Agency Priority Goal | Action Plan | FY 2023 – Q4 Update and FY 2022-2023 Final Closeout Report

An Economy for All Workers

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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

Former 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, 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 Diversity, Equity, Inclusion, and Accessibility (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[1]	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[2]	75	75	201	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[1]	70	70	275	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%[3]	75%	71%	Annual

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

[2] 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.

[3] 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.

		materials for training in languages other than English						
enforcement and compliance assistance								
1.1 Evidence-based strategic enforcement and compliance assistance	WHD	Increase the percentage of compliance actions in industries with a large number of workers from underserved communities	WHD-EQ-02	N/A	78%	78%	78%	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 come from vulnerable populations (WIOA Adult program priority populations).[4]	ETA-OWI-17	41[5]	42	42	38[6]	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%	15%	Quarterly

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[4] For purposes of this measure, vulnerable populations are defined as recipients of public assistance, basic skills deficient, or low-income individuals (WIOA Adult Program).

[5] Targets and results for this measure are on a Program Year timeframe (12 months ending June 30).

[6] Results for this metric lag by one quarter.

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%	69%	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%	28.90%	28.90%	30.09%	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%	6.04%	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 (NQTL) 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[7]	22,861	17,100 (Total Staff Days)	17,100	21,812	Annual
4.1 Combatting Poverty	OFCCP	Conduct education and outreach events focused on workers' rights and helping connect underrepresented workers to contractors seeking to hire.	OFCCP-13	49%	50%	50%	58%	Quarterly
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	147 (Baseline)	155	155	239 (Preliminary until Nov. 14, 2023)	Quarterly
4.1 Combatting Poverty	WB	Increase the number of strategic partnerships with organizations primarily serving underserved communities.	7-WB-SPUCIO-01	221	225 (Revised 3/15/2023)	225	383	Quarterly

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[7] 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.

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	152[8]	152	267	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[9]	51	51	78	Annual

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[8] The FY 2023 target was increased in Quarter 2 to account for planned FY 2023 job fairs.

[9] 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	Completed	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 Revised: 12/31/2023	Cancelled	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	Completed	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	Completed	MSHA-MS-26

Sub-Strategy	Owner	Key Milestone	Milestone Due Date	Milestone Status	Comments
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 Revised: 06/30/2024	Behind Schedule	MSHA-MS-23
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.	09/30/2023	Completed	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: 09/30/2023	Completed	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: 09/30/2023	Completed	OSHA Milestone 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	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	Completed	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	Completed	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	Completed	ETA-OPDR-12
2.1 Equitable Grant Making	ETA	Initiate one pilot project in each region to enhance equity among Black Workers and other underrepresented groups	09/30/2023	Completed	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	Completed	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	Completed	ETA-OPDR-05

Sub-Strategy	Owner	Key Milestone	Milestone Due Date	Milestone Status	Comments
2.2 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	Completed	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	Completed	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 (Completed 01/04/2023)	Completed	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	Completed	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	Completed	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	Completed	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	Completed	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	Completed	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	Completed	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	Completed	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 Revised: 04/30/23 (Completed 04/30/2023)	Completed	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	Completed	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	Completed	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	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	Completed	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	On Hold	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	Completed	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	Completed	Inclusion 6-M

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	Completed	Accessibility 7-M

Narrative – Fiscal Years 2022-2023

Two-Year Progress Narrative

APG achieved. When DOL set out to establish the first DOL cross-agency priority goal, a key objective was to embed equity in a sustainable manner that recognizes the multiple and overlapping identities held by workers and with input by the communities DOL serves. Over the last two years, DOL has worked do accomplish just that. DOL agencies made substantive changes to policy and procedures to embed equity in the work we do, dedicated agency resources to serving underserved communities, worked to break down barriers to hiring, translated critical information, websites, and signs into multiple languages, and provided extensive outreach these vulnerable communities make sure they are aware of their rights and protections under the law. These efforts have made a significant impact to the lives of marginalized workers across the United States. The significant accomplishments achieved over the last two years are outlined below.

Goal 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.

Outreach by EBSA Benefits Advisors to Focus Educational Efforts on Underserved Communities

From FY 2022 through FY 2023, EBSA conducted 1,663 events reaching 310,444 individuals with the aim of reaching out to underserved communities. The goal of these underserved outreach activities is to focus our educational efforts on reaching vulnerable populations with a particular emphasis on populations with mental health and substance use issues. Informed participants can independently exercise their rights, make good decisions and obtain their earned benefits. If participants better understand how to navigate the system, they can also inform their co-workers, families, and friends on how best to protect and receive the health benefits they have earned.

One of the notable events was a television program called "OC Health & Education," sponsored by the Orange County Autism Foundation, where a Benefits Advisor discussed EBSA's mission, ERISA, MHPAEA, and other healthcare laws. The interview was conducted in both Vietnamese and English by the Foundation's founder and president, and the program focused on health care concerns and workplace benefit issues. The broadcast, which was recorded, reached an audience of around 250,000.

Office of Outreach, Education and Assistance (OEA) Benefits Advisors have continued to reach out to non-profit groups that provide education to underserved populations. 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.

EBSA currently tracks underserved outreach in the following demographic categories: African American, Asian American, individuals with disabilities, Hispanic, LGBTQ+, Native American, Seniors, Small Business, Women, and Youth (individuals about to enter or just entering the workforce). In FY 2023, to better assist workers and retirees with limited English proficiency, the Agency hired 24 additional Benefits Advisor staff who are proficient in other languages including Spanish, Korean, Chinese Traditional, Mandarin, and Haitian Creole.

OFCCP's Improved Scheduling Methodology

OFCCP released two supply and service Corporate Scheduling Announcement Lists (CSAL), in May 2022 and January 2023, which included 900 compliance evaluations for federal contractors and subcontractors covering establishment reviews, Functional Affirmative Action Program (FAAP) reviews, and Corporate Management Compliance Evaluations (CMCE) reviews. A construction CSAL was also released in June 2023, which included 250 compliance evaluations for federal contractors and subcontractors covering establishment reviews. OFCCP improved the scheduling methodology by targeting a large proportion of industries expected to receive significant federal investments for infrastructure and economic recovery through the Infrastructure Investment and Jobs Act (IIJA), as well as at-risk contractors that failed to certify in the contractor portal that they had developed Affirmative Action Programs (AAP) for their establishments.

OSHA's Expanded Outreach for Susan Harwood Training Grant Program

Over the past two years, OSHA has enhanced and broadened its outreach efforts to expand awareness to eligible non-profit organizations on the Susan Harwood Training Grant Program and how to apply. As a result of these efforts, OSHA continues to exceed its performance measure target and continues to evaluate other opportunities to expand awareness of the program and increase training content provided in other languages. OSHA's Susan Harwood Training Grant Program provides occupational safety and health training to various vulnerable workers in high-risk activities and hard-to-reach populations, including those whose primary language is not English. OSHA also has included more training topics on hazards that workers, who speak a language other than English, are likely to be exposed. Topics included domestic and restaurant worker hazards, temperature extremes, and resilience worker safety/disaster response.

OSHA's National Emphasis Program (NEP) targeted resources in the Package and Parcel Delivery Industries, an area typically dominated by underserved workers.

OSHA implemented a National Emphasis Program (NEP) on warehousing and distribution center operations in the package and parcel delivery industries as part of Milestone 3-14 in July 2023. OSHA developed a white paper to review the need for this NEP and selected NAICS codes with injury and illness rates above the private industry average days away, restricted, or transferred (DART) rates. OSHA reviewed the most common standards cited within the selected NAICS codes and obtained injury and illness data from postal service and high injury rate retail establishments to develop inspection lists. They also developed outreach materials for stakeholders and provided webinars for internal OSHA staff to review the new NEP.

WHD Prototype Equity Index helps target resources to industries comprised of highly vulnerable workers.

In FY 2022, WHD developed a prototype equity index to identify specific geographic areas where the workforce is particularly vulnerable, and in FY 2023, WHD began piloting the application of the index as part of its strategic initiatives. The index measures different dimensions that suggest inequity across geographic areas using data taken primarily from the American Community Survey. The index combines data on educational attainment, median household income, age, race and ethnicity, housing vacancy rate, unemployment, and poverty rate. This allows WHD to identify specific geographic areas where the workforce is particularly vulnerable and to determine the need for WHD services in those areas. The pilot includes both outreach and strategic enforcement efforts. Finally, from FY 2022 to FY 2023, WHD refined its equity performance measure in order to provide a more accurate representation of the industries that employ workers from underserved communities.

MSHA's Improved Access to Healthcare for Miners

Over the past two fiscal years 2022-2023, MSHA made significant progress in addressing the healthcare needs of miners, particularly in areas designated as Health Professional Shortage Areas (HPSAs). Using data from the Health Resources and Services Administration (HRSA), MSHA identified that a substantial percentage of mines were in primary care, dental health, and mental health shortage areas. This information prompted the Agency to take several concrete steps to improve access to healthcare for miners.

First, MSHA is on the verge of introducing a robust online tool, meticulously crafted to aid miners in locating essential healthcare and treatment facilities based on their precise mine locations. This cutting-edge tool harnesses a blend of internal and external data sources to furnish miners with crucial information pertaining to a wide spectrum of healthcare services, including Health Resource and Services Administration Black Lung Clinics, NIOSH Certified B Readers, Health Resource and Services Administration Primary Health Care/Health Centers, U.S. Department of Veterans Affairs (VA) locations, Substance Abuse and Mental Health Services Administration drug and mental health treatment facilities, buprenorphine practitioners, and opioid treatment programs. The central goal is to curtail the occurrence of miner injuries and illnesses, reduce lost workdays, and elevate the overall health and well-being of miners. The official launch of this tool is set for June 2024.

Second, MSHA actively engaged with the mining community through alliance group partnerships to improve awareness of the development of MSHA Health and Treatment Resource Locator Tool and Miner App. By collaborating with organizations committed to mine safety and health, MSHA sought to facilitate the spread of information and conduct technical sessions to demonstrate the tool's features. This approach fostered better communication and cooperation within the mining community, ultimately enhancing access to primary care, dental, and mental health providers near mining sites.

MSHA plans to evaluate the impact of healthcare initiatives on miners in HPSAs and economically distressed areas by analyzing injury and illness reporting. They also intend to assess the association between miners participating in the Part 90 program and their proximity to these areas. MSHA aims to improve healthcare access for miners and contribute to a safer and healthier mining environment. In fiscal year 2024, MSHA plans to develop a Learning Agenda to address priority questions related to injury and illness reporting and Part 90 miner identification.

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.

OSHA increased Strategic Partnerships to better serve vulnerable workers

OSHA completed Milestone 2-2 to establish three alliances or partnerships with warehousing companies or trade associations to improve safety and health for workers in the industry. OSHA has two formal alliances focused on warehousing industry hazards, and OSHA Region 1 has a collaborative effort with the Environmental Protection Agency and Department of Homeland Security focused on outreach regarding chemical warehousing safety. OSHA has built and strengthened relationships within the warehousing industry, a rapidly expanding and high-hazard industry sector that employs vulnerable and underserved workers. OSHA's Georgia Area Offices formalized a two-year Alliance with the Materials Handling Institute's Ergonomics Assist Systems and Equipment Council to prevent debilitating musculoskeletal disorders (MSDs) among industry workers. Two Pennsylvania Area Offices also signed are collaborating via a formal Alliance with DOL's Wage and Hour Division, the Lehigh Career and Technical Institute, and the state's consultation program to prevent MSDs, and struck-by hazards in these facilities. These relationships, demonstrate OSHA's ongoing and sustained commitment to proactive collaborations with stakeholders who are committed to advancing workplace safety and health in the warehousing industry sector.

WB's FARE Grant Initiative improves lives of marginalized women

Since 2022, WB has invested over $3.5 million through its Fostering Access, Rights, and Equity (FARE) grant initiative to help marginalized women workers, including those who have been impacted by gender-based violence and harassment (GBVH), understand and access workplace rights and benefits. WB has also translated a number of its workers' rights resources into Spanish, including those on family and medical leave benefits and workplace protections for nursing employees, and increased engagement with organizations serving migrant women workers. WB regularly analyzes and publicly reports gender and racial pay disparities, and over the past two years has focused particular attention on the economic and employment patterns and inequities facing older women workers.

OFCCP's HIRE Initiative Expands Access to Good Jobs for Workers from Underrepresented Communities

In FY 2022, OFCCP and the Equal Opportunity Commission (EEOC), held listening sessions and four public roundtables as part of HIRE, a multi-year collaborative effort that is engaging a broad array of stakeholders to expand access to good jobs for workers from underrepresented communities and help address key hiring and recruiting challenges. In FY 2023, OFCCP and EEOC worked on summary documents of the prior public roundtables that highlight promising practices for increasing job opportunities.

Strengthening WHD's Strategic Partnerships to Support Vulnerable Communities

WHD completed milestones by building and strengthening strategic partnerships with community-based organizations, worker centers, unions, industry associations, consulates, faith-based organizations, and worker advocacy groups that work closely with underserved communities. 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 break down barriers to meet members of underserved communities outside traditional settings. WHD also developed a new Community Outreach and Resource Planning Specialist (CORPS) interactive map to make it easier for stakeholders, employers and employees to reach out with questions and for their outreach needs.

Goal 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.

ETA's Equitable Grant Making and Improved Program Design Reduces Barriers to Entry

In FY 2022, ETA completed 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 Funding Opportunity Announcements (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). ETA also conducted workshops, targeted to underserved organizations, on "How to Apply for a Grant." ETA updated application tools on its website and assisted the Department in developing an overarching grants website to assist organizations interested in grants. In FY 2022, ETA awarded $70.8 million in grant funding to Indian and Native American entities to help provide employment and training services to low-income and unemployed Native American adults and youth. ETA also awarded over $50 million for Reentry Employment Opportunities (REO)/Pathways Home grants and over $43 million REO/Growth Opportunities grants with a focus on community violence interventions for young adults.

WB's WANTO Grant Program Maximizes Opportunities for Women

Over the past two years, WB invested a record-level $8.4 million in the WANTO grant program to advance women in apprenticeships and nontraditional occupations with expanded outreach/recruitment to historically underrepresented communities, maximizing opportunities for women to gain a foothold in industries and occupations that have been or will be the beneficiaries of major expansions owing to targeted public investment. At a time of substantial federal investment in job creation in clean energy, the construction trades, and advanced manufacturing – and critical emergency supports to stabilize the care sector - WB built relationships with unions and provided technical assistance to ETA, OFCCP, states, and other federal agencies such as the Departments of Transportation, Commerce, and Energy, to increase women's inclusion and equity in construction-trades jobs and increase access to child care and compensation for child care workers.

MSHA's Competitive Grants Awarded to Institutions Serving Underserved Populations

The MSHA Measure (MSHA-EPD-08) aims to increase the percentage of competitive grants awarded to institutions serving underserved populations; in FY 2022, the goal was 15% and MSHA exceeded this goal. Two out of ten grantees were Minority Serving Institutions that would be creating bilingual training materials. In FY 2023, the goal was to award 20% of the

competitive funds to Minority Serving Institutions. Prospective grantees for MSHA's competitive grant program included nonprofit institutions such as the unions (e.g., United Mine Workers of America (UMWA) that are not eligible to be identified as Minority Serving Institutions. While MSHA only awarded one grant to Minority Serving Institutions, it also awarded a grant to UMWA to create a training program that focuses on minority communities by developing bilingual training materials. Despite not meeting the specific goal, MSHA achieved its overall objective of awarding funds to underserved communities.

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

ETA's Improved Data Collection and Reporting

In FY 2022-2023, ETA successfully completed activities to improve data collection and reporting, which included: 1) provide technical assistance (TA) to states to improve demographic data collection and reporting; 2) publishing the Workforce Data Quality Initiative (WDQI) FOA to leverage data to advance equity; 3) completing quarterly program reports in the Workforce Integrated Performance System to improve the reporting of outcomes for competitive grants; and 4) completing the development of State Equity Reports to explore participant-level information (services received, outcomes, etc.) across key demographic variables and by state.

WB's National Database of Childcare Prices

Since its release in 2023, WB's National Database of Childcare Prices, the most comprehensive source of local childcare prices, has been used to inform emerging research and equitable childcare policies, including a recommendation by The National Academies of Sciences, Engineering, and Medicine that a basic childcare need be included in calculating the Census Bureau's Supplemental Poverty Measure. WB continues advocating for reducing caregiving penalties for women and low paid workers through policies such as paid leave and affordable childcare.

Goal 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.

ILAB's Technical Assistance Projects and Service Contracts with an Equity Lens

In FY 2022 62% of newly awarded cooperative agreements, cost increases, and professional service contracts incorporated an equity lens. Beginning in FY 2022, ILAB hosted an outreach event with organizations expressing interest in applying for our upcoming FOAs to diversify the pool of applicants for future FOAs. Throughout FY 2022, ILAB increased 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). ILAB worked to establish consistent operationalization of the measure across offices and examined the ways to include an equity lens in grant and contracting activities, as well as procurement process elements. Through these efforts, in FY 2023, ILAB increased the percentage of newly awarded cooperative agreements, cost increases, and professional service contracts that incorporate an equity lens to 69%.

Increased DOL Spending Towards Multiple Socio-Economic Categories

DOL's Office of the Senior Procurement Executive (OSPE) exceeded its goals for dollars spent towards women-owned small businesses and small, disadvantaged businesses in FY 2022 and 2023. OSPE worked with program and contracting activities to maximize DOL spending towards multiple socio-economic categories, to include Women-Owned Small Business. OSPE held numerous outreach events in FY 2022, and FY 2023, these included, vendor outreach sessions, industry days as well as other targeted events to support all businesses interested in federal contracting opportunities. Industry days, vendor outreach events, and other outreach events helped vendors become more familiar with federal contracting and procurement requirements and procedures. Additionally, the events built networks and relationships that support new or small vendors' ability to successfully navigate and compete through the Federal contracting processes.

Goal 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.

EBSA's Increased NQTL Enforcement

EBSA's NQTL enforcement program has resulted in corrections being made to over 39,000 employee benefit plans and over 4 million participants. The program has focused on issues with wide impact, such as inadequate networks and illegal exclusions of key benefits for Mental Health/Substance Use (MH/SUD) conditions. EBSA has worked directly with service providers to remove impermissible NQTLs and expand MH/SUD coverage for hundreds of plans at once.

MHPAEA NQTL investigations are complex, resource-intensive, and continue to be a top priority; EBSA devoted nearly 25% of its FY 2022 enforcement budget to NQTL work and continues to allocate significant resources and attention to NQTL enforcement. Over FY 2022-2023, EBSA used the new enforcement tools added in EROSA Section 712(a)(8) by the Consolidated Appropriations Act, 2021. Across more than 100 investigations of plans and their service providers, EBSA has requested comparative analyses for over 90 NQTLs, issued initial determinations of noncompliance for 53 NQTLs, and issued final determinations of noncompliance for 3 NQTLs over that same period.

ODEP's RETAIN Technical Assistance and SEED

ODEP met all FY 2022 and FY 2023 RETAIN milestones with no issues or delays, resulting in higher proportions of service recipients who were persons of color compared to the general population in each of the RETAIN states.

ODEP: 1) worked closely with the RETAIN Technical Assistance contractor to assist grantees in reaching underserved communities and opportunity zones and 2) developed 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 ethnic groups through the State Exchange on Employment and Disability initiative.

ODEP completed the SEED-2 milestone through the establishment of the Work Matters Task Force on Mental Health and Employment, consisting of state legislators and governor's office representatives. The Task Force developed a policy framework for advancing mental health in the workplace strategies through new state and local legislation and executive orders. The Task Force's work resulted in a series of products for use by intermediaries in their development of legislation, including a policy framework, a mayor's resource guide, a convenings report, a background brief, and a checklist of options for enhancing the employment of people with mental health and substance abuse conditions.

OFCCP's Outreach Events

In FY 2022, OFCCP conducted 206 Education and Outreach events focused on workers' rights reaching nearly 7,000 participants; in FY 2023, OFCCP increased the Education and Outreach events focused on workers' rights to 300, with nearly 35,000 participants, resulting in 116% of the FY 2023 target. During this two-year period, OFCCP also placed an emphasis on conducting comprehensive compliance evaluations to strategically distribute its resources. In FY 2022 and FY 2023, OFCCP completed 1,972 compliance evaluations and 111 complaint investigations resulting in $29,073,266 in financial recoveries for over 23,750 affected class members. OFCCP made significant progress in this 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.

OSHA's Focus on Powered Industrial Vehicles

OSHA set a goal of 154 powered industrial vehicles (PIV) hazards abated for FY 2023, which was significantly exceeded with 279 hazards abated. OSHA PIVs and their use in the Warehousing and Storage industry as an area of focus due to the high risk of serious injury or death, and an industry that typically employs high numbers of vulnerable workers. OSHA issued a new National Emphasis Program on Warehousing and Distribution Center Operations, which covers additional NAICS codes with inherent warehousing/distribution operations where PIVs are used and expose employees to risk. OSHA reformulated the APG measure to include industry NAICS codes listed in the NEP and will use FY 2023 as the baseline for future improvement.

VET's Improved Grant Programs

VETS increased the number of available demographic fields in its reporting systems and collaborated with grantees to enhance the quality of demographic data. Additionally, VETS developed trend reports for its grant programs, which enable grantees to view more timely demographic data with minimal effort. VETS also revised FOAs for the Homeless Veterans Reintegration Program to identify areas with the highest rates of homelessness, including communities most affected by poverty. Furthermore, VETS completed a multi-year project to develop outcome measures for the Transition Assistance Program (TAP). These measures will be baselined in FY 2024 and become targeted measures in FY25, allowing VETS to view employment wages for transitioning service members for the first time.

OWCP's Demographic Data Collection, Targeted Outreach and Customer Surveys

The Energy program created a dedicated Outreach and Customer Experience Unit to coordinate outreach and collect feedback from stakeholders, including equity assessments to address potential program barriers for underserved communities. They developed multiple surveys, including optional equity assessments, resulting in over 2,600 customer responses. To improve language access for claimants, the Energy program translated an existing Resource Center survey into Spanish.

Based on the survey results from FY 2022-2023, the Energy program implemented programmatic changes to further the program's efforts to advance equity. The program successfully implemented the following recommendations: 1) the development of several claimant-friendly infographics; 2) revision of the claimant acknowledgement packet; 3) the launch of a Spanish language hub on the program's public facing website; 4) the development of additional journey maps; 5) an enhancement in Energy Document Portal that allowed for larger file uploads; 6) several webinars focused on topics requested by survey respondents; 7) website updates; and 8) changes to event formats to better serve Energy program claimants.

The Federal Employees' Compensation Act (FECA) program successfully updated the OWCP Employees' Compensation Operations and Management Portal with non-binary gender options for FECA program forms filing. The FECA and Longshore programs became the first programs in OWCP to collect voluntary demographic data from claimants (over 200,000 provided information in FY 2023), a critical first information gathering step to advance equity and support underserved communities. In addition, the FECA and Longshore programs both launched a customer service, barriers to entry survey that was completed by over 15,000 claimants in FY 2023.

Data analysis revealed that claimants were filing in approximate proportion to the demographics of the populations being served by the programs, but that the biggest barriers to filing were lack of information/knowledge. The FECA and Longshore programs used this information to better engage in outreach to unions who represent the claimant population and provide more direct training, dialogue, and knowledge transfer, and to improve website experiences to make claims filing more prominent.

Goal 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.

OASAM successfully revamped and promoted training and leadership development programs, alongside with the introduction of a new DEIA curriculum and training program for managers and supervisors. The program included five expert-lead online course conducted by Cornell University which challenged and grew DOL supervisors DEIA knowledge and skills. More than 93% of all DOL managers and supervisors completed this training. DOL's Civil Rights Center created a training curriculum on Harassing Conduct and Reasonable Accommodation; and developed training and guidance on Microaggressions and Bystander Intervention. These DEIA training programs enhanced engagement, mitigated unconscious bias, cultivated an inclusive atmosphere, and incorporated successful diversity practices.

In addition to these efforts, OASAM expanded the diversity of its applicant and candidate pool through virtual and on-site job fairs, with particular emphasis on underserved communities. They

bolstered recruiting partnerships with institutions and organizations serving these communities, to include Historically Black Colleges and Universities (HBCUs) and other minority-serving institutions (MSIs). OASAM participated in or organized 388 job fairs and establishing 493 recruiting partnerships with HBCUs and other MSIs. DOL established the Division of Workforce Development and Inclusion's Diversity Recruitment and Outreach Branch, located within the Office of Human Resources. Collectively, these endeavors play a pivotal role to shaping the Department of Labor into a more diverse, inclusive, equitable, and accessible workforce that reflects all segments of American society.

Narrative – Fiscal Year 2023, Q4

Progress Update:

The following provides an overview of the progress made in Q4 toward achieving the objectives set out for this APG.

EBSA
For the Q4, EBSA exceeded the National and Regional Compliance Activities metric by completing 69 compliance activities focusing on underserved communities, exceeding the target of 20 activities for 4th quarter. The agency also conducted 75 retirement savings and health events for participants paying particular focus on reaching underserved populations, exceeding our 4th quarter target of 20 events by 55. In FY 2023, Benefits Advisors conducted 904 outreach events that targeted underserved communities. (EBSA-OEA-08b and EBSA-OEA-9b)

EBSA continues to focus a high number of resources on MHPAEA non-quantitative treatment limitations (NQTL), logging 21,812 days MHPAEA NQTL enforcement time at of the end of Q4. (EBSA-OE-02c)

ETA
In Q4, ETA submitted to leadership a recommendation memo that identified relevant resources and datasets pertaining to job quality. ETA also delivered targeted TA concerning job quality-related data elements, which included: 1) the National Farmworker Jobs Program (NFJP) National Program Office held a Performance Reporting and Data Collection webinar for NFJP grantees; 2) the Senior Community Service Employment Program offered Grant Management System training; 3) ETA hosted a webinar to provide TA on Training and Employment Notice No.19-22, Reporting Training in DOL's Participant Individual Record Layout (PIRL); and 4) YouthBuild held a session at peer-to-peer meetings. Also, ETA held a focus group session on emerging best practices in Community Violence Intervention and shared the practices with the REO Growth Opportunity grantees. ETA also completed one pilot project in each region to enhance equity. ETA also completed one pilot project in each region to enhance equity. The Advancing Equity for African-American demonstration projects included: 1) developing a state-level entrepreneurial resource tool, utilizing existing bibliographic information, and adding new resources; 2) collaborating with local organizations to implement and share with their community the QR codes for employment initiatives; 3) developing a draft Equity Monitoring and Technical Assistance Tool that will help ETA staff discuss DEIA with ETA grantees; 4) engaging with community leaders, such as District Supervisors, and other stakeholders to determine the needs of the local communities concerning access to federal funding opportunities and greater inclusion in the workforce for African-Americans, and developing guides of federal resources

based on those discussions; and 5) working with an HBCU to put an American Job Center kiosk on their campus for greater access for students to employment opportunity resources.

ILAB
During Q4, ILAB made 11 new awards, 72% of which had an equity lens. ILAB awarded three cost increases for projects (the SC3, Jordan Sole Source, and Engage 2 projects) that included a specific focus on benefitting worker centers who provide services to underserved populations.

ILAB's cumulative result at the end of Q4 is 69%, exceeding the FY 2023 annual target of 68%.

OASAM
In Q4, CRC conducted 13 training sessions, for a total of 63 sessions for in FY 2023. The sessions conducted in FY 2023 included in-person training for union (NCFLL) leadership during conferences in New York and New Orleans (which offered detailed presentations on the Department's Harassing Conduct Policy, EEO complaints program, and Reasonable Accommodation for persons with disabilities); four general sessions on Bystander Intervention Training (BIT) (July 12, 19, and an in-person session on July 26); and three in-depth training workshop sessions on BIT.

ODEP
ODEP's RETAIN program coordinates among individuals and organizations about staying in or returning to work after a work disability. In Q4, ODEP worked closely with the RETAIN Technical Assistance contractor to assist grantees in reaching underserved communities and opportunity zones. Overall, 23.7% of RETAIN service recipients were persons of color and 13.7% were Black workers, representing higher proportions for both groups compared to the general population in each of the RETAIN states.

In Q4, the State Exchange on Employment and Disability (SEED) initiative has continued to promote evidence-based disability employment policies for potential state/local adoption to nineteen intermediary partners representing governors (National Governors Association, Western Governors Association), state legislators (National Conference of State Legislatures, Council of State Governments), mayors (National League of Cities, US Conference of Mayors), and county executives (National Association of Counties), as well as intermediaries representing key equity groups, including the National Caucus of Black Legislators, the Board of Latino Legislative Leaders (BLLL), the National Organization of Black Elected Legislative Women (NOBEL Women), and the National Caucus of Native American State Legislators (NCNASL).

OFCCP
OFCCP continued to strategically allocate its resources to maximize impact while conducting compliance evaluations and outreach events, resulting in significant progress in its Equity performance measure. In Q4, OFCCP completed 292 compliance evaluations and 18 complaint investigations resulting in $11,557,590 in financial recoveries for over 10,940 affected class members. Additionally, in Q4, OFCCP increased 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, by adding 68 events that engaged nearly 21,000 participants. Over the course of FY 2023, OFCCP efforts resulted in 300 Education and Outreach events focused on workers' rights reaching nearly 35,000 participants, or 116% of target.

OSHA

In FY 2023 Q4, Field Certified Safety and Health Officials (CSHOs) continued inspecting facilities within the warehousing site North American Industry Classification System (NAICS). They are anticipating, recognizing, evaluating, and where needed, issuing violations, and collecting abatement when employees are exposed for powered industrial truck hazards.

As of Q4 in FY 2023, per Milestone 1-14, OSHA completed the development and establishment of a tool to capture and measure compliance assistance and other outreach efforts to ensure equity by focusing on underserved, disenfranchised, migrant, and other vulnerable populations.

In Q4, OSHA proceeded with modifications to the OSHA Information System (OIS) Compliance Assistance module to enhance tracking of the audiences reached via the agency's compliance assistance and outreach efforts. Prior to the changes taking effect on October 1, 2023, OSHA developed and distributed a comprehensive job aid and led two live trainings for federal OSHA and consultation program staff. A recording of the training has also been made available for those unable to join a live session. As a result of OSHA's actions pursuant to this Milestone 1-14, on October 1, 2023, the agency began collecting additional, detailed information about the audiences being reached via compliance assistance and outreach activities. These improvements have better positioned OSHA to evaluate the extent to which these efforts are reaching underserved, disenfranchised, migrant, and other vulnerable populations and enable the agency to identify meaningful opportunities for expanding or amplifying these efforts in order to advance equity.

OWCP
In Q4 of FY 2023, OWCP completed its second and final milestone. The Energy program distributed its third survey to stakeholders who requested approval for oxygen equipment and/or accessories from the program. The survey was mailed out in July 2023 and included an optional equity assessment. Additionally, the Energy program developed a new event outreach feedback collection and website survey that was implemented on the program's Spanish Language hub.

WB
In FY 2023, WB invested more than $8.1 million in grants to fund effective programs working to increase women's equity and inclusion in higher-paying, non-traditional jobs, capitalizing on the historic public investments in built infrastructure, manufacturing, and clean energy and, separately, to prevent and respond to gender-based violence and harassment in the workplace. These grants were awarded to a diverse set of community organizations serving marginalized and underserved women workers. WB also provided technical assistance to states on equitable paid leave policy, two of which have since passed paid leave laws. In addition, WB updated and translated its Nursing Employees' Workplace Protections flyer, one of its most frequently downloaded resources, into Spanish. WB collaborated with the Wage and Hour Division and the Equal Employment Opportunity Commission to host a series of webinars and outreach events to ensure advocates, health care providers, and employers understand the workplace rights of new and expectant mothers. WB published additional resources, including a toolkit for ensuring equity in recruiting and retaining women in infrastructure jobs, and collaborated with partners across the country to ensure workforce policy and practice are designed to achieve more equitable impact.

WHD
All milestones were completed by Q4 and WHD continued enforcement and outreach efforts to increase compliance actions in industries with a large number of workers from underserved communities.

APG Measures Below or Significantly Below Target

MSHA Measure (MSHA-EPD-08): Increase the share of competitive grants awarded to institutions that serve underserved populations. **Update:** In FY 2022, the goal was 15% and MSHA met and exceeded this goal. Two out of ten grantees were Minority Serving Institutions that would be creating bilingual training materials. In FY 2023, the goal was to award 20% of the competitive funds to Minority Serving Institutions. Prospective grantees for MSHA's competitive grant program included nonprofit institutions such as the unions (e.g., United Mine Workers of America (UMWA) that are not eligible to be identified as Minority Serving Institutions. While MSHA only awarded one grant to Minority Serving Institutions, it also awarded a grant to UMWA to create a training program that focuses on minority communities by developing bilingual training materials. In total, MSHA met its goal of awarding funds that serve the underserved communities.

ETA Measure (ETA-OWI-17): Increase the number of states at or above 75% of participants who come from vulnerable populations (WIOA Adult program priority populations). **Update:** The number of states over the 75% Adult Priority of Service desired threshold increased from 36 to 38 states compared to the previous quarter, and two are within 0.2% of this target enrollment threshold. During the quarter, 22 states improved their Adult priority enrollment levels, including several states that consistently have lower enrollments of these populations. In September, ETA published a technical assistance document highlighting promising practices for ensuring the Adult priority populations are appropriately recruited, assessed, and enrolled in the WIOA Adult program. For the states with the lowest enrollments, ETA is also conducting targeted technical assistance in the upcoming quarter.

OSHA Measure (OSHA-Grants-02op): Increase the percentage of Harwood Grant Applicants proposing to deliver or develop materials for training in languages other than English. **Update:** In Q4 of FY 2023, 70.8% of the Harwood applications received proposed to deliver or develop materials for training in languages other English, meeting 95% of the target, which increased from 65% to 75% in Q2 FY 2023. This 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.

APG Milestones Behind Schedule

MSHA Milestone (MSHA-MS-23): Develop a tool that uses internal and external data to aid miners in locating drug and mental health treatment facilities, by mine location. **Update:** MSHA is gearing up to introduce a powerful online tool designed to assist miners in locating critical health and treatment facilities based on their specific mine location(s). This tool utilizes a combination of internal and external data sources to provide miners with valuable information about a range of healthcare services, including Health Resource and Services Administration Black Lung Clinics, NIOSH Certified B Readers, Health Resource and Services Administration Primary Health Care/Health Centers, U.S. Department of Veterans Affairs (VA) locations, Substance Abuse and Mental Health Services Administration drug and mental health treatment

facilities, buprenorphine practitioners, and opioid treatment programs. The primary objective is to reduce the incidence of miner injuries and illnesses, mitigate workdays lost, and enhance the overall health and well-being of miners. The official deployment of this tool is scheduled for June 2024. This online tool will feature a user-friendly search functionality that enables miners to enter their location using various parameters, including street address, city, state, or postal code. Miners will also have the flexibility to specify the type of facility they require. Additionally, the tool will allow miners to set a maximum distance from their mine to the nearest facility or practitioner, thereby making it easier to find and access essential healthcare resources. By simplifying the process of locating suitable healthcare services, this tool aims to create a safer and healthier environment for miners. MSHA's commitment to implementing such a data-driven solution underscores the importance of utilizing technology to promote miner safety and improve healthcare access, particularly in high-risk industries like mining. This initiative marks a significant step forward in enhancing the overall well-being of the mining community.

EBSA Milestone (OHPSCA/OE-8): 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. **Update:** EBSA continues working to update the MHPAEA self-compliance tool, pending a final MHPAEA rule which would change the current substantive standard for MHPAEA and is dependent on a complex rule-making process involving two other agencies (Health and Human Services and the Department of Treasury).

Because of this, updating the self-compliance tool under the current regulations would create confusion for interested parties because the agency will need to update the tool again to account for the change to the regulations. EBSA has little control over when the updated rulemaking will occur, which includes a 75-day public comment period.

This milestone is cancelled as written and may be re-defined in FY 2024 to link it to the release of final rules. EBSA's goal is to update the MHPAEA self-compliance tool in FY 2024 to incorporate the requirements of the CAA within six months of the release of the MHPAEA final rules. However, it is very challenging to set a timeframe, and it's even possible that this milestone will not occur in FY 2024 if updates to MHPAEA do not occur.

OASAM Milestone (Diversity-13-M): Conduct a pilot to remove identifying characteristics from candidates' resumes. **Update:** This milestone is currently on hold as DOL evaluates the best path forward.

Next Steps

DOL is working with OMB to finalize the FY 2024-25 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

Sub-Strategy	Owner	Key Milestone	Milestone Due Date	Milestone Status	Comments
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

Sub-Strategy	Owner	Key Milestone	Milestone Due Date	Milestone Status	Comments
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 2nd quarter after exit between all JVSG exiters and JVSG exiters who 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

Sub-Strategy	Owner	Key Milestone	Milestone Due Date	Milestone Status	Comments
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

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 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 *Promising Practices in Achieving Nondiscrimination and Equal Opportunity: A Section 188 Disability Reference Guide* 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