



Stakeholder Consultation

Employment and Training
Administration
Department of Labor (DOL)

DRAFT Strategic Plan
FY 2010-2016

March 8, 2010



Employment and Training Administration Overview

➤ Employment and Training Administration (ETA)

– Mission:

- The Employment and Training Administration, in partnership with states, localities, and community organizations, assists adults and youth in transitioning to good jobs by administering effective, value-added programs that expand opportunities for employment, continuous learning, business competitiveness and community prosperity.

– Leadership:

- Assistant Secretary Jane Oates
- Deputy Assistant Secretary Gerri Fiala
- Deputy Assistant Secretary Barbara DesMarteau

– Organization:

- 953 FTE in National Office and Six Regional Offices
- Current FY 2010 Resources: \$13.0 billion



ETA Goals

ETA programs support the following Department of Labor Strategic Goals and Outcome Goals:

- Strategic Goal 1: Prepare workers for good jobs and ensure fair compensation
 - Outcome Goal 1.1—Increase workers’ incomes and narrow wage and income inequality.
 - Outcome Goal 1.2—Assure skills and knowledge that prepare workers to succeed in a knowledge-based economy, including in high-growth and emerging industry sectors like “green” jobs.
 - Outcome Goal 1.3—Help workers who are in low-wage jobs or out of the labor market find a path into middle class jobs.
 - Outcome Goal 1.4—Help middle-class families remain in the middle-class.
 - Outcome Goal 1.5—Secure wages and overtime.

- Strategic Goal 3: Assure fair and high quality work-life environments.
 - Outcome Goal 3.1—Break down barriers to fair and diverse workplaces so that every worker’s contribution is respected.

- Strategic Goal 4: Secure health benefits and, for those working, provide income security
 - Outcome Goal 4.2—Ensure income support when work is impossible or unavailable.



ETA Results

- We are measuring results differently.
 - In support of the Secretary's vision of *good jobs for everyone*, ETA has aligned a selection of its programs and their respective performance measures with six Departmental Outcome Goals.

- How will we measure success?
 - For DOL Outcome Goal 1.1, the average earnings indicator for five programs—Workforce Investment Act (WIA) Adult and Dislocated Worker, Indian and Native American Programs, Trade Adjustment Assistance, and Senior Community Service Employment Program—and the average wage of placed graduates indicator for Job Corps measure performance.
 - For DOL Outcome Goal 1.2, the training completion and certification attainment indicator performance for five programs—WIA Youth, YouthBuild, Green Jobs Innovation Fund, Career Pathways, and Job Corps—measures performance.
 - For DOL Outcome Goal 1.3, the entered employment rate indicator for six programs—Apprenticeship, WIA Adult and Dislocated Worker, Indian and Native American Programs, Employment Service, and Job Corps—measures performance.
 - For DOL Outcome goal 1.4, the employment retention rate indicator for four programs—Apprenticeship, Trade Adjustment Assistance, WIA Dislocated Worker, and WIA National Emergency Grants—measures performance.
 - For DOL Outcome Goal 1.5, the quality and timeliness indicators for Foreign Labor Certification measure performance.
 - For DOL Outcome Goal 3.1, the entered employment rate indicator for the National Farmworkers Jobs Program measures performance.
 - For DOL Outcome Goal 4.2, the payment timeliness, overpayment detection, reemployment, and employer tax liability determination timeliness indicators for the Unemployment Insurance program measure performance..



ETA Results

- Do you believe these are the right outcomes?
- Do you believe these are the right measures for those outcomes?



ETA Strategies

We are using new approaches.

- Knowledge and Strategy-Based Resources
 - Performance Measures and Proposed Levels of Performance
 - Legislative and Regulatory Agenda
 - Past and Planned Evaluations
 - Outreach and Consultations
 - Evidence-based strategies and models



ETA Strategies

- Our strategies to achieve these goals include:
 - Preparing Workers for Jobs
 - Reform of the Workforce Investment Act, which accounts for \$10 billion of funding in the Departments of Labor and Education and supports almost 3,000 One-Stop Career Centers nationwide and a range of other services.
 - \$261 million for two new innovation funds to support and test promising approaches to job training and encourage states and localities to improve services for adults and disconnected youth.
 - \$85 million for green job training, providing support for about 14,000 participants.
 - \$40 million for transitional jobs programs to help individuals with multiple barriers to employment.
 - Implement a standards-based education and training strategy in Job Corps to emphasize career pathways with academic and career technical standards that meet industry requirements in 11 high-growth industry sectors.
 - Build Job Corps capacity to efficiently provide graduates with industry-recognized credential and certifications for students, staff and programs – to create a *21st Century System of Excellence*.
 - Protecting Benefits and Expanding Opportunities for Our Families
 - Expand families' access to paid leave through a new \$50 million fund to help states launching paid-leave programs cover their start-up costs.
 - Boost funding and propose legislative changes to reduce improper unemployment insurance payments by more than \$4 billion and employer tax evasion by \$300 million over 10 years.
 - Establishing High-Priority Performance Goals
 - By June 2012, increase by 10 percent the number of WIA, Trade Adjustment Assistance, and Career Pathway program completers who receive training and attain a degree or certificate.
 - Train over 120,000 Americans for green jobs by June 2012.

Do these strategies make sense to you?



Questions

If you would like to send comments to DOL or to learn more about the DOL strategic planning process, please visit <http://www.dol.gov/strategicplan2010>.