Working Women In Transition
A Bridge to Newfound Success

WiseUp

Flex-Options for Women

Women's Leadership Forums

GEM NURSING
Explore a career on the move

GEM-SET

Mission Statement

To improve the status of wage-earning women, improve their working conditions, increase their efficiency, and advance their opportunities for profitable employment

The U.S. Department of Labor Women's Bureau is a results-driven agency. We have developed this Strategic and Performance Plan in order to align our strategies, outcomes, and programs under one vision statement. All levels of our agency work together to ensure we meet or exceed the measures of success as noted on this Strategic and Performance Plan.

In support of the Secretary's Strategic Goals, the Bureau has developed a series of innovative demonstration projects under the outcome goals Better Jobs, Better Earnings, and Better Living. These projects use a common set of approaches that enables cross-fertilization among outcome goals. The flexibility of the Women's Bureau's demonstration projects allows the Bureau to produce "how-to" manuals so outside organizations can readily replicate our projects. The changes in programs from year to year reflect the movement towards replication and a focus on priority projects.

The Bureau's performance measures demonstrate an agency-wide project management shift to achieve greater outcomes. The FY2007and outlaying targets reflect an increased emphasis on achieving ambitious intermediate results as a means to reaching our outcome goals. The key underlying assumption is that a project will more significantly impact those participants who actively use its resources.

The Women's Bureau will continue to refine and update this tool to reflect lessons learned in order to better serve our customers.

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U.S. Department of Labor

Women's Bureau

Vision Statement

The Women's Bureau promotes 21st Century solutions to improve the status of working women and their families.

Better Jobs!
Better Earnings!
Better Living!

2007-2015 Strategic and Performance Plan

Better Jobs!
Better Earnings!
Better Living!

Strategic and Performance Plan 2007-2015

Strategic Goal	Outcome Goals	Performance Goals	Projects	Means and Strategies	Output Measures	FY 06 T	FY 06 A	FY 07 T	FY 08 T	FY 09 T	FY 10 T	Annual Increase T	Long Term 2015 T	Intermediate Measures	FY 06 A	FY 07 T	FY 08 T	FY 09 T	FY 10 T	Annual Increase T	Outcome Measures	FY 06 A	FY 07 T	FY 08 T	FY 09 T	FY 10 T	Annual Increase T	Long Term 2015 T
Improve the Status of Working Women	C.1 Better Jobs	Increase Women's Employment Opportunities	Working Women in Transition (WWIT) www.workingwomenintransition.org	Provide "high tech" and "high touch" resources to women in transition that will assist them in improving their economic status	# of women in the WWIT program	650	777	793	809	825	842	2%*	930	# of women who receive soft and/or hard skills training	388	396	404	412	420	2%*	% of women participants increasing earnings	39%	41%	43%	45%	47%	2%*	57%
																					% of women participants finding employment	44%	46%	48%	50%	52%	2%*	62%
																					% of women participants entering a degree program or post-secondary education certification program	18%	20%	22%	24%	26%	2%*	36%
	C.2 Better Earnings	Increase Women's Financial Security	Wi$e Up www.wiseupwomen.org	Expand Wi$e Up project to impact more women and enhance the Wi$e Up Web site and curriculum materials	# of Wi$e Up participants	588	1,037	1,058	1,090	1,123	1,157	3%*	1,342	% of participants who say they will reduce debt	39%	41%	43%	45%	47%	2%*	% of participants who reduce debt	TBD	2%	2%	2%	2%	2%*	2%
														% of participants who say they will increase their savings /investments	42%	44%	46%	48%	50%	2%*	% of participants who increase their savings/ investments	TBD	2%	2%	2%	2%	2%*	2%
	C.3 Better Living	Increase # of Employer Flexible Programs and Policies	Flex-Options for Women www.we-inc.org/flex.html	Partner with employers, including corporate executives and business owners, to provide and exchange information that will assist employers in the development of flexible workplace policies and programs	# of employers who express an interest in expanding or developing a workplace policy or program	140	199	235	243	251	260	3.5%*	309	# of employers who create or expand at least one flexible policy/program	116	137	142	147	152	3.5%*	# of new or expanded policies	247	292	302	313	324	3.5%*	385
				FY 06 actual reflects participation by some larger firms. FY 07 goal is to assist smaller companies, so FY 05 baseline (rather than FY 06 actual) is used																	# of employees who have access to new flexible policies/ programs	370,348	1,778	1,850	1,924	2,000	3.5%*	10,000
	S.1 Supporters	Build Supporters in Order to Increase Individuals Served by WB Projects	Replication of Projects: GEM-SET GEM-Nursing Employer-Driven Older Women Workers Online Learning for Single Mothers Women w/Disabilities Entrepreneurship	Cultivate new supporters to replicate, create, or expand demonstration projects related to Better Jobs, Better Earnings, Better Living	# of people who participate in leadership forums/ conferences	500	382	5,000	7,500	10,000	12,500	2,500	25,000									# of individuals who received services from projects replicated or developed	611	1,050	1,350	1,650	1,699	3%*	5,000
				In FY 07, the Bureau moved from small leadership forums to expanded outreach activities to promote replications										# of replications or expansions	8	9	10	11	12	13							

COLOR KEY

- Project Replication
- Intermediate Measures
- Output Measures
- Outcome Measures

*Percentage above baseline or actual, whichever is higher