

Plan Purpose



The USCIS Strategic Plan provides a roadmap for the organization, identifying who we are, where we want to go, and at a conceptual level, how we will get there.

As a component of the Department of Homeland Security (DHS), United States Citizenship and Immigration Services (USCIS), has developed this document as a strategic framework to integrate our key mission objectives, future plans and priorities, organizational improvement initiatives, and prudent resource management. By providing a full spectrum depiction of our organization's direction and priorities, and by aligning this document with specific USCIS mandates outlined in the Homeland Security Act, the Strategic Plan demonstrates and guides our critical role within the DHS mission.

and Structure



Our Plan includes the following sections:

- **Context for Strategic Planning** – Effective strategic planning requires an understanding of the context in which we operate. This context encompasses the social, economic, political and environmental factors that influence and shape our organization, our relationship with our many and diverse stakeholders, and our relationship with DHS and its components, and other federal agencies.
- **Strategic Plan Framework** – Our Strategic Plan describes our long-term strategic direction in broad terms. The plan provides the integrated planning context for other USCIS initiatives, such as the business transformation plan, human capital strategy, management improvement plans, and the development of new immigration programs.
- **Strategic Goals and Objectives** – USCIS' Strategic Plan is organized around six goals, which are comprised of strategically integrated sets of verifiable objectives. The objectives are supported by actionable strategies, and include a discussion of accomplishments that build the foundation for continued improvements and implementation efforts. These were developed by cross-functional teams to avoid compartmentalization and to facilitate coordination and partnering within and beyond the organization.