total case rate goal established by the Initiative for DOL agencies in FY 2001 is 56 days per 100 employees.</p>
Comment	<p>The 2% reduction goal is established each year by OWCP and is expressed in workdays per 100 employees. For FY 2001, the goal was to reduce lost production days to 56 days per 100 employees based on the FY2000 rate of 57.1 days per 100 employees. A reduction of 1.1 days per 100 employees was required for DOL to achieve this goal. The Department’s actual lost production day rate for FY2001 was 66 days per 100 employees.</p>

Performance Goal HR3 — FY 2001 Annual Performance Plan	
<p>FY 2001: Reduce the injury/illness rate for DOL employees by 3% and improve the timeliness of filing injury claim forms by five percent</p> <p>FY2000: Same as FY 2001</p> <p>FY 1999: NA</p>	
Results	<p>FY 2001: <u>This two-part goal was not achieved.</u> The injury/illness rate for DOL employees increased to 4.01 cases per 100 employees (preliminary data) while the timeliness of filing injury claim forms decreased by 2.1%.</p> <p>FY 2000: The goal was achieved.</p> <p>FY 1999: Not applicable</p>
Indicators	<p>Percent decrease in total case rate of illnesses, accidents, and injuries.</p> <p>Increase in timeliness of reporting new injuries.</p>
Data Source	<ul style="list-style-type: none"> ● OWCP Table 2 Reports and personnel data from DOL's Office of Budget. ● OWCP time-lag reports for federal agencies for submission of claims forms CA-1 and CA-2 within 10 working days or 14 calendar days ● OWCP Charge Back System Data ● SHC
Baseline	Total case rate goal established by the Initiative for DOL agencies in FY 2001 is 3.71 cases per 100 employees.
Comment	The rate of injuries/illnessees filed with OWCP by DOL in FY 2001 was 4.07 cases per 100 employees. However, this rate does not include cases denied by OWCP. While data from the past several years indicate that approximately 10% of total claims are denied, OWCP is able to identify only 10 denied cases at the time of this report. Adjusting for these 10 denials gives an overall DOL injury/illness rate of 4.01 cases per 100 employees. Additional denials may occur among cases that are currently in adjudication.
Performance Goal HR4 — FY 2001 Annual Performance Plan	
<p>FY 2001: Major DOL program components are in compliance with applicable Civil Rights laws and regulations and achieve equal opportunity workplaces. This is accomplished by:</p> <ul style="list-style-type: none"> ● Assessing compliance and recommending corrective action, as appropriate, through reviews of two (2) DOL program components. <p>FY 2000: Two of ten major DOL agencies are reviewed and their EEO programs are found to be in compliance with the applicable civil rights laws and equal opportunity regulations.</p> <p>FY 1999: Complete a review of one of the ten major DOL agencies to verify that all DOL agencies have procedures in place to meet the requirements of applicable civil rights laws.</p>	
Results	<p>FY 2001: <u>The goal was exceeded.</u> Four program components of the Employment Standards Administration (ESA) were reviewed and found in compliance.</p> <p>FY 2000: The goal was substantially achieved.</p> <p>FY 1999: The goal was achieved.</p>
Indicator	Number of components reviewed and that have in place all requirements outlined under 29 CFR 1614, Secretary Order 3-96, and related statutes
Data Source	Civil Rights Center Methods of Administration Evaluation Instrument
Baseline	Two major DOL program components