



Agency Priority Goal | Action Plan | FY 2023 – Q1

# An Economy for All Workers

Goal Leader:

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Chief Diversity and Equity Officer

Office of the Secretary

## Contents

Goal Team .....	3
Goal Overview .....	4
Strategies to Achieve Success.....	7
Goal Targets/Key Indicators.....	9
Key Milestones.....	16
Narrative – Fiscal Year 2022, Q3 .....	26
Data Accuracy and Reliability.....	32
Contributing Programs.....	33
Overall Goal Status.....	34

# Goal Team

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Mine Safety and Health Administration (MSHA)

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Office of Disability Employment Policy (ODEP)

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Director  
Office of Workers' Compensation Programs  
(OWCP)

**James Rodriguez**  
Assistant Secretary  
Veterans' Employment and Training Service  
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Wage and Hour Division (WHD)

# 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 Institutions.

#### **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 underserved rural, racial, and ethnic groups.

#### **Office of Federal Contract Compliance Programs (OFCCP)**

OFCCP protects workers, promotes diversity through equal employment opportunity, and enforces the legal and contractual promise of nondiscrimination and affirmative action applicable to federal contractors and subcontractors. The agency holds those who do business with the federal government responsible for complying with the legal requirement to take proactive 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 strategically utilizing its resources to eliminate barriers to equal employment opportunity for all workers by strengthening its enforcement, promoting greater contractor compliance with equal employment opportunity obligations, and empowering workers to engage with OFCCP and report equal opportunity concerns.

#### **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 Workplace**

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

DOL's workforce should reflect American society. Employing and retaining people from a variety of different backgrounds brings together the unique and intricate strengths and perspectives that come from lived experiences. By advancing DEIA practices, DOL will help to strengthen the Federal workforce. DEIA is not a separate or add-on activity, but rather a priority that DOL must integrate into and across all functions to build a more welcoming, fair, healthy, and supportive work environment and culture.



## Goal Targets/Key Indicators

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

Sub-Strategy <sup>1</sup>	DOL Agency	By September 30, 2023, DOL will...	Name of Indicator	FY 2022 Result	FY 2023 Target	FY 2023 YTD Target	FY 2023 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	180 <sup>2</sup>	75	10	18	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	160 <sup>1</sup>	70	15	55	Quarterly
1.1 Evidence-based strategic	OSHA	Increase the percentage of Harwood Grant Applicants proposing to deliver or develop	OSHA-Grants-02op	87.2%	75% <sup>3</sup>	N/A	N/A	Annual

<sup>1</sup> Sub-strategy rows shaded in blue indicate a new Fiscal Year (FY) 2023 measure and/or milestone.

<sup>2</sup> While EBSA set targets below FY 2022 results for these measures, EBSA increased its targets from the previous year. For OEA-8b, the FY 2022 target was 50 and the target was increased to 75. For OEA-9b, the target was also 50 and increased to 70. Importantly, as part of the AMP development process, the FY 2023 targets were set before the FY 2022 actuals were recorded. As such, EBSA will continue to revisit its results to use in formulating / adjusting the targets for FY 2024.

<sup>3</sup> The OSHA-Grants-02 performance measure was initially added in FY 2022. OSHA set its target at 75 percent after reviewing applications over the previous 2-3 years. In FY 2022, results were unusually high compared to previous years. Additionally, the Agency is proposing significant changes to their Capacity Building funding opportunity this year. Those changes are intended to solicit more applications from smaller non-profit organizations that do not have a current capacity to deliver occupational safety and health training. These organizations are less likely to be able to provide training in other languages than our typical applicant pool.

enforcement and compliance assistance		materials for training in languages other than English						
1.1 Evidence-based strategic enforcement and compliance assistance	WHD	Increase the percent of compliance actions in industries with a large number of workers from underserved communities	WHD-EQ-02	N/A	78%	78%	77%	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 2022 Result	FY 2023 Target	FY2023 YTD Target	FY 2023 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 (WIOA Adult Program).	ETA-OWI-17	41 <sup>4</sup>	42	42	40 <sup>5</sup>	Quarterly
2.1 Equitable Grantmaking	MSHA	Increase the share of competitive grants awarded to institutions that serve underserved populations	MSHA-EPD-08	20%	20%	20%	N/A <sup>6</sup>	Quarterly

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

<sup>5</sup> Results for this metric lag by one quarter.

<sup>6</sup> No competitive grants awarded in Q1



### Strategy 3: Advancing Equity in DOL's contracting opportunities

Sub-Strategy	DOL Agency	By September 30, 2023, DOL will...	Name of Indicator	FY 2022 Result	FY 2023 Target	FY 2023 YTD Target	FY 2023 YTD Result	Update Cycle
3.1 Advancing equity in contracting	ILAB	Increase the percent of newly awarded cooperative agreements, cost increases, and professional service contracts that incorporate an equity lens	ILAB-Equity-01	62%	68%	68%	76%	Quarterly
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	28.65%	28%	28%	33.99%	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	8.72%	5%	5%	7.63%	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 2022 Result	FY 2023 Target	FY 2023 YTD Target	FY 2023 YTD Result	Update Cycle
4.1 Combatting Poverty	EBSA	Increase 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 <sup>7</sup>	22,861	17,100 (Total Staff Days)	N/A	2,666	Annual
4.1 Combatting Poverty	OFCCP	Conduct education and outreach events focused on workers' rights and helping connect underrepresented workers to contractors seeing to hire.	OFCCP-13	49%	50%	50%	70%	Quarterly

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<sup>7</sup> The target for this measure in FY 2022 was 7,220 staff days. The target in FY 2023 was more than doubled to 17,100 and was created before the FY 2022 results were known. EBSA will continue to refine the target for this measure for future outyears now that they have an adequate baseline to measure it against.

Sub-Strategy	DOL Agency	By September 30, 2023, DOL will...	Name of Indicator	FY 2022 Result	FY 2023 Target	FY 2023 YTD Target	FY 2023 YTD Result	Update Cycle
4.1 Combatting Poverty	OSHA	Increase the number of hazards abated related to powered industrial trucks, an industry traditionally dominated by individuals in vulnerable communities and minority populations in the warehousing industry.	OSHA-Hazards-12op	154 (Baseline)	154	40	25	Quarterly
4.1 Combatting Poverty	WB	Increase the number of strategic partnerships with organizations primarily serving underserved communities.	7-WB-SPUCIO-01	221	210	50	110	Quarterly

### Strategy 5: Transforming DOL into a Model Workplace

Sub-Strategy	DOL Agency	By September 30, 2023, DOL will...	Name of Indicator	FY 2022 Result	FY 2023 Target	FY 2023 YTD Target	FY 2023 YTD 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	121	48 <sup>8</sup>	48	73	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 underserved communities including HBCUs and other MSIs	415 <sup>9</sup>	51	51	22	Annual

<sup>8</sup> After greatly exceeding its target in FY 2022, OASAM plans to increase its target in FY 2023 but as of the end of Q1, has not finalized this target for FY 2023.

<sup>9</sup> In FY 2022, DOL focused on New Partnership Development to create an established network of institutions and organizations that work with underserved communities. For FY 2023, the target has been lowered DOL will shift its focus primarily to maintaining and strengthening the relationships it developed the previous year, lowering the number of new partnerships it will be able to establish.

## 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	Continue cross-regional outreach project with EBSA benefit advisor offices to develop additional practices for reaching the underserved populations through outreach efforts	09/30/2023	On Schedule	EBSA-OEA-16
1.1 Evidence-based strategic enforcement and compliance assistance	EBSA	Update MHPAEA Self-Compliance Tool in early FY 2023. EBSA will continue to work to implement MHPAEA, including the requirements of the Cures Act, SUPPORT Act, and the CAA	06/30/2023	On Schedule	EBSA-OHPSCA/OE-8
1.1 Evidence-based strategic enforcement and compliance assistance	OFCCP	Issue a scheduling list including contractors that have greater risk factors for non-compliance	09/30/2023	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.	03/31/2022 Revised: 03/31/2023	On Schedule for Revised Date	MSHA-MS-26
1.1 Evidence-based strategic enforcement and compliance assistance	MSHA	Develop a tool that uses internal and external data to aid miners in locating drug and mental health treatment facilities, by mine location	09/30/2023	On Schedule	MSHA-MS-23



Sub-Strategy	Owner	Key Milestone	Milestone Due Date	Milestone Status	Comments
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.	09/30/2022 Revised: 03/31/2023	On schedule for Revised Date	OSHA Milestone 1-14
1.1 Evidence-based strategic enforcement and compliance assistance	OSHA	Implement enforcement initiative focusing on targeting inspections and abatement of the hazards in the package and parcel delivery industries.	09/30/2023	Completed	OSHA Milestone 3-14
1.1 Evidence-based strategic enforcement and compliance assistance	WHD	Present data and methods on pilot of equity index to other DOL agencies	03/31/2023 Revised to 09/30/2023	Behind Schedule	WHD-M-01
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 Revised: 03/31/2023	On schedule	OSHA-ST-18

## 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	Deliver targeted technical assistance (TA) to National Farmworker Jobs Program (NFJP), Reentry Employment Opportunities (REO) Adult, YouthBuild, and Senior Community Service Employment Program (SCSEP) grantees to improve collection of approved job quality-related data elements (e.g., average hourly pay, hours worked per week, occupation codes)	09/30/2023	On schedule	ETA-OWI-01
2.1 Equitable Grant Making	ETA	Solicit applicant feedback about grant process improvements through at least two channels (e.g., stakeholder feedback session, survey)	03/31/2023	On-schedule	ETA-OWI-11
2.1 Equitable Grant Making	ETA	ETA will continue its effort to understand equity in the context of its programs through administrative data by developing state-level equity reports for use by ETA staff in the National and Regional offices	09/30/2023	On Schedule	ETA-OPDR-12
2.1 Equitable Grant Making	ETA	Initiate one pilot project in reach region to enhance equity among Black Workers and other underrepresented groups	09/30/2023	On Schedule	ETA-RO(All)-01
2.2 Investment in data support and analytic capability	ETA	Draft the Round 9 Workforce Data Quality Initiative (WDQI) Funding Opportunity Announcement (FOA) with a focus on leveraging data to advance equity	06/30/2023	On Schedule	ETA-OPDR-03
2.2 Investment in data support and analytic capability	ETA	Expand and improve Workforce Integrated Performance System (WIPS) standard reports for competitive grant outcomes	06/30/2023	On Schedule	ETA-OPDR-05

Sub-Strategy	Owner	Key Milestone	Milestone Due Date	Milestone Status	Comments
Lo2.2 Investment in data support and analytic capability	ETA	Deliver recommendation memo to ETA leadership identifying current challenges to collecting and reporting data elements related to job quality, potential solutions, and assessing the feasibility and level of effort required	09/30/2023	On Schedule	ETA-OPDR-OWI(OA)-06
2.2 Investment in data support and analytic capability	WB	Develop an outreach and engagement strategy that outlines the various means by which the agency interacts with and serves LEP workers and how it will outreach to and engage with individuals and organizations that offer free language access services	06/30/2023	On Schedule	3.1-WB-GD-7
2.2 Investment in data support and analytic capability	WHD	Deliver interactive Community Outreach and Planning Resource Specialists (CORPS) map to support stakeholder and public engagement	11/08/2022	Behind Schedule (completed as of 1/04/2023)	WHD-M-04

### 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	09/30/2023	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	09/30/2023	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	OWCP	Conduct three separate customer experience surveys to gather feedback from stakeholder that will be utilized to inform customer engagement strategies and continue to build upon efforts for advancing equity	09/30/2023	On Schedule	OWCP 1.1-4 Energy Equity and Customer Experience
4.1 Bolster workforce development, economic security, and enforcement programs to combat poverty	OWCP	Conduct analysis of voluntary demographic information, claimant surveys on barriers, and any other stakeholder demographic information	10/31/2022	Completed	OWCP-1.1-7 FECA & Longshore Equity and Customer Experience
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	09/30/2022 Revised: 09/30/2023	On Schedule for Revised Date	VETS-TAP-FY22D

Sub-Strategy	Owner	Key Milestone	Milestone Due Date	Milestone Status	Comments
4.1 Bolster workforce development, economic security, and enforcement programs to combat poverty	VETS	Develop a multi-year trend report that compares participant outcomes by relevant demographic categories	09/30/2023	On Schedule	JVSG-FY23B
4.1 Bolster workforce development, economic security, and enforcement programs to combat poverty	VETS	Issue a revised quarterly performance report to states to improve awareness of outliers in JVSG record counts for participant services and/or demographic data	06/30/2023	On Schedule	JVSG-FY23A
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.	05/30/2023	On Schedule	ODEP-RETAIN-2
4.1 Bolster workforce development, economic security, and enforcement programs to combat poverty	ODEP	SEED will complete a comprehensive report on state and local policy options targeting the employment and advancement of job seekers and workers with mental health disabilities from various racial, gender, and equity groups	03/31/2023	On Schedule	ODEP-SEED-2

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	EARN will produce a report of its findings from the FY 2022 Q4 Listening Session with representatives from organizations from underserved communities	12/30/2022	Complete	ODEP-EARN-1
4.1 Bolster workforce development, economic security, and enforcement programs to combat poverty	ETA	Reentry Employment Opportunities (REO) Growth Opportunity (GO) youth grants focus on community violence intervention (CVI) strategies and best practices, and the agency will disseminate promising practices emerging from the grants	06/20/2023 Revised: 09/30/2023	Behind schedule (New date 09/30/23)	ETA-OWI-26

### Strategy 5: Transforming DOL into a Model Workplace

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 37	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	On Schedule	Diversity 5-M
5.1 Create a diverse, inclusive, equitable, and accessible DOL workforce drawn from all segments of American society 38	OASAM and CEO	Conduct a pilot to remove identifying characteristics from candidates' resumes	09/30/2023	On Schedule	Diversity 13-M
5.1 Create a diverse, inclusive, equitable, and accessible DOL workforce drawn from all segments of American society 39	OASAM	Implement new DEIA training curriculum for managers and supervisors	09/30/2023	On Schedule	Diversity 12-M
5.1 Create a diverse, inclusive, equitable, and accessible DOL workforce drawn from all segments of American society 40	OASAM	Train managers, supervisors, and employees on Harassing Conduct policies	09/30/2023	On Schedule	Inclusion 6-M



5.1 Create a diverse, inclusive, equitable, and accessible DOL workforce drawn from all segments of American society 41	OASAM and DSEC	Develop situation-based training offerings on the reasonable accommodation process	09/30/2023	On Schedule	Accessibility 7-M
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# Narrative – Fiscal Year 2023, Q1

## Progress Update:

In Q1 of FY 2023, the Department of Labor made great progress embedding equity into its various activities including data analysis, targeted enforcement, program outreach, and establishing strategic partnerships. The following provides an overview of the progress made toward achieving the objectives set out for this APG.

### **EBSA**

EBSA conducted 18 National and Regional Compliance Activities that target underserved populations, which was 8 more than the target of 10. The agency conducted 55 retirement savings and health events for participants paying particular focus on reaching underserved populations, exceeding the target by 40. EBSA is working to update the self-compliance tool and targeting release by early summer 2023. In addition to incorporating recent guidance issued under the new CAA requirements, EBSA continues to engage with stakeholders to inform the update. EBSA established a cross regional working group in FY 2021. The main purpose of the cross regional outreach project is to have EBSA Benefits Advisors work to develop best practices for reaching underserved populations through the agency's outreach efforts. In FY 2023 through December 31, 2022, Benefits Advisors have conducted 87 outreach events that targeted underserved communities.

### **ETA**

ETA continued its focus on advancing equity through its grant-making, focusing on outreach to a diverse pool of prospective applicants for grants, extending the time for which grant applications are available, and incorporating equity priorities into funding solicitations. ETA also provided Technical Assistance to organizations and grantees to improve the collection of approved job quality-related data elements (e.g., average hourly pay, hours worked per week, and occupation codes) for specific competitive grant programs including National Farmworker Jobs Program (NFJP), Reentry Employment Opportunities (REO) Adult, YouthBuild, and the Senior Community Service Employment Program (SCSEP). Proper reporting on these data elements is critical to determining whether good jobs stem from these programs. Specifically, quarterly wage records obtained from states in other ETA programs do not provide a full picture of performance since ETA cannot determine full-time vs part-time work or actual wage/salary. Improving reporting on the occupation of employment will help analysts better determine if participants are finding jobs related to their ETA program or training. Additionally, ETA is currently drafting the Funding Opportunity Announcement for the Workforce Data Quality Initiative round 9. In this latest iteration of the grant, ETA is including a purposeful focus on equity data as part of the scoring criteria and objectives for the grant.

### **ILAB**

ILAB intends to increase the percentage of newly awarded cooperative agreements, cost increases, and professional services contracts that incorporate an equity lens. 76% of the cooperative agreements, contracts, and cost increases that ILAB has awarded in Q1 of FY 2023 have an equity focus. ILAB has prioritized small businesses for contracts; and for the beneficiaries of cooperative agreements and cost increases, ILAB has targeted the most vulnerable populations including indigenous populations, domestic workers, migrant workers, and populations who historically have been subjected to violence, abuse and discrimination.

## **MSHA**

MSHA continued to make progress toward its equity goals through outreach efforts around hiring and data analysis of mines in underserved communities. MSHA increased its target for the share of competitive grants awarded to institutions that serve underserved populations from 15% to 20% based on the FY 2022 result and plans to award its FY 2023 grants in Q4.

Additionally, MSHA is evaluating whether miners in underserved communities face any specific vulnerabilities by identifying mines located in diverse underserved areas. Specifically, the agency is assessing which mines are located in counties that lack access to primary, dental, and mental healthcare; rural areas that face healthcare professional shortages; locations with limited high-speed broadband or essential basic internet service; underserved tribal areas; and economically underutilized areas and distressed communities. To perform this evaluation, MSHA is employing the use of external data which includes the Health Resources & Services Administration Health Care Professional Shortage Areas, the American Community Survey (Household Internet Access), the Federal Communication Commission Fixed Broadband Deployment (High-Speed Broadband Access), the Census Tribal Tract and Indian Health Services, the Small Business Administration HUBZones (Historically Underserved Communities), and the U.S. Department of Treasury Community Development Financial Institutions Qualified Opportunity Zones. This milestone effort is expected to be completed by March 31, 2023.

## **OASAM**

In FY2023 Q1, OASAM met or exceeded all its targets. In the Office of the Senior Procurement Executive (OSPE), the small business goals are continuing efforts around vendor outreach, and engagement to support long range objectives of providing fair and timely services. OSPE is doing this by facilitating education opportunities, and awareness of vendors who may be interested in providing goods and services to DOL and other Federal Agencies.

The Office of Human Resources (OHR) released an email to all DOL managers and supervisors outlining required DEIA training in anticipation of the new fiscal year. In Q1 of FY 2023, OHR hosted several orientation sessions on training that began in December 2022. OHR met with the Office of Personnel Management (OPM) and the Office of Chief Information Officer (OCIO) team to review the possibility of automation options for reviewing resumes to remove identifying characteristics. The options were deemed non-viable for the short-term deadlines. The OHR Staffing Division will be pursuing a manual pilot. In Q1 of FY 2023, OHR attended 73 job fairs that focused on reaching underserved communities, as well as established 22 recruiting partnerships with organizations that serve those communities.

OASAM's Civil Rights Center (CRC) developed situation-based training offerings on the reasonable accommodation process. In Q1 of FY 2023, CRC incorporated this training into standard training for all employees.

## **ODEP**

ODEP's RETAIN program coordinates among individuals and organizations about staying in or returning to work after a work disability. In Q1, ODEP worked closely with the RETAIN Technical Assistance) contractor to assist grantees reach underserved communities and opportunity zones. Overall, 25% of RETAIN service recipients were a person of color and 14% were Black workers, representing a higher proportion than the average for the RETAIN states.

Under the State Exchange on Employment and Disability (SEED) initiative, all of the intermediary partners engaged in Q1, including intermediaries representing the various race, ethnic and gender policymakers, such as the National Caucus of Black Legislators (NCBL), the National Organization of Black Elected Leaders who are Women (NOBEL Women), and the National Caucus of Native American State Legislators (NCNASL). Assistant Secretary Williams met with each of these groups, including participating in a policy listening session with the members of NCNASL. As a result of this engagement, the SEED intermediaries have developed or are in the process of developing a series of reports and outreach events outlining state and local government best practices in equity inclusion, as well as policy briefs and outreach materials to their constituencies on ways states and localities can promote the inclusion of people of color and various ethnicities in their disability-focused programs and policy.

### **OFCCP**

OFCCP continued to strategically allocate its resources to maximize impact by conducting comprehensive compliance evaluations and broadening its stakeholder engagement. In Q1 of FY 2023, OFCCP completed 223 compliance evaluations and 4 complaint investigations resulting in \$3,128,016 in financial recoveries for over 1,400 affected class members. OFCCP also continued making significant progress in its Equity performance measure by increasing the number of education and outreach events focused on workers' rights and community-based organizations and engaging women, workers of color, veterans, and workers with disabilities. In Q1 of FY 2023, OFCCP conducted 70 Education and Outreach events focused on workers' rights reaching over 6,900 participants, or 70 percent of the total events conducted, which is 20 percentage points higher than the target of 50 percent. Additionally, in January 2023, OFCCP released its list of supply and service contractors and subcontractors being scheduled for compliance evaluations. OFCCP has adopted a risk-based neutral scheduling methodology, available on its website, to focus resources on contractors at higher risk of noncompliance.

### **OSHA**

OSHA continued conducting inspections and compliance assistance in the warehousing industry with existing programs, evaluating exposure to industrial truck hazards and seeking abatement to remove employees from the hazards. During FY 2023 Q1, OSHA drafted a National Emphasis Program (NEP) for Warehousing and Distribution industries, to include package and parcel delivery industries. The draft NEP document focuses on industry sectors with elevated injury and illness rates. These industry sectors are also known to include vulnerable workers. This NEP is on track for implementation during second quarter FY 2023 and will complement the agency's APG performance measure OSHA-Hazards-02op Number of hazards abated related to powered industrial trucks in the warehousing industry.

In FY 2023 Q1, OSHA further refined its proposal for updating the online OSHA Information System Compliance Assistance module based on extensive feedback and input on the proposal gathered from national, regional, and area office Compliance Assistance personnel in FY 2022. Improvements to the Compliance Assistance module intend to promote more accurate and more detailed recording of the underserved worker populations that OSHA is reaching through outreach. The proposal was also shared with the Cooperative and State Programs Core Executive Committee, which will convene in FY 2023 Q2 to review the proposal and provide feedback. Once that feedback is addressed, the final strategy will be shared with OSHA's Assistant Secretary and Deputy Assistant Secretaries to ensure alignment with agency priorities, and then these updates will be implemented.

In FY 2022, OSHA Allentown Area Office established a new alliance within the warehousing industry sector. At the same time, national, regional, and area office staff prioritized outreach and relationship building within the industry sector, which will be continued in FY 2023. Georgia Area Offices plan to sign an alliance with a warehousing industry professional association in FY 2023 Q2, and the national office is continuing to refine an alliance agreement with the Materials Handling Institute and hope to sign in FY 2023 Q2.

### **OWCP**

OWCP's Federal Employees' Compensation Act (FECA), Longshore, and Energy programs completed one of the two milestones supporting DOL's equity efforts. In October 2022, the Energy program sent its Customer Experience survey and Equity Assessment to 2,000 customers who recently filed a claim for Home Health Care benefits. The FECA and Longshore programs completed the analysis of voluntary demographic information, claimant surveys on barriers, and any other stakeholder demographic information. The programs will use the information to identify the set of actions necessary to advance equity, improve customer service, and better engage traditionally underserved communities.

### **VETS**

VETS issued a revised quarterly performance report to states to improve awareness of outliers in Jobs for Veterans State Grants record counts for participant services and demographic data, completing this APG milestone ahead of schedule as of 12/16/2023. VETS expects results from this milestone will lead to more complete and accurate demographic data, that will feed into VETS second milestone in this area. VETS is currently conducting efforts to develop a multi-year trend report that compares participant outcomes by relevant demographic categories, and to finalize the system that will allow analysis of the National Directory of New Hire data.

### **WB**

WB continued advancing equity through national and regional level strategic partnerships with organizations serving women from underrepresented communities and is developing more local-level partnerships with a place-based approach in FY 2023. Through a grant to Chicago Women in Trades, in Q1 WB's Women Building Infrastructure initiative provided technical assistance to teams in 11 states and municipalities across the country to build relationships with OFCCP and federal agencies such as DOT, Commerce, and Energy, and conduct outreach to state and local governments, unions, and contractors to increase women's inclusion and equity in construction-trades jobs on Bipartisan Infrastructure Law-funded projects. Additionally, WB's Fostering Access, Rights, and Equity (FARE) grant initiative continued to support partnerships with state government agencies and community-based and non-profit organizations to help marginalized women workers understand and access workplace rights and benefits. Several FARE grantees are conducting outreach and service provisions to limited English proficiency LEP populations. WB is initiating a phased-approach to translating its resources, prioritizing rights-related materials. WB is bringing lessons learned from its Women in Apprenticeship and Nontraditional Occupations (WANTO) grant program to its work on the Good Jobs Initiative (GJI). Through an IPA agreement, WB has acquired an Infrastructure Investment Equity Fellow from the Casey Foundation to support the GJI.

### **WHD**

In FY 2022 WHD completed all APG milestones by building and strengthening strategic partnerships with organizations that work closely with underserved communities and developed

a prototype equity index to identify specific geographic areas where the workforce is particularly vulnerable. In FY 2023, WHD is building upon this progress by piloting the equity index in combination with other relevant data to shape the development and implementation of outreach, enforcement, and stakeholder strategies. The agency is discovering new and different types of stakeholders who can serve as trusted intermediaries to communities, learning how to deliver information in multiple formats, and finding ways to meet members of underserved communities outside traditional settings. WHD has strengthened targeted enforcement by continuing to build essential worker-focused initiatives across several industries, including the care economy, food services, residential construction, agriculture, building services, warehousing, and government contracts.

### **APG Measures Below or Significantly Below Target**

OSHA-Hazards-12-op: Number of Hazards abated due to powered industrial trucks in the warehousing industry. In FY 2023, Q1 OSHA did not meet its target for this measure because of the lag time associated with the abatement and inspection process. FY 2023 Q1, OSHA issued 40 violations regarding powered industrial truck hazards within the warehousing industry and conducted five compliance assistance visits (CAS) addressing the same hazards within the warehousing industry. After issuance of the violations or CAS written reports, OSHA provides time to abate the noted hazards and the employer has the right to post issuance actions such as contesting or petitioning for a modification to abatement. The delay of issuance date and abatement due date is a natural part of OSHA's inspection process, therefore, as each inspection continues further into its post issuance time, abatement collected from the employer increases. To illustrate this point, since the time of reporting to this metric to PMC in mid-January, the number of hazards abated increased from 25 to 34 from the same 40 that were issued during Q1 of FY 2023, increasing the total to 39 hazards abated overall for this quarter. Further, OSHA identified six violations with overdue abatement and is actively seeking abatement from the employer, which when collected, will further increase the number of hazards abated in FY 2023 Q1.

### **APG Milestones Behind Schedule**

ETA Milestone OWI-26: This milestone is behind schedule because the grants were issued later than anticipated. As such, the milestone due date has been revised accordingly.

WHD Milestone M-04 (Deliver interactive CORPS map to support stakeholder and public engagement): The process to complete this map required the coordination and scheduling among many of the 54 Community Outreach and Resource Planning Specialists (CORPS) in order to take a professional photo and edit for posting on the web. Additionally, there were several staff changes in multiple states among the CORPS position causing vacancies and then onboarding procedures. As a result, the delivery of the interactive CORPS map fell slightly behind schedule but was completed on 01/04/2023. WHD is still in the process of piloting the equity index internally with its cross-regional initiatives for milestone M-01 (present data and methods on pilot of equity index to other DOL agencies). The due date for this milestone has been revised to 09/30/2023 to allow more time for the agency to compile and analyze data from the pilot and ensure the tool is working as intended before presenting to other DOL agencies.

### **Next Steps**

In FY2023, DOL will begin planning for the FY2024-25 cycle of APGs.



# 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.

## APPENDIX: Milestones Completed in FY 2022

### 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 1	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.	09/30/2022	Completed 09/30/2022	EBSA-OEA-13
1.1 Evidence-based strategic enforcement and compliance assistance 2	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	09/30/2022	Completed 06/06/2022	EBSA-OEA/OEA-20
1.1 Evidence-based strategic enforcement and compliance assistance 3	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.	09/30/2022	Completed 09/30/2022	EBSA Learning Agenda
1.1 Evidence-based strategic enforcement and compliance assistance 4	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.	09/30/2022	Completed 09/30/2022	ILAB-Equity Milestone 2022-01
1.1 Evidence-based strategic enforcement and compliance assistance 5	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.	09/30/2022	Completed 09/30/2022	OFCCP-03-ENF

Sub-Strategy	Owner	Key Milestone	Milestone Due Date	Milestone Status	Comments
1.1 Evidence-based strategic enforcement and compliance assistance 6	OFCCP	Develop a new scheduling list methodology to better identify contractors with greater risk factors for non-compliance.	05/03/2022	Completed 05/22/2022	OFCCP-02-ENF
1.1 Evidence-based strategic enforcement and compliance assistance 9	OSHA	Develop an enforcement initiative focusing on targeting inspections and abatement of the hazards in the package and parcel delivery industries.	09/30/2022	Completed, 09/30/2022	OSHA Milestone 2-3
1.1 Evidence-based strategic enforcement and compliance assistance 10	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.	09/30/2022	Completed 03/31/2022	WHD-M-1 and WHD-M-20
1.2 Strategic Partnerships 11	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 12	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.	09/30/2022	Completed 01/17/2022	OFCCP-05-RAM

<b>Sub-Strategy</b>	<b>Owner</b>	<b>Key Milestone</b>	<b>Milestone Due Date</b>	<b>Milestone Status</b>	<b>Comments</b>
1.2 Strategic Partnerships 13	WHD	WHD will build strategic partnerships with community-based organizations, worker centers, unions, industry associations, consulates, faith-based organizations and worker advocacy groups.	05/31/2022	Completed 09/30/2022	
1.2 Strategic Partnerships 14	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	Completed 09/29/2022	3.1-WB-GD-3
1.2 Strategic Partnerships 15	ODEP	ODEP will complete a report on policy options targeting the employment and advancement of job seekers and workers with mental health disabilities from underserved rural, racial, and ethnic groups.	09/30/2022	Complete 09/23/2022	ODEP-SEED-2

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

<b>Sub-Strategy</b>	<b>Owner</b>	<b>Key Milestone</b>	<b>Milestone Due Date</b>	<b>Milestone Status</b>	<b>Comments</b>
2.1 Equitable Grant Making 17	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 for select FOAs, and seeking public input on the design of select new grant programs prior to publishing grant competitions).	09/30/2022	Completed 09/19/2022	ETA-EQUITY APG 2.1(ETA-OWI-05 to ETA-OWI-12)
2.1 Equitable Grant Making 18	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	Completed 08/24/2022	1.2-WB-WG-3
2.2 Investment in data support and analytic capability 19	ETA	Develop performance measures/milestones for FY 2023 Agency Management Plan to incentivize agency behaviors that will advance equity goals.	06/30/2022	Completed 06/27/2022	ETA-OPDR-06
2.2 Investment in data support and analytic capability 20	ETA	Provide technical assistance (TA) to the state performance and reporting grantee communities to improve demographic data collection, reporting, analysis, and application.	09/30/2022	Completed 09/26/2022	ETA-OPDR-07

Sub-Strategy	Owner	Key Milestone	Milestone Due Date	Milestone Status	Comments
2.2 Investment in data support and analytic capability 21	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 who are part of a protected class in addition to military status.	09/30/2022	Completed 09/16/2022	VETS-USERRA-FY22K
2.2 Investment in data support and analytic capability 22	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 2 <sup>nd</sup> quarter after exit between all JVSG exiters and JVSG exiters that are members of marginalized populations.	09/30/2022	Completed 05/16/2022	VETS-JVSG-FY22B
2.2 Investment in data support and analytic capability 23	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.	09/30/2022	Completed 08/22/2022	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 24	OASAM	Hold quarterly minority-owned small business outreach sessions	09/30/2023	On Schedule	OASAM-WCF-OSPE-05-M

3.1 Advancing equity in contracting 25	OASAM	Hold Industry Days to facilitate large businesses, HBCUs, and small minority-owned businesses into potential partnerships	09/30/2023	On Schedule	OASAM-WCF-OSPE-06-M
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#### **Strategy 4: Combating Poverty and Boosting Economic Mobility in the Most Disadvantaged Communities**

<b>Sub-Strategy</b>	<b>Owner</b>	<b>Key Milestone</b>	<b>Milestone Due Date</b>	<b>Milestone Status</b>	<b>Comments</b>
4.1 Bolster workforce development , economic security, and enforcement programs to combat poverty 26	ETA	ETA will publish Reentry Employment Opportunities (REO) Youth/Community Violence Intervention (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	Completed 06/23/2022	ETA-EQUITY APG 4.1 (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 27	ETA	In FY 2022, 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.	03/1/2022	Completed 03/31/2022	ETA-EQUITY APG 4.1 (Adapted from ETA-EQUITY-08)
4.1 Bolster workforce development , economic security, and enforcement programs to combat poverty 28	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	Completed 04/22/2022	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 29	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	Completed 06/30/2022	OWCP 2.1-11 FECA & Longshore Equity
4.1 Bolster workforce development , economic security, and enforcement programs to combat poverty 30	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	Completed 09/30/2022	OWCP 2.1-8 Energy Equity
4.1 Bolster workforce development , economic security, and enforcement programs to combat poverty 31	VETS	Establish potential employment-based performance metrics for Transition Assistance Program using ongoing National Directory of New Hires data.	09/30/2022	Behind Schedule 09/30/2023	VETS-TAP-FY22D
4.1 Bolster workforce development , economic security, and enforcement programs to combat poverty 32	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.	03/30/2022	Completed 03/31/2022	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 33	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.	09/30/2022	Completed 07/12/2022	ODEP-RETAIN-3
4.1 Bolster workforce development , economic security, and enforcement programs to combat poverty 34	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.	09/30/2022	Completed 09/14/2022	OASAM-DM-CRC-09-M
4.1 Bolster workforce development , economic security, and enforcement programs to combat poverty 35	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	09/30/2022	Completed 09/30/2022	OASAM-DM-CRC-12-M
4.1 Bolster workforce development , economic security, and enforcement programs to combat poverty 36	OASAM	CRC will 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.	09/30/2022	Completed 09/30/2022	OASAM-DM-CRC-13-M

### Strategy 5: Transforming DOL into a Model Workplace

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 37	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	On Schedule	Diversity 5-M
5.1 Create a diverse, inclusive, equitable, and accessible DOL workforce drawn from all segments of American society 38	OASAM and CEO	Conduct a pilot to remove identifying characteristics from candidates' resumes	09/30/2023	On Schedule	Diversity 13-M
5.1 Create a diverse, inclusive, equitable, and accessible DOL workforce drawn from all segments of American society 39	OASAM	Implement new DEIA training curriculum for managers and supervisors	09/30/2023	On Schedule	Diversity 12-M

5.1 Create a diverse, inclusive, equitable, and accessible DOL workforce drawn from all segments of American society 40	OASAM	Train managers, supervisors, and employees on Harassing Conduct policies	09/30/2023	On Schedule	Inclusion 5-M
5.1 Create a diverse, inclusive, equitable, and accessible DOL workforce drawn from all segments of American society 41	OASAM and DSEC	Develop situation-based training offerings on the reasonable accommodation process	09/30/2023	On Schedule	Accessibility 7-M

