



Stakeholder Consultation

Wage and Hour Division
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



Wage and Hour Division (WHD) Overview

- **Mission:** Promote and achieve compliance with labor standards to protect and enhance the welfare of the Nation's workforce.
- **Leadership:**
Principal Deputy Administrator Laura A. Fortman

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

- Strategic Goal 1 – Prepare workers for better jobs and ensure fair compensation
 - Strategic Objective 1.3 – Secure wages and overtime
- Strategic Goal 3 – Promote fair and high-quality work environments
 - Strategic Objective 3.2 – Protect workers' rights



WHD Strategies

- **The priorities and strategies to achieve our goals and objectives include:**
 - Ensuring that workers are employed in compliance with wage and hour laws by:
 - Prioritizing WHD enforcement objectives to increase compliance on behalf of at risk workers, including:
 - Workers employed in subcontracting, temporary employment, independent contracting, and other contingent workforce arrangements;
 - Young workers;
 - Agricultural workers;
 - Workers with disabilities; and
 - Workers with no private right of action.



WHD Strategies

- **The priorities and strategies to achieve our goals and objectives include:**
 - Promoting sustained compliance with laws enforced by WHD by:
 - Increasing corporate-wide sustained compliance with the Family and Medical Leave Act.
 - Prioritizing resource decisions to affect long-term system-wide or industry-wide compliance.
 - Increasing WHD's deterrent effect through the strategic use of compliance tools.
 - Utilizing strategies that encourage employers to maintain compliance over time.



WHD Strategies

- **The priorities and strategies to achieve our goals and objectives include:**
 - Improving the quality of WHD service to customers by:
 - Increasing worker and employer accessibility to WHD services.
 - Increasing WHD visibility by conducting education and outreach to employers – including to small businesses and government contract stakeholders.
 - Improving the accuracy and professionalism of advice and information provided to the public.
 - Improving WHD's back wage distribution processes.



WHD Strategies

- **The priorities and strategies to achieve our goals and objectives include:**
 - Issuing prevailing wage determinations that are current and complete by:
 - Improving the quality and timeliness of wage determinations published by the agency,
 - Continuing to implement Davis-Bacon Act wage survey processes, and
 - Examining the McNamara-O'Hara Service Contract Act wage determination processes.



WHD 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](#).**