

Appendix 2 - Goals and Results

A Summary by Goal of Program Results and Time Period of Measurement

This Appendix summarizes the performance results described earlier in this report. For each performance goal, the result and corresponding measurement time frame are presented. In most cases, the measurement time frame is FY 2001, but some of the goals presented are measured for other time frames. Some ETA programs, for example, are forward-funded and follow a program year (PY) that begins nine months after the fiscal year for which program funding was received. For these programs, this report addresses Program Year 2000 goals that were included in the FY 2000 Annual Performance Plan with a performance period of July 2000 to June 2001. Some Agency data, such as OSHA's safety and health data, are generated from external sources and have reporting time lags; other data are given on a calendar year (CY) basis.

The last table lists FY 2001 goals for which no results are presented in this report.

Strategic Goal 1 — A Prepared Workforce

Agency	Performance Goal	Goal Result	Measurement Time Frame
Outcome Goal 1.1 - Increase Employment, Earnings, and Assistance			
ETA	Of those Welfare-to-Work (WtW) participants placed in unsubsidized employment, 66 percent will remain in the workforce for six months with 6 percent average earnings increase by the second consecutive quarter following the placement quarter. <i>(Goal 1.1A — FY 2001 Annual Performance Plan)</i>	Not Met	FY 2001
ETA	Of those registered under the WIA adult program, 77 percent will be employed in the third quarter after program exit, with increased average earnings of \$3,264. <i>(Goal 1.1B — FY 2000 Annual Performance Plan)</i>	Achieved	PY 2000
ETA	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. <i>(Goal 1.3A — FY 2000 Annual Performance Plan)</i>	Achieved	PY 2000
ETA	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. <i>(Goal 1.3B — FY 2000 Annual Performance Plan)</i>	Achieved	PY 2000

Agency	Performance Goal	Goal Result	Measurement Time Frame
ETA	Increase the number of new employers registered with America's Job Bank from 51,000 to 60,000. <i>(Goal 1.3C — FY 2000 Annual Performance Plan)</i>	Achieved	PY 2000
ETA	Increase by 6 percent the number of newly registered female apprentices over the end of the FY 1999 baseline. <i>(Goal 1.1F — FY 2001 Annual Performance Plan)</i>	Achieved	FY 2001
WB	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. <i>(Goal 1.1I — FY 2001 Annual Performance Plan)</i>	Achieved	FY 2001
VETS	27 percent 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. <i>(Goal 1.1J — FY 2001 Annual Performance Plan)</i>	Achieved	FY 2001
VETS	At least 50 percent of those veterans and other eligible persons enrolled in Homeless Veteran Reintegration Project grants enter employment. <i>(Goal 1.1K — FY 2001 Annual Performance Plan)</i>	Achieved	FY 2001
Outcome Goal 1.2 - Increase the Number of Youth Making a Successful Transition to Work			
ETA	Of the 14-18 year-old youth registered under the WIA youth program, 50 percent will be either employed, in advanced training, post-secondary education, military service or apprenticeships in the third quarter after program exit. <i>(Goal 1.2A — FY 2000 Annual Performance Plan)</i>	Substantially Achieved (Preliminary data)	PY 2000
ETA	Of the 19-21 year-old youth served under the WIA youth program, 70 percent will be employed in the third quarter after program exit. <i>(Goal 1.2E — FY 2000 Annual Performance Plan)</i>	Achieved (Preliminary data)	PY 2000

Agency	Performance Goal	Goal Result	Measurement Time Frame
ETA	Increase the percent of Job Corps graduates who get jobs or pursue education to 85 percent; those who get jobs will have an average entry wage increase from the previous year and 70 percent will still have a job or will be pursuing education after 90 days. <i>(Goal 1.2B — FY 2000 Annual Performance Plan)</i>	Substantially Achieved	PY 2000
ETA	Engage 2 million youth in School-to-Work (STW) Activities. <i>(Goal 1.2C — FY 2000 Annual Performance Plan)</i>	Achieved	PY 2000
Outcome Goal 1.3 - Improve the Effectiveness of Information and Analysis on the US Economy			
BLS	Produce and disseminate timely, accurate, and relevant economic information. <i>(Goal 1.3A — FY 2001 Annual Performance Plan)</i>	Achieved	FY 2001
BLS	Improve the accuracy, efficiency, and relevancy of economic measures. <i>(Goal 1.3B — FY 2001 Annual Performance Plan)</i>	Not Met	FY 2001

Strategic Goal 2 — A Secure Workforce

Agency	Performance Goal	Goal Result	Measurement Time Frame
Outcome Goal 2.1 - Increase Compliance with Worker Protection Laws			
ESA	<p>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 percent in the San Francisco and 42 percent in New York City; in agricultural commodities - to 47 percent in onion, 80 percent in tomato, and 70 percent in the health care industry - to 62 percent in residential health care industry (assisted living facilities). <i>(Goal 2.1A — FY 2001 Annual Performance Plan)</i></p>	Not Met	FY 2001
ESA	<p>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 percent in San Francisco and 57 percent New York City; in agricultural commodities - to 64 percent in tomato, 47 percent in onion, and 48 percent in lettuce; and in the health care industry - to 60 percent in residential health care (assisted living facilities). <i>(Goal 2.1D — FY 2001 Annual Performance Plan)</i></p>	Not Met	FY 2001
ESA	<p>Achieve timely union reporting compliance such that a minimum of 88 percent of unions with annual receipts greater than \$200,000 timely file union annual financial reports for public disclosure access. <i>(Goal 2.1E — FY 2001 Annual Performance Plan)</i></p>	Not Met	FY 2001
PWBA	<p>Increase by 2.5 percent 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. <i>(Goal 2.1F — FY 2001 Annual Performance Plan)</i></p>	Achieved	FY 2001
PWBA	<p>Increase by 2.5 percent (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. <i>(Goal 2.1G — FY 2001 Annual Performance Plan)</i></p>	Achieved	FY 2001

Agency	Performance Goal	Goal Result	Measurement Time Frame
Outcome Goal 2.2 - Protect Worker Benefits			
ETA	Unemployed workers receive fair 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 <i>(Goal 2.2A — FY 2001 Annual Performance Plan)</i>	Not Met	FY 2001
PWBA	Increase by 2 percent (to 66 million) benefit recoveries achieved through the assistance of Pension Benefit Advisors. <i>(Goal 2.2B — FY 2001 Annual Performance Plan)</i>	Not Met	FY 2001
PWBA	Increase by 1 percent the number of workers who are covered by a pension plan sponsored by their employer, particularly women, minorities and workers in small businesses. <i>(Goal 2.2C — FY 2001 Annual Performance Plan)</i>	Achieved	CY 2000
ESA	Return Federal employees to work following an injury as early as appropriate indicated by a 2 percent reduction from the FY 2000 baseline in the average number of production days lost due to disability. <i>(Goal 2.2D — FY 2001 Annual Performance Plan)</i>	Not Met	FY 2001
ESA	Produce \$95 million in cumulative first-year savings in the FECA Program through Periodic Roll Management. <i>(Goal 2.2E — FY 2001 Annual Performance Plan)</i>	Achieved	FY 2001
ESA	In the FECA program, reduce the average annual cost for physical therapy and psychiatric services cases by 1 percent 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.) <i>(Goal 2.2F — FY 2001 Annual Performance Plan)</i>	Not Met	FY 2001

Agency	Performance Goal	Goal Result	Measurement Time Frame
ESA	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 represent locally prevailing wages/benefits. In FY2001, if a reengineering approach is pursued, complete development of all aspects of a reengineered system. If a reinvention approach is pursued, implement all necessary changes. <i>(Goal 2.2G — FY 2001 Annual Performance Plan)</i>	Achieved	FY 2001
PBGC	Reduce processing time from 4–5 years to 3–4 years to send benefit determinations to participants in defined benefit pension plans taken over by PBGC. <i>(Goal 2.2H — FY 2001 Annual Performance Plan)</i>	Achieved	FY 2001
Outcome Goal 2.3 - Increase Employment and Earnings for Retrained Workers			
ETA	Of those registered under the WIA dislocated worker program, 71 percent will be employed in the first quarter after program exit and 82 percent will be employed in the third quarter after program exit with 90 percent of pre-dislocation earnings. <i>(Goal 2.3A — FY 2000 Annual Performance Plan)</i>	Achieved	PY 2000
ETA	Upon exit from the Trade Adjustment Assistance (TAA) or NAFTA Transitional Adjustment Assistance (NAFTA-TAA) programs, 73 percent will be employed in the third quarter after exit with 82 percent of the total pre-dislocation earnings. <i>(Goal 2.3B — FY 2001 Annual Performance Plan)</i>	Substantially Achieved (Preliminary data)	FY 2001

Strategic Goal 3 - Quality Workplaces

Agency	Performance Goal	Goal Result	Measurement Time Frame
Outcome Goal 3.1 - Reduce Workplace Injuries, Illnesses and Fatalities			
MSHA	Reduce the number of mine fatalities and non-fatal injuries to below the average for the previous five years. <i>(Goal 3.1A — FY 2001 Annual Performance Plan)</i>	Achieved	FY 2001
MSHA	Reduce by 5 percent 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. <i>(Goal 3.1B — FY 2001 Annual Performance Plan)</i>	Achieved	FY 2001
OSHA	Reduce three of the most significant types of workplace injuries and causes of illnesses by 11 percent (from baseline). <i>(Goal 3.1C — FY 2001 Annual Performance Plan)</i>	Not Met	FY 2001
OSHA	Reduce injures and illnesses by 7 percent in five industries characterized by high-hazard workplaces. <i>(Goal 3.1D — FY 2000 Annual Performance Plan)</i>	Achieved	FY 2000 (CY 98-00 avg.)
OSHA	Reduce injuries and illnesses (LWDII) by 20 percent in at least 75,000 workplaces where an intervention is initiated. <i>(Goal 3.1E — FY 2001 Annual Performance Plan)</i>	Achieved	FY 2001
OSHA	Decrease fatalities in the construction industry by 7 percent (from baseline), by focusing on the four leading causes of fatalities (falls, struck-by, crushed-by, and electrocutions and electrical injuries). <i>(Goal 3.1F — FY 2000 Annual Performance Plan)</i>	Achieved	FY 2000

Agency	Performance Goal	Goal Result	Measurement Time Frame
Outcome Goal 3.2 - Foster Equal Opportunity Workplaces			
ESA	<p>Federal contractors achieve equal opportunity workplaces as demonstrated by:</p> <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 OFCCP 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. <p><i>(Goal 3.2A — FY 2001 Annual Performance Plan)</i></p>	Not Met	FY 2001
OASAM	<p>DOL grant recipients and programs financially assisted under the Workforce Investment Act (WIA) achieve equal opportunity workplaces as demonstrated by:</p> <ul style="list-style-type: none"> - Timely submission as required by 29 CFR 37 of 30 MOAs 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. <p><i>(Goal 3.2B — FY 2001 Annual Performance Plan)</i></p>	Not Met	FY 2001
Outcome Goal 3.3 - Support a Greater Balance between Work and Family			
ETA	<p>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.</p> <p><i>(Goal 3.3A — FY 2001 Annual Performance Plan)</i></p>	Not Met	FY 2001

Agency	Performance Goal	Goal Result	Measurement Time Frame
Outcome Goal 3.4 - Reduce Exploitation of Child Labor and Address Core International Labor Standards Issues			
ILAB	<p>Reduce exploitative child labor by promoting international efforts and targeting focused initiatives in selected countries to include the following objectives:</p> <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. <p><i>(Goal 3.4A — FY 2001 Annual Performance Plan)</i></p>	Not Met	FY 2001
ILAB	<p>Raise workers' protection and the safety of work places in selected countries by improving core labor standards and social safety net programs.</p> <ul style="list-style-type: none"> - Fifteen countries commit with DOL financial assistance to further protect the basic rights of workers. - Eight countries commit with DOL assistance to improve economic opportunities and income security for workers. <p><i>(Goal 3.4B — FY 2001 Annual Performance Plan)</i></p>	Achieved	FY 2001

Departmental Management Goals

Agency	Performance Goal	Goal Result	Measurement Time Frame
Financial Management – Maintain the integrity and stewardship of the Department’s financial resources			
OCFO	All DOL financial systems meet the standards set in the Federal Financial Management Improvement Act (FFMIA) and the Government Management Reform Act (GMRA). <i>(Goal FM1 — FY 2001 Annual Performance Plan)</i>	Achieved	FY 2001
OCFO	DOL meets all new accounting standards issued by the Federal Accounting Systems Advisory Board (FASAB) including the Managerial Cost Accounting Standard. <i>(Goal FM2 — FY 2001 Annual Performance Plan)</i>	Achieved	FY 2001
Information Technology – Improve organizational performance and communication through effective deployment of IT resources			
OASAM	Increase integration of DOL IT systems and extend access to automated services. <i>(Goal IT1 — FY 2001 Annual Performance Plan)</i>	Achieved	FY 2001
Human Resources – Establish DOL as a Model Workplace			
OASAM	Recruit, develop, and retain a highly competent and diverse workforce to support the accomplishment of the DOL mission by: <ul style="list-style-type: none"> – 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. <i>(Goal HR1 — FY 2001 Annual Performance Plan)</i>	Achieved	FY 2001

Agency	Performance Goal	Goal Result	Measurement Time Frame
OASAM	Reduce the rate of lost production days by 2 percent (i.e., number of days employees spend away from work due to injuries and illnesses). <i>(Goal HR2 — FY 2001 Annual Performance Plan)</i>	Not Met	FY 2001
OASAM	Reduce the overall occurrence of injuries and illnesses for DOL employees by 3 percent, and improve the timeliness of filing injury/illness claims by 5 percent. <i>(Goal HR3 — FY 2001 Annual Performance Plan)</i>	Not Met	FY 2001
OASAM	Major DOL program components are in compliance with applicable Civil Rights laws and regulations and achieve equal opportunity workplaces. This is accomplished by assessing compliance and recommending corrective action, as appropriate, through reviews of two DOL program components. <i>(Goal HR4 — FY 2001 Annual Performance Plan)</i>	Achieved	FY 2001

FY 2001 Goals – No Results Reported

This table lists FY 2001 goals for which no results are reported. The majority of these goals apply to ETA's forward-funded Program Year 2001 (July 1, 2001 – June 30, 2002). Data is not yet available for several goals, and funding was not received for the activities measured by two of the goals. The results for these goals (except for the two goals not funded) will be included in the *DOL FY 2002 Annual Report on Performance and Accountability*.

Agency	Performance Goal	Goal Result	Measurement Time Frame
ETA	In Program Year 2001, of those registered under the WIA adult program, 78 percent will be employed in the third quarter after program exit, with increased average earnings of \$3,361. <i>(Goal 1.1B – FY 2001 Annual Performance Plan)</i>	N/A	PY 2001
ETA	In Program Year 2001, 76 percent of job seekers registered by the Wagner-Peyser Act funding stream will have unsubsidized jobs six months after initial entry into employment (Six Month Retention Rate). <i>(Goal 1.1C – FY 2001 Annual Performance Plan)</i>	N/A	PY 2001
ETA	In Program Year 2001, increase by 10 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. <i>(Goal 1.1D – FY 2001 Annual Performance Plan)</i>	N/A	PY 2001
ETA	Increase by 5 percent the number of people with disabilities served and increase by 2 percentage points the rate of unsubsidized employment (entered employment rate) in the local Workforce Investment Area. <i>(Goal 1.1E — FY 2001 Annual Performance Plan)</i>	Data not yet available	FY 2001
ETA	In Program Year 2001, 69 percent of participants will be satisfied with services received from workforce investment activities. <i>(Goal 1.1G — FY 2001 Annual Performance Plan)</i>	N/A	PY 2001
ETA	In Program Year 2001, 66 percent of employers will be satisfied with services received from workforce investment activities. <i>(Goal 1.1H — FY 2001 Annual Performance Plan)</i>	N/A	PY 2001

Agency	Performance Goal	Goal Result	Measurement Time Frame
ETA	In Program Year 2001, of the 14-18 year-old youth registered under the WIA youth program, 50 percent will be either employed, in advanced training, post-secondary education, military service or apprenticeships in the third quarter after program exit. <i>(Goal 1.2A — FY 2001 Annual Performance Plan)</i>	N/A	PY 2001
ETA	In Program Year 2001, of the 19-21 year-old youth registered under the WIA youth program, 75 percent will be employed in the third quarter after program exit. <i>(Goal 1.2B — FY 2001 Annual Performance Plan)</i>	N/A	PY 2001
ETA	In Program Year 2001, 85 percent of Job Corps graduates will get jobs with entry average hourly wages of \$7.25 or be enrolled in education; 70 percent will continue to be employed or enrolled in education six months after their initial placement date. (Placement and Retention). <i>(Goal 1.2C — FY 2001 Annual Performance Plan)</i>	N/A	PY 2001
ETA	In Program Year 2001, – 50 percent of 14-18 year old Youth Opportunity Grant participants placed in employment, the military, advanced training, post secondary education, or apprenticeships will be retained at six months. – 60 percent of 19-21 year old Youth Opportunity Grant participants placed in employment will be retained in the third quarter after exit. <i>(Goal 1.2D — FY 2001 Annual Performance Plan)</i>	N/A	PY 2001
ETA	In 25 communities, Youth Councils will build local partnerships with business, community organizations, and schools to improve opportunities for at-risk youth. <i>(Goal 1.2E — FY 2001 Annual Performance Plan)</i>	Not funded ¹	FY 2001
ETA	65 percent of Responsible Reintegration for Young Offender program graduates will get jobs, re-enroll in high school, or be enrolled in post-secondary education or training. <i>(Goal 1.2F — FY 2001 Annual Performance Plan)</i>	Not funded ¹	FY 2001

¹ These goals were included in the Revised Final FY 2001 Annual Performance Plan. However, the programs that support these goals were not funded in the FY 2001 appropriation.

Agency	Performance Goal	Goal Result	Measurement Time Frame
ETA	In Program Year 2001, of those registered under the WIA dislocated worker program, 73 percent will be employed in the first quarter after program exit, and 83 percent will be employed in the third quarter after program exit with 91 percent of pre-dislocation earnings. <i>(Goal 2.3A — FY 2001 Annual Performance Plan)</i>	N/A	PY 2001
ETA	In Program Year 2001, the initial year of funding, an estimated 30 grants serving an estimated 20,000 participants will be awarded for the incumbent workers initiative. <i>(Goal 2.3C — FY 2001 Annual Performance Plan)</i>	N/A	PY 2001
OSHA	Reduce injuries and illnesses by 11 percent [from baseline] in 5 industries characterized by high-hazard workplaces. <i>(Goal 3.1D — FY 2001 Annual Performance Plan)</i>	Data not yet available	FY 2001
OSHA	Decrease fatalities in the construction industry by 11 percent, [from baseline] by focusing on the four leading causes of fatalities (falls, struck-by, crushed-by, and electrocutions and electrical injuries). <i>(Goal 3.1F — FY 2001 Annual Performance Plan)</i>	Data not yet available	FY 2001
OSHA	Reduce injuries and illnesses by 15 percent at work sites engaged in voluntary, cooperative relationships with DOL. <i>(Goal 3.1G — FY 2001 Annual Performance Plan)</i>	Data not yet available	FY 2001