



Agency Priority Goal | Action Plan | FY 2022 – Q2

An Economy for All Workers

Goal Leader:

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Goal Overview

Goal Statement

By September 30, 2023, DOL programs will prioritize the advancement of diversity, equity, inclusion, and accessibility, to better support underserved communities through a series of measures and milestones across agencies that demonstrate concrete and sustained progress.

Problem to Be Solved

Equal opportunity is the bedrock of American democracy, and our diversity is one of our country's greatest strengths. However, for too many, the American Dream remains out of reach. Entrenched disparities in our laws and public policies, and in our public and private institutions, have often denied that equal opportunity to individuals and communities. Our country faces converging economic and health crises that have exposed and exacerbated inequalities, while a historic movement for justice has highlighted the unbearable human costs of systemic racism.

What Success Looks Like

Secretary Martin J. Walsh established a vision for the U.S. Department of Labor (Department or DOL) which strives to empower all workers "morning, noon and night." The Department must embed equity in a sustainable manner that recognizes the multiple and overlapping identities held by workers and with input by the communities DOL serves. Success for DOL will be achieved when equity has become a fundamental part of all agency functions, including hiring, outreach, training, mission execution, and policymaking, and each of the following DOL agencies has a critical role to play in the success of this goal.

Employee Benefits Security Administration (EBSA)

EBSA ensures the security of the retirement, health, and other workplace-related benefits of America's workers and their families through effective regulations; assisting and educating workers, plan sponsors, fiduciaries, and service providers; and enforcing the law. Success for EBSA is achieved through increasing the strength of its enforcement efforts. Particularly important in this regard are EBSA's efforts to protect the interests of individuals with mental health and substance use issues and ensure that vulnerable workers, including undocumented workers, receive promised benefits.

Employment and Training Administration (ETA)

ETA contributes to the more efficient functioning of the U.S. labor market by providing high quality job training, employment, labor market information, and income maintenance services primarily through state and local workforce development systems. To accomplish this goal and foster equity the Department must center historically marginalized and underserved workers and job seekers. Success for ETA requires leveraging and expanding public workforce system data and engaging with stakeholders to identify and address barriers to underserved populations, and identifying new program designs, promising strategies, and policies to support the equitable and effective distribution of grant funds.

Bureau of International Labor Affairs (ILAB)

ILAB safeguards dignity at work, both at home and abroad – by strengthening global standards, enforcing labor commitments among trading partners, promoting racial and gender equity, and combating international child labor, forced labor, and human trafficking. Success for ILAB is

advancing equity on all fronts, particularly in countries and regions where vulnerable and marginalized populations are most susceptible to exploitative labor conditions. By addressing exploitative labor conditions and advancing equity in key countries, ILAB will combat poverty and structural racism in underserved and marginalized communities.

Mine Safety and Health Administration (MSHA)

MSHA works to prevent deaths, illness, and injury from mining and promote safe and healthful workplaces for U.S. miners. Success for MSHA means conducting a comprehensive analysis of enforcement data to develop a plan for targeting vulnerabilities in underserved communities. MSHA will also increase the share of competitive grants awarded to Minority Serving Institutes.

Office of the Assistant Secretary for Administration and Management (OASAM)

OASAM provides the infrastructure and support that enables the U.S. Department of Labor to perform its mission. OASAM provides leadership and support for information technology, human resources management, procurement, business operations, safety and health, space management, civil rights, emergency management, security, budget, and performance. Success for OASAM means increasing outreach to underserved communities to advance equity in DOL's contracting opportunities; hire a diverse workforce that mirrors the people we serve, and promote equal opportunity in DOL.

Office of Disability Employment Policy (ODEP)

ODEP develops and influences policies and practices that increase the number and quality of employment opportunities for people with disabilities. Success for ODEP means increasing the employment and advancement of job seekers and workers with disabilities, and particularly mental health disabilities from various racial, sexual, and ethnic groups.

Office of Federal Contract Compliance Programs (OFCCP)

OFCCP protects workers, promotes diversity and enforces the law. The agency holds those who do business with the federal government (contractors and subcontractors) responsible for complying with the legal requirement to take affirmative action and not discriminate on the basis of race, color, sex, sexual orientation, gender identity, religion, national origin, disability, or status as a protected veteran. Success for OFCCP is utilizing increased investments in its budget to strengthen its enforcement efforts and promote greater contractor compliance with equal employment opportunity and affirmative action obligations.

Occupational Safety and Health Administration (OSHA)

OSHA assures, so far as possible, safe and healthful working conditions for the nation's workers by setting and enforcing standards and by providing training, outreach, education and assistance. Success for OSHA means leveraging targeted enforcement strategies to increase safety in high-risk industries, and raising awareness of workers' rights and protections, especially those historically staffed with vulnerable or migrant workers. OSHA also enforces many of the Nation's whistleblower protections.

Office of Workers' Compensation Programs (OWCP)

OWCP protects the interests of federal employees, coal mine workers, nuclear weapons workers, and longshore and harbor workers who are injured or become ill on the job, their families and their employers by making timely, appropriate, and accurate decisions on claims, providing prompt payment of benefits and helping injured workers return to gainful work as early as is feasible. Success for OWCP is the collection of demographic data and the completion of customer surveys that the Agency can use to drive changes that will remove barriers to filing claims and improve customer experience for underserved communities.

Veterans' Employment and Training Service (VETS)

VETS prepares America's veterans, transitioning service members, and military spouses for meaningful careers, provides them with employment resources and expertise, protects their employment rights, and promotes their employment opportunities. Success for VETS is collecting and using demographic data to target its grant programs and investigations to help vulnerable workers.

Wage and Hour Division (WHD)

WHD promotes and achieves compliance with labor standards to protect and enhance the welfare of the nation's workforce. Success for WHD is building strategic partnerships and developing a program for targeted enforcement and outreach to affect communities most vulnerable to violations of worker protection laws.

Women's Bureau (WB)

WB develops policies and standards and conducts inquiries to safeguard the interests of working women; to advocate for their equality and economic security for themselves and their families; and to promote quality work environments. Success for WB is the expansion of outreach and recruitment to historically underrepresented communities including but not limited to women of color and women with disabilities, as well as to increase the number of women from underrepresented communities in pre-apprenticeship, youth apprenticeship, Registered Apprenticeship, and/or nontraditional occupations.

Strategies to Achieve Success

Strategy 1: Worker Protection and Enforcement: Prioritizing Agency Resources to Protect Vulnerable Workers

1.1 Implement evidence-driven enforcement, outreach, training, and compliance assistance to target the country's most vulnerable workers. Enforcement agencies will target regions and industries with the lowest-wage workers by leveraging data analytics to identify and target compliance assistance and enforce where violations are taking place but not reported and have the largest impact among underserved communities.

1.2 Leverage strategic partnerships, cooperative programs and other existing relationships with entities like state and local governments and community-based worker organizations focusing on vulnerable workers, so vulnerable workers are aware of their workplace rights and how to exercise those rights.

Strategy 2: Employing Historically Underserved Workers in Quality Jobs through Workforce Development Programs

2.1 Review grant program designs to identify barriers to underserved groups in obtaining funding and implement promising strategies and program designs to improve equitable access.

2.2 Invest in initiatives to collect and leverage high-quality demographic data and stakeholder feedback to identify promising strategies and inform equity initiatives.

Strategy 3: Advancing Equity in DOL's Contracting Opportunities

3.1 In partnership with federal agencies, DOL will increase outreach to underserved communities to advance equity in DOL's contracting opportunities.

Strategy 4: Combating Poverty and Boosting Economic Mobility in the Most Disadvantaged Communities

4.1 DOL will increase its outreach, workforce development, economic security, and enforcement programs to better serve our underserved populations. Over the next two years, DOL will focus efforts on making critical changes that empower all people to attain good jobs and workers' compensation benefits regardless of race or ethnic background. The outcomes of these efforts will be pervasive across all strategies and reflected in successful outcomes across the board.

Strategy 5: Transforming DOL into a Model Workplace¹

5.1 Create a diverse, inclusive, equitable, and accessible DOL workforce drawn from all segments of American society.

¹ This strategy aligns with the DOL DEIA Strategic Plan (pending OPM approval), which outlines strategies, measures, and milestones to achieve this objective.

Goal Targets/Key Indicators²

Strategy 1: Worker Protection and Enforcement: Prioritizing Agency Resources to Protect Vulnerable Workers

Sub-Strategy	DOL Agency	By September 30, 2023, DOL will...	Name of Indicator	FY 2023 Target	FY 2022 Q2 YTD ³ Target	FY 2022 Q2 YTD Result	Update Cycle
1.1 Evidence-based strategic enforcement and compliance assistance	EBSA	Conduct at least 50 compliance assistance events to assist the regulated community in complying with the laws and regulations under its purview, including compliance assistance outreach towards underserved employers and groups.	Measure EBSA-OEA-08b	50	Baseline in FY22	26	Quarterly
1.1 Evidence-based strategic enforcement and compliance assistance	EBSA	Conduct at least 50 retirement savings and health events to participants paying particular focus on reaching underserved populations	Measure EBSA-OEA-9b	50	Baseline in FY22	43	Quarterly
1.1 Evidence-based strategic enforcement and compliance assistance	OSHA	Increase the percentage of Harwood Grant Applicants proposing to deliver or develop materials for training in languages other than English	OSHA-Grants-02	65%	Baseline in FY22	N/A	Annual

² Measures and milestones being baselined are important for DOL. Targets for FY 2023 will be updated as agencies get more data and formalize their targets

³ Year-to-Date

Sub-Strategy	DOL Agency	By September 30, 2023, DOL will...	Name of Indicator	FY 2023 Target	FY 2022 Q2 YTD ³ Target	FY 2022 Q2 YTD Result	Update Cycle
1.1 Evidence-based strategic enforcement and compliance assistance	WHD	Increase the percent of compliance actions in industries with a high proportion of workers in underserved communities	WHD-EQ-01	35%	Baseline in FY22	39%	Quarterly

Strategy 2: Employing Historically Underserved Workers in Quality Jobs through Workforce Development Programs

Sub-Strategy	DOL Agency	By September 30, 2023, DOL will...	Name of Indicator	FY 2023 Target	FY 2022 Q2 YTD Target	FY 2022 Q2 YTD Result	Update Cycle
2.1 Equitable Grantmaking	ETA	Increase the number of states at or above 75% of participants who are recipients of public assistance, basic skills deficient, or low income individuals	ETA-OWI-17	40	37 ⁴	38 ⁵	Quarterly
2.1 Equitable Grantmaking	MSHA	Increase the share of competitive grants awarded to institutes that serve underserved populations	MSHA-EPD-08	15%	Baseline in FY22	N/A ⁶	Quarterly

⁴ Targets and results for this measure are on a Program Year timeframe (12 months ending June 30)

⁵ Results for this metric lag by one quarter

⁶ No competitive grants awarded in Q1 or Q2

Strategy 3: Advancing Equity in DOL’s contracting opportunities

Sub-Strategy	DOL Agency	By September 30, 2023, DOL will...	Name of Indicator	FY 2023 Target	FY 2022 Q2 YTD Target	FY 2022 Q2 YTD Result	Update Cycle
3.1 Advancing equity in contracting	OASAM	Meet or exceed the SBA Goal for the percent of contracts awarded to small disadvantaged businesses (SDB)	OASAM-WCF-OSPE-05b	28%	5.50%	28.11%	Quarterly
3.1 Advancing equity in contracting	OASAM	Meet or exceed the SBA Goal of 5% for the percent of contracts awarded to women-owned small businesses (WOSB)	OASAM-WCF-OSPE-05c	5%	5%	7.81%	Quarterly

Strategy 4: Combating Poverty and Boosting Economic Mobility in the Most Disadvantaged Communities

Sub-Strategy	DOL Agency	By September 30, 2023, DOL will...	Name of Indicator	FY 2023 Target	FY 2022 Q2 YTD Target	FY 2022 Q2 YTD Result	Update Cycle
4.1 Combatting Poverty	EBSA	Improve the enforcement time for non-quantitative treatment limitations to ensure patients seeking help for mental health and substance use issues do not face more stringent restrictions and barriers than those that apply to medical and surgical benefits.	EBSA-OE-02c	15,580 (Total Staff Days)	Baseline in FY22	5,418	Quarterly
4.1 Combatting Poverty	OFCCP	Conduct education and outreach events focused on workers' rights and helping connect underrepresented workers to contractors seeing to hire.	OFCCP0-13	26%	Baseline in FY22	54%	Quarterly
4.1 Combatting Poverty	OSHA	Number of hazards abated related to powered industrial trucks, an industry traditionally dominated by individuals in vulnerable communities and minority populations	OSHA 2-1	TBD ³	Baseline in FY22	Baseline	Annual
4.1 Combatting Poverty	WB	Increase the number of strategic partnerships with organizations primarily serving underserved communities.	7-WB-SPUCIO-01	210	Baseline in FY22	134	Quarterly

³ OSHA cannot set the FY 2023 target until OSHA completes FY 2022 AMP Milestone 2-1 which is the baseline for the metric. In setting the baseline from FY 2022 data, OSHA is creating the methodology to measure and predict this metric for future fiscal years.

Strategy 5: Transforming DOL into a Model Workplace⁷

Sub-Strategy	DOL Agency	By September 30, 2023, DOL will...	Name of Indicator	FY 2023 Target	FY 2022 Q2 YTD Target	FY 2022 YTD Q2 Result	Update Cycle
5.1 Create a diverse, inclusive, equitable, and accessible DOL workforce drawn from all segments of American society	OASAM	Increase diversity of applicant and candidate pool	Increase the number of virtual and on-site job fairs with emphasis on underserved communities	48	12	41	Quarterly
5.1 Create a diverse, inclusive, equitable, and accessible DOL workforce drawn from all segments of American society	OASAM	Increase the number of recruiting partnerships established with institutions/organizations that serve underserved communities including HBCUs and other MSIs.	Number of recruiting partnerships established with institutions/organizations that serve underserved communities including HBCUs and other MSIs.		Baseline in FY 2022	N/A	Annual

⁷ These measures and milestones come from the DEI&A Strategic Plan, submitted to OPM. These measures come from the DEI&A Strategic Plan, submitted to OPM. DOL is finalizing collecting the results for the Current value column for these measures

Key Milestones

Strategy 1: Worker Protection and Enforcement: Prioritizing Agency Resources to Protect Vulnerable Workers

Sub-Strategy	Owner	Key Milestone	Milestone Due Date	Milestone Status	Comments
1.1 Evidence-based strategic enforcement and compliance assistance	EBSA	EBSA will develop additional culturally competent translations of written compliance assistance and outreach materials, including both improved written publications and updates to EBSA's website.	9/30/2022	On Schedule	EBSA-OEA-13
1.1 Evidence-based strategic enforcement and compliance assistance	EBSA	EBSA will translate its toll-free line phone announcement messages to Chinese (Traditional and Simplified), Vietnamese, Korean, Haitian Creole, Polish, Tagalog, French, Arabic, Russian, and Portuguese	9/30/2022	On Schedule	EBSA-OEA/OPPE M-20
1.1 Evidence-based strategic enforcement and compliance assistance	EBSA	EBSA will analyze demographic data to identify industries with higher shares of underserved communities. EBSA will consider this data when identifying new enforcement initiatives.	9/30/2022	On Schedule	Learning Agenda
1.1 Evidence-based strategic enforcement and compliance assistance	ILAB	ILAB will baseline a new measure for the percent of newly awarded cooperative agreements, cost increases, and professional service contracts that incorporate an equity lens.	9/30/2022	On Schedule	ILAB-Equity Milestone 2022-01

Sub-Strategy	Owner	Key Milestone	Milestone Due Date	Milestone Status	Comments
1.1 Evidence-based strategic enforcement and compliance assistance	OFCCP	Develop a proposal for the modernization of supply & service regulations to strengthen our enforcement, improve contractor compliance with affirmative action program requirements, and strengthen data collection and analysis.	9/30/2022	On Schedule	OFCCP-03-ENF
1.1 Evidence-based strategic enforcement and compliance assistance	OFCCP	Develop a new scheduling list methodology to better identify contractors with greater risk factors for non-compliance.	05/03/2022	On Schedule	OFCCP-02-ENF
1.1 Evidence-based strategic enforcement and compliance assistance	MSHA	MSHA will analyze whether miners in underserved communities face any particular vulnerabilities.	3/31/2022	Behind Schedule	MSHA-MS-7
1.1 Evidence-based strategic enforcement and compliance assistance	OSHA	Develop and establish a method to capture and measure compliance assistance and other outreach efforts to ensure equity by focusing on underserved, disenfranchised, migrant, and other vulnerable populations.	9/30/2022	On Schedule	OSHA Milestone 1-14
1.1 Evidence-based strategic enforcement and compliance assistance	OSHA	Develop an enforcement initiative focusing on targeting inspections and abatement of the hazards in the package and parcel delivery industries.	9/30/2022	On Schedule	OSHA Milestone 2-3

Sub-Strategy	Owner	Key Milestone	Milestone Due Date	Milestone Status	Comments
1.1 Evidence-based strategic enforcement and compliance assistance	WHD	Advance goals of equity and combat poverty in communities most affected through targeted enforcement and outreach. WHD will explore the development of a new equity index to help target enforcement, outreach, and resource allocation efforts.	9/30/2022	Completed 3/31/2022	WHD-M-1 and WHD-M-20
1.2 Strategic Partnerships	ODEP	ODEP will require each of the five Phase 2 Retaining Employment and Talent After Injury/Illness Network (RETAIN) states to conduct employer outreach to an underserved community or an opportunity zone within their state.	03/31/2022	Completed 03/31/2022	ODEP-RETAIN-1
1.2 Strategic Partnerships	OFCCP	OFCCP plans to launch with the Equal Opportunity Commission (EEOC), a comprehensive initiative to promote equity in hiring as our nation rebuilds. OFCCP will develop resources to promote the adoption of promising practices, evidence-based research, and innovative initiatives to embed equity in the design of recruiting and hiring practices. OFCCP will also provide guidance to employers on how to undertake innovative efforts in compliance with our equal opportunity laws.	12/01/2022	On Schedule	OFCCP-05-RAM

Sub-Strategy	Owner	Key Milestone	Milestone Due Date	Milestone Status	Comments
1.2 Strategic Partnerships	WHD	WHD will build strategic partnerships with community-based organizations, worker centers, unions, industry associations, consulates, faith based organizations and worker advocacy groups.	03/31/2022 Revised to: 05/31/2022	On Schedule	WHD-M-19
1.2 Strategic Partnerships	WB	WB will invest in the Fostering Access, Rights and Equity (FARE) Grant Initiative and award grants that support partnerships between state or territory government agencies and community-based and non-profit organizations to engage in targeted education and outreach efforts to help marginalized women workers – disproportionately women of color – in women-dominated, low-paid sectors of the workforce to understand and access their workplace rights and benefits.	09/30/2022	On Schedule	3.1-WB-GD-3
1.2 Strategic Partnerships	ODEP	ODEP will complete a report on policy options targeting the employment and advancement of job seekers and workers with mental health disabilities from various racial, sexual, and ethnic groups.	9/30/2022	On Schedule	ODEP-SEED-2

Sub-Strategy	Owner	Key Milestone	Milestone Due Date	Milestone Status	Comments
1.2 Strategic Partnerships	OSHA	Will establish 3 OSHA Alliances and/or Strategic Partnerships in the warehousing sector with employers, trade associations, unions, worker centers and other community organizations representing workers in this sector to improve safety and health in this industry.	09/30/2022	On Schedule	OSHA-2-2

Strategy 2: Employing Historically Underserved Workers in Quality Jobs through Workforce Development Programs

Sub-Strategy	Owner	Key Milestone	Milestone Due Date	Milestone Status	Comments
2.1 Equitable Grant Making	ETA	Complete activities in support of equitable grant making and improved program design to mitigate barriers faced by smaller, local organizations (e.g., sharing advance notice of intent to publish FOAs, testing extended application periods of select FOAs, and seeking public input on the design of select new grants programs prior to publishing grant competitions).	9/30/2022	On Schedule	Combination of ETA-OWI-05 through ETA-OWI-12
2.1 Equitable Grant Making	WB	WB will invest in the Women in Apprenticeship and Nontraditional Occupations (WANTO) Technical Assistance Grant Program and award grants to support outreach, recruitment, and retention of women, especially women from communities historically underrepresented in grant related activities, in apprenticeships and nontraditional occupations	09/30/2022	On Schedule	1.2-WB-WG-3
2.2 Investment in data support and analytic capability	ETA	Develop performance measures/milestones for FY 2023 Agency Management Plan to incentivize agency behaviors that will advance equity goals.	6/30/2022	On Schedule	ETA-OPDR-06
2.2 Investment in data support and analytic capability	ETA	Provide technical assistance (TA) to the state performance and reporting grantee communities to improve demographic data collection, reporting, analysis, and application.	9/30/2022	On Schedule	ETA-OPDR-07

Sub-Strategy	Owner	Key Milestone	Milestone Due Date	Milestone Status	Comments
2.2 Investment in data support and analytic capability	VETS	VETS will request a change to the VETS-1010 form to allow the collection of additional equity measures including gender, date of birth, race and ethnicity. These measures will allow VETS the ability to ensure equitable treatment during the conduct of investigations, and identify any trends involving claimants whom are part of a protected class in addition to military status.	9/30/2022	On Schedule	VETS-USERRA-FY22K
2.2 Investment in data support and analytic capability	VETS	Improve the integrity of Jobs for Veterans State Grants (JVSG) data submitted by grantees to support equity analysis, and analyze median earnings in the 2nd quarter after exit between all JVSG exiters and JVSG exiters that are members of marginalized populations.	9/30/2022	On Schedule	VETS-JVSG-FY22B
2.2 Investment in data support and analytic capability	WB	Refine WB website and develop infographics to better share information that will help women access information to jobs, benefits and career programs such as apprenticeship.	9/30/2022	On Schedule	1.1-WB-WG-6

Strategy 3: Expand Opportunities for Procurement within DOL

Sub-Strategy	Owner	Key Milestone	Milestone Due Date	Milestone Status	Comments
3.1 Advancing equity in contracting	OASAM	Hold quarterly minority-owned small business outreach sessions	9/30/2023	On Schedule	OASAM-WCF-OSPE-05-M
3.1 Advancing equity in contracting	OASAM	Hold Industry Days to facilitate large businesses, HBCUs, and small minority-owned businesses into potential partnerships	9/30/2023	On Schedule	OASAM-WCF-OSPE-06-M

Strategy 4: Combating Poverty and Boosting Economic Mobility in the Most Disadvantaged Communities

Sub-Strategy	Owner	Key Milestone	Milestone Due Date	Milestone Status	Comments
4.1 Bolster workforce development, economic security, and enforcement programs to combat poverty	ETA	ETA will publish Reentry Employment Opportunities (REO) Youth/Community Violence Interruption (CVI) funding opportunity announcements (FOAs) and award grants that focus on CVI strategies and best practices associated with serving populations that have higher incidence of poverty and homelessness.	6/30/2022	On Schedule	Combination of ETA-OWI-05 and ETA-OWI-10. Due date taken from ETA-OWI-10
4.1 Bolster workforce development, economic security, and enforcement programs to combat poverty	ETA	In FY2022, ETA will Identify 1-2 grants and conduct a pilot to assess the feasibility of an extended application period to support a broader grant application pool that is inclusive of smaller local and community based organizations.	3/1/2022	Completed	Adapted from ETA-EQUITY-08
4.1 Bolster workforce development, economic security, and enforcement programs to combat poverty	OWCP	The Federal Employees' Compensation Act (FECA) program will enhance the Employees' Compensation Operations and Management Portal to offer non-binary gender options for forms filing and to collect additional voluntary demographic information to help engagement of underserved communities including those in poverty and in particular among Black and African American and other communities of color.	09/30/2022	On Schedule	OWCP 2.1-12 FECA Equity

Sub-Strategy	Owner	Key Milestone	Milestone Due Date	Milestone Status	Comments
4.1 Bolster workforce development, economic security, and enforcement programs to combat poverty	OWCP	The FECA and Longshore programs will distribute customer experience surveys to gather feedback that can inform strategies for advancing equity and better engaging traditionally disenfranchised communities, including those in poverty and in particular among Black and African American and other communities of color.	09/30/2022	On Schedule	OWCP 2.1-11 FECA & Longshore Equity
4.1 Bolster workforce development, economic security, and enforcement programs to combat poverty	OWCP	Conduct a customer experience survey to gather feedback from Energy stakeholders that the program will utilize to inform customer engagement strategies for advancing equity and better engage traditionally disenfranchised communities	09/30/2022	On Schedule	OWCP 2.1-8 Energy Equity
4.1 Bolster workforce development, economic security, and enforcement programs to combat poverty	VETS	Establish potential employment-based performance metrics for Transition Assistance Program using ongoing National Directory of New Hires data.	6/30/2022	On Schedule	VETS-TAP- FY22D
4.1 Bolster workforce development, economic security, and enforcement programs to combat poverty	VETS	Revise FY 2023 Funding Opportunity Announcement and identify areas with the highest rates of veteran homelessness, including communities most affected by poverty, and analyze historical data to target communities that may not know of HVRP services.	3/30/2022	On Schedule	VETS-HVRP- FY22A

Sub-Strategy	Owner	Key Milestone	Milestone Due Date	Milestone Status	Comments
4.1 Bolster workforce development, economic security, and enforcement programs to combat poverty	ODEP	ODEP will use quarterly administrative RETAIN program data, which includes extensive demographics and other data (such as zip code), to help identify and measure service penetration into underserved communities and opportunity zones.	9/30/2022	On Schedule	ODEP-RETAIN-3
4.1 Bolster workforce development, economic security, and enforcement programs to combat poverty	OASAM	OASAM's Civil Rights Center (CRC) will develop a strategy to analyze the use of algorithms (and other aspects of automated systems) by recipients, and their impact on discriminatory practices prohibited by the nondiscrimination and equal opportunity statutes and regulations.	09/30/2023	On Schedule	OASAM-DM-CRC-09-M
4.1 Bolster workforce development, economic security, and enforcement programs to combat poverty	OASAM	OASAM's CRC will update in partnership with ODEP the <i>Promising Practices in Achieving Nondiscrimination and Equal Opportunity: A Section 188 Disability Reference Guide</i> in consideration of specific equity and intersectionality principles	09/30/2023	On Schedule	OASAM-DM-CRC-12-M
4.1 Bolster workforce development, economic security, and enforcement programs to combat poverty	CRC	Coordinate with ETA to explore the utility of revising and reissuing Training and Employment Guidance Letters on criminal record restrictions, credit history and unemployment status and possible disparate impact based on race, national origin, sex, and disability.	09/30/2023	On Schedule	OASAM-DM-CRC-13-M

Strategy 5: Transforming DOL into a Model Workplace⁸

Sub-Strategy	Owner	Key Milestone	Milestone Due Date	Milestone Status	Comments
5.1 Create a diverse, inclusive, equitable, and accessible DOL workforce drawn from all segments of American society	Equity@DOL and OASAM	Conduct an equity gap analysis to identify potential barriers at each point in the lifecycle of an employee’s career	09/30/2023	Not Started	Diversity 5-M
5.1 Create a diverse, inclusive, equitable, and accessible DOL workforce drawn from all segments of American society	OASAM and CEO	Conduct a pilot to remove identifying characteristics from candidates’ resumes	09/30/2023	Not Started	Diversity 13-M
5.1 Create a diverse, inclusive, equitable, and accessible DOL workforce drawn from all segments of American society	OASAM	Implement new DEIA training curriculum for managers and supervisors	09/30/2023	Not Started	Diversity 12-M
5.1 Create a diverse, inclusive, equitable, and accessible DOL workforce drawn from all segments of American society	OASAM	Train managers, supervisors, and employees on Harassing Conduct policies	09/30/2023	On Schedule	Inclusion 5-M

⁸ These milestones come from the DEI&A Strategic Plan, submitted to OPM. DOL is finalizing collecting the status of these milestones.

Sub-Strategy	Owner	Key Milestone	Milestone Due Date	Milestone Status	Comments
5.1 Create a diverse, inclusive, equitable, and accessible DOL workforce drawn from all segments of American society	OASAM and DSEC	Develop situation-based training offerings on the reasonable accommodation process	09/30/2023	On Schedule	Accessibility 7-M

Narrative – Fiscal Year 2022, Q2

Progress Update:

In Q2, the Department of Labor, continued making progress on embedding equity into its various activities including data analysis, targeted enforcement, program outreach, and establishing strategic partnerships. These equity efforts aim to address three questions:

- Who are our most vulnerable workers?
- Where is DOL uniquely positioned to address inequities?
- What are the most effective partnerships with community, worker, business, and other civil society organizations that can help advance equity?

Who are our Most Vulnerable Workers?

DOL is putting special emphasis on collecting and analyzing data to better identify and understand the people we serve, and the needs of historically marginalized and underserved communities. Strategies 1.1 (Implement evidence-driven enforcement, outreach, training, and compliance assistance to target the country's most vulnerable workers) and 2.2 (Invest in initiatives to collect and leverage high-quality demographic data and stakeholder feedback to identify promising strategies and inform equity initiatives) aim to identify and understand those workers. DOL views as the first step in shaping initiatives to reach these communities. The following agencies have made significant progress in this area.

ETA has been working to improve and leverage its demographic data to inform equity priorities. At the National Association of Workforce Boards' annual conference in April, ETA organized a plenary listening session about *Advancing Equity for Black Workers* featuring the Deputy Secretary, and agency staff presented a workshop on *WIOA by the Numbers: Leveraging Performance Data for Continuous Improvement and Equitable Service Delivery*. To improve the quality of its demographic data, ETA is working closely with its technical assistance contractor to assess and address factors that may be contributing to higher or lower response rates for questions related to participants' race and ethnicity. Findings have shown that both socio-cultural and technical factors are affecting response rates. For example, fear of disclosing personal information and uncertainty of what is done with the data can contribute to lower response rates. Systems that do not prompt staff to follow-up with participants contributed to lower response rates. ETA will be working with the contractor to develop technical assistance products (e.g., webinars and toolkits) that address both socio-cultural and technical factors to assist states in improving response rates.

ILAB continued gathering baseline data towards better measuring the percentage of newly awarded cooperative agreements, cost increases, and professional services contracts that incorporate an equity lens. For Funding Opportunity Announcements (FOAs), this includes consideration of: target population(s), regional focus, relevant policy categories the FOA addresses, eligibility of applicants, guiding principles for equity and job quality, and reporting requirements and evaluation metrics.

To develop a method to measure its outreach efforts in a way that will allow the Agency to ensure equity, **OSHA** has initiated a pilot in one of the regions and has established an ad hoc data group to look at this issue more broadly.

OWCP's Energy Employees Occupational Illness Program sent customer experience surveys to a sample of claimants to gather feedback from stakeholders to inform customer engagement strategies for advancing equity and better engage traditionally disenfranchised communities.

VETS is 75% complete with its data integrity and median earning analysis for the Jobs for Veterans State Grants (JVSG) program to improve data reliability and better understand the people served by JVSG. VETS also published demographic data for HVRP measures by gender, ethnicity, and race on the HVRP DOL website.

WHD has developed a preliminary version of an equity index that identifies geographic areas where the workforce may be particularly vulnerable to labor violations, as measured by selected variables.

Where is DOL uniquely positioned to address inequities?

Although DOL cannot address all inequities faced by working people alone, it has discretion over how it administers programs, how it engages with underserved communities, how it awards funding (through grants and procurement), and how it builds an inclusive workforce and workplace. Understanding where DOL can offer workers the strongest protections, supports, or resources—especially for workers who may not have other alternatives—can help DOL's agencies to have the most significant impact advancing workers' economic security and opportunity. Strategies 2.1 (Review grant program designs to identify barriers to underserved groups) 3.1 Increase outreach to underserved communities in contracting) 4.1 (Increase its outreach, workforce development, economic security, and enforcement programs to better serve our underserved populations) and 5.1 (Create a diverse, inclusive, equitable, and accessible DOL workforce drawn from all segments of American society) are driving DOL agencies to weave equity into all mission critical activities. In the first two quarters of FY22, DOL has made notable progress in this area.

In Q2 **ETA** published the YouthBuild and Apprenticeship Building America Funding Opportunity Announcements with extended application periods to encourage more diverse applicants, including community-based organizations. ETA also published both the Reentry Employment Opportunities (REO)/Pathways Home FOA and the REO/Youth FOA with a focus on community violence interventions.

ILAB continues to increase its understanding of ways to incorporate an equity lens into its new programming activities, including by participating in weekly grants coordination meetings hosted by the Office of the Assistance Secretary for Policy (OASP).

OASAM made progress this quarter on advancing equity in DOL contracting activities with its coordination and collaboration between the Office of Small and Disadvantaged Business Utilization, procurement, and the program activities, as well as continued efforts through vendor outreach sessions and industry days to attract the various socio-economic small businesses, minority groups, and vendors from underserved communities.

Warehousing is an industry that employs workers of color at almost twice the rate of all industries. To establish a baseline for number of hazards related to powered industrial trucks, which are used widely in the warehousing industry, **OSHA** has identified the OSHA standards and compliance assistance activities directly related to preventing injuries and is working to identify other standards and compliance assistance activities indirectly that may also be related. For development of an enforcement initiative focusing on the package and parcel delivery

industries, OSHA has identified the data sources as well as the necessary staff resources need and is considering various approaches.

VETS completed its revision of the Homeless Veterans' Reintegration Program (HVRP) Funding Opportunity Announcement to identify and target areas with the highest rates of veteran homelessness, including communities most affected by poverty.

WB is helping to advance equity not just in the work they direct, but also through collaborations with colleague agencies. For example, WB is working with OA to increase the number of women from underrepresented communities in pre-apprenticeship, youth apprenticeship, Registered Apprenticeship, and/or nontraditional occupations.

WHD has continued to build on its robust outreach efforts as part of the Essential Workers Essential Protections program—conducting a total of 1,588 events and 572 webinars that have reached nearly 83,000 individuals to date. Outreach efforts are designed to reach essential workers across multiple industries, including residential construction, food services, care, and agriculture. These are industries where immigrant workers, workers of color, and women are disproportionately represented in the workforce because of occupational segregation and persistent, historical exclusion from jobs that build paths to the middle class.

What are the effective Partnerships that can help advance equity?

Partnerships and collaborations with community-based organizations help the Department of Labor to better reach the workers we serve—especially as DOL prioritizes reaching traditionally underserved workers. Community-based organizations hold trusted relationships with the workers who DOL is trying to reach, can identify barriers and solutions to workers accessing DOL benefits, services, and protections, and can themselves deliver services or benefits directly to workers, employers, and other community members. As outlined in Strategy 1.2, and Strategy 3.1, and Strategy 4.1, DOL is working to leverage strategic partnerships, cooperative programs, and other existing relationships with entities like state and local governments and community-based groups or other worker organizations to focus on vulnerable workers and making those workers aware of their rights.

EBSA Benefits advisors are reaching out to non-profit groups that provide education to the underserved populations. Examples of groups that EBSA has partnered with include job corps, minority chamber of commerce, consulates, and women's organizations such as Savvy Ladies and Women in Trades. EBSA established a cross regional working group with the main purpose of having EBSA Benefits Advisors develop best practices for reaching underserved populations through the agency's outreach efforts. As of May 4, 2022, Benefits Advisors had conducted 338 outreach events, including 72 dislocated worker events that targeted underserved communities. EBSA currently tracks underserved outreach in the following demographic categories: African American, Asian American, Disabled, Hispanic, LGBTQ+, Native American, Seniors, Small Business, Veterans, Women, and Youth (individuals about to enter or just entering the workforce).

ILAB hosted an outreach event in March with organizations expressing interest in applying for our upcoming Funding Opportunity Announcements (FOAs) to provide information on our programs, and to potentially diversity the pool of applicants for future FOAs.

MSHA has made significant progress toward its equity goal to reach out to underserved populations through working with and partnering with various institutions. The agency

recognizes that state training programs are a key source of mine safety and health training, and education for individuals who work or will work at mines. To ensure all participants obtain the highest benefit from these trainings, MSHA is planning to offer bilingual sessions in English and Spanish to address the modern workforce, especially in the Western United States, where there is a predominant Hispanic and American Indian mining community. To hire the appropriate talent needed for this endeavor, MSHA has participated in outreach efforts to Historically Black Colleges and Universities (HBCUs), Hispanic Serving Institutions (HSIs), Asian American, Native American, Pacific Islander Serving Institutions (AANAPISIs), and Tribal Colleges and Universities for hiring activities.

In Q1 and Q2 of FY 2022, **OASAM** contributed to a combined 41 recruitment and outreach events serving multiple underserved communities. Event participants represented: Veterans, Wounded Warriors, Military Spouses, Schedule A, People with Disabilities, Recent Graduates (1st generation college graduates), African American/Black, Native Hawaiian/Pacific Islander, Hispanic/Latino, Asian American, Alaska Native and Indigenous, Middle Eastern/North African, LGBTQ+, and rural areas.

In Q2 of FY 2022, **ODEP** released a financial toolkit to address the needs of Americans of color with disabilities, and fostered connection building with the HBCU Clean Energy Initiative to drive collaboration with Historically Black Colleges and Universities on inclusive apprenticeships in clean energy. ODEP formally engaged with new intermediary partners (National Black Caucus on State Legislators, Board of Latino Legislative Leaders, and the National Organization of Black Elected Leaders – Women) on collaborative activities focused on the enactment of state and local employment policies that advance diversity, equity, inclusion and accessibility, and better support underserved communities. These policies include equitable expansion of inclusive apprenticeship programs and addressing the mental health needs of racial and ethnic minority workers.

In its Equity performance measure, **OFCCP** was successful in significantly increasing the number of education and outreach events focused on workers' rights from 11 in Q1 to 76 in Q2, bringing the total YTD to 87 events with over 2,400 participants in all. The agency continued its focus on reaching out to worker rights and community-based organizations and engaging women, workers of color, veterans, and workers with disabilities.

To lay the groundwork necessary for developing relationships that could lead to alliances in the warehousing sector, **OSHA** has reached out to stakeholders at the local level in several Regions and more broadly at the national level through NIOSH's National Occupational Research Agenda (NORA) Sector Council on Contingent Workers (which OSHA refers to as temporary workers).

VETS is 66% complete with its goal to establish 12 new partnerships with veteran and military service organizations that support underserved and minority populations. VETS is gathering recommendations and incorporating them into its comprehensive communication plan outlining efforts to advance opportunities and improve employment outcomes.

WB has broadened its outreach to organizations focused on individuals from historically underserved communities to promote equal access to opportunities and workplace rights and benefits.

To date, sixty-two percent of outreach events conducted by **WHD** have been worker focused, and a total of 137 listening sessions have reached roughly 1,500 individuals that represent

worker advocacy organizations. WHD was able to reach these individuals by re-establishing and building new relationships with stakeholders who work with underserved communities. Notably, the National Coalition for Worker Justice mobilized its affiliates of worker centers and advocates throughout the country to participate in these listening sessions. Results from these listening sessions have been reported on a feedback website, <https://www.dol.gov/agencies/whd/listening-sessions> to ensure accountability for the information provided by stakeholders. In addition, WHD currently has 31 active Memorandums of Understanding (MOUs) with State and local government partners and seven with federal partners.

APG Measures Below or Significantly Below Target

None

APG Milestones Behind Schedule

MSHA-MS-7 MSHA will analyze whether miners in underserved communities face any vulnerabilities **(Due 03/31/2022 / Behind Schedule, now due 06/30/2022)**.

MSHA needed more time to outline and program all the necessary data required for this milestone from the Agency's MSHA Centralized Application System (MCAS). This includes comparing the safety and health statistics with mines that are located in underserved communities with similar mining operations in other parts of the country. The program is currently starting to generate data for analysis and will soon be able to flesh out the process and begin compiling data statistics

WHD-M-19 WHD will build strategic partnerships with community-based organizations, worker centers, unions, industry associations, consulates, faith-based organizations, and worker advocacy groups. **(Due 03/31/2022 / Behind Schedule, now due 05/31/2022)**

WHD is now on track based on the revised milestone date of May 31, 2022, and is developing strategic partnerships with worker-focused organizations and government partners that were identified through the outreach efforts under the Essential Worker Essential Protections program.

Next Steps

In Q3, the Department will continue monitoring agency progress against this goal, working with the Equity Board, the Office of the Deputy Secretary, and agency heads, especially in those cases where more significant data progress will be captured in the second half of the fiscal year.

Data Accuracy and Reliability

Agencies use a variety of systems and mechanisms to verify and validate data accuracy and reliability:

Data Sources: DOL collects data from a variety of internal and external stakeholders, using internal systems and databases. In addition, agencies populate systems that aggregate these data for reporting to DOL leadership, OMB, and external stakeholders. The Departmental E-Business Suite (DEBS) is the system that DOL uses to collect performance and budget information including measures and milestones included in the DOL Strategic Plan for reporting in various deliverables including the Annual Performance Report, the Agency Financial Report, and the Agency Priority Goals, among others.

Data Validation and Verification: DOL uses both human and automated data validation to verify data accuracy. Agency staff, both in the field and the National Office review both internal and externally-provided data (such as those received from grantees and/or contractors). Where agencies have developed case management systems or databases, agency staff will review the data from these systems prior to generating the reports required for various deliverables. Many agencies have specific teams or offices dedicated to data, and agencies work closely with the Performance Management Center to review, correct, and update data, where required. For APGs specifically, agencies meet with the Deputy Secretary of Labor prior to submission, providing an extra layer of data validation and clearance.

Level of Accuracy: Different data sets require different levels of accuracy, depending on the measure. However, agencies input their data methodology and calculation methods when inputting data in their systems, including DEBS. Agencies specify numerator and denominator for their measures, whether the measure should increase or decrease, and the frequency of data collection.

Data Limitations: Agencies experience a number of limitations regarding data collection and validation. These include user error (i.e. inputting inaccurate information), data collection timelines (especially for grantees and external stakeholders, who may report data on an “off-cycle”, i.e. not aligned to quarters or even fiscal years (for multi-year funding programs, and programs on Program or Calendar Year schedules).

Strategies to Address Data Limitations: Agencies use a number of strategies to mitigate limitations to data. These include internal clearance and validation, training (virtual, and through guides and SOPs), and verification processes for data received from external stakeholders. Agencies update lagging indicator data as it becomes available, and note which measures fall into this category.

Additional Information

Contributing Programs

DOL Agencies Contributing to this APG can be found on page 4 of this document.

Organizations

1. State Workforce Agencies
2. Non-profit and minority-serving organizations
3. Businesses owned by women, racial minorities, and other historically marginalized populations

President's Management Agenda

1. Priority 2: Delivering excellent, equitable, and secure Federal services and customer experience

Legislation and Regulations

1. [The American Rescue Plan of 2021 \(ARPA\)](#)
2. [The Coronavirus Aid, Relief, and Economic Security Act of 2020 \(CARES\)](#)
3. [No Surprises Act, part of the Consolidated Appropriations Act of 2021](#)
4. [Families First Coronavirus Response Act \(FFCRA\)](#)

Policies

1. [Executive Order 13985: Advancing Racial Equity and Support for Underserved Communities Through the Federal Government \(2021\)](#)
2. [Executive Order 13995: Ensuring an Equitable Pandemic Response and Recovery \(2021\)](#)
3. [Executive Order 13999: Protecting Worker Health and Safety \(2021\)](#)
4. [Executive Order 14002: Economic Relief Related to the COVID-19 Pandemic](#)

Stakeholder / Congressional Consultations

Agencies regularly consult stakeholders including DOL Leadership, Congress, and federal partners on implementing and coordinating outreach and engagement related to the activities mentioned in this APG

DOL will strengthen outreach efforts to stakeholders that serve historically underserved and marginalized communities. These stakeholders can serve as an important validator for communities who are mistrustful of government services or who face barriers to filing a complaint with WHD. They can also be instrumental in developing cases, returning wages to workers, and ensuring sustainable compliance.