



*U. S. Department of Labor
Women's Bureau*

Fiscal Year 2009
Outlook

www.dol.gov/wb

1.800.827.5335

Overview

- Congress established the Women's Bureau (WB) in 1920 to *"...formulate standards and policies which shall promote the welfare of wage-earning women, improve their working conditions, increase their efficiency, and advance their opportunities for profitable employment."* (Public Law 66-259)
- The WB provides leadership and coordination of U.S. Department of Labor (USDOL) activities that impact women in the workforce (USDOL Secretary's Order, July 2006)
- Through a National Office and 10 Regional Offices, the WB addresses issues of importance to working women and provides information about women in the labor force to stakeholders and customers

Women's Bureau Offices

National Office: Washington, DC
Karen Furia, National Office Coordinator
202.693.6710

Region I: Boston
Jacqueline Cooke, RA*
617.565.1988
CT, ME, MA, NH, RI, and VT

Region II: New York
Grace Protos, RA*
646.264.3789
NJ, NY, Puerto Rico, and Virgin Islands

Region III: Philadelphia
Lucia Bruce, RA*
215.861.4860
DE, DC, MD, PA, VA, and WV

Region IV: Atlanta
Paulette Lewis, RA*
404.562.2336
AL, FL, GA, KY, MS, NC, SC, and TN

Region V: Chicago
Nancy Chen, RA*
312.353.6985
IL, IN, MI, MN, OH, and WI

Region VI: Dallas
Beverly Lyle, RA*
972.850.4700
AR, LA, NM, OK, and TX

Region VII: Kansas City
Dorothy Witherspoon, RA*
816.285.7233
IA, KS, MO, and NE

Region VIII: Denver
Frances Jefferson, RA*
303.844.1286
CO, MT, ND, SD, UT, and WY

Region IX: San Francisco
Jenny Erwin, RA*
415.625.2638
AZ, CA, Guam, HI, and NV

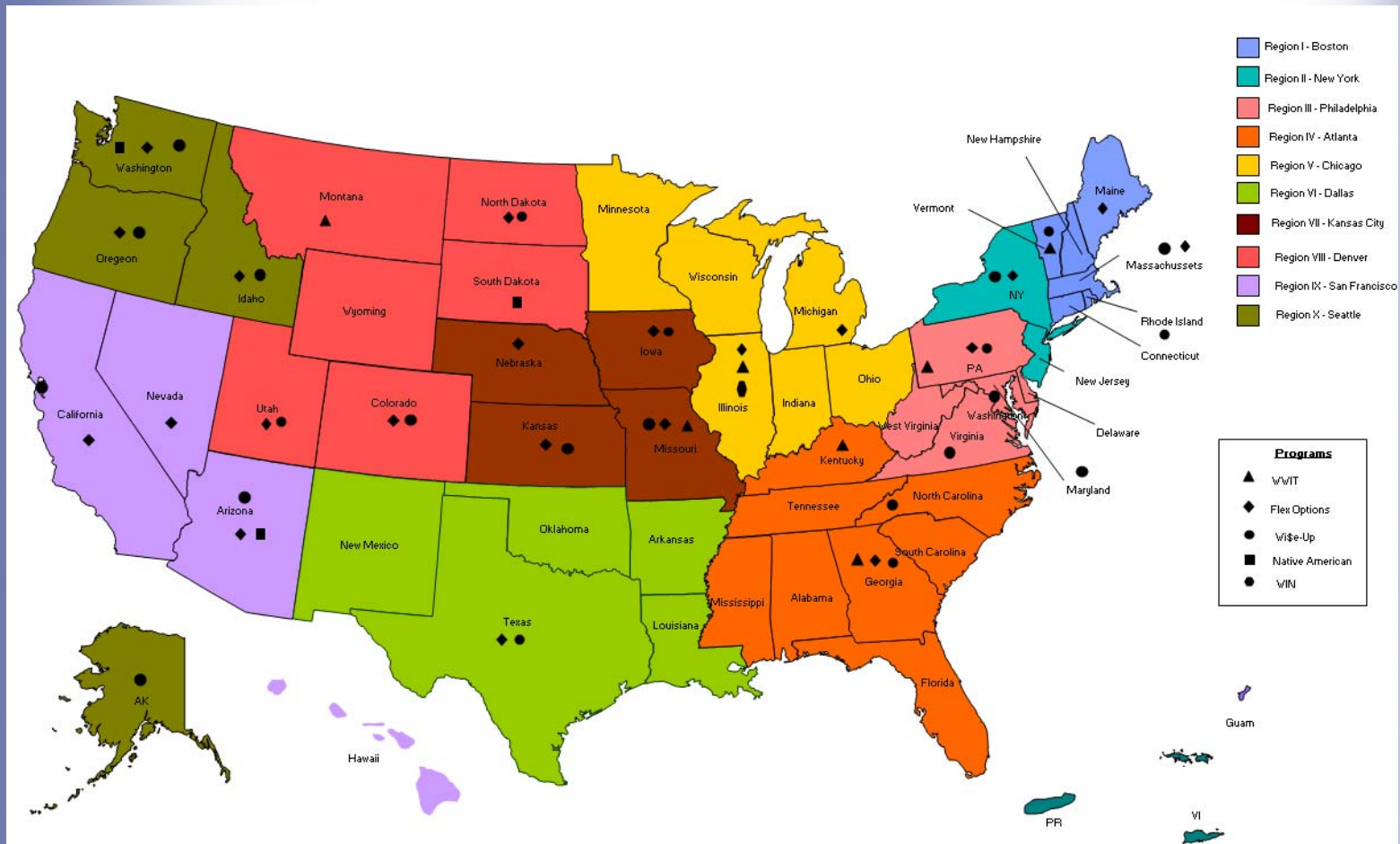
Region X: Seattle
Betty Lock, RA*
206.553.1534
AK, ID, OR, and WA

*Regional Administrator

Strategic Goals & Initiatives

USDOL Strategic Goals	WB Goals	Fiscal Year (FY) 2009 Projects
<p>"A Prepared Workforce"</p> <p>Develop a prepared workforce by providing effective training and support services to workers</p>	<p><i>Better Jobs!</i></p> <p>Increase women's employment opportunities</p>	 <p>Native American Project</p> <p>Women In Nanotechnology</p> <p>Preparing Women for the 21st Century Workplace</p>
<p>"Strengthened Economic Protections"</p> <p>Protect and strengthen worker economic security</p>	<p><i>Better Earnings!</i></p> <p>Increase women's financial security</p>	 <p>WiseUp</p>
<p>"A Competitive Workforce"</p> <p>Meet the competitive labor demands of the worldwide economy</p>	<p><i>Better Living!</i></p> <p>Increase number of employer-sponsored flexible work programs and policies</p>	 <p>Flex-Options</p>

Women's Bureau Project Map





Flex-Options

The Flex-Options project encourages business owners to establish or expand workplace flexibility policies and programs, such as telecommuting, job sharing, and compressed workweeks.

- Business owner participants connect with mentors who have successfully implemented workplace flexibility. Mentors share information, best practices and answer questions concerning designing and implementing flexible policies and programs
- Project activities include *free* bi-monthly teleconferences featuring experienced professionals and leaders in the flexible workplace field, discussion groups, and local events. For more information, visit www.flexoptions.org
- During FY 2009, the Women's Bureau is reaching out to local and state governments, along with colleges and universities, to promote the "green benefits" of establishing flexible workplace options for their employees

Flex-Options



Flex-Options
Compressed Workweeks
Part-Time
Job Sharing
Telecommuting
Informal and Ad Hoc Flexibility

Enhance and Improve
Recruitment
Retention
Productivity
Performance
Morale
Commitment
Job Satisfaction
Attendance

- **Outcome Goal:** Better Living!
- **Performance Goal:** Increase Number of Employer-Sponsored Flexible Programs and Policies
- **Participating Regions:** I, II, III, IV, V, VI, VII, VIII, IX, X
- **FY 2009 Measure**
 - 72.3% of interested employers will create or expand a flexible work policy or program



Financial Planning for Generation X & Y Women

- **Wi\$eUp Financial Education Program:** The Women's Bureau is empowering women with the tools they need to plan for a secure financial future
 - **Self-paced, Interactive Curriculum** -- Covers money math, saving, credit, debt, insurance, investing, retirement planning, and more!
 - **Wiseupwomen.org Web site** -- Features educational resources, links, calculators, downloadable worksheets, glossary, news and events
 - **Online and Traditional Classroom Courses** -- Offered by educational institutions, non-profit organizations, faith-based centers, employers, state and local governments
 - **"Ask the Experts"** -- Over 80 financial experts answer participants' questions via a moderated listserv
 - **Wi\$eUp National Teleconference Calls** -- Bi-monthly presentations with Q&A on current financial issues. Written transcripts and audio recordings archived online
 - **Wi\$eUp e-Newsletters** -- Feature updates on project activities, interviews with experts, and more
 - **Public Service Announcements** -- Air on local radio, television, and YouTube
 - **Replication Options** -- Guidelines are provided to organizations interested in using Wi\$eUp with their members, constituents, and/or employees

Wi\$eUp

- **Outcome Goal:** Better Earnings!
- **Performance Goal:** Increase Women's Financial Security
- **Participating Regions:** I, II, III, IV, VI, VII, VIII, X
- **Wi\$eUp Partners:** Texas AgriLife Extension Service, Texas A&M University System; American Institute of Certified Public Accountants; and Financial Planning Association
- **Success Metrics:** Wi\$eUp assessments collect information on the actions participants take as a result of completing the program
- **Additional Support:** The Foundation for Financial Planning awarded a \$125,000 grant to Texas AgriLife Extension to support Wi\$eUp from December 2008 to December 2010



- **FY 2009 Measures:**
 - ✓ 60% of participants say they will reduce their debt
 - ✓ 60% of participants say they will increase their savings/investments



Women in Nanotechnology (WIN)

- **Outcome Goal:** Better Jobs!
- **Performance Goal:**
Increase Women's Employment Opportunities
- The Women's Bureau recruits women in Chicago-area community colleges, helps them develop specialization in the nanotechnology field, and prepares them to continue their studies in a four-year university and begin a promising career
www.womeninnanotechnology.org
- **WIN Participating Institutions**
 - ✓ University of Illinois at Chicago (UIC), Center for Research on Women & Gender and Women in Science & Engineering (WISE)
 - ✓ College of DuPage, Natural and Applied Sciences Division
 - ✓ Truman College, Department of Biology and Biotechnology



WIN offers seminars, field trips, networking, mentoring, and scholarships to support students interested in nanoscale science and technology.

- **Additional Support:** The WISE program at UIC received a 2008 and 2009 Innovation Generation Grant from Motorola Foundation to expand WIN outreach to Chicago Public Schools

Native American Project

- **Outcome Goal:** Better Jobs!
- **Performance Goal:** Increase Women's Employment Opportunities
- **Region IX: Hopi and Navajo Tribes in Arizona**
 - The Bureau is providing entrepreneurship training to Hopi and Navajo women in Northern Arizona to prepare them to sell their authentic artwork and crafts via an online "Virtual Trail"



- **Region X: Yakama Nation in Washington**
 - In collaboration with Yakama Tribal leaders, other Federal agencies, local and state governmental agencies, and community-based organizations, the Bureau is helping women in the Yakama Nation in Washington transition to better jobs by providing mentoring/coaching, financial education, and life skills training

Preparing Women for the 21st Century

Preparing Women for
the 21st Century Workplace

- **Outcome Goal:** Better Jobs!
- **Performance Goal:** Increase Women's Employment Opportunities
- **Participating Regions:** Nationwide
- ***Women Work! The National Network for Women's Employment***, under contract with the Women's Bureau, supports women in various stages of economic and employment transition, and local service providers, including workforce development organizations, that assist such women
www.womenwork.org
- **Training and Technical Assistance:** Electronic and hard copy resources, distance learning, and in-person training opportunities are provided
- **The Women's Bureau is committed to making economic security a reality for women workers**, including single mothers, older women, women of color, women veterans, incarcerated women, and women ex-offenders

Women in Apprenticeship and Nontraditional Occupations Grants

- The WANTO Act of 1992 authorizes USDOL to disburse technical assistance grants to promote the recruitment, training, and retention of women in apprenticeship and nontraditional occupations
- The Women's Bureau and the Employment and Training Administration's Office of Apprenticeship co-administer the WANTO program
- From 1994 – 2003, USDOL funded WANTO grants annually. The outcomes consisted largely of training and resource manuals, and recruitment videos



On average, only 3% of all newly registered and active apprentices in construction occupations are women.

WANTO Grants

- The primary goals for the WANTO grants awarded to community-based organizations in 2007 and 2008 are to improve the recruitment, selection, training, employment, and retention of women in apprenticeships in the construction industry
- Other goals include supporting/changing management and employee attitudes to promote female workers, and providing supportive services to the employers and women following placement

Grants Awarded June 2007 (Ending June 2009)

- Apprenticeship and Non-Traditional Employment for Women (ANEW) and Oregon Tradeswomen, INC. (OTI) (A Pacific Northwest Consortium), Renton, Washington
- Hard-Hatted Women (HHW), Cleveland, Ohio
- Playa Vista Job Opportunities and Business Services (PV Jobs), Los Angeles, California

Grants Awarded June 2008 (Ending June 2010)

- Women in Non-Traditional Employment Roles (WINTER), Long Beach, California
- Action for Boston Community Development, Inc (ABCD), Boston, Massachusetts
- Wider Opportunities for Women (WOW), Washington, District of Columbia



Outreach and Assistance

- **International Visitors** -- Briefings for international dignitaries and women leaders are coordinated with the Department of State and the USDOL Bureau of International Labor Affairs and Bureau of Labor Statistics. From FY 2002 - 2008, the Women's Bureau briefed over 800 visitors from over 100 countries
- **Technical Assistance** -- The Bureau provides information, resources, and referrals to help women understand their rights in the workplace and obtain assistance
- **Project Replication** -- To prepare more women for better job opportunities, increase their earnings potential, and promote better work-life balance, the Bureau assists organizations in replicating its projects