

U.S. Department of Labor Women's Bureau



November 2020

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TAB 1: AGENCY ORGANIZATIONAL OVERVIEW

Mission

Women in the workforce are vital to the nation's economic security. The Women's Bureau develops policies and standards and conducts inquiries to safeguard the interests of working women; to advocate for their equality and economic security for themselves and their families; and to promote quality work environments. For additional information, please visit [DOL.gov](https://www.dol.gov).¹

Authorizing Legislation

Please visit <https://www.dol.gov/agencies/wb/about>.

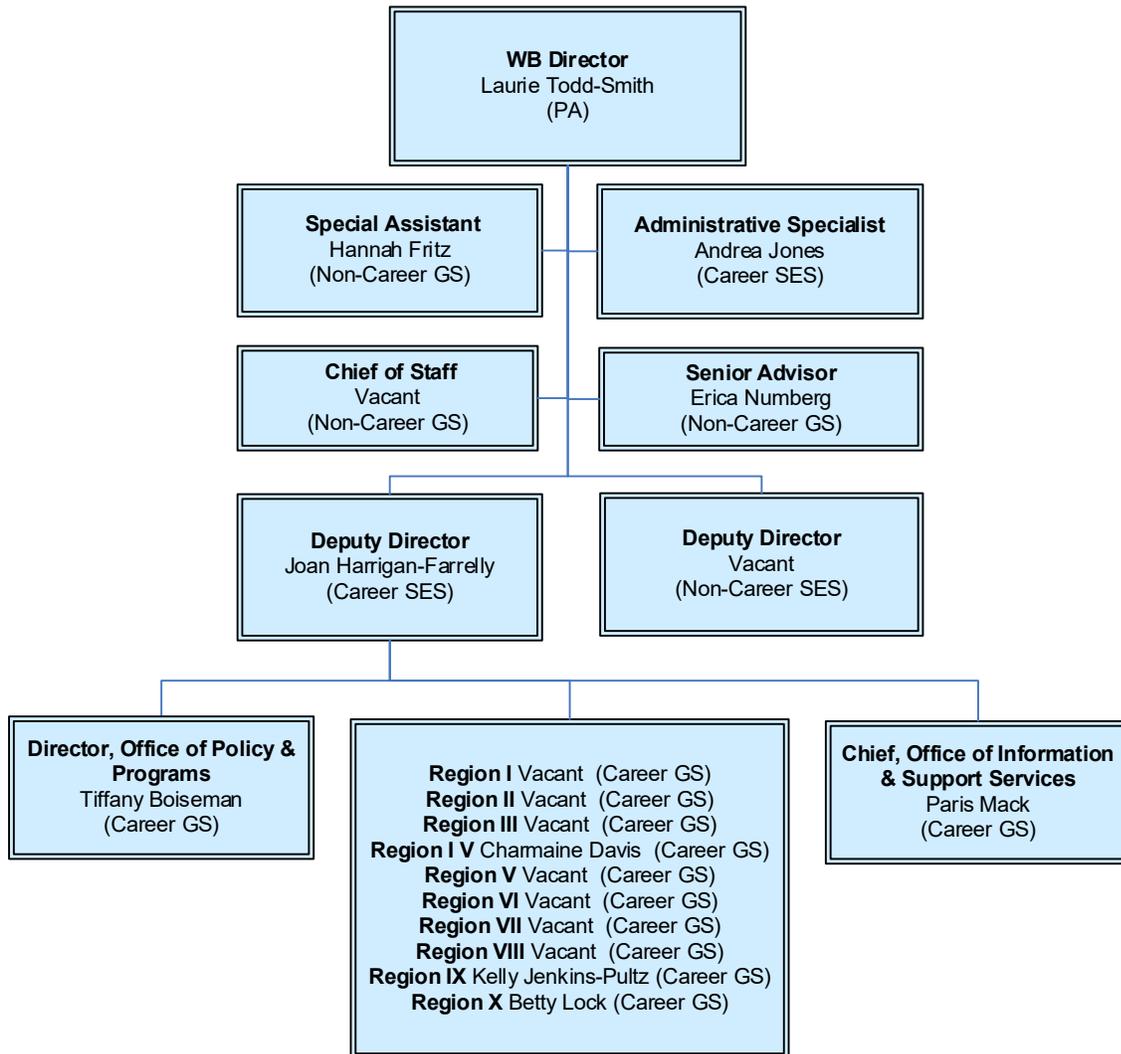
Organizational Structure

The Director is appointed by the President and is supported by an SES career Deputy Director, a non-career Deputy Director, a Senior Advisor, and a Chief of Staff. WB is comprised of a national office headquartered in Washington, D.C., and regional offices. The national office consists of the Office of Policy and Programs, the Office of Information and Support Services, and the Office of the Director.

¹ <https://www.dol.gov/agencies/wb/about>.

TAB 1: Agency Organizational Overview

Current Organizational Chart



TAB 1: Agency Organizational Overview

Workforce At-A-Glance

**DEPARTMENT OF LABOR EMPLOYMENT *
AS OF 11/1/2020 - WB**

AGENCY			
Subagency	National Office	Regional Office	Total
WB	24	12	36
Total	24	12	36
RACE & GENDER			
Ethnicity	F	M	Total
Asian	4	0	4
Black	10	1	11
Hispanic	3	0	3
White	17	1	18
Total	34	2	36

BARGAINING UNIT	
Local 12	18
NCFLL	8
Non-BU	10
SUPERVISORY**	
Non Supervisor	29
Supervisor	7
WORK SCHEDULE	
F-Full Time	35
P-Part Time	1
REGIONS	
1 Boston	2
3 Philadelphia	1
4 Atlanta	3
5 Chicago	1
6 Dallas	2
7 Kansas City	1
9 San Francisco	1
10 Seattle	1
Natl Ofc	24
Total	36

GRADE DISTRIBUTION	
00	2
07	2
09	4
11	4
12	4
13	12
14	7
15	1
Total	36
DISABLED STATUS	
No Disability	30
Non-targeted	5
Targeted	1
APPOINTMENT TENURE	
Indefinite	2
Permanent	34
RETIREMENT ELIGIBILITY	
Early Out	2
Eligible	15
Not Eligible	19

METRO D.C. AREA EMPLOYEES BY BUILDING		
FRANCES PERKINS BLDG	24	
Total	24	
Includes regional employees working in the D.C. area		
GRADE 13 & ABOVE		
Ethnicity	F	M
Asian	3	0
Black	6	0
Hispanic	1	0
White	11	1

* Permanent and Temporary Employees

** Supervisor count includes manager levels 2 and 4

Organizational Changes During the Past Four Years

There have been no major organizational changes during the last four years.

Key Leaders

Non-Career

- **Laurie Todd-Smith**, Director (Political Appointee)
- **Vacant**, Deputy Director (SES)
- **Vacant**, Chief of Staff
- **Erica Nurnberg**, Senior Advisor
- **Hannah Fritz**, Special Assistant

Career

- **Joan Harrigan-Farrelly**, Deputy Director (SES)
- **Paris Mack**, Chief, Information and Support Services
- **Tiffany Boiman**, Director, Office of Policy and Programs
- **Vacant**, Regional Administrator, Boston
- **Vacant**, Regional Administrator, New York
- **Vacant**, Regional Administrator, Philadelphia
- **Charmaine Davis**, Regional Administrator, Atlanta
- **Vacant**, Regional Administrator, Chicago
- **Vacant**, Regional Administrator, Dallas
- **Vacant**, Regional Administrator, Kansas City
- **Vacant**, Regional Administrator, Denver
- **Kelly Jenkins-Pultz**, Regional Administrator, San Francisco
- **Betty Lock**, Regional Administrator, Seattle

TAB 2: STATE OF PLAY

Key Meetings, Decisions, and Announcements

- By end of January 2021* *Decision: Depending on funding at current levels, the Women's Bureau will consider moving through the Departmental review process a new \$2 million grant proposal focused on relief, support, and expanded capacity for child care centers which have been severely impacted by the COVID19 pandemic.*
- By February 1, 2021* *Decision: Determine next steps on paid leave as an outgrowth of comments from paid leave Request for Information (RFI).*
- By the end of March 2021* *Decision: Based on full funding, develop grant proposal for the Women in Apprenticeship and Non-Traditional Occupations grant.*

Policy and Regulatory Issues

Childcare

- Since FY 2018, WB has been working with a contractor to collect data and assemble a database on child care prices for all counties in the United States. WB will finalize the creation of a public interactive website hosting the data, which will allow government agencies, researchers, and policymakers to access median child care prices for most counties in the United States. The WB will design research comparing this data to labor force participation and income to measure potential economic impacts of child care costs more accurately. The data also will help identify strategies for enhancing employment options and economic security for women and families.

Childcare grant dealing with COVID

- Depending on funding, WB has been exploring and may offer a new \$2 million grant proposal focused on relief, support, and expanded capacity for child-care centers and move a grant proposal through the Departmental review process.

WANTO grant

- WB will hold an orientation for the FY 2020 grant recipients and highlight success stories from the grantees in publications and public engagement events.

Paid Leave

- On July 16, 2020, WB published a Request for Information (RFI) seeking comments from the public, particularly employers, employees, and researchers, on their experiences regarding paid leave to inform the development of recommendations and/or future policy. The Bureau proposes that the information collected through this effort be used to help inform any policy decisions on paid parental leave and how it can be expanded further.

WB 100

- In January 2020 the Bureau announced plans to celebrate the agency's centennial with the theme, "Our Purpose. Your Work." The program honors 100 years of the Women's Bureau's contributions to working women and features a unique interactive website: www.dol.gov/wb100. The website allows the Bureau to collect testimonials on how the agency's purpose and efforts have positively affected the lives and work of women and their families. These stories have been highlighted on the Women's Bureau webpage and on social media with the hashtag #WB100. [Share your story](#)² and [learn more about the campaign, "Our Purpose. Your Work."](#)³ The Bureau enhanced its social media outreach on Twitter with the @WB_DOL handle. Due to COVID-19, all in-person events scheduled to commemorate the anniversary were postponed. A webinar was held in August for Women's Equality Day. Events may be rescheduled when DOL agencies resume on-premises work. The Twitter account may sunset on June 4, 2021, depending upon impact as measured by increased followers.

Regulatory Actions in First Three Months

Though the WB does not engage in formal rulemaking, there are two areas where a new administration may want to focus its energy. Proposed Activities: The Women's Bureau proposes two activities to address the cost and access of child care. Employer-sponsored child care is rare: only 11 percent⁴ of all workers receive some sort of child-care benefit, increasing from about 4 percent in 1996.⁵ The Women's Bureau work with the White House, OCIA, and WHD to raise awareness about employer-provided child-care benefits from the regular rate of pay, and will work with stakeholders to explain how this change could increase employers' ability to provide these benefits..

In addition, the Women's Bureau will request a study with the Department's Chief Evaluation's Office (CEO) on how increasing the child-care tax exemption will affect women's workforce participation, well-being, and take-home salary. The study will evaluate whether these rules permit employers to provide a tax-free benefit large enough to actually cover the costs of quality child care, and whether women workers who are not receiving a child-care benefit have a large enough exemption to cover out-of-pocket costs of child care. This investigation should include how management-level women would be impacted by removing means testing from the exemption calculation.

² <https://www.dol.gov/agencies/wb/wb100/story>.

³ <https://www.dol.gov/agencies/wb/wb100/about>.

⁴ <https://www.bls.gov/ncs/ebs/benefits/2019/ownership/civilian/table39a.pdf>.

⁵ <https://www.bls.gov/opub/btn/archive/employer-sponsored-childcare-benefits>.

Accomplishments over the past four years

Hall of Honor

In September of 2020, the Women's Bureau worked with the Office of the Secretary to induct "Rosie the Riveters" into the Department of Labor Hall of Honor. The honor recognized the millions of women who worked on the homefront during World War II, entering factories and workplaces all over the nation to build airplanes, ships, and fill the many jobs left open by workers serving in the military. The event featured interviews with several real-life "Rosies" who shared their stories and encouraged today's working women to remember that "they can do it"!

Child Care

- Since FY 2018, Women's Bureau has worked with a contractor to collect data and assemble a database on child-care prices for all counties in the United States. The data collection for this project was completed September 2020. The National Database of Childcare Costs (NDCC) will be a public-use dataset containing the median and 75th percentile price of care for infants, toddlers, preschoolers, and school-age children in center-based and family/home-based facilities. In addition, the database will include county-level demographic and economic data from the decennial census and the American Community Survey to assess how child care prices are associated with county-level employment and earnings, among other characteristics.
- The WB engaged in stakeholder engagement sessions focused on child care in 10 cities throughout the country focused. The Director led a panel discussion at the White House on child care and paid leave. The event was hosted by Senior Advisor to the President Ivanka Trump and included Congressional leaders focused on innovative actions to help families access affordable, quality child care. The Bureau also held a national child-care listening session at DOL headquarters with Senior Advisor to the President Ivanka Trump and the Secretary of Labor.
- In July of 2020, WB Director toured Bright Beginnings Childcare & Preschool to learn more about new measures to ensure the safety of staff and children and led a roundtable discussion on the important role child-care centers play as part of the nation's economic reopening. In the summer of 2020, the Bureau's Director participated in several national discussions regarding the challenges of re-opening child-care programs in the wake of Covid19. A webinar in collaboration with the American Enterprise Institute was held that focused on family child care providers.
- On February 28, 2020, Women's Bureau Director Dr. Laurie Todd-Smith led a panel discussion on child care and closing the skills gap at the U.S. Chamber of Commerce Foundation's Early Education Summit.
- The Bureau collaborated with HHS in FY 19 to host listening sessions around the country child care issues.

Paid Leave

- The WB issued an RFI on Paid Leave and received more than 200 responses. A report of the findings will be shared with stakeholders.
- In FY 2019, the Bureau held eight listening sessions around the country on paid parental leave.

Research/Data and Statistics

- The Bureau compiled case studies profiling four training programs with a successful track record of training and placing women in apprenticeship. The *Advancing Opportunities for Women through Apprenticeship* resource guide identifies common strategies across the four programs to help others learn how to create programs that successfully open pathways to in-demand jobs for women through apprenticeships.
- In July 2019, WB launched a newly-redesigned website with a new homepage. The website was updated in April 2020 to include new topics such as occupations and earnings, mothers and families, women veterans, and military spouses; a new interactive visualization showing the number of women and men full-time workers and their annual earnings in more than 300 occupations; a new monthly unemployment rates widget; and new state and county-level maps on women's employment.
- WB sponsored and helped develop a module on Leave and Job Flexibilities through the American Time Use Survey (ATUS), which is sponsored by BLS and conducted by the Census Bureau. Currently, WB staff are analyzing the data and creating a report for publication, pending Departmental clearance.
- In August/September 2019, the Department hosted the Supporting Nursing Mothers in the Workplace Online Dialogue to help employers and nursing mothers understand their rights and responsibilities under the law. DOL solicited best practices to educate nursing mothers about key protections of the Fair Labor Standards Act. The online dialogue was hosted by the Department's Office of Compliance Initiatives (OCI) in partnership with the Wage and Hour Division, Women's Bureau, and the Office of Disability Employment Policy (ODEP).
- In 2020, the WB updated its web-based map identifying workplace lactation protections.

Military Spouses

- On March 4, 2020, Women's Bureau Director Laurie Todd-Smith joined Second Lady Karen Pence in Tampa, Florida, for "A Collective Effort for Military Spouses," a Hiring Our Heroes event. Director Todd-Smith provided data and statistics regarding military spouses as well as resources provided by the WB.
- On September 30, 2020, WB Advisor Erica Nurnberg joined Secretary Scalia, Assistant Secretary for Veterans Employment and Training Services (VETS) John Lowry, and Mrs. Pence in Jacksonville, Florida for the release of the new Transition Employment Assistance for Military Spouses (TEAMS) curriculum. WB collaborated with VETS to develop assistance for military spouses. The event included a live pilot launch of the new training available for military spouses seeking employment. Bureau staff assisted in

identifying educational gaps between current education curricula and what military spouses indicated they needed.

- Bureau staff assisted with the technical development of the VETS occupational licensing map that identifies the status of occupational licensing requirements for military spouses moving from one state to another, and staff continue to update the resource with new information. <https://www.veterans.gov/milspouses/>.
- Bureau staff have collaborated with ETA and DoD agencies on the tracking of occupational licensing issues for military spouses.
- Beginning in the summer of 2018, the Women's Bureau collaborated with VETS to promote and facilitate their online/e-policy discussion about licensing challenges for military spouses and veterans. The Bureau then convened a series of candid listening sessions with military spouses to better understand their actual employment experiences and identify innovative hiring and retention practices to advance their careers.

Entrepreneurship

- The Bureau helped fund a new interactive, digital platform for women entrepreneurs. This platform, developed by SBA with assistance from the White House and Treasury, offers practical, tactical advice to empower women to overcome challenges and grow their businesses.

Apprenticeship

- The Bureau has spearheaded a number of initiatives to promote expanded employment and training opportunities for women in higher-paying occupations where they have traditionally been under-represented, including apprenticeships in the trades and other industries. As ETA established an Industry Recognized Apprenticeship (IRAP) Task Force, the Bureau shared information with stakeholders to encourage comments on how new models could provide greater opportunity for women in apprenticeship. In addition, early in FY 2020, on National Women in Apprenticeship Day, the Bureau sponsored a national summit. The summit brought together nearly 400 apprenticeship sponsors, employers, educational institutions, foundations, labor unions, policymakers, researchers, trade and industry groups, women and girls' advocacy groups, and workforce agencies to explore the challenges and emerging opportunities in recruiting and retaining women in apprenticeship programs. They also outlined best practices to help them succeed in apprenticeship and non-traditional careers. On an annual basis, the Bureau works closely with internal and external organizations to provide data and information about apprenticeship and other emerging occupations at conferences and meetings that reach thousands of women and girls.

HBCUs

- In 2018, the Bureau convened a discussion group with leaders from Historically Black Colleges and Universities (HBCUs), to explore avenues to bring together academic researchers in related fields to address priority issues to expand the Bureau's research capacity.

- In 2020, the Bureau, in collaboration with the Office of Personnel Management and DOL's Office of Federal Contract Compliance Programs hosted a webinar to inform HBCU leadership, students, and relevant personnel on the process for applying for the Presidential Management Fellows Scholarship.

Grants

Women in Apprenticeship and Nontraditional Occupations (WANTO) Technical Assistance Grant

- For the last three consecutive years, the Women's Bureau has overseen the WANTO grant program to fund community-based organizations that provide technical assistance to employers and labor unions to assist them in placing women in pre-apprenticeships, apprenticeships, and nontraditional occupations. The 2017 congressional appropriation transitioned oversight and administration of the WANTO program to the Bureau from ETA. Approximately \$1.4 million was awarded to three or four grantees in FYs 2018 and 2019.
- On July 2, 2020, the U.S. Department of Labor and Women's Bureau [announced the availability of \\$4.1 million](#)⁶ to support two-year grants for the 2020 Women in Apprenticeship and Nontraditional Occupations (WANTO) grant program. 2020 Grantees were [announced](#) on September 28, 2020.⁷

Hurricane Harvey grant

- In September 2017, the Bureau awarded a \$300,000 grant to the Texas Workforce Commission (TWC) to assist women and families impacted by Hurricane Harvey. These funds were specifically designated for efforts and initiatives in support of women's employment and re-employment, to include basic needs provisions.

Re-Employment Support and Training for the Opioid Related Epidemic (RESTORE)

- The Bureau launched a second major grant program in FY 2018 called RESTORE and awarded the State of Maryland \$650,000 to help address the opioid crisis. In 2019, the Bureau opened up a competitive round of RESTORE grants in the amount of \$2,500,000 to five grantees. Maryland is funding organizations working with women affected by the crisis to provide services to 80 women, and has created a pilot hospitality pre-apprenticeship program with the Maryland Correctional Institute for Women to train 35 women. Due to the Covid19 virus, inperson training activities were significantly curtailed. The RESTORE grants are intended to provide employment, training, career services, and supportive services to women who have been directly or indirectly affected by the opioid crisis.

Key Agency Stakeholders

The National Association for the Education of Young Children (NAEYC): The NAEYC is a professional membership organization that works to promote high-quality early learning for all

⁶ <https://www.dol.gov/newsroom/releases/eta/eta20200702-0>

⁷ <https://www.dol.gov/agencies/wb/grants/wanto>

young children, birth through age 8, by connecting early childhood practice, policy, and research. The WB has partnered and collaborated with this organization on child care issues for a number of years.

American Enterprise Institute (AEI): The American Enterprise Institute is a public policy think tank dedicated to defending human dignity, expanding human potential, and building a freer and safer world. AEI has helped to champion the work of the WB on child care and the 100th anniversary of the Women’s Bureau.

U.S. Chamber of Commerce Foundation Hiring our Heroes (HOH): The U.S. Chamber of Commerce Foundation’s Hiring Our Heroes (HOH) initiative launched in March 2011 as a nationwide effort to connect veterans, service members, and military spouses with meaningful employment opportunities. The Women’s Bureau, in collaboration with DOL VETS, has worked with HOH and several of its affiliates.

U.S. Chamber of Commerce Foundation Early Childhood Education: The Chamber of Commerce Foundation has issued several recent reports outlining the challenge its members are facing with child care concerns, and the risk this poses to safely reopening businesses in the wake of COVID-19.

The Urban Institute: The Urban Institute is a nonprofit research organization. The Institute’s experts gather and analyze quantitative and qualitative data to measure and explain persistent social and economic challenges as well as emerging trends.

Chicago Women In Trades (CWIT): Founded by tradeswomen in 1981, Chicago Women in Trades (CWIT) works for women’s economic equity by increasing participation in well-paid, skilled jobs traditionally held by men and by eliminating barriers that prohibit women from entering and succeeding in these fields.

Internal stakeholders and partners

- ETA’s Office of Apprenticeship
- The Office of the Assistant Secretary for Policy – Chief Evaluation Office
- The Office of Disability Employment Policy
- Veterans Employment and Training Services

Federal Partners

- Department of Health and Human Services

TAB 3: CALENDAR

Event	Date
The Women’s Bureau will assist in the classification of child care workers in the North American Industry Classification System (NAICS).	November 2020
The Women’s Bureau will draft report findings on exempting employer-subsidized child care from the regular rate.	November 2020
The Women’s Bureau researchers will design appropriate regressions/statistical models for two studies exploring hourly earnings for women and the impact of various factors, such as occupation, exemption status, and hours worked, and part-time hours and workplace flexibility, on the gender earnings ratio.	November 30, 2020
The Women’s Bureau will decide whether to commission a video contest on challenge.gov to commemorate its history.	December 31, 2020
The Women’s Bureau will test its first two online Job Corps Recruitment Trainings.	December 31, 2020
The Women’s Bureau will produce its first “matrix of success,” using FY 2019 preliminary completion data.	January 30, 2021
The Women’s Bureau will update the subsections of its Data and Statistics on military spouses.	May 30, 2021
The Women’s Bureau will have conducted 10 recorded videos with former WB Directors and submit the videos to the WB archive.	June 4, 2021
The Women’s Bureau will draft a FOA for the FY 2021 WANTO grant competition expanding reporting requirements for grantees to include metrics for the success matrix.	June 30, 2021
The Women’s Bureau will produce a WANTO webinar, where past recipients can discuss their experiences to educate employers on retaining women in these occupations.	June 30, 2021
The Women’s Bureau will draft a FOA for the FY 2021 Child Care (CCARE) grant competition.	June 30, 2021
The Women’s Bureau will provide public access to the National Database of Childcare Costs (NDCC) and have a webinar discussing its roll out.	June 30, 2021
The Women’s Bureau will have conducted three online convenings to educate the public about WB and its 100th Anniversary.	June 30, 2021
The Women’s Bureau will update subsections of its Data and Statistics on mothers and families and breastfeeding and pregnancy rights.	July 30, 2021

TAB 3: Calendar

Event	Date
The Women's Bureau will update subsections of its Data and Statistics on mothers and families following compliance with E-Government Act of 2002.	July 30, 2021
The Women's Bureau will have conducted eight online apprenticeship and Job Corps recruitment trainings.	September 20, 2021
Contingent on appropriations, the Women's Bureau will award the FY2021 CCARE grants.	September 30, 2021
The Women's Bureau will award the FY 2021 WANTO grants.	September 30, 2021
The Women's Bureau will make site visits to FY 2020 WANTO grantees and other apprenticeship/pre-apprenticeship programs to document promising models.	September 30, 2021
The Women's Bureau will have hosted two quarterly meetings to develop ideas on leveraging the NDCC.	September 30, 2021
The Women's Bureau will examine the median cost of child care as it relates to women's labor force participation and median income in each county.	September 30, 2021
The Women's Bureau will update subsections of its Data and Statistics on women veterans.	September 30, 2021
The Women's Bureau will update its license portability map to include states with active online credential apps.	September 30, 2021
The Women's Bureau will have conducted four listening sessions about online credentialing platforms.	September 30, 2021
The Women's Bureau will conduct a joint educational event with DOD.	September 30, 2021
The Women's Bureau will host four listening sessions for those who commented on paid leave RFI.	October 31, 2021

TAB 4: BUDGET
BUDGET AUTHORITY AND FTE SUMMARY
(Dollars in millions)

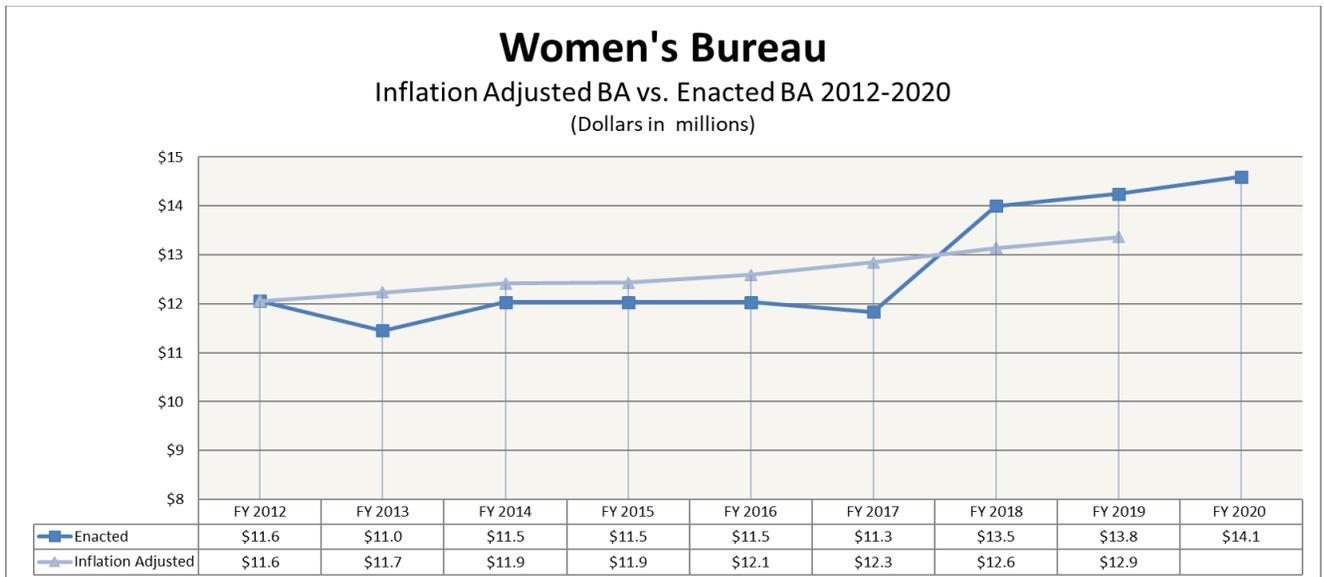
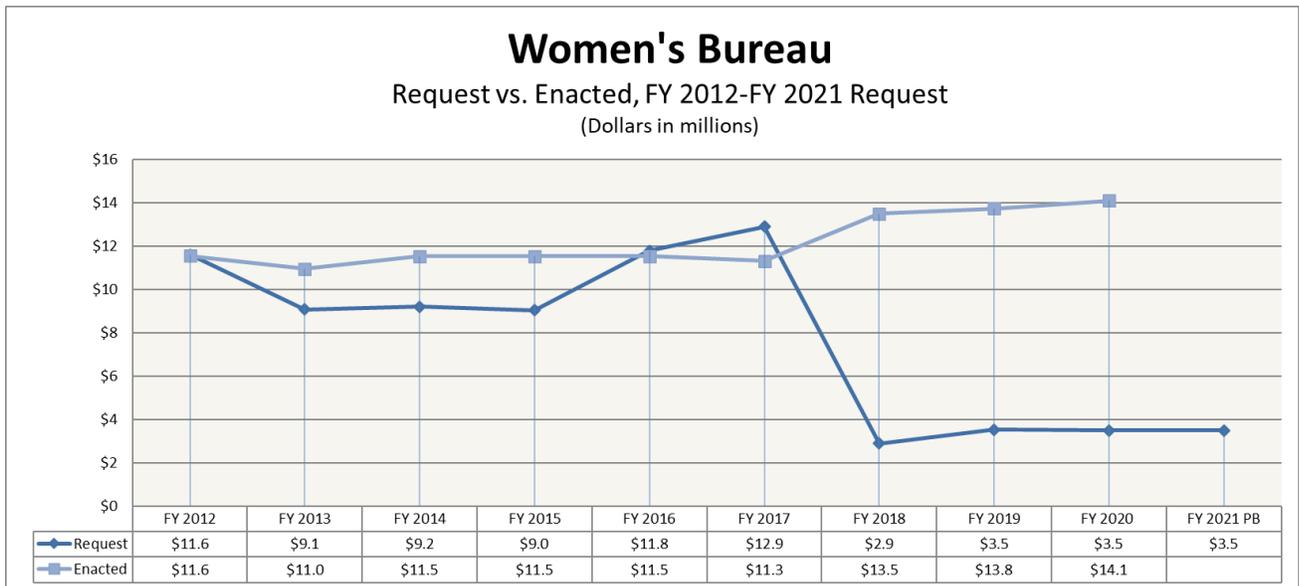
	FY 2017 Enacted	FY 2018 Enacted	FY 2019 Enacted	FY 2020 Enacted	FY 2021 Request
Budget Authority	\$11.3	\$13.5	\$13.8	\$14.1	\$3.5
FTE	45	40	43	38	18

At-A-Glance

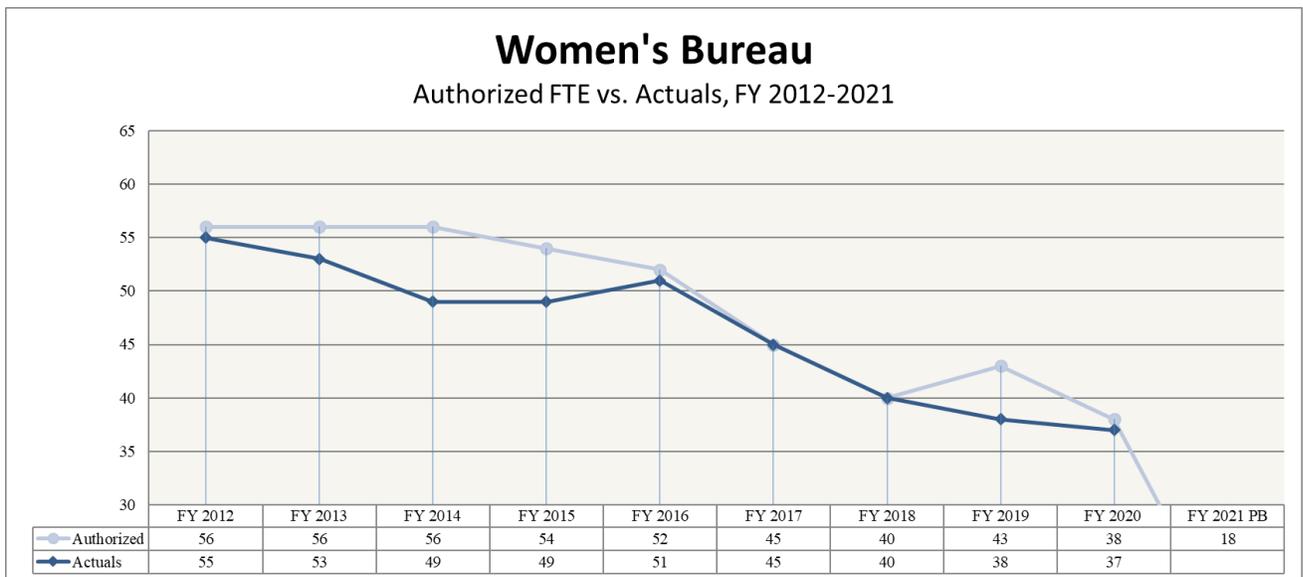
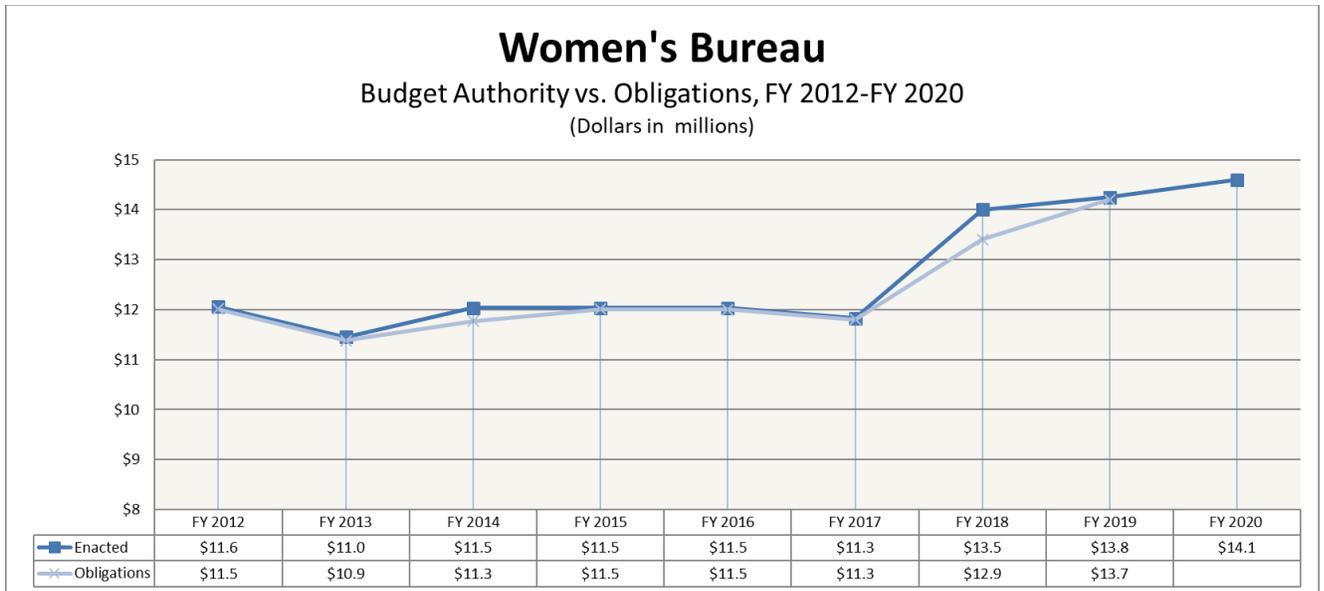
- The Women’s Bureau (WB) performs research and develops policy to promote the welfare of working women by improving their working conditions, increasing their efficiency, and providing them with employment opportunities.
- WB is funded in the Departmental Management appropriation.

Budget and FTE Trends

- In FY 2010, WB received an increase of \$1.2 million, which was \$1.0 million above the FY 2010 President’s Request. With the additional funding, WB increased its education, research, and advocacy, as well as its technical assistance to other federal agencies.
- In FY 2012, the appropriation included additional language providing the WB authority to “award grants to serve and promote the interests of women in the workforce.” The agency has used this authority to develop the Paid Leave Analysis Grants program and, in FY 2016, a research grant program on portable retirement benefits planning.
- The WB’s Paid Leave Analysis Grants programs began in FY 2014. From FY 2014 to FY 2016, WB invested \$3.2 million in grants to 11 states and Washington, D.C. to conduct paid leave research.
- In the FY 2017 appropriation, the WB was provided \$0.9 million for the Women in Apprenticeship and Nontraditional Occupations (WANTO) grants program. In FY 2018, an additional \$1.0 million was appropriated.
- In FY 2017, \$1.2 million was transferred from WB to the Office of the Solicitor to address a deficit in that office. The funding was available because the Paid Leave grants program was not continued in FY 2017. In subsequent appropriations report language, the Department was instructed not to reprogram funds from the WB.
- The FY 2019 and FY 2020 President’s Requests for the WB significantly reduced the agency’s funding and scope of activity. In FY 2020, \$3.5 million and 18 FTE were included in the request. This reduction was not reflected in the FY 2019 or FY 2020 appropriations. The FY 2020 enacted amount for WB is \$14.1 million and 38 FTE. Per Departmental guidance, the WB will continue to explore cost effective practices as it relates to space leased within regional locations.
- Upcoming issues: As in previous years, the FY 2021 President’s Request would reduce WB’s funding to \$3.5 million and 18 FTE.

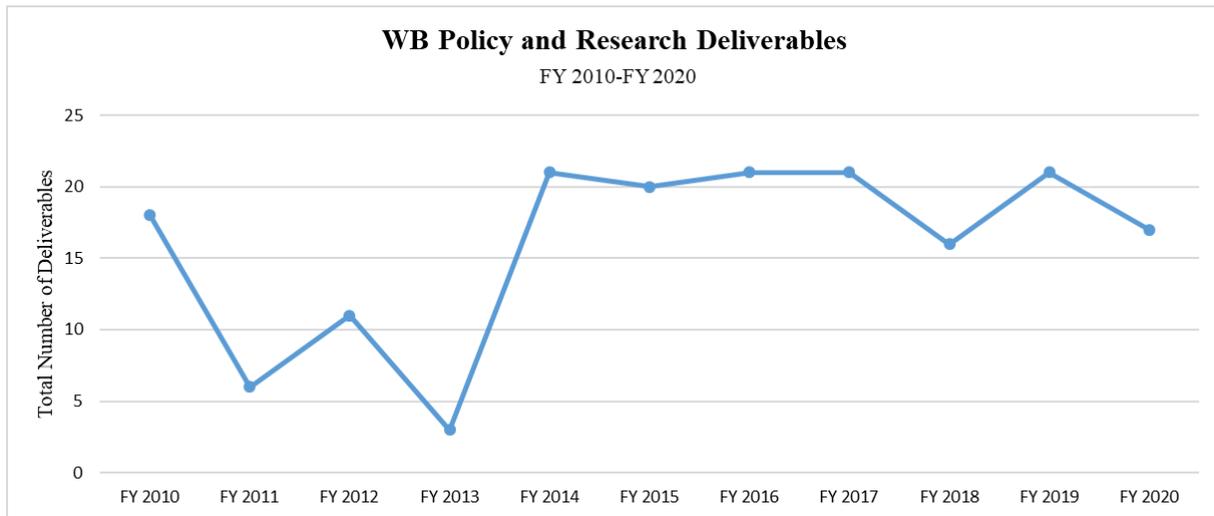


TAB 4: Budget



TAB 5: AGENCY PERFORMANCE

Among other performance measures, WB tracks the number of policy and research deliverables which are the result of qualitative and quantitative research and policy analysis conducted by the WB—alone or in collaboration with other agencies—on issues related to women in the labor force. This measure represents the Bureau’s role as a thought leader and consistent government source of emerging research, gender analyses, and resources for women in the labor force. After a decline in deliverables in the first half of the decade, the WB has consistently delivered relevant research and publications. WB exceeded its FY 2020 target of 15 deliverables and produced a total of 17 policy and research deliverables. Historical performance on this measure is captured in the chart below.



From FY 2017 to FY 2020, the Women’s Bureau funded grants to expand women’s access to apprenticeship and nontraditional careers (WANTO) and facilitate employment and re-employment for women impacted by the opioid crisis (RESTORE). The WB also championed paid-leave policies and child-care access and affordability for working families. This work included commissioning a comprehensive database of child-care costs for every county in the nation; hosting listening sessions on child care and participating in White House forums and roundtables on child care and paid leave; and seeking public comment on paid leave issues to inform public policy on a national paid-leave program. WB’s public engagement activities also included a national symposium on Women and Apprenticeship that attracted more than 400 participants to showcase best practices in recruiting and retaining women into apprenticeship. Other listening sessions with military spouses and collaboration with other DOL agencies to address the employment challenges and burden of occupational licensing for military spouses resulted in the expansion of resources for military families.

WB is committed to being responsive to the needs of working families. Over the past several years, the WB has continued to expand the content of its website. In addition to interactive data tools, we have added interactive features to enhance the ability of stakeholders to engage with our content. The WB Hall of Honor event in September 2020 garnered thousands of views. Additionally, in January 2020 the WB launched the #WB100, a digital commemoration of

TAB 5: Agency Performance

the agency's 100th anniversary and the collection of personal stories about WB's impact on the life, work, and families of working women. The WB has increased the total number of newsletters delivered to stakeholders in 2020. To drive social media interest and direct more traffic to our website, a new social media handle on Twitter – @WB_DOL -- was created. Planned in-person engagements and activities were halted due to COVID-19, but new programming included webinars and online speaking engagements. The WB has found that the newsletter is the primary source of engagement for its website traffic. The WB will continue seek ways to engage America's families and working women.