







Mission Statement

To improve the status
of wage-earning women,
improve their working conditions,
increase their efficiency, and advance
their opportunities
for profitable employment

he U.S. Department of Labor Women's Bureau is a results-driven agency. We have developed this Strategic and Performance Plan in order to align our strategies, outcomes, and programs under one vision statement. All levels of our agency work together to ensure we meet or exceed the measures of success as noted on this Strategic and Performance Plan.

In support of the Secretary's Strategic Goals, the Bureau has developed a series of innovative demonstration projects under the outcome goals Better Jobs, Better Earnings, and Better Living. These projects use a common set of approaches that enables crossfertilization among outcome goals. The flexibility of the Women's Bureau's demonstration projects allows the Bureau to produce "how-to" manuals so outside organizations can readily replicate our projects. The changes in programs from year to year reflect the movement towards replication and a focus on priority projects.

The Bureau's performance measures demonstrate an agency-wide project management shift to achieve greater outcomes. The FY2005 and outlaying targets reflect an increased emphasis on achieving ambitious intermediate results as a means to reaching our outcome goals. The key underlying assumption is that a project will more significantly impact those participants who actively use its resources.

The Women's Bureau will continue to refine and update this tool to reflect lessons learned in order to better serve our customers.





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Women's Bureau

Vision Statement

The Women's Bureau promotes 21st Century solutions to improve the status of working women and their families.

Better Jobs!
Better Earnings!
Better Living!

2003-2008 Strategic and Performance Plan

Better Jobs!
Better Earnings!
Better Living!

Strategic Goal	Outcome Goals	Performance Goals	Programs	Means and Strategies	Output Measures	FY03	(T)arget vs. (A)ctual FY03 FY04 05 06 07 08 T A T A		Intermediate Measures	(T)arget vs. (A)ctua FY03 FY04 05 06 07 0			Outcome Measures	(T)arget vs. (A)ctu FY03 FY04 05 06 07 T A T A				
Improve the status of working women	C.I Better Jobs	C.I.P.I Increase women's employment in high-growth, demand-driven occupations	Online Learning for Women in Transition Project	Provide "high-tech" and "high-touch" resources to women who are re-entering the workforce after an extended period of absence Develop and implement project using best practices from Better Jobs projects	# of women entering training. Online Learning for Women in Transition Women with Disabilities Entrepreneurship		200 11	K IK IK	% of participants who successfully complete program (i.e., passed, certificate): Online Learning for Women in Transition Women with Disabilities			TBD	ТВО ТВО ТВ	% of women participants who increase earnings, find employment, or enter degree program % of program participants entering field of study in			70 70 70	tr
Project replication phase (see S.1) Project under development			Women with Disabilities Entrepreneurship Project Group E-Mentoring in Nursing (GEM-Nursing) www.gem-nursing.org Girls' E-Mentoring in Science, Engineering, and Technology (GEM-SET) www.gem-set.org	Work with community partners to implement effective training programs that lead to self-employment for women with disabilities Increase GEM-Nursing participants Refine GEM-SET tools to reflect lessons learned from GEM-SET I, II, and III	GEM-SET I # of mentees: GEM-Nursing SEM-SET ST # of value-added partners contributing towards VVB goals:	100 170	120 202 90 90 30 56 42 360 582 360 42	0	Entrepreneurship % of mentees who are active:			* 65		high-growth, demand- driven fields	33	33	33 33	ategic
Data unavailable						500 562	62 250 394	40 40	GEM-Nursing GEM-SET	27		3	completed percentage enrollment.					and
					Online Learning for Women in Transition Women with Disabilities Entrepreneurship GEM-Nursing GEM-SET		5 5 5 65 65			training. I	ning. No	ot a pe						Performa
	C.2 Better Earnings	C.2.P.1 Increase opportunities for women to take steps to improve their economic security and retirement savings	Wi\$e Up Financial Security Education Wi\$e Up-Gen-X Wi\$e Up-Military Spouses Other targeted groups www.wiseupwomen.org	Refine Wi\$e Up tools to reflect lessons learned in pilot phase Expand Wi\$e Up model to impact more women through: Partnerships targeting Military Spouses and other groups Value-added partnerships with organizations, such as CBOs, faith-based, professional associations, universities, and employers	# of participants: Wi\$e Up Financial Security Outreach # of Wi\$e Up mentors # of value added partners contributing towards WB goals: Wi\$e Up Financial Security Outreach	IOK	360 547 360 36 1150 4156 750 75 84 93 84 8 12 33 13 13 65 30 30	750 750 750 750 750 750 750 750 750 750	% of Wi\$e Up participants who have completed at least one module % of participants who benefited from WB events		51 5		70 75 80	future		33	33 50 50	iance Plan
			Financial Security and Retirement Savings Outreach	Collaborate with partners to perform out- reach to targeted communities														20
	C.3 Better Living	C.3.P.1 Increase # of employer flexible programs and policies	Flex-Options for Women www.we-inc.org/flex.html	Partner with employers, including corporate executives and business owners to mentor other employers in the development of flexible workplace policies and programs Maintain and update website providing	# of face-to-face meetings # of virtual conference calls # of employers who register to participate # of mentors		84 87 120 12 40 81 60 60		% of business owners who express an interest in developing a flexible workplace policy # of policies and programs			70	75 75 75	# of employees in participating companies with flexible programs and policies % of employer participants			720 IK 1500)03-2
				workplace flexibility resources and technical assistance including how-to guide					created or expanded		80 6	51 70	75 75 75	that created or expanded flexible programs and policies		56	60 65 65	65
	S. I Value- Added Partnerships	S.I.P.I Build value-added partnerships in order to increase individuals served by WB projects	Replication Programs	Cultivate new partners to replicate, create, or expand demonstration projects related to Better Jobs, Better Earnings, Better Living	# of Leadership Programs # of women leaders who participate # of how-to guides/		26 28 27 25 25 600 1007 540 500 500		# of partners who become involved with WB projects # of replications or expansions			40	45 50 55 5 7 9	# of individuals who receive services from projects replicated or developed			450 750 1050	1350
					archives created # of how-to guides disseminated		250 50	00 IK 1500										