



UNITED STATES DEPARTMENT OF LABOR

FY 2025
Annual Performance
Report &

FY 2027
Annual
Performance
Plan

This report can be found at [About DOL](#).

If you have questions or comments regarding this report, contact:

Performance Management Center
U.S. Department of Labor
200 Constitution Ave NW
Suite S-3317
Washington, DC 20210

All references to non-governmental companies or organizations and their services, products, or resources in this report are offered for informational purposes and should not be construed as an endorsement by the Department of Labor of any of the companies or organizations, or their services, products, or resources. The Department of Labor does not endorse, takes no responsibility for, and exercises no control over non-governmental organizations' web sites mentioned in this report, or their views or contents; nor does it vouch for the accuracy of the information contained on other organizations' web sites.

Table of Contents

Organizational Structure	3
Overview.....	4
Strategic Goal 1: Making America Skilled Again	6
Strategic Goal 1: Performance Indicators	12
Strategic Goal 2: Protecting American Workers	16
Strategic Goal 2: Performance Indicators	27
Strategic Goal 3: Restoring Government Efficiency	37
Strategic Goal 3: Performance Indicators	43
Appendices.....	49
Agency Priority Goals.....	52

Organizational Structure

U.S. Department of Labor Organizational Chart

U.S. Bureau of Labor Statistics (BLS)	Bureau of International Labor Affairs (ILAB)	Employee Benefits Security Administration (EBSA)
Collects, calculates, analyzes, and publishes data essential to the public, employers, researchers, and government organizations.	Ushers in a new era of American worker dominance in global supply chains, stops the egregious labor practices of our trading partners and foreign adversaries, and advances the interests of American workers and enterprise on the global stage.	Ensures the security of the retirement, health, and other job-based benefits of America’s workers and their families.
Employment and Training Administration (ETA)	Mine Safety and Health Administration (MSHA)	Occupational Safety and Health Administration (OSHA)
Promotes pathways to economic liberty for individuals and families working to achieve the American Dream.	Works to prevent death, illness, and injury from mining and promote safe and healthful workplaces for U.S. miners.	Assures America’s workers have safe and healthful working conditions free from unlawful retaliation.
Office of Disability Employment Policy (ODEP)	Office of Labor-Management Standards (OLMS)	Office of the Assistant Secretary for Administration and Management (OASAM)
Develops and influences policies and practices that increase the number and quality of employment opportunities for people with disabilities.	Promotes union democracy, protects union assets, and advances labor-management transparency.	Provides the infrastructure and support that enables the U.S. Department of Labor to perform its mission.
Office of the Assistant Secretary for Policy (OASP)	Office of the Chief Financial Officer (OCFO)	Office of Federal Contract Compliance Programs (OFCCP) ¹
Plays a crucial role in developing and advancing the department’s priorities, providing advice to the Secretary of Labor, Deputy Secretary of Labor and department leadership on actions to improve the lives of workers, retirees and their families.	Delivers timely, accurate, and reliable financial information to decision makers through efficient and effective financial systems and business processes, fosters effective stewardship of public funds, and safeguards fiscal integrity through effective internal controls.	Protects American veterans and individuals with disabilities.
Office of Foreign Labor Certification (OFLC) ²	Office of Workers’ Compensation Programs (OWCP)	Veterans’ Employment and Training Service (VETS)
Provides national leadership and policy guidance to carry out the responsibilities of the Secretary of Labor under the Immigration and Nationality Act, as amended, concerning the admission of foreign workers to the United States for employment.	Protects the interests of 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.	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.
Wage and Hour Division (WHD)	Women’s Bureau (WB) ³	
Promotes and achieves compliance with labor standards to protect and enhance the welfare of the nation’s workforce.	Champions policies and standards that safeguard the interests of working women, advocates for the equality and economic security of women and their families and promotes quality work environments.	

¹ The FY 2027 President’s Budget proposes to shift the remaining responsibilities for statutes OFCCP administered into an Office of Civil Rights.

² The FY 2027 President’s Budget moves OFLC to the Departmental Management appropriation, consolidating immigration-related responsibilities, as appropriate, and moving OFLC’s work outside of ETA.

³ The FY 2027 President’s Budget proposes to eliminate WB.

Overview

Vision: Put American Workers First

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.

Administration Priorities: DOL addresses the Administration’s priorities through the implementation of Presidential Executive orders (EO).⁴ These Executive orders direct Federal agencies to take concrete and immediate steps to meet challenges facing American families and cover a wide range of priorities, including:

- Fostering partnerships between businesses, unions, and educational institutions to create a stronger, more robust workforce pipeline.
- Strengthening pathways to high-paying skilled- trade jobs of the future across U.S. industries.
- Implementing innovative strategies to enhance workforce development and boost economic growth.
- Promoting skills training, Registered Apprenticeships (RA), and career education to meet modern workforce needs.
- Cutting the bureaucratic red tape stifling innovation and job growth while protecting workers’ rights.
- Supporting federal labor policies that empower and protect both workers and job creators. Championing Made in America jobs and the industries that drive them.
- Highlighting best practices from the communities getting it right by showcasing America at Work.
- Protecting American taxpayers from fraud, waste, and abuse in DOL programs such as unemployment insurance and workers’ compensation.
- Supporting American investors, industries, and manufacturers to enable the reindustrialization and reshoring of American manufacturing jobs.

⁴ For more information about President Trump’s Executive orders, visit [Federal Register: Executive Orders](#).

Report Overview

The FY 2026-2030 Strategic Plan explains how DOL improves the lives of American workers through the management of its agencies and programs. As required by the Government Performance and Results Act Modernization Act of 2010 (GPRAMA), it provides plans on DOL’s three strategic goals, 13 strategic objectives, and 22 performance goals.

GOALS	OBJECTIVES	SUPPORTING AGENCIES
1. Making America Skilled Again	1.1 Strengthen the American workforce by expanding skilled trade jobs and propelling workers into secure, high-need jobs to support the next Golden Age.	ETA VETS ODEP WB ³ OFCCP ¹
	1.2 Support apprenticeship as a pathway to employment that meets the needs of the American economy.	ETA
2. Protecting American Workers	2.1 Partner with states to ensure lawful American workers receive timely and accurate unemployment benefits.	ETA
	2.2 Deliver timely and accurate workers’ compensation benefits to eligible workers for qualified claims.	OWCP
	2.3 Utilize enforcement as necessary, and promote compliance with federal safety, health, labor, and employment protection standards to secure a safe and strong American workforce.	OSHA MSHA WHD VETS
	2.4 Ensure access to secure retirement, health and other work-related benefits for American workers and their families.	EBSA
	2.5 Promote labor union transparency and financial integrity in American workplaces.	OLMS
	2.6 Strengthen U.S. trade negotiations by addressing unfair labor practices around the world.	ILAB
	2.7 Facilitate lawful temporary employment of foreign workers while safeguarding American workers, employers, and farmers.	OFLC WHD
3. Restoring Government Efficiency	3.1 Serve the American worker through hiring the highest caliber workforce and optimizing internal services.	OASAM
	3.2 Reduce bureaucratic overreach and eliminate information silos across DOL Agencies.	OASP
	3.3 Promote fiscal integrity, efficiency, effectiveness, and optimize AI to safeguard American taxpayers from fraud, waste, and abuse.	OASAM OCFO
	3.4 Provide timely, accurate, and relevant information on labor market activity, working conditions, price changes, and productivity in the U.S. economy to support workforce planning and decision-making.	BLS

Strategic Goal 1: Making America Skilled Again

Strategic Objective 1.1 – Strengthen the American workforce by expanding skilled trade jobs and propelling workers into secure, high-need jobs to support the next Golden Age.

ETA Performance Goal 1.1 - Prepare Americans for high-paying skilled trade jobs of the future.

FY 2025 Progress and Accomplishments

In Program Year (PY) 2024, ETA continued its work providing high-quality job training, employment, labor market information, and income maintenance services. The Work-Based Learning (WBL) outcome improved by 1.8 percentage points from the previous year's result of 47.9 percent to 49.7 percent. The credential attainment rate improved from 52.8 percent to 53.1 percent. The percentage of program participants employed in the second quarter after exit slightly fell from 70.6 percent in PY 2023 to 69.4 percent in PY 2024, and below the PY 2024 target of 74.0 percent.

Performance improvement is attributable to increases in outcomes in various programs. Since FY 2023, YouthBuild (YB) outcomes have steadily increased for credential attainment and median earnings. The number of YB completers entering Registered Apprenticeships has nearly quintupled, from 19 in FY 2023 to 93 in FY 2025, demonstrating the impact of targeted technical assistance, with a particular focus on apprenticeship pathways in high-demand industries such as advanced manufacturing and healthcare. Additionally, Reentry Employment Opportunities (REO) Adult and Youth programs also demonstrated improved employment rates in the second quarter after exit.

ETA managed five H-1B Skills Training funded grant programs that supported work-based learning opportunities, including Registered Apprenticeship, and promoted training that led to industry-recognized credentials and employment in middle- to high-skilled occupations. These grants included the One Workforce grants, the Rural Healthcare grants, Building Pathways to Infrastructure Jobs grants, Nursing Expansion grants, and the Apprenticeships: Closing the Skills Gap grants. Cumulatively, these grants had over 97,000 participants that began training and more than 42,000 individuals who had completed and earned industry-recognized credentials.

Implementation Strategies through FY 2027

ETA will continue to strengthen work-based learning, credential quality, and employment outcomes, by focusing on preparing workers for high-paying skilled trade jobs in critical and emerging industries. In FY 2026, ETA published guidance and will deliver technical assistance on maximizing innovation in Workforce Innovation and Opportunity Act (WIOA) programs, which will offer options to the workforce system to innovate and modernize operations and program services. Such options include using existing WIOA flexibilities, and encouraging increased waiver use to scale industry-driven strategies, enhance worker mobility, create opportunities to integrate systems and realign resources, optimize service delivery, improve accountability for participant outcomes, and remove barriers to innovation.

Additionally, ETA will continue to support employers with access to training reimbursements for upskilling incumbent and newly hired workers through the Industry-Driven Skills Training Fund grants. These grants provide training in high-demand and emerging industries and occupations critical to driving American competitiveness.

Strategic Goal 1 **Making America Skilled Again**

Among these are shipbuilding and related occupations, including welding, marine electrical, manufacturing, and other skilled trades occupations, as well as occupations essential to the buildout of artificial intelligence (AI) infrastructure, advanced manufacturing, nuclear energy, domestic mineral production, and information technology including AI.

ETA will continue to provide technical assistance and oversight for Strengthening Community Colleges Training Grants as they build capacity for high-quality, short-term programs that meet the eligibility requirements for Workforce Pell Grants. These program offerings will expand access to skilled training opportunities that meet the hiring requirements of employers and demonstrate industry value through strong post-completion employment outcomes, among other rigorous requirements.

VETS Performance Goal 1.1 - Provide veterans, service members, and military spouses with services and support to gain and maintain employment.

FY 2025 Progress and Accomplishments

In FY 2025, VETS continued its mission to prepare America's service members, veterans, and military spouses for meaningful careers, provide them with employment resources and expertise, protect their employment rights, and promote their employment opportunities. The Transition Assistance Program (TAP) provides high-quality information, tools, and training to help transitioning service members (TSMs) and their spouses establish positive employment outcomes following their military careers, as evidenced by a 96 percent approval rating in a post-course facilitator satisfaction survey. As part of TAP, the Employment Navigator and Partnership Program (ENPP), which provides one-on-one career assistance to TSMs and their spouses, expanded to 50 sites in FY 2025, a 43 percent increase from the previous year.

The Jobs for Veterans State Grants (JVSG) is a formula grant that enables State Workforce Agencies to hire dedicated staff who work in American Job Centers (AJCs) to provide career services to veterans and eligible persons and assist employers in filling vacancies with job-seeking veterans. Annually, JVSG helps place more veterans into employment than any other program within the U.S. government. In PY 2024, JVSG-funded employees served approximately 129,000 veterans with median second quarter after exit earnings of \$9,252.

The Homeless Veterans' Reintegration Program (HVRP) is the only federal grant to focus exclusively on competitive employment for veterans experiencing or at risk of homelessness. HVRP has strong partnerships between public, private, and nonprofit organizations. In PY 2024, HVRP served over 15,800 participants and placed them into employment with median earnings of \$8,710 in the second quarter after exit.

The Veteran Employment Outreach Program (VEOP) coordinates employment opportunities for veterans within the public and private sectors and in local communities, leveraging the workforce system and its network of over 2,200 AJCs nationwide. In FY 2025, VEOP conducted over 1,200 outreach engagements.

The Honoring Investments in Recruiting and Employing Vets Medallion Program (HVMP) is the only federal-level veterans' employment award that recognizes a company or organization's commitment to veteran hiring, retention, and professional development. In FY 2025, the Secretary of Labor awarded 888 employers the 2025 HIRE Vets Medallion Award, a 6 percent increase from FY 2024.

Strategic Goal 1 **Making America Skilled Again**

Implementation Strategies through FY 2027

In alignment with Presidential EOs the TAP, HVMP, JVSG, HVRP, National Veterans' Training Institute, and the Office of Strategic Outreach will continue to strengthen the American workforce.⁵ These programs will connect veterans, service members, and military spouses to private and public sector employers, labor unions, industry groups, and workforce development organizations to expand access to meaningful and long-term skilled trade and high-need employment opportunities. In FY 2027, VETS plans to continue to provide a variety of learning opportunities for JVSG staff. Quality training is essential to ensure the success of the JVSG program. VETS also plans to offer guidance to HVRP grant recipients emphasizing the enrollment of participants who are actively seeking employment and are therefore more likely to see improved employment outcomes.

ODEP Performance Goal 1.1 – Increase employment opportunities for individuals with disabilities.

FY 2025 Progress and Accomplishments

In FY 2025, ODEP continued its essential mission to improve employment opportunities for Americans with disabilities. ODEP's achievements cover a range of activities, including policy guidance, research, stakeholder engagement, technical assistance, and collaborations with state intermediaries. ODEP also provided direct support to individuals with disabilities while generating evidence of best practices through grants and contracts.

In FY 2025, ODEP produced 37 policy outputs, which encompassed legislative and regulatory recommendations, formal policy guidance, and proposed policy directives. These outputs underscore the effectiveness of ODEP's State Exchange on Employment and Disability (SEED) in equipping states and localities with policies that meet their unique needs. Additionally, ODEP exceeded its goal by developing 132 implementation tools aimed at promoting the adoption of recommended practices. Notable examples include the Veterans Accommodations Toolkit, created in collaboration with VETS, and the Employer Assistance and Resource Network's resource on disability hiring initiatives for small businesses. ODEP also created policy briefs through a SEED Mental Health Task Force to guide states in supporting employment for those with mental health conditions.

Stakeholder engagement remained a priority, with ODEP conducting 252 targeted technical assistance (TA) events. ODEP's Job Accommodation Network (JAN) hosted key events, such as "Ask JAN! We Can Help," for New York City Public Schools, connecting educators with accommodation solutions. Notably, ODEP achieved a 93 percent customer satisfaction rate from its technical assistance center. ODEP collaborated with state intermediaries to address disability employment policy requests through peer exchanges and learning collaboratives. Further, ODEP continued its efforts in developing evidence on effective disability employment practices through its Retaining Employment and Talent After Injury/Illness (RETAIN) initiative, Research Support Services for Employment of Young Adults on the Autism Spectrum project, and through other analyses, research, and evaluation.

Implementation Strategies through FY 2027

In FY 2027, ODEP will continue to support the employment of people with disabilities in alignment with America's Talent Strategy by developing and promoting policy options, producing research, and creating practical tools for use by employers, states, and direct service providers. The agency will provide technical assistance and share strategies to help remove barriers to training and employment for America's disabled workforce. ODEP will support direct service efforts by implementing initiatives such as the National Expansion of Employment

⁵ Refer to [Preparing Americans for High-Paying Skilled Trade Jobs of the Future](#) and [Restoring America's Maritime Dominance](#).

Strategic Goal 1 **Making America Skilled Again**

Opportunities Network and JAN, equipping partners with resources and guidance, and expanding outreach and collaboration to improve access to apprenticeships and other career pathways. ODEP will also work closely with state and local policymakers through its SEED initiative and will convene national experts and legislators to review effective stay-at-work/return-to-work models and improve outcomes of individuals with recently acquired disabilities. This initiative will build on lessons learned through ODEP's RETAIN demonstration program.

WB Performance Goal 1.1 – Advance initiatives that facilitate training, employment, and job retention among women.

FY 2025 Progress and Accomplishments

In FY 2025, WB ensured full alignment with the President's priorities by pivoting its focus to address issues related to workforce shortages, closing the skills gap, and facilitating the development of employment supports, particularly those related to caregiving, that reduce the cost of living and put American families first.

After a thorough evaluation and realignment of the Women in Apprenticeship and Nontraditional Occupations (WANTO) grant program, WB awarded \$5,000,000 in funding to seven community-based organizations to support women entering apprenticeships and careers in high-demand industries like tech and advanced manufacturing. These WANTO grants will help DOL achieve the President's goal of reaching one million active apprentices.

WB also updated its National Database of Childcare Prices (NDCP). Originally funded under the first Trump Administration, the NDCP is the most comprehensive federal source of childcare prices at the county level, which now includes childcare price data from 2008 to 2022. WB published new interactive, downloadable county-level fact sheets with the NDCP data and updated interactive NDCP maps on its website. Since its release in 2022, the NDCP has been cited in over 250 sources, including articles, press releases, blogs, and op-eds, and used by other stakeholders to promote access to affordable child care as a critical supportive service.

WB exceeded its target for the number of policy and research deliverables, producing 53 issue briefs, reports, and data analyses focused on highlighting key data trends and uplifting policies and initiatives that promote access and workforce participation of women. The WB website had more than 834,000 pageviews, and more than 26,000 downloads of data and informational publications. A primary driver of the WB website traffic is its [Data and Statistics page](#), which provides straightforward data visualizations, usable by constituents and policymakers alike. WB updated 75 data visualizations to assure stakeholders have up-to-date information on women, families, and the workforce.

WB created several background papers on new priority areas related to strengthening the American workforce and American families including exploring strategies to recruit discouraged workers, including women, into industries with a labor force shortage, researching child care and paid leave options for small businesses, and examining regulatory and tax policy interventions to increase childcare affordability.

Implementation Strategies through FY 2027

The FY 2027 President's Budget proposes to eliminate funding for WB.

OFCCP Performance Goal 1.1 - Empower qualified protected individuals to secure high-need and skilled trade jobs.

FY 2025 Progress and Accomplishments

On January 21, 2025, President Trump issued EO 14173: Ending Illegal Discrimination and Restoring Merit-Based

Strategic Goal 1 **Making America Skilled Again**

Opportunity, which rescinded EO 11246: Equal Employment Opportunity, previously enforced by OFCCP.⁶ As a result, the Secretary directed OFCCP to close the EO 11246 portion of all open compliance evaluations and complaint investigations and put on hold all activities relating to Section 503 of the Rehabilitation Act of 1973 (Section 503) and Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA) pending further guidance. On July 2, 2025, the abeyance was lifted and OFCCP began processing Section 503 and VEVRAA complaints again.

In FY 2025, OFCCP perfected and investigated complaints alleging employment discrimination against individuals with a disability and protected veterans at federal contractor workplaces. During this period, OFCCP received 1,414 complaints from workers, and processed 55 percent of closed complaints within the standard timeframe. Additionally, OFCCP processed 531 pre-complaint inquiries.

OFCCP prioritized the timely processing of complaints received and implemented several strategies to perfect and close complaints more quickly and efficiently. However, OFCCP did not meet the target to process 90 percent of complaints within the standard timeframe. Once the abeyance was lifted, all open complaints were transferred to the remaining investigators, along with complaints received during the abeyance period.

Implementation Strategies through FY 2027

The FY 2027 President's Budget proposes to shift OFCCP responsibilities for Section 503 and VEVRAA into a newly created Office of Civil Rights. Within the new Office of Civil Rights, OFCCP will continue its complaint work under Sections 503 and VEVRAA to ensure that qualified protected veterans and individuals with disabilities receive the employment protections to which they are entitled. OFCCP will also examine its statutory compliance functions to ensure that American employers have the resources and support they need to comply with their obligations while eliminating unnecessary regulatory barriers. This includes examining additional deregulatory measures and new rulemakings within the scope of its VEVRAA and Section 503 functions.

As part of the Office of Civil Rights, OFCCP will optimize its focus on VEVRAA and Section 503 matters. OFCCP will examine its organizational structure to ensure proper allocation of resources and personnel to effectively execute its mission and meet the Section 503 and VEVRAA program area needs. OFCCP will prioritize training to enable select staff to build on existing skills and develop new capabilities. OFCCP will identify any skills gaps and implement necessary training for employees to deliver maximum results.

Strategic Objective 1.2 – Support apprenticeship as a pathway to employment that meets the needs of the American economy.

ETA Performance Goal 1.2 - Expand apprenticeship as a pathway to employment.

FY 2025 Progress and Accomplishments

In FY 2025, ETA served 974,024 apprentices during the fiscal year and supported 702,466 active apprentices across 26,342 registered programs. To strengthen standards and quality, ETA processed 177 bulletins, including new and revised National Program Standards and Guidelines, and approved 14 new apprenticeable occupations. The Registered Apprenticeship Academy recorded more than 64,000 pageviews and delivered training materials, including five microlearning modules and multiple live training sessions.

⁶ Refer to [Ending Illegal Discrimination and Restoring Merit-Based Opportunity](#).

Strategic Goal 1 **Making America Skilled Again**

ETA awarded \$84 million in grants to advance Registered Apprenticeships in industries such as advanced manufacturing and technology and convened grantees to share best practices. Collectively, these actions strengthened program quality and accessibility and supported the continued growth of RA programs.

In FY 2025, ETA concluded the final year of the \$99 million Apprenticeships: Closing the Skills Gap grant program which funded 28 public-private apprenticeship partnerships and resulted in 42,939 participants entering RA programs. The program also established more than 800 new RA programs and expanded more than 600 existing RA programs into sectors that have traditionally made limited use of apprenticeships, including advanced manufacturing, healthcare, and information technology.

Implementation Strategies through FY 2027

ETA will protect and strengthen the National Apprenticeship System and expand high-quality RA programs to meet reindustrialization needs and prepare workers for in-demand skilled jobs. ETA will prioritize multiple sectors, including AI, shipbuilding, nuclear energy, and advanced manufacturing by supporting RA models that equip apprentices with the skills employers require. These actions align with Presidential EOs that promote Registered Apprenticeship and broader workforce development.⁷ Additionally, ETA will work closely with the Office of Career, Technical, and Adult Education to strengthen pathways into Registered Apprenticeships, including through pre-apprenticeships.

ETA will increase the number of active apprentices. By September 30, 2027, DOL will oversee an apprenticeship system with 900,000 active apprentices, supporting the President's goal of reaching or surpassing one million active apprentices, which is an FY 2026–2027 Agency Priority Goal (APG).

ETA will expand the National Apprenticeship System through existing cooperative agreements with Arkansas, Alabama, and Colorado to increase the number of active apprentices. In Arkansas, the Department of Commerce's Division of Workforce Connections will implement a \$36 million American Manufacturing Apprenticeship Incentive Fund that provides performance-based incentives to employers nationwide to create and expand advanced manufacturing RA programs. In Alabama, the Commission on Higher Education will use a \$12.5 million agreement to develop competency-based RA frameworks that streamline registration, reduce employer costs, and target high-priority occupations. In Colorado, comparable funding will support tools and resources to expand pre-apprenticeships and integrate youth-serving RA pathways with career and technical education and postsecondary systems.

⁷ Refer to [Preparing Americans for High-Paying Skilled Trades Jobs of the Future](#), [Advancing Artificial Intelligence Education for American Youth](#), [Restoring America's Maritime Dominance](#), and [Reinvigorating the Nuclear Industrial Base](#).

Strategic Goal 1: Performance Indicators

FY 2025 Annual Performance Report ⁸								FY 2027 Annual Performance Plan		
Performance Indicator	PY 2020 Result	PY 2021 Result	PY 2022 Result	PY 2023 Result	PY 2024 Target	PY 2024 Result	What worked? What didn't work?	PY 2025 Target	PY 2026 Target	What strategies will the agency implement to advance progress?
ETA 1.1 – Percentage of exiters engaged in work-based learning opportunities, including apprenticeships	41.1%	41.5%	46.6%	47.9%	50.0%	49.7%	ETA used guidance, competitive funding, and TA to boost work-based learning. Also, ETA issued policies advancing WBL and placements.	49.0%	50.0%	ETA will implement guidance to maximize WIOA innovation, provide TA to support workforce development and RAs, and emphasize WBL in Funding Opportunity Announcements.
ETA 1.1 – Percentage of exiters attaining credentials within one year after exit	59.8%	53.1%	55.4%	52.8%	66.0%	53.1%	ETA provided TA to grantees reinforcing credential pathways into middle- and high-skilled occupations.	55.0% ⁹	56.0%	ETA will implement guidance to maximize WIOA innovation and accelerate attainment of industry-recognized credentials in emerging sectors.
ETA 1.1 – Percentage of program participants employed in the second quarter after exit	61.8%	67.4%	71.7%	70.6%	74.0%	69.4%	ETA issued guidance and provided TA about WBL and partnerships with employers. ¹⁰	75.0%	75.0%	ETA will implement guidance to maximize WIOA innovation, will utilize TA to support <i>America's Talent Strategy</i> , and use a stand-alone quarterly WIOA report to flag performers and corrective action per law.

⁸ Historical data is provided as available and varies depending on when the measure was established.

⁹ For the credential attainment measure, the target is reset in PY 2025 with a lower target reflecting the addition of programs in the measure and sets the new target above recent outcomes.

¹⁰ Training and Employment Notice (TEN) No. 25-24 Leveraging Workforce Innovation and Opportunity Act Waivers to Increase Labor Force Participation and Worker Productivity.

Strategic Goal 1 Making America Skilled Again

FY 2025 Annual Performance Report ⁸								FY 2027 Annual Performance Plan		
Performance Indicator	PY 2020 Result	PY 2021 Result	PY 2022 Result	PY 2023 Result	PY 2024 Target	PY 2024 Result	What worked? What didn't work?	PY 2025 Target	PY 2026 Target	What strategies will the agency implement to advance progress?
ETA 1.1 – Change in earnings from cumulative three quarters before training to cumulative three quarters after training exit ^{11, 12}	N/A	N/A	N/A	N/A	N/A	\$5,863	ETA created a methodology to measure this new indicator and gathered baseline data to inform future targets and strategies.	Baseline	Baseline	ETA will implement guidance to maximize WIOA innovation, will use the Industry Training Fund to upskill new entrants and incumbents, and utilize TA to implement America's Talent Strategy.
VETS 1.1 – Jobs for Veterans State Grants (JVSG) median earnings for veterans (2nd quarter after exit)	\$6,957	\$7,998	\$8,784	\$9,073	\$9,000	\$9,252	Over 96 percent of states met their median earnings 2 nd quarter after exit goal. VETS continued to improve the training resources available to JVSG staff, which facilitated service delivery efficiencies for participants with various barriers to employment.	\$9,250	\$9,400	VETS will provide a variety of learning opportunities for JVSG staff such as courses, microlearning, podcasts, and webinars.

¹¹ The change in earnings measure is new in PY 2025 (July 1, 2025, to June 30, 2026) and the target is baselined for PY 2025 and PY 2026. ETS will set targets for PY 2027 to PY 2030 after analyzing results.

¹² This measure will be calculated using data from WIOA title I Adult, Dislocated Worker, and Youth programs. Records where the pre-participation earnings are unknown will be excluded. The measure will calculate the difference between the cumulative three quarters before participation and the cumulative earnings three quarters after exit for all training participants and then will calculate the median of those differences.

Strategic Goal 1 Making America Skilled Again

FY 2025 Annual Performance Report ⁸								FY 2027 Annual Performance Plan		
Performance Indicator	PY 2020 Result	PY 2021 Result	PY 2022 Result	PY 2023 Result	PY 2024 Target	PY 2024 Result	What worked? What didn't work?	PY 2025 Target	PY 2026 Target	What strategies will the agency implement to advance progress?
VETS 1.1 – Homeless Veterans' Reintegration Program (HVRP) median earnings for veterans (2nd quarter after exit)	\$7,540	\$8,216	\$8,650	\$8,840	\$9,000	\$8,710	VETS implemented a formal Information Technology (IT) system in PY 2024 to improve reporting efficiency, timeliness, and accuracy. Participants who enrolled in this program but were unresponsive prior to employment continued to be a challenge.	\$9,100	\$9,300	VETS will offer guidance to HVRP grant recipients, emphasizing the enrollment of participants who are actively seeking employment and are therefore less likely to be unresponsive, in accordance with HVRP's eligibility guidelines.

FY 2025 Annual Performance Report ⁸							FY 2027 Annual Performance Plan			
Performance Indicator	FY 2021 Result	FY 2022 Result	FY 2023 Result	FY 2024 Result	FY 2025 Target	FY 2025 Result	What worked? What didn't work?	FY 2026 Target	FY 2027 Target	What strategies will the agency implement to advance progress?
VETS 1.1 – Median wages after ENPP services (2nd quarter after exit)	--	--	--	--	Baseline	\$11,262	ENPP served 6,383 new clients in FY 2025, a 7 percent increase from FY 2024.	\$11,750	\$12,000	VETS will continue to expand ENPP as time and budget allow.

Strategic Goal 1 Making America Skilled Again

FY 2025 Annual Performance Report ⁸								FY 2027 Annual Performance Plan		
Performance Indicator	FY 2021 Result	FY 2022 Result	FY 2023 Result	FY 2024 Result	FY 2025 Target	FY 2025 Result	What worked? What didn't work?	FY 2026 Target	FY 2027 Target	What strategies will the agency implement to advance progress?
ODEP 1.1 – Number of analyses, research, and evaluations	77	48	56	48	50	48	ODEP utilized innovative survey data collection strategies and led demonstration projects to produce high-quality research that identifies effective practices; however, staff reductions prevented full achievement of the FY 2025 target.	32	33	ODEP will continue to focus on developing evidence on effective disability employment practices in high-priority areas by collecting data and leading demonstration projects to help inform policy and practice.
ODEP 1.1 – Number of implementation tools	128	112	140	111	115	132	ODEP focused on developing high-impact implementation tools by collaborating with stakeholders to identify areas of need.	91	93	ODEP plans to engage with stakeholders to develop focused implementation tools that meet the evolving needs of the disability employment community.
ETA 1.2 – Active Apprentices (APG FY26-27)	--	--	--	679,105	700,000	702,466	ETA worked with stakeholders to expand RA programs across multiple industries (e.g. in tech and agriculture) and National Apprenticeship Week was the most successful to date, with over 2,500 activities.	850,000	900,000	OA is developing an AI Apprenticeship Determination Methodology, building a RA inventory, analyzing workforce trends, advancing shipbuilding, and strengthening support for veterans in maritime.

Strategic Goal 2: Protecting American Workers

Strategic Objective 2.1 – Partner with states to ensure lawful American workers receive timely and accurate unemployment benefits.

ETA Performance Goal 2.1 – Strengthen the Unemployment Insurance (UI) system.

FY 2025 Progress and Accomplishments

In FY 2025, ETA worked to reduce fraud, waste and abuse across our nation’s unemployment system and ensure that unemployment benefits are only received by those who are eligible. ETA sought to maximize efficiency in the unemployment system to simultaneously reduce costs and improve the experience for those eligible to receive benefits.

The first payment timeliness was 76.20 percent, above the FY 2025 target of 76.01 percent, and lower authority appeals promptness was 48.7 percent, above the target of 45.0 percent. While these measures were an improvement from previous fiscal years, ETA has set more ambitious targets moving forward and refocused its strategies in mid-FY 2025 to ensure that states are held accountable for their UI performance.

In FY 2025, ETA re-focused activities under the American Rescue Plan Act (ARPA). On May 22, 2025, all active ARPA grants were terminated because they no longer aligned with DOL’s priorities. ETA conducted a comprehensive review of ARPA funding to ensure that funds are used in the most efficient and effective manner and align with agency and administration priorities.

ETA analyzed state-level data and developed the UI Action Plan, which activates all available resources to hold all states accountable and improve UI performance. All 53 state work force agencies were categorized into tiers of engagement based on quantitative and qualitative performance data, with 14 states identified as requiring enhanced on-site engagement. ETA piloted an on-site strike team in September 2025, where ETA subject matter experts successfully coordinated a targeted improper payment rate reduction effort; additional efforts are planned for the rest of FY 2026.

Implementation Strategies through FY 2027

To reduce fraud, waste, and abuse, ETA will reinforce existing integrity requirements, strengthen efforts through new requirements, conduct monitoring to hold states accountable, address root cause issues by providing states system support and tools, and increase collaboration across government in accordance with Presidential EOs.¹³

Also, ETA will address barriers to the timely payment of benefits to eligible workers, including partnering with states to identify policy, process, and IT changes that are responsive to workload fluctuations, and conducting monitoring to hold states accountable.

Additionally, ETA will support the reemployment of UI claimants by modernizing work search activities, continuing to promote the Reemployment Services and Eligibility Assessment (RESEA) program, and partnering with states to support strategies that are effective in connecting individuals receiving UI benefits to workforce needs.

¹³ Refer to [Implementing the President's "Department of Government Efficiency" Cost Efficiency Initiative](#) and [Stopping Waste, Fraud, and Abuse by Eliminating Information Silos](#).

Strategic Objective 2.2 – Deliver timely and accurate workers’ compensation benefits to eligible workers for qualified claims.

OWCP Performance Goal 2.2 – Increase the efficiency and responsiveness in providing workers’ compensation benefits to injured and ill workers.

FY 2025 Progress and Accomplishments

OWCP provides workers’ compensation benefits for workers injured or ill on the job. The agency adjudicates claims, administers the benefit funds authorized for these purposes, and provides oversight of claims resolutions by responsible parties.

The Federal Employees’ Compensation Act (FECA) program continued to ensure that the workforce received timely benefits through a modern and efficient workers’ compensation system. In FY 2025, the program processed 95.1 percent of wage-loss claims that did not require further development within 14 days, exceeding the target of 92.0 percent.

The Black Lung program exceeded the target of 89.0 percent for the measure, “Percent of Black Lung claims pending at the start of the fiscal year that are resolved by the end of the fiscal year,” by issuing decisions on 91.6 percent of claims pending at the beginning of the fiscal year by the end of the fiscal year. In FY 2025, the Black Lung program maximized payment accuracy by utilizing the U.S. Department of the Treasury’s (Treasury) Do Not Pay to review and analyze pre-payment and post-payment matching, and implemented Treasury’s Do Not Pay Analytics initiative.

The Energy program continued to conduct quality assurance and supervisory sampling to review the quality of individual cases throughout the year and implemented corrective actions where appropriate. The quality assurance analysts also conducted the annual Payment Processing Review. In FY 2025, the program rated 96.82 percent of sampled Part B and Part E initial claims as being accurate, exceeding the target of 91.50 percent.

The Longshore program processed 96.0 percent of settlement applications within 18 days, exceeding the target of 90.0 percent. The program conducted outreach activities on the importance of timely filing and encouraged the use of electronic submissions. In FY 2025, the program worked diligently to comply with Presidential EOs.¹⁴ Specifically, the Longshore program identified all beneficiaries receiving benefits via paper check, obtained information necessary to convert those beneficiaries to electronic payments, and developed information system requirements necessary to capture Social Security numbers, Employer and Tax Identification numbers, and payment justifications. The program finalized the transition to full electronic payments in the first quarter of FY 2026.

Implementation Strategies through FY 2027

OWCP will continue to adjudicate and accurately pay benefit claims, administer the benefit funds authorized for these purposes, and provide oversight of claims resolutions by responsible parties.

OWCP will continue to modernize its claims management and payment systems to meet future claims processing needs more efficiently and consistently across the various statutory programs. The agency will review, update,

¹⁴ Refer to [Implementing the President's "Department of Government Efficiency" Cost Efficiency Initiative](#), [Stopping Waste, Fraud, and Abuse by Eliminating Information Silos](#), and [Modernizing Payments To and From America's Bank Account](#).

Strategic Goal 2 **Protecting American Workers**

and/or remove outdated processes and procedures to eliminate manual processes and procedural steps that do not reflect industry best practices and that staff perform only because of antiquated systems with limited functionality.

OWCP will work to enhance and expand its bi-directional cross-agency data sharing agreements with federal agencies to better provide data to its government agency partners, allow them to strategically share data with the programs within OWCP, and maintain and safeguard the privacy of claimants and other protected stakeholders. OWCP will implement a new online enrollment process for medical providers interested in serving OWCP claimants that incorporates data sharing with the Centers for Medicare & Medicaid Services to simplify the enrollment process for medical providers.

OWCP will continue to be a [High-Impact Service Provider](#) and submit quarterly reports, conduct an annual assessment, and develop an Action Plan and Customer Journey Map. Additionally, OWCP will continue ongoing phone and mailed paper surveys to expand customer experience data collection.

Strategic Objective 2.3 – Utilize enforcement as necessary, and promote compliance with federal safety, health, labor, and employment protection standards to secure a safe and strong American workforce.

OSHA Performance Goal 2.3 – Reduce worker exposure to hazardous workplaces and increase compliance with safety and health standards.

FY 2025 Progress and Accomplishments

In FY 2025, OSHA continued to improve in three key strategic areas including enforcement, training, and whistleblower protection. OSHA conducted 30,228 inspections (25,264 Safety Inspections and 5,024 Health Inspections). In FY 2025, OSHA met its target of 35 percent of inspections conducted through emphasis programs specifically focused on reducing or eliminating employee exposure to fall, struck-by, caught-in, and electrical hazards in all workplaces.

Safety and health training is a critical part of OSHA’s effort to prevent workplace fatalities, injuries, and illnesses. OSHA conducts training programs at the OSHA Training Institute (OTI) and administers the OTI Education Centers Program and the Outreach Training Program. OSHA also provides training through its compliance assistance efforts in support of agency initiatives. OSHA trained 1,647,900 people through its training programs (excluding Harwood Grant trainees) and an additional 265,175 through compliance assistance efforts for a total of 1,913,075 persons trained in FY 2025. This is a seven percent increase from the 1,780,512 persons trained in FY 2024.

In FY 2025, OSHA improved progress in clearing out the backlog of whistleblower complaints and reducing the average age of pending whistleblower investigations. In FY 2024, the average age of pending investigations was 187 days, which decreased to 151 days in FY 2025— 45 percent below the FY 2025 target of 275 days. The average time to complete the screening process for new complaints was 5.6 days, surpassing the target of eight days by 30 percent. OSHA achieved a 24 percent reduction in the backlog of whistleblower complaints in FY 2025, exceeding the annual target of 2.5 percent.

Implementation Strategies through FY 2027

OSHA will work to support sustained growth in American domestic production and manufacturing. OSHA envisions a future where collaboration between employers and the agency creates innovative, robust safety and health programs that aim to significantly reduce and prevent workplace injuries and illnesses. OSHA will continue its

Strategic Goal 2 **Protecting American Workers**

focus on protecting worker safety and health through a balanced approach to enforcing standards and whistleblower protections; providing strong, clear, and consistent compliance assistance to the business community, including outreach and education; and working collaboratively with the agency's State Plan partners.

In FY 2027, OSHA aims to enhance worker health and safety by expanding its compliance assistance programs and outreach efforts. This initiative is part of a broader DOL campaign to encourage employers to adopt self-audit and other compliance strategies. In addition, the agency also plans to emphasize worksite assistance activities during inspections, providing valuable compliance assistance and ensuring that every inspected worksite can benefit from OSHA's expertise.

OSHA will focus enforcement efforts on the most hazardous workplaces. OSHA will continue to provide penalty relief for small employers by reducing penalties and restructuring policies for small businesses. The agency aims to incentivize employers to develop strong safety and health programs and expedite hazard abatement.

OSHA has set an APG to implement the Safety Champions Program to assist small businesses in improving their safety and health programs. By September 30, 2027, OSHA will increase the number of Safety Champions Program participants by 10 percent above the number of participants in FY 2026. In FY 2027, OSHA plans to continue outreach to the regulated community to increase the number of participants in this program. The agency will also develop measures to track the number of Safety Champions that apply for Voluntary Protection Programs.

MSHA Performance Goal 2.3 - Prevent fatalities, injury, and disease from mining and secure safe and healthful working conditions for America's miners.

FY 2025 Progress and Accomplishments

In FY 2025, MSHA continued to implement measures to address injuries and fatalities. On July 24, 2025, MSHA launched the Compliance Assistance in Safety and Health ([CASH](#)) Program, designed to connect operators and miners with safety and health experts and information on MSHA requirements.

Emphasizing that protecting miners' health is equally as important as protecting miners' safety, the agency conducted 12 site visits on respirable crystalline silica sampling. The visits were in preparation for MSHA's final rule titled "Lowering Miners' Exposure to Respirable Crystalline Silica and Improving Respiratory Protection" and educated miners about the importance of maintaining an awareness of and protecting their health. Additionally, MSHA launched a new resource, the MSHA Information Hub, which is designed to connect users with the most-searched topics on the MSHA website, all in one convenient location.

MSHA's outreach focused on ensuring miners were aware of their rights and that the agency "had their back." This includes the right to request MSHA inspections for dangerous conditions, exercise [Part 90](#) rights, receive mandatory training, identify a miners' representative to accompany inspections, file hazardous conditions complaints, and submit discrimination and retaliation complaints within 30 days. At the end of FY 2025, 72 participants were enrolled in the Part 90 program.

The 5-year rolling average of fatal injuries per 200,000 hours worked increased from 0.0125 in FY 2024 to 0.0127 in FY 2025. The 5-year rolling average of all injuries per 200,000 hours worked decreased two percent from 1.87 in FY 2024 to 1.84 in FY 2025.

Implementation Strategies through FY 2027

MSHA will devote its resources to fulfilling the agency's statutory requirements, including conducting inspections at all active underground mines four times per year and all surface mines twice per year. These inspections form

Strategic Goal 2 **Protecting American Workers**

the core of MSHA's enforcement efforts, regularly providing a first-hand look at conditions in each of the nation's mines to identify safety and health hazards and require corrective actions to ensure that miners can go home to their families and communities safe and healthy each day at the end of their shifts. Other mandatory inspections and investigations include additional inspections for methane and other hazards, fatality and serious accident investigations, responding to hazardous condition complaints, and investigating miner discrimination and interference complaints.

MSHA will provide enhanced compliance assistance activities in all aspects related to the agency's mission of protecting the health and safety of miners. The CASH program is MSHA's proactive response to the anticipated surge in U.S. domestic mining productivity, driven by the national demand for critical minerals. CASH will help new mine operators, miners with less than one year of experience, and newly hired experienced miners by making compliance simpler, clearer, and more accessible from the start. MSHA will focus on mines associated with FAST-41 projects, those identified as covered under Title 41 of the Fixing America's Surface Transportation (FAST) Act. This effort directly supports Presidential EOs to increase American mineral production.¹⁵

WHD Performance Goal 2.3 – Provide effective compliance assistance to employers and focus enforcement on egregious, systemic, and willful violations.

FY 2025 Progress and Accomplishments

Through efficiency gains, expanded compliance assistance, and enforcement, WHD recovered more than \$259 million in back wages for 176,957 employees nationwide in FY 2025. WHD concluded 976 cases with child labor violations, including 250 investigations that found minors working in hazardous occupations. WHD found 5,272 minors employed in violation of the Fair Labor Standards Act (FLSA), and 773 of them were employed in hazardous occupations. As a result of these child labor violations, WHD assessed more than \$37 million in civil money penalties. These accomplishments are reflected in WHD's achievement of FY 2025 targets for the FLSA and child labor severity indexes.

WHD delivered clear, accessible guidance to employers and workers through an improved compliance assistance hub, updated compliance videos on the FLSA, and created an online video series on the Family and Medical Leave Act (FMLA). WHD enhanced and relaunched two programs to help employers stay informed and compliant, including the option to request an opinion letter and the Payroll Audit Independent Determination (PAID) program. WHD will target an increase in the total number of concluded PAID cases from program launch year by 5 percent as an FY 2026-2027 APG. In FY 2025, WHD issued guidance, including opinion letters, to provide clarity and reduce regulatory burden and uncertainty for American employers and workers. WHD is also modernizing and streamlining the website to make it easier to navigate, reducing clutter and improving access to key digital resources.

Implementation Strategies through FY 2027

Accomplishments in FY 2025, combined with efforts to optimize WHD resources, have positioned WHD for continued progress and success. WHD will expand compliance resources for small businesses, strengthen enforcement in industries with persistent violations, invest in innovative tools to create efficiency and improve customer service for the American worker, and engage employers nationwide to build trust and awareness.

WHD will focus on enforcement that addresses egregious violations and resolves cases efficiently to ensure workers receive wages that are owed as quickly as possible. WHD will use all enforcement and compliance

¹⁵ Refer to [Unleashing American Energy, Immediate Measures to Increase American Mineral Production](#).

Strategic Goal 2 **Protecting American Workers**

assistance tools to respond to the needs of the labor force and American industry. Strategies will be carried out through evidence-based initiatives that cover multiple sectors of the economy. To advance this Administration's goal of stopping the worst forms of child labor, WHD will prioritize enforcement that addresses violations related to 14- and 15-year-olds working in prohibited jobs, and any minors working in hazardous occupations. At the same time, WHD will support positive and safe first work experiences through enhanced compliance assistance and education. At the national and local level, WHD will educate and refer employers to the expanded PAID program. WHD will pursue technology-based solutions to achieve significant operational efficiencies and deliver outstanding service to the public.

VETS Performance Goal 2.3 – Protect the employment rights of service members and veterans.

FY 2025 Progress and Accomplishments

The Uniformed Services Employment and Reemployment Rights Act (USERRA) guarantees employees returning from military service or training the right to be re-employed in their job, or as similar a job as possible, with the same benefits. It also protects these employees from discrimination and retaliation based on military service. When VETS investigators find a violation of USERRA, it works diligently with both the claimant and the employer to resolve the case to the satisfaction of both parties.

In FY 2025, 99.9 percent of the 1,521 USERRA complaints investigated by VETS were completed within the statutory 90-day deadline, or an agreed upon extension, and over 95 percent of substantiated claims were resolved by VETS prior to closing. Additionally, VETS field and national office Compliance staff provided technical assistance on USERRA to 2,065 members of the public, including professional associations, government agencies at all levels, service members, veterans, and employers.

Implementation Strategies through FY 2027

As part of DOL's mission to protect American workers, VETS is responsible for interpreting, administering, and enforcing USERRA. In FY 2027, VETS goal is to preserve the employer-employee relationship to the extent possible. In addition to its investigative and enforcement authority, VETS will continue to maintain a robust public outreach and education effort to ensure that employers and employees understand their rights and obligations under the USERRA statute. VETS will focus efforts on protecting veterans' preference in Federal hiring. Finally, VETS will continue to expand its outreach and engagement efforts to further facilitate proactive resolution of potential USERRA issues.

Strategic Objective 2.4 – Ensure access to secure retirement, health and other work-related benefits for American workers and their families.

EBSA Performance Goal 2.4 – Advance compliance with retirement and health plan standards and provide effective outreach to safeguard benefits and enhance retirement security.

FY 2025 Progress and Accomplishments

In FY 2025, EBSA protected more than 155 million Americans across approximately 4.2 million benefit plans. With 196 investigators—about one for every 21,200 plans—EBSA achieves national-scale impact through risk-based enforcement, data-informed oversight, and strategic collaboration with fiduciaries, regulators, and law

Strategic Goal 2 **Protecting American Workers**

enforcement. EBSA safeguards plan assets, drives compliance, and deters misconduct to improve outcomes for workers and retirees.

In FY 2025, EBSA provided quality customer service through its participant assistance program. Benefits Advisors closed 222,246 inquiries and recovered \$468.7 million. It closed 27,638 No Surprises Act complaints and recovered \$67 million. Additionally, it secured non-monetary results for more than 1.6 million participants. EBSA measured the quality of these interactions using independent polling and customer satisfaction surveys and achieved an overall score of 73 percent. The agency recovered \$714.4 million for participants and beneficiaries through compliance assistance and enforcement actions. EBSA also obtained 297 non-monetary corrections in civil cases. The agency also recovered \$39.1 million through its Voluntary Fiduciary Correction Program (VFCP) and \$117.3 million through its Abandoned Plan Program.

Accounting firms auditing fewer than 100 employee benefit plans annually have historically struggled with audit quality. In FY 2025, EBSA reviewed 271 such firms, which audited \$202 billion in plan assets, impacting 4 million participants.

Implementation Strategies through FY 2027

EBSA will continue to provide a multi-faceted employee benefits security program that safeguards America's workforce and their families. The agency will identify and resolve violations, ensuring relief for affected parties through financial recoveries and corrective actions. It will provide outreach and education that assists workers in protecting their pension and health benefits and improve compliance assistance tools like the VFCP and the Delinquent Filer Voluntary Compliance Program (DFVCP).

EBSA will conduct an integrated research program to improve oversight and promote cybersecurity. It will provide advisory opinions and field assistance bulletins to improve the interpretability of the provisions of the Employee Retirement Income Security Act of 1974 (ERISA) and related statutes. EBSA will continue to pursue claims based on issues under Title I of ERISA.

Regarding compliance assistance, EBSA recently expanded and streamlined VFCP, which provides a mechanism for plan sponsors and fiduciaries to correct violations. The agency will continue this support in FY 2026 by processing at least 1,000 VFCP applications. Similarly, the agency's DFVCP encourages voluntary compliance with the annual reporting requirements under ERISA. EBSA will ensure participation of at least 50 percent of late Form 5500 filers in the DFVCP.

EBSA's participant assistance staff will continue to respond to an ever-growing number of inquiries from the public about benefits, helping resolve disputes informally, thereby obtaining benefits for workers and their families. Benefits advisors will continue to connect participants and beneficiaries with lost retirement benefits. They will field at least 1,700 public inquiries and strive to exceed the FY 2025 monetary recoveries result of \$468.7 million.

Finally, EBSA will hire benefit advisors to meet the public demand for timely, accurate, and effective compliance assistance. EBSA will also seek to enhance its data collection and management systems with the latest technology to reduce costs and data entry requirements for EBSA staff.

Strategic Objective 2.5 – Promote labor union transparency and financial integrity in American workplaces.

OLMS Performance Goal 2.5 – Promote union democracy, protect union assets, and advance labor-management transparency.

FY 2025 Progress and Accomplishments

OLMS is primarily authorized under the Labor-Management Reporting and Disclosure Act of 1959 (LMRDA) to promote union democracy, financial integrity, and transparency of labor organizations representing private-sector employees. OLMS enforces LMRDA requirements related to union elections and financial practices, and oversees reporting and disclosure obligations of unions, their officials, employers, labor consultants, and surety companies.

Due to statutory limitations, OLMS prioritizes the timely resolution of union officer election complaints to advance the LMRDA's union democracy objectives. In FY 2025, OLMS narrowly missed the target of resolving cases within an average of 65 days, achieving an average resolution time of 68.9 days. In contrast, OLMS exceeded expectations in compliance outcomes, resolving 84.7 percent of violations through voluntary compliance audits, surpassing the FY 2025 target of 74 percent. In FY 2026, OLMS will replace this measure with the “fallout” rate to track its effort to better capture its targeted auditing strategy focused on unions exhibiting indicators of embezzlement.

OLMS also made significant progress in improving reporting compliance by reducing the number of unions that chronically filed delinquent annual disclosure reports, thereby making financial information available more quickly to union members and the public. Specifically, OLMS reduced its chronically delinquent watch list by 47 percent, exceeding its target of 30 percent.

Implementation Strategies through FY 2027

OLMS will continue to refine its methods to improve the timely resolution of union officer election complaints, including the use of team investigations (when resources permit) and enhanced cross-agency communication. The agency will issue strategy reports more frequently to reinforce mandatory and recommended strategies designed to reduce elapsed time. OLMS will also conduct audits of local, intermediate, and national or international unions exhibiting indications of possible embezzlement, assess overall compliance with the LMRDA, and provide compliance assistance.

To strengthen oversight and enforcement, OLMS will enhance its information technology systems to improve targeting, quarterly reporting, and data driven decision making. The agency will also train investigative staff in advanced auditing and investigative techniques, including updates to the compliance audit investigations training. These actions will improve OLMS' ability to identify unions with elevated financial risk and focus resources on cases involving misuse of union funds.

OLMS will continue providing targeted compliance assistance and, where warranted, take enforcement actions to prevent unions from remaining or becoming chronically delinquent. Outreach efforts, including direct contact by phone, letter, and email, will promote more timely reporting and improve transparency, enabling union members, stakeholders, and the public to better monitor union financial operations and activities and helping ensure that union assets are used solely for the benefit of union members.

Strategic Goal 2 **Protecting American Workers**

To further modernize operations, OLMS will replace its legacy system with a secure, cloud-based case management platform that incorporates data visualization and analytical tools to support performance tracking and resource allocation. This integrated system, the OLMS Labor Investigations Visualization & In-time Analytics System (OLIVIA), will enhance case processing efficiency, expand analytical capabilities to the Online Public Disclosure Display, and allow investigators to devote more time to high-priority investigations. Collectively, these improvements will strengthen enforcement of the LMRDA and transform the user experience for the regulated community with more timely and accessible public disclosure data.

Strategic Objective 2.6 – Strengthen U.S. trade negotiations by addressing unfair labor practices around the world.

ILAB Performance Goal 2.6 – Promote a level global playing field for U.S. workers and companies.

FY 2025 Progress and Accomplishments

ILAB levels the playing field for American workers and businesses by enforcing trade commitments, strengthening labor standards, and combating international child labor and forced labor. In FY 2025, ILAB implemented the President’s Memorandum on Reciprocal Trade and Tariffs by bringing expertise to the negotiation/implementation of Agreements on Reciprocal Trade (ARTs), ensuring labor provisions addressed unfair trade practices. ILAB provided analysis and recommendations to the Office of the U.S. Trade Representative (USTR) for 72 countries and participated in negotiations with 25 countries. ILAB ensured that U.S. trading partners committed to international labor standards and addressed unfair labor practices in two new agreements and eleven preliminary agreements.

ILAB brought United States-Mexico-Canada Agreement (USMCA) Rapid Response Mechanism (RRM) cases to the Government of Mexico for review and dispute settlement. The United States requested review of alleged denial of labor rights 11 times using the RRM. Requests were made in two of three priority sectors identified in the USMCA. In August 2025, the U.S. won a USMCA labor case, the first panel victory under the RRM and first successful labor case under the dispute mechanism of any trade agreement. This victory demonstrates how the America First trade policy protects American workers from competing against foreign companies that suppress wages by violating labor laws.

ILAB served as a principal member of the Forced Labor Enforcement Task Force (FLETF) and contributed to interagency efforts to support the U.S. Customs and Border Protection’s enforcement of the import prohibition of goods made with forced labor. ILAB served as co-chair of the Uyghur Forced Labor Prevention Act (UFLPA) Entity List Subcommittee and contributed to the expansion of the UFLPA Entity list, increasing the number of entities to 144 since the law’s inception in December 2021, covering key sectors like cotton, mining, and aluminum. ILAB contributed to the addition of five high priority enforcement sectors under the UFLPA Strategy, which include caustic soda, jujubes (red dates), copper, lithium, and steel, expanding the UFLPA Strategy to 13 high priority enforcement sectors.

Implementation Strategies through FY 2027

ILAB will hold USMCA partners accountable to commitments and advocate for labor concessions through trade negotiations that will level the playing field for American workers and businesses. ILAB will enhance implementation of trade commitments, focusing on strengthening the RRM through the USMCA six-year review and developing technical assistance to support implementation of labor concessions in the ARTs, including forced labor import bans.

Strategic Goal 2 **Protecting American Workers**

ILAB will combat China’s efforts to undercut American competitiveness through interagency collaboration under the FLETF and leading supply chain research to support UFLPA enforcement. ILAB will design technical assistance to address abusive practices in critical sectors like fishing and will press our USMCA partners to seriously address goods made with forced labor in China trans-shipped through North America. ILAB will include a profile on China in the Trade and Development Act Report documenting use of child labor, and spotlight Chinese state-owned enterprises using child labor in select country profiles.

ILAB will empower American businesses to join the U.S. Government’s fight to keep child and forced labor-made goods out of the U.S. and stop foreign competitors from undercutting American workers. ILAB will launch self-assessment tools for U.S. companies—including [SourcingStrong](#) and [ImportWatch](#)—that help businesses identify, assess, and remediate child labor and forced labor risks in supply chains. ILAB will expand public and business access to mandated reports and high-risk product data through the LaborShield application, strengthening responsible sourcing and supporting resilient American supply chains.

ILAB will contribute information to USTR for the National Trade Estimate (NTE) report, which will discuss unfair labor practices in all 60 countries as foreign trade barriers faced by U.S. exporters. The NTE report is a primary source for identifying unfair trade practices that must be addressed under the Presidential EO on Reciprocal Tariffs and will inform ILAB monitoring, enforcement, and technical assistance.¹⁶

Strategic Objective 2.7 – Facilitate lawful temporary employment of foreign workers while safeguarding American workers, employers, and farmers.

OFLC Performance Goal 2.7 – Protect the employment of U.S. workers while facilitating lawful temporary employment of foreign workers.

FY 2025 Progress and Accomplishments

U.S. employers requested a record 415,496 worker positions through the H-2A program in FY 2025. Despite record application levels, the OFLC resolved 98.2 percent of complete H-2A employer applications at least thirty (30) days before the date of need, exceeding its target of 97.0 percent. By successfully meeting statutory and regulatory H-2A adjudication timeframes, OFLC helped ensure that U.S. agricultural employers had reliable access to a legally authorized temporary workforce critical to providing the nation’s food supply.

Implementation Strategies through FY 2027

OFLC anticipates that applications for foreign labor certification will continue to increase through FY 2027. As the Administration strengthens the nation’s southern border, enhances interior enforcement efforts, and promotes economic growth, employers will increasingly turn to legal pathways – most notably permanent and temporary employment visas – as a vital option to obtain a timely, qualified, and stable workforce that can help their businesses grow and prosper.

To continue to meet required statutory and regulatory processing times amid rising workload volumes, OFLC will employ multiple strategies to facilitate the timely adjudication of employer applications. In collaboration with other federal immigration agencies, OFLC will implement technological enhancements to integrate its operations with a single web-based portal through which agricultural employers can easily access and navigate the entire H-2A visa admissions process to hire temporary workers in a timely fashion.

¹⁶ Refer to [Regulating Imports With a Reciprocal Tariff To Rectify Trade Practices That Contribute to Large and Persistent Annual United States Goods Trade Deficits](#).

Strategic Goal 2 **Protecting American Workers**

OFLC will also continue to look for opportunities to expand technical assistance and outreach events in advance of peak filing periods to provide filing tips and best practices to employer applicants. In partnership with WHD, OFLC will continue to host and participate in external stakeholder events providing technical assistance and best practices to program users, which in turn assists them in submitting higher quality applications that can be processed more efficiently.

WHD Performance Goal 2.7 – Enforce labor standards that protect U.S. workers and facilitate lawful temporary employment of foreign workers.

FY 2025 Progress and Accomplishments

In FY 2025, the DOL strengthened protections for U.S. workers through H-1B reforms. Project Firewall protects America's highly skilled workforce, strengthening labor standards, sharpening H-1B enforcement strategies, and prioritizing opportunities for American workers while keeping the nation competitive. WHD maintained a presence in industries—through enforcement, outreach, and stakeholder engagement—that obtain a significant share of their workforce through foreign worker programs. WHD prioritized enforcement resources towards addressing exploitative working conditions. Through DOL rulemaking efforts undertaken in FY 2025, WHD is committed to ensuring rules governing temporary foreign workers obtained through the H-2A visa program are not overly burdensome to America's farmers, costly, or unnecessary. While protecting jobs and wages for American workers whose livelihood depends on agriculture.

Implementation Strategies through FY 2027

WHD aims to increase the efficacy of enforcement related to the temporary employment of foreign workers through the H-visa programs. Through Project Firewall, WHD will use all available tools to hold employers accountable when they abuse the H-1B visa process to hire foreign workers instead of qualified U.S. workers. Project Firewall will discourage abuse and fraud in the H-1B program by strengthening enforcement and disseminating compliance assistance information. WHD will analyze the median days to conclude investigations across all H-visa programs, with the goal of creating a more efficient case development process. WHD will continue to invest the resources necessary to protect workers from exploitative working conditions. WHD will also support DOL efforts to strategically manage immigration-related workstreams. Hiring foreign workers for employment in the U.S. also requires approval from several government agencies. Through compliance assistance, WHD will coordinate with other agencies and will educate employers on how to comply with the unique requirements of each program. Enforcement and outreach strategies will be deployed strategically.

Strategic Goal 2: Performance Indicators

FY 2025 Annual Performance Report ⁸							FY 2027 Annual Performance Plan			
Performance Indicator	FY 2021 Result	FY 2022 Result	FY 2023 Result	FY 2024 Result	FY 2025 Target	FY 2025 Result	What worked? What didn't work?	FY 2026 Target	FY 2027 Target	What strategies will the agency implement to advance progress?
ETA 2.1 – First Payment Timeliness (Unemployment Insurance). ¹⁷	60.40%	61.20%	69.10%	73.50%	76.01%	76.20%	All 53 state workforce agencies were categorized into tiers of engagement based on quantitative and qualitative performance data, with 14 states requiring enhanced, on-site engagement.	87.00%	87.00%	ETA evaluates states via criteria to determine the level of engagement/resources activated to improve performance. This approach will be communicated to states and executed starting in FY 2026.
ETA 2.1 – Improper Payment Rate (Unemployment Insurance). ¹⁸	18.71%	21.52%	14.83%	14.41%	12.00%	13.14%	ETA piloted an on-site strike team where ETA subject matter experts successfully coordinated a targeted improper payment rate reduction effort.	9.90%	9.90%	ETA evaluates states via criteria to determine the level of engagement/resources activated to improve performance. This approach will be communicated to states and executed starting in FY 2026.

¹⁷ For the measure First Payment Timeliness, the Acceptable Level of Performance (ALP) that states are expected to meet is 87 percent and is in regulation (refer to Standard for Benefit Payment Promptness — Unemployment Compensation at 20 CFR part 640).

¹⁸ The targets and results for this measure are for the 12-month periods ending June 30. The requirement to reduce improper payments in the UI program below 10 percent is established in the following laws and guidance: Payment Integrity Information Act of 2019 and OMB Circular A-123, Management’s Responsibility for Enterprise Risk Management and Internal Control, Appendix C, Requirements for Payment Integrity Improvement (OMB Memorandum M-21-19, issued March 5, 2021).

Strategic Goal 2 **Protecting American Workers**

FY 2025 Annual Performance Report ⁸								FY 2027 Annual Performance Plan		
Performance Indicator	FY 2021 Result	FY 2022 Result	FY 2023 Result	FY 2024 Result	FY 2025 Target	FY 2025 Result	What worked? What didn't work?	FY 2026 Target	FY 2027 Target	What strategies will the agency implement to advance progress?
ETA 2.1 – Lower Authority Appeals Promptness (Unemployment Insurance). ¹⁹	22.5%	22.1%	33.4%	37.0%	45.0%	48.7%	All 53 state workforce agencies were categorized into tiers of engagement based on quantitative and qualitative performance data, with 14 states requiring enhanced, on-site engagement.	47.0%	55.0%	ETA evaluates states via criteria to determine the level of engagement/resources activated to improve performance. This approach will be communicated to states and executed in FY 2026.
ETA 2.1 – Reemployment Rate in the 2nd Quarter after Program Exit Quarter for RESEA Participants (Unemployment Insurance)	--	--	--	--	64.0%	65.0%	States adopted strategies to reduce failure to report rates. The minimum share of funds for state services with evidence-based positive impacts on reemployment increased from 25 percent to 40 percent.	64.0%	64.0%	ETA will encourage states to reform work search protocols and leverage UI claimant data, including promoting RESEA, connecting individuals receiving UI to workforce needs, and reducing UI duration.
OWCP 2.2 – FECA wage-loss claims timely processed within 14 days: claims not requiring further development	93.9%	93.1%	95.0%	95.4%	92.0%	95.1%	The program emphasized the importance of timely payment processing in Claims Examiner performance management plans. Because timeliness alone is insufficient, the program also focused on payment accuracy.	92.0%	92.5%	The program will ensure Claims Examiners operate within a merit-based structure that promotes accountability and appropriately emphasizes timely and accurate payment processing.

¹⁹ For the measure Lower Authority Appeals Promptness, the ALP that states are expected to meet is 60 percent and is in regulation (refer to Standard for Appeals Promptness — Unemployment Compensation at 20 CFR part 650).

Strategic Goal 2 **Protecting American Workers**

FY 2025 Annual Performance Report ⁸								FY 2027 Annual Performance Plan		
Performance Indicator	FY 2021 Result	FY 2022 Result	FY 2023 Result	FY 2024 Result	FY 2025 Target	FY 2025 Result	What worked? What didn't work?	FY 2026 Target	FY 2027 Target	What strategies will the agency implement to advance progress?
OWCP 2.2 – Percentage of Longshore settlement applications processed within 18 days	98.0%	98.0%	99.0%	90.0%	90.0%	96.0%	The program emphasized the importance of processing settlement applications to ensure timely delivery of benefits to eligible beneficiaries. However, some settlement applications could not be approved due to incomplete stakeholder submissions.	90.0%	90.5%	The program will continue to process settlement applications timely while also conducting stakeholder outreach and promoting staff accountability.
OWCP 2.2 – Percentage of sampled Part B and Part E initial Energy claims rated as being accurate	92.00%	95.14%	96.01%	96.85%	91.50%	96.82%	The program completed over 8,800 quality and accuracy reviews. Although the program successfully met the goal, the program identified 18 corrective actions, which helped inform training and clarification of procedural guidance.	91.50%	91.50%	The program will conduct bi-weekly quality assurance reviews, monthly supervisory sampling, and an annual Payment Processing Review on various steps of the claim adjudication process.
OWCP 2.2 – Percentage of Black Lung claims pending at the start of the fiscal year that are resolved by the end of the fiscal year	Baseline	91.1%	92.5%	92.0%	89.0%	91.6%	This measure gave the program a fixed target that allowed claims staff to maximize efficiency and effectively manage its pending claims inventory.	89.0%	89.5%	The program will continue to monitor its pending claims inventory, prioritize the oldest pending claims, and promote staff accountability.

Strategic Goal 2 **Protecting American Workers**

FY 2025 Annual Performance Report ⁸								FY 2027 Annual Performance Plan		
Performance Indicator	FY 2021 Result	FY 2022 Result	FY 2023 Result	FY 2024 Result	FY 2025 Target	FY 2025 Result	What worked? What didn't work?	FY 2026 Target	FY 2027 Target	What strategies will the agency implement to advance progress?
OSHA 2.3 – Number of new Safety Champions Program participants (APG FY26-27)	--	--	--	--	--	--	--	Baseline	TBD	OSHA plans to continue outreach to the regulated community. The agency will also develop measures to track the number of Safety Champions that apply for Voluntary Protection Programs.
OSHA 2.3 – Average initial penalty per serious violation for small businesses (1-25 employees)	--	--	--	--	--	--	--	\$3,870	TBD	OSHA will use the results of FY 2026 penalty reduction assessments to evaluate applied reductions for small businesses and will consider implementing recommendations from the assessments in FY 2027.
MSHA 2.3 – 5-year rolling average of fatal injuries per 200,000 hours worked	0.0107	0.0111	0.0132	0.0125	0.0091	0.0127	MSHA utilized stakeholder outreach and safety initiatives to address safety and health concerns, such as the Stakeholder Conference Calls. MSHA worked on consistency in enforcement and increasing compliance assistance initiatives.	0.0113	0.0105	MSHA launched the CASH program to provide enhanced compliance assistance and will conduct outreach efforts and stakeholder engagement.

Strategic Goal 2 **Protecting American Workers**

FY 2025 Annual Performance Report ⁸								FY 2027 Annual Performance Plan		
Performance Indicator	FY 2021 Result	FY 2022 Result	FY 2023 Result	FY 2024 Result	FY 2025 Target	FY 2025 Result	What worked? What didn't work?	FY 2026 Target	FY 2027 Target	What strategies will the agency implement to advance progress?
MSHA 2.3 – 5-year rolling average of all injuries per 200,000 hours worked	2.03	1.97	1.99	1.87	1.99	1.84	MSHA utilized stakeholder outreach and safety initiatives to address safety and health concerns, such as the Stakeholder Conference Calls. MSHA worked on consistency in enforcement and increasing compliance assistance initiatives.	1.73	1.62	MSHA will increase inspection and enforcement effectiveness, modernize training, and increase efforts to protect miners' rights through expanded use of the National Mine Health and Safety Academy, enhanced technology, and updated training materials.
WHD 2.3 – Percentage of initiative compliance actions	--	73%	72%	77%	70%	81%	WHD refined and updated the range of strategic planning resources and data tools that support local case prioritization and case selection.	75%	75%	WHD will continue delivering planning resources and analysis of initiatives focused on improving performance, to strengthen protections for workers.
WHD 2.3 – Percentage of child labor cases concluded that meet or exceed severity index category 3	--	--	--	--	40%	46%	WHD prioritized investigations of employers in serious violation of child labor laws. Cases with significant findings concluded in FY 2025.	48%	49%	To the extent significant violation trends continue, WHD will continue to prioritize enforcement resources towards finding youth working in exploitative conditions.

Strategic Goal 2 **Protecting American Workers**

FY 2025 Annual Performance Report ⁸							FY 2027 Annual Performance Plan			
Performance Indicator	FY 2021 Result	FY 2022 Result	FY 2023 Result	FY 2024 Result	FY 2025 Target	FY 2025 Result	What worked? What didn't work?	FY 2026 Target	FY 2027 Target	What strategies will the agency implement to advance progress?
WHD 2.3 – Percentage of FLSA cases concluded that meet or exceed severity index score of 30	18%	26%	30%	33%	32%	34%	The severity index has informed case selection, prioritization of enforcement resources, and the strategic use of enforcement tools.	36%	37%	Analysis of results will continue to inform strategies moving forward.
WHD 2.3 – Number of concluded PAID cases (APG FY26-27)	--	--	--	--	--	--	--	Baseline	TBD	WHD relaunched and expanded the PAID program to include FMLA in FY 2025. WHD will carry out national and local outreach and education and will refer eligible employers to the program. WHD will analyze results and adjust as needed to strengthen performance.
WHD 2.3 – Percentage of outreach events engaging the employer community (APG FY26-27)	--	--	--	--	--	--	--	50%	50%	WHD established this measure in FY 2026 to increase the focus on the employer community. WHD will maintain a balance of outreach events across different stakeholder groups.

Strategic Goal 2 **Protecting American Workers**

FY 2025 Annual Performance Report ⁸								FY 2027 Annual Performance Plan		
Performance Indicator	FY 2021 Result	FY 2022 Result	FY 2023 Result	FY 2024 Result	FY 2025 Target	FY 2025 Result	What worked? What didn't work?	FY 2026 Target	FY 2027 Target	What strategies will the agency implement to advance progress?
VETS 2.3 – Percentage of substantiated Uniformed Services Employment and Reemployment Rights Act (USERRA) claims that are resolved prior to closing	--	--	92.6%	94.5%	90.0%	95.3%	VETS maintained its focus on resolving claims early and improving access to support from senior staff when working toward the resolution of substantiated cases.	93.5%	94.0%	VETS will maintain its focus on resolving claims early and provide investigators with the necessary resources to resolve substantiated claims.
VETS 2.3 – Number of compliance assistance events	701	1,030	1,425	1,528	1,200	2,065	VETS improved tracking of activities. However, while activities increased overall, most activities came from phone and email contact rather than direct in-person contact.	1,200	1,250	VETS will continue proactive outreach to educate service members, employers, and others on their rights and responsibilities under USERRA.
EBSA 2.4 – Voluntary Fiduciary Correction Program applications processed (including self-correction tool)	--	--	--	--	--	--	--	1,000	1,000	EBSA will prioritize timely processing of VFCP applications through the regional application process and the Self-Correction Component Web Tool deployed in late FY 2025.

Strategic Goal 2 **Protecting American Workers**

FY 2025 Annual Performance Report ⁸								FY 2027 Annual Performance Plan		
Performance Indicator	FY 2021 Result	FY 2022 Result	FY 2023 Result	FY 2024 Result	FY 2025 Target	FY 2025 Result	What worked? What didn't work?	FY 2026 Target	FY 2027 Target	What strategies will the agency implement to advance progress?
EBSA 2.4 – Percentage of late Form 5500 filers that participate in the Delinquent Filer Voluntary Compliance (DFVC) program	--	--	--	--	--	--	--	50%	50%	EBSA will promote DFVC participation through updated website guidance, continued inclusion in Internal Revenue Service notices to late Form 5500 filers, and regular references to DFVC in EBSA outreach.
EBSA 2.4 – Benefit Advisors inquiries closed per Advisor	--	--	--	--	--	--	--	1,700	1,700	EBSA will respond to inquiries from participants, beneficiaries, plan fiduciaries, and service providers about employee benefit laws, and assist individuals in obtaining benefits that were improperly denied.
OLMS 2.5 – Percentage of audits resulting in a criminal case	15%	13%	18%	12%	--	13%	OLMS communicated with staff, revamped the compliance audit training course, and assembled a workgroup to issue targeting tools and reports.	14%	16%	OLMS will issue a quarterly targeting report and require use of financial data to target unions at highest risk for fraud or embezzlement OLMS will provide modernized compliance audit investigations training to new investigators.

Strategic Goal 2 **Protecting American Workers**

FY 2025 Annual Performance Report ⁸								FY 2027 Annual Performance Plan		
Performance Indicator	FY 2021 Result	FY 2022 Result	FY 2023 Result	FY 2024 Result	FY 2025 Target	FY 2025 Result	What worked? What didn't work?	FY 2026 Target	FY 2027 Target	What strategies will the agency implement to advance progress?
OLMS 2.5 – Year-over-year percentage reduction in the chronic delinquency rate	--	--	--	--	30%	47%	OLMS created a chronically delinquent watch list for targeted compliance assistance and enforcement.	31%	32%	OLMS will continue to contact unions on the chronically delinquent watch list via phone, letters, and emails.
OLMS 2.5 – Average number of days to resolve union officer election complaints	66.9	55.2	73.7	66.3	65.0	68.9	Outside factors, such as cooperation from the unions being investigated, and reduced investigator staffing.	64.5	64.0	OLMS will update mandatory and recommended strategies and shift staff to team assignments. OLMS will improve internal communication and coordination with the Office of the Solicitor.
ILAB 2.6 – Percentage of high-priority countries that implement actions to improve labor standards to help level the playing field for American workers and businesses	86%	84%	86%	85%	85%	100%	ILAB narrowed its focus on a subset of high-priority countries and collected information for its monitoring and reporting through various channels, including desk research, labor attaché reporting, and embassy reporting.	85%	87%	ILAB will expand this indicator to hold more countries accountable for their commitments to address unfair labor practices. ILAB will target ambitiously to ensure maximum benefit for American workers and businesses.

Strategic Goal 2 **Protecting American Workers**

FY 2025 Annual Performance Report ⁸								FY 2027 Annual Performance Plan		
Performance Indicator	FY 2021 Result	FY 2022 Result	FY 2023 Result	FY 2024 Result	FY 2025 Target	FY 2025 Result	What worked? What didn't work?	FY 2026 Target	FY 2027 Target	What strategies will the agency implement to advance progress?
OFLC 2.7 – Percentage of complete H-2A employer applications resolved 30 days before the date of need	97.0%	97.6%	98.2%	98.6%	97.0%	98.2%	Adjudications were aided by FLAG system enhancements that enabled all H-2A applications to be submitted and processed electronically, and outreach events that resulted in higher quality applications. ²⁰	97.0%	97.0%	Strategies include continued IT enhancements to help employers easily navigate the H-2A process and targeted staffing efforts to increase case-processing capacity during peak filing periods.
WHD 2.7 – Median days to conclude cases involving the employment of foreign workers on H-visas	--	--	--	--	--	--	--	Baseline	TBD	WHD established this performance measure in FY 2026 with the goal of reducing the median days. WHD will continue to refine enforcement procedures to increase efficiency and to prioritize resources towards egregious violations.

²⁰ The Foreign Labor Application Gateway (FLAG) system is the electronic Filing and Case Processing System.

Strategic Goal 3: Restoring Government Efficiency

Strategic Objective 3.1. – Serve the American worker through hiring the highest caliber workforce and optimizing internal services.

OASAM Performance Goal 3.1 – Optimize DOL’s internal processes and resources for efficient service delivery.

FY 2025 Progress and Accomplishments

OASAM enhanced strategic initiatives focused on efficiency, security, and organizational excellence. OASAM’s Business Operations Center (BOC) responded swiftly to the need of agencies preparing to host staff returning to the office. In FY 2025, BOC refurbished and re-issued 70,800 square feet of vacant space in the Frances Perkins Building. Simultaneously, BOC continued reducing DOL’s real estate footprint, releasing several national capital region General Services Administration (GSA) leased locations comprising over 100,000 rentable square feet and approximately \$2 million in rent cost savings. The Office of Field Operations (OFO) successfully supported DOL’s return to office strategy by placing over 2,200 DOL employees back in offices. OFO partnered with all DOL agencies and GSA to place over 850 staff in the GSA Space Match Program. These efforts supported mission-critical workforce needs and significantly advanced the government-wide goal of maximizing utilization and rightsizing the physical footprint, laying a crucial foundation for future cost avoidance.

OASAM’s Office of the Senior Procurement Executive (OSPE) continued to enable the efficient and effective procurement of goods and services, resulting in reduced procurement time, reduced cost, best value, and improved quality of goods and services procured. Category Management principles support DOL’s ability to buy products and services enterprise-wide, which increases value and generates savings. In FY 2025, OSPE exceeded its Best-In-Class (BIC) goal of 15 percent with a result of 19 percent. OSPE also exceeded its percentage of contracts per quarter awarded competitively with a result of 98.42 percent vs the target goal of 85 percent.

Implementation Strategies through FY 2027

OASAM will identify, develop, and implement policies and operational strategies to modernize services and systems to improve overall service delivery for the current and future work environment. OASAM will provide greater consistency and transparency throughout DOL by streamlining and automating processes where appropriate. Where appropriate, OASAM will leverage government-wide solutions and approaches to support unique DOL mission needs through policy, guidance, and training as DOL navigates rightsizing and transitioning activities toward a new vision of the future of work.

OASAM will continue to assist DOL’s work to restructure and rightsize its workforce and optimize its use of federal space in support of the Administration’s plans to rebuild the American workforce and economy.

OASAM will ensure work environments promote effective collaboration and management, and that the agency’s real estate footprint is aligned with cross-agency efforts coordinated by the GSA to establish regional federal office hubs. In FY 2027, OASAM will pursue core real property goals aligned with Federal Real Property Capital Plan mandates. First, achieve an average building utilization rate of 60 percent or greater in major assets. Second, reduce the overall office square footage by a minimum of 110,000 square feet through space consolidation and adherence to the 150 usable square feet per person standard. And third, initiate and execute strategic relocations

and consolidations to merge smaller offices into urban hubs, eliminate duplicative infrastructure, and improve customer access, particularly in rural areas.

Strategic Objective 3.2 – Reduce bureaucratic overreach and eliminate information silos across DOL Agencies.

OASP Performance Goal 3.2 – Modernize data infrastructure, achieve regulatory balance, and strengthen compliance assistance.

FY 2025 Progress and Accomplishments

OASP is the principal policy, regulatory, data governance, and evaluation office for DOL and advises its leadership on actions to improve the lives of workers, retirees, and their families. In FY 2025, OASP achieved significant progress in modernizing DOL's data infrastructure, streamlining regulatory processes, and enhancing compliance resources for stakeholders. These accomplishments reflect a commitment to evidence-based decision-making, operational efficiency, and responsive service delivery.

OASP successfully submitted timely regulatory agendas for Fall 2024 and Spring/Fall 2025 that were aligned with Administration priorities. OASP published over 100 regulatory documents—including more than 60 deregulatory actions issued within three days—plus more than 300 Federal Register notices, demonstrating capacity to execute high-volume actions during policy transitions while maintaining legal sufficiency.

OASP managed FY 2025 and FY 2026 regulatory cost accounting and ensured regulatory actions were appropriately offset.²¹ OASP prepared actionable briefings for the Deputy Secretary that identified which regulations should be rescinded, delayed, or withdrawn to meet Administration goals.

To help the regulated community succeed, OASP coordinated with DOL's enforcement agencies to expand compliance assistance through enhanced opinion letter and self-audit programs. DOL issued opinion letters to explain how federal labor laws apply in common workplace situations and utilized self-audit programs to help employers, unions, and pension plans voluntarily review and improve compliance.

OASP conducted a comprehensive data assessment and identified critical gaps including absent enterprise data architecture, limited governance mechanisms, and insufficient semantic frameworks for AI and advanced analytics. OASP developed actionable recommendations that addressed architecture, governance maturity, staffing, and modernization priorities aligned with the Evidence Act, guidance issued by the Office of Management and Budget (OMB), and America's AI Action Plan.

OASP carried out a DOL-wide listening tour with agency teams to identify common challenges and inform strategic recommendations. OASP revitalized the Data Governance Board to rebuild community and shared ownership within DOL. Enhanced coordination between the Chief Data and Analytics Officer, Chief Evaluation Officer, and Chief Economist enabled integrated analytics support, positioning DOL for evidence-based decision-making and improved outcomes.

²¹ Refer to [Unleashing Prosperity Through Deregulation](#).

Implementation Strategies through FY 2027

Building on demonstrated successes, OASP is positioned to institutionalize recent progress and drive sustained improvement across regulatory operations, stakeholder engagement, and data modernization through integrated, strategic initiatives.

To advance regulatory excellence, OASP will establish a real-time compliance dashboard monitoring 10-for-1 metrics and cost-benefit performance across all agency actions. OASP will create standardized templates and operational playbooks to codify best practices for rapid regulatory response, ensuring future high-volume publication efforts maintain rigorous quality standards. It will carry out quarterly strategic alignment reviews with senior leadership to provide ongoing course correction and ensure continued fidelity to evolving Administration priorities.

OASP will deploy AI-powered guidance tools across its websites that assist workers and deliver personalized compliance assistance at scale, reducing confusion and improving voluntary compliance. OASP will develop industry-specific toolkits that translate legal requirements into practical, actionable guidance. OASP's stakeholder advisory council, expanded customer satisfaction surveys, and integrated feedback tools will ensure services remain clear, effective, and continuously improve based on real user needs.

Data infrastructure maturation requires phased implementation of enterprise data architecture, beginning with high-value use cases. OASP's automated data quality monitoring and metadata management will strengthen governance mechanisms, while its targeted AI/machine learning pilots will demonstrate the potential of enhanced semantic frameworks. OASP will build organizational capacity for sustained innovation through its comprehensive data literacy program.

Finally, OASP will formalize the Data Governance Board's charter and decision-making authority while establishing communities of practice to facilitate cross-agency collaboration. It will create integrated work plans for the Chief Data and Analytics Officer, Chief Evaluation Officer, and Chief Economist to enable coordinated analytics support. OASP's annual maturity assessments will track progress and ensure accountability, creating durable frameworks that transcend leadership transitions.

Strategic Objective 3.3 – Promote fiscal integrity, efficiency, effectiveness, and optimize AI to safeguard American taxpayers from fraud, waste, and abuse.

OASAM Performance Goal 3.3 – Provide modern technology solutions that empower the DOL mission and serve the American public.

FY 2025 Progress and Accomplishments

OASAM's Security Center (SC) implemented the Trusted Workforce 2.0 initiative to transition DOL to an ongoing investigative program using the Government's Continuous Vetting and FBI Rap Back programs, improving prescreening determinations and allowing personnel security to receive real-time criminal history data on DOL personnel. In FY 2025, SC significantly exceeded the target for the average number of days to adjudicate a background investigation for suitability (3 days) and met the target for the average number of days to adjudicate a background for investigation national security (15 days).

In FY 2025, the Office of the Chief Information officer (OCIO) demonstrated the value of AI across DOL. OCIO achieved significant compliance with the Presidential EO on removing barriers to American leadership in AI and

Strategic Goal 3 Restoring Government Efficiency

publishing the AI Compliance Report and Strategies for AI in accordance with OMB Memorandum M-25-21, as well as developing contract language for AI procurements per guidance outlined in M-25-22.²² OCIO enhanced operational efficiency and boosted productivity across 27 agencies with the launch of DOL AI Search Insights. Additionally, data migration and modernizations that improved legacy systems resulted in \$7 million in savings and ultimately enhanced operational effectiveness and secured a more efficient future for DOL.

OSPE prioritized streamlining acquisition processes using key performance measures to enhance enterprise performance. OSPE issued operational policy and guidance to improve acquisition performance and collaborated with DOL leadership to implement reviews and IT system controls on contracting actions and payments, ensuring fiscal integrity and effective procurement management. OSPE utilized the OMB Category Management principles where feasible and applicable to leverage the government's buying power as a single enterprise and buy smarter, including using Best in Class vehicles and other Government-Wide Agency Contracts. OSPE exceeded its goal of 68 percent for Spend Under Management (SUM) with a result of 84 percent.

Implementation Strategies through FY 2027

To protect American taxpayers from fraud, waste, and abuse and ensure the effective use of funds, OCFO and OASAM will optimize AI to modernize processes, eliminate redundancies, and transform DOL's financial and technical landscape.²³ Efficient services and operations will redirect resources toward the programs that impact America's workers every day. This will enable DOL's timely compliance with Presidential EOs, mandates from the Treasury, and the production of more accurate and timely financial statements in line with OMB reporting guidance. In FY 2027, OASAM will utilize DOL's updated budget system to speed analysis and increase leadership's access to decision-informing data.

OASAM will ensure an agile, efficient, and effective procurement process that reduces procurement time and costs, delivers the best value, and improves the quality of goods and services. OASAM will continue to prioritize process improvement, oversight, and accountability throughout the acquisition lifecycle. OASAM will leverage process automation, templates, training, and guides for program and contracting activities. OASAM also will leverage the government's buying power as a single enterprise to make smarter purchases, including using BIC vehicles and other Government-Wide Acquisition Contracts.

OCFO Performance Goal 3.3 – Promote fiscal integrity and the effective and efficient use of resources.

FY 2025 Progress and Accomplishments

OCFO leads DOL through its annual audit in which DOL's programs, accomplishments, challenges, and management's accountability for the resources entrusted to DOL is summarized in the Agency Financial Report. OCFO tracks the number of material weaknesses identified through the annual audit after the conclusion of the fiscal year. The most serious of findings resulting from an audit are identified as a "material weakness" which is a deficiency, or a combination of deficiencies, in internal controls, such that there is a reasonable possibility that a material misstatement on DOL's financial statement will not be prevented, or detected and corrected, on a timely basis. As of this writing, there was one material weakness identified during the FY 2025 audit; OCFO is working to

²² Refer to [Removing Barriers to American Leadership in Artificial Intelligence](#).

²³ Refer to [Implementing the President's "Department of Government Efficiency" Cost Efficiency Initiative](#), [Stopping Waste, Fraud, and Abuse by Eliminating Information Silos](#), and [Removing Barriers to American Leadership in Artificial Intelligence](#).

address the findings.

OCFO oversees the New Core Financial Management System (NCFMS), the financial system of record for DOL. It supports OCFO's mission to uphold strong financial management principles and accountability by providing timely, accurate, and reliable financial information. As a crucial component supporting DOL's finance and accounting activities, NCFMS plays a pivotal role in facilitating invoicing and payments, budget execution, fixed assets management, accounts receivables, general ledger, and project accounting. To further facilitate fiscal integrity and efficient use of resources through innovation in FY 2025, OCFO held 13 SkillSpark trainings. These sessions provided tips, tools, and insights into critical financial functions within DOL that can be applied to daily tasks for financial staff across DOL. Additionally, DOL prioritized data encryption requirements, which ensured that NCFMS data-at-rest and data-in-transit are properly encrypted with appropriate, approved versions of encryption algorithms. These efforts have helped NCFMS to continue to provide decision makers with accurate and reliable information and allowed OCFO to continue to process payments in a timely manner. In FY 2025, OCFO exceeded its target for the percentage of payments made without incurring prompt payment interest with a result of 99.51 percent.

In FY 2025, DOL made necessary changes to NCFMS, approved through its established Change Control Process. Major accomplishments included the successful integration of Treasury's G-Invoicing System and NCFMS for new intragovernmental buy/sell transactions and performance. DOL also completed the NCFMS User Interface Framework Modernization Project to meet modern browser standards, increase Section 508 Compliance, improve defense against cybersecurity risks, and enhance overall user experience.

Implementation Strategies through FY 2027

In alignment with Presidential EOs and guidance from the OMB, which require federal agencies to prioritize the use of Treasury's Financial Management Quality Service Management Office (FM QSMO) as the preferred marketplace for financial systems and services, DOL continues to actively collaborate with FM QSMO-led initiatives.²⁴ As part of this effort, DOL will recompute the current NCFMS operations and maintenance support contract, set to expire in September 2026, through the FM QSMO marketplace acquisition process, ensuring continued compliance and alignment with government-wide financial management modernization goals.

Planned activities through FY 2027 include enhancing NCFMS' core accounts payable functionality through upgrades to both the MarkView and Capture software platforms. In coordination with the GSA, DOL also plans to initiate the NCFMS and Go.Gov integration project to support the transition from the current E2 Travel system, with full implementation targeted by February 2027. Additionally, DOL is evaluating the implementation of Treasury's G-Invoicing 7600EZ and Constructive Order Acceptance capabilities. In preparation for Treasury's scheduled decommissioning of the XML gateway by September 2026, DOL is also assessing updates to existing system interfaces to transition from XML to the modern JSON data format as required by Treasury.

²⁴ Refer to [Modernizing Payments To and From America's Bank Account](#) and [Protecting America's Bank Account Against Fraud, Waste, and Abuse](#).

Strategic Objective 3.4 – Provide timely, accurate, and relevant information on labor market activity, working conditions, price changes, and productivity in the U.S. economy to support workforce planning and decision-making.

BLS Performance Goal 3.4 – Meet the needs of customers for accurate, objective, relevant, timely, and accessible information on labor and the economy.

FY 2025 Progress and Accomplishments

BLS produces various estimates and indexes, including the Consumer Price Index (CPI), which is the nation’s principal gauge of inflation, and the *Employment Situation*, which comprises the Current Employment Statistics (CES) and Current Population Survey (CPS). CES measures employment, hours, and earnings by industry and geography from the payroll records of employers. CPS, a monthly household survey, provides a comprehensive body of information on the employment and unemployment experience of the nation’s population, including the closely-watched monthly unemployment rate. In FY 2025, BLS achieved its objective of producing timely Principal Federal Economic Indicators (PFEIs) and substantially achieved its objective of producing relevant data for its PFEIs with a result of 99 percent. With the release of the Producer Price Index (PPI) for July 2025 data, BLS ended calculation and publication of approximately 350 indexes. As a result, selected industries were eliminated from the PPI, which impacted the scope and is reflected in BLS achieving 85 percent for its accuracy objective.

On average, BLS publishes over 3.5 million series, indexes, and other data products across its programs annually. In FY 2025, BLS data series, along with other information on the website, were viewed on the BLS website nearly 14 million times on average per month. The BLS public website was available for data dissemination 100 percent of the time. BLS also strives to ensure that customers are satisfied with their ability to access material on the website. FY 2025 represented the first full year after implementation of the GSA customer satisfaction measurement tool, Touchpoints, with 68 percent of customers reporting satisfaction with the BLS website.

Implementation Strategies through FY 2027

BLS continues to monitor and assess mission performance, and seeks to transform how it collects, analyzes, and delivers its data by increasing its use of technology and identifying efficiencies to improve data accuracy, lower respondent burden, increase survey responses, and better reach its customers, while providing high-quality data for decision making. BLS will continue to be responsive to users’ needs to understand changes in the economy while safeguarding respondent confidentiality and strengthening public trust through equal access to timely data releases. BLS will adhere to all protocols to protect respondent identifiable information and will ensure embargoed economic data are released fairly, securely, and timely. In addition, BLS will continue to take action to ensure compliance with Presidential EOs in support of the Administration’s priorities and goals.

BLS also will strive to provide new data and focus on leveraging new technologies and nontraditional data sources. For example, in FY 2026, the CPS program continues to consult with its large community of stakeholders in government, academia, and the private sector to receive feedback on how to modernize the survey by developing an internet self-reporting system. In FY 2027, the CPI program will begin a transition to the revised area structure, an updated geographic sample based on the 2020 decennial census. The CPI program also will continue planning for the revised item structure, which will include an updated market basket classification structure, the first major revision to the item structure since 1998.

Strategic Goal 3: Performance Indicators

FY 2025 Annual Performance Report ⁸								FY 2027 Annual Performance Plan		
Performance Indicator	FY 2021 Result	FY 2022 Result	FY 2023 Result	FY 2024 Result	FY 2025 Target	FY 2025 Result	What worked? What didn't work?	FY 2026 Target	FY 2027 Target	What strategies will the agency implement to advance progress?
OASAM 3.1 – DOL space reduction (in square feet)	--	190,784	576,942	141,190	57,880	154,056	Well-planned space projects based on evolving mission requirements and strategic resource considerations achieved the best results. Consistency in policy direction helped ensure success.	110,000	110,000	OASAM strategies focus on achieving a 60%+ utilization rate and a footprint reduction through densification. OASAM will execute strategic consolidations, pursue the creation of urban hubs, eliminate duplicate infrastructure, and improve access to DOL services for rural customers.
OASAM 3.1 – Category Management: Cumulative percentage of addressable spend through Best-in-Class solutions. ²⁵	--	13.72%	14.32%	14.30%	15.00%	19.00%	OASAM worked closely with procurement activities and program areas on the importance of meeting this goal. Robust review processes and plans supported DOL in exceeding this measure.	TBD	TBD	OASAM will advance the goal of smart purchasing under category management principles. DOL has a continuous review process through performance management and reporting to ensure policy and processes are in line with and advance strategic goals.

²⁵ These measures are part of a [government-wide priority initiative](#) driven by GSA and OMB, with targets set annually by OMB.

Strategic Goal 3 Restoring Government Efficiency

FY 2025 Annual Performance Report ⁸								FY 2027 Annual Performance Plan		
Performance Indicator	FY 2021 Result	FY 2022 Result	FY 2023 Result	FY 2024 Result	FY 2025 Target	FY 2025 Result	What worked? What didn't work?	FY 2026 Target	FY 2027 Target	What strategies will the agency implement to advance progress?
OASAM 3.1 – Percentage of contracts per quarter awarded competitively	--	98.66%	96.88%	97.15%	85.00%	98.42%	OASAM worked closely with procurement activities and program areas, coupled with robust processes for acquisition plans including requirements for certain applicable requirements to go through a procurement review board or the competitive contract advocate.	85.00%	85.00%	OASAM will advance the goal of full and open competition in federal contracting. DOL has a continuous review process through performance management and reporting to ensure policy and processes are in line with and advance strategic goals.
OASP 3.2 – Completed standardized metadata files for high-value DOL data assets	--	--	--	--	--	--	--	2	2	OASP set an annual target of 2 standardized metadata files for high-value DOL data assets based on capacity assessment, stakeholder collaboration, governance support, and a clear roadmap.

Strategic Goal 3 Restoring Government Efficiency

FY 2025 Annual Performance Report ⁸								FY 2027 Annual Performance Plan		
Performance Indicator	FY 2021 Result	FY 2022 Result	FY 2023 Result	FY 2024 Result	FY 2025 Target	FY 2025 Result	What worked? What didn't work?	FY 2026 Target	FY 2027 Target	What strategies will the agency implement to advance progress?
OASAM 3.3 – Average number of days to adjudicate a background investigation for suitability	6	39	32	3	45	9	OASAM adhered to constructive feedback from the suitability executive agent to improve quality and measures and implemented weekly adjudication conceptual training.	20	20	OASAM will continue to engage with presidential appointed agents responsible for suitability policy and Trusted Workforce 2.0 implementation for best practices. OASAM will maximize the use of technology to meet adjudication metrics in support of the President's Management Agenda.
OASAM 3.3 – Category Management: Cumulative percentage of common spend that is under management, aligned to category management principles ²⁵	--	63.34%	57.70%	84.10%	68.00%	84.00%	OASAM worked closely with the procurement activities and program areas on the importance of meeting this goal. Robust review processes contributed to exceeding the target for this measure.	TBD	TBD	OASAM will advance the goal of smart purchasing under category management principles. OASAM has a continuous review process through performance management and reporting to ensure policy and processes are in line with and advance strategic goals.

Strategic Goal 3 Restoring Government Efficiency

FY 2025 Annual Performance Report ⁸								FY 2027 Annual Performance Plan		
Performance Indicator	FY 2021 Result	FY 2022 Result	FY 2023 Result	FY 2024 Result	FY 2025 Target	FY 2025 Result	What worked? What didn't work?	FY 2026 Target	FY 2027 Target	What strategies will the agency implement to advance progress?
OASAM 3.3 – Percentage of AI Impact Assessments successfully implemented and reviewed for compliance with OMB guidelines	--	--	--	--	Baseline	100%	OCIO excelled by successfully completing 10 AI Impact Assessments, thanks to a solid Risk Management Framework and transparent reporting. However, assessments were conducted slightly late in the development cycle.	90%	92%	OCIO will enhance progress by initiating AI Impact Assessments early in the design phase of each use case. This proactive strategy ensures assessments occur throughout development, not just at the end. Additionally, OCIO is actively seeking tools to manage governance, risk, and compliance of AI initiatives effectively.
OCFO 3.3 – Number of new Notice of Findings and Recommendations (NFRs)	--	--	--	--	--	--	--	4	TBD	OCFO will work with all agencies on their corrective action plans to resolve prior year findings and provide guidance and technical assistance on current testing to mitigate any future findings.

Strategic Goal 3 Restoring Government Efficiency

FY 2025 Annual Performance Report ⁸								FY 2027 Annual Performance Plan		
Performance Indicator	FY 2021 Result	FY 2022 Result	FY 2023 Result	FY 2024 Result	FY 2025 Target	FY 2025 Result	What worked? What didn't work?	FY 2026 Target	FY 2027 Target	What strategies will the agency implement to advance progress?
OCFO 3.3 – Percentage of payments made electronically	--	--	--	--	--	--	--	95%	96%	OCFO will continue its partnership with DOL programs to enhance electronic payment processes, improve outreach and website guidance, and analyze data. OCFO will collaborate with programs to support and accelerate the transition from check payments to electronic payment methods throughout DOL.
BLS 3.4 – Percentage of timeliness targets achieved for the principal federal economic indicators (PFEIs)	100%	100%	100%	99%	100%	100%	BLS released all of its PFEI news releases on schedule.	100%	100%	BLS will continue to evaluate and adjust its outyear targets accordingly.
BLS 3.4 – Percentage of accuracy targets achieved for the PFEIs	95%	100%	95%	100%	100%	85%	BLS results were below target for three underlying PPI measures due to the elimination of selected industries (350 indexes) with the release of July data.	100%	100%	BLS has adjusted its outyear targets to account for the eliminated industries.

Strategic Goal 3 Restoring Government Efficiency

FY 2025 Annual Performance Report ⁸							FY 2027 Annual Performance Plan			
Performance Indicator	FY 2021 Result	FY 2022 Result	FY 2023 Result	FY 2024 Result	FY 2025 Target	FY 2025 Result	What worked? What didn't work?	FY 2026 Target	FY 2027 Target	What strategies will the agency implement to advance progress?
BLS 3.4 – Percentage of relevance targets achieved for the PFEIs	100%	71%	86%	101%	100%	99%	BLS substantially achieved its relevancy targets.	100%	100%	BLS will continue to evaluate and adjust its outyear targets accordingly.
BLS 3.4 – Percentage of time the BLS public website is available for data dissemination	99.98%	100.00%	99.90%	100.00%	≥99.50%	100.00%	BLS met its target.	≥99.50%	≥99.50%	BLS will continue to evaluate and adjust its outyear targets accordingly.
BLS 3.4 – Customer satisfaction with the BLS website (Mission Achievement) ²⁶	--	--	--	--	68%	68%	BLS continued to update the website to ensure its data products are readily accessible and meet users' evolving needs.	65%	65%	BLS will continue to evaluate and adjust its outyear targets accordingly.

²⁶ Until May 2022, BLS used the Verint ForeSee Customer Satisfaction Index to measure customer satisfaction. In FY 2024, BLS implemented the GSA customer satisfaction measurement tool, Touchpoints, to gauge customer satisfaction with the BLS website.

Appendices

Other Information

Quarterly Reviews

To continually improve the efficiency and effectiveness of its programs, DOL uses results-based, data-driven management techniques. Each DOL agency prepares an annual agency management plan that details the strategies and resources it will apply to reach goals and objectives at all levels of the organization. Departmental leaders review performance against those plans each quarter to monitor progress and hold agencies accountable for implementing the plans, achieving milestones, and adjusting as needed.

This review process has focused departmental leadership on strategic management of core functions using program performance data, risk assessments, evaluations, and budgets. Identification and discussion of key measures, annual and quarterly targets, and how budgets, workload, and strategies affect results have helped clarify priorities and improve performance.

Program Evaluations and Evidence-Building

The Chief Evaluation Office in OASP leads DOL's evaluation agenda, working closely with agency staff to conduct program evaluations and analyses to answer key questions. The results from evaluations inform policy and improve DOL's performance-based management initiatives in support of the GPRAMA. DOL's FY 2027 Evidence Plan and Capacity Assessment are available at [Evidence-Building Plans and Assessments | U.S. Department of Labor](#).

Measures Discontinued

Because this is primarily a planning document that uses historical information to inform future strategies and targets, it is organized around goals and measures selected to represent Departmental goals for the budget year (FY 2027). Under GPRAMA, performance goals, measures, and targets are identified for reporting purposes in the Congressional Budget Justification (CBJ) issued during that fiscal year. Therefore, DOL is obliged to report results for measures with PY 2024 or FY 2025 targets in its FY 2026 Annual Performance Plan, which was published as part of the FY 2026 CBJ in May 2025. In large part due to the Strategic Plan update, many measures have since been revised, replaced, or discontinued.

The table below lists these performance measures, their targets, and results for PY 2024/FY 2025. Results are not provided for measures that were collecting baseline data.

Performance Indicator	PY 2024 / FY 2025 Target	PY 2024 / FY 2025 Result
EBSA – Major Cases - Pension and Non-Health Welfare Monetary Recoveries per Major Cases Staff Day	\$39,500	\$28,845
EBSA – Major Cases - Health Monetary Recoveries per Major Case Staff Day	\$9,700	\$4,916

Appendix

Performance Indicator	PY 2024 / FY 2025 Target	PY 2024 / FY 2025 Result
EBSA – Percent of Delinquent Employee Contribution, Abandoned Plan, Bonding, Health-Part 7 Violation, and Other Reporting and Disclosure Non-Fiduciary Breach Cases Closed or Referred for Litigation in the Fiscal Year within 18 Months of Case Opening	76%	80%
EBSA – Major Case Monetary Recoveries per Terminated Vested Participants Project Major Case Staff Day	\$183,000	\$118,345
ILAB – Number of trade partner countries in which labor rights, including child labor and forced labor, are systematically monitored and analyzed.	154	158
MSHA – 5-year rolling average of reportable injuries associated with powered haulage equipment per 200,000 hours worked	0.169	0.168
OASAM – Percentage of scheduled network availability	99.90%	99.84%
OASAM – Percentage of open Plan of Action and Milestones, assigned to OCIO-managed information systems, with a valid (i.e., not past-due) planned finish date	95.00%	100%
OASAM – Average number of days to adjudicate a background investigation for national security	15	124
OASAM – Percent of Retirements Sent to National Finance Center Timely	95%	96.5%
OASP – Number of regulatory briefings	4	9
OASP – Percent of data sets added to public Application Programming Interface with appropriate metadata. ²⁷	100%	--
OASP – Number of evaluation briefings ²⁸	4	--
OCFO – Number of material weaknesses	0	1
OCFO – Percent of discretionary appropriations returned to Treasury	1.8%	2.8%
ODEP – Number of policy outputs	39	37
ODEP – Number of Technical Assistance Events (Targeted)	252	258
ODEP – Percent of customers that find technical assistance center information useful	92%	93%
OLMS – Percent of audit violations resolved voluntarily	74.0%	84.7%
OSHA – Safety Inspections (Informational)	27,391	25,264
OSHA – Health Inspections (Informational)	6,983	5,024
OSHA – Percent of inspections conducted through emphasis programs specifically focused on reducing or eliminating employee exposure to fall, struck-by, caught-in, and electrical hazards in all workplaces	35%	35%
OSHA – Number of people trained by OSHA	1,520,000	1,647,900

²⁷ This indicator was paused in FY 2025 when the funding for the API was put on hold and the agencies collaborating on the project lacked sufficient staff to perform this work.

²⁸ This indicator was paused in FY 2025 because the Chief Evaluation Office in OASP was removed as a supporting office for this work.

Appendix

Performance Indicator	PY 2024 / FY 2025 Target	PY 2024 / FY 2025 Result
OSHA – Average age of pending whistleblower investigations	275	151
OSHA – Average days to complete new complaint screening process. (Whistleblower)	8.0	5.6
OWCP – Percent of all wage-loss claims timely processed within 90 days: all claims	95%	99%
OWCP – Percent of Employers First Report of Injury filed within 20 days: non-Defense Base Act cases	93.5%	93.8%
OWCP – Average number of days to complete Proposed Decision and Order following completion of all claim development for all Responsible Operator Merit Claims	28	21
VETS – Facilitator satisfaction through post-course survey	90.0%	96.0% (Q3 YTD)
VETS – Median Earnings (2nd quarter after exit) for veterans served by the Disabled Veterans’ Outreach Program	\$9,000	\$9,252
VETS – Percent of USERRA cases completed within 90 days, or within any approved extensions	100.0%	99.9%
WHD – Percent of outreach events of a target audience size associated with strategic initiatives	78%	91%
WHD – Percent of back wages paid to workers	85%	85%

Agency Priority Goals

Agency Priority Goals identify near-term improvements in outcomes, customer service, or efficiencies that advance progress toward longer-term strategic goals and objectives. They are two-year goals that reflect the top performance improvement priorities of agency leadership and the Administration and therefore do not reflect the full scope of the agency mission. Implementation and management of APGs require decisions about agency priorities, trade-offs, measurement, evidence, strategies, timing, and leadership that are reviewed at least quarterly to see that sufficient time, resources, and attention are allotted to addressing specific problems or opportunities related to the goal. DOL will report on the following FY 2026-2027 APGs:

Increase Registered Apprenticeships to Prepare Americans for High-Paying Skilled Trade Jobs of the Future

By September 30, 2027, DOL will oversee an apprenticeship system with 900,000 active apprentices towards the President's Goal of reaching or surpassing 1 million active apprentices.

Implement the Safety Champions Program to Assist Small Businesses in Improving Their Safety and Health Programs

By September 30, 2027, DOL will increase the number of Safety Champions Program participants by 10 percent above the number of participants in FY 2026.

Partner with Employers to Resolve Potential Wage Violations Through the Payroll Audit Independent Determination (PAID) Program to Ensure American Workers are Paid Quickly

By September 30, 2027, DOL will increase the total number of concluded PAID cases from the program launch year by 5 percent.