

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 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 also measures 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 are 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 implemented Recovery Act legislation that expands COBRA (Consolidated Omnibus Budget Reconciliation Act of 1986) eligibility via premium assistance. We 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. Results of this program are measured by work readiness and completion rates. These results will be

	<p>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>Department of Labor Administrative Support Activities - Office of Procurement Services, Human Resources Center, and Office of the Chief Financial Officer</u></p> <p><u>Employee Benefits Security Administration</u></p> <p><u>Employment and Training Administration</u></p> <ul style="list-style-type: none"> Employment Service High Growth and Emerging Industries (Green Jobs) Grants Job Corps National Emergency Grants for Health Coverage Assistance Senior Community Service Employment Program Trade Adjustment Assistance – Administration & Benefits 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) Workforce Investment Act (WIA) Adult WIA Dislocated Workers WIA Dislocated Workers National Emergency Grants WIA Youth WIA Indian and Native American Program – Youth Supplemental Work Opportunity Tax Credit YouthBuild <p><u>Occupational Safety and Health Administration</u></p>

	<u>Office of Federal Contract Compliance</u> <u>Office of Labor-Management Standards</u> <u>Office of the Solicitor</u> <u>Wage and Hour Division</u>
Funding Table	

*All dollar figures in millions of dollars		TAFS		*FY 2009 Actuals		*October 2009		*November 2009		*December 2009		*January 2010		*February 2010	
Agency	WAR R- 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
Department of Labor	150	0184	Training and Employment Services (TES), Recovery Act Health NEGs	2.0	0.0	2.0	0.3	5.6	0.5	8.0	0.8	8.0	1.9	8.0	2.0
Department of Labor		0184	Training and Employment Services, Recovery Act TOTAL TES	2,992.4	757.5	3,013.7	956.2	3,020.1	1,083.0	3,076.6	1,238.1	3,079.0	1,376.2	3,374.0	1,439.9
Department of Labor	1,182	0184	TES, Recovery Act Youth Activities	1,170.2	554.0	1,170.2	660.3	1,170.2	712.5	1,170.2	767.1	1,170.2	802.0	1,170.2	813.0
Department of Labor	17.8	0184	TES, Recovery Act Youth Native American	12.0	5.9	12.0	6.3	12.0	7.6	12.0	8.3	12.0	8.5	12.0	9.0
Department of Labor	50	0184	TES, Recovery Act YouthBuild	47.6	0.6	47.8	1.6	47.8	2.9	48.0	5.3	48.0	8.1	48.0	9.5
Department of Labor	500	0184	TES, Recovery Act Adult Activities	495.0	74.0	495.0	109.8	495.0	135.9	495.0	167.7	495.0	203.7	495.0	219.1
Department of Labor	1,250	0184	TES, Recovery Act Dislocated Workers	1,241.1	119.6	1,241.1	173.8	1,241.1	218.6	1,241.1	281.7	1,241.1	341.4	1,241.1	374.1
Department of Labor	200	0184	TES, Recovery Act DW NEG	26.5	3.4	47.6	4.4	54.0	5.5	55.7	8.0	56.0	12.4	58.0	14.7
Department of Labor	750	0184	TES, Recovery Act High Growth Grants	0.0	0.0	0.0	0.0	0.0	0.0	54.6	0.0	56.7	0.1	349.7	0.5
Department of Labor	120	0176	Community Service Employment for Older Americans, Recovery Act	118.8	27.3	118.8	34.5	118.8	46.1	118.8	55.9	118.8	66.9	118.8	73.6
Department of Labor	0	0179	State Unemployment Insurance and Employment Service Operations	396.0	42.2	396.0	57.6	396.0	73.4	396.0	95.9	396.0	121.2	396.0	131.2
Department of Labor	11,52 6	0186	Payments to the Unemployment Trust Fund - Recovery Act*	15,554.0	15,011.7	37,237.0	19,222.3	37,237.0	23,591.5	37,237.0	28,841.3	37,237.0	32,622.8	37,237.0	35,121.7
Department of Labor	6,258	1800	Federal Addtl Unemployment Compensation Program, Recovery Act**	6,472.1	6,466.6	7,373.6	7,368.9	8,240.3	8,236.0	9,438.3	9,434.1	10,454.2	10,450.4	11,349.1	11,345.6

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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	11.8	2.6	11.8	2.9	13.6	4.7	15.5	6.6	17.3	8.4	19.1	10.2
Departmen t of Labor		0184	Training and Employment Services, Recovery Act TOTAL TES	3,747.1	1,541.0	3,747.1	1,709.2	3,773.2	1,854.6	3,826.3	1,990.2	3,852.4	2,125.8	3,878.6	2,288.8
Departmen t of Labor	1,182	0184	TES, Recovery Act Youth Activities	1,170.2	829.4	1,170.2	865.8	1,170.2	889.6	1,170.2	913.5	1,170.2	937.3	1,170.2	961.1
Departmen t of Labor	17.8	0184	TES, Recovery Act Youth Native American	12.0	9.5	12.0	10.1	12.0	10.3	12.0	10.4	12.0	10.6	12.0	10.7
Departmen t of Labor	50	0184	TES, Recovery Act YouthBuild	48.1	12.0	48.1	15.1	48.1	17.5	49.5	19.9	49.5	22.3	49.5	24.7
Departmen t of Labor	500	0184	TES, Recovery Act Adult Activities	495.0	242.6	495.0	283.1	495.0	308.5	495.0	334.0	495.0	359.4	495.0	384.8
Departmen t of Labor	1,250	0184	TES, Recovery Act Dislocated Workers	1,241.1	427.4	1,241.1	507.5	1,241.1	563.6	1,241.1	619.8	1,241.1	675.9	1,241.1	732.0
Departmen t of Labor	200	0184	TES, Recovery Act DW NEG	63.7	18.7	63.7	22.2	89.8	25.6	116.0	29.0	142.1	32.4	168.3	35.8
Departmen t of Labor	750	0184	TES, Recovery Act High Growth Grants	717.0	1.4	717.0	5.4	717.0	39.5	742.5	63.7	742.5	87.9	742.5	139.5
Departmen t of Labor	120	0176	Community Service Employment for Older Americans, Recovery Act	118.8	84.2	118.8	94.1	118.8	98.6	118.8	103.1	118.8	107.6	118.8	112.0
Departmen t of Labor	0	0179	State Unemployment Insurance and Employment Service Operations	396.0	153.8	396.0	180.5	396.0	199.4	396.0	218.4	396.0	237.3	396.0	256.2
Departmen t of Labor	11,526	0186	Payments to the Unemployment Trust Fund - Recovery Act*	37,537.0	36,838.1	37,537.0	37,314.2	37,537.0	37,414.2	37,537.0	37,444.2	37,537.0	37,454.2	37,537.0	37,459.2
Departmen t of Labor	6,258	1800	Federal Addtl Unemployment Compensation Program, Recovery Act**	12,248.4	12,243.9	12,921.5	12,918.1	13,523.5	13,520.7	13,855.6	13,853.3	14,017.7	14,016.3	14,017.7	14,017.7

*All dollar figures in millions of dollars		TAFS		*FY 2009 Actuals		*October 2009		*November 2009		*December 2009		*January 2010		February 2010	
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	6.15	0167	Salaries and Expenses, Recovery Act (DM)	1.9	1.2	2.3	1.5	2.6	1.9	2.9	2.4	3.3	2.4	3.3	2.4
Departmen t of Labor	8.93	0167	Reserved for Contingencies												
Departmen t of Labor	1.87	0167	Office of the Solicitor (SOL)												
Departmen t of Labor	1.73	0172	UI Emergency Unemployment Compensation & Increase in Weekly UI Benefit	0.5	0.5	0.6	0.6	0.7	0.6	0.8	0.8	0.9	0.8	1.0	0.8
Departmen t of Labor	2.4	0172	UI Modernization Incentive	0.4	0.4	0.5	0.4	0.5	0.4	0.5	0.5	0.6	0.5	0.6	0.6
Departmen t of Labor	5.88	0172	Expanded TAA	1.7	1.0	1.8	1.2	2.0	1.5	2.2	1.7	2.4	1.9	2.5	2.0
Departmen t of Labor	9.71	1700	COBRA Premium Assistance	1.7	1.1	2.3	1.5	2.5	1.8	2.8	2.2	3.0	2.4	3.1	2.5
Departmen t of Labor		0105	ESA (WHD/OFCCP/OL MS)	3.2	1.7	4.0	2.4	4.6	3.6	5.8	4.9	5.8	4.9	7.1	5.9
Departmen t of Labor	4.69	0105	WHD Davis Bacon												
Departmen t of Labor	17.3	0105	WHD Prevailing Wage												
Departmen t of Labor	7.2	0105	OFCCP												
Departmen t of Labor	.581	0105	OLMS												
Departmen t of Labor	13.57	0400	Salaries and Expenses, Recovery Act, OSHA	4.3	1.9	4.5	2.1	4.7	2.6	4.9	3.1	5.2	3.2	5.2	3.4
Departmen t of Labor	6	0107	Office of the Inspector General	0.50	0.10	0.58	0.31	0.59	0.39	0.62	0.41	0.65	0.44	0.68	0.45
Departmen t of Labor	250	0182	Office of Job Corps, Recovery Act	150.7	2.4	162.1	7.4	166.2	9.8	190.4	32.7	190.4	32.7	193.2	35.6

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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	6.15	0167	Salaries and Expenses, Recovery Act (DM)	3.6	2.9	3.7	3.3	5.9	5.1	7.6	6.1	9.8	9.0	12.7	11.9
Departmen t of Labor	8.93	0167	Reserved for Contingencies												
Departmen t of Labor	1.87	0167	Office of the Solicitor (SOL)												
Departmen t of Labor	1.73	0172	UI Emergency Unemployment Compensation & Increase in Weekly UI Benefit	1.0	1.0	1.5	1.2	2.9	2.8	3.8	3.7	4.8	4.7	5.7	5.6
Departmen t of Labor	2.4	0172	UI Modernization Incentive	0.7	0.6	0.7	0.6	0.8	0.7	0.9	0.8	1.0	0.9	1.1	1.0
Departmen t of Labor	5.88	0172	Expanded TAA	2.8	2.3	3.1	2.6	4.2	3.7	5.0	4.5	5.7	5.2	6.4	5.9
Departmen t of Labor	9.71	1700	COBRA Premium Assistance	3.6	3.0	3.8	3.3	5.0	4.4	5.4	4.8	5.8	5.2	7.0	5.8
Departmen t of Labor		0105	ESA (WHD/OFCCP/OL MS)	8.1	6.7	8.6	7.5	12.8	10.4	15.1	11.5	17.3	13.3	19.6	14.6
Departmen t of Labor	4.69	0105	WHD Davis Bacon												
Departmen t of Labor	17.3	0105	WHD Prevailing Wage												
Departmen t of Labor	7.2	0105	OFCCP												
Departmen t of Labor	.581	0105	OLMS												
Departmen t of Labor	13.57	0400	Salaries and Expenses, Recovery Act, OSHA	5.5	3.7	5.7	3.9	7.1	5.6	8.1	6.7	9.1	7.9	10.1	9.0
Departmen t of Labor	6	0107	Office of the Inspector General	0.70	0.48	0.95	0.51	0.98	0.54	1.41	0.57	2.03	0.60	2.89	0.63
Departmen t of Labor	250	0182	Office of Job Corps, Recovery Act	195.3	55.7	202.1	58.2	227.1	69.2	249.5	81.2	249.7	96.2	249.8	112.7

Program Administration

*All dollar figures in millions of dollars		TAFS		*FY 2009 Actuals		*October 2009		*November 2009		*December 2009		*January 2010		February 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		0172	Program Administration	9.7	7.5	11.3	8.9	13.1	10.4	15.3	13.4	16.7	15.1	17.1	15.3
Department of Labor		0172	Training and Employment Services, Recovery Act TOTAL TES	6.0	4.8	7.2	5.7	8.5	6.6	10.1	9.0	10.9	10.2	11.1	10.3
Department of Labor		0172	Training and Employment Services, Recovery Act Youth Activities	1.8	1.4	2.0	1.6	2.3	1.9	2.7	2.4	3.0	2.8	3.1	2.8
Department of Labor		0172	Training and Employment Services, Recovery Act Adult Activities	4.2	3.4	5.1	4.1	6.2	4.7	7.4	6.6	7.9	7.4	8.0	7.5
Department of Labor		0172	Community Service Employment for Older Americans, Recovery Act	0.3	0.3	0.4	0.3	0.4	0.4	0.5	0.4	0.5	0.4	0.5	0.4
Department of Labor		0172	State Unemployment Insurance and Employment Service Operations	0.7	0.6	0.8	0.7	1.0	0.9	1.2	1.0	1.4	1.2	1.4	1.2

Program Administration

*All dollar figures in millions of dollars		TAFS		*March 2010		*April 2010		*May 2010 Projected		*June 2010 Projected		*July 2010 Projected		*August 2010 Projected		*September 2010- Projected	
Agency	WARR-ANT*	ACCT	TITLE	Obligations	Gross Outlays	Obligations	Gross Outlays	Obligations	Gross Outlays	Obligations	Gross Outlays	Obligations	Gross Outlays	Obligations	Gross Outlays	Obligations	Gross Outlays
Department of Labor		0172	Program Administration	21.8	17.8	24.6	19.4	34.5	31.6	40.8	37.9	47.1	44.2	53.4	50.5	59.7	56.8
Department of Labor		0172	Training and Employment Services, Recovery Act TOTAL TES	15.1	11.8	16.7	12.9	23.1	21.2	27.1	25.2	31.1	29.2	35.0	33.1	39.0	37.1
Department of Labor		0172	Training and Employment Services, Recovery Act Youth Activities	4.0	3.1	4.6	3.9	5.4	4.9	6.0	5.5	6.7	6.2	7.4	6.9	8.0	7.5
Department of Labor		0172	Training and Employment Services, Recovery Act Adult Activities	11.1	8.7	12.1	9.0	17.7	16.3	21.0	19.6	24.4	23.0	27.7	26.3	31.0	29.6
Department of Labor		0172	Community Service Employment for Older Americans, Recovery Act	0.6	0.6	0.7	0.6	0.8	0.7	0.9	0.8	1.0	0.9	1.1	1.0	1.1	1.0
Department of Labor		0172	State Unemployment Insurance and Employment Service Operations	1.6	1.5	1.9	1.5	2.6	2.4	3.1	2.9	3.6	3.4	4.1	3.9	4.6	4.4

All obligation and outlay projections from May 2010 through September 2010 are as of May 15, 2010.

Competition on Contracts (excludes contracts under grants)

- DOL awarded 84 percent of its contract dollars via competition in FY 2008 and 82 percent of its contract dollars via competition in FY 2009.
- DOL projected that the majority of its Recovery Act funding contract dollars, approximately 80 to 85 percent, would be awarded using a competitive process. DOL achieved an 86 percent competition rate on cumulative Recovery Act obligations as of May 7, 2010. Forty-five (45) percent of the remaining contract dollars were obligated using the authorized and encouraged small business set-aside programs, especially for the Office of Job Corps Recovery Act construction procurements.
- To promote competition, DOL 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.

Contract Type (excludes contracts under grants)

The agency reviews its use of fixed-price contracts as a percentage of all dollars spent and describes the steps taken and planned to maximize the use of fixed-price contracts wherever practicable for ARRA-funded contracts.

- DOL projected that at least 71 percent of Recovery Act contract dollars would be awarded using fixed-price type contract vehicles. DOL awarded 76 percent of its contract dollars using fixed-price type contract vehicles as of FY 2010 Quarter 2. 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.

To promote the utilization of fixed-price type contracts, DOL released two internal guidance memoranda, 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 also created a supplemental checklist for all contracting professionals to fill out when processing Recovery Act actions. This checklist requires the contracting professional to 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>Description of Agency accountability mechanisms.</p>	<p>The Department provided 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, to ensure the 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 agency leads report the status of their budgetary expenditures, production activities, and progress toward meeting annual performance targets for senior leadership review. Progress toward achieving Recovery Act goals and targets has now been added to the quarterly report.</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 and performance targets or metrics, and must be observable, measurable and/or demonstrable.</p> <p>Beginning with the FY 2010 performance rating cycle, the performance plans of senior executives and program managers with Recovery Act implementation responsibilities include a performance standard that ties to Recovery Act goals. Specifically, for the FY 2010 performance rating cycle, the Department instituted a Recovery Act-related performance standard as part of the "Resource Management" leadership competency found in all senior executive and managerial performance plans. The standard states that the executive or manager: <i>Develops, implements, and maintains strategic and operational plans to facilitate the achievement of program responsibilities assigned under the American Recovery and Reinvestment Act (ARRA) provisions, consistent with the Secretary's enduring vision of Good Jobs for Everyone. Assures that allocated ARRA</i></p>
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funds are administered in accordance with the Department's "Operating Plan for Departmental Management Funds in the American Recovery and Reinvestment Act," and complies with Departmental requirements for accurate recording and reporting of ARRA-related activities and resource utilization. In addition, for senior executives, the Department has asked senior leadership to develop benchmarks at the "exceed" and "meet" level for the Recovery Act standard which will be used to assess the progress towards achieving the requirements outlined in the American Recovery and Reinvestment Act.

Strategic Partner Accountability

The Department developed reporting guidelines for fund recipients that minimize any new collection burdens yet provide timely and accurate accounting of grantee performance and outcomes. We work 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 policies currently in place to ensure contractor accountability, new contract clauses were 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 the Government Accountability Office and respective agency Inspectors General in conducting investigations.

Risk Mitigation

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

To address oversight risks, the Department revised the performance appraisal plans for critical staff involved in grants and contracts issued by the Department.