

I. Agency-Wide Recovery Plan for Recovery.gov (Q 2.7 of Guidance)

Data Field	Description of Data Element
Agency ID	MAX ID for Agency (will be auto-populated)
Agency Name	United States Department of Labor
Broad Recovery Goals	<p>The American Recovery and Reinvestment Act of 2009 (Recovery Act) aims to create or save over 3.5 million jobs over two years and to jumpstart and transform our economy in the process. Since our nation's greatest resource is its workers, the Recovery Act targets investments to key areas that will create and preserve good jobs. DOL has two key roles in this recovery effort: providing worker training for these jobs; and easing the burden of the recession on workers and employers by providing extended and expanded unemployment benefits and assisting and educating them regarding expanded access to continued health benefits.</p> <p>The Recovery Act provides a significant boost in funding for DOL employment and training programs to help Americans acquire new skills that will help them qualify for good jobs. To this end, the Department is overseeing the allocation and expenditure of over \$4 billion for training and employment services targeting adults, dislocated workers, and youth – including State formula grants and competitive grants for training in health care and green jobs.</p> <p><u>Specific goals and expected outcomes:</u></p> <ul style="list-style-type: none"> • The Department measures the success of its training and employment efforts using the job training program common measures, which include the percent of program participants who enter or re-enter employment, the percent who retain those jobs, and their average earnings. DOL will also measure the performance of the unemployment insurance program by the timeliness of first payments to unemployment insurance benefit claimants and by how quickly they were re-employed. Results for these measures will be posted on the Web each quarter on both www.recovery.gov and on www.dol.gov/recovery. • To help Americans who have lost their jobs retain access to health care, the Department is implementing Recovery Act legislation that expands COBRA (Consolidated Omnibus Budget Reconciliation Act of 1986) eligibility via premium assistance. We will measure our efficiency at processing appeals and report the results monthly on both www.recovery.gov and on www.dol.gov/recovery. • The Department is also using Recovery Act funds to provide youth summer employment opportunities.

	<p>Results of this program will be measured by job readiness and completion rates. These results will be available quarterly on both www.recovery.gov and on www.dol.gov/recovery.</p> <p>The Department is also using Recovery Act funds to enforce worker protection laws and regulations, provide oversight, and coordinate activities related to the infrastructure and unemployment insurance investments in the Recovery Act.</p> <p>DOL continues to provide guidance and technical assistance to Recovery Act fund recipients and is committed to transparency and accountability in implementing this Recovery Plan.</p>
<p>List of Recovery Programs within Agency</p>	<p><u>Employee Benefits Security Administration</u></p> <p><u>Employment Standards Administration</u> Office of Federal Contract Compliance Office of Labor-Management Standards Wage and Hour Division</p> <p><u>Employment and Training Administration</u> Employment Service Unemployment Insurance – Extension of the Emergency Unemployment Compensation, 2008 (EUC08) and Federal Additional Compensation Program (FAC) Unemployment Insurance – Modernization (\$7 Billion Incentive Fund) Unemployment Insurance – Special Transfer for Administration (\$500 Million) Training Grants for Green Jobs and Emerging Industry Sectors Senior Community Service Employment Program Trade Adjustment Assistance – Administration & Benefits National Emergency Grants for Health Coverage Assistance Work Opportunity Tax Credit (forthcoming) Workforce Investment Act (WIA) Adult WIA Dislocated Workers WIA Dislocated Workers National Emergency Grants WIA Youth WIA Indian and Native American Program – Youth Supplemental YouthBuild</p>

	<p><u>Occupational Safety and Health Administration</u></p> <p><u>Office of Job Corps</u></p> <p><u>Department of Labor Administrative Support Activities - Office of Acquisition Management Services, Human Resources Center, and Office of the Chief Financial Officer</u></p> <p><u>Office of the Solicitor</u></p>
Funding Table	

*All dollar figures in millions of dollars		TAFS		*April 2009		*May 2009		*June 2009		*July 2009		*August 2009		*September 2009	
Agency	WARR- ANT*	ACCT	TITLE	Obliga- tions	Gross Outlays	Obliga- tions	Gross Outlays	Obliga- tions	Gross Outlays	Obliga- tions	Gross Outlays	Obliga- tions	Gross Outlays	Obliga- tions	Gross Outlays
Departmen t of Labor	150	0184	Training and Employment Services (TES), Recovery Act Health NEGs	0	0	2	1	4	2	9	3	12	5	15	6
Departmen t of Labor	1,182	0184	TES, Recovery Act Youth Activities	1,182	43	1,182	86	1,182	126	1,182	168	1,182	209	1,182	326
Departmen t of Labor	17.8	0184	TES, Recovery Act Youth Native American	12	0	12	1	12	1	12	2	12	2	12	3
Departmen t of Labor	50	0184	TES, Recovery Act YouthBuild	0	0	0	0	49	5	49	7	49	9	49	13
Departmen t of Labor	500	0184	TES, Recovery Act Adult Activities	495	18	495	36	495	53	495	70	495	87	495	136
Departmen t of Labor	1,250	0184	TES, Recovery Act Dislocated Workers	1,242	45	1,242	90	1,242	133	1,242	176	1,242	220	1,242	342
Departmen t of Labor	200	0184	TES, Recovery Act DW NEG	0	0	13	1	24	3	35	5	46	8	57	16
Departmen t of Labor	750	0184	TES, Recovery Act High Growth Grants	0	0	0	0	0	0	0	0	1	0	1	0
Departmen t of Labor	120	0176	Community Service Employment for Older Americans, Recovery Act	118	8	118	16	118	24	118	32	118	40	118	50
Departmen t of Labor	0	0179	State Unemployment Insurance and Employment Service Operations	396	26	396	53	396	79	396	106	396	132	396	158
Departmen t of Labor	11,526	0186	Payments to the Unemployment Trust Fund - Recovery Act*	373	373	1,406	1,406	3,190	3,190	5,736	5,736	8,382	8,382	11,246	11,246
Departmen t of Labor	6,258	1800	Federal Addtl Unemployment Compensation Program, Recovery Act**	1,544	1,544	2,243	2,243	2,946	2,946	3,673	3,673	4,400	4,400	5,067	5,067

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Agency	WARR- ANT*	ACCT	TITLE	Obliga- tions	Gross Outlays	Obliga- tions	Gross Outlays	Obliga- tions	Gross Outlays	Obliga- tions	Gross Outlays	Obliga- tions	Gross Outlays	Obliga- tions	Gross Outlays
Departmen t of Labor	150	0184	Training and Employment Services (TES), Recovery Act Health NEGs	19	8	23	10	26	11	26	13	27	15	27	17
Departmen t of Labor	1,182	0184	TES, Recovery Act Youth Activities	1,182	387	1,182	365	1,182	405	1,182	409	1,182	458	1,182	506
Departmen t of Labor	17.8	0184	TES, Recovery Act Youth Native American	12	4	12	4	12	4	12	4	12	5	12	5
Departmen t of Labor	50	0184	TES, Recovery Act YouthBuild	49	16	49	15	49	17	49	17	49	19	49	21
Departmen t of Labor	500	0184	TES, Recovery Act Adult Activities	495	162	495	153	495	170	495	171	495	192	495	212
Departmen t of Labor	1,250	0184	TES, Recovery Act Dislocated Workers	1,242	406	1,242	384	1,242	425	1,242	429	1,242	481	1,242	532
Departmen t of Labor	200	0184	TES, Recovery Act DW NEG	68	22	79	24	90	31	101	35	112	43	123	53
Departmen t of Labor	750	0184	TES, Recovery Act High Growth Grants	1	0	161	50	311	107	741	256	741	287	741	317
Departmen t of Labor	120	0176	Community Service Employment for Older Americans, Recovery Act	118	55	118	61	118	66	118	72	118	77	118	82
Departmen t of Labor	0	0179	State Unemployment Insurance and Employment Service Operations	396	31	396	61	396	92	396	123	396	153	396	181
Departmen t of Labor	11,526	0186	Payments to the Unemployment Trust Fund - Recovery Act*	13,976	13,976	16,698	16,698	19,414	19,414	21,643	21,643	23,113	23,113	23,886	23,886
Departmen t of Labor	6,258	1800	Federal Addtl Unemployment Compensation Program, Recovery Act**	5,717	5,717	6,380	6,380	7,127	7,127	7,690	7,690	8,086	8,086	8,348	8,348

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Agency	WARR-ANT*	ACCT	TITLE	Obligations	Gross Outlays	Obligations	Gross Outlays	Obligations	Gross Outlays	Obligations	Gross Outlays	Obligations	Gross Outlays	Obligations	Gross Outlays
Department of Labor	6.15	0167	Salaries and Expenses, Recovery Act (DM)	0	0	0	0	1	0	1	0	1	0	2	1
Department of Labor	8.93	0167	Reserved for Contingencies	0	0	0	0	0	0	0	0	0	0	0	0
Department of Labor	1.87	0167	Office of the Solicitor (SOL)	0	0	0	0	0	0	0	0	0	0	1	0
Department of Labor	1.73	0172	UI Emergency Unemployment Compensation & Increase in Weekly UI Benefit	0	0	0	0	0	0	0	0	0	0	1	0
Department of Labor	2.4	0172	UI Modernization Incentive	0	0	0	0	0	0	0	0	1	0	1	1
Department of Labor	5.88	0172	Expanded TAA	0	0	1	1	1	1	1	1	2	2	2	2
Department of Labor	9.71	1700	COBRA Premium Assistance	0	0	2	0	2	1	3	2	4	3	5	3
Department of Labor	4.69	0105	WHD Davis Bacon	0	0	14	7	761	647	1,515	1,288	2,269	1,929	3,032	2,577
Department of Labor	17.3	0105	WHD Prevailing Wage	0	0	23	3	1,138	967	2,253	1,915	3,368	2,863	4,484	3,811
Department of Labor	7.2	0105	OFCCP	0	0	234	195	1,173	975	1,458	1,230	1,978	1,680	2,498	2,130
Department of Labor	.581	0105	OLMS	0	0	86	87	142	143	200	198	258	253	317	317
Department of Labor	13.57	0400	Salaries and Expenses, Recovery Act, OSHA	0	0	5	1	5	2	6	3	6	4	7	4
Department of Labor	6	0107	Office of the Inspector General	1	0	1	0	1	0	1	0	1	0	1	0
Department of Labor	250	0182	Office of Job Corps, Recovery Act	2	1	16	4	139	8	141	29	169	36	198	43

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Departmen t of Labor	6.15	0167	Salaries and Expenses, Recovery Act (DM)	3	2	3	2	3	2	4	3	4	3	4	4
Departmen t of Labor	8.93	0167	Reserved for Contingencies	1	0	1	1	2	2	3	3	4	3	4	4
Departmen t of Labor	1.87	0167	Office of the Solicitor (SOL)	1	1	1	1	1	1	1	1	1	1	1	1
Departmen t of Labor	1.73	0172	UI Emergency Unemployment Compensation & Increase in Weekly UI Benefit	1	1	1	1	1	1	1	1	1	1	1	1
Departmen t of Labor	2.4	0172	UI Modernization Incentive	1	1	1	1	1	1	1	1	1	1	2	1
Departmen t of Labor	5.88	0172	Expanded TAA	2	2	3	3	3	3	3	3	4	4	4	4
Departmen t of Labor	9.71	1700	COBRA Premium Assistance	6	4	7	4	7	4	7	5	8	5	8	6
Departmen t of Labor	4.69	0105	WHD Davis Bacon	3,171	2,695	3,310	2,814	3,449	2,932	3,588	3,050	3,727	3,168	3,866	3,286
Departmen t of Labor	17.3	0105	WHD Prevailing Wage	5,552	4,719	6,620	5,627	7,688	6,535	8,756	7,443	9,824	8,350	10,892	9,258
Departmen t of Labor	7.2	0105	OFCCP	2,902	2,530	3,306	2,930	3,711	3,330	4,098	3,730	4,485	4,130	4,874	4,530
Departmen t of Labor	.581	0105	OLMS	15	14	30	28	46	42	62	58	78	74	93	90
Departmen t of Labor	13.57	0400	Salaries and Expenses, Recovery Act, OSHA	8	5	8	6	9	7	9	7	10	8	10	9
Departmen t of Labor	6	0107	Office of the Inspector General	2	0	2	0	2	0	2	1	3	1	3	1
Departmen t of Labor	250	0182	Office of Job Corps, Recovery Act	228	51	234	60	236	69	238	78	240	87	242	96

*All dollar figures in millions of dollars		TAFS		*April 2010		*May 2010		*June 2010		*July 2010		*August 2010		*September 2010	
Agency	WARR-ANT*	ACCT	TITLE	Obligations	Gross Outlays	Obligations	Gross Outlays	Obligations	Gross Outlays	Obligations	Gross Outlays	Obligations	Gross Outlays	Obligations	Gross Outlays
Department of Labor	6.15	0167	Salaries and Expenses, Recovery Act (DM)	4	4	5	4	5	5	5	5	5	5	6	5
Department of Labor	8.93	0167	Reserved for Contingencies	5	5	6	6	7	6	7	7	8	8	9	9
Department of Labor	1.87	0167	Office of the Solicitor (SOL)	1	1	2	1	2	1	2	1	2	1	2	2
Department of Labor	1.73	0172	UI Emergency Unemployment Compensation & Increase in Weekly UI Benefit	1	1	1	1	1	1	2	1	2	2	2	2
Department of Labor	2.4	0172	UI Modernization Incentive	2	2	2	2	2	2	2	2	2	2	2	2
Department of Labor	5.88	0172	Expanded TAA	4	4	5	4	5	5	5	5	6	5	6	6
Department of Labor	9.71	1700	COBRA Premium Assistance	9	6	10	7	10	8	10	9	10	10	10	10
Department of Labor	4.69	0105	WHD Davis Bacon	4,005	3,404	4,144	3,522	4,283	3,641	4,422	3,759	4,561	3,877	4,688	3,985
Department of Labor	17.3	0105	WHD Prevailing Wage	11,960	10,166	13,028	11,074	14,096	11,982	15,164	12,889	16,232	13,797	17,299	14,704
Department of Labor	7.2	0105	OFCCP	5,261	4,884	5,648	5,238	6,037	5,592	6,424	5,946	6,811	6,300	7,200	6,538
Department of Labor	.581	0105	OLMS	109	106	125	122	140	138	157	154	174	170	581	571
Department of Labor	13.57	0400	Salaries and Expenses, Recovery Act, OSHA	11	10	11	10	12	11	12	11	13	12	14	13
Department of Labor	6	0107	Office of the Inspector General	3	1	3	1	4	1	4	1	4	1	4	1
Department of Labor	250	0182	Office of Job Corps, Recovery Act	245	106	246	116	247	124	248	135	249	142	250	149

Program Administration

*All dollar figures in millions of dollars		TAFS		*April 2009		*May 2009		*June 2009		*July 2009		*August 2009		*September 2009	
Agency	WARRANT*	ACCT	TITLE	Obligations	Gross Outlays	Obligations	Gross Outlays	Obligations	Gross Outlays	Obligations	Gross Outlays	Obligations	Gross Outlays	Obligations	Gross Outlays
Department of Labor	0	0172	Recovery Act – TOTAL TES	1.81	1.72	4.62	3.44	6.43	5.16	8.24	6.88	10.05	8.59	11.86	10.31
Department of Labor	0	0172	Recovery Act – TOTAL CSEOA	0.10	0.09	0.19	0.18	0.29	0.27	0.38	0.36	0.48	0.46	0.58	0.55
Department of Labor	0	0172	STATE UI and ES Operations	0.21	0.20	0.42	0.40	0.63	0.59	0.83	0.79	1.04	0.99	1.25	1.19

*October 2009		*November 2009		*December 2009		*January 2010		*February 2010		*March 2010	
Obligations	Gross Outlays	Obligations	Gross Outlays	Obligations	Gross Outlays	Obligations	Gross Outlays	Obligations	Gross Outlays	Obligations	Gross Outlays
14.15	12.50	16.45	14.68	18.75	16.86	21.05	19.05	23.35	21.23	25.64	23.41
0.63	0.60	0.68	0.65	0.73	0.69	0.78	0.74	0.84	0.79	0.89	0.84
1.48	1.41	1.71	1.62	1.94	1.84	2.17	2.06	2.40	2.28	2.63	2.49

*April 2010		*May 2010		*June 2010		*July 2010		*August 2010		*September 2010	
Obligations	Gross Outlays	Obligations	Gross Outlays	Obligations	Gross Outlays	Obligations	Gross Outlays	Obligations	Gross Outlays	Obligations	Gross Outlays
27.94	25.59	30.24	27.78	32.54	29.96	34.84	32.14	37.13	34.33	39.43	36.51
0.94	0.89	0.99	0.94	1.04	0.99	1.10	1.04	1.15	1.09	1.20	1.14
2.85	2.71	3.08	2.93	3.31	3.15	3.54	3.36	3.77	3.58	4.00	3.80

<p>Competition on Contracts (excludes contracts under grants)</p>	<ul style="list-style-type: none"> • DOL awarded 84% of its contract dollars via competition in FY 2008. Between 2005 and 2007, DOL has had the highest or second highest contract competition percentages among the major cabinet level departments spending \$1 billion or more. • DOL projects that the majority of its Recovery Act funding contract dollars, approximately 80% to 85%, will be awarded using a competitive process. A significant portion of the remaining contract dollars will be obligated using the authorized and encouraged small business set-aside programs, especially for the Office of Job Corps Recovery Act construction procurements. • As time progresses, DOL projects that Recovery Act contracts awarded via competition will remain steady due to the continued use of authorized and encouraged small business programs. • To promote competition, DOL has released two internal guidance memoranda to all contracting offices reinforcing the preference for competition. Additionally, DOL has strict internal controls over non-competitive actions. These controls include a process that requires planned, non-competitive actions above \$100,000 to be reviewed by a board consisting of legal, acquisition, policy, and program representatives with a final approval by the Assistant Secretary for Administration and Management.
<p>Contract Type (excludes contracts under grants)</p>	<p>The agency shall review its use of fixed-price contracts as a % of all dollars spent and describe the steps taken and planned to maximize the use of fixed-price contracts wherever practicable for ARRA-funded contracts. The discussion shall include a projection of the expected use of fixed-price contracts based on anticipated ARRA dollars (not numbers of contracts) and the rationale for the projection. If the agency projects a decline, the plan shall address steps to be taken by fiscal quarter to address this. Agencies should achieve increased use of fixed-price contracts over time.</p> <ul style="list-style-type: none"> • 35% of DOL's contract dollars were awarded using fixed-price contract vehicles in FY 2008. • DOL projects that at least 71% of Recovery Act contract dollars will be awarded using fixed-price type contract vehicles. All of the major Job Corps Recovery Act construction procurements, which represent the majority of DOL's Recovery Act discretionary contract dollars, are being awarded on a fixed-price basis. • The Department expects that usage of fixed-price contract vehicles will remain constant or slightly increase from the 71% level as time progresses. The steady trend is a result of the majority of Recovery Act dollars, primarily the major Job Corps construction procurements, being awarded before November 2009. <p>To promote the utilization of fixed-price type contracts, DOL has released two internal guidance memoranda,</p>

	<p>which stress the preference for fixed-price contracts. Additional guidance is provided to contracting professionals on an ongoing basis via email reminders and weekly conference calls. The Department is also creating a supplemental checklist for all contracting professionals to fill out when processing Recovery Act actions. This checklist requires the contracting professional assess the type of contract vehicle best suited to the acquisition and to provide justifications for the use of other than fixed-price contract vehicles.</p>
<p>Description of Agency accountability mechanisms.</p>	<p>The Department is providing oversight and coordination of its agencies' and programs' efforts. For example, weekly meetings with senior agency representatives provide department-wide guidance on meeting the Act's requirements for accountability and transparency. In addition, Departmental leadership conducted a budget justification and review process to determine the allocation of the \$80 million that was provided to the Department for distribution to worker protection, oversight, and coordination activities, with the goal of ensuring that funds were allocated based on demonstrated need and consistency with Recovery Act goals.</p> <p><u>Reviewing Performance Results</u> Each quarter, the Department's Budget and Performance Management Review (BPMR) requires DOL programs to report the status of their budgetary expenditures, completion of their improvement actions, and progress meeting annual performance targets for senior leadership review. Recovery Act spending, milestones, and progress toward achieving Recovery Act goals and targets have now been added to the quarterly BPMR.</p> <p><u>Holding Program Managers Accountable</u> The DOL Human Capital Strategic Plan for 2008-2011 commits the Department to ensuring that each employee is aware of his or her role in the accomplishment of the Department's mission by aligning all employee performance plans with the objectives of the agency.</p> <p>The Department's Senior Executive Service (SES) Performance Management System is certified by Office of Personnel Management and the Office of Management and Budget. As such, the system meets requirements for mission/goal alignment and performance results. Currently, SES performance expectations for DOL executives clearly link to the mission, program/policy objectives, annual performance plans, budget priorities or other strategic planning documents. Performance expectations include results that reflect expected outcomes or outputs, performance targets or metrics and must be observable, measurable and or demonstrable.</p> <p>At the first practicable opportunity, the performance appraisal plans of all DOL employees with Recovery Act</p>

implementation responsibilities will include performance elements that tie to specific Recovery Act goals. Guidance from the Department is forthcoming.

Strategic Partner Accountability

The Department is developing reporting guidelines for fund recipients that will minimize any new collection burdens yet provide timely and accurate accounting of grantee performance and outcomes. We are working with our programs and fund recipients to update or modify grant agreements and reporting guidance so that all grant recipients clearly understand the transparency and accountability requirements associated with the receipt of Recovery Act funds.

In addition to the laws, regulations, and polices currently in place to ensure contractor accountability, new contract clauses have been added to the Federal Acquisition Regulations (FAR) that strengthen the existing requirements. These new contract clauses are mandatory and are inserted in all contracts that are funded with Recovery Act funds. The clauses include additional reporting requirements and expand the rights of GAO and respective agency IG in conducting investigations.

Risk Mitigation

Accountability for risk mitigation will be maintained through the careful monitoring of agency risk management performance measures and mitigation strategy triggers. Using risk management plans as a baseline, senior DOL leadership will regularly review findings and results from performance reviews, with emphasis placed on programs with highest risk.

To address oversight risks, the Department will issue recommended revisions to performance appraisal plans for officials who monitor grants and contracts issued by the department. Under these recommended revisions, agency leadership will include elements that tie monitoring of contracts and grants to performance standards.