



Stakeholder Consultation

Office of Federal Contract
Compliance Programs
Department of Labor (DOL)

DRAFT FY 2014-2018
DOL Strategic Plan

July 18, 2013



We Want to Hear From *You*

- Collect your feedback on proposed strategies and ideas on achieving our priorities.
- Consider your views and concerns while writing the plan.



Department of Labor's Strategic Goal Structure

Strategic Goal 1 – Prepare workers for better jobs and ensure fair compensation

Strategic Objectives:

- 1.1 Advance employment opportunities for U.S. workers
- 1.2 Provide marketable skills and knowledge to increase workers' income and help them overcome barriers to the middle class
- 1.3 Secure wages and overtime
- 1.4 Foster acceptable work conditions and respect for workers in the global economy to provide workers with a fair share of productivity and protect vulnerable people

Strategic Goal 2 – Ensure workplaces are safe and healthy

Strategic Objective:

- 2.1 Secure safe and healthy workplaces, particularly in high-risk industries

Strategic Goal 3 – Promote fair and high-quality work environments

Strategic Objectives:

- 3.1 Break down barriers to fair and diverse workplaces and narrow wage and income inequality
- 3.2 Protect workers' rights

Strategic Goal 4 – Secure retirement, health, and other employee benefits and, for those not working, provide income security

Strategic Objectives:

- 4.1 Provide income support when work is impossible or unavailable and facilitate return to work
- 4.2 Improve health benefits and retirement security for all workers

Strategic Goal 5 – Produce timely and accurate data on the economic conditions of workers and their families

Strategic Objective:

- 5.1 Provide sound and impartial information on labor market activity, working conditions, and price changes in the economy for decision making, including support for the formulation of economic and social policy affecting virtually all Americans



Office of Federal Contract Compliance Programs (OFCCP) Overview

- **Mission:** Enforce, for the benefit of job seekers and wage earners, the contractual promise of affirmative action and equal employment opportunity required of those who do business with the Federal government.
- **Leadership: Director Patricia Shiu**

OFCCP supports the following Department of Labor Strategic Goals and Objectives:

- Strategic Goal 3 – Promote fair and high-quality work environments
 - Strategic Objective 3.1 – Break down barriers to fair and diverse workplaces and narrow wage and income inequality



OFCCP Strategies

- **The priorities and strategies to achieve our goals and objectives include:**
 - **Strengthening Enforcement**
 - Ensuring thorough and high-quality evaluations by compliance officers.
 - Prioritizing reviews of pay discrimination.
 - **Implementing Regulatory Reform**
 - Strengthening the affirmative action program requirements applicable to federal contractors and subcontractors.
 - Increasing the employment opportunities available to individuals with disabilities, protected veterans, women, and under-represented minority populations.
 - Identifying and remedying wage-based compensation discrimination.



OFCCP Strategies

- **The priorities and strategies to achieve our goals and objectives include:**
 - Expanding Stakeholder Outreach
 - Focusing on workers most at risk of employment discrimination by working with stakeholders (including community-based organizations) to provide worker education.
 - Continuing technical and compliance assistance for federal contractors, with a focus on first-time contractors and small businesses.



OFCCP Strategies

- **Do these strategies make sense to you?**
- **Are there other strategies that we should consider to meet our objectives?**
- **If you would like to send comments to DOL or to learn more about the DOL strategic planning process, please visit [DOL's Strategic Plan Comment Page.](#)**