

DEPARTMENT OF LABOR

2013 Agency Plan for the White House Initiative on Asian Americans and Pacific Islanders

Goal Area	Agency Objective	Strategic Activity	Benchmark(s)
Capacity Building	Create streamlined process to ensure appropriate funding opportunities reach AAPI communities.	OSHA to commit to include nail salon health & safety work as a targeted topic for Susan Harwood Grants.	By May 2013, include nail and hair salon hazards as a targeted topic for future Harwood grants awarded for FY 2013.
Capacity Building	Create streamlined process to ensure appropriate funding opportunities reach AAPI communities.	Determine whether AAPI population is proportionately served by DOL-funded programs.	By April 2013, overlay map of AAPI population with DOL-funded programs.
Capacity Building	Partner with Asian American Native American Pacific Islanders Serving Institutions (AANAPISIs).	Develop partnerships with AAPI serving entities to increase AAPI access to DOL grants and programs.	By May 2013, assess how DOL sub-agencies can increase AAPI populations' access to their grants and/or programs.
Capacity Building	Partner with Asian American Native American Pacific Islanders Serving Institutions (AANAPISIs).	Establish and continue to maintain relationships with various AAPI worker advocacy groups and business associations throughout the country.	FY 2013 and beyond.
Capacity Building	Improve access and increase technical assistance and outreach to better serve AAPI populations.	Develop outreach and technical assistance plans to allow greater access for AAPI-serving organizations to DOL WB programs and office services.	By September 30, 2013, conduct five outreach/technical assistance calls, Webinars, or other outreach sessions with at least five AAPI community-based organizations.
Data	Improve data disaggregation practices.	Identify existing agency programs that disaggregate data (e.g. BLS), and investigate the potential for replication to programs that do not.	Target 1: By June 2013, identify sub-agency as model for data disaggregation and sub-agencies that could benefit from replication of model. Target 2: By December 2013, implement replicated model across all applicable sub-agencies.
Data	Improve data disaggregation practices.	Evaluate efficacy of programs (e.g. EBSA research on AAPI pension and health care issues) using disaggregated data.	By December 2013, identify areas where efficacy of programs can be improved using disaggregated data and develop draft action plan.
Data	Improve researcher access to disaggregated data for the AAPI community.	Add a variable to the CPS (Current Population Survey) public use microdata file with seven detailed Asian subgroups (Asian Indian, Chinese, Filipino, Japanese, Korean, Vietnamese or other Asian ethnicities.)	Add a variable to the CPS January 2013 public use microdata file.

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Data	Improve data access and analysis on AAPI populations.	Identify sub-agencies whose recruitment of AAPIs is below the 9th Grade Labor Workforce Distribution and provide them with quarterly analysis of their recruitment pools to utilize in discussions of targeted AAPI outreach.	By January 2013, provide sub-agencies with low percentages of AAPI applicants with first quarterly report. By April 2013, provide sub-agencies with low percentages of AAPI applicants with report outlining the best recruitment practices of those agencies who have higher percentages of AAPIs.
Data	Improve data access and analysis on AAPI populations.	Provide sub-agencies with quarterly reports reflecting the onboard and separation data of AAPI employees to be utilized in creating retention strategies, as well as to understand reasons why AAPIs leave the Department.	By January 2013, provide sub-agencies with first quarterly report containing analysis of their respective onboard and separation data related to AAPIs.
Language Access	Improve delivery of services to LEP individuals, especially where LEPs directly access agency services.	Evaluate sub-agencies and geographic areas served to identify under-served AAPI, immigrant, or refugee communities that require direct access to agency resources.	Target 1: By December 2012, identify sub-agencies that work with under-served communities that require direct language access. Target 2: By December 2013, conduct in-language engagements (meetings, webinars, and etc.) in five AAPI languages.
Language Access	Improve delivery of services to LEP individuals, especially where LEPs directly access agency services.	Develop in-language materials, or replicate existing language access models (e.g. programs within WHD) to better serve these identified communities.	By December 2013, identify additional materials for translation into 9 AAPI languages.
Language Access	Improve delivery of services to LEP individuals, especially where LEPs directly access agency services.	Develop in-language materials (to reach AAPI community about agency programs)	Target 1: In FY 2013, ensure How To File A Complaint materials are available in Chinese, Vietnamese and Cambodian languages. Target 2: By September 30, 2013 , ensure 2 policy outputs, related to green jobs and women veterans programs, are available in 2 additional AAPI languages.

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Language Access	Improve delivery of services to LEP individuals, especially where LEPs directly access agency services.	Actively participate with agency LEP WG to ensure compliance with Executive Order 13166.	Target 1: In FY 2013, increase translated materials for appropriate AAPI languages by approximately 15%. Target 2: By September 30, 2013, increase the number of employers and workers that receive translated equal pay materials (in AAPI languages) by 20%.
Language Access	Improve delivery of services to LEP individuals, especially where LEPs directly access agency services.	Respond to individuals requiring translation services for assistance with retirement and health benefit questions or complaints.	Respond to individuals calling us needing translation services for assistance with their questions or complaints in person where possible and within one business day where not.
Language Access	Improve delivery of services to LEP individuals, especially where LEPs directly access agency services.	Conduct outreach to AAPI community to increase awareness of laws EBSA administers and the services the agency provides.	By the end of FY 2013, regional offices with a significant minority population, including AAPI, will conduct outreach with local community organizations.
Language Access	Improve delivery of services to LEP individuals, especially where LEPs directly access agency services.	Develop a translated publication providing an overview of the laws administered by the agency and the agency's services in appropriate and relevant translations in five languages.	Complete by the end of FY 2013.
Language Access	Improve delivery of services to LEP individuals, especially where LEPs directly access agency services.	Provide new publications and materials in various AAPI languages	Complete by the end of FY 2013.
Workforce Diversity	Increase pipeline for AAPI applicants to managerial and SES positions.	Strengthen plan to increase number of AAPIs in SES, or through partnership with Asian American Government Executive Network's (AAGEN) SES Development program.	By December 2012, outreach to AAGEN and Asian Pacific American Labor Alliance (APALA) to explore partnership opportunities.
Workforce Diversity	Increase participation rate of AAPIs in Student Pathways programs.	Develop recruitment partnerships with AANAPSI-designated colleges and universities.	By July 2013, have at least one partnership in each region in place with a local AANAPSI college/university.
Workforce Diversity	Provide employment opportunities to qualified AAPI candidates.	Strengthen plan to increase number of AAPIs in agency.	By the end of FY 2013, outreach to increase awareness of agency and employment opportunities.

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Agency-specific	Improve overall workplace health outcomes for AAPIs through outreach and education.	Continue to organize regional and local AAPI health/safety conferences and workshops in high-AAPI worker population regions.	Through the end of FY 2013, continue to organize AAPI conferences and workshops.
Agency-specific	Improve overall workplace health outcomes for AAPIs through outreach and education.	Publish low-literacy brochure on hazards of Toluene for nail salon workers.	By January 2013, complete Toluene brochure.
Agency-specific	Improve overall workplace health outcomes for AAPIs through outreach and education.	Update new webpages on nail and hair salon hazards.	By December 2012, update nail and hair salon websites.
Agency-specific	Improve overall workplace health outcomes for AAPIs through outreach and education.	Translate new publication on nail salon safety into Korean and continue to translate new materials into AAPI languages as necessary.	By December 2012, translate publications.
Agency-specific	Increase protection of immigrant workers and address relevant health and safety and wage and hour violations.	Co-host, with WHIAAPI, a community briefing on the exploitation of AAPI immigrant workers, and the enforcement of DOL's safety and health and wage and hour regulations.	Target 1: By December 2012, open dialogue with WHIAAPI and set potential date for summit. Reach out to APALA for their expertise on worker's rights, and whether there are unifying issues for AAPIs. Target 2: By December 2013, host summit.
Agency-specific	Increase protection of immigrant workers and address relevant wage and hour violations.	Protect vulnerable workers via enforcement initiatives in industries with a high proportion of AAPI workers such as: restaurants; garment manufacturing; gasoline stations; nail salons; and residential care.	FY 2013 and beyond.
Agency-specific	Increase protection of immigrant workers and address relevant health and safety violation and wage and hour violations.	Replicate the report produced by the Chief Economist's Office (CHECO) on AAPI workers during the economic recovery for underserved AAPI communities (e.g., Southeast Asians).	Target 1: By December 2012, compile statistics and information on underserved AAPI communities. Target 2: By March 2013, issue CHECO report on underserved AAPI communities.

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Agency-specific	Provide analysis on publicly available data, as well as describe the effects of economic indicators on the labor market as it relates to relevant groups.	Work with the Council of Economic Advisors (CEA) and WHAAPI office to replicate the 2011 AAPI in the Labor Force report.	<p>Target 1: By March 2013, compile statistics and information on underserved AAPI communities.</p> <p>Target 2: By May 2013, issue AAPI in the Labor Force report.</p>
Agency-specific	Provide analysis on publicly available data, as well as describe the effects of economic indicators on the labor market as it relates to relevant groups.	Work with the WHIAAPI office to create a webinar or blog during AAPI Heritage Month on the labor and economic situation of the community. CHECO created a similar blog last year for AAPI Heritage Month 2012 that was featured on the White House website.	<p>Target 1: By April 2013, compile statistics and information on underserved AAPI communities.</p> <p>Target 2: By May 2013, issue blog or webinar for public release during AAPI Heritage month.</p>