

**DEPARTMENT OF LABOR
FY 2009 PERFORMANCE BUDGET**

OVERVIEW

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DEPARTMENT OF LABOR FY 2009 PERFORMANCE BUDGET

OVERVIEW

Introduction

Plan goals of *A Prepared Workforce, A Competitive Workforce, Safe and Secure Workplaces, and Strengthened Economic Protections*. This Performance Budget meets the Annual Performance Plan requirement under the Government Performance and Results Act of 1993 (GPRA), and sets out specific annual performance targets and the strategies to attain them.

Because the Department's agencies have a variety of missions -- and their performance goals are extensive and wide-ranging -- this Overview section covers only the key agency goals that will be reflected in the Department's FY 2008 and FY 2009 Annual Performance and Accountability Reports.

Secretary's Priorities

The mission of DOL is to promote the welfare of the Nation's job seekers, wage earners, and retirees by improving working conditions, enforcing the Fair Labor Standards Act, expanding opportunities for training and employment, protecting retirement and health care benefits, helping employers find qualified workers, strengthening free collective bargaining, and tracking changes in employment, prices, and other national economic measurements.

The FY 2009 Budget focuses on the following Departmental priorities:

- Protecting workers' safety and health;
- Protecting workers' pay, benefits, pensions, and union member rights;
- Effectively serving our nation's veterans and transitioning service members;
- Modernizing the temporary foreign labor certification programs; and
- Increasing the competitiveness of America's workforce by continuing reforms and strengthening policies that encourage growth, job creation, and opportunity.

In addition to these program-specific priorities, in FY 2009 the Department will scrutinize base funding to shift resources from lower priority, less effective programs, to higher priority, more effective programs. The Department has made significant progress in implementing the President's Management Agenda (PMA) and the Program Assessment Rating Tool (PART). As of December 31, 2007 the Department remains *Green* in status for the five government-wide initiatives.

The Department has also been conducting PART reviews of key programs and implementing their recommendations to promote program improvement. Thirty-five programs have been reviewed to date, and agencies are using PART recommendations to improve performance measures and targets, develop efficiency measures, and focus program evaluations to gauge effectiveness. A more detailed discussion of the PMA and PART can be found at the conclusion of the Performance Budget Overview and within Agency Budget submissions.

Strategic Goal Cost Model

The Department will measure its accomplishments in FY 2009 against the following strategic goals:

Goal 1 — A Prepared Workforce: *Develop a prepared workforce by providing effective training and support services to new and incumbent workers and supplying high quality information on the economy and labor market.*

Goal 2 — A Competitive Workforce: *Meet the competitive labor demands of the worldwide economy by enhancing the effectiveness and efficiency of the workforce development and regulatory systems that assist workers and employers in meeting the challenges of global competition.*

Goal 3 — Safe and Secure Workplaces: *Promote workplaces that are safe, healthful and fair; guarantee workers receive the wages due them; foster equal opportunity in employment; and protect veterans' employment and re-employment rights.*

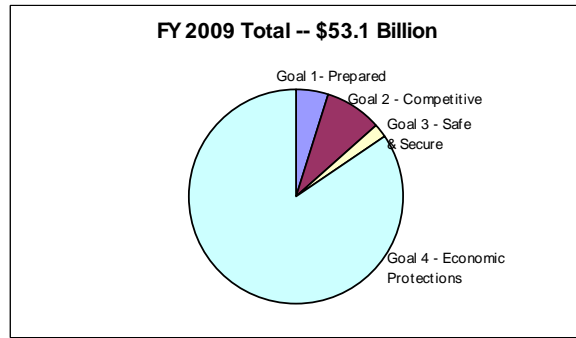
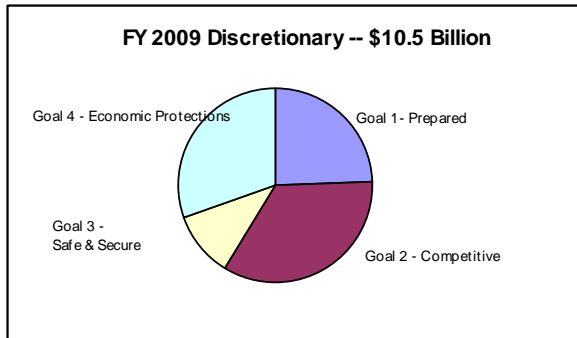
Goal 4 — Strengthened Economic Protections: *Protect and strengthen worker economic security through effective and efficient provision of unemployment insurance and workers' compensation; ensuring union transparency; and securing pension and health benefits.*

These strategic goals are supported by key program-level performance goals with specific performance indicators and ambitious targets that correspond to the presentations in Agency Congressional Budget Justifications. The tables below include changes to performance indicators and targets presented in the FY 2008 Performance Budget for FY 2008 and to Program Year (PY) 2007 goals, which may have been adjusted due to intervening funding levels, Program Assessment Rating Tool (PART) assessments, or more recent performance results and trends.

As shown in the following table, the President's 2009 Budget requests \$10.5 billion in discretionary budget authority for DOL. In addition, the Budget includes \$42.6 billion in budget authority for the Department's mandatory programs.

<i>FY 2009 DOL Request</i> <i>(Budget Authority in Billions)</i>			
	<u>FY 2008</u>	<u>FY 2009</u>	<u>Change</u>
Discretionary:	\$11.4	\$10.5	-\$0.9
Mandatory:	\$37.7	\$42.6	+\$4.9
Total	\$49.1	\$53.1	+\$4.0
<i>Full Time Equivalent (FTE)</i>	16,142	16,848	+706

The following charts illustrate how the FY 2009 DOL Request supports each Strategic Goal:



Strategic Goals, Performance Goals, Targets and Strategies

Strategic Goal 1 — A Prepared Workforce: *Develop a prepared workforce by providing effective training and support services to new and incumbent workers and supplying high quality information on the economy and labor market.*

Resources

DOL Agencies supporting *A Prepared Workforce* are the Employment and Training Administration (ETA), the Bureau of Labor Statistics (BLS), the Office of Job Corps, Veterans' Employment and Training Service (VETS), and the Women's Bureau (WB).

In FY 2009, the Department proposes to dedicate \$2.5 billion of its discretionary budget authority for agency-specific strategies supporting the *Prepared Workforce* strategic goal, including \$593 million for labor statistics programs, \$1.7 billion for employment and training programs (ETA \$113 million and Job Corps \$1.6 billion), and \$216 million for veterans' programs.

Strategic Direction

A strong national economy depends, in part, on preparing new and returning entrants to the workforce with the right skills for today's jobs. Many industries and sectors of the economy will be adding new jobs or transforming their business processes, requiring new and different worker skills. Service-providing, rather than goods-producing, industries will account for most of the new jobs created. Employment in the largest two occupational groups, professional and related occupations and service occupations, is expected to increase the fastest.

Individuals entering the workforce need current and reliable information on occupations to identify growth industries, earnings potential, and skill requirements and will need access to educational opportunities to qualify for those jobs. Public officials, business owners, and individuals need up-to-date, high-quality labor market information to formulate public policy, negotiate a purchasing agreement, or decide what field to pursue as a career. The Department plays a crucial role in public and private decision-making processes by producing statistics that are timely, accurate, and relevant.

Through the FY 2009 Budget, the Department continues to maintain America's competitive position in the global economy. This requires a workforce with postsecondary education and training, the capacity to work in high-technology environments, and the opportunity to engage in life-long learning to keep pace with change. While employers and workers bear ultimate responsibility for adapting to the challenges of a global economy, the Department has a responsibility to help them by identifying and fostering emerging industries that provide employment opportunities.

DOL recognizes that particular groups of returning and new entrants to the workforce face unique challenges. These groups include at-risk and out-of-school youth, veterans returning from service to their country, people with disabilities, women making a significant work-life

transition, and ex-offenders re-entering the workforce. Through targeted training and outreach programs and partnerships, the Department provides comprehensive services that enable these groups to achieve their employment goals. As workforce growth slows, every participant's contribution becomes vitally important for a healthy economy.

The needs of the 21st century labor market are radically different from the past. As a result, America faces a shortage of skilled workers. One key predictor of economic success is education. As educational attainment levels increase, the unemployment rate decreases. The Department makes a meaningful investment in at-risk teenagers and young adults to help them become productive and self-sufficient members of the nation's workforce.

Currently there are nearly one and a half million youth who are not in school, do not have a diploma and are not working. To meet these challenges, the workforce system has developed several strategies to ensure services go to the neediest youth, with particular emphasis on out-of-school youth, and to develop demand-driven strategies that will equip young workers with skills for the 21st century economy.

DOL is committed to developing innovative strategies and programs for women, who often experience several transitions during the course of their careers. The Department is continuing a multi-regional demonstration project that serves women who are making a significant transition in their work lives. Each region focuses on a different target population of women in transition representing a spectrum of work-life needs, such as incarcerated women in a pre-release program, Native American and rural women, and single mothers and displaced homemakers.

Performance Goal: Improve information available to decision-makers on labor market conditions, and price and productivity changes.

Bureau of Labor Statistics

The Department’s Bureau of Labor Statistics (BLS) is an independent national statistical agency that collects, processes, analyzes, and disseminates essential statistical data to the American public, the U.S. Congress, other Federal agencies, State and local governments, business, and labor.

Strategies:

- Produce statistics that are relevant, timely, and accurate.
- Better inform the public by increasing customer awareness and appropriate use of existing data products, and use feedback gathered from data users to determine how the data or dissemination media could be changed to better serve the American public.
- Analyze and evaluate new economic survey methods, new technologies, and new survey design and collection approaches.
- Sponsor research and evaluations by known experts to determine how best to improve BLS data.

Improve information available to decision-makers on labor market conditions, and price and productivity changes (DOL-09/08-1A)			
Performance Indicators	FY 2007 Result	Performance Targets	
		FY 2008 Target	FY 2009 Target
Percent of output, timeliness, accuracy, and long-term improvement targets achieved for labor force statistics	92%	92%	92%
Percent of output, timeliness, accuracy, and long-term improvement targets achieved for prices and living conditions	90%	90%	90%
Percent of output, timeliness, accuracy, and long-term improvement targets achieved for compensation and working conditions	96%	96%	96%
Percent of output, timeliness, accuracy, and long-term improvement targets achieved for productivity and technology	100%	100%	100%
Customer satisfaction with BLS products and services (American Customer Satisfaction Index)	79%	79%	79%
Cost per transaction of the Internet Data Collection Facility (IDCF)	\$1.12	\$1.11	\$1.10
Note: IDCF is a central facility for collecting BLS survey data online.			

Performance Goal: Improve educational achievements of Job Corps students, and increase participation of Job Corps graduates in employment and education.

Office of Job Corps

The Office of Job Corps provides intensive training to more than 60,000 economically disadvantaged youth ages 16 through 24 through 122 primarily residential centers nationwide.

Strategies:

- Provide academic and vocational training as well as social education and other support services, such as housing and transportation.
- Incorporate the best research and practices of business, education, labor, and other partners for a career-focused, alternative education pipeline for disadvantaged youth.
- Implement new data validation procedures and report performance using common job training performance measures.
- Implement integrated competency-based career and academic training.
- Continue to examine the program’s physical assets to determine whether they are being fully utilized.
- Improve outreach and recruitment services and will continue to examine ways to reduce the share of students who drop out of the program.

Improve educational achievements of Job Corps students, and increase participation of Job Corps graduates in employment and education (DOL-09/08/07-1B)				
Performance Indicators	PY 2006 Result	Performance Targets		
		PY 2007 Target	PY 2008 Target	PY 2009 Target
Percent of participants entering employment or enrolling in post secondary education and/or advanced training/occupational skills training in the first quarter after exit	74% *	82%	84%	86%
Percent of students who attain a GED, high school diploma, or certificate by the end of the third quarter after exit	57%	64%	65%	65%
Percent of students who achieve literacy or numeracy gains of one or more Adult Basic Education (ABE) levels	58%	58%	59%	59%
Note: This program is based on a forward funded Program Year (PY) from July 1 – June 30. *This result only includes data on former enrollees and graduates (as previously reported in PY 2005). Limitations in the WRIS data sharing system capabilities have caused problems in Job Corps' ability to report on all participants.				

Performance Goal: Increase placements and educational attainments of youth served through the Workforce Investment Act (WIA) youth program.

ETA Workforce Investment Program - Youth

WIA authorizes services to low-income youth (age 14-21) with barriers to employment. Eligible youth are deficient in basic skills or are homeless, are a runaway, are pregnant or parenting, are offenders, school dropouts, or foster children. The Department has outlined a strategic vision for the delivery of youth services under WIA. This vision emphasizes a public workforce system serving the neediest youth: those aging out of foster care, involved with the juvenile justice system, children of incarcerated parents, migrant youth, Native American youth, and youth with disabilities. Efforts to transform the system are focused on four areas: encouraging Governors to provide strong leadership in advancing the vision for serving youth most in need, engaging employers and civic leaders to identify demand-driven workforce solutions, emphasizing the development of academically rigorous education pathways, and encouraging collaboration across youth-serving agencies.

Strategies:

- Serve in- and out-of-school youth, including youth with disabilities and other youth who may require specialized assistance to complete an educational program or to secure and hold employment.
- Prepare youth for employment and post-secondary education by stressing linkages between academic and occupational learning.
- Provide tutoring, alternative schools, summer employment, occupational training, work experience, supportive services, leadership development, mentoring, counseling, and follow-up services.
- Connect youth with quality secondary and post-secondary educational opportunities and high-growth and other employment opportunities.
- Coordinate and leverage resources across youth-serving agencies at the state and local level.

Increase placements and educational attainments of youth served through the WIA youth program (DOL-09/08/07-1C)				
Performance Indicators	PY 2006 Result	Performance Targets		
		PY 2007 Target	PY 2008 Target	PY 2009 Target
Percent of youth who enter employment or enroll in post secondary education and/or advanced training/occupational skills training or the military in the first quarter after exit	60%	61%	62%	63%
Percent of students who attain a GED, high school diploma, or certificate by the end of the third quarter after exit	44%	45%	46%	46%
Percent of basic-skills-deficient students who achieve literacy or numeracy gains of one or more ABE level	---*	Baseline*	TBD	TBD

Note: This program is based on a forward funded Program Year (PY) from July 1 – June 30.

*Clarification on the literacy/numeracy measure became effective on July 1, 2007, so to capture complete exiter data, baseline data collection will continue through PY 2007.

Performance Goal: Improve the registered apprenticeship system to meet the training needs of business and workers in the 21st Century.

ETA Apprenticeship Program

National Registered Apprenticeship System operates in cooperation with State agencies, businesses, program sponsors, industry leaders, employers, employer associations and educational institutions. It is the nationally recognized credentialing system for skilled, craft, and technical trade training programs throughout the U.S. The Department is redesigning the registered apprenticeship system to address business, industry, employer associations, and labor and management organization interests in improved efficiency and responsiveness.

Strategies:

- Strengthen involvement of high growth industries.
- Increase the linkages of apprenticeship programs with other workforce development and educational systems.
- Expand the credentialing process and increase options for career development within an occupational or industry apprenticeship system.
- Capture comprehensive data on participants' employment outcomes.
- Further enhance performance measurement capabilities of the Registered Apprenticeship Partners Information Data System (RAPIDS).
- Increase the participation of women and minorities in registered apprenticeship programs.

Improve the registered apprenticeship system to meet the training needs of business and workers in the 21st Century (DOL-09/08-1D)			
Performance Indicators	FY 2007 Result	Performance Targets	
		FY 2008 Target	FY 2009 Target
Percent of those employed nine months after registration as an apprentice	83%	84%	85%
Average hourly wage gain for tracked entrants employed in the first quarter after registration and still employed nine months later	\$1.50	\$1.51	\$1.53

Performance Goal: Improve the employment outcomes for veterans who receive One-Stop Career Center services and Homeless Veterans' Reintegration Program services.

VETS Grants to State Workforce Agencies and to Homeless Veterans' Reintegration Program (HVRP) Grantees

The Department helps veterans find jobs by funding grants to State Workforce Agencies for the delivery of employment services through One-Stop Career Centers in local communities. These grants support Disabled Veteran Outreach Program (DVOP) specialists dedicated to serving veterans who need special employment assistance due to disabilities or barriers to employment. These grants also support Local Veterans Employment Representative (LVER) staff members, who conduct outreach to area employers to identify their employment needs and develop employment opportunities for veterans. Through the Recovery and Employment Assistance Lifelines program, State Workforce Agencies also serve seriously injured veterans who need individualized employment assistance in order to reenter the workforce. The Department also funds competitive grants to community-based and faith-based organizations to operate the Homeless Veterans' Reintegration Program (HVRP). HVRP grantees coordinate their delivery of employment services with the delivery of other services to the homeless by local service providers in order to assist homeless veterans to achieve self-sufficiency.

Strategies:

Grants to State Workforce Agencies

- Deliver employment and workforce information services through One-Stop Career Centers.
- Support Disabled Veteran Outreach Program specialists to serve veterans who need special employment assistance due to disabilities or barriers to employment.
- Support Local Veterans Employment Representatives (LVER) who conduct outreach to area employers to identify their needs and develop employment opportunities for veterans.
- Develop and implement refined State Workforce Agency performance standards.
- Provide transition employment assistance workshops to service members prior to separation.
- Expand the Recovery and Employment Assistance Lifelines program and its crosscutting efforts with the Departments of Defense and Veterans Affairs to provide individualized job training, counseling and re-employment services to seriously injured or wounded veterans.

Homeless Veterans' Reintegration Program (HVRP) Competitive Grant Program

- Fund competitive grants to a wide range of program operators, including State and local governments, faith-based organizations, and other community-based organizations.
- Target veterans such as homeless veterans and seriously injured veterans who need individualized employment assistance.
- Link grants with other service providers to optimize their effectiveness in delivering employment services.

Improve the employment outcomes for veterans who receive One-Stop Career Center services and Homeless Veterans' Reintegration Program services (DOL-09/08/07-1E)

Performance Indicators	PY 2006 Result	Performance Targets		
		PY 2007 Target	PY 2008 Target	PY 2009 Target
Percent of Veteran participants employed in the first quarter after exit	60%	61%	61.5%	62%
Percent of Veteran participants employed in the first quarter after exit still employed in the second and third quarters after exit	79%	80%	80.5%	81%
Percent of Disabled Veteran participants employed in the first quarter after exit	55%	56%	56.5%	57%
Percent of Disabled Veteran participants employed in the first quarter after exit still employed in the second and third quarters after exit	78%	79%	79.5%	80%
Entered employment rate for homeless veterans HVRP participants	65%	65.5%	66%	66.5%
Employment retention rate after 6 months for homeless veteran HVRP participants	64%*	64.5%	65%	65.5%

Note: This program is based on a forward funded Program Year (PY) from July 1 – June 30.

* Reflects retention results for HVRP participants who entered employment during the first two quarters of PY 2006.

Strategic Goal 2 — A Competitive Workforce: *Meet the competitive labor demands of the worldwide economy by enhancing the effectiveness and efficiency of the workforce development and regulatory systems that assist workers and employers in meeting the challenges of global competition.*

Resources

Performance goals and major initiatives that support *A Competitive Workforce* are managed by six DOL agencies – the Employment and Training Administration (ETA), Veterans’ Employment and Training Service (VETS), the Office of the Assistant Secretary for Policy (OASP), the Women’s Bureau (WB), the Office of Disability Employment Policy (ODEP), and the International Labor Affairs Bureau (ILAB).

The Department’s \$3.54 billion of FY 2009 discretionary funding will contribute to maintaining a *Competitive Workforce* through efforts to address worker shortages in sectors of the American economy and build a demand-driven workforce system. Included in this goal is \$3.47 billion for employment and training programs, \$12 million to support policies and practices for disabled workers, and \$9 million to assist veterans.

Strategic Direction

Three trends transforming the American workforce and the manner in which people work are: an increasingly global economy; a sharp increase in the demand for knowledge workers; and, greater use of alternate work arrangements that do not fit the traditional work model.

The world has become more interconnected and the country’s economic development and competitive advantage depend on the competitiveness of the workforce — one that creates new products, makes better products, and brings them to the market faster.

An increasingly competitive and worldwide economy will require changes in the current regulatory construct. Competitive advantages stem from the transformation of new ideas and knowledge to advanced, high-quality products and services through innovation. Regions that will be most successful will connect three key elements: talent, infrastructure, and investment. In particular, efforts must focus on connecting workforce skills and lifelong learning strategies; regional infrastructure and economic development strategies; and investment and entrepreneurship strategies to maintain America’s competitiveness.

Departmental programs supporting this goal focus on the continued retooling of the workforce and refinement of a workforce investment system that is responsive to a demand-driven economy and addresses employer skill needs. Similarly, our regulatory strategies and approaches have been retooled to promote the greater flexibility desired by workers and employers. Employment-related laws, regulations and regulatory practices have been reconsidered to ensure they do not impose unnecessary costs on employers without yielding corresponding benefits to the workforce and the economy.

The Department will strengthen partnerships among the workforce investment system, business and industry, education and training providers, faith-based and community organizations, and economic development agencies through current policy emphases and key strategic priorities

Strategic priorities critical to transformation include:

- Building a demand-driven system within a regional economic development context; implementing system reform, with streamlined governance and alignment of economic and workforce development regions;
- Enhancing an integrated service delivery system that focuses on services rather than programs; advancing a vision for youth most in need;
- Expanding workforce information as the foundation for strategic planning and career guidance; strengthening partnerships with community and faith-based organizations;
- Increasing the use of flexibility provisions in WIA to design innovative programs to fuel economic competitiveness and create opportunities for career seeker customers; and
- Utilizing an integrated and enhanced performance accountability system.

To measure performance, the Department's employment and training programs use a set of common performance measures, an integral part of the performance accountability system. They serve as a uniform management and oversight tool for the workforce investment system by describing the core purposes of programs using a universal language. While workforce services vary from program to program, two core purposes are employment for adults and skill attainment for youth. Data collection focuses on how many people found jobs; whether they stay employed; and what they earned.

In order to ensure competitive and quality workplaces the Department, through work conducted by the Bureau of International Labor Affairs (ILAB), promotes internationally-recognized worker rights and labor standards, including those that relate to the elimination of exploitive child labor. Key strategies for this contribution to the competitiveness of the American workplace include research, monitoring and reporting on international labor developments, including the labor dimension of U.S. trade and investment agreements, and the application of labor standards. The Department also participates in policy development and representation in the negotiation of trade agreements and in international organizations such as the International Labor Organization, Organization for Economic Co-operation and Development, and other international forums where labor issues are addressed. The Department also assists in the formulation of international economic and labor policies and programs that lead to open markets globally and benefit U.S. workers.

Performance Goal: Increase the employment, retention, and earnings of individuals registered under the Workforce Investment Act Adult program.

ETA Workforce Investment Act (WIA) Adult program

WIA Adult program funds are provided by formula to States and local communities, which operate statewide networks of One-Stop Career Centers.

Strategies:

- Provide a continuum of seamlessly-integrated services (including services under the Wagner-Peyser Act and the WIA Dislocated Worker program)
- Provide comprehensive assistance to workers and employers.
- Leverage additional, non-federal resources in order to increase the quality and variety of assistance.

Increase the employment, retention, and earnings of individuals registered under the Workforce Investment Act Adult program (DOL-09/08/07-2A)				
Performance Indicators	PY 2006 Result	Performance Targets		
		PY 2007 Target	PY 2008 Target	PY 2009 Target
Percent of participants employed in the first quarter after exit	70%	71%	73%	75%
Percent of participants employed in the first quarter after exit still employed in the second and third quarters after exit	82%	83%	83%	84%
Average earnings in the second and third quarters after exit	\$11,870	\$12,045	\$12,165	\$12,290
This program is based on a forward funded Program Year (PY) from July 1 – June 30.				

Performance Goal: Increase the employment, retention, and earnings of individuals registered under the Workforce Investment Act Dislocated Worker program.

ETA Workforce Investment Act Dislocated Worker program

WIA Dislocated Worker funds are formula grants to the States. The Department allocates 80 percent of the funds to the States; the Secretary may use the remaining 20 percent for discretionary activities specified in the Workforce Investment Act.

Strategies:

- Assist laid-off workers to become reemployed quickly and preferably to enhance their employability and earnings by increasing occupational skills.
- Provide assistance to localities that suffer plant closings, mass layoffs or job losses due to natural disasters and military base realignment and closures.
- Leverage additional, non-federal resources in order to increase the quality and variety of assistance.

Increase the employment, retention, and earnings of individuals registered under the Workforce Investment Act Dislocated Worker program (DOL-09/08/07-2B)				
Performance Indicators	PY 2006 Result	Performance Targets		
		PY 2007 Target	PY 2008 Target	PY 2009 Target
Percent of participants employed in the first quarter after exit	78%	79%	80%	81%
Percent of participants employed in the first quarter after exit still employed in the second and third quarters after exit	88%	89%	89.5%	90%
Average earnings in the second and third quarters after exit	\$14,265	\$14,410	\$14,550	\$14,700
Note: This program is based on a forward funded Program Year (PY) from July 1 – June 30.				

Performance Goal: Improve outcomes for job seekers and employers who receive One-Stop employment and workforce information services.

ETA One-Stop Career Center program

The One-Stop Career Center program delivers core employment and workforce information services to a universal population of both businesses and job seekers.

Strategies:

- Help workers (employed and unemployed) obtain jobs.
- Give employers access to skilled workers.
- Provide effective employment and workforce information services that recognize the uniqueness of local/regional labor market conditions and the needs of workers.
- Collaborate with a wide array of One-Stop partners for a continuum of core, intensive, and training services available through One-Stop Centers.

Improve outcomes for job seekers and employers who receive One-Stop employment and workforce information services (DOL-09/08/07-2C)				
Performance Indicators	PY 2006 Result	Performance Targets		
		PY 2007 Target	PY 2008 Target	PY 2009 Target
Percent of participants employed in the first quarter after exit	60%	61%	62%	64%
Percent of participants employed in the first quarter after exit still employed in the second and third quarters after exit	77%	78%	79%	80%
Average earnings in the second and third quarters after exit	\$11,749	\$11,870	\$11,990	\$12,110
Note: This program is based on a forward funded Program Year (PY) from July 1 – June 30.				

Performance Goal: Assist older workers to participate in a demand-driven economy through the Senior Community Service Employment Program.

ETA Senior Community Service Employment Program

The Senior Community Service Employment Program assists low-income persons age 55 or older by providing opportunities to remain in or re-enter the workforce.

Strategies:

- Strengthen the efforts of the workforce investment system to integrate the full spectrum of services available to older workers.
- Increase the range of training services offered for older workers.
- More effectively target those most in need.
- Institute a two-year maximum on program participation.
- Provide flexibility to grantees to use other training options in addition to community service employment.

Assist older workers to participate in a demand-driven economy through the Senior Community Service Employment Program (DOL-09/08/07-2D)				
Performance Indicators	PY 2006 Result	Performance Targets		
		PY 2007 Target	PY 2008 Target	PY 2009 Target
Percent of participants employed in the first quarter after exit	32%	33%	35%	38%
Percent of participants employed in the first quarter after exit still employed in the second and third quarters after exit	66%	67%	68%	69%
Average earnings in the second and third quarters after exit	\$6,704	\$6,775	\$6,845	\$6,915
Note: This program is based on a forward funded Program Year (PY) from July 1 – June 30.				

Performance Goal: Assist workers impacted by international trade to better compete in the global economy through the Trade Adjustment Assistance Program.

ETA Trade Adjustment Assistance (TAA) program

The Trade Adjustment Assistance (TAA) program provides training, income support, and reemployment services to workers who lose their jobs due to increased imports or shifts in production to foreign countries.

Strategies:

- Work with Congress on Reauthorization of the Trade Adjustment Assistance program.
- Integrate the program with other dislocated worker programs.
- Increase outreach to older workers who may be eligible for Alternative Trade Adjustment Assistance.
- Expand co-enrollment in assistance programs.
- Provide employers compliance assistance.

Assist workers impacted by international trade to better compete in the global economy through the Trade Adjustment Assistance Program (DOL-09/08-2E)			
Performance Indicators	FY 2007 Result	Performance Targets	
		FY 2008 Target	FY 2009 Target
Percent of participants employed in the first quarter after exit	70%	73%	74%
Percent of participants employed in the first quarter after exit still employed in the second and third quarters after exit	88%	91%	91.5%
Average earnings in the second and third quarters after exit	\$13,914	\$14,050	\$14,190

Performance Goal: Address worker shortages through the Foreign Labor Certification Program.

ETA Office of Foreign Labor Certification

The Office of Foreign Labor Certification manages several programs designed to address the hiring of foreign workers on a temporary or permanent basis when no American workers are available, able, willing or qualified, and their hiring will not adversely affect similarly employed U.S. workers.

Strategies:

- Selectively re-engineer certain programs to improve processing efficiency while maintaining the integrity of the program and deterring fraud.
- Continue to evaluate the automated H-1B Program.
- Increase outreach efforts to encourage employers to file petitions electronically in the PERM Program.

Address worker shortages through the Foreign Labor Certification Program (DOL-09/08-2F)			
Performance Indicators	FY 2007 Result	Performance Targets	
		FY 2008 Target	FY 2009 Target
Percent of H-1B applications processed within seven days of the filing date for which no prevailing wage issues are identified	98.4%	100%	100%
Percent of employer applications for permanent labor certification under the streamlined system that are resolved within six months of filing	73.8%	75%	76%
Percent of H-2A applications with no pending state actions processed within 15 days of receipt and 30 days from the date of need	55%	60%	61%
Percent of H-2B applications processed within 60 days of receipt	62.4%	64%	65%

Performance Goal: Build knowledge and advance disability employment policy that affects and promotes systems change.

Disability Employment Policy

The Office of Disability Employment Policy develops and influences the implementation of policy to reduce barriers to employment for people with disabilities.

Strategies:

- Foster implementation of effective policies and practices.
- Conduct research and analysis that identifies and validates effective strategies.
- Provide technical assistance on implementing effective systems-change strategies to both the demand and supply side of the labor market.

Build knowledge and advance disability employment policy that affects and promotes systems change (DOL-09/08- 2G)			
Performance Indicators	FY 2007 Result	Performance Targets	
		FY 2008 Target	FY 2009 Target
Number of policy-related documents	34	34	18
Number of formal agreements	23	23	13
Number of effective practices	24	24	15

Performance Goal: Maximize regulatory flexibility and benefits and promote flexible workplace programs.

Regulatory Flexibility and Flexible Workplaces

The Office of the Assistant Secretary for Policy and the Department’s regulatory agencies will continue to conduct comprehensive reviews of key laws and regulations to determine their effectiveness and applicability to the new workplace. The Women’s Bureau will help business owners develop workplace flexibility policies and programs for their employees.

Strategies:

OASP— Regulatory Flexibility

- Continue to analyze the effectiveness of enforcement and compliance strategies to ensure that the DOL regulatory approach is consistent with the changing nature of work.
- Further the Department’s regulatory mission to maximize worker protections while minimizing regulatory burdens, including greater utilization of technologies.

WB — Flex-Options for Women

- Encourage entrepreneurs to focus on work redesign and implement flexible work options.
- Bring together corporate executives and entrepreneurs who volunteer to mentor business owners interested in developing flexible workplace policies and programs.

Maximize regulatory flexibility and benefits and promote flexible workplace programs (DOL-09/08-2H)			
Performance Indicators	FY 2007 Result	Performance Targets	
		FY 2008 Target	FY 2009 Target
Percent of identified significant regulations that are reviewed or withdrawn	95%	94%	94%
Percent of economically significant regulations that maximize net benefits	100%	88%	89%
Percent of participating employers who created or expanded a flexible workplace practice	65%	68.5%	72%

Performance Goal: Contribute to the elimination of the worst forms of child labor internationally

This goal assesses the Department’s grant performance in contributing to the elimination of the worst forms of child labor. This performance goal is for FY 2008 only and does not carry over into FY 2009.

Contribute to the elimination of the worst forms of child labor internationally (DOL-08-21)		
Performance Indicators	FY 2007 Result	FY 2008 Target*
Number of children prevented or withdrawn from child labor and provided education or training opportunities as a result of DOL-funded child labor elimination projects.	228,966	127,400
Number of countries with increased capacities to address child labor as a result of DOL-funded child labor elimination projects.	48	33
* Although Congress appropriated more funding for grant programs in 2008, these targets reflect performance on projects funded in prior fiscal years. For example, ILAB grantees will complete projects in 2008 initially funded in FY 2003. This reduction also reflects an increase in resources devoted to programs that focus on sectors and countries where the cost of withdrawal and prevention is higher.		

Strategic Goal 3 — Safe and Secure Workplaces: *Promote workplaces that are safe, healthful and fair; guarantee workers receive the wages due them; foster equal opportunity in employment; and protect veterans' employment and re-employment rights.*

Resources

Agencies supporting this strategic goal include the Occupational Safety and Health Administration (OSHA), the Mine Safety and Health Administration (MSHA), the Veterans' Employment and Training Service (VETS), the Wage and Hour Division (WHD) and the Office of Federal Contract Compliance Programs (OFCCP) within the Employment Standards Administration (ESA).

The Department proposes \$1.2 billion of discretionary budget authority in FY 2009 to conduct programs and activities that support A Safe and Secure Workforce. These programs include \$834 million for worker occupational safety and health (\$332 million for MSHA and \$502 million for OSHA), \$193 million for wage and hour protection and \$89 million for equal opportunity compliance, and \$14 million to protect veterans' re-employment rights.

Strategic Direction

The Department promotes and enforces some of the most widely recognized legal standards for gainful employment and quality workplaces. Many of these laws, programs, and regulations support the strategic goal for safe and secure workplaces. The Department is developing innovative approaches to implementing the laws and programs that protect the safety, health, and rights of workers. While the Department demonstrates continued success in protecting workplaces, one of its key challenges is developing strategies suited for the changing workplace.

The Department protects the rights of workers covered under the Occupational Safety and Health Act of 1970 by responding promptly to imminent danger situations; investigating fatalities, catastrophes and worker complaints; enforcing whistleblower rights under 14 statutes; and inspecting Federal agencies to protect Federal workers. The Department uses a targeted approach by directing inspections and outreach to worksites and industries with the highest injury and illness rates. In addition to workplace inspections, the Department employs a variety of compliance assistance and educational and outreach programs to improve employer health and safety management systems.

Under the provisions of the Federal Mine Safety and Health Act (Mine Act) of 1977, as amended by the Mine Improvement and New Emergency Response Act of 2006 (MINER Act), the Department protects the health and safety of workers in the mining industry. The Department recognizes that the mining environment is an inherently hazardous workplace. Current economic and demographic issues facing the mining industry add to this challenge. Thorough and regular mine inspections accompanied by education and training and technical support are critical to the Department's success in ensuring mine safety.

The Department remains committed to promoting compliance with labor standards to better protect all workers, especially those most economically disadvantaged and vulnerable. The Department ensures that low-wage workers receive the wages due to them by enforcing laws such as the Fair Labor Standards Act, which establishes minimum wage, overtime pay, recordkeeping, child labor standards and the Migrant and Seasonal Agricultural Worker Protection Act, which regulates the employment activities of agricultural employers, farm labor contractors, and associations using migrant and seasonal agricultural workers.

As a result of the Department's enforcement activities, the number of workers receiving back wages, which is the difference between what the employee was actually paid and the amount he or she should have been paid, has increased by 14 percent since FY 2001. The nation increasingly relies on immigrant workers to fill employers' needs in low-wage, labor-intensive industries such as agriculture, garment, health care, guard and janitorial services, restaurants, and hotel/motels.

The Department is responsible for the administration of anti-discrimination and equal employment opportunity regulations for Federal contractors and subcontractors employing more than 20 percent of the labor force in America, or approximately 26 million workers. Strong enforcement focuses on worst offenders with increased consequences for violations. The Department's continued success is largely driven by the use of Active Case Management which emphasizes the strategic use of enforcement resources and targeting establishments with the highest likelihood of discrimination.

The Department also helps to protect employment retention rights for veterans and members of the National Guard and Reserve. The Uniformed Services Employment and Reemployment Rights Act (USERRA) provides that returning service-members are reemployed in the job that they would have attained had they not been absent for military service. The law applies to virtually all public and private employers, regardless of size. The Department administers USERRA, investigates complaints, and performs educational outreach, all significant activities serving the men and women called to active duty over the course of the war on terror.

Performance Goal: Improve workplace safety and health through compliance assistance and enforcement of occupational safety and health regulations and standards.

Occupational Safety and Health Administration

DOL strives to improve workplace safety and health protections and prevent occupational injuries, illnesses, and fatalities.

Strategies:

- Direct enforcement resources to those who expose employees to serious hazards.
- Conduct inspection programs to ensure that they identify the most hazardous workplaces and make the best use of inspection resources.
- Provide effective compliance assistance programs and tools.
- Offer and provide employers and employees opportunities to participate in a variety of voluntary cooperative programs.

Improve workplace safety and health through compliance assistance and enforcement of occupational safety and health regulations and standards (DOL-09/08-3A)			
Performance Indicators	FY 2007 Result	Performance Targets	
		FY 2008 Target	FY 2009 Target
Days away, restricted and transferred (DART) per 100 workers	2.3*	2.3	2.2
Workplace fatalities per 100,000 workers for sectors covered by the OSH Act	1.58	1.58	1.57
* 2006 BLS DART rate for 2006; BLS DART rate for 2007 will be available in October 2008.			

Performance Goal: Reduce work-related fatalities, injuries, and illnesses in mines.

Mine Safety and Health Administration

The mission of the Mine Safety and Health Administration (MSHA) is to protect the safety and health of the nation’s miners. In enforcing the Mine Act, MSHA conducts four complete inspections annually at active underground mines and two complete inspections annually at active surface mines, provides compliance assistance, and partners with the mining community.

Strategies:

- Ensure the completion of all mandated inspections.
- Fully implement the provisions of the MINER Act.
- Expand active partnerships with industry, labor, and equipment manufacturers.
- Continue outreach efforts.

Reduce work-related fatalities, injuries, and illnesses in mines (DOL-09/08-3B)			
Performance Indicators	FY 2007 Result	Performance Targets	
		FY 2008 Target	FY 2009 Target
Mine industry fatalities per 200,000 hours worked	0.0195	0.0191	0.0187
Mine industry injuries per 200,000 hours worked	3.48	3.41	3.34
Percent of respirable coal mine dust samples exceeding the applicable standard (for designated occupations)	12.19%	11.50%	11.27%
Percent of silica dust samples taken with a result that is less than half of the exposure limit in metal and nonmetal mines	31.82%	31.18%	30.56%
Percent of noise samples taken with a result that is less than half of the exposure limit in metal and nonmetal mines	65.54%	64.23%	62.95%
Percent of noise exposures above the citation level in coal mines	3.66%	3.59%	3.52%

Note: Coal health indicators capture reductions in exposure levels that indicate a risk to miner health. Metal and non-metal mine indicators focus on sampling areas where miners are at the greatest risk of overexposure.

Performance Goal: Ensure workers receive the wages due them.

ESA Wage and Hour Division

Protecting the most vulnerable workers' wages and hours will continue to be a key focus of the Department. Low-wage industries that employ large numbers of vulnerable workers, including young workers, are characterized by relatively high violation rates of minimum wage, overtime and child labor requirements.

Strategies:

- Balance complementing strategies of directed enforcement, compliance assistance and partnerships and collaborations.
- Provide outreach and education to increase awareness of employment laws among employers, employees and other stakeholders.
- Improve data collection processes.

Ensure workers receive the wages due them (DOL-09/08-3C)			
Performance Indicators	FY 2007 Result	Performance Targets	
		FY 2008 Target	FY 2009 Target
Number of workers for whom there is an agreement to pay or an agreement to remedy per 1,000 enforcement hours in complaint cases	271	274	277
Percent of prior violators who achieved and maintained FLSA compliance following a full FLSA investigation	66%	67%	68%
Low wage workers assisted per 1,000 case hours	418	422	426
Number of wage determination data submission forms processed per 1,000 hours	2,636	2,662	2,689

Performance Goal: Federal contractors achieve equal opportunity workplaces.

ESA Office of Federal Contract Compliance Programs

The Department monitors Federal contractors’ compliance with applicable laws and executive orders, and assures that minorities, women, individuals with disabilities, and eligible veterans are afforded an equal opportunity to compete for employment and advancement.

Strategies:

- Compliance assistance to inform Federal contractors of their obligations and help them comply with requirements.
- Monitor and enforce compliance with Federal equal employment opportunity laws.
- Evaluate data collection processes and modernize agency data collection systems.
- Review program regulations and requirements to identify areas for improvement or reform.

Federal contractors achieve equal opportunity workplaces (DOL-09/08-3D)			
Performance Indicators	FY 2007 Result	Performance Targets	
		FY 2008 Target	FY 2009 Target
Discrimination rate for audited Federal contractors	1%	1%	1%
Compliance rate for all other EEO requirements	88%	89%	90%

Performance Goal: Reduce employer-employee employment issues originating from service members' military obligations conflicting with their civilian employment.

Uniformed Services Employment and Reemployment Rights

The Veterans' Employment and Training Service (VETS) discharges the Department of Labor's primary responsibilities under the Uniformed Services Employment and Reemployment Rights Act (USERRA) to ensure that returning veterans and members of the National Guard and Reserve components suffer no penalties in their civilian jobs as a consequence of their military service. This is especially important today, with the activation of half a million Guard and Reserve members since September 11, 2001.

Strategies:

- Investigate employment and reemployment complaints.
- Conduct compliance assistance activities to reduce the number and severity of complaints.
- Conduct briefings to National Guard and Reserve units as they are mobilized, and again as they are demobilized.
- Provide continuous outreach efforts to increase public awareness of the civilian employment rights of returning service members.
- Increase the quantity and quality of information available on the World Wide Web for both service members and employers.
- Work closely with the Department of Defense and the individual Military Services to maximize the direct delivery of information.

Reduce employer-employee employment issues originating from service members' military obligations conflicting with their civilian employment (DOL-09/08-3E)			
Performance Indicators	FY 2007 Result	Performance Targets	
		FY 2008 Target	FY 2009 Target
<p>USERRA Progress Index (measures compliance progress and assistance progress)</p> <p>Compliance Progress: 1) Number of Guard/Reserve de-mobilized per USERRA claim filed by Guard/Reserve; 2) Number of Guard/Reserve de-mobilized per USERRA claim filed by Guard/Reserve in primary issues; 3) Number of USERRA violations; 4) Number of USERRA violations in primary issues; 5) Number of meritless USERRA claims; 6) Number of meritless USERRA claims in primary issues; and 7) Average days cases remain in VETS jurisdiction</p> <p>Assistance Progress: Number of USERRA assistance contacts per Guard/Reserve mobilized and de-mobilized</p>	110%	115%	120%

Strategic Goal 4 — Strengthened Economic Protections: *Protect and strengthen worker economic security through effective and efficient provision of unemployment insurance and workers' compensation; ensuring union transparency; and securing pension and health benefits.*

Resources

Three DOL agencies and one government corporation chaired by the Secretary of Labor help the Department to strengthen economic protections: the Employment and Training Administration; the Employee Benefits Security Administration; the Pension Benefit Guaranty Corporation (PBGC); and the Office of Workers' Compensation Programs (OWCP) and the Office of Labor-Management Standards (OLMS) within the Employment Standards Administration.

To strengthen the *Economic Protections* of the nation's workers, the Department requests \$3.1 billion in discretionary budget authority in FY 2009. These programs include \$2.6 billion for the unemployment insurance program, \$110 million for operation of the workers' compensation programs, \$58 million to ensure union financial integrity, and \$148 million for pension and health benefit security.

Strategic Direction

Achieving a high level of economic protection for the workforce is vital to a strong and stable national economy. The Department of Labor is committed to strengthening economic protections through programs that administer payments of temporary benefits for the unemployed and that protect workers from the economic effects of work-related injuries and illness. The Department also safeguards union democracy and assures financial accountability for the millions of Americans who are union members. It also protects employee benefits plans against fraud and abuse.

The Department of Labor administers and enforces Title I of the Employee Retirement Income Security Act of 1974 (ERISA), in both civil and criminal areas. ERISA established broad standards of responsibility for those who are charged with managing more than 700,000 covered retirement plans, approximately 2.5 million covered health plans, and similar numbers of other welfare benefit plans, such as those providing life or disability insurance. The employee benefit plans under DOL jurisdiction hold nearly \$5 trillion in assets and cover approximately 150 million Americans.

The Department fulfills its responsibilities in this area through enforcement, compliance assistance, technical assistance, outreach and education to covered Americans and plan sponsors. In addition, the Department, through the Pension Benefit Guaranty Corporation (PBGC), which was created by Title IV of ERISA, insures and administers the pension payments for defined benefit plans that have terminated.

The Department also has a long history in administering workers' compensation claims. Originating with the Federal Employees' Compensation Act (FECA), the Department has since

added programs covering groups working in specific industries where there is a risk of injury or illness, such as longshoremen, harbor and maritime workers, coal miners and civilian employees on American military bases. Since the passage of the Energy Employees Occupational Illness Compensation Program Act of 2000 (EEOICPA), the Department of Labor has become the principal agency responsible for processing claims from current and former employees, contractors, and subcontractors of the Department of Energy who became ill as a result of their work in the nation's nuclear weapons complex. The Department continues to find new ways to improve customer service to workers and employers with initiatives in compliance assistance, performance measurement, and technological support for timely outcomes and enhanced customer service.

Performance Goal: Make timely and accurate benefit payments to unemployed workers, facilitate the reemployment of unemployment insurance beneficiaries, and set up unemployment tax accounts promptly for new employers.

ETA Unemployment Insurance

The Department is committed to strengthening economic protections through programs that administer payments of temporary benefits for the unemployed.

Strategies:

- Monitor state performance and ensure corrective action plans are established as needed.
- Provide technical assistance and training and arrange multi-state conferences to share best practices.
- Promote the accuracy and integrity of unemployment insurance payments.
- Promote swift reemployment of unemployment insurance beneficiaries through reemployment and eligibility assessments.

Make timely and accurate benefit payments to unemployed workers, facilitate the reemployment of unemployment insurance beneficiaries, and set up unemployment tax accounts promptly for new employers (DOL-09/08-4A)			
Performance Indicators	FY 2007 Result	Performance Targets	
		FY 2008 Target	FY 2009 Target
Percent of all intrastate first payments made within 21 days	88.2%	88.4%	88.5%
Percent of the amount of estimated overpayments that States detect and establish for recovery.	54.6%	56.0%	56.2%
Percent of UI claimants reemployed by the end of the first quarter after the quarter in which they received their first payment	65.1%	65.2%	65.3%
Percent of new employer tax liability determinations made within 90 days of the end of the first quarter in which liability occurred	84.7%	84.9%	85.1%

Performance Goal: Reduce the consequences of work-related injuries.

ESA OWCP Workers' Compensation programs

The Office of Workers' Compensation Programs (OWCP) administers programs providing wage replacement, medical treatment, and vocational rehabilitation benefits to workers and their survivors to compensate for work-related injury, illness, and death.

Strategies:

- Continue the quality case management program.
- Strengthen early case intervention and assistance to Federal employers in the continuation-of-pay period to achieve better recovery and return-to-work outcomes.
- Continue the gains produced by the Safety, Health and Return-to-Employment (SHARE) initiative to improve Federal agency performance in returning injured employees to work.
- Strengthen claimant outreach and customer service activities — in particular, to better identify potential EEOICPA claimant populations and guide them through the claims process. Strengthen communications and information services.
- Improve employers' participation in their role as partners in the administration of laws and in service to their injured workers.
- Maintain workers' compensation programs via fair and balanced adjudication.
- Reduce claims costs and delays stemming from unnecessary challenges to claims decisions.
- Ensure the accuracy and appropriateness of benefits payments; accurate liability forecasts; and reduced risk and improved security for its benefit funds.
- Assist employers in compliance with the Federal workers' compensation laws.

Reduce the consequences of work-related injuries (DOL-09/08-4B)			
Performance Indicators	FY 2007 Result	Performance Targets	
		FY 2008 Target	FY 2009 Target
Federal Employees Compensation Act Program:			
Lost production days rate (LPD per 100 employees) for all government agency cases	46.3*	48.5	48
Lost production days rate (LPD per 100 employees) for the United States Postal Service (USPS)	135.2*	142	139
Savings resulting from Periodic Roll Management case evaluations	\$17.1 million	\$14 million	\$12 million
Rate of change in the indexed cost per case of FECA cases receiving medical cost treatment compared to the Milliman USA Health Cost Index	+8.1% vs 8.3% (MHCI)	Remain below the Milliman USA Index	Remain below the Milliman USA Index
Targets for six communications performance areas:			
<ul style="list-style-type: none"> • Increase access to the Claimant Query System to 90% of the Federal workforce in the largest non-Postal agencies • Increase proportion of claims filed via Electronic Data Interchange • Maintain average caller hold times to ≤ 3 minutes • Maintain average call-back response times at ≤ 1.25 • Increase first-call resolutions to 80% of incoming calls • Maintain call handling quality at 95% 	4 Targets met	5 Targets met	5 Targets met
Longshore and Harbor Workers' Compensation Program: Days required to resolve disputed issues in contested cases	230	Baseline**	-1%
Division of Coal Mine Workers' Compensation: Average number of days to render a decision on a claim	224	220	218
Percent change in Black Lung average medical treatment cost from the previous year compared to the National Health Expenditure Projection (NHEP)	\$3,281***	6.1%	6.4%
Energy Employees Occupational Illness Compensation Program:			
Average number of days to process Part B initial claims	238	226	221
Average number of days to process Part E initial claims	293	290	272
Percent of Part B and Part E final decisions processed within 180 days where there is a hearing and within 75 days where there is no hearing	87.5%	87%	88%

Reduce the consequences of work-related injuries (DOL-09/08-4B)		
		Performance Targets
<p>*FY 2007 results reflect an adjusted method for calculating LPD to more accurately capture intermittent periods of compensation.</p> <p>**Establishing new baseline to reflect increased workload and complex disputes resulting from Defense Base Act cases.</p> <p>***Baseline year is presented in dollars and will determine rate of change between FY 2007-2008.</p>		

Performance Goal: Ensure union financial integrity, democracy and transparency.

ESA Office of Labor Management Standards

DOL will continue efforts to advance the objectives of the Labor-Management Reporting and Disclosure Act (LMRDA) to ensure union democracy, financial integrity, and transparency through a comprehensive program of enforcement and compliance assistance.

Strategies:

- Conduct an effective program of union audits to monitor and promote compliance.
- Correct statutory violations.
- Expand the Internet public disclosure service to improve public access to information reported by unions and others under the Act.

Ensure union financial integrity, democracy and transparency (DOL-09/08-4C)			
Performance Indicators	FY 2007 Result	Performance Targets	
		FY 2008 Target	FY 2009 Target
Percent of unions with fraud	7%	7%	6.5%
Percent of union reports meeting standards of acceptability	95%	97%	97%
Percent of unions in compliance with LMRDA standards for democratic union officer elections	92.3%	93%	93.5%
Ratio of criminal cases opened per the number of targeted audits	--	Baseline	--*
Percent of unions filing reports electronically	--	Baseline	--*
Number of days to resolve union officer election complaints	--	Baseline	--*
*Targets will be set once baseline is established.			

Performance Goal: Enhance pension and health benefit security.

Employee Benefits Security Administration

DOL works to protect the pension, health and other employee benefits of workers, retirees and their families and to enhance retirement security and greater access to health benefits through enforcement, compliance and participant assistance, and regulatory and policy initiatives.

Strategies:

- Monitor and report civil cases with corrected fiduciary violations through the following national initiatives:
 - The Employee Contributions Project (timely deposit of participant contributions to 401(k) plans and health care plans);
 - The Employee Stock-Ownership Plans (ESOP) Project (unique violations);
 - The Health Fraud/Multiple Employer Welfare Arrangements (MEWAs) Project (investigate abusive and fraudulent MEWAs);
 - The Rapid ERISA Action Team (protect the rights and benefits of plan participants when the plan sponsor faces severe financial hardship or bankruptcy); and,
 - The Consultant/Advisor Project (investigate improper, undisclosed compensation by pension consultants and other investment advisers).
- Monitor and report criminal cases that are accepted for prosecution.
- Measure customer satisfaction with its compliance assistance programs.
- Promote increased participation in voluntary correction programs such as the Voluntary Fiduciary Correction Program and the Delinquent Filer Voluntary Compliance Program.

Enhance pension and health benefit security (DOL-09/08-4D)			
Performance Indicators	FY 2007 Result	Performance Targets	
		FY 2008 Target	FY 2009 Target
Ratio of closed civil cases with corrected fiduciary violations to civil closed cases	69%	64%	67%
Ratio of criminal cases accepted for prosecution to cases referred	67%	50%	52%
Applications for Voluntary Compliance programs	20,123	21,000	21,500

Performance Goal: Improve the pension insurance program.

Pension Benefit Guaranty Corporation

The Pension Benefit Guaranty Corporation safeguards the pension insurance system for the benefit of participants, plan sponsors, and other stakeholders.

Strategies:

- Implement pension reforms in the Pension Protection Act of 2006 as well as the Deficit Reduction Act of 2005
- Encourage full compliance with pension laws and regulations to protect the interests of participants, plan sponsors, and stakeholders.
- Continue to provide timely, accurate and responsive service to customers; empower and encourage customers to interact electronically with the PBGC; and, improve the quality and consistency of customer information.

Improve the pension insurance program (DOL-09/08-4E)			
Performance Indicators	FY 2007 Result	Performance Targets	
		FY 2008 Target	FY 2009 Target
Customer Satisfaction score for premium filers	70	69	70
Customer Satisfaction score for responding to trustee plan participant callers	78	80	80
Customer Satisfaction score for retirees receiving benefits from PBGC	88	85	85
Number of years between the date of Trusteeship and the date the Benefit Determination is Issued	3.0	3.0	3.0

Implementing the President’s Management Agenda











In 2001, the Administration implemented the President’s Management Agenda (PMA), designed to help agencies improve management performance. The five government-wide PMA initiatives are:

- *Strategic Management of Human Capital*
- *Competitive Sourcing*
- *Improved Financial Performance*
- *Expanded Electronic Government*
- *Performance Improvement Initiative*

DOL is also participating in three program initiatives that apply only to selected Federal Departments and Agencies:

- *Faith-Based and Community Initiative*
- *Real Property Asset Management*
- *Elimination of Improper Payments*

On June 30, 2005 the Department of Labor became the first organization to achieve *Green* status scores on all five government-wide President’s Management Agenda components. DOL also increased its standing in the agency-specific initiatives by achieving *Green* status scores in *Elimination of Improper Payments* and for its implementation of the *Faith-based and Community Initiative*; and has a *Yellow* status with *Green* progress in *Real Property*. The DOL scores for the five government-wide initiatives as of the December 31, 2007 scorecard is shown in the chart below.

<i>DOL PMA Scorecard as of December 31, 2007</i>	Status	Progress
Human Capital	 Green	 Green
Competitive Sourcing	 Green	 Green
Financial Performance	 Green	 Green
E-Government	 Green	 Green
Performance Improvement Initiative	 Green	 Green

Program Assessment Rating Tool (PART) and DOL's FY 2009 Assessments

Thirty-five DOL programs have been evaluated through the Program Assessment Rating Tool (PART) process since CY 2002. In preparation for the FY 2009 Budget, six programs were evaluated in 2007 including two “new” programs and four previously assessed programs. Of these programs, one was rated *Moderately Effective*; four were rated *Adequate*, and one was rated *Ineffective*.

DOL PART RATINGS AND RANKINGS*						
Program	CY 2002	CY 2003	CY 2004	CY 2005	CY 2006	CY 2007
BLS	Moderately Effective	Effective				
ESA/FECA	Moderately Effective					
OSHA	Adequate					Adequate
EBSA	Results Not Demonstrated		Moderately Effective			
ETA/Trade Adjustment Act	Results Not Demonstrated	Ineffective				Ineffective
ESA/OFCCP	Results Not Demonstrated		Adequate			
ETA/Dislocated Workers	Results Not Demonstrated	Adequate				
ETA/Youth Activities	Results Not Demonstrated	Ineffective				
ETA/Senior Community Service Employment Program	Results Not Demonstrated	Ineffective				
ESA/Black Lung		Moderately Effective				
ETA/UI Administrative Grants		Moderately Effective				
MSHA		Adequate				
ETA/Migrant & Seasonal Farmworkers		Ineffective				
ESA/WHD Davis-Bacon Act		Results Not Demonstrated				
Job Corps			Moderately Effective			Adequate
ETA/Native Americans Program			Adequate			

DOL PART RATINGS AND RANKINGS*						
Program	CY 2002	CY 2003	CY 2004	CY 2005	CY 2006	CY 2007
ETA/Employment Service			Adequate			
ETA/Foreign Labor Certification (H-1B)			Moderately Effective			
ETA/Foreign Labor Certification (PERM)			Adequate			
PBGC			Moderately Effective			Moderately Effective
ILAB			Adequate			
ETA/Adult Employment and Training				Adequate		
ETA/Apprenticeship Training				Results Not Demonstrated		
ETA/Work Incentive Grants				Adequate		
ESA/Office of Labor Management Standards				Adequate		
ESA/Longshore				Adequate		
Women's Bureau				Results Not Demonstrated		
VETS/Disabled Veterans' Outreach Program/Local Veterans Employment Programs				Moderately Effective		
Homeless Vets					Moderately Effective	
Office of Disability Employment Policy					Results Not Demonstrated	
Other Wage-Hour Programs					Moderately Effective	
Solicitor					Moderately Effective	
YouthBuild					Results not Demonstrated	
Energy Employees Occupational Injury Compensation Program						Adequate
Dislocated Worker National Emergency Grants						Adequate

DOL PART RATINGS AND RANKINGS*						
Program	CY 2002	CY 2003	CY 2004	CY 2005	CY 2006	CY 2007
*Programs do not undergo a PART review each year; some programs receive a follow-up PART if additional information is considered significant.						