

# U.S. Department of Labor Two-Year Evaluation Plan

2022

FISCAL YEARS

2023



U.S. Department of Labor

A woman with glasses, wearing a dark sleeveless top, stands in front of a large whiteboard in a room with a brick wall. She is gesturing with her hands as if presenting. In the foreground, the backs of several audience members' heads are visible, showing they are seated and facing the presenter. The scene is lit with a cool, blueish light.

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# Chief Evaluation Officer's Message

On behalf of the evaluation community at the U.S. Department of Labor, I am pleased to share the *Evaluation Plan for Fiscal Years 2022-2023*. This 2-year plan reflects our ongoing commitment to building new, scientific knowledge about opportunities to improve lives and conditions for workers in the U.S. and internationally. As the economy changes, so too do the demands for learning about effectiveness of new and existing policies, programs, and practices.

The evaluation and research activities described in this report forecast to specific commitments of the department but are not exhaustive of the evidence-building agenda. We continuously seek out new learning opportunities and invite you to reflect on the current plan and share ideas for future topics, methods, and approaches.

Thank you for your partnership as we continue to build the evidence base.



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# Summary

The U.S. Department of Labor (DOL) is committed to making evidence-informed decisions to support America's workers. To bolster these efforts, on an annual basis, DOL's Chief Evaluation Office (CEO) develops an Evaluation Plan to target evaluation resources on areas of strategic importance. The *Evaluation Plan for Fiscal Years 2022-2023* (DOL Evaluation Plan) describes significant evaluation activities that CEO will undertake before the end of Fiscal Year 2023. It does not include all of DOL's evaluation efforts, and DOL may identify additional significant evaluations during this time period.

The evaluation and research activities outlined in this document apply the most rigorous methods possible and will generate evidence to inform policymaking decisions across DOL and among other federal decision-makers. Planned research reflects the Department's Strategic Plan priorities, statutory requirements for evaluations, and priorities identified by DOL sub-agencies in their learning agendas that are best addressed through program evaluation. This plan also fulfills legislative mandates outlined in the Further Consolidated Appropriations Act, 2021 and in Title I of the Foundations for Evidence-Based Policymaking Act of 2018 (Evidence Act).



# Introduction

## Department of Labor's Mission:

To foster, promote, and develop the welfare of the wage earners, job seekers, and retirees of the United States; improve working conditions; advance opportunities for profitable employment; and assure work-related benefits and rights.

As outlined in [DOL's Evaluation Policy](#), the importance of DOL's mission demands continual innovation and improvement. Evaluating the effectiveness of our programs and activities is key to this goal. Evaluations build high-quality evidence to help make DOL's efforts as effective as possible.

On behalf of the department, CEO sponsors evaluation research related to the programs, policies, and enforcement activities that DOL sub-agencies oversee across the United States and internationally. CEO directly funds and oversees research activities and also collaborates with DOL sub-agencies to design and conduct evaluations that they sponsor. For all evaluations, CEO leverages protocols and practices to adhere to DOL's Evaluation Policy principles of **rigor, relevance, transparency, independence, and ethics**.

The *DOL Evaluation Plan* satisfies two legislative requirements:

- Studies directly sponsored by CEO using FY 2021 set-aside funding available for evaluations of programs administered by specific DOL sub-agencies, as permitted by the **Further Consolidated Appropriations Act, 2021**<sup>1</sup>. These studies will be initiated by CEO prior to September 30, 2022, and DOL notifies Congress of the intent to and purpose of transfer set-aside funds to CEO, at least 15 days prior the funds transfer; and
- Significant evaluations that the department plans to initiate through FY 2023, as required by Title I the **Foundations for Evidence-Based Policymaking Act of 2018** (Evidence Act) and OMB Memorandums M-19-23 and M-21-27.

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<sup>1</sup>Division H, Title I, Section 107 of Public Law 116-260,(pg. 381) of the Further Consolidated Appropriations Act of 2021, authorizes the Secretary of Labor to reserve not more than 0.75 percent from specific budget accounts for transfer to and use by the Office of the Chief Evaluation Officer for departmental program evaluation. It also requires Congressional notification of the intent to transfer funds and the planned projects.



The *DOL Evaluation Plan* communicates planned significant studies, that may be funded through many sources including the authority to set-aside a portion of DOL funds for evaluations. The studies in this plan are deemed ‘significant’ based on their alignment to the priorities of the agency and Administration, including those outlined in [DOL’s FY 2022-2026 Strategic Plan](#), and not on the basis of their dollar value or timeline to completion. Not all evaluation efforts conducted at the Department of Labor are included in the *DOL Evaluation Plan*, and some studies proposed may be dependent on future appropriations.

## A Collaborative Development Process

All studies included in the *DOL Evaluation Plan* are developed collaboratively with sub-agency leaders and program experts, departmental leadership, and DOL’s Evidence Officials, including the Chief Evaluation Officer, the Chief Data Officer, the Statistical Official, and the Director of the Performance Management Center.

As the studies outlined in this document move forward, CEO will continue to collaborate with stakeholders and follow its Evaluation Policy to ensure that evaluations adhere to the most rigorous methods possible and produce independent and credible findings that are relevant for decision-makers.

## Dissemination

CEO works to continuously improve its communication products and platforms to inform diverse audiences interested in labor-related research, including policymakers, program practitioners and decisionmakers, researchers, and the public. CEO’s website and quarterly newsletter provide various stakeholders with access to timely, relevant information to explore timely labor topics and the growing evidence-base. CEO is also working to translate and promote findings using research summaries to make research accessible for technical and non-technical users. In the spirit of transparency, DOL posts completed evaluations and research online. To view more details about ongoing and completed studies, please visit the [CEO website](#), or to learn timely updates, please subscribe to our quarterly newsletter by emailing us at [ChiefEvaluationOffice@dol.gov](mailto:ChiefEvaluationOffice@dol.gov).



## DOL sub-agencies with projects included in this *DOL Evaluation Plan*

**Employee Benefits Security Administration (EBSA)**

**Employment and Training Administration (ETA)**

**Mine Safety and Health Administration (MSHA)**

**Office of Disability Employment Policy (ODEP)**

**Office of Federal Contractor Compliance Programs (OFCCP)**

**Office of Labor-Management Standards (OLMS)**

**Occupational Safety and Health Administration (OSHA)**

**Veterans Employment and Training Service (VETS)**

**Woman's Bureau (WB)**

**Wage and Hour Division (WHD)**

## Challenges

In addition to specific evaluation information below, the Office of Management and Budget's guidance requires information about the anticipated challenges to implementing these studies. Challenges for DOL evaluation research vary widely by design and methods but often include issues with accessing and linking federal and state administrative datasets, recruitment of sufficient sample sizes to allow for rigorous research designs, identification of suitable counterfactual conditions and non-program participants, and attrition of participants or beneficiaries from intended DOL program investments. CEO works closely with independent contractors, DOL agency staff, state and local partners, and other federal agencies, including the U.S. Department of Health and Human Services and U.S. Department of Education, to forecast and overcome challenges to individual studies.



# Evaluation Activities

CEO intends to initiate the evaluation research projects listed below during FY 2022 or FY 2023. The projects listed are a subset of projects included in the [DOL Evidence-Building Plan for Fiscal Years 2022-2026](#).

Project numbers correspond to the project's number as assigned in the Evidence-Building Plan.

Evidence-Building Plan Project 16*	Additional Information
<p><b>Title: EBSA Enforcement Health Metrics (EBSA).</b> EBSA seeks to develop health metrics in order to measure its impact and effectiveness in the health space. EBSA would like to identify how other health regulators measure their effectiveness, identify actions that need to be tied to an outcome measure, and develop ways investigators' work in this area can be measured for performance reporting purposes.</p> <p><b>Est. Start &amp; Duration:</b> Study will begin in FY 2022 and last two years.</p> <p><b>Strategic Goal:</b> 2. Ensure Safe Jobs, Essential Protections, and Fair Workplaces</p> <p><b>Priority Learning Area:</b> 4. Improving Enforcement Activities &amp; Protections for All</p>	<p><b>Priority Research Questions:</b></p> <ol style="list-style-type: none"> <li>1. How can EBSA measure its influence on health outcomes?</li> <li>2. Does EBSA enforcement positively influence individual health outcomes?</li> </ol> <p><b>Data Sources:</b> Measures of success used by other federal and/or state regulators in the health space</p> <p><b>Methods/Approach:</b> Exploratory Study/Descriptive Study</p> <p><b>Anticipated Challenges &amp; Solutions</b></p> <p>Many of the interventions and recoveries EBSA is able to achieve in the health space are difficult to measure. Moreover, investigations may result in prospective changes only to plan documents or procedures for specific conditions, which adds additional challenges to measuring the ultimate effect on the population benefitting from the change.</p>

Evidence-Building Plan Project 17*	Additional Information
<p><b>Title: Identifying Non-Filing MEWAs (EBSA).</b> In order to pre-emptively identify non-filing Multiple Employer Welfare Associations (MEWAs), many of which have a history of fraud and abuse and MEWA violations, EBSA would like to undertake a pilot program to use data scraping methods and Robotic Process Automation (RPA) to identify MEWAs that have not filed Form M-1s. By identifying these plans while they are marketed to employers, EBSA can intervene early to make sure the plans are compliant and mitigate solvency risk.</p> <p><b>Est. Start &amp; Duration:</b> Study will begin in FY 2022 and last one year.</p> <p><b>Strategic Goal:</b> 2. Ensure Safe Jobs, Essential Protections, and Fair Workplaces</p> <p><b>Priority Learning Area:</b> 4. Improving Enforcement Activities &amp; Protections for All</p>	<p><b>Priority Research Question:</b> What are tools for EBSA to enhance detection of non-filing MEWAs, who are a high risk for fraud and abuse?</p> <p><b>Data Sources:</b> TBD.</p> <p><b>Methods/Approach:</b> Artificial Intelligence/Robotic Process Automation and Data Analytics</p> <p><b>Anticipated Challenges &amp; Solutions</b></p> <p>EBSA does not have any experience with data scraping. EBSA will need to identify terms that would be associated with marketing at risk products and developing the methodology to find these MEWAs. EBSA recommends a small pilot project which could then be expanded should it be successful.</p>

\*Denotes a project that will be funded, at least in part, with FY 2021 dollars transferred to CEO through the set aside process and initiated through FY 2022.





Evidence-Building Plan Project 1*	Additional Information
<p><b>Title: Analysis of Distance Learning Strategies (ETA).</b> To identify lessons learned for assisting customers with different levels of digital skills and differential access to high-speed Internet infrastructure to participate in distance learning. Could be supplemented with a synthesis under CLEAR, TBD.</p> <p><b>Est. Start &amp; Duration:</b> Study will begin in FY 2022 and last five years.</p> <p><b>Strategic Goal:</b></p> <ol style="list-style-type: none"> <li>1. Build Opportunity and Equity for All</li> </ol> <p><b>Priority Learning Area:</b></p> <ol style="list-style-type: none"> <li>1. Ensuring Equity in Employment &amp; Training Programs</li> <li>3. Studying Effects of the COVID-19 Pandemic</li> </ol>	<p><b>Priority Research Questions:</b></p> <ol style="list-style-type: none"> <li>1. What are the lessons learned for assisting customers with different levels of digital skills and differential access to high-speed Internet infrastructure to participate in distance learning?</li> <li>2. Can different types of training, including skilled trades instruction, be adapted to a distance learning format?</li> </ol> <p><b>Data Sources:</b> Administrative data</p> <p><b>Methods/Approach:</b> Descriptive Study and Behavioral/Experimental Pilot Test</p> <p><b>Anticipated Challenges &amp; Solutions</b></p> <p>None identified.</p>

Evidence-Building Plan Project 2*	Additional Information
<p><b>Title: Navigation Evidence Building Portfolio (ETA).</b> ETA seeks to better understand the role of case management and navigators broadly in the workforce system, and specifically with the Trade Adjustment Assistance (TAA) Navigator model, an initiative aimed at facilitating access to TAA-related services and benefits for eligible workers. For the broader workforce system, a study will examine how navigators are used, and to serve which populations. It will synthesize findings across relevant studies. For the TAA Navigator, the evaluation will identify the key components of promising navigator models, how they have been implemented, under what conditions, and for whom (such as underserved communities). As part of the feasibility study, methodological design options to estimate impacts of this program to understand the effectiveness of this strategy will be identified and assessed.</p> <p><b>Est. Start &amp; Duration:</b> Study will begin in FY 2022 and last five years.</p> <p><b>Strategic Goal:</b></p> <ol style="list-style-type: none"> <li>1. Build Opportunity and Equity for All</li> </ol> <p><b>Priority Learning Area:</b></p> <ol style="list-style-type: none"> <li>1. Ensuring Equity in Employment &amp; Training Programs</li> </ol>	<p><b>Priority Research Questions:</b></p> <ol style="list-style-type: none"> <li>1. How might case managers/navigators be helpful for the workforce system, more broadly?</li> <li>2. In what ways can a navigator intervention help address barriers that disadvantaged populations face?</li> <li>3. What specific navigator services are most helpful in engendering positive labor market outcomes?</li> <li>4. Are they able to help improve long-term outcomes for individuals with barriers to employment?</li> <li>5. What is the impact of Trade-Adjustment Assistance Program's Navigator on underserved communities?</li> <li>6. What are the barriers that the dislocated worker population faces in accessing services?</li> <li>7. For the feasibility study, what are the evaluation design options for measuring the differences in the outcomes of those served by TAA navigators compared to outcomes of TAA program participants without navigator supports?</li> </ol> <p><b>Data Sources:</b> TBD for the Descriptive Study; Interviews, focus groups, administrative data for the Implementation/Impact Evaluation</p> <p><b>Methods/Approach:</b> Descriptive Study, Implementation/Impact Evaluation. Initial phases will include a feasibility study, followed by an impact evaluation.</p> <p><b>Anticipated Challenges &amp; Solutions</b></p> <p>An assessment must be conducted to determine the feasibility of an impact evaluation.</p>

Evidence-Building Plan Project 3	Additional Information
<p><b>Title: First Step Act Implementation (ETA).</b> DOL will collaborate with the Federal Bureau of Prisons to develop an evidence-informed workforce development initiative to advance First Step Act (FSA) implementation and reduce recidivism risk in the reentering Federal prisoner population. This initiative will deliver workforce development services to prisoners, continuing with an intensive transition model, and ending with a transition to local service providers as prisoners are released. The First Step Act evaluation will rigorously evaluate this initiative and support its use of evidence-informed workforce development models.</p> <p><b>Est. Start &amp; Duration:</b> Study will begin in FY 2023 and last four years.</p> <p><b>Strategic Goal:</b></p> <ol style="list-style-type: none"> <li>1. Build Opportunity and Equity for All</li> </ol> <p><b>Priority Learning Area:</b></p> <ol style="list-style-type: none"> <li>1. Ensuring Equity in Employment &amp; Training Programs</li> </ol>	<p><b>Priority Research Question:</b></p> <p>To what extent are prisoner outcomes (recidivism, labor market outcomes, etc.) impacted by the type, intensity, and duration of workforce development service provision?</p> <p><b>Data Sources:</b> Original data collection, federal administrative data sources.</p> <p><b>Methods/Approach:</b> Qualitative and quantitative methods to conduct formative research, as well as an implementation and impact study.</p> <p><b>Anticipated Challenges &amp; Solutions</b></p> <p>TBD.</p>

\*Denotes a project that will be funded, at least in part, with FY 2021 dollars transferred to CEO through the set aside process and initiated through FY 2022.



**Title: Improving Planning and Operations to Deliver Services Study (ETA).** To identify lessons learned from state and local practices that have found new and innovate ways to improve or more efficiently deliver services. The study will look at the current pandemic, as well as lessons learned from the Great Recession, to synthesize important practical takeaways.

**Est. Start & Duration:** Study will begin in FY 2022 and last three years.

**Strategic Goal:**

1. Build Opportunity and Equity for All

**Priority Learning Area:**

3. Studying Effects of the COVID-19 Pandemic

**Priority Research Questions:**

1. How can the public workforce system react and respond to future economic disruptions to provide income support and assist workers upskill or reskill and return to work effectively?
2. What services and strategies are states using to help unemployed workers return to work as the US economy begins to recover? What strategies appear promising for different participants (dislocated workers, low-income and out-of-school youth)? What are state-of-the-art practices to support job search and reemployment?

**Data Sources:** TBD.

**Methods/Approach:** Descriptive study/Implementation study

Anticipated Challenges & Solutions

None identified.

**Title: RESEA Evidence-Building Portfolio (ETA).** ETA seeks to understand additional implementation, descriptive, and impact analyses to better understand effective Reemployment Services Eligibility and Assessment (RESEA) models that work, under what conditions, and for whom.

**Est. Start & Duration:** Study will begin in FY 2022 and last five years.

**Strategic Goal:**

1. Build Opportunity and Equity for All

**Priority Learning Area:**

5. Strengthening Unemployment to Reemployment

**Priority Research Questions:**

1. Which RESEA program models, strategies, and program components are effective and/or demonstrate promising results for program participants? How do these vary by different characteristics (e.g., race/ethnicity, occupation/industry)? What is the emerging evidence on RESEA programs that states are implementing?
2. What are promising strategies to identify UI claimants who are in need of reemployment services to transition to new employment to participate in reemployment services, such as RESEA or other job search assistance? How might such strategies take into account those most likely to exhaust benefits? How should such models developed by states be adapted and updated to reflect changes in the labor market?

**Data Sources:** Interviews, focus groups, administrative data, longitudinal data

**Methods/Approach:** Data analytics; Implementation Study/Impact Study

Anticipated Challenges & Solutions

None identified.

\*Denotes a project that will be funded, at least in part, with FY 2021 dollars transferred to CEO through the set aside process and initiated through FY 2022.

Evidence-Building Plan Project 36*	Additional Information
<p><b>Title: UI Navigation Descriptive Study (ETA).</b> ETA seeks to build evidence on promising strategies of Unemployment Insurance (UI) navigator approaches to improve the connection and access to unemployment insurance benefits and related services for eligible workers, especially low-paid or historically underserved workers. Through an ETA discretionary grant program to states, the department anticipates funding between four and six UI Navigator Programs, for a total of approximately \$15 million across the 36-month initiatives.</p> <p><b>Est. Start &amp; Duration:</b> Study will begin in FY 2022 and last five years.</p> <p><b>Strategic Goal:</b></p> <p>3. Improve Administration of and Strengthen Worker Safety Net Programs</p> <p><b>Priority Learning Area:</b></p> <p>5. Strengthening Unemployment to Reemployment</p>	<p><b>Priority Research Questions:</b></p> <ol style="list-style-type: none"> <li>1. What is the potential role of UI navigators in assisting with initial and continued claim filing and referral to additional services?</li> <li>2. How do UI navigators affect potential inequities in reciprocity and claims process?</li> <li>3. Across states, how do navigators differ from case managers, and what are the elements (if any) that would distinguish these supports?</li> <li>4. What implementations conditions are present, and/or which conditions need to be present, that allows for a rigorous impact research design (e.g., a randomized control trial or a regression discontinuity design)?</li> </ol> <p><b>Data Sources:</b> Interviews, administrative data</p> <p><b>Methods/Approach:</b> Exploratory Study/Descriptive Study /Impact Evaluability Assessment</p> <p><b>Anticipated Challenges &amp; Solutions</b></p> <p>For a potential impact analysis, it can be challenging to identify cohorts for a comparison group and to ensure necessary data to support a complete analysis. To mitigate this risk, the study will undertake a feasibility assessment.</p>

Evidence-Building Plan Project 37	Additional Information
<p><b>Title: UI Research Center (ETA).</b> ETA seeks to support a research-to-action model partnership between the research grantee and their state UI agency(ies) through a competitive grant to an academic institution or consortium. A longer-term goal is to support the pipeline of researchers to work on UI policy and program administration-related projects to inform policy.</p> <p><b>Est. Start &amp; Duration:</b> Study will begin in FY 2022 and last five years.</p> <p><b>Strategic Goal:</b></p> <p>3. Improve Administration of and Strengthen Worker Safety Net Programs</p> <p><b>Priority Learning Area:</b></p> <p>5. Strengthening Unemployment to Reemployment</p>	<p><b>Priority Research Questions:</b></p> <ol style="list-style-type: none"> <li>1. What are the barriers different populations of workers face in accessing UI benefits and what are potential interventions that community groups, employers, states, and the federal government could deploy to reduce those barriers?</li> <li>2. What are new indicators of access and use of UI benefits?</li> <li>3. How can we measure the long-term impact of UI benefits on workers, their families, communities, and the economy?</li> </ol> <p><b>Data Sources:</b> TBD.</p> <p><b>Methods/Approach:</b> Academic Grant</p> <p><b>Anticipated Challenges &amp; Solutions</b></p> <p>None identified.</p>

Evidence-Building Plan Project 21	Additional Information
<p><b>Title: Black lung incidence nationwide as a result of burning coal for heating, and how those areas intersect with mining and former mining communities (MSHA).</b> The Navajo Nation has the highest incidence of non-mining black lung as a result of burning coal in homes for heat. This is an issue in certain areas of Appalachia as well. Understanding where those black lung cases occur and how they intersect with current and former mining communities could help inform MSHA of areas where undiagnosed miners may be at high risk and allow MSHA to target assistance.</p> <p><b>Est. Start &amp; Duration:</b> Study will begin in FY 2022 and last two years.</p> <p><b>Strategic Goal:</b></p> <p>2. Ensure Safe Jobs, Essential Protections, and Fair Workplaces</p> <p><b>Priority Learning Area:</b></p> <p>4. Improving Enforcement Activities &amp; Protections for All</p>	<p><b>Priority Research Questions:</b></p> <ol style="list-style-type: none"> <li>1. Where are cases of black lung occurring across the US as a result of non-mining activities such as burning coal for heat?</li> <li>2. How do those align with former and current coal mining communities?</li> </ol> <p><b>Data Sources:</b> Black lung clinics, public health data</p> <p><b>Methods/Approach:</b> Exploratory study</p> <p><b>Anticipated Challenges &amp; Solutions</b></p> <p>None identified.</p>

\*Denotes a project that will be funded, at least in part, with FY 2021 dollars transferred to CEO through the set aside process and initiated through FY 2022.



Evidence-Building Plan Project 4*	Additional Information
<p><b>Title: Disability &amp; Employment Equity Analysis (ODEP).</b> As a group, persons of color with disabilities have lower employment levels and earnings than non-Hispanic whites with disabilities, and may not be equitably served by the workforces system and other key disability employment programs. Yet there is little research on racial differences in employment and earnings for people with disabilities; on racial inequities in policy and program design and implementation; on program participation and outcomes for persons of color with disabilities; or on level of program access and cultural competence to ensure inclusive programs and services. This research project would review extant data on racial differences in employment, earnings, program participation, and program outcomes for people with disabilities, and consult experts and conduct field research to identify current knowledge gaps and inequities and promising practices.</p> <p><b>Est. Start &amp; Duration:</b> Study will begin in FY 2022 and last two years.</p> <p><b>Strategic Goal:</b></p> <ol style="list-style-type: none"> <li>1. Build Opportunity and Equity for All</li> </ol> <p><b>Priority Learning Area:</b></p> <ol style="list-style-type: none"> <li>1. Ensuring Equity in Employment &amp; Training Programs</li> </ol>	<p><b>Priority Research Questions:</b></p> <ol style="list-style-type: none"> <li>1. What are racial and ethnic differences in employment, earnings, program participation, and program outcomes for people with disabilities?</li> <li>2. What are current research gaps related to how disability employment programs serve individuals from different racial and ethnic groups, and what are promising practices to address existing inequities?</li> </ol> <p><b>Data Sources:</b> Existing publicly available data sources, administrative data</p> <p><b>Methods/Approach:</b> This descriptive and exploratory study will rely on analysis of administrative data to build foundational knowledge about employment of persons of color with disabilities, seeking to fill in knowledge gaps currently not addressed by available survey data.</p> <p><b>Anticipated Challenges &amp; Solutions</b></p> <p>None identified.</p>

Evidence-Building Plan Project 24*	Additional Information
<p><b>Title: Construction Representation Benchmarks: Measuring the Potential Workforce Availability in Trades (OFCCP).</b> OFCCP is currently exploring whether to update its construction regulations and is interested in better understanding the potential available workforce by race, gender and ethnicity as well as geographic area for different trades.</p> <p><b>Est. Start &amp; Duration:</b> Study will begin in FY 2022 and last one year.</p> <p><b>Strategic Goal:</b></p> <ol style="list-style-type: none"> <li>2. Ensure Safe Jobs, Essential Protections, and Fair Workplaces</li> </ol> <p><b>Priority Learning Area:</b></p> <ol style="list-style-type: none"> <li>4. Improving Enforcement Activities &amp; Protections for All</li> </ol>	<p><b>Priority Research Question:</b> What data sources and methodologies should OFCCP rely on to identify the full potential workforce available by race, gender and ethnicity in the construction industry?</p> <p><b>Data Sources:</b> TBD.</p> <p><b>Methods/Approach:</b> Data Analytics</p> <p><b>Anticipated Challenges &amp; Solutions</b></p> <p>Lack of current data reflecting the full scope of workers available to work in construction trades absent barriers to opportunity.</p>

Evidence-Building Plan Project 25*	Additional Information
<p><b>Title: Using Data to Inform Scheduling and Enforcement (OFCCP).</b> OFCCP seeks to continually improve its scheduling process to better identify risk factors for non-compliance.</p> <p><b>Est. Start &amp; Duration:</b> Study will begin in FY 2022 and last one year.</p> <p><b>Strategic Goal:</b></p> <ol style="list-style-type: none"> <li>2. Ensure Safe Jobs, Essential Protections, and Fair Workplaces</li> </ol> <p><b>Priority Learning Area:</b></p> <ol style="list-style-type: none"> <li>4. Improving Enforcement Activities &amp; Protections for All</li> </ol>	<p><b>Priority Research Question:</b> What additional data sources can OFCCP utilize to improve its neutral scheduling process to select contractors that have greater risk factors for non-compliance?</p> <p><b>Data Sources:</b> Vets 4212, EEO-1, Census, Wage and Hour and OSHA data, etc.</p> <p><b>Methods/Approach:</b> Data Analytics</p> <p><b>Anticipated Challenges &amp; Solutions</b></p> <p>Method should meet neutrality standard.</p>

\*Denotes a project that will be funded, at least in part, with FY 2021 dollars transferred to CEO through the set aside process and initiated through FY 2022.





**Title: Assessment of OLMS Financial Reporting Data (OLMS).** The Office of Labor-Management Standards (OLMS) is interested in understanding how LM data can be used to characterize labor union density, mobilization, and penetration to better study the effect of unions on workplace conditions, local economies, and communities. This information could advance our understanding of the role that unions play in U.S. labor markets.

**Est. Start & Duration:** Study will begin in FY 2022 and last one year.

**Strategic Goal:**

2. Ensure Safe Jobs, Essential Protections, and Fair Workplaces

**Priority Learning Area:**

4. Improving Enforcement Activities & Protections for All

**Priority Research Questions:**

1. What are opportunities for characterizing union density, mobilization, and penetration from LM data?
2. Are there ways to increase the utility of the data?
3. What are additional data sources (OLMS, other DOL, or external) that could be used as supplemental data or merged with the data to advance our understanding of the effect of unions on workplaces and local economies and communities?

**Data Sources:** Review of LM form data and other OLMS administrative datasets, external quantitative datasets, limited qualitative data collection

**Methods/Approach:** Exploratory Study/Data Analysis



**Anticipated Challenges & Solutions**

None identified.



**Title: Reaching Vulnerable Populations through Alliances (OSHA).** Through the Alliance Program, OSHA works with organizations such as trade and professional associations, labor unions, educational institutions, community and faith-based groups, and government agencies to share information about OSHA's initiative and compliance assistance resources with workers and employers, and educate workers and employers about their rights and responsibilities. Alliance Program participants are committed to working closely with OSHA to develop and share information with workers and employers to help prevent injuries, illnesses, and fatalities in the workplace and to educate workers and employers about their rights and responsibilities under the Occupational Safety and Health Act. Participants in the Alliance Program support OSHA's strategic goals by developing Alliance agreements and implementing project plans that emphasize Raising Awareness of OSHA's Rulemaking and Enforcement Initiatives; Outreach and Communication; and Training and Education.

**Est. Start & Duration:** Study will begin in FY 2022 and last two years.

**Strategic Goal:**

2. Ensure Safe Jobs, Essential Protections, and Fair Workplaces

**Priority Learning Area:**

4. Improving Enforcement Activities & Protections for All

**Priority Research Questions:**

1. Is the information OSHA provides to Alliance Participants getting to the most vulnerable workers?
2. How is that information getting to the most vulnerable workers?
3. Are some types of alliances more effective in getting safety and health information out than others?

**Data Sources:** OSHA's Compliance Assistance data base has information on activities related to OSHA Alliances. Limited information is available on some of the characteristics of program participants (e.g., temporary workers, youth, ethnicity, etc.) The groups with which OSHA has alliances may be able to provide information on members and participants in their programs.

**Methods/Approach:**

1. Survey participants in Alliance events to gather information on what they learned from participation in alliance-sponsored events and trainings. Participants getting to the most vulnerable workers?
2. Develop and implement a tool to measure the usefulness of the information participants received.



**Anticipated Challenges & Solutions**

The biggest challenge will be identifying the workers or participate in alliance-sponsored events and trainings. Many of these workers may not speak English well enough to complete a written survey. Focus groups may be required. OSHA's alliance partners should be able to assist with the data collection.



**Title: Reaching Vulnerable Populations through training funded by OSHA's Susan Harwood Training Grants (OSHA).** Susan Harwood Training Grants are awarded competitively to provide training and education programs for employers and workers on the recognition, avoidance, and prevention of safety and health hazards in their workplaces and to inform workers of their rights and employers of their responsibilities under the Occupational Safety and Health (OSH) Act. The types of grants solicited each year vary and in the past have included Capacity Building grants, Targeted Topic, and Training Materials Development. Given the variety of grants, DOL would like to explore the feasibility of assessing this kind of program, and plans to conduct a descriptive study that can help inform future evaluations of the grant program.

**Est. Start & Duration:** Study will begin in FY 2023 and last two years.

**Strategic Goal:**

2. Ensure Safe Jobs, Essential Protections, and Fair Workplaces

**Priority Learning Area:**

4. Improving Enforcement Activities & Protections for All

**Priority Research Questions:**

1. Is the training developed under the Susan Harwood Grant Program reaching vulnerable populations of workers?
2. What are the practices used by those who receive Grant awards for reaching vulnerable populations?
3. What are research options that OSHA can use to understand the implementation and impacts of this grant program in the future?

**Data Sources:** Data on who participated in trainings developed using the Susan Harwood Grants should be available from the Education Centers and other institutions that provide the training.

**Methods/Approach:** Solicit data on age, race, ethnicity, sex and language spoken from participants in trainings developed using the Susan Harwood Grants by survey or class registration.

**Anticipated Challenges & Solutions**

OSHA may have to modify the terms of the Susan Harwood Grants to require collection of the desired data.

**Title: VETS Employment Navigators Evaluation (VETS).** Implementation evaluation to understand how Employment Navigators provide support to transitioning service members to find employment faster and/or obtain higher wages. It will also include a feasibility study for an impact evaluation. The study will examine the elements that distinguish a VETS employment navigator (if any) from other case management support to veterans, including supports from Consolidated Disabled Veteran's Outreach Program (DVOP) Specialists and Local Veteran's Employment Representatives (LVER)s.

**Est. Start & Duration:** Study will begin in FY 2022 and last five years.

**Strategic Goal:**

1. Build Opportunity and Equity for All

**Priority Learning Area:**

1. Ensuring Equity in Employment & Training Programs

**Priority Research Questions:**

1. What is the impact of VETS employment navigator pilot program for transitioning service members?
2. What are barriers to TAP and other workforce services, particularly for those who may face a higher risk of poverty, social exclusion, or discrimination?

**Data Sources:** Interviews, focus groups, administrative data

**Methods/Approach:** Implementation/Impact Evaluation

**Anticipated Challenges & Solutions**

An assessment must be conducted to determine the feasibility of an impact evaluation..

**Title: FARE Grants Implementation Study (WB).** Fostering Access, Rights, and Equity (FARE) implementation/impact study to accompany FARE grant to states and community-based organizations intended to assist women in understanding and accessing their employment rights and benefits.

**Est. Start & Duration:** Study will begin in FY 2022 and last two years.

**Strategic Goal:**

1. Build Opportunity and Equity for All

**Priority Learning Areas:**

1. Ensuring Equity in Employment & Training Programs
2. Reducing Barriers to Women's Employment

**Priority Research Questions:**

1. How are FARE grants assisting women in understanding and accessing their employment rights and benefits?
2. What are barriers that this population faces in accessing services?

**Data Sources:** FARE grant data

**Methods/Approach:** Implementation Study

**Anticipated Challenges & Solutions**

None identified.

\*Denotes a project that will be funded, at least in part, with FY 2021 dollars transferred to CEO through the set aside process and initiated through FY 2022.

**Title: Federal Employee Paid Leave Act (FEPLA)**

**Evaluation (WB).** The Federal Employee Paid Leave Act (FEPLA) provides 12 weeks of paid parental leave to certain Federal employees in connection with the birth of an employee's child or placement of a child with an employee for adoption or foster care. The law went into effect on October 1, 2020. Anticipated benefits of the law include increased time for bonding between parent and child, improved health of the birth mother and child, preservation of annual and sick leave balances for future family needs, increased retention and engagement of the Federal workforce, and a positive impact to the U.S. economy by addressing women's declining labor force participation. The Congressional Budget Office estimated that implementing FEPLA would cost \$3.3 billion from 2021-2024. OPM and DOL will collaborate to answer questions surrounding the effects of FEPLA. For FY 2023, the questions will focus on short-term uptake and effects of the law and will be dependent on data availability. Future evaluation questions may be proposed in the ongoing partnership.

**Est. Start & Duration:** Study will begin in FY 2022 and last two years.

**Strategic Goal:**

1. Build Opportunity and Equity for All

**Priority Learning Area:**

2. Reducing Barriers to Women's Employment

**Priority Research Questions:**

1. What are FEPLA leave taking patterns, and do those vary by employee demographics? Are leave taking patterns equitable across demographic groups?
2. What is the effect of FEPLA on the number of days of leave taken, by leave type (e.g., FEPLA, Family and Medical Leave Act, sick leave, annual leave)?
3. What is the effect of FEPLA on short-term retention of employees following paid parental leave?
4. What is the effect of FEPLA on employees' career advancement, including promotions, salary, and performance ratings?

**Data Sources:** OPM and DOL will leverage existing data including payroll data (use of paid and unpaid leaves), employee personnel status data (for example, retention status, grade and step level, and pay rate), employee performance data (for example, award hours or pay and performance ratings), and employee demographic data (for example, gender, race and ethnicity, age, work schedule, and agency).

**Methods/Approach:** OPM and DOL will analyze secondary administrative personnel data that OPM maintains in its Enterprise Human Resources Integration (EHRI) and Electronic Official Personnel Folder (eOPF) databases, conducting descriptive analyses and comparisons of outcomes prior to and following implementation of FEPLA.

**Anticipated Challenges & Solutions**

1. Data quality and completeness. At the time FEPLA was implemented, there were no existing payroll codes for those using this leave; this data only started being reported with routine codes more than six months after implementation. There are also data quality issues within the payroll data, as agencies use differing payroll systems and approaches and do not have a consistent data cleaning procedure. To address this, we are proactively reviewing and cleaning FEPLA and leave data, while also working to improve the overall quality of payroll data.
2. Selecting the appropriate time period for comparison. For comparisons of before and after implementation of FEPLA, there are complicating factors regarding time periods for comparison, including the lack of payroll codes and the COVID-19 pandemic, which is anticipated to have an effect on childbearing and leave taking patterns. As such, we will carefully consider the appropriate time periods for both before and after comparison and will interpret findings with caution.





## Evidence-Building Plan Project 8\*



## Additional Information

**Title: WANTO Descriptive Study (WB).** The Women in Apprenticeship and Nontraditional Occupations (WANTO) grant program supports community-based organizations to recruit, mentor, train and retain more women in Registered Apprenticeships and nontraditional occupations. Grantees provide technical assistance to address the significant underrepresentation of women in apprenticeship programs and in general in high-growth, high-wage Science, Technology, Engineering, and Math-related occupations.

**Est. Start & Duration:** Study will begin in FY 2022 and last three years.

### Strategic Goal:

1. Build Opportunity and Equity for All

### Priority Learning Areas:

1. Ensuring Equity in Employment & Training Programs
2. Reducing Barriers to Women's Employment

### Priority Research Questions:

1. For those Women in WANTO grants providing job related training, what best practices and challenges have been identified on successfully transitioning women into apprenticeships or nontraditional occupations by the end of the grant's period of performance?
2. What promising practices and challenges have been identified by WANTO grants in outreach, recruitment, and retention of women, in general, and in particular, from underrepresented communities in grant related activities? What are barriers that this population faces in accessing services?

**Data Sources:** WANTO grant data and WANTO site visits

**Methods/Approach:** Exploratory/Descriptive Study



## Anticipated Challenges & Solutions

The PRA process for a short study may be a challenge.



## Evidence-Building Plan Project 34\*



## Additional Information

**Title: Worker Survey (WHD).** This is a worker survey designed to establish prevalence and severity of violations among selected worker populations, occupations, and/or industry subsectors. This survey will allow WHD to drill down to specific business models, business networks, and even enterprises by asking questions not listed in existing surveys, such as CPS.

**Est. Start & Duration:** Study will begin in FY 2022 and last three to four years.

### Strategic Goal:

2. Ensure Safe Jobs, Essential Protections, and Fair Workplaces

### Priority Learning Area:

4. Improving Enforcement Activities & Protections for All

### Priority Research Questions:

1. What is the prevalence and severity of workplace violations among selected worker populations, occupations, and/or industry subsectors? How do these conditions vary by demographics and geographic factors? How can this data inform WHD's strategic planning process, specifically to predict violation prevalence?
2. To what extent are workers knowledgeable of wage and hour protections?
3. What is the worker experience with or awareness of wage and hour violations?

**Data Sources:** CPS, QCEW, AWCS (American Working Conditions Survey), LED Extraction Tool - Quarterly Workforce Indicators (QWI), Social media advertisement for survey completion for design, survey samples for data collection.

**Methods/Approach:** Project would require sampling techniques and robust statistical analysis. Sampling methods may include stratified samples designed to collect information on specific worker populations and/or industry subsectors and innovative sampling techniques designed to reach worker populations not typically reached through federal surveys, yet that is representative.



## Anticipated Challenges & Solutions

1. Resources to support survey design methodology, data collection, and analysis: WHD proposes using an outside vendor through CEO to design and implement the survey. In addition, WHD's Office of Enterprise Data and Analytics could partner with the vendor to review data and extract potential areas for focus in strategic planning.
2. Achieving targeted survey response rates: WHD would support a CEO-led convening of academics and researchers to discuss the challenges and solutions for addressing response rates. WHD's communications team could partner with an outside vendor to promote awareness of the survey and encourage participation.

\*Denotes a project that will be funded, at least in part, with FY 2021 dollars transferred to CEO through the set aside process and initiated through FY 2022.





**Title: FMLA Survey (WHD).** This is a national survey to gain knowledge of how employees and employers understand and experience the Family and Medical Leave Act (FMLA). The survey would build on prior waves in 1995, 2000, 2012, and 2018.

**Est. Start & Duration:** Study will begin in FY 2022/2023 and last three to four years.

**Strategic Goal:**

2. Ensure Safe Jobs, Essential Protections, and Fair Workplaces

**Priority Learning Area:**

4. Improving Enforcement Activities & Protections for All

**Priority Research Questions:**

1. What are the employee experiences and knowledge of taking, needing, and accessing leave?
2. What are the employer experiences and knowledge levels with administering FMLA leave?

**Data Sources:** Prior FMLA surveys, survey samples

**Methods/Approach:** Questionnaire fielded to nationally representative samples of employers and employees

Anticipated Challenges & Solutions

Achieving targeted survey response rates: WHD would support a CEO-led convening of academics and researchers to discuss the challenges and solutions for addressing response rates.

**Title: Improving Diversity, Equity, Inclusivity, and Accessibility (DEIA) within the Federal Workforce (Federal-wide Initiative with OPM).** DOL will lead a rigorous interagency evaluation of strategies aimed at improving Diversity, Equity, Inclusivity, and Accessibility (DEIA) within the Federal workforce. A coordinated cross-agency evaluation presents an opportunity to drive long-term, meaningful changes for the Federal workforce. DOL will lead this evaluation in close collaboration with the Office of Personnel Management and other agencies.

**Est. Start & Duration:** Study will begin in FY 2023 and last three years.

**Strategic Goal:**

1. Build Opportunity and Equity for All

**Priority Learning Area:**

6. Other Learning Priorities

**Priority Research Questions:**

1. What strategies are federal agencies using to improve diversity, equity, inclusivity, and accessibility within the federal workforce?
2. To what extent are these strategies meeting their stated objectives?

**Data Sources:** Federal administrative records; potentially original data collection

**Methods/Approach:** Qualitative and quantitative methods

Anticipated Challenges & Solutions

TBD.





**U.S. Department of Labor**