

# U. S. Department of the Interior Fiscal Year 2024 Annual Performance Report



*Image of Wonder Lake in Denali National Park. Photo credit National Park Service/Emily Mesner*

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*Figure 1: The first Interior Building, 1852 -1917. The Patent Office building, today housing the Smithsonian Institution's Portrait Gallery and the National Museum of American Art, served as Interior headquarters. Photo circa 1890, Library of Congress.*

## Introduction

The U.S. Department of the Interior (Interior or the Department) protects and manages the Nation's natural resources and cultural heritage, provides scientific and other information about those resources, and honors its trust responsibilities or special commitments to American Indians, Alaska Natives, Native Hawaiians, and affiliated Island Communities. As the steward of one fifth of the Nation's land the U.S. Department of the Interior fills several critical roles.

**Manage Parks, Refuges and Public Lands:** Interior manages 433 units of the national park system, 573 national wildlife refuges, 71 fish hatcheries, and one historic fish hatchery, as well as 25 national conservation areas and similarly designated areas, and 30 national monuments in BLM's national conservation lands. Annually, more than 565 million visits are made to these sites. In total, Interior manages more than 480 million acres, or about 20 percent of the land area of the United States; more than 700 million acres of subsurface minerals; and more than 760 million acres of submerged land in five national monuments. The Department also has jurisdiction over nearly 3.2 billion acres of the Outer Continental Shelf.

**Manage Water and Energy Capacity:** Interior manages lands, subsurface rights, and offshore areas that produce approximately 18 percent of the Nation's energy, including 14 percent of natural gas, 27 percent of oil, and 43 percent of coal. Federal lands also host projects that account for a significant portion of the Nation's renewable energy-generating capacity, including 14 percent of hydropower, one percent of wind power, 66 percent of geothermal energy, and 8 percent of solar energy. The Department is the largest supplier and manager of water in the 17 Western States. Reclamation manages 490 dams and 294 reservoirs that deliver water to more than 31 million people and one out of every five Western farmers, irrigating 10 million acres of farmland.

**Conservation and Environmental Restoration:** The Department also plays a critical role in the reclamation of high-priority abandoned coal mine sites through OSMRE's Abandoned Mine Lands program. FWS protects 2,389 endangered and threatened species, 1,391 of which are in the United States. Additionally, with funding from the Bipartisan Infrastructure Law, Interior has funded the plugging of 8,813 orphaned wells on state and private land and 190 wells on federal lands.<sup>1</sup>

**Supporting Tribal Sovereignty and Managing Trust Obligations:** The Department provides services to American Indians and Alaska Natives from the 574 federally recognized Tribes in the 48 contiguous States and Alaska. BIE provides education services to approximately 45,000 students in 23 States attending 183 elementary and secondary schools and dormitories and supports 33 BIE-funded community colleges, universities, and postsecondary schools. There are 101 BIA-funded corrections programs and 191 bureau and Tribal law enforcement programs. Additionally, Interior has responsibility for the largest land trust in the world. Today, the Indian trust encompasses approximately 56 million surface acres and 59 million acres of subsurface mineral estates. On these lands, Interior manages more than 127,000 leases for uses such as farming, grazing, and oil and gas production on behalf of individual Indians and Tribes. BTFA manages approximately \$8.8 billion of

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<sup>1</sup> Source: [Methane Emissions from Orphaned Oil and Gas Wells](#). Data are as of June 30, 2024.

trust funds held in about 4,200 Tribal accounts and about 411,000 open Individual Indian Monies accounts.

**Supporting scientific monitoring and data:** Interior provides unbiased, multidisciplinary science for use in understanding, mapping, and managing natural resources and hazards. Data are available to the public from more than 11,800 stream gauges and more than 4,000 earthquake sensors. Interior is also responsible for operating three Earth observation satellites: the Landsat 7, 8, and 9 missions. The USGS has provided Landsat data products from its archives at no cost since 2008. In 2024, the USGS distributed more than 99 million remotely sensed data products with more than 17 billion data deliveries via the commercial cloud.

The Fiscal Year (FY) 2024 Annual Performance Report (APR) is aligned with the [Interior FY 2022-2026 Strategic Plan](#). This APR highlights the strategies, performance goals, and performance measures the Department uses to assess performance. It provides to the public an overview of progress towards achieving strategic goals and objectives and demonstrates Interior's commitment to using performance data to better deliver on Interior's mission.

This report demonstrates progress towards program outcomes and mission delivery. It was prepared in compliance with the requirements of the [Government Performance and Results Modernization Act \(GPRAMA\)](#) of 2010, (P.L. 111-352).

# Our Vision, Mission, Guiding Principles, and Priorities

## Vision

Manage our land, water, and resources for the benefit of all Americans, both today and tomorrow.

## Mission

The U.S. Department of the Interior protects and manages the Nation’s natural resources and cultural heritage; provides scientific and other information about those resources; and honors its trust responsibilities or special commitments to American Indians, Alaska Natives, Native Hawaiians, and affiliated insular communities.

## Guiding Principles

The success of the Department in achieving its mission outcomes is predicated on several guiding principles that reflect tenets of the Biden-Harris Administration and Secretary Haaland.

- We use science and evidence-based information to guide our decisions.
- We balance our decisions to best meet the needs of today and tomorrow.
- We value diversity and inclusion in our activities, operations, and services.
- We manage and achieve through meaningful collaboration, engagement, and partnerships.

## Frequently used Acronyms

Acronym	Reference	Acronym	Reference
APG	<i>Agency Priority Goal</i>	FWS	<i>Fish and Wildlife Service</i>
AS-IA	<i>Assistant Secretary - Indian Affairs</i>	IRA	<i>Inflation Reduction Act</i>
AtB	<i>America the Beautiful</i>	NPS	<i>National Park Service</i>
BIA	<i>Bureau of Indian Affairs</i>	OCIO	<i>Office of the Chief Information Officer</i>
BIE	<i>Bureau of Indian Education</i>	OCS	<i>Outer Continental Shelf</i>
BIL	<i>Bipartisan Infrastructure Law</i>	OIA	<i>Office of Insular Affairs</i>
BLM	<i>Bureau of Land Management</i>	OIG	<i>Office of the Inspector General</i>
BOEM	<i>Bureau of Ocean Energy Management</i>	ONHR	<i>Office of Native Hawaiian Relations</i>
BSEE	<i>Bureau of Safety &amp; Environmental Enforcement</i>	OSMRE	<i>Office of Surface Mining Reclamation and Enforcement</i>
BTFA	<i>Bureau of Trust Funds Administration</i>	OWF	<i>Office of Wildland Fire</i>
CUPCA	<i>Central Utah Project Completion Act Office</i>	OWPO	<i>Orphan Wells Program Office</i>
DO	<i>Departmental Offices</i>	USBR	<i>Bureau of Reclamation</i>
DOI	<i>Department-wide effort</i>	USGS	<i>U.S. Geological Survey</i>
EJ	<i>Environmental Justice</i>		

# Interior Organizational Structure

Leading the missions of the Department are the Secretary of the Interior, the Deputy Secretary, and six Assistant Secretaries. Supporting them and implementing program responsibilities and operational activities are Interior’s bureaus and offices. Each Departmental organization has specialized responsibilities and the expertise to identify, enable, and pursue the goals and objectives set forth in this plan.

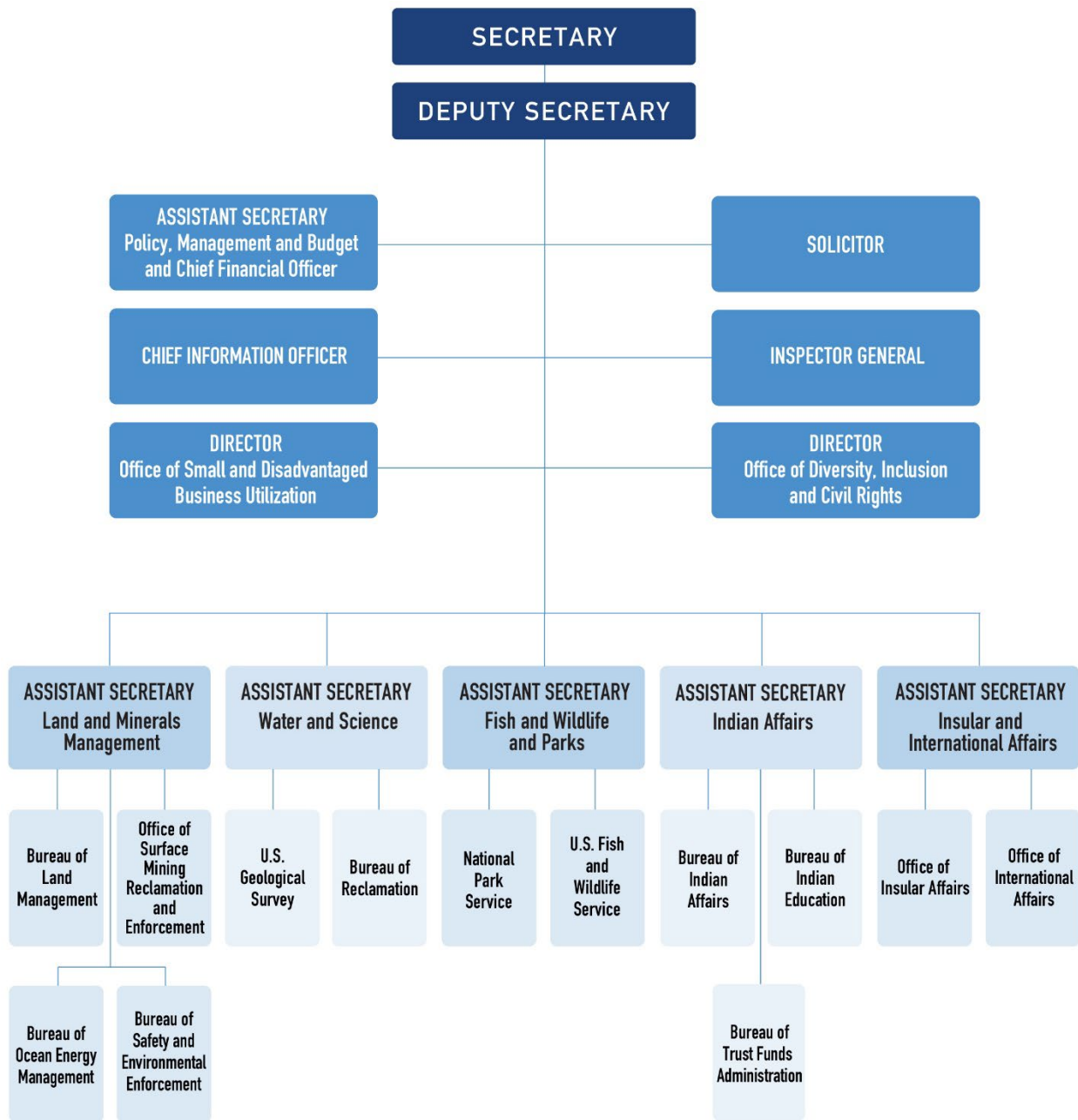


Figure 2 The Department of the Interior Organizational Chart

# Major Management Challenges

The Office of Inspector General’s (OIG) [Statement Summarizing the Major Management and Performance Challenges Facing the U.S. Department of the Interior, Fiscal Year 2024](#) identifies the Department’s major management challenges and findings. The OIG’s risk-based, tiered approach to providing independent oversight is instrumental to achieving improved outcomes for the Department’s programs and operations.

## Management Challenge Area 1: Managing Spending

### **Contract and Grant Oversight**

Interior manages significant funding using contracts, grants, and cooperative agreements. According to [USAspending.gov](#), the Department awarded \$8.1 billion in contracts and approximately \$12.4 billion in financial assistance totaling \$20.5 billion in FY 2024 (through August 30, 2024). The FY 2024 OIG work identified substantial risks regarding grants oversight and the OIG said Interior will continue to face challenges managing its contracts and grants to prevent fraud, waste, and mismanagement. Grant and contracting improvements support outcomes across all strategic goals.

### **Deferred Maintenance and Repairs**

According to Interior’s Agency Financial Report 2023, deferred maintenance was estimated at \$32.8 billion for FY 2023, an increase of \$2.7 billion from FY 2022. Interior has seen a two-fold increase in reporting of its deferred maintenance since FY 2015, which GAO attributes to factors such as funding constraints, labor and material cost increases, the size and age of agencies’ real property portfolios, as well as construction supply chain issues and inflation, which raised costs and delayed projects.

The Great American Outdoors Act National Parks and Public Land Legacy Restoration Fund (GAOA LRF) directs up to \$8.1 billion over five years to address the Department’s priority deferred maintenance and repair (DM&R) activities. GAOA has funded 326 projects across 50 States and multiple U.S. territories to address an estimated \$5.1 billion in deferred maintenance and repairs. For FY 2025, the Department proposed 83 GAOA projects to address deferred maintenance.

The OIG’s oversight work found that the Department and its bureaus face challenges accurately and reliably estimating the cost of deferred maintenance. Interior is in the process of implementing a new condition assessment process that would enable it to assess the condition of its assets in a timelier fashion than traditional condition assessments.

### **Infrastructure Spending**

As the steward for America’s public lands, the Department manages critical infrastructure that it describes as essential to protect natural resources, support American jobs, and provide water to the Western United States. The Infrastructure Investment and Jobs Act/Bipartisan Infrastructure Law (BIL) enacted in 2021 addresses aging infrastructure among other Administration priorities. The Department also received funds from the Inflation Reduction Act (IRA), which is focused on similar programs including water infrastructure and drought mitigation.



Since the passage of the BIL in November 2021, the Department reported that it has invested more than \$11 billion in over 2,060 projects Nationwide; hired more than 450 staff across bureaus and offices to implement new programming; and hosted meetings to hear directly from States, Tribes, and local communities to determine where funding is needed most. Per the OIG, the Department of the Interior continues to face challenges in ensuring it can promptly deploy BIL funding, maintain staffing and resource capacity, produce reliable information, and establish appropriate program controls. In FY 2025, Interior will continue to expend BIL and IRA resources to promote new jobs and advance local economies. It will also address longstanding health and safety risks from abandoned coal mines and orphaned oil and gas wells; advance clean energy development and carbon reduction efforts; accelerate the completion of Indian water rights settlements; and strengthen the resilience of critical ecosystems, Tribal Nations, and communities in the face of unprecedented risks from extreme weather events, devastating drought, and threats of wildfires.

## **Management Challenge Area 2: Delivering Core Services**

### **Cybersecurity**

Cybersecurity continues to be a high-risk area for Federal agencies, including Interior. The Department relies on complex, interconnected information systems to carry out its daily operations and spent about \$2 billion in FY 2024 on its portfolio of IT assets, according to the Federal IT Portfolio Dashboard. OIG audits have described ongoing challenges in implementing an enterprise cybersecurity program that balances compliance, cost, and risk while enabling bureaus to meet their diverse missions. Additionally, the FY 2023 annual independent Federal Information Security Modernization Act audit issued by the OIG identified necessary improvements and made 29 recommendations intended to strengthen the Department's information security program as well as those of the bureaus and offices.

### **Data Quality**

Interior relies on a wide variety of data to perform its mission, and the quality and accuracy of this data substantially affects how the Department accomplishes its mission. In its FY 2022–2026 Strategic Plan, the Interior acknowledged the importance of reliable data and reliable information to the development and improvement of sound programs and equitable program delivery. The OIG continues to identify data reliability issues across a variety of Departmental programs. Without complete, timely, and accurate data, Interior will continue to face challenges in fostering accountability and accomplishing its mission efficiently.

### **Energy**

The Department is the steward of Federal energy resources that provide 30 percent of the United States' domestically produced energy—including oil, gas, coal, hydropower, and renewable energy. The Department continues to face challenges in managing complex energy operations, including collecting revenues; overseeing leasing; and ensuring that development is safe, efficient, and sustainable.

### **Water and Power Management**

As the country's largest wholesale water supplier, the BOR maintains 490 dams and operates 294 reservoirs with a total storage capacity of 140 million acre-feet. It provides 140,000 western farmers—1 out of every 5—with irrigation water for 10 million farmland acres that produce 60 percent of the Nation's vegetables and one quarter of its fresh fruit and nut crops. As the second largest producer of

hydropower in the United States, the BOR operates 53 hydroelectric powerplants that annually produce, on average, 40 billion kilowatt-hours. In addition to the BIL funding received, the BOR received an additional \$4 billion in funding through the Inflation Reduction Act for drought mitigation in the West, with priority given to Colorado River Basin activities, including compensation for reduction in water diversions and funding for system conservation projects and ecosystem restoration to address drought. The OIG reported that even though drought conditions have improved since April 2023, the Department faces challenges in managing the delivery of water, protection of fish and wildlife habitat, and the generation of hydroelectric power.

### **Responsibility to Native Americans**

Interior's FY 2022–2026 Strategic Plan sets forth its policy to fulfill its legal obligations to identify, protect, and conserve Tribal trust resources; carry out its trust relationship with Tribal Nations; and engage in robust, interactive, pre-decisional, informative, and transparent consultation on a Government-to-Government basis through all bureaus and offices on plans or actions that affect Tribal interests. The Department's Assistant Secretary for Indian Affairs—including the BIA, BIE, BTFA, and the Office of the Assistant Secretary for Indian Affairs—is responsible for carrying out Interior's trust responsibilities, which include enhancing quality of life and promoting economic opportunity upholding Tribal sovereignty and providing quality education opportunities in accordance with Tribes' needs for cultural and economic wellbeing.

## **Management Challenge Area 3: Ensuring Health and Safety**

### **Wildland Fire Management**

Wildfires can have devastating effects on local communities, public resources, ecosystems, life, and personal property. According to the most recent figures available from the National Interagency Fire Center, more than 56,000 wildfires burned around 2.7 million acres in the United States during 2023; 18 percent of these fires burned 1.5 million acres of Federal land, representing 54 percent of total acres burned. In 2024, Interior fire suppression costs totaled more than \$739 million. Continuing trends in the size and severity of wildfires, and the increasing length of fire season continue to pose challenges for maintaining and recruiting a firefighting workforce, managing ecosystems to reduce fuels, and responding to wildfires. A [recent GAO report](#) identified seven barriers to recruitment and retention: (1) low pay, (2) career advancement challenges, (3) poor work-life balance, (4) mental health challenges, (5) remote or expensive duty stations, (6) limited workforce diversity, and (7) hiring process challenges. In addition to previous increases to firefighters' pay, the Department has taken several steps to address workforce challenges including implementing a new occupational series for Federal wildland firefighters intended to identify, define, and provide for their unique duties and responsibilities and foster more standardized career trajectories and specified occupational paths. Interior reported that it is developing a joint Federal Wildland Firefighter Health and Wellbeing Program with the U.S. Department of Agriculture. The OIG believes that Interior is likely to continue to face increased costs associated with responding to wildfire activity, which is exacerbated by abnormally dense vegetation, increased development in or near wildlands, drought, and other climate stressors. The Department's total FY 2025 budget request for the wildland fire management program is \$1.6 billion, which includes increases for firefighter pay, enhancing support for firefighter health and wellbeing, expand firefighting capacity, and

providing increased housing for wildland fire personnel, as well as other wildfire funding increases beyond workforce reforms.

### **Law Enforcement**

Interior’s law enforcement and public safety responsibilities include protecting natural and cultural resources; working with Tribes; managing special events and providing crowd control in areas where multiple agencies must coordinate; and ensuring the safety of employees, volunteers, and visitors on public lands. Among executive branch departments, Interior has the fourth largest law enforcement component, totaling approximately 3,400 law enforcement officers across the Department. Much of the OIG’s work pertaining to law enforcement in recent years has focused on use-of-force issues and public trust in law enforcement, including a report on the Department’s taser policies and oversight. The OIG found that Interior had not finalized its taser policy (at that time), and its interim policy did not address the actions supervisors must take after receiving an incident report on a taser deployment.

### **Climate Change Response**

According to the U.S. Government’s [Fifth National Climate Assessment](#), due to climate change, extreme weather events such as heatwaves, heavier rainfall, intense hurricanes, and wildfires, have become more frequent and severe. These events expose Federal real property assets—including office buildings, levees, roads, and bridges—to physical damage that can require substantial resources to repair or rebuild. There were 28 weather and climate disasters in 2023, surpassing the previous record of 22 in 2020, tallying a price tag of at least \$92.9 billion. Interior has taken steps to address the challenges related to its climate change response. In June 2024, the Department released its updated [Climate Adaptation Plan](#), which includes a risk assessment that uses historical data and future projections to measure Interior’s exposure to the impacts of climate change. It also includes an implementation plan that describes how the Department will build on recent actions to address climate hazards in the years to come.

## **GAO High Risk Areas**

The [U.S. Government Accountability Office](#) (GAO) provides Congress, the heads of executive agencies, and the public with timely, fact-based, non-partisan information that can be used to improve government and save taxpayers billions of dollars. GAO’s work is done at the request of congressional committees or subcommittees or is statutorily required by public laws or committee reports, per congressional protocols. GAO maintains a High-Risk List, updated at the start of each new Congress, of programs and operations that are vulnerable to waste, fraud, abuse, or mismanagement, or in need of transformation. The Department is actively working to address the recommendations in the five identified high risk areas and make improvements to better achieve the Interior mission.

- [Ensuring the Cybersecurity of the Nation](#)
- [Improving the Management of IT Acquisitions and Operations](#)
- [Improving Federal Management of Programs that Serve Tribes and Their Members](#)
- [Limiting the Federal Government’s Fiscal Exposure by Better Managing Climate Change Risks](#)
- [Management of Federal Oil and Gas Resources](#)

# Strategic Goals and Objectives

Interior’s FY 2022-2026 Strategic Plan identifies strategic goals and strategic objectives that align with the priorities of the Biden-Harris Administration and Secretary Haaland to tackle the climate crisis; promote diversity, equity, inclusion, and accessibility; advance environmental justice; support tribal and Native communities; and support a strong outdoor recreation economy. The priorities are cross-cutting and support Interior’s achievement of the outcomes in the plan.

<b>STRATEGIC GOAL 1</b>
<b>Promote Well-Being, Equity, and Justice for Tribes, American Indians, Alaska Natives, Native Hawaiians, and Insular Communities</b>
1.1 Tribes and the U.S. Department of the Interior have an effective government-to-government relationship and trust and treaty obligations are upheld
1.2 Tribal, Native Hawaiian, and insular communities are safe and healthy
1.3 Tribal, Native Hawaiian, and insular communities have economic security and growth
1.4 Bureau of Indian Education students have the education necessary for future success
<b>STRATEGIC GOAL 2</b>
<b>Conserve, Protect, Manage, and Restore Natural and Cultural Resources in the Face of Climate Change and Other Stressors</b>
2.1 Lands, waters, and heritage are conserved for present and future generations
2.2 Species, habitats, and ecosystems are protected, sustained, and healthy
2.3 People find enjoyment and take pride in our lands, waters, and heritage
<b>STRATEGIC GOAL 3</b>
<b>Sustainably Balance the Use of Resources While Supporting Communities and the Economy</b>
3.1 Future energy needs will be increasingly met through renewable and sustainable sources
3.2 Current energy needs are met through balanced resource use
3.3 Land, water, and non-energy mineral resources support the diverse needs of communities
<b>STRATEGIC GOAL 4</b>
<b>Serve and Honor the Public Trust</b>
4.1 People, communities, and organizations benefit from U.S. Department of the Interior data, science, and information
4.2 Access to opportunities, services, and resources is equitable and just
4.3 The U.S. Department of the Interior workforce is diverse, safe, engaged, and committed to the mission
4.4 There is confidence and satisfaction in the U.S. Department of the Interior

## FY 2024 Performance Summary

Interior’s [FY 2022-2026 Strategic Plan](#) outlines the vision, strategic goals, and strategic objectives of the Department that reflect Administration priorities. Many performance goals established in this plan focus on the outcomes that go beyond traditional reporting to better demonstrate the impact of Interior's work. Annually, the Department reflects on these measures in the Annual Performance Plan and Report where we detail the measures and the progress being made towards established targets.

The FY 2022–2026 Strategic Plan established performance measures that track progress and outcomes in Interior’s goals and objectives. The Department met 67 percent of the targets set for the fiscal year shown in the preliminary results for FY 2024. Of the 95 performance measures, only 63 had targets reported; 42 measures met or exceeded their targets, 21 did not meet their targets, 16 had not set targets for 2024 and 16 were unreported at the time of publication. Interior was able to meet a high level of performance through efforts that included increased coordination between tribes and the Department, executing sound program and project management, and through availability of grants and funding that support outcomes. In 2024, every Strategic Goal performed better than FY 2023. Goal 1 improved from 60% in FY 2023 to 71% in FY 2024; Goal 2 improved from 47% of targets being met to 53% in FY 2024; Goal 3 and Goal 4 also improved from FY 2023 percentages to 80% and 75%, respectively.

There are many reasons why performance measures in FY 2024 did not meet the targets and these range from staffing and hiring issues, policy changes during the year, level of demand for permitting, to construction and contracting issues and delays. The performance results of FY 2024 will inform future planning to ensure that Interior can make better progress on the goals and objectives to deliver results for the American people.

In FY 2024, the Department designated strategic objectives 1.1, 2.1 and 3.3 as focus areas for evidence-building. Through the use of evidence, we anticipate additional progress in these three focus areas in coming years.

Performance results are available in Interior’s Annual Performance Plan and Reports on the Interior [performance website](#).

	<b>Total targets FY2024</b>	<b>Targets met or exceeded FY 2024</b>	<b>Targets met or exceeded FY 2024</b>	<b>Total targets FY2023</b>	<b>Targets met or exceeded FY 2023</b>	<b>Targets met or exceeded FY 2023</b>
		<b>Number</b>	<b>Percentage</b>		<b>Number</b>	<b>Percentage</b>
<b>Goal 1</b>	7	5	71%	15	9	60%
<b>Goal 2</b>	26	14	53%	15	7	47%
<b>Goal 3</b>	10	8	80%	20	14	70%
<b>Goal 4</b>	20	15	75%	15	9	60%
<b>Total</b>	63	42	67%	65	39	60%

# How to Use This Document

The FY 2024 Annual Performance Report (APR) is the Department's performance report of the previous fiscal year. The plan translates the priorities, goals, and objectives of the Biden-Harris Administration and Secretary Haaland from the FY 2022-2026 Strategic Plan into performance goals and measures that can be assessed on an annual basis. The document is organized by the strategic goals and strategic objectives in the Strategic Plan.

Each section under the strategic objective includes the following:

1. Identification and description of the strategic objective.
2. Strategic objective performance overview:
  - a. **Progress Summary** – Highlights of accomplishments that support progress on the strategic objective.
  - c. **Performance goals** – Customer-focused outcome goals that identify how the public benefits from Interior efforts.
  - d. **Performance Measures** – Measurements of progress toward the performance goal. Performance measure targets are set based on requested funding levels in the budget justifications, anticipation of successful execution of strategic actions, and treatment of any enterprise risks to the strategic goals, strategic objectives, or performance goals. New measures may reference:
    - **Baseline** - As new measures are being developed, initial data is gathered to better target the measure's attainment in the future. This is often noted with 'Baseline' in a cell. Occasionally this takes more than one year.
    - **N/A** – Some targets are not available due to the need to baseline, or the timing of data collection. This will be noted with an N/A in a cell and may have an associated footnote explaining further.

The report includes numbering throughout which help you identify the portion of the Strategic Plan it ties to.

- Goal # will be the first digit,
- Strategic Objective number will be the second digit,
- Performance goal number will be the third digit provided, and
- Performance measure number will be the last digit in the sequence.

# Strategic Goal 1: Promote well-being, equity, and justice for Tribes, American Indians, Alaska Natives, Native Hawaiians, and insular communities

One of the primary goals of the Department is to champion equity and justice for Tribes, American Indians, Alaska Natives, Native Hawaiians, and insular communities. The scope of the Department's responsibilities includes fulfilling fiduciary trust responsibilities, supporting tribal self-governance and self-determination, and strengthening the government-to-government relationship between the Federal Government and tribal nations. Interior hosts consultations with Tribal Nations to honor our nation-to-nation relationship, engage directly with tribal leaders as we work to address health, economic, racial justice, and climate crises, and commit ourselves to a process that addresses tribal needs and ensures we respect and take input to heart.

Additionally, the Department provides educational services to approximately 45,000 students in 23 states through 169 elementary, secondary schools and 14 dormitories, and supports 33 tribal colleges, universities, technical colleges, and post-secondary schools. Moreover, the Department also offers technical assistance through partnerships with Native Hawaiian and insular communities to efficiently and effectively secure and manage federal funds through planning and program activities.



*Figure 3 American Indian performing in traditional clothing. Photo Credit: Bureau of Indian Education*

# Strategic Objective 1.1: Tribes and the U.S. Department of the Interior have an effective government-to-government relationship and trust and treaty obligations are upheld

## **Title: Tribal and Native Hawaiian Community Consultations**

In FY 2024, the Bureau of Safety and Environmental Enforcement conducted both formal and informal consultations with federally recognized American Indian Tribes, as well as engagements with the Native Hawaiian Community. These efforts furthered government-to-government and government-to-sovereign relationships and played a critical role in informing the Bureau's decision-making processes. Topics included oil and gas decommissioning, offshore wind, environmental justice, and more. As a result of the consultations and engagements undertaken, input received from Tribes, ANCSA Corporations, and the Native Hawaiian Community directly informed environmental analysis for oil and gas decommissioning activities; BSEE's Environmental Justice Strategy and Action Plan; and the drafting of the carbon sequestration rulemaking. These consultations and engagements exemplify BSEE's commitment to Tribal engagement and ensuring the voices of Indigenous Communities are heard in the decision-making process.

## **Progress Summary**

During FY 2024, the Department of the Interior reported progress on this objective, including:

- Built stronger government-to-government relationships with federally recognized tribal governments and engaged in opportunities that promote self-governance and self-determination through meaningful consultations and shared technical expertise with tribal communities.
  - Facility Condition Assessments (FCAs) were conducted to enhance data quality and address infrastructure deficiencies in Tribal schools.
  - Technical assistance was provided to Tribes managing projects under P.L. 100-297 and P.L. 93-638, underscoring a commitment to supporting Tribal sovereignty in project oversight and implementation.
- Reduced the time required to process land into trust applications.
- Piloted the National Native Relations Training to help develop cultural competencies with Tribes and build trust and respect through culture and knowledge sharing. This place-based training model will help Regional Native American Liaisons develop training tailored to the specific cultures of local Tribes across the country.
- Implemented multiple co-stewardship and co-management agreements with Tribes to care for lands within the National Wildlife Refuge System.



## Performance Goals

**Performance Goal: 1.1.1 The Department enables programs and opportunities that advance tribal sovereignty<sup>2</sup>**

**Performance Goal: 1.1.2 Tribes can exercise their land rights.**

Performance Measures	Bureau	2022 Actual	2023 Actual	2024 Target	2024 Actual
1.1.2.1 Average number of days to process land into trust applications (Agency Priority Goal)	BIA	1,089	779	650	756

**Performance Goal: 1.1.3 Tribal consultations result in information exchange, mutual understanding, and generate ideas that inform decision-making<sup>2</sup>**

**Performance Goal: 1.1.4 Tribes benefit from coordinated Federal Government-wide engagement.**

Performance Measures	Bureau	2022 Actual	2023 Actual	2024 Target	2024 Actual
1.1.4.1: Percentage of White House Council on Native American Affairs priority areas that made good or significant progress during the fiscal year.	DOI			Baseline	N/A

## Strategic Objective 1.2: Tribal, Native Hawaiian, and insular communities are safe and healthy

### Progress Summary

During the course of FY 2024, the Department of the Interior reported progress on this objective, including:

- Achieved a 54.72% clearance rate for violent crimes, surpassing the target of 52.52%, reflecting progress in addressing public safety concerns in Tribal communities.
- Maintained roads in acceptable conditions and helped people have safe and healthy housing. However, the Department did not reach its goal for connecting homes to potable water systems as we focused on improving electricity access. The Department anticipates being able to extend water systems in the next fiscal year.
- Pre-consultation meetings under the Bipartisan Infrastructure Law (BIL) facilitated Tribal input into road maintenance program reforms. These consultations reflect a commitment to collaborative policy development.
  - Increased Office of Justice Services staffing by 15 positions in FY 2024, bringing the total to 749. This included personnel for the Missing and Murdered Unit (MMU) funded

<sup>2</sup> Efforts to coordinate development of performance goals in Strategic Goal 1 did not result in viable measures for 1.1.1 and 1.1.3.

under the FY 2022 Omnibus. Enhanced staffing levels ensure Federal resources align effectively with Tribal safety priorities.

- Increased support for insular community health activities.
- Increased support for native Hawaiian trust responsibilities such as preventing the extinction of native birds, improving climate resilience, repatriating iwi kūpuna (ancestral human remains), and safeguarding native cultural items.
- Supported Tribal communities in restoring and revitalizing their traditional languages, thereby preserving the essence of their cultural identities and sovereignty.

## Performance Goals

### Performance Goal: 1.2.1 Tribal communities are safe

Performance Measures	Bureau	2022 Actual	2023 Actual	2024 Target	2024 Actual
1.2.1.1 Offense clearance rate of crimes against persons	BIA	52.5%	53.7%	52.5%	54.7%
<i>Total Part I criminal offenses cleared</i>	BIA	2,054	1,876	2,054	1,798
<i>Total Part I criminal offenses reported</i>	BIA	3,911	3,491	3,911	3,286

### Performance Goal: 1.2.2 Tribal communities have safe and reliable public services.

Performance Measures	Bureau	2022 Actual	2023 Actual	2024 Target	2024 Actual
1.2.2.1 Percentage BIA miles in acceptable condition based on the Service Level Index	BIA	13%	13%	13%	12.8%
<i>BIA roads miles in acceptable condition</i>	BIA	3,725	3,773	3,700	3,728
<i>Total BIA road miles</i>	BIA	29,177	29,168	29,170	29,126
1.2.2.2 Percentage of families served through the Housing Program	BIA	N/A	N/A	Baseline	3%
<i>Number of families served by the Housing Program</i>	BIA	N/A	N/A	Baseline	108
<i>Number of families applying for the Housing Program</i>	BIA	N/A	N/A	Baseline	4,229
1.2.2.3 Number of homes connected to potable water systems serving tribal communities	USBR	294	335	110	90

### Performance Goal: 1.2.3 Residents in insular communities have increased access to quality health care

Performance Measures	Bureau	2022 Actual	2023 Actual	2024 Target	2024 Actual
1.2.3.1 Amount of funding awarded for health-related projects (in millions)	OIA	\$18.7M	\$16.6M	\$11.5M	\$20.7M

**Performance Goal: 1.2.4 Native Hawaiian trust resources are protected and preserved<sup>3</sup>**

Performance Measures	Bureau	2022 Actual	2023 Actual	2024 Target	2024 Actual
1.2.4.1 Percentage of restored lands to the Hawaiian Home Land Trust pursuant to the Hawaiian Home Lands Recovery Act	ONHR	Baseline	N/A <sup>4</sup>	N/A	N/A
<i>Total value of land restored in millions</i>	ONHR	Baseline	0	0	N/A
<i>Total value of land in millions</i>	ONHR	Baseline	0	0	N/A
1.2.4.2 Number of areas with land boundary surveys initiated for the Hawaiian Home Lands Trust	ONHR	Baseline	2	1	1
1.2.4.3 Number of actions taken to protect significant Hawaiian cultural and natural resources	ONHR	2	4	2	4

**Performance Goal: 1.2.5: Tribes' native languages are revitalized<sup>5</sup>**



*Figure 4 Bison walking at sunset. Photo credit: National Park Service*

<sup>3</sup> No targets set in FY 2022 to allow for baselining data for performance measures 1.2.4.1 and 1.2.4.2.

<sup>4</sup> There were no lands available for transfer into the Trust in 2023. Also, there are no identified lands available for transfer in 2024.

<sup>5</sup> Efforts to coordinate development of performance goals in Strategic Goal 1 did not result in viable measures for 1.2.5.

# Strategic Objective 1.3: Tribal, Native Hawaiian, and insular communities have economic security and growth

## Progress Summary

During the course of FY 2024, the Department of the Interior reported progress on this objective, including:

- Increased number of participants and earnings gained through the jobs training program, though performance did not meet anticipated targets.
- Invested in economic development for insular communities.
- Trained native peoples and supported communities in developing financial literacy, capacity-building, self-determination, and economic well-being.
- Targeted Outreach to Tribal Communities. Expanded recruitment efforts for Native American students, promoting culturally relevant education and career pathways despite staffing and budgetary constraints. Provided resources to support career opportunities in underserved communities, aligning with Tribal needs and priorities.

## Performance Goals

**Performance Goal: 1.3.1 Communities benefit from full and equitable participation in the American economy**

Performance Measures	Bureau	2022 Actual	2023 Actual	2024 Target	2024 Actual
1.3.1.1 Total average gain in earnings of participants that obtain unsubsidized employment through the Job Placement Training program	BIA	\$10.29	\$10.61	\$13.00	\$11.73
<i>Dollars</i>	BIA	\$49,384.00	\$10,896.50	\$46,800.00	\$13,017.00
<i>Participants</i>	BIA	4,800	1,027	3,600	1,100

**Performance Goal: 1.3.2 Insular communities benefit from activities and investments that promote economic development**

Performance Measures	Bureau	2022 Actual	2023 Actual	2024 Target	2024 Actual
1.3.2.1 Amount of funding awarded for economic development activities (in millions)	OIA	\$2.3M	\$2.4M	\$1.0M	\$1.4M

**Performance Goal: 1.3.3 American Indian and Alaska Native beneficiaries have the necessary information to make informed decisions about their trust assets**

Performance Measures	Bureau	2022 Actual	2023 Actual	2024 Target	2024 Actual
1.3.3.1 Number of training sessions provided to beneficiaries on financial literacy	BTFA	13	16	16	16

**Performance Goal: 1.3.4 Native Hawaiian communities' organizations have viable means of capacity-building, self-determination, and ability to promote economic self-reliance**

Performance Measures	Bureau	2022 Actual	2023 Actual	2024 Target	2024 Actual
1.3.4.1 Number of implemented advocacy programs that support capacity-building, self-determination, and economic well-being	ONHR	3	14	3	12
1.3.4.2 Number of Native Hawaiian organizations supported through the implementation of the NATIVE Act	ONHR	11	8	0	9

## Strategic Objective 1.4: Bureau of Indian Education students have the education necessary for future success

### Progress Summary

During the course of FY 2024, the Department of the Interior reported progress on this objective, including:

- Increased the percentage of students who graduate high school in 4 years.
- Increased the percentage and number of students who are in schools that are in acceptable conditions.
- Professional Development Data. Tracked over 30 hours of in-person teacher training per school, contributing to a repository of actionable data on educator needs and progress.
- Data-Driven Improvements in Education Infrastructure. Conducted IT infrastructure assessments for Bureau Operated Schools (BOS), producing data essential for quality control and planning. Identified gaps in student information system (SIS) integration, highlighting critical areas for federal collaboration to enhance education data management.

## Performance Goals

### Performance Goal: 1.4.1 BIE students have better learning outcomes

Performance Measures	Bureau	2022 Actual	2023 Actual	2024 Target	2024 Actual
1.4.1.1 Percentage of students in BIE-funded schools who complete a regular high school diploma within four years of their 9th grade entry date	BIE	54%	59%	65%	74%
<i>Number of students in a BIE funded school who earned a regular high school diploma within four years</i>	BIE	1,518	1,577	1,844	1,645
<i>Number of students who were enrolled in a BIE funded school</i>	BIE	2,814	2,686	2,850	2,226

### Performance Goal: 1.4.2 BIE students have access to better school facilities

Performance Measures	Bureau	2022 Actual	2023 Actual	2024 Target	2024 Actual
1.4.2.1 Percentage of students in BIE school facilities in acceptable condition	AS-IA	60%	51%	66%	80%
<i>Number of students enrolled in BIE school sites in acceptable condition</i>	AS-IA	22,639	18,578	27,254	28,791
<i>Total number of students enrolled in BIE school sites</i>	AS-IA	37,719	36,736	41,295	36,097

## Strategic Goal 2: Conserve, protect, manage, and restore natural and cultural resources in the face of climate change and other stressors

Interior is a steward of more than 480 million acres of public lands, accounting for approximately 20 percent of the nation's land mass, over 700 million acres of subsurface minerals, and nearly 3.2 billion acres of the Outer Continental Shelf. Interior ensures that America's natural heritage, the natural land and water resources of the United States, is managed for the benefit, use, and enjoyment of current and future generations. In the face of climate change and other stressors, the Department uses the best available science, evidence-based natural resource management techniques, technology, engineering, and partnerships and alliances to guide stewardship of public lands and waters.

### **Title: Integrating Evidence with Priority Land Use Planning Efforts (BLM, SO 2.2)**

In FY 2024, the Bureau of Land Management's Assessment, Inventory, and Monitoring (AIM) program staff worked with priority land use planning efforts within BLM to apply available ecological evidence to the decision-making process. At least four priority land use planning efforts utilized AIM's data related to the health of upland rangelands (terrestrial), as well rivers and streams (lotic). Multiple interagency groups worked with AIM data and AIM-powered remote sensing data to produce new insights about western U.S. ecosystems. Finally, planning efforts that utilized AIM data, including Grand-Staircase-Escalante and Gunnison Sage Grouse, were used as case studies to inform BLM staff how future resource management planning efforts can benefit from AIM program evidence.

## Strategic Objective 2.1: Lands, waters, and heritage are conserved for present and future generations

### Progress Summary

During the course of FY 2024, the Department of the Interior reported progress on this objective, including:

- Supported the conservation or restoration of 91,425 acres of wetland and associated upland habitats for waterfowl, shorebirds, and other birds in 17 states.

## Performance Goals

**Performance Goal: 2.1.1 The public and the environment benefit from conserving 30 percent of America’s lands and waters by 2030 in support of America the Beautiful<sup>6</sup>**

**Performance Goal: 2.1.2 Land, water, and people are protected from the harmful effects and dangers of abandoned mines and orphaned oil and gas wells**

Performance Measures	Bureau	2022 Actual	2023 Actual	2024 Target <sup>7</sup>	2024 Actual
2.1.2.1. Percentage of total orphaned oil and gas wells plugged and reporting methane emissions data.	OWPO	NA	NA	Baseline	9%
2.1.2.2. Percentage of total orphaned oil and gas wells that were plugged in an identified Environmental Justice (EJ) 40 zone.	OWPO	NA	NA	Baseline	46%
2.1.2.3. Number of people with reduced exposure potential to hazardous Abandoned Mine Land sites.	OSMRE	NA	NA	Baseline	519,993
2.1.2.4. Number of polluted water supplies addressed.	OSMRE	NA	NA	Baseline	Baseline
2.1.2.5. Number of Acid Mine Drainage treatment systems built and maintained.	OSMRE	NA	NA	Baseline	Baseline
2.1.2.6. Percentage of total Abandoned Mine Land problems that were reclaimed in an identified Environmental Justice (EJ) 40 zone.	OSMRE	NA	NA	Baseline	Baseline
2.1.2.7. Number of abandoned coal mine land problems reclaimed utilizing BIL funding.	OSMRE	NA	NA	NA	100

<sup>6</sup> Efforts to coordinate development of performance goals in Strategic Goal 2 did not result in viable measures for 2.1.1.

<sup>7</sup> New 2024 performance measures requiring calibration. No target available for FY 2024.



**Performance Goal: 2.1.3 Current and future generations have access to, and can learn from, cultural heritage resources and artifacts that are protected and conserved**

Performance Measures	Bureau	2022 Actual	2023 Actual	2024 Target	2024 Actual
2.1.3.1 Percentage of museum collections that are discoverable online.	DOI	12%	Baseline	Baseline <sup>8</sup>	Baseline

## Strategic Objective 2.2: Species, habitats, and ecosystems are protected, sustained, and healthy

### Progress Summary

During the course of FY 2024, the Department of the Interior reported progress on this objective, including:

- Prioritized evidence in conservation decision-making, including for international species and for pollinators.
- Maintained or slightly increased the number of bird, horse and burro, and fish species that are at healthy and sustainable levels.
- Increased the area with intact native plant communities. There have been some minor delays in seed collections. Crews are still collecting seeds and should be well over 1,500 soon.
- Maintained final recovery plans for threatened and endangered species, as well as recovery activities to support these species. There were challenges in determining critical habitat for some species, which reduced the number of proposed rules completed.
- Exceeded the goal for controlling target invasive plant species with the inclusion of additional resources and treatment approaches being more effective than planned. There were challenges in controlling animal species that resulted in missing planned targets.
- Implemented multiple co-stewardship and co-management agreements with Tribes to care for lands within the National Wildlife Refuge System.

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<sup>8</sup> FY 2023 actual data was collected which requires ongoing synthesis and refinement to baseline targets for FY 2024.

## Performance Goals

### Performance Goal: 2.2.1 Domestic and international species are protected and conserved

Performance Measures	Bureau	2022 Actual	2023 Actual	2024 Target	2024 Actual
2.2.1.1 Percentage of competitive funding awarded to international species conservation projects with moderate to strong levels of evidence <sup>9</sup>	FWS	N/A	48%	50%	50%
<i>Number of federal awards with strong evidence</i>	FWS	N/A	88	93	17
<i>Number of federal awards competitively awarded</i>	FWS	N/A	185	185	34
2.2.1.2 Number of products, tools and methods that resulted in informed decisions that advance on-the-ground conservation for pollinators	FWS	93	154	101	171
2.2.1.3 Percentage of all migratory bird species that are at healthy and sustainable levels	FWS	76%	76%	76%	76%
<i>Total number of migratory bird species that are healthy and sustainable</i>	FWS	831	831	831	831
<i>Total number of all migratory bird species</i>	FWS	1,093	1,093	1,093	1,093
2.2.1.4 Number of Seeds of Success collections made for native plant community restoration	BLM	424	1,000	1,500	1,156
2.2.1.5 Percentage of priority fish species of management concern that are managed to self-sustaining levels, in cooperation with affected states, Tribes, and others, as defined in approved management documents	FWS	29%	29%	29%	32%
<i>Number of fish species of management concern that are self-sustaining</i>	FWS	55	54	54	57
<i>Total number of fish species of management concern</i>	FWS	187	189	189	176

<sup>9</sup> Because conservation interventions work on a longer time scale than most awards (previously 1-year awards), programs have shifted to longer, multiyear awards in most cases, which reduces the number of awards issued annually. NOFOs are now issued every other year rather than every year. In addition to improving program management and conservation outcomes, this approach streamlines administrative burden on recipients and the program.

Performance Measures	Bureau	2022 Actual	2023 Actual	2024 Target	2024 Actual
2.2.1.6 Number of fish passage barriers removed or bypassed to achieve landscape scale connectivity for high priority species	FWS	214	184	131	146
2.2.1.7 Percentage of intact native plant communities across the U.S.	BLM	61%	53%	50%	53%
<i>Acres of BLM-managed land with intact native plant communities</i>	BLM	95,710,000	83,690,216 <sup>10</sup>	76,350,000	78,729,997
<i>Acres of BLM-managed upland rangelands</i>	BLM	157,155,820	158,866,254	152,700,000	148,384,766
2.2.1.8 Percentage of BLM streams with healthy, sustainable habitats for water dependent fish and wildlife <sup>11</sup>	BLM	55%	50%	60%	TBD <sup>12</sup>
<i>Miles of BLM-managed healthy streams and rivers</i>	BLM	11,689	10,627	77,067	TBD
<i>Total miles of BLM-managed streams and rivers</i>	BLM	21,253	21,253	128,445	TBD
2.2.1.9 Percentage of wild horse and burro populations in balance with their habitats	BLM	53%	37%	45%	45%
<i>Herd Management Areas in balance with their habitat</i>	BLM	94	65	80	80
<i>Number of Herd Management Areas</i>	BLM	177	177	177	177

**Performance Goal: 2.2.2 Threatened and endangered species and other trust species are protected and are on a path to recovery**

Performance Measures	Bureau	2022 Actual	2023 Actual	2024 Target	2024 Actual
2.2.2.1 Percentage of threatened or endangered species with a final recovery plan	FWS	73%	85%	85%	85%
<i>Number of threatened or endangered species with a final recovery plan</i>	FWS	1,219	1,361	1,357	1,349
<i>Total number of threatened or endangered species</i>	FWS	1,674	1,606	1,593	1,593

<sup>10</sup> The change in native plant communities is due to the variance in Assessment Inventory and Monitoring (AIM) data and increase of invasive annual grasses in FY23.

<sup>11</sup> Actual numerator and denominator were reduced due to Alaska streams and rivers not included in the total.

<sup>12</sup> Estimates are available but are not appropriate for identifying trends because the number and spatial distribution of sampled points changed, thus creating a sample bias in the data.

Performance Measures	Bureau	2022 Actual	2023 Actual	2024 Target	2024 Actual
2.2.2.2 Percentage of proposed threatened or endangered species listings with proposed critical habitat done concurrently	FWS	14%	54%	33%	21%
<i>Number of proposed rules to list a species with proposed critical habitat</i>	FWS	15	13	8	4
<i>Total number of proposed rules published to list a species</i>	FWS	109	24	24	19
2.2.2.3 Number of threatened and endangered species recovery activities implemented	USBR	120	120	121	120

**Performance Goal: 2.2.3 Public lands, waters, and facilities and those of our neighbors and partners are not negatively impacted by invasive species**

Performance Measures	Bureau	2022 Actual	2023 Actual	2024 Target	2024 Actual
2.2.3.1 Percentage of baseline acres infested with target invasive plant species that are under control	DOI	0.5%	0.2%	0.3%	0.3%
<i>Acres infested with target invasive plant species that are under control</i>	DOI	462,010	288,750	298,380	346,359
<i>Baseline acres infested with invasive plant species</i>	DOI	89,456,403	165,153,956 <sup>13</sup>	165,453,437	109,082,793
2.2.3.1 Percentage of baseline acres infested with target invasive plant species that are under control <sup>14</sup>	BLM	0.5%	0.1%	0.1%	0.1%
<i>Acres infested with target invasive plant species that are under control</i>	BLM	378,694	192,000	192,000	346,359
<i>Baseline acres infested with invasive plant species</i>	BLM	83,648,232	159,234,047	159,234,047	109,082,793
2.2.3.1 Percentage of baseline acres infested with target invasive plant species that are under control	USBR	N/A	22.1%	17.2%	7.4%
<i>Acres infested with target invasive plant species that are under control</i>	USBR	0	6,322	13,521	5,562
<i>Baseline acres infested with invasive plant species</i>	USBR	0	28,657	78,780	74,675

<sup>13</sup> The change in acres sampled is due to a change in the data sourcing method in an effort to be more systematic and is consistent across all monitoring points.

<sup>14</sup> This measure tracks controlling invasive species that are already present on BLM-managed land and is supported via appropriated funding only. BIL funding for invasive species support prevention and detection efforts.

Performance Measures	Bureau	2022 Actual	2023 Actual	2024 Target	2024 Actual
2.2.3.1 Percentage of baseline acres infested with target invasive plant species that are under control	FWS	0.8%	1.1%	1.0%	1.0%
<i>Acres infested with target invasive plant species that are under control</i>	FWS	26,343	37,533	34,209	36,349
<i>Baseline acres infested with invasive plant species</i>	FWS	3,166,831	3,270,726	3,590,610	3,590,610
2.2.3.1 Percentage of baseline acres infested with target invasive plant species that are under control	NPS	2.2%	2.0%	2.3%	1.7%
<i>Acres infested with target invasive plant species that are under control</i>	NPS	56,973	52,895	58,650	43,525
<i>Baseline acres infested with invasive plant species</i>	NPS	2,641,340	2,620,526	2,550,000	2,550,000
2.2.3.2 Percentage of invasive animal species populations that are under control	DOI	7.4%	6.6%	7.7%	6.3%
<i>Invasive animal species populations under control</i>	DOI	253	226	274	227
<i>Invasive animal species populations</i>	DOI	3,433	3,420	3,552	3,583
2.2.3.2 Percentage of invasive animal species populations that are under control	FWS	4.5%	4.2%	5.1%	4.2%
<i>Invasive animal species populations under control</i>	FWS	84	79	103	84
<i>Invasive animal species populations</i>	FWS	1,862	1,878	2,010	2,010
2.2.3.2 Percentage of invasive animal species populations that are under control	NPS	10.8%	9.5%	11.1%	9.1%
<i>Invasive animal species populations under control</i>	NPS	169	147	171	143
<i>Invasive animal species populations</i>	NPS	1,571	1,542	1,542	1,573

**Performance Goal: 2.2.4 DOI-managed lands have a reduced risk from wildfire and fire's negative impacts**

Performance Measures	Bureau	2022 Actual	2023 Actual	2024 Target	2024 Actual
2.2.4.1 Percentage of DOI-managed landscape acres where Wildland Fire Management actions helped achieve desired conditions	OWF	41%	41%	43%	42%
<i>Burnable landscape acres in desired condition</i>	OWF	182,189,417	183,108,073	191,897,945	187,989,164
<i>Total burnable acres on DOI landscapes</i>	OWF	447,806,489	447,806,489	447,806,489	447,806,489

**Performance Goal: 2.2.5 Habitats and ecosystems are protected through appropriate co-stewardship and use of tribal and indigenous traditional ecological knowledge.<sup>15</sup>**



*Figure 5. Monarch butterfly population overwintering in Pismo Beach, California. North American monarchs travel up to an astonishing 3,000 miles in an annual migration from their summer breeding habitat to overwintering grounds*

<sup>15</sup> Efforts to coordinate development of performance goals in Strategic Goal 2 did not result in viable measures for 2.2.5.

# Strategic Objective 2.3: People find enjoyment and take pride in our lands, waters, and heritage

## Progress Summary

During the course of FY 2024, the Department of the Interior reported progress on this objective, including:

- Satisfaction with the recreational opportunities provided by the Department are very high.
- Many people were given opportunities to directly engage in making America’s lands, waters, and infrastructure climate adaptive and sustainable.

## Performance Goals

### Performance Goal: 2.3.1 Visitors to public lands have satisfaction with recreational opportunities

Performance Measures	Bureau	2022 Actual	2023 Actual	2024 Target	2024 Actual
2.3.1.1 Percentage of visitors satisfied with the quality of experience	DOI	97%	97%	92%	TBD
2.3.1.1 Percentage of visitors satisfied with the quality of experience	BLM	96%	95%	93%	TBD <sup>16</sup>
2.3.1.1 Percentage of visitors satisfied with the quality of experience	FWS	98%	98%	90%	97%
2.3.1.2 Percentage of visitors satisfied with recreation opportunities provided	BOR	Baseline	95%	80%	89%
2.3.1.3 Percentage of visitors satisfied with recreation facilities provided	BOR	Baseline	95%	80%	91%

### Performance Goal: 2.3.2 People have an opportunity to work making America’s lands, waters, and infrastructure climate adaptive and sustainable

Performance Measures	Bureau	2022 Actual	2023 Actual	2024 Target	2024 Actual
2.3.2.1 Number of civilian climate corps and other youth corps participants	DOI	5,739	6,964	6,000	6,508
2.3.2.1 Number of civilian climate corps and other youth corps participants	BLM	1,202	863	1,200	888
2.3.2.1 Number of civilian climate corps and other youth corps participants	FWS	870	494	400	347
2.3.2.1 Number of civilian climate corps and other youth corps participants	NPS	3,667	5,607	4,400	5,273

<sup>16</sup> Data for this measure is available in January each year.

Performance Measures	Bureau	2022 Actual	2023 Actual	2024 Target	2024 Actual
2.3.2.2 Number of projects to which civilian climate corps and other youth corps participants contributed	DOI	1,825	1,637	2,168	5,853
2.3.2.2 Number of projects to which civilian climate corps and other youth corps participants contributed	BLM	93	130	90	142
2.3.2.2 Number of projects to which civilian climate corps and other youth corps participants contributed	NPS	1,732	1,507	2,078	5,711
2.3.2.3 Number of service hours from participants in civilian	DOI	2,564,535	2,112,767	1,433,627	2,145,980
2.3.2.3 Number of service hours from participants in civilian	BLM	782,284	197,546	250,000	281,947
2.3.2.3 Number of service hours from participants in civilian	FWS	522,418	589,124	400,000	261,450
2.3.2.3 Number of service hours from participants in civilian	NPS	1,259,833	1,326,097	783,627	1,602,583



## Strategic Goal 3: Sustainably balance the use of resources while supporting communities and the economy

As the manager of one-fifth of the nation's land, mineral, and energy resources, as well as 3.2 billion acres of the OCS, the Department plays a crucial role in meeting America's energy needs and guiding the nation towards a cleaner energy future. Interior manages a comprehensive energy strategy that includes the exploration and development of oil, natural gas, geothermal, hydroelectric, solar, and wind power resources. Projects on lands and waters managed by Interior are not only generating the energy needed to power our homes, vehicles, and businesses, but also creating jobs and providing an average annual revenue of over \$10 billion that supports the economies of federal, state, local, and Tribal communities.

### **Title: RODEO Project (BOEM, SO 3.1)**

The Realtime Opportunity for Development Environmental Observations (RODEO) study collects direct, real-time evidence related to the construction and initial operations of selected offshore wind facilities. In FY 2024, the RODEO project collected extensive evidence, focused on marine sound measurements, at several offshore wind facilities. The project also conducted underwater noise monitoring during construction of the first two commercial offshore wind farms on the federal outer continental shelf. Evidence collected led to several reports and presentations, and lessons learned have guided the monitoring strategy for subsequent sites.

## Strategic Objective 3.1: Future energy needs will be increasingly met through renewable and sustainable sources

### Progress Summary

During the course of FY 2024, the Department of the Interior reported progress on this objective, including:

- Improved the timeliness of plan reviews significantly exceeding the target. This occurred even as the number of renewable projects grew 10 times from FY 2023 to FY 2024.
- Increased the approved capacity for low-cost energy from public lands and also made significant progress on assessing the potential for geothermal energy in the Great Basin.

## Performance Goals

**Performance Goal: 3.1.1 The public benefits from an electric grid that has access to 30 GW of offshore wind renewable energy capacity by 2030**

Performance Measures	Bureau	2022 Actual	2023 Actual	2024 Target	2024 Actual
3.1.1.1 Cumulative percentage of national offshore wind goal capacity met from the projects with completed construction and operations plan reviews	BOEM	N/A	N/A	44%	53%

**Performance Goal: 3.1.2 The public benefits from at least 25,000 MW of onshore clean energy capacity from public lands and National Forest System lands by 2025**

Performance Measures	Bureau	2022 Actual	2023 Actual	2024 Target	2024 Actual <sup>17</sup>
3.1.2.1 Number of cumulative megawatts of approved capacity authorized on public land for renewable energy development while ensuring full environmental review	BLM	27,298	28,351	16,000	30,000

**Performance Goal: 3.1.3 The public benefits from improved management practices, guidance, policies, and resource assessments that support environmentally sound renewable energy development**

Performance Measures	Bureau	2022 Actual	2023 Actual	2024 Target	2024 Actual
3.1.3.1 Percentage of renewable energy programs, plans, and projects reviewed in a timely manner	FWS	N/A	92%	99%	100%
<i>Programs, plans, and projects reviewed in a timely manner</i>	FWS	N/A	119	384	1,307
<i>Total number of programs, plans, and projects reviewed</i>	FWS	N/A	130	387	1,307
3.1.3.2 Percentage completion of planned geothermal resource assessments	USGS	20%	40%	60%	90%

<sup>17</sup> The 2025 target was based off the goal of permitting 25 GW by 2025. As program performance has exceeded that target, the program will revisit the 2025 target in the next cycle of reporting.



Figure 6 Innovative Solar Panel Installation over irrigation canals will decrease evaporation while advancing clean energy goals.

## Strategic Objective 3.2: Current energy needs are met through balanced resource use

### Progress Summary

During the course of FY 2024, the Department of the Interior reported progress on this objective, including:

- Conducted proactive inspections and testing that identified hydropower components in critical condition, and many have now been repaired or replaced. Additional repair plans are being developed as part of the Department’s regular maintenance schedule that focuses on mitigating risk. The next assessment should show significant improvements.

### Performance Goals

**Performance Goal: 3.2.1 Customers reliant on conventional or renewable energy resources have reliable energy to meet their needs**

Performance Measures	Bureau	2022 Actual	2023 Actual	2024 Target	2024 Actual
3.2.1.1 Number of wind energy lease sales held consistent with the BOEM 2024-2028 Leasing Strategy	BOEM	2	2	1	1

Performance Measures	Bureau	2022 Actual	2023 Actual	2024 Target	2024 Actual
3.2.1.2 Finalize the National OCS Oil and Gas Leasing Program, and hold or cancel lease sales pursuant to that National OCS Oil and Gas Leasing Program, as directed by the Secretary	BOEM	1	2	0	1 <sup>18</sup>
3.2.1.3 Percentage of hydropower facility capacity at risk due to poor powertrain components	USBR	23%	27%	30%	35%
<i>Megawatt capacity at risk</i>	USBR	3,378	4,006	4,460	5,221
<i>Total megawatt capacity</i>	USBR	14,757	14,757	14,757	14,757

**Performance Goal: 3.2.2 Current and future generations benefit from reduced greenhouse gas emissions from fossil fuel programs, mitigating climate impacts<sup>19</sup>**

**Performance Goal: 3.2.3 Negative impacts to people and the environment from energy development are minimized**

Performance Measures	Bureau	2022 Actual	2023 Actual	2024 Target	2024 Actual
3.2.3.1 Percentage of OCS acres identified and tracked for potential exclusion from oil and gas leasing to balance conservation, renewable energy, and environmental protection needs.	BOEM	4%	35%	11.25%	34.7%
3.2.3.2 Amount of operational offshore oil spilled per million barrels produced	BSEE	2.5	0.0	2.9	0.1 <sup>20</sup>
3.2.3.3 Number of recordable injuries per 200,000 offshore labor hours worked	BSEE	0.4	0.6	0.4	0.6 <sup>21</sup>
3.2.3.4 Percentage of bonded acres reclaimed to intended post-mining land use	OSMRE	47%	48%	48%	48%
<i>Number of bonded acres reclaimed</i>	OSMRE	1,726,604	1,761,441	1,796,604	1,798,969
<i>Number of bonded acres</i>	OSMRE	3,707,977	3,708,386	3,713,549	3,720,568

<sup>18</sup> GOM Lease Sale 261 was originally scheduled for September 27, 2023, as directed by the Inflation Reduction Act of 2022. However, due to litigation, the sale was delayed and held on December 20, 2023, in compliance with court orders.

<sup>19</sup> Efforts to coordinate development of performance goals in Strategic Goal 3 did not result in viable measures for 3.2.2.

<sup>20</sup> FY 2024 actuals for 3.2.3.2 are estimates.

<sup>21</sup> FY 2024 actuals for 3.2.3.3 are estimates.

# Strategic Objective 3.3: Land, water, and non-energy mineral resources support the diverse needs of communities

## Progress Summary

During the course of FY 2024, the Department of the Interior reported progress on this objective, including:

- Exceeded water conservation capacity due to additional Congressional investments that supported additional projects in collaboration with state, local, and tribal governments that allowed water users to decrease water diversions and increase efficiency, operational flexibility and achieving a more sustainable water supply.
- Two of three offshore sand and gravel requests were approved on time. One of the requests has been delayed and Interior is working with the applicant on a remedy.
- Continued to make progress in geologic, geophysical and geochemical mapping and sharing data about the nation’s geologic framework, especially for critical mineral resources.
- Provided new types of water information in user-friendly formats, such as real-time camera-based imagery, which will help communities at risk prepare for and respond to water hazards. Interior is also working with local communities to improve the water quality of streams so that they can be safely used by more people.

## Performance Goals

**Performance Goal: 3.3.1 Residents of the western United States have a sustainable water supply to address impacts of drought and climate change**

Performance Measures	Bureau	2022 Actual	2023 Actual	2024 Target	2024 Actual
3.3.1.1 Annual increase in acre feet of water conservation capacity enabled to help address drought	USBR	93,449	63,152	9,742 <sup>22</sup>	89,277
3.3.1.2 Annual increase in acre feet of water conveyed to communities	CUPCA	1,000	0	500	1,000

<sup>22</sup> The FY 2024-2025 Water Conservation contribution is only from the Colorado River Basin Program. The FY 2024-2025 Agency Priority Goal was established to report the acre-feet of water savings contribution of the upper and lower Colorado river watershed. Additional information can be found on [Performance.gov](https://www.performance.gov)

**Performance Goal: 3.3.2 Communities benefit from a balanced approach to using and conserving resources**

Performance Measures	Bureau	2022 Actual	2023 Actual	2024 Target	2024 Actual
3.3.2.1 Volume of allowable sale quantity (ASQ) timber offer	BLM	96%	84%	70%	94%
<i>Millions of board feet (MMBF) offered</i>	BLM	197	173	143	135
<i>Millions of board feet (MMBF) allowable sale quantity</i>	BLM	205	205	205	143
3.3.2.2 Percentage of sand and gravel requests processed, including necessary environmental reviews, within timelines requested by partners to meet their conservation and resilience initiative needs	BOEM	100%	100%	100%	66.7% <sup>23</sup>

**Performance Goal: 3.3.3 Communities, scientists, and other stakeholders have the information needed to make informed decisions about nationwide critical mineral potential and geologic resources**

Performance Measures	Bureau	2022 Actual	2023 Actual	2024 Target	2024 Actual
3.3.3.1 Percentage of US land-area coverage available to the public over the internet through the National Geologic Map Database	USGS	55.2%	55.6%	55.8%	56.2%
<i>Actual number of US square miles mapped</i>	USGS	1,951,190	1,967,697	1,973,890	1,988,783
<i>Total US square miles</i>	USGS	3,537,438	3,537,438	3,537,438	3,537,438
3.3.3.2 Percentage of areas with potential for minerals critical to economic sectors such as low-carbon energy generation and storage, consumer technologies, and national security that are covered by high resolution geophysical data. <sup>24</sup>	USGS	9%	23%	34%	34%
<i>Earth MRI airborne geophysical data coverage (square kilometers (km<sup>2</sup>))</i>	USGS	411,378	799,660	1,189,321	1,193,121
<i>Areas permissive to hosting critical minerals (square kilometers (km<sup>2</sup>))</i>	USGS	4,375,392	3,521,267	3,521,267	3,521,267

<sup>23</sup> BOEM was unable to meet the requested timeline for one negotiated agreement as a result of an unexpected complication with the Endangered Species Act Section 7 programmatic consultation.

<sup>24</sup> These targets reflect performance associated with both regular appropriations and BIL funding.

**Performance Goal: 3.3.4 Communities have access to more robust water data, nationally consistent water availability assessments and predictions, and modeling tools to make decisions under changing climate conditions and competing urban, agricultural, and ecological demands**

<b>Performance Measures</b>	<b>Bureau</b>	<b>2022 Actual</b>	<b>2023 Actual</b>	<b>2024 Target</b>	<b>2024 Actual</b>
3.3.4.1 Percentage progress toward the delivery of an Integrated National Water Census	USGS	30%	45%	63%	63%
3.3.4.2 Percentage progress toward the development, testing, and delivery of modern water prediction tools to the public	USGS	15%	25%	50%	50%
3.3.4.3 Percentage progress toward full implementation of the Next-Generation Water Observing System design	USGS	27%	32%	35%	35%
3.3.4.4 Percentage of streams that have clean water that is drinkable, swimmable, and fishable	BLM	64%	69%	65%	66%
<i>Miles of BLM streams and rivers with clean water</i>	BLM	13,601	14,665	13,814	14,027
<i>Total miles of BLM streams and rivers</i>	BLM	21,253	21,253 <sup>25</sup>	21,253	21,253

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<sup>25</sup> Stream miles reduced to only report on BLM-managed lands in the contiguous United States. Alaska is not included per consultation with HQ700. Outcome based metrics such as these will take more time to develop specific to AK.

# Strategic Goal 4: Serve and honor the public trust

Trust and confidence are cornerstones of the Department’s unique and expansive mission. This mission includes a geographically distributed workforce, a vast set of management responsibilities, and diverse customers and partners with varying needs and responsibilities. The American people have entrusted Interior with the sustained use of critical natural resources, the preservation of our most iconic places, and the science to ensure robust decision making. All these responsibilities require assurance and fairness at the highest levels.

## **Title: RISE Public Website Utilizing Google Analytics (USBR, SO 4.1)**

In FY 2024, the Reclamation Information Sharing Environment (RISE) – a publicly accessible data portal for accessing Reclamation’s water management, hydropower, biological monitoring, water quality, and infrastructure/asset related data – transitioned to Google Analytics 4 to learn which data are most commonly accessed to better understand what users are most interested in. Other data collected included information on number of site users and the types of devices users are using to access the website. Insights gained have been, and will continue to, help identify high value data sets, additional data for publication, and areas of the RISE website to be enhanced or modified.

## **Strategic Objective 4.1: People, communities, and organizations benefit from U.S. Department of the Interior data, science, and information**

### **Progress Summary**

During the course of FY 2024, the Department of the Interior reported progress on this objective, including:

- Succeeded in making departmental data more findable, accessible, interoperable, and reusable (FAIR).
- Made updated information on natural hazards such as earthquakes, volcano hazards, coastal change, and landslides available to the public, though not all areas were able to reach their target performance levels.
- Made new mapping products available to the public and people who need a broader topographic view of landscapes for recreation, land management, and emergency response.



## Performance Goals

### Performance Goal: 4.1.1 People, communities, and organizations have equitable access to Departmental data resources

Performance Measures	Bureau	2022 Actual	2023 Actual	2024 Target	2024 Actual
4.1.1.1 Percentage change in findable data	OCIO	N/A	Baseline	5%	5%
<i>data records (Total)</i>			N/A	829	829
<i>data records (Findable)</i>			789	789	789
4.1.1.2 Percentage change in accessible data	OCIO	N/A	Baseline	5%	12%
<i>data records (Total)</i>			N/A	3775	4,043
<i>data records (Accessible)</i>			3595	3595	3,595

### Performance Goal: 4.1.2 People, communities, and organizations benefit from information that is inclusive and reflects the needs of diverse populations

Performance Measures	Bureau	2022 Actual	2023 Actual	2024 Target	2024 Actual
4.1.2.1 Percentage change in interoperable data	OCIO	N/A	Baseline	5%	7%
<i>data records (Total)</i>			N/A	35,531	36,214
<i>data records (Interoperable)</i>			33,839	33,839	33,839
4.1.2.2 Percentage change in reusable data <sup>26</sup>	OCIO	N/A	N/A	10	859
4.1.2.3 Percentage of projects that provide science directly to tribal, Indigenous, and underserved communities to help in climate adaptation and planning	USGS	25%	30%	30%	30%

### Performance Goal: 4.1.3 People, communities, and organizations benefit from science resources to enhance their resilience to natural hazards and environmental change

Performance Measures	Bureau	2022 Actual	2023 Actual	2024 Target	2024 Actual
4.1.3.1 Percentage of progress towards a fully built out Advanced National Seismic System (ANSS)	USGS	53.7%	55.7%	56.5%	56.7%
<i>Number of operating ANSS monitoring stations returning data in real time</i>	USGS	3,814	3,954	4,014	4,028
<i>Ideal number of total ANSS monitoring stations</i>	USGS	7,100	7,100	7,100	7,100

<sup>26</sup> Due to the low number identified in the baseline study, Interior has updated this measure to reflect actual data records rather than a percent change over baseline.

Performance Measures	Bureau	2022 Actual	2023 Actual	2024 Target	2024 Actual
4.1.3.2 Percentage completion of volcano hazards assessment components at high threat and very high threat volcanoes	USGS	57%	59%	60%	59%
<i>Cumulative number of hazard assessment components completed</i>	USGS	852	860 <sup>27</sup>	894	878
<i>Total number of assessment components needed for high and very high threat volcanoes</i>	USGS	1,485	1,485	1,485	1,485
4.1.3.3 Percentage completion of science products on coastal change, including change from extreme events and climate change, and management practices provided to inform decisions on risk reduction, resilience, and resource management and restoration	USGS	74%	79%	79%	75%
<i>Annual number of Coastal and Marine Hazard Resource Program (CMHRP) informational products published during the fiscal year</i>	USGS	193	206	205	195
<i>Annual number of CMHRP informational products planned for completion during the fiscal year</i>	USGS	260	260	260	260
4.1.3.4 Percentage of progress toward delivering science and information for landslide events, forecasts, and assessments	USGS	11%	20%	39%	64%
<i>Delivery of landslide event and regional scale products completed (cumulative)</i>	USGS	37	65	127	208
<i>Cumulative decisional landslide event and regional scale products targeted to be completed</i>	USGS	325	325	325	325

<sup>27</sup> The 2023 Actual previously report for 4.1.3.2 was an estimate. The final data, updated here, was slightly lower. FY 2024 target was not revised due to the timing of this report and will likely be missed.

**Performance Goal: 4.1.4 People, communities, and organizations benefit from information made available for land and resource management**

Performance Measures	Bureau	2022 Actual	2023 Actual	2024 Target	2024 Actual
4.1.4.1 Number of terabytes of data managed and made available to land and resource managers and researchers that reflects a historical continuous global record of remotely sensed imagery	USGS	50,050	46,584	48,447	49,359
4.1.4.2 Percentage completion of rating tool for measuring partner satisfaction with Land Management Research product	USGS	25%	30%	35%	40%
<i>Cumulative points associated with completed milestones</i>	USGS	25	30	35	40
<i>Total points for all milestones (100)</i>	USGS	100	100	100	100
4.1.4.3 Percentage of core topographic base mapping products available through the Dynamic Mapping Application	USGS	20%	20%	40%	40%
<i>Number of Dynamic Mapping products available</i>	USGS	1	1	2	2
<i>Total Dynamic Mapping core products planned for completion by 2026</i>	USGS	5	5	5	5
4.1.4.4 Percentage of products that advance understanding of patterns and impacts of changing climate and land use on natural resources and ecosystems that are cited within 3 years	USGS	96%	97%	96%	97%
<i>Number of publications cited within the last 3 calendar years</i>	USGS	472	439	340	418
<i>Total number of publications issued within the past 3 calendar years</i>	USGS	493	452	355	431

# Strategic Objective 4.2: Access to opportunities, services, and resources is equitable and just

## Progress Summary

During the course of FY 2024, the Department of the Interior reported progress on this objective, including:

- Expanding the number of service corps training opportunities through the Indian Youth Service Corps Program to include the Bureau of Indian Affairs, the National Park Service, the US Fish and Wildlife Service and the Bureau of Reclamation.
- Significant expansion of pre-apprenticeship programs, including the NPS Traditional Trades Advancement Program and Landscape Stewardship Conservation Corps Program, and the US Fish and Wildlife Service Maintenance and Infrastructure Fellows Program to increase equitable access to skill-building opportunities.
- Robust outreach and engagement to facilitate \$82 million investment for planning, design and construction of domestic water supply projects to support disadvantaged communities or households lacking access to reliable domestic water supplies in Indian Country and 17 western states.

## Performance Goals

**Performance Goal: 4.2.1 People from historically underserved communities have equitable access to DOI learning and career development opportunities<sup>28</sup>**

Performance Measures	Bureau	2022 Actual	2023 Actual	2024 Target	2024 Actual
4.2.1.3 DOI Conservation Corps conversion rate (conversions per year)	DO	N/A	Baseline	168	162
4.2.1.4 DOI Conservation Corps youth participation rates (participants per year)	DO	N/A	Baseline	7,758	7,731

<sup>28</sup> Performance goal 4.2.1 has been updated to better reflect the Department’s focus on equitable capacity building for underserved communities. Two previous measures (4.2.1.1 and 4.2.1.2) have been replaced with new measures (4.2.1.3, and 4.2.1.4) to monitor progress.

**Performance Goal: 4.2.2 Historically underserved communities equitably benefit from Department decisions, investments, and opportunities**

Performance Measures	Bureau	2022 Actual	2023 Actual	2024 Target	2024 Actual
4.2.2.1 Office of Small and Disadvantaged Business Utilization Engagement Strategy Progress Rating <sup>29</sup>	DO	1	1	1	1

## Strategic Objective 4.3: The U.S. Department of the Interior workforce is diverse, safe, engaged, and committed to the mission

### Progress Summary

During the course of FY 2024, the Department of the Interior reported progress on this objective, including:

- Increased utilization of special hiring authorities for student youth hiring, direct hiring, and veteran hiring.
- Maintained a consistent retention rate across the workforce.

### Performance Goals

**Performance Goal: 4.3.1 Employees recruited and hired at Interior reflect the diversity of the nation**

Performance Measures	Bureau	2022 Actual	2023 Actual	2024 Target	2024 Actual
4.3.1.1 Utilization rate of hiring authorities	DO	21%	22%	27%	25%
4.3.1.2 Percentage of hires from minority and underserved populations	DO	33%	31%	33%	21% <sup>30</sup>

<sup>29</sup> This measure was incorrectly reported as a maturity scale in prior publications. The correct scale used for this measure is 0 or 1, where a 0 indicates "no progress" and a 1 indicates "incremental progress" in improving engagement with historically underrepresented small and socio-economically disadvantaged businesses interested in competing for Interior contracts. Engagement includes the following three contributing components: Department-to-Small Business Vendor Communication, Availability and Accessibility of Vendor Resources, and Internal Department-Wide Resources and Guidance.

<sup>30</sup> The FY24 actual value decrease from the FY23 actual value is attributed to Interior's efforts to eliminate null values in employees reporting their ethnicity and race. Overall, Interior increased selections from All Other Races by 1% over FY23 and also increased the overall workforce categorized as All Other Races by 1% over FY23.

**Performance Goal: 4.3.2 Interior employees can fully contribute to achieving Department missions, fostered by an inclusive and safe workplace culture**

Performance Measures	Bureau	2022 Actual	2023 Actual	2024 Target	2024 Actual
4.3.2.1 Retention rate for commonly filled and mission critical occupations	DO	87%	88%	90%	88%

**Performance Goal: 4.3.3 Interior employees experience safety, wellness and positive work-life balance, and work in an environment free of harassment and bias**

Performance Measures	Bureau	2022 Actual	2023 Actual	2024 Target	2024 Actual
4.3.3.1 Percentage reduction in complaints related to harassment and bias	DO	Baseline	6%	8%	TBD <sup>31</sup>

## Strategic Objective 4.4: There is confidence and satisfaction in the U.S. Department of the Interior

### Progress Summary

During the course of FY 2024, the Department of the Interior reported progress on this objective, including:

- Exceeding the goal of 85% of water infrastructure facilities in acceptable condition by 11% maintaining 325 out of 337 water facilities are in acceptable condition.
- Tested continuity / contingency plans for IT systems so that digital resources are safe and resilient.
- Over \$492 million in awards for fiscal year 2024 to address dangerous and polluting abandoned mine lands, create good-paying, family-sustaining jobs and catalyze economic opportunity in coal communities.
- The single largest grant investment ever from the [Land and Water Conservation Fund's](#) Outdoor Recreation Legacy Partnership Program (ORLP), investing \$254.68 million into 54 projects in 24 states for the redevelopment or creation of new local parks.

**Performance Goal: 4.4.1 Interior facilities are well maintained and available to serve the American public**

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<sup>31</sup> Measure 4.3.3.1 intends to monitor a decrease in complaints related to harassing conduct. The targeted decrease of 8 percent in FY 2024 is as compared with the prior year's numbers (FY 2023). The target of a decline of 8 percent (FY 2024) is equivalent to approximately 20 fewer complaints filed. The actual FY 2024 results will be available in early calendar year 2025.

Performance Measures	Bureau	2022 Actual	2023 Actual	2024 Target	2024 Actual
4.4.1.1 Maintain 85% of water infrastructure facilities in acceptable condition	USBR	97%	97%	85%	96%
<i>High- and Significant-Hazard-Dams and Reserved Works Associated Facilities in acceptable condition x 100</i>	USBR	330	328	288	325
<i>Total number of Facilities</i>	USBR	339	339	339	337
4.4.1.2 Percentage of hydropower facilities in good condition, per the facility reliability rating	USBR	94%	87%	77%	88%
<i>Number of hydropower facilities in good condition</i>	USBR	49	45	40	46
<i>Number of hydropower facilities</i>	USBR	52	52	52	52

**Performance Goal: 4.4.2 Communities, property, and Department-managed physical and digital resources are safe and resilient**

Performance Measures	Bureau	2022 Actual	2023 Actual	2024 Target	2024 Actual
4.4.2.2 Percentage of Department information systems with a business continuity/contingency plan that has been tested within the past year	DO	47%	93%	90%	100%
<i>Systems (with contingency plan)</i>	DO	102	235	243	260
<i>Systems (Total)</i>	DO	219	252	270	260

**Performance Goal: 4.4.3 Interior infrastructure investments benefit vulnerable communities, the public, and the environment<sup>32</sup>**

<sup>32</sup> Efforts to coordinate development of performance goals in Strategic Goal 4 did not result in viable measures for 4.4.3.

# Appendix A: Monitoring and Performance Management

The [GPRM Modernization Act of 2010](#) established the need for agencies to identify performance goals, report progress against targets, and conduct data-driven reviews. These practices serve two key purposes within and outside of the organization: (1) to assess the organization's health and impact; and (2) to inform decision making, resource allocation, and strategy. The Department will complete annual portfolio reviews and provide quarterly priority goal reviews to continuously learn and improve as we advance our outcomes in the Department's strategic plan. Along with periodic reviews, Interior assesses the past year's performance and sets targets for the next fiscal year. The results of these reviews are published in the Interior Annual Performance Plan and Report and published on the [Interior performance management website](#).

## Data Accuracy and Reliability

The Department ensures the accuracy and reliability of the performance data in its Annual Performance Plan and Report (APP&R) and the performance data tables in accordance with the [GPRM Modernization Act of 2010](#) (GPRAMA) five data quality specifications for:

Means used to verify and validate measured values: All performance data reported in the APP&R and on <http://www.performance.gov/> by the Department is subject to the data verification and validation standards (see <https://www.doi.gov/performance/data-validation-and-verification>). Implementing organization heads or chief officials confirm in writing the validity of the data and present the data on a quarterly basis to the Deputy Secretary.

Sources for the data: Program managers provide performance data based on their observations that can include extrapolations of selected representative samples or history adjusted for estimates of changing conditions. The data is tracked and maintained in separate systems. Following review by the providing bureau or office, data is collected, reviewed, integrated, and maintained by the Department's Office of Planning and Performance Management (PPP) in its APP&R available through the Department's Budget and Performance Portal ([www.doi.gov/performance](http://www.doi.gov/performance)), and [www.performance.gov](http://www.performance.gov).

Level of accuracy required for the intended use of the data: Performance data reported in the APP&R and on <http://www.performance.gov/> is used for management purposes, as a representative indicator of progress in relation to a target or goal established by the corresponding implementing organization. The accuracy of the information is that which is considered necessary to provide a reasonable representation of the progress made relative to a target or goal for discussion purposes, to help:

- a. determine if the progress is considered adequate;
- b. provide understanding of the ability for the processes and methods being implemented to achieve the goal;
- c. indicate if any further exploration or evaluation is needed to better ensure achievement of the goal; and



- d. whether alternative action, including adjusting funding levels, facilities, workforce, information technology (IT) capabilities, etc., is needed to help better ensure achievement of the goal.

Limitations to the data at the required level of accuracy: Performance data is subject to potential errors from the use of estimations and extrapolations (especially where direct measurement is impractical and/or too costly), individual observation, miscommunication, and/or failure to effectively employ the guidance described in the performance measure template or the “Indicator” description in <http://www.performance.gov/>. However, based on multiple review levels and accuracy certifications, these limitations are not significant.

How the agency has compensated for such limitations if needed, to reach the required level of accuracy: The measurement procedures for each performance measure used in the APP&R are described and documented in data measurement templates posted on the Office of Management and Budget (OMB) MAX website, or described in the “Indicator” block for each APG on <http://www.performance.gov/>. Along with the implementing organization’s official assurance of faithfully employing the data verification and validation standards, submitted data are reviewed within the context of the scope and nature of the activity, plans, and experience to help confirm accuracy. Following review and verification by the submitting bureau or office, the data is reviewed again by PPP to determine if further consultation with the data provider is necessary to adjust or correct the reported data before publication. Senior management and leadership consider this level of accuracy to be acceptable for their use of the data. Experience in using the data, historical trend and programmatic context assessments, and bureau data quality certifications indicate that the limitations are considered minor and compensating measures are not considered necessary.

In addition to employing the Department’s data validation and verification standards, and internal reviews of submitted data, the best “test” of the data’s accuracy is in its use. APG updates are reviewed during quarterly status reviews where senior officials report their data directly to the Deputy Secretary and are made publicly available through <http://www.performance.gov/>. Performance information is provided with historical, organizational, and supporting context to provide the reader with a fuller perspective of the data and is reviewed annually at the strategic objective level.

This Fiscal Year 2024 Annual Performance Report was prepared and published by the [Office of Planning and Performance Management](#).

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*Figure 7: Three hikers walking through brush towards mountains. Photo credit: National Park Service*