

I.A.: OVERVIEW BY10

Descriptive Information BY10

Template Name	BY2010
Investment Name	ESA - OFCCP - Federal Contractor Compliance System
Investment Revision Number	2
Is this investment a consolidated business case?	No
Point of Contact	Lawrence, John
Revision Comment	
Date of Submission	4/10/2009
Agency	Department of Labor
Bureau	ESA - OFCCP
Name of this Capital Asset	ESA - OFCCP - Federal Contractor Compliance System
Exhibit 53 Part	IT Investments by Mission Area
OMB Investment Type	01 - Major Investment
OMB Exhibit 53 Major Mission Area	A Competitive Workforce
What kind of investment will this be in this Budget Year?	Planning
OMB Short Description	The FCCS will replace OFIS, improving business processes and workflow to reduce costs for the Department, ensure business continuity and ensure the American public benefits from the rights afforded through EEO laws using more reliable data & technology.

Screening Questions BY10

Provide a brief summary and justification for this investment, including a brief description of how this closes in part or in whole an identified agency performance gap:

OFCCP's mandate is the enforcement of Executive Order 11246 and federal laws requiring federal contractors to adopt and abide by equal employment opportunity and affirmative action in their hiring, firing and promotion practices. Currently this is accomplished through cumbersome business processes within the current OFCCP Information System (OFIS). These business processes lead to increased time & labor for processing citizen requests/complaints and malfunctions & connectivity issues. OFIS is a legacy system over 20 years old and does not provide the full functionality needed to support the public nor the Department of Labor.

With the new OFCCP Federal Contractor Compliance System (FCCS), OFCCP will improve services to the American workforce in a transparent method using reliable data & technology. The system will improve business processes and work-flow to reduce costs for the Department, ensure business continuity, and ensure the American public benefits from the rights afforded through EEO laws. FCCS will achieve cost-savings through the elimination of redundant, stove-pipe legacy systems and technologies. FCCS will reduce processing delays, system malfunctions, and connectivity issues in order to provide better services to the citizen. FCCS will reduce risks by eliminating out-of-date and unstable technology to ensure continuity of OFCCP business operations.

FCCS will provide corrective actions to address weaknesses identified Agency's Part rating review. FCCS will standardize and enhance data collected from OFCCP's business functions and processes. FCCS will modernize agency data collection systems and methods to include data validation, security, privacy and accountability safeguards to increase data integrity, reliability and usefulness. FCCS will establish performance metrics and an EVM Policy & Oversight process to track and effectively manage OFCCP activities for continued improvement & increased performance.

Did the Agency's Executive/Investment Committee approve this request?	Yes
If "yes," what was the date of this approval?	7/5/2007
Did the Project Manager review this Exhibit?	Yes
Has the agency developed and/or promoted cost effective, energy efficient and environmentally sustainable techniques or practices for this project.	Yes
Will this investment include electronic assets (including computers)?	Yes
Is this investment for new construction or major retrofit of a Federal building or facility? (answer applicable to non-IT assets only)	No
If "yes," is an ESPC or UESC being used to help fund this investment?	

If "yes," will this investment meet sustainable design principles?

If "yes," is it designed to be 30% more energy efficient than relevant code?

Does this investment directly support one of the PMA initiatives? Yes

If "yes," check all of the PMA initiatives that apply: Expanded E-Government
Human Capital

Is this investment for information technology? Yes

Briefly and specifically describe for each selected how this asset directly supports the identified initiative(s)? (e.g. If E-Gov is selected, is it an approved shared service provider or the managing partner?) FCCS will leverage information technology to make OFCCP's lines of business more citizen-centered & results oriented making it easier for citizens to work with OFCCP anytime and anywhere. FCCS will establish an EVM Policy & Oversight process, eliminate redundant systems, & increase IT Privacy and Security that will improve business functions and training thus enabling OFCCP's Human capital to perform services more efficiently & effectively.

IT Screening Questions BY10

If the answer to Question, "Is this investment for information technology?" was "Yes," complete this sub-section. If the answer is "No," do not answer this sub-section.

In addition to the Project/Program Manager FAC-P/PM or DAWIA certification level, what project management qualifications does the Project Manager have? (per CIO Council PM Guidance) (1) Project manager has been validated as qualified for this investment

If this project produces information dissemination products for the public, are these products published to the Internet in conformance with OMB Memorandum 05-04 and included in your agency inventory, schedules and priorities? N/A

Are the records produced by this investment appropriately scheduled with the National Archives and Records Administration's approval? Yes

I.B.: SUMMARY OF SPENDING BY10

Summary of Spending BY10

Provide the total estimated life-cycle cost for this investment by completing the following table. All amounts represent budget authority in thousands, and are rounded to three decimal places. Federal personnel costs should be included only in the row designated "Government FTE Cost," and should be excluded from the amounts shown for "Planning," "Full Acquisition," and "Operation/Maintenance." The "TOTAL" estimated annual cost of the investment is the sum of costs for "Planning," "Full Acquisition," and "Operation/Maintenance." For Federal buildings and facilities, life-cycle costs should include long term energy, environmental, decommissioning, and/or restoration costs. The costs associated with the entire life-cycle of the investment should be included in this report.

SUMMARY OF SPENDING FOR PROJECT STAGES * Costs in thousands

	2002 and Prior	2003	2004	2005	2006	2007	PY 2008	CY 2009	BY 2010
Planning									
Budgetary Resources	0	0	0	0	0	0	0	504	0
Acquisition									
Budgetary Resources	0	0	0	0	0	0	0	1496	1252
Subtotal Planning & Acquisition									
Budgetary Resources	0	0	0	0	0	0	0	2000	1252
Operations & Maintenance									
Budgetary Resources	0	0	0	0	0	0	0	0	0
TOTAL									
Budgetary Resources	0	0	0	0	0	0	0	2000	1252
Government FTE Costs									
Budgetary Resources	0	0	0	0	0	0	0	124	128
Planning									
Budgetary Resources	0	0	0	0	0	0	0	124	0
Acquisition									
Budgetary Resources	0	0	0	0	0	0	0	0	128
Maintenance									
Budgetary Resources	0	0	0	0	0	0	0	0	0

Full time Equivalent BY10

Use the following table to provide the number of Government Full Time Equivalents (FTE) represented by the Government FTE Costs in the Summary of Spending Table. Numbers should be entered in decimal format for each of the categories listed.

FTE Table

	2002 and Prior	2003	2004	2005	2006	2007	PY 2008	CY 2009	BY 2010
Security	0	0	0	0	0	0	0	0	0
IT	0	0	0	0	0	0	0	0	0
Financial Management	0	0	0	0	0	0	0	0	0
Program Management	0	0	0	0	0	0	0	1	1
Other	0	0	0	0	0	0	0	0	0
Total*	0	0	0	0	0	0	0	1	1

I.C.: ACQUISITION/CONTRACT STRATEGY BY10

Sensitive Data

* * * SENSITIVE DATA: This information was omitted completely * * *

I.D.: PERFORMANCE INFORMATION BY10

Sensitive Data

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I.E.: SECURITY AND PRIVACY BY10

Sensitive Data

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I.F.: ENTERPRISE ARCHITECTURE (EA) BY10

General EA Questions BY10

In order to successfully address this area of the business case and capital asset plan you must ensure the investment is included in the agency's EA and Capital Planning and Investment Control (CPIC) process, and is mapped to and supports the FEA. You must also ensure the business case demonstrates the relationship between the investment and the business, performance, data, services, application, and technology layers of the agency's EA.

Is this investment included in your agency's target enterprise architecture? Yes

If "no," please explain why this investment is not included in the agency's EA Transition Strategy?

Is this investment included in the agency's EA Transition Strategy? Yes

Will the application leverage existing components and/or applications across the Government (i.e., USA.gov, Pay.Gov, etc)? No

If "yes," please describe how the application will leverage existing components and/or applications across the Government.

This application will leverage existing components of the OFCCP OFIS system. Hardware currently in use by Compliance Officers will remain. Furthermore databases in the National Office and software will remain for the new system.

II.A.: ALTERNATIVES ANALYSIS BY10

Analysis Background BY10

Part II is completed only for investments identified as "Planning" or "Full Acquisition" or "Mixed Life-Cycle" investments in response to Part I above.

In selecting the best capital asset, you should identify and consider at least three viable alternatives, in addition to the current baseline, i.e., the status quo. Use OMB Circular A-94 for all investments, and the Clinger Cohen Act of 1996 for IT investments, to determine the criteria you should use in your Benefit/Cost Analysis.

Did you conduct an alternatives analysis for this investment? Yes

II.B.: RISK MANAGEMENT BY10

Risk Management Plan BY10

You should have performed a risk assessment during the early planning and initial concept phase of this investment's life-cycle, developed a risk-adjusted life-cycle cost estimate and a plan to eliminate, mitigate or manage risk, and be actively managing risk throughout the investment's life-cycle.

Does the investment have a Risk Management Plan? Yes

What is the date of the risk management plan?

1/15/2009

II.C.: COST AND SCHEDULE PERFORMANCE BY10

Sensitive Data

* * * SENSITIVE DATA: This information was omitted completely * * *