

**I.A.: OVERVIEW BY10**

*Descriptive Information BY10*

Template Name	BY2010
Investment Name	OASP - ELAWS (Employment Laws Assistance for Workers and Small Businesses)
Investment Revision Number	16
Is this investment a consolidated business case?	No
Point of Contact	Hyland, Paul
Revision Comment	
Date of Submission	4/10/2009
Agency	Department of Labor
Bureau	DM - ASP
Name of this Capital Asset	OASP - ELAWS (Employment Laws Assistance for Workers and Small Businesses)
Exhibit 53 Part	IT Investments by Mission Area
OMB Investment Type	01 - Major Investment
OMB Exhibit 53 Major Mission Area	Safe and Secure Workplaces
What kind of investment will this be in this Budget Year?	Mixed Life Cycle
OMB Short Description	Elaws is the Department of Labor's centralized Web content service for compliance assistance information on labor laws administered by the Agency. It is a service designed for the public (employees and employers) and is available to all Internet users.

*Screening Questions BY10*

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

Elaws is the DOL's centralized Web content service for compliance assistance information on labor laws administered by DOL. It is accessible to all Internet users. DOL has developed two major categories of elaws expert systems: regulatory Advisors (provide information about a specific law/regulation; most Advisors imitate the interaction one might have with a DOL employment law expert), and electronic filing tools. Elaws currently supports 37 expert systems, with additional tools in development.

Elaws is identified as a major initiative in the DOL E-Government Strategic Plan, and it supports DOL's Agency Strategic Plan by backing each of the Department's Strategic Goals: A Prepared Workforce, A Competitive Workforce, Safe and Secure Workplaces, and Strengthened Economic Protections. Further, elaws is central to the Department's Compliance Assistance Initiative (a top DOL priority), with the intent to develop Advisors for each major regulatory program in the Department (hence, an ongoing development effort in future years). This project supports the the focus on E-Government. It also directly supports the Government-wide initiative Business Gateway.

Before elaws, there was no automated, centralized Departmental compliance assistance tool. This presented a great gap to DOL, the largest regulatory agency in the Federal government. Employees and employers had few options to gain labor law compliance assistance, all of which were labor intensive for both the public and scarce DOL enforcement/investigator staffs. In response, OASP saw a significant need for a one-stop automated labor/employment law compliance tool; elaws was developed in response to this specific performance gap.

Based on DOL and the FEA Objectives, elaws leverages technologies to alleviate redundancy. Elaws' primary FEA BRM mapping is to the Public Affairs Line of Business. Elaws has successfully combined these intelligent capabilities with web and database technologies to provide cost effective/time efficient solutions over the Internet and DOL enterprise systems.

Elaws is identified in DOL's Target EA, and complies with established standards. Elaws is designated a universal function- a Target EA/Transition Strategy Plan were developed and are updated regularly.

Did the Agency's Executive/Investment Committee approve this request?	Yes
If "yes," what was the date of this approval?	7/5/2007
Did the Project Manager review this Exhibit?	Yes
Has the agency developed and/or promoted cost effective, energy efficient and environmentally sustainable techniques or practices for this project.	Yes
Will this investment include electronic assets (including computers)?	Yes
Is this investment for new construction or major retrofit of	No

a Federal building or facility? (answer applicable to non-IT assets only)

If "yes," is an ESPC or UESC being used to help fund this investment?

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

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

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

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

Is this investment for information technology? Yes

Briefly and specifically describe for each selected how this asset directly supports the identified initiative(s)? (e.g. If E-Gov is selected, is it an approved shared service provider or the managing partner? Elaws is the Department's one stop interactive Web portal for employment law related information and resources. It is directly aligned with DOL's E-Gov strategy to make it easier for citizens to obtain service/interact with the Federal Government. Elaws directly supports the Business Gateway, which utilizes elaws as a primary source for Federal employment law (reflected in the DOL Target EA and TSP). Elaws supports workforce planning and deployment with a citizen/worker focus.

### IT Screening Questions BY10

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

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

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

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

### I.B.: SUMMARY OF SPENDING BY10

#### Summary of Spending BY10

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

SUMMARY OF SPENDING FOR PROJECT STAGES \* Costs in thousands

	2002 and Prior	2003	2004	2005	2006	2007	PY 2008	CY 2009	BY 2010
Planning									
Budgetary Resources	100	50	50	50	50	50	10	20	50
Acquisition									
Budgetary Resources	500	200	200	200	151.34	150	70	124.5	150
Subtotal Planning & Acquisition									
Budgetary Resources	600	250	250	250	201.34	200	80	144.5	200
Operations & Maintenance									
Budgetary Resources	850	750	750	620	550	500	345	260.5	500
TOTAL									
Budgetary Resources	1450	1000	1000	870	751.34	700	425	405	700
Government FTE Costs									
Budgetary Resources	500	300	310	320	350	360	279	422	422
Planning									
Budgetary Resources	0	0	0	0	0	0	0	0	0
Acquisition									
Budgetary Resources	0	0	0	0	0	0	0	0	0
Maintenance									
Budgetary Resources	500	300	310	320	350	360	279	422	422

*Full time Equivalent BY10*

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

FTE Table

	2002 and Prior	2003	2004	2005	2006	2007	PY 2008	CY 2009	BY 2010
Security	0.45	0.45	0.45	0.45	0.45	0.45	0.3	0.45	0.45
IT	0.45	0.45	0.45	0.45	0.45	0.45	0.3	0.45	0.45
Financial Management	0.6	0.6	0.6	0.6	0.6	0.6	0.4	0.6	0.6
Program Management	0.9	0.9	0.9	0.9	0.9	0.9	0.7	0.9	0.9
Other	0.6	0.6	0.6	0.6	0.6	0.6	0.3	0.6	0.6
Total*	3.00	3.00	3.00	3.00	3.00	3.00	2.0	3.00	3.00

**I.C.: ACQUISITION/CONTRACT STRATEGY BY10**

*Sensitive Data*

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

**I.D.: PERFORMANCE INFORMATION BY10**

*Sensitive Data*

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

**I.E.: SECURITY AND PRIVACY BY10**

*Sensitive Data*

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

**I.F.: ENTERPRISE ARCHITECTURE (EA) BY10**

*General EA Questions BY10*

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

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

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

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

Will the application leverage existing components and/or applications across the Government (i.e., USA.gov, Pay.Gov, etc)? Yes

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

Elaws components are made up of proven technologies that are in use throughout the government, and no customizations are required. The service also provides users with direct links to other Federal agencies. Further, elaws supports interoperability models for e-Gov initiatives at the user, data, and application levels.

**SUPPORT FOR BUSINESS GATEWAY**

Elaws directly supports the SBA's Business Gateway, a G2B effort. DOL is a partner agency with Business Gateway, and the elaws Federal Program Director (also Director of DOL's Office of Compliance Assistance) is a DOL representative on the Business Gateway subcommittee.

Elaws directly supports Business Gateway's mission by:

-Saving American businesses time and money by offering web-based avenues to find, understand, and comply with labor laws and workplace regulations.

-Providing automated tools and electronic filing options to achieve a more efficient government and comply with the Government Paperwork Elimination Act (GPEA), Small Business Paperwork Relief Act (SBPRA), Paperwork Reduction Act (PRA), Clinger-Cohen Act, and Federal Enterprise Architecture (FEA).

Business Gateway utilizes elaws as a primary portal and source for Federal employment laws and compliance assistance information. It provides direct and prominent links to elaws Advisors and e-filing tools on the Business Gateway website. In fact, one of the elaws Advisors (FirstStep) is the first link of the Business Gateway government-wide employment law page. Further, the SBA directly refers many small businesses to the elaws service, significantly impacting visits to the website via these referrals.

Looking to the future, elaws directly supports Business Gateway's top priorities to provide compliance assistance in plain, easy-to-understand language (a main goal for elaws since its inception), as well as help businesses comply with laws and regulations by providing online filing tools and direct e-filing capabilities.

**II.A.: ALTERNATIVES ANALYSIS BY10**

*Analysis Background BY10*

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

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

Did you conduct an alternatives analysis for this investment?    Yes

**II.B.: RISK MANAGEMENT BY10**

*Risk Management Plan BY10*

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

Does the investment have a Risk Management Plan?                      Yes

What is the date of the risk management plan?                      12/8/2008

**II.C.: COST AND SCHEDULE PERFORMANCE BY10**

*Sensitive Data*

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