

**WHITE HOUSE INITIATIVE ON ASIAN AMERICAN AND PACIFIC ISLANDERS
DEPARTMENT OF LABOR
ACTION PLAN**

EXECUTIVE SUMMARY

Introduction

Executive Order 13515, *Increasing Participation of Asian Americans Pacific Islanders in Federal Programs*, signed by President Obama on October 14, 2009, mandates that the Department of Labor (DOL) and other executive branch departments work to improve the quality of life and opportunities for Asian Americans and Pacific Islanders (AAPI) through increased access to, and participation in, Federal programs in which they may be underserved. In addition, each executive department must work to advance relevant evidence based research, data collection and analysis of AAPI populations and subpopulations.

Under the leadership of Secretary Hilda Solis, DOL is committed to assisting all communities, including AAPIs, through a simple and straightforward vision of *Good Jobs for Everyone*. Central to the Secretary's vision is the idea that all people should have an opportunity to find and keep good jobs and that good jobs exist in fair and diverse workplaces. DOL has developed an inclusive outreach strategy to ensure that all workers are aware of and have access to its programs. Consequently, DOL is directing resources and efforts to engage the most vulnerable workers across the country.

Contrary to the model minority myth, over two thirds of AAPIs are foreign born, and approximately a third of the population are limited English proficient, providing unique obstacles to effectively accessing government resources and programs.¹ Although AAPIs possess some of the lowest unemployment rates among all racial groups, AAPI workers experience disproportionately longer periods of unemployment.² AAPIs in the service industry have experienced the fastest growth in the past decade, contributing to an increase in low wage workers in a community where close to 11 percent live below the poverty line.

In response to these unique circumstances, Secretary Solis developed a targeted engagement strategy intended to broaden the scope of DOL's outreach. The Department of Labor is one of the few agencies that have a dedicated staff member whose responsibilities include engagement with AAPI stakeholder organizations. This led to a roundtable discussion between Secretary Solis and community leaders on challenges faced by AAPI workers in high-risk and low-wage industries. Similarly, in the aftermath of the Gulf Coast oil spill, Secretary Solis traveled to Louisiana and met with fishers from the Gulf Region to demonstrate the Department's commitment to ensure health and safety for all workers. During the trip, the Secretary met with Vietnamese, Laotian, and Cambodian fisheries and coordinated a follow-up visit where several DOL Assistant

¹ American Community Survey, three-year estimates (2006-2008): Table B 16005D.

² <http://www.latimes.com/business/la-fi-asian-jobless-20100907,0,1053141.story>

Secretaries and senior officials received concerns about debt relief, language access, and health care for oil spill workers.

DOL's Mission

DOL's mission is to foster and promote the welfare of the job seekers, wage earners, and retirees of the United States by improving their working conditions, advancing their opportunities for profitable employment, protecting their retirement and health care benefits, helping employers find workers, strengthening free collective bargaining, and tracking changes in employment, prices, and other national economic measurements. In carrying out this mission, DOL administers a variety of Federal labor laws including those that guarantee workers' rights to safe and healthful working conditions; a minimum hourly wage and overtime pay; freedom from employment discrimination; unemployment insurance; and other income support.

DOL has identified its Strategic Goals, all of which touch the lives of AAPI workers and families. The Strategic Goals are:

- Prepare workers for good jobs and ensure fair compensation.
- Ensure workplaces are safe and healthy.
- Assure fair and high quality work-life environments.
- Secure health benefits, and for those not working, provide income security.
- Produce timely and accurate data on the economic conditions of workers and their families.

For each strategic goal, DOL agencies are working to accomplish measurable outcomes through a variety of projects and initiatives. Individually and collectively, DOL agencies are working to ensure that all communities, including AAPI workers and their families, have access to good jobs. The next section highlights projects and initiatives as they relate to the AAPI community.

OVERVIEW OF PROJECTS AND INITIATIVES

Office of the Assistant Secretary for Administration & Management

Office of the Assistant Secretary for Administration & Management (OASAM) provides the infrastructure and support that enables the Department of Labor to perform its mission. OASAM provides leadership and support for Departmental business operations and procurement; budget and finance; information technology; human resources, diversity, and civil rights; security and emergency management; and strategic planning.

DOL Employment Profile

As part of the Secretary’s commitment to diversity, DOL agencies continue to monitor their representation rates and hiring data to ensure broad representation of all groups. Of DOL’s 16,208 employees, 858 (5.3%) are AAPIs. Of the 168 employees in the Senior Executive Service, 5 (3.0%) are AAPIs. Of the 2,433 employees in supervisory positions, 82 (3.4%) are AAPIs. The total number of DOL professionals is 3,480 and 209 (6.0%) are AAPI. The table below further illustrates DOL’s AAPI employment profile.

Pay Plan	Grade	Asian/PI					
		Total	Admin	Clerical	Other	Prof	Tech
ES	00	5	5				
AL	02	1				1	
EH	00	1	1				
GS	04	1			1		
GS	05	28	9	6	4		9
GS	06	19		4			15
GS	07	62	19	5	4	11	23
GS	08	5		2			3
GS	09	85	57	1	2	23	2
GS	11	64	53		2	9	
GS	12	284	196		20	68	
GS	13	159	109		3	47	
GS	14	107	67	0	1	39	
GS	15	36	26	0	0	10	
SL	00	1				1	
Total		858	542	18	37	209	52

Concrete examples of the Department’s AAPI employment profile includes:

- The Department has several AAPI individuals serving in key leadership positions, including but not limited to, Patricia A. Shiu, Director of DOL’s Office of Federal Contract Compliance Programs (OFCCP); Philip Tom, Director of DOL’s Faith-based and Neighborhood Partnership; Betsy Kim, Director of DOL’s Office of the

Executive Secretariat; and Paul Igasaki, Chair & Chief Judge of the Administrative Review Board.

- On behalf of DOL, the Civil Rights Center's Office of Diversity Management (ODM) recruits AAPI candidates for employment at national conferences and career fairs targeted to members of the AAPI community. CRC's Operating Plan for FY 2011 indicates that CRC staff will spend 2300 contact hours with attendees at diversity events, including AAPI events.
- The Employee Benefits Security Administration (EBSA) recruits for programs serving the AAPI community and other populations through a variety of initiatives including the Student Career Employment Program (SCEP) and the Federal Career Intern Program (FCIP). During fiscal year 2009, EBSA hired a significant number of AAPI individuals for permanent positions using the normal application and hiring process. AAPIs represented 14.3 % of permanent hires for EBSA critical occupations in FY 2009.

Civil Rights Center (CRC):

Organizationally located within OASAM, the Civil Rights Center (CRC) ensures nondiscrimination and equal opportunity (EO) for two primary populations: employees of, and applicants for employment with, DOL; and individuals served by the nation's workforce development system (including the Job Corps program). CRC also administers DOL's Affirmative Employment and Special Emphasis programs.

Special Emphasis Program. To celebrate AAPI Heritage Month in May 2010, Secretary of Labor Hilda Solis led a talk show-style panel that discussed issues relevant to the AAPI community with AAPI persons in key leadership positions throughout the Federal government. The Department, led by CRC, intends to plan and promote similar activities to celebrate AAPI Heritage Month in 2011.

Workforce Development Programs. CRC enforces the laws that require nondiscrimination and equal opportunity in the nation's workforce development system, with a primary focus on Section 188 of the Workforce Investment Act (WIA) and its implementing regulations. These laws require covered recipients of certain types of Federal financial assistance to ensure that all workers have an equal opportunity to receive aid, benefits, services, or training, and to compete for jobs within the workforce system, without being subjected to discrimination on various protected bases, including race/ethnicity and national origin.

The regulations implementing WIA Section 188, which were published and are enforced by CRC, explicitly require covered recipients to take three types of actions that are consistent with this White House Initiative:

- Conduct outreach to various protected communities, including racial and ethnic groups such as AAPIs.

- Provide services and information in appropriate languages other than English. By gathering demographic data and conducting assessments, recipients of Federal financial assistance are required to identify which languages are used by a significant number or proportion of people eligible to be served, or likely to be directly affected by their programs and activities. Even where a particular language is not used by a significant number or proportion, the regulations published and enforced by CRC require recipients to “make reasonable efforts to meet the particularized language needs” of limited-English-speaking individuals, including AAPIs, who seek services or information. This requirement is vitally important to ensuring that AAPI persons have a meaningful opportunity to participate in Federally-assisted workforce development programs and activities, given that, as the Introduction to the report’s Executive Summary notes, approximately one-third of AAPIs in the U.S. have limited English proficiency.
- Collect and analyze demographic data regarding customers, applicants, and employees of entities within the nation’s workforce development system, to determine whether systemic discrimination is taking place against members of various protected groups, including AAPIs.

CRC’s two worker-protection offices enforce these and other legal requirements by conducting compliance reviews of covered entities and by investigating and issuing determinations on discrimination complaints filed with CRC. These offices also provide training and technical assistance on the legal requirements for internal and external stakeholders and other interested parties.

CRC is currently in the midst of compliance reviews of the workforce development systems of four different States, focusing on compliance with the regulatory requirements for data collection and analysis. Two of these States are among the ten States identified in the 2000 Census as having the largest AAPI populations.

The relevant regulatory provisions mandate that where a statistical analysis identifies significant differences in the success rates of members of a particular protected group, such as AAPIs, the State must investigate to determine whether the differences are caused by systemic discrimination against that group. In its compliance reviews, CRC intends to evaluate the sufficiency of the States’ statistical analyses by conducting its own analyses of the raw data collected by each State. Initial compliance review reports are due to be completed by the end of October 2010. CRC will conduct similar reviews of four additional States during FY 2011.

To help covered entities understand how to meet their legal obligations to provide services and information to LEP persons in appropriate languages, and to conduct outreach to the AAPI community, CRC proposes one or more webinars for Equal Opportunity (EO) Officers and other interested stakeholders throughout the workforce system, to explain the relevant regulatory requirements, and to showcase the policies and practices of States and Local Workforce Investment Areas (LWIA) that have provided

outstanding language services to AAPI persons, or have had notable success in working with individuals and organizations within that community. CRC also plans to devote one or more workshop sessions on these topics at its 22nd Annual National Equal Opportunity Training Symposium, to be held during the fourth quarter of FY 2011.

Also with regard to language access, the WIA nondiscrimination regulations require recipients to distribute the WIA “Equal Opportunity is the Law” Notice in specified ways to members of various stakeholder groups and the general public. During FYs 2009 and 2010, to aid recipients in providing the Notice to LEP persons, CRC surveyed State EO Officers to identify the languages other than English that are most frequently used in the communities served by their workforce development systems, and translated the Notice into the top eleven non-English languages. Six of those languages are Asian languages: Cambodian, Chinese, Hmong, Korean, Laotian, and Vietnamese. These translations are available on CRC’s website. CRC proposes to identify and translate other documents vital to understanding its external enforcement programs.

Employment & Training Administration

ETA contributes to a more efficient functioning of the U.S. labor market by providing high quality job training, employment, labor market information, and income maintenance services primarily through state and local workforce development systems. Many of the services are provided through a diverse set of grant programs, several of which are highlighted below.

Workforce Investment Act (WIA): WIA adult, dislocated worker and youth formula programs provide job training, employment, education, and labor market information in state and local communities that serve the broadest range of individuals, including public assistance recipients, Unemployment Insurance claimants, veterans, people with disabilities, dislocated workers, migrant and seasonal farmworkers, Indian and Native Americans, and workers age 55 or older. The WIA adult program provides employment and workforce development services to adults, primarily low-income adults, to increase their incomes through increased occupational and related skills acquisition. Individuals receiving public assistance or other low income individuals are to receive priority for adult program supported intensive and training services in the event that a local area’s funds for adult employment and training activities are limited. The dislocated worker programs provide services to help laid-off workers quickly become reemployed, including occupational and academic or basic skills as needed. The youth program provides employment and education services to eligible low-income youth, ages 14 to 21, who face barriers to employment. The program serves youth with disabilities and low literacy rates as well as others who may require additional assistance to complete an educational program or enter employment.

Senior Community Service Employment Program (SCSEP): The Senior Community Service Employment Program (SCSEP), authorized as Title V of the Older American Act, is a community service and work-based program for older workers. SCSEP

provides subsidized, service-based training for low-income persons 55 or older who are unemployed and have poor employment prospects. Participants have access to both SCSEP services and other employment assistance through One-Stop Career Centers. ETA makes grant awards to national nonprofit organizations and units of state and territorial governments, currently 18 national nonprofit organizations and 56 governmental units. Among the funds appropriated, the Secretary reserves an amount for national public aging organizations with the ability to provide community service employment and other authorized activities that may benefit AAPI individuals. In addition, other state and national SCSEP grantees routinely recruit and serve an additional number of AAPIs in their service area.

YouthBuild: The YouthBuild program provides job training and educational opportunities for at-risk youth ages 16 to 24, while constructing or rehabilitating affordable housing for low income or homeless families in their own neighborhoods. Youth split their time between the construction site and the classroom, where they earn their GED or high school diploma, learn to be community leaders, and prepare for college and other postsecondary training opportunities. YouthBuild grantees are competitively selected through grant competitions that are generally held every two years. Grantees receive three-year grants with the expectation that most funds will be used in years one and two, with a small portion reserved for year three to support follow-up activities for youth who have successfully exited the program in year two. Notably, the City of Honolulu YouthBuild program primarily serves Native Hawaiian or Other Pacific Islanders. From October 15, 2007 through June 30, 2010, Honolulu YouthBuild served 95 participants, of which 64 (67%) were AAPIs.

Job Training for Employment in High Growth Industries Initiative: The Job Training for Employment in High Growth Industries Initiative employs targeted education and skills development resources toward helping workers gain the skills they need to build successful careers. The initiative engages business, education, and the workforce investment system for the development of integrated solutions to the workforce challenges facing high-growth industries.

Community-Based Job Training Grants (CBJTs): Community-Based Job Training Grants seek to strengthen the role of community colleges in promoting the U.S. workforce's competitiveness. The competitive grant program does this by building the capacity of community colleges to train workers in skills required to succeed in regionally based high-growth, high-demand industries and occupations. In Fiscal Year 2010, the Career Pathway Innovation Fund replaced the Community-Based Job Training Grants, focusing on career pathway programs to help a diverse group of participants.

Job Corps: The Job Corps is an intensive, primarily residential education and career technical training program for low-income, at-risk youth ages 16-24. Most students in the program live in dormitories at one of 124 Job Corps centers nationwide. Job Corps students receive on-the-job career training in more than 100 occupational areas and can earn a high school diploma or GED. Job Corps training and education, as well as other services such as health care, meals, lodging, and recreational activities, are all offered at

no cost to the students of their families. Of particular note is the Hawaii Job Corps Center, and its satellite, that serves students primarily from the Hawaiian Islands, Federated States of Micronesia, Republic of the Marshall Islands, Palau, American Samoa and the Northern Mariana Islands.

Unemployment Insurance (UI): The Federal-state Unemployment Insurance program, governed by the Federal Unemployment and Tax Act and Title III of the Social Security Act (SSA), provides temporary, partial wage replacement to unemployed workers who are between jobs and helps to stabilize local economies where layoffs have occurred, as well as the national economy. The program is a lifeline for unemployed workers providing them with income support when work is impossible to find.

Snapshot of Total AAPIs Served by Selected ETA Workforce Programs

Program	Total Population Served ³	Number of AAPIs Served	AAPIs as a percent of Total Served	Period covered by data	Funding
WIA Adults	849,738	22,217	2.8%	PY 2008 WIASRD Data Book as of 1/19/2010 (Exiters from April 2008 to March 2009)	\$849 million
WIA Dislocated Workers	293,614	12,454	4.7%	PY 2008 WIASRD Data Book as of 1/19/2010 (Exiters from April 2008 to March 2009)	\$1.3 billion
WIA Youth	115,083	2,345	2.1%	PY 2008 WIASRD Data Book as of January 19, 2010 (Exiters from April 2008 to March 2009)	\$924 million
SCSEP	103,986	4,001	3.8%	PY 2009 (7/1/2009 – 6/30/2010)	\$759 million
High Growth Industries Initiative	93,689	3,327	3.5%	Active grantees through 3/31/10	\$33.9 million for active grants awarded in PY 2006-PY 2009
CBJTG	157,982	3,620	2.3%	Active grantees through 3/31/10	\$311 million for Rounds 2, 3, 4. PY 2006-PY 2008
Job Corps	59,840	1,498	2.5%	PY 2009 Job Corps Executive Information System (EIS), Population (Enroll), 12/7/2010	\$1,708 billion in FY 2010

The Unemployment Insurance program captures data on Asian Americans separately and does so collectively with respect to Native Hawaiian or Other Pacific Islanders. The

³ Data reflects number of participant exits for WIA Adults, Dislocated Workers, and Youth.

average monthly level of regular state Unemployment Insurance Claimants in each category is reflected in the table below:

2007 – 2010 Unemployment Insurance - AAPI Claimants Served

12 months ending June of year listed	Total UI Claimants Served	Asians	Native Hawaiians and Other Pacific Islanders
2010	5,198,028	141,183 (2.7%)	19,206 (0.4%)
2009	4,791,079	131,067 (2.7%)	16,624 (0.3%)
2008	2,728,657	63,908 (2.3%)	9,631 (0.4%)
2007	2,463,265	57,630 (2.3%)	9,847 (0.4%)

ETA formula funding allocations for WIA adult, dislocated worker and workforce information programs include one state and four U.S. territories in which AAPIs comprise a majority or plurality of the population, shown in the table below.

Allocations to Majority-AAPI States and Territories

Program/State	Funding
WIA Adults/Hawaii	\$2.4 million
WIA DW/Hawaii	\$1.5 million
Wagner-Peyser/Hawaii	\$2.6 million
WI Grants/Hawaii	\$324,368
WIA Adults/American Samoa	\$122,595
WIA DW/American Samoa	\$208,423
WIA Adults/Guam	\$997,885
WIA DW/Guam	\$1,696,508
WI Grants/Guam	\$ 92,899
WIA Adults/Northern Marianas	\$369,268
WIA DW/Northern Marianas	\$627,794
WIA Adults/Palau	\$75,000
WIA DW/Palau	\$127,508

* For Hawaii, included Wagner-Peyser employment service funding data.

Employee Benefits Security Administration

The mission of EBSA is to assure the security of the retirement, health and other workplace related benefits of American workers and their families. EBSA accomplishes this mission by developing effective regulations; assisting and educating workers, plan sponsors, fiduciaries and service providers; and vigorously enforcing the law. EBSA's programs protect the economic security of all individuals who participate in employment based benefit plans.

Although EBSA does not focus its regulatory and enforcement programs on specific groups, the agency has a number of educational and assistance activities that target the AAPI community. These activities include: (1) conducting outreach activities in the AAPI community geared towards educating this community about EBSA's mission and their rights under Employee Retirement Income Security Act (ERISA); (2) ensuring that research is conducted to identify pension and health benefits issues affecting the AAPI community; and (3) providing employment opportunities to qualified AAPI candidates.

Through its participant assistance function, EBSA has responded to 50 individuals during fiscal year 2010 that required translation services for languages spoken within the AAPI community. These inquiries required EBSA Benefits Advisors to provide technical guidance and assistance in the Mandarin, Cantonese, Vietnamese, Korean, Japanese, Hindi, Tagalog, Khmer, and Bengali languages.

Consistent with the Executive Order requirement that Federal agencies conduct research into issues affecting the AAPI community, EBSA has conducted research on pension and health issues as related to members of the AAPI community. A summary highlight of recent findings shows:

- Approximately 50 percent of AAPI workers in the U.S., age 22 and older, have access to a retirement plan through their employer.
- Approximately 40 percent of employed AAPI workers, age 22 and older, participate in a retirement plan through their employer.
- Approximately 79 percent of employed AAPI workers, age 22 and older, have access to health insurance through an employer, and approximately 54 percent enroll.
- The complete research results, which also show a comparison among other racial or ethnic groups, are available upon request.

Occupational Safety and Health Administration

The Occupational Safety and Health Administration (OSHA) 's mission is to ensure safe and healthful working conditions for working men and women by setting and enforcing standards and by providing training, outreach, education and assistance.

OSHA has implemented a robust outreach strategy to engage with vulnerable worker populations, including members of the AAPI community, and provide them with information about workplace hazards, health and safety rights in the workplace, and how to exercise those rights. OSHA has sought to forge and broaden avenues of communication and partnership with AAPI worker communities by: (1) translating materials into key AAPI languages, (2) funding vulnerable worker training through our Susan Harwood grants, (3) planning and holding regional summits and conferences with vulnerable worker community stakeholders, (4) focusing formal Alliances and informal partnerships on vulnerable worker engagement; and (5) proactively engaging with AAPI community stakeholders in the context of DOL's response to the Deepwater Horizon Oil Spill in the Gulf States:

(1) OSHA has translated a range of official materials, including fact sheets, brochures and other guidance into Vietnamese and Korean at the national level. In addition, OSHA has translated materials on fall protection in construction and scaffold safety into Mandarin Chinese for dissemination through a new regional alliance to Chinese-American workers in Philadelphia.

(2) This year OSHA's Susan Harwood Training Grant Program provided funding to an unprecedented number of community and locally based organizations, including many representing Asian Americans and Pacific Islanders. This funding assists organizations in providing safety and health training to workers in high risk industries.

(3) On April 14-15, 2010, OSHA convened a National Action Summit for Latino Worker Health and Safety in Houston. Although initially focused on Latino workers, the dialogue addressed critical issues for vulnerable worker populations in general, including AAPI workers. Since then, OSHA has met and engaged substantively with over 100 community and faith-based organizations, unions, employers, and many other nonprofit organizations at the local, regional and national levels. OSHA regional offices have conducted scores of educational programs and summits, and provided extensive compliance assistance to vulnerable worker populations. In addition, a number of AAPI-specific follow up summits at the Regional level are planned for 2011-2012.

(4) OSHA has sought to forge Alliances and collaborations to engage with vulnerable, at risk worker populations, including AAPI workers. OSHA's alliances and partnerships with consulates, industry groups and community organizations are a critical avenue for translating material, educating workers,

providing compliance assistance to small businesses, and generating dialogue with key stakeholders. One key example is a new Alliance being formed between OSHA's Philadelphia Area Office and the Fujian Association. The main goal is to provide Fujian Association members and others from the Philadelphia Chinese-American working community with information and education on identifying workplace hazards and means of prevention. The focus of this training is hazards in the construction industry, specifically fall and electrical issues. Falls are the leading cause of worker deaths in the construction industry.

(5) As part of DOL's response to the Deepwater Horizon Oil Spill in the Gulf States, OSHA stationed safety and health professionals throughout the Gulf Region, visiting worksites daily to ensure that employers protected oil spill response cleanup workers from health and safety hazards. OSHA conducted over 4,000 site visits to clean up work sites, both on shore and on the boats. Over the course of the oil spill response effort, OSHA distributed 50,000 health and safety publications in three languages, including Vietnamese, to workers in the Gulf. As an integral part of this cleanup response, OSHA conducted robust outreach to community-based organizations representing the AAPI community in the Gulf region, and has since continued building and expanding these relationships. OSHA's Region 6 has arranged to meet with the following groups at least once per quarter or as needed based on local events and activities: National Association of Asian American Professionals (Houston, Texas); The Information Group for Asian American Rights –TIGAAR (Houston, Texas); Vietnamese American Association, Inc. (Oklahoma City, Oklahoma); Mary Queen of Vietnam Church (New Orleans, Louisiana); Vietnamese Mutual Assistance Association Dallas, Inc. (Dallas, Texas); Lao American Association (Houston, Texas); Korean American Professionals Network (Dallas, Texas); Hmong American Center (Arlington, Texas); Cambodian Network Council (Austin, Texas); The Boat People SOS (New Orleans, Louisiana).

Women's Bureau

Women in the workforce are vital to the nation's economic security. The Women's Bureau develops policies and standards and conducts inquiries to safeguard the interests of working women; to advocate for their equality and economic security for themselves and their families; and to promote quality work environments.

The Women's Bureau (WB) recognizes that women in the workforce are vital to the nation's economic security and works to assist women of all ages, races, and ethnicities; women veterans who are homeless; women with disabilities; and women in low-income and under-served communities achieve economic security.

The Women's Bureau's High Priority Performance Goals (HPPGs) are as followed:

1. Promoting good jobs for women, especially “green” jobs, non-traditional jobs and Science, technology, engineering, and math (STEM) occupations;
2. Narrowing the wage gap between men and women;
3. Promoting workplace flexibility; and
4. Improving services for homeless women veterans.

WB’s projects and initiatives in furtherance of its HPPG that are designed to serve the AAPI community include:

- Working closely with the National Asian Pacific Center on Aging (NAPCA) by sharing information about issues affecting older women and the services that are needed in order to bring immigrant women into the workforce. NAPCA’s mission is to serve as the nation's leading advocacy organization committed to the dignity, well-being, and quality of life of Asian Pacific Americans (APA) in their senior years. NAPCA receives funding from DOL and other Federal agencies for their Senior Community Service Employment Program which provides training to senior APA. WB has assisted with locating space for such training classes and coordinated NAPCA financial literacy training in four Asian languages.
- Collaborating on issues such as work-place flexibility with the U.S. Pan Asian American Chamber of Commerce and the Greater Dallas Asian-American Chamber of Commerce.
- Working with the Non-profit Assistance Center (NAC) which is responsible for assisting refugee organizations and the TANF Mutual Assistance Agencies with locating grant funds from Federal, state, local, and non-profit organizations. Funds are used for English classes, citizenship studies, housing assistance, and social services customized to meet differing cultural needs. WB outreach to NAC staff covers a range of refugee women issues such as domestic violence, employment and apprenticeship opportunities.
- Working collaboratively with the Asian Pacific Directors Coalition (APDC), an organization of Asian American and Pacific Islander directors of social service organizations, workforce development programs, public schools, city agencies, state agencies, and local AAPI grassroots organizations. The WB regularly attends APDC meetings to provide information about DOL initiatives and working women issues, as well as gather information on issues affecting the AAPI communities.
- Co-hosted an event for AAPI hurricane survivors who temporarily relocated to the Dallas area with the Dallas, Fort Worth Chapter of the Korean American Coalition.

- Engaged AAPI women as mentors for the WB financial literacy education program.
- Engaged the Vietnamese Culture and Science Association and Vietnamese Team Work of Houston, Texas in the *GEMSET* (Girls e-Mentoring in Science, Engineering, and Technology) Program.

The Bureau will continue to support the Secretary's vision of *good jobs for everyone* by developing policies and standards and conducting inquiries to safeguard the interests of working women; advocate for their equality and economic security for themselves, and their families; and promote quality work environments.

Office of Federal Contract Compliance Programs

The purpose of the Office of Federal Contract Compliance Programs (OFCCP) is to enforce, for the benefit of job seekers and wage earners, the contractual promise of affirmative action and equal employment opportunity required of those who do business with the Federal government.

OFCCP enforces Executive Order 11246, Section 503 of the Rehabilitation Act of 1973, the affirmative action provisions of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, and the implementing regulations. As amended, these three laws ban Federal contractors and subcontractors from discriminating in employment and require that they take affirmative action to ensure that applicants are employed, and employees are treated equally, without regard to their race, color, religion, gender, national origin, disability, or status as a protected veteran.

OFCCP enforces its equal employment opportunity laws primarily through compliance evaluations of the Federal contractors' and subcontractors' personnel policies and procedures and through complaint investigations. When a compliance evaluation or complaint investigation discloses evidence of discrimination or a failure to develop or implement affirmative action requirements in good faith, the regulations require OFCCP to attempt to resolve the violations with a negotiated conciliation agreement. If a matter is not resolved through conciliation agreement, OFCCP may refer the matter to the Office of the Solicitor of Labor, which is authorized to institute administrative enforcement proceedings.

A review of complaints for FY 2005 through FY 2010 revealed that in almost all of the complaints where AAPI status was identified as a basis for complaint, more than one basis was identified as part of the complaint.

AAPI complaints were between 2% and 3% per year from FY 2005 through FY 2010. Of the cases where AAPI was entered as a basis for the complaint, 67% of those cases were referred to EEOC; 20% were closed for other reason, including referral to another appropriate Federal agency; and 10% were forwarded to the appropriate OFCCP district office for investigation of the allegations.

Two percent of the OFCCP compliance evaluations and complaints where discrimination was remedied with a financial settlement involved AAPI victims. Because there are cases where discrimination is found and remedied within the general category of minority status and the specific racial composition of the class is not recorded; it is possible that there were AAPI victims in other financial cases.

Wage and Hour Division

The Wage and Hour Division's (WHD) mission is to promote and achieve compliance with labor standards to protect and enhance the welfare of the Nation's workforce.

WHD enforces Federal minimum wage, overtime pay, recordkeeping, and child labor requirements of the Fair Labor Standards Act (FLSA). WHD also enforces the Migrant and Seasonal Agricultural Worker Protection Act, the Employee Polygraph Protection Act, the Family and Medical Leave Act, wage garnishment provisions of the Consumer Credit Protection Act, and a number of employment standards and worker protections as provided in several immigration related statutes. Additionally, WHD administers and enforces the prevailing wage requirements of the Davis Bacon Act and the Service Contract Act and other statutes applicable to Federal contracts for construction and for the provision of goods and services.

Several WHD projects and initiatives that specifically target AAPI workers are highlighted below:

Compliance Outreach to the Asian Community and Hispanics (COACH): WHD's Northern New Jersey Office launched the COACH initiative in FY 2004 to increase public awareness and knowledge of WHD laws and services among the AAPI and Hispanic communities, as well as new and small businesses. Through the annual COACH program, WHD visits and works directly with AAPI and Hispanic employers and workers who traditionally have been reluctant to seek the Department's services. Since FY 2004, the COACH initiative has endeavored to introduce potentially marginalized employers and employees to applicable wage and hour laws, publications and the many programs and services available through DOL. Since FY 2007, the COACH initiative has tailored its educational focus on an organizational level by reaching out to AAPI and Hispanic community-based organizations. The impetus for this approach is the concept that a broad compliance assistance effort in partnership with other governmental agencies, ethnic, cultural and faith based groups, professional and workers' organizations will allow WHD to improve compliance among employers and educate employees who have a traditional reluctance to use governmental services. WHD's COACH program continues to employ innovative ways to increase awareness of WHD programs and ensure compliance among AAPI and Hispanic employers and workers. Activities directly reach over 25,000 individuals each year.

Rapid Employee Assistance in Chinese Hotline (REACH): Launched in March 2004, the Rapid Employee Assistance in Chinese Hotline (REACH) initiative offers a Chinese language hotline in New York City for Chinese-speaking workers who have questions pertaining to employment laws and practices. During non-business hours, a recording instructs callers to leave a message in Cantonese, Mandarin or Fujianese, and a Chinese-speaking investigator promptly responds and provides assistance. In addition to this hotline, WHD works with Chinese employment agencies serving the New York City area

to provide Chinese-speaking job seekers with information regarding their rights under the FLSA, reinforced through posters and wallet-sized cards written in Chinese language.

“We Can Help”: The national public awareness campaign of WHD was launched by the Secretary of Labor in April 2010 and serves to help connect America’s most vulnerable and low-wage workers with the broad array of services offered by WHD and DOL. Across the country, the initiative collaborates with local worker advocacy and interfaith organizations to enhance WHD’s presence and establish a new framework for improved in-person assistance to workers and their advocates seeking services. Through the use of multi-lingual posters, public service announcements, and other materials, WHD is renewing its emphasis on reaching and assisting workers who are often reluctant to use the services of the government. Currently, campaign materials have been translated in Chinese, Korean, Thai, Vietnamese, Hmong, and Tagalog.

TIGAAR (The Information Group for Asian American Rights): WHD’s Houston office launched the TIGAAR initiative in July 2003 with the goal of increasing compliance with the FLSA and improving public awareness of employment laws among AAPI communities. Between 2004 and 2008, the Houston office conducted 68 outreach events. Fifty-seven of these events occurred between 2006 and 2008 and impacted over 485,840 workers.

While TIGAAR is primarily a compliance assistance initiative, WHD has completed 17 investigations under the program with findings of \$209,817 in back wages due to 150 Asian-American employees. This is an average of \$1,398 for each employee affected.

Western Region’s AAPI Initiative: WHD’s Western Region launched the AAPI program in 2007 coordinated out of the Los Angeles District Office. The primary goal is to increase compliance and awareness of WHD laws among AAPI communities in the region. The initiative consists of outreach and strategic enforcement which includes providing compliance assistance to the AAPI communities and enforcement efforts in low wage industries by all offices. The region focuses on education and outreach efforts to businesses and workers in the AAPI communities through partnerships, presentations, community organizations, radio spots, public events and translation of compliance materials. Another goal of the initiative is to educate non-English speaking employees and employers on Wage and Hour laws by providing resource materials in their native language. As such, “We Can Help” outreach materials and other fact sheets have been translated in Chinese, Korean, Thai, Vietnamese, Hmong, and Tagalog.

The program also focuses on collaborative relationships with different Asian Consulates, community-based organizations, advocacy groups and chambers of commerce to promote compliance and disseminate translated materials. Outreach activities have included events with different Asian Consulates, Asian and Pacific Islanders with Disabilities of California, Thai Community Development Center, Chinatown Service Center, Thai Chamber of Commerce of Los Angeles, Korean Chamber of Commerce, Organization of Chinese Americans, Chinese New Comers Association, Samoan Community Service Center, Tongan Community Service Center and Pilipino Workers Center. WHD has

established contacts with officials from the Royal Thai Consulate, Consulate General of Republic of Korea, Consulate General of People's Republic of China and Philippine Consulate in the Los Angeles area. Regular meetings have produced discussion on the community impact of the AAPI program, distribution of compliance assistance materials, development of a collaborative program on human trafficking, and assisting in locating workers for back wages and witnesses on litigation cases. Through these collaborative partnerships, the Consulates are assisting the agency to promote WHD laws by posting the DOL website link on its webpage and distributing fact sheets as well as the "We Can Help" materials in their lobby.

A Regional Resource Database was developed to capture community-based organizations, worker advocacy groups, associations, Consulates and media groups that service AAPI immigrants in the Western Region. Throughout the years, gaining compliance was severely limited due to language barriers encountered by offices in this region on investigations. Given the challenges and limited resources, the Western Region leverages its language resources to address the needs of the AAPI communities. Specifically, the Western Region developed a language database and protocol to assist the region and the nation in tracking language needs and allowing offices to leverage their resources on investigations and compliance activities. Another component of the program is utilizing the media to publicize significant cases. The region has translated press releases in different languages to extend the reach of Asian media releases to other communities within the region and to other areas where similar enforcement issues are being addressed.

The program has yielded significant back wage findings considering that historically little or no complaints have been filed from these communities, and employees are reluctant to come forward with wage and hour issues. The program is also responsible for multi-mission activities and the sharing of resources to provide consistent support for AAPI businesses and workers.

Bureau of Labor Statistics

The Bureau of Labor Statistics (BLS) mission is to collect, analyze, and disseminate essential economic information to support public and private decision-making. As an independent statistical agency, BLS serves its diverse user communities by providing products and services that are objective, timely, accurate, and relevant.

BLS is the principal Federal agency responsible for measuring labor market activity, working conditions and price changes in the economy. BLS produces a wide array of information about the U.S. work force as a whole as well as for specific groups, including women, minorities, and disadvantaged workers. The primary source of this information is the Current Population Survey (CPS), a monthly survey of 60,000 households. The most well known product from the CPS is the national unemployment rate, but the survey also provides data on employment, earnings, and hours worked. These data are available

by age, sex, race, Hispanic origin, marital status, family relationship, educational attainment, disability status, veteran status, and nativity (i.e., foreign born or native born).

The monthly Employment Situation new release reports employment and unemployment by race (e.g., White, Black, Asian), ethnicity, persons with disabilities, veterans, and the foreign born by sex, age, education, and marital status. Annual tabulations report finer racial detail (Native Hawaiian or Pacific Islander, American Indian and Alaska natives). In addition, a public-use file of survey responses is made available every month to allow outside researchers to conduct their own analyses.

Office of Congressional and Intergovernmental Affairs

The Office of Congressional and Intergovernmental Affairs (OCIA) promotes the "Good Jobs for Everyone" principles to policymakers both in Washington and throughout state and local governments. OCIA assists the Secretary, Deputy Secretary, agency heads, and departmental staff to develop effective programs and strategies to achieve the Department's legislative goals and objectives. OCIA also coordinates with Departmental leadership to educate policymakers about the Department's programs and federal labor issues.

OCIA serves as the main liaison between DOL and the Congressional Asian Pacific American Caucus (CAPAC). By working closely with CAPAC, OCIA equips CAPAC with relevant information about DOL's programs that can be conveyed to their AAPI constituents. Examples of OCIA efforts to educate member of CAPAC about the Department's programs and federal labor issues includes:

- Arranging a meeting for Secretary Solis with CAPAC during which Secretary Solis highlighted DOL programs of importance to AAPIs. Key DOL Assistant Secretaries were also present to share information about their agencies.
- Arranging a meeting for OFCCP Director Patricia A. Shiu with Congressman Michael Honda (CA-15), Chair of CAPAC.
- Providing members of CAPAC frequent notifications on DOL activities.
- Transmitting the weekly DOL newsletter to CAPAC staff.
- Notifying CAPAC staff of relevant Solicitation of Grant Announcements (SGAs) as they become public, so that constituents may apply for funding opportunities.
- Keeping CAPAC staff abreast of Gulf Coast Oil Spill outreach activities and developments on the ground.
- Providing a broad summary all agencies' AAPI outreach in a letter to Chairman Honda and CAPAC Members.

OCIA also serves as a conduit to policymakers both in Washington and throughout state and local governments. In particular, OCIA has provided extensive briefings and technical assistance to Congressional members and State officials of Guam, Samoa, and the Commonwealth of the Northern Marian Islands (CNMI). On several occasions, OCIA arranged briefings for the staff of Representative Gregorio Sablan (Delegate-

CNMI). OCIA has met with Rep. Eni Faleomavaega (Delegate-American Samoa) to discuss National Emergency Grants. In April 2010, OCIA arranged a meeting for Secretary Solis with Representative Madeleine Bordallo (Delegate-Guam) to discuss the ongoing military base buildup and wage issues on Guam. Similarly, last year OCIA met with Guam Senator Matt Rector to discuss the military base buildup and wage issues.

In addition, OCIA met with CNMI Governor Benigno Fitial to discuss federal immigration laws and visa issues. OCIA also met with American Samoa Governor Togiola Tulafono on February 26, 2010, to discuss National Emergency Grants and other disaster assistance. Notably, American Samoa received an \$8.3 million National Emergency Grant in 2009.

OCIA also has Secretary Representatives that attend functions in the regions on behalf of DOL. For example, Alicia Villarreal, the Secretary's Representative in Los Angeles, recently represented DOL at the 15th Anniversary of the Thai Community Development Center.

Taken together, these various DOL projects and initiatives described above provide a snapshot into the Department's ongoing efforts to ensure that AAPI workers, and in particular workers with linguistic and cultural barriers, are integral to carrying out the Department's mission and Secretary Solis' vision of "Good Jobs for Everyone."

DOL’S STRATEGIC ACTIVITIES

The chart below describes several DOL initiatives that are intended to achieve the strategic goals described earlier as they relate to AAPI workers.

Strategic Goal 1: Prepare workers for good jobs and ensure fair compensation.

Objective 1.1: Assure skills and knowledge that prepare AAPI workers to succeed in a knowledge-based economy, including in high growth and emerging industry sectors like “green” jobs.

Strategic Activity	Timeframe	Driver/Contact Info	Performance Outcomes
<p>1. ETA programs assist a diverse group of individuals, including AAPIs, with job training and other employment-related services. We will determine the degree to which AAPIs are represented in the customer base of ETA programs by identifying states and/or local areas with the highest proportion of AAPIs in the workforce and measuring their participation in ETA programs, including WIA Title I, Wagner-Peyser (Employment Service), and selected discretionary grants.</p>	<p>4 months</p>	<p>ETA</p>	<p>Baseline assessment of AAPI participation rates in ETA programs.</p> <p>In addition to participation rates, ETA currently collects information on performance outcomes (Entered Employment Rate, Employment Retention Rate, and Average Earnings) and will continue to collect performance outcome information on AAPI individuals served.</p>
<p>2. Use findings from Strategic Activity #1 to conduct targeted outreach and engagement activities</p>	<p>12 months</p>	<p>ETA and Office of Public Engagement</p>	<p>a. Increase engagement of AAPI stakeholder organizations in DOL procurement opportunities, including</p>

<p>by leveraging DOL’s existing community-based networks, such as the National Coalition of Asian Pacific Americans and the National Coalition of Asian Pacific Americans for Community Development, to increase AAPI communities’ awareness of and participation in ETA-funded programs and One-Stop Career Center services. These outreach efforts will be coordinated on a departmental level (e.g. with OSHA, WHD, and WB) in order to maximize efficiency and effectiveness of targeted efforts.</p>			<p>competitive grant solicitations.</p>
<p>3. Identify, disseminate, and encourage replication of “promising practices” in engaging AAPIs in the public workforce system, with a particular emphasis on language access and cultural competency. ETA regional offices currently collect and catalogue such promising practices identified by state and local areas.</p>	<p>12 months</p>	<p>ETA and the Office of Public Engagement</p>	<p>a. Increased enrollment/participation of AAPIs in targeted ETA programs. It is important to note that grants are designed to serve all eligible participants.</p>

Objective 1.2: Increase workers' incomes and narrow wage and income inequality.

Strategic Activity	Timeframe	Driver/Contact Info	Performance Outcomes
1. Work in coordination with colleges, universities, and other entities to identify and provide internship and development opportunities to AAPI students.	Ongoing	Women's Bureau	a. Number of new hires for internship or other developmental opportunities (paid and/or unpaid).
2. Organize and host <i>Women's Inter-generational Dialogue</i> in ten regions.	WB will host 8 events in FY 2011	Women's Bureau	a. Women's Bureau will work with local community organizations to engage leaders and young women representing different demographic groups (e.g. African American, Latina, and AAPIs).
3. Publish and disseminate resources, including "A Woman's Guide to Green Jobs"	In FY 2011, WB will share the "Why Your Color is Green: A Woman's Guide to a Sustainable Career."	Women's Bureau	a. Prepare women across generations and socio-economic groups for the emerging green jobs sector, engineering, and math (STEM). b. Develop/maintain relationships with government, non-profit, private sector, and educational/training entities to facilitate dissemination of resources.
4. Ensure that States are conducting the analyses and investigations necessary to identify systemic	a. 2nd Quarter FY 2011	Civil Rights Center	a. Completion of four already-initiated compliance reviews.

discrimination against protected groups, including AAPIs, in the workforce system.	b. 4th Quarter FY 2011	Civil Rights Center	b. Initiation and completion of compliance reviews of four additional States.
5. Conduct webinars/workshops on requirements to conduct outreach to, and provide meaningful language access for, AAPIs.	a. 3rd Quarter FY 2011 b. 4th Quarter FY 2011	Civil Rights Center	a. Conduct at least one webinar. b. Present at least one workshop session at National Equal Opportunity Training Symposium.
6. Through “We Can Help” Campaign, make materials available in multiple AAPI languages, including Chinese, Korean, Thai, Vietnamese, Hmong, and Tagalog	Ongoing	WHD	a. Collaborate with local workers’ advocacy and faith-based organizations. b. Provide face-to-face assistance to workers and their advocates. c. Disseminated multilingual posters.

Strategic Goal 2: Ensure workplaces are safe and healthful.

Objective 2.1. Direct resources and effort to reach out to the most vulnerable and hard to reach workers.

Strategic Activity	Timeframe	Driver/Contact Info	Performance Outcomes
1. Engage in robust outreach to create partnerships and alliances to bring together OSHA staff, community based groups, employers and workers in the AAPI community to educate	a. 4 months b. 4 months	OSHA	a. Meet with regional and national staff to identify community based organizations that serve AAPI workers in high hazard industries. b. Develop outreach plan based on results of

<p>them on job hazards and mitigation strategies.</p>	<p>c. 12 months</p> <p>d. 24 months</p>		<p>meetings.</p> <p>c. Establish direct contact and create local partnerships alliances and working relationships with organizations that serve AAPI workers in high hazard industries.</p> <p>d. Hold regional education summits and meetings targeting AAPI workers and employers.</p>
<p>2. Producing and translating easily understood health and safety educational material on job hazards and prevention for workers and employers in the AAPI community.</p>	<p>a. 4 months</p> <p>b. 24 months</p>	<p>OSHA</p>	<p>a. Evaluate existing materials and programs, and identify translation needs.</p> <p>b. Produce and translate materials, including “We Can Help” materials, providing information about workers’ rights, employer responsibilities, and explaining key hazards and mitigation strategies in a number of AAPI languages.</p>
<p>3. Through OSHA’s only training grant program, continue to fund educational programs focused on educating workers and employers in the AAPI community.</p>	<p>a. 24 months</p>	<p>OSHA</p>	<p>a. Encourage organizations serving AAPI workers in high hazard industries to apply.</p> <p>Funding criteria will include outreach to AAPI community in high risk industries.</p>

Strategic Goal 3: Assure fair and high quality work-life environments.

Objective 3.1. Breaking down barriers to fair and diverse workplace.

Strategic Activity	Timeframe	Driver/Contact Info	Performance Outcomes
1. Produce publications and conduct a broad-based multi-media campaign on employment rights and women veterans.	12 months	Women’s Bureau	a. Promote workplaces free of discrimination/harassment for women, including the AAPI population.
2. Conduct a year-long comparative research on the occupational progression of AAPI women.	2 years	Women’s Bureau	a. Identify trends and issues facing the women among the AAPI population.
3. Conduct expanded outreach with and develop partnership with national and community-based AAPI organizations to publicize OFCCP’s role in protecting workers and enforcing the laws that require those who do business with the Federal government not to discriminate and to take affirmative action to ensure equal opportunity in employment for all job seekers and wage earners.	3 – 6 months	OFCCP	<p>a. In coordination with OFCCP’s national office, each of the six OFCCP regional offices will develop collaborative partnerships with one or more AAPI community-based organization(s) in the region. OFCCP’s outreach team will conduct briefings and other forms of outreach events with at least 10 national and 20 regional/state/local AAPI organizations.</p> <p>b. Increase awareness among AAPI workers about OFCCP’s mission and services through education campaign, including production of workers rights materials, outreach at community events and engaging AAPI leaders as stakeholders in OFCCP’s enforcement and regulatory efforts.</p>

			c. Increase the number of complaints received by OFCCP that are from AAPI workers or organizations.
4. Translate OFCCP’s authorities, compliance requirements, and complaint filing process into various AAPI languages.	3 – 13 months	OFCCP	<p>a. Afford members of the AAPI community meaningful access to OFCCP resources by translating materials including fact sheets, workers’ rights posters and program brochure into various AAPI languages (E.g. Vietnamese, Laotian, Chinese, Hmong, Tagalog, Korean, and Urdu.)</p> <p>b. Enhance AAPI workers’ understanding of the legal protections against employment discrimination in the Federal contracting workforce.</p>

Strategic Goal 4: Improve health benefits and retirement security for all workers.

Objective 4.1: Educating the public of their employment-based retirement benefits.

Strategic Activity	Timeframe	Driver/Contact Info	Performance Outcomes
1. Inform AAPI workers about their rights under Employee Retirement Income Security Act (ERISA).	FY 2011	EBSA	a. Translate basic informational flyer on protecting health and retirement benefits after job loss in the three most requested languages for assistance from the AAPI community (Chinese, Vietnamese and Laotian). Distribute flyers through the One-Stops, community centers and Rapid Response Teams.

			b. EBSA field staff will conduct 5 briefings with AAPI organizations to include local community center and business organizations.
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Strategic Goal 5: Produce timely and accurate data on the economic conditions of workers and their families.

Objective 5.1: Provide sound and impartial information on labor market activity, working conditions, and price changes in the economy for decision making, including support for the formulation of economic and social policy affecting virtually all Americans.

Strategic Activity	Timeframe	Driver/Contact Info	Performance Outcomes
1. The Bureau of Labor Statistics advances relevant evidence-based research, data collection, and analysis for the workforce as a whole as well as for specific race groups through the regular release of statistics from the Current Population Survey. The CPS provides a wide variety of information about employment, unemployment, earnings, and other economic indicators. Information for specific racial groups is included in BLS publications to the extent consistent with standards for data quality.	Ongoing	BLS	The Bureau of Labor Statistics will publish data from the Current Population Survey on a monthly basis.