

FY 2025

DEPARTMENT OF LABOR

BUDGET IN BRIEF

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Budget Summary

The FY 2025 request for the Department of Labor (DOL or Department) is \$13.9 billion in discretionary budget authority and 15,762 full-time equivalent employees (FTE), with additional mandatory funding and supplemental FTE.

DOL promotes the welfare of workers, job seekers, and retirees by helping them improve their skills, find work, and get back to their feet after job loss, injury, or illness; and by safeguarding their working conditions, health and retirement benefits, and pay. The FY 2025 Budget supports the Administration's commitment to the agreement outlined in the Fiscal Responsibility Act. Within those overall constraints, the Budget request for DOL supports building the skills of America's workers; combatting exploitative child labor; protecting workers' rights and benefits, health and safety, and wages; strengthening the integrity and accessibility of the Unemployment Insurance (UI) program; and creating good jobs that are safe and equitable, provide fair wages and benefits, empower workers, and offer opportunities for advancement and a pathway to the middle class.

This Budget demonstrates the Administration's unwavering support for workers, particularly those from underserved, disadvantaged, and marginalized communities. The Department is guided in this effort by President Biden's commitment to build an economy that equitably distributes economic opportunity and security.

Building Equitable Pathways to Prosperity

The FY 2025 President's Budget reaffirms DOL's pledge to help all workers and job seekers in America, particularly those from underserved, disadvantaged, and marginalized communities, access training and find pathways to high-quality jobs with family-sustaining wages. Building on the successful progress to bring the economy back from the pandemic, the Administration will continue to support workers while also addressing the preexisting structural deficiencies in the labor market highlighted by the pandemic. The FY 2025 Budget includes a total discretionary request of \$10.3 billion for the Employment and Training Administration, a \$109 million increase over the FY 2023 enacted level.

- The FY 2025 Budget requests \$3.6 billion for Workforce Innovation and Opportunity Act and Employment Service State Grants. This request would make employment services and training available to more dislocated workers, low-income adults, and disadvantaged youth. Additionally, this Budget requests \$120 million for the Reentry Employment Opportunities program, including an additional \$5 million above the FY 2023 enacted level that would provide post-release services to help participants in the DOL/Department of Justice Partners for Reentry Opportunities in Workforce Development (PROWD) initiative to obtain and retain high-quality employment. The Budget aligns with the President's priority of advancing racial and gender equity and support for underserved communities through services that by statute are focused on those who have been disadvantaged in the labor market, such as recipients of public assistance, individuals who are basic skills deficient, and low-income individuals.

- The Budget requests \$335 million, a \$50 million increase above the FY 2023 enacted level, to expand Registered Apprenticeship (RA) opportunities, in line with the President’s goal to serve at least 1 million apprentices annually within ten years, as well as the Administration’s priority of advancing racial and gender equity and support for underserved communities. RA is a proven earn-and-learn model that raises participants’ wages and is a reliable pathway to the middle class. The increase would be used to expand existing RA programs to support clean energy and climate-related industries and occupations, and in support of the Inflation Reduction Act implementation. The funds would also enhance the Department’s support for pre-apprenticeships, youth apprenticeships, and degreed apprenticeships to ensure that more people have career pathways to good jobs.
- The Budget includes \$70 million for the Strengthening Community Colleges (SCC) program, a \$5 million increase above the FY 2023 enacted level. SCC builds the capacity of community colleges to collaborate with employers and the public workforce development system to meet local and regional labor market needs for a skilled workforce. Further, the grant program aims to help marginalized and underrepresented populations overcome barriers to complete career and technical education programs that they need to connect with quality jobs.
- The FY 2025 Budget includes \$50 million to create the Sectoral Employment through Career Training for Occupational Readiness (SECTOR) program to support evidence-based sector partnership models, including high-road training partnerships that are both industry-focused and worker-centered. SECTOR is built on ample research which demonstrates that when employers take a leading role in the design and implementation of training, workers – especially underserved workers – gain access to high-quality programs that lead directly to good, in-demand jobs.
- Workers from all backgrounds should have access to high-quality training that leads to good jobs. To help make this a reality, the Budget proposes a new \$8 billion Career Training Fund, which the Department would administer in collaboration with the Departments of Commerce and Education. The Career Training Fund would provide up to \$10,000 per worker to support the cost of high-quality, evidence-based training with additional funding for wrap-around supports. At this funding level, the Career Training Fund would serve up to 750,000 workers within the 10-year budget window.
- The Federal-State Unemployment Insurance (UI) system offers crucial income replacement to workers who have lost a job through no fault of their own, as well as macroeconomic support during downturns. The UI system proved essential during the COVID-19 pandemic, helping over 53 million workers and adding \$888 billion into the economy. However, this period also uncovered many issues that must be addressed to ensure that the Department is able to equitably support America’s workforce and can help

states be better equipped to handle higher volumes of claims while also guarding against fraud. The Budget provides \$3.5 billion for administration of the UI system, including an increase of \$25 million to the UI National Activities budget activity to reduce identity fraud by funding the Department's online and in-person identity verification services. This funding will sustain and build on improvements the Department has made using American Rescue Plan Act resources while saving the UI system billions of dollars. In addition to outlining the Administration's principles for reform of the UI system, the Budget also proposes a package of legislative changes to improve UI program integrity by providing states with new tools and access to additional funding to ensure the right payments go to the right workers.

Protecting and Empowering Workers

DOL's worker protection agencies are positioned at the heart of the Department's mission—working to protect workers' health and safety, wages, and retirement. The FY 2025 Budget invests \$2.0 billion in discretionary resources, an increase of \$121 million over the FY 2023 enacted level, in the Department's worker protection agencies.

Between 2016 and 2020, DOL worker protection agencies lost approximately 14 percent of their staff, limiting DOL's ability to perform inspections and conduct investigations. The Department has used annual and American Rescue Plan Act and other supplemental appropriations to partially rebuild these agencies' staffing levels. The FY 2025 Budget would enable the Department to conduct the enforcement and regulatory work to ensure workers' wages and benefits are protected, address the misclassification of workers as independent contractors, and improve workplace health and safety.

- The FY 2025 Budget increases funding to the Wage and Hour Division (WHD) by nearly \$35 million over the FY 2023 enacted level. The resources would allow WHD to maintain enforcement staff responsible for carrying out mission-critical, evidence-based strategies to advance priorities, particularly for vulnerable worker populations. These resources would allow WHD to continue engagement with underserved communities, deter and address the most egregious violations through impactful cases, and leverage strategic partnerships dedicated to amplifying the effects of enforcement and outreach. It will also provide an increase to expand WHD's efforts to protect the most vulnerable workers and combat exploitative child labor.
- As the Occupational Safety and Health Administration (OSHA) and the Mine Safety and Health Administration (MSHA) complete inspections and engage with employers around the country, DOL proactively identifies ways to keep workers safe on the job. The FY 2025 Budget provides an increase to OSHA of more than \$23 million over the FY 2023 enacted level, enabling OSHA to maintain its enforcement presence, particularly in vulnerable and underserved communities. The request also includes an increase of over \$18 million for MSHA to maintain staffing levels, so that MSHA can

continue to inspect all mines and deepen its work to reduce accidents, injuries, illnesses, and fatalities. Additionally, this Budget invests in strengthening the workforce of the Office of Workers' Compensation Programs (OWCP) to continue ensuring income support for workers when they are unable to work due to injury or illness.

- In addition to these increases, the Budget requests increases totaling \$14.6 million for the Employee Benefits Security Administration. This includes \$4.7 million for the Employee Benefit Security Administration's (EBSA) implementation of SECURE 2.0. The SECURE 2.0 Act includes a broad collection of amendments to existing law and new provisions focused on increasing retirement savings, improving rules governing the administration of retirement plans, and lowering the cost of setting up retirement plans. Separately, the Administration's Budget proposes to replenish and extend the No Surprises Act resources, which will allow the Departments of Health and Human Services, Treasury, and Labor to carry out their responsibilities under the Act, including continuing to enforce requirements that group health insurance coverage provides mental health and substance use disorder benefits coverage that is no more restrictive than coverage for medical or surgical benefits.
- Critical to all these investments in protecting workers' pay, benefits, safety and health, and rights is ensuring the Department has the capacity to meet its demand for legal services at all steps in the enforcement process. The Office of the Solicitor of Labor (SOL), the legal enforcement and support arm of the Department, continues to experience rising demand for legal support in litigation, advice, and regulatory work. The Budget recognizes that without adequate resources for SOL, DOL would be poorly positioned to achieve its mission in any area. To avoid this, the Budget increases funding to SOL by nearly \$15 million to support the enforcement work of other agencies and combating exploitative child labor.
- To deter employers from violating workers' rights, ensure those who do violate workers' rights are held accountable, and level the playing field for responsible employers, the Budget proposes meaningfully increasing penalties at the Department for employers that violate workplace safety, health, wage and hour, and child labor laws.

Creating Good Jobs for All Workers in America

- President Biden has made the creation of good jobs with the free and fair choice to join a union a cornerstone of his Administration. Fulfilling this promise requires a comprehensive rethinking of how to use the Department's authority to improve job quality. The Budget requests \$2 million to grow the work of the Good Jobs Initiative to further advance the Good Jobs Principles the Department developed in close partnership with the Department of Commerce. With these additional resources, the

Department would continue to provide training and technical assistance to other Federal agencies as they work to embed and promote these Good Jobs Principles in procurement, loans, and grants; engage employers on strategies and initiatives to improve job quality; and provide a centralized location for information and services on workers' rights under key workplace laws and on unions and collective bargaining for use by workers, unions, employers, researchers, other government agencies, and policymakers. The Department has entered into Memoranda of Understanding with six federal agencies to promote strong labor standards and ensure workers, especially those from underserved communities, are informed, empowered, and have a fair opportunity to join a union. In collaboration with these agency partners, the Initiative has integrated Good Jobs Principles into more than \$200 billion of grant funding.

- The Biden-Harris Administration continues its commitment to “race to the top” with additional resources devoted to technical assistance under the United States-Mexico-Canada Agreement (USMCA), to build Mexico’s capacity to legislate and implement new labor protections, improve working conditions, stabilize labor conditions, and increase public awareness and engagement.
- Safeguarding equal opportunity and nondiscrimination is essential to DOL’s mission and a key emphasis across the Department’s programs and activities. The Budget makes important investments to enhance that effort. The request includes additional funding for:
 - The Civil Rights Center (CRC) to expand its enforcement work to protect equal employment opportunity for individuals served by programs and activities that receive Federal financial assistance from the Department. The Budget increases funding for CRC by \$1.4 million to extend the reach and breadth of CRC’s external enforcement program, which promotes compliance with nondiscrimination and equal employment opportunity requirements within the Nation’s workforce system;
 - The Women’s Bureau to support its efforts to ensure that women—including women of color and lower-paid workers—have access to the good jobs being created by the Investing in America agenda. The Budget includes an increase of \$2.5 million to help States expand access to paid leave benefits, including through grants to support States in implementing new paid leave programs and through the creation of a new Technical Assistance Hub to share best practices among States;
 - The Office of Disability Employment Policy (ODEP) to fund the expansion of the Workforce Recruitment Program to help make the Federal government a model employer of individuals with disabilities.

FY 2025 DOL Budget Request Budget Authority in Billions				
	FY 2023 Enacted	FY 2024 Estimate	FY 2025 Request	Change
Discretionary	\$13.8	\$13.8	\$14.2	\$0.4
<i>Annual Appropriation</i>	\$13.6	\$13.6	\$13.9	\$0.3
<i>Budgetary Adjustments</i>	\$0.2	\$0.2	\$0.3	\$0.1
Mandatory	\$76.7	\$68.6	\$48.0	-\$20.6
Total, Current Law	\$90.5	\$82.4	\$62.2	-\$20.2
Legislative Proposals, Mandatory	\$0.0	\$0.0	\$7.8	\$7.8
Total with Legislative Proposals	\$90.5	\$82.4	\$70.0	-\$12.4
Full-Time Equivalents	15,740	15,576	15,873	297
<i>Annual</i>	15,375	15,420	15,762	342
<i>Supplemental</i>	365	156	91	-65
<i>Legislative Proposals</i>	0	0	20	20

EMPLOYMENT AND TRAINING ADMINISTRATION

The Employment and Training Administration (ETA) administers federal workforce development and worker dislocation programs, federal grants to states for public employment service programs, and Unemployment Insurance (UI) benefits. These services are primarily provided through state and local workforce development systems with support from federal and other funding sources. ETA also plays an important role in supporting equitable economic opportunity, reducing racial and gender inequity, and ensuring that workers have access to the skills and opportunities they need to succeed.

Within ETA, the FY 2025 President's Budget increases skill-building opportunities with a focus on expanding services to underserved and disadvantaged groups so that all workers can build a better future. America's future growth and prosperity require ensuring that workers have multiple pathways to high-quality, good-paying jobs that can support a middle-class life.

The Budget prioritizes programs that provide diverse pathways to high-quality jobs and careers for workers from all backgrounds. It invests in programs that provide workforce development services to disadvantaged groups, including people with criminal justice system involvement, at-risk youth, low-income seniors, and low-income veterans. Specifically, the Budget includes a \$5,000,000 increase for the Reentry Employment Opportunities program. These funds would continue to support the First Step Act in partnership with the Department of Justice's Federal Bureau of Prisons to provide workforce development services to people in federal corrections institutions prior to their release and support their successful reentry by continuing those services through transition into the community. This program aims to improve employment outcomes and reduce the risk of recidivism by bringing state-tested successful workforce development services to the federal prison and reentry population in order to reduce barriers to quality employment and successful reintegration into their communities.

The Department will continue to build community colleges' capacity to deliver high-quality job training programs to meet new workforce demands fueled by the Investing in America agenda. The Budget invests a total of \$70,000,000 in the Strengthening Community Colleges Training Grants program, an increase of \$5,000,000, which would be implemented in coordination with the Department of Education to build partnerships between community colleges and industry to provide effective training for in-demand jobs.

The Budget also makes a foundational investment in employer-led training programs, which have been shown to significantly increase wages for low-income workers of color. The Budget provides \$50,000,000 as a set-aside within the Dislocated Worker National Reserve to launch the SECTOR program, which would seed and scale a comprehensive approach to sector partnerships, needed wraparound services, and training programs focused on growing industries that lead to job placement in a high-quality job. Support for this evidence-backed program would enable underserved workers to access good jobs, with a particular focus on clean energy sectors, in support of Inflation Reduction Act implementation.

To further ensure that workers from all backgrounds have the opportunity to obtain a good job, the Budget proposes \$8 billion for a new Career Training Fund to support high-quality training.

The Career Training Fund would provide full funding for individuals to enroll in evidence-based training programs operated by unions, non-profits, community colleges, and other providers that are proven to deliver earnings increases, particularly for underserved workers, and that provide industry-recognized credentials. The Career Training Fund would address workforce needs in in-demand industries, including advanced manufacturing and infrastructure. Over 10 years, the Career Training Fund would allow approximately 750,000 workers to obtain training and skills that lead to good jobs while simultaneously supporting the economy by ensuring that employers have the skilled workforce necessary to thrive.

In FY 2025, the Department will continue efforts to increase Job Corps enrollment, with a focus on credential attainment and creating robust pathways from training opportunities to participating in the workforce. The Budget invests \$1,764,376,000 in the Job Corps system to ensure Job Corps students have high-quality staff, a safe and healthy living and learning environment, and industry-standard training resources to foster their success.

The Budget also provides an increase of \$50,000,000 in apprenticeship programs, for a total of \$335,000,000. This funding would expand access to Registered Apprenticeships, a proven earn-and-learn model that raises participants' wages and provides a reliable pathway to the middle class. In particular, the funding increase would enable the Department to expand existing Registered Apprenticeship programs in support of clean energy and climate-related industries and occupations. Not only would this investment support successful implementation of the Inflation Reduction Act, but it would also prepare workers for the in-demand jobs of the present and the future while ensuring the Nation has the skilled workforce needed to mitigate the effects of climate change and build a thriving clean energy economy. The Department will continue to focus apprenticeship resources on increasing access to this proven model for historically underrepresented groups, including women and people of color; growing Registered Apprenticeship opportunities in high-growth sectors where apprenticeships are underutilized; and expanding quality pre-apprenticeship programs to increase equity and access to Registered Apprenticeship.

The pandemic shed light on the inadequacies in the Unemployment Insurance (UI) system after decades of underinvestment. Overburdened and outdated state UI systems kept millions of workers from getting benefits quickly and left many unable to access the program. To continue addressing these issues and to better prepare for future crises, the Budget invests \$3,034,274,000 in grants to states for administration of the UI program, fully funding states' anticipated workload to ensure they have the capacity to quickly, equitably, and accurately process all claims. The Budget also aims to build on improvements to program integrity in the UI system that the Department has developed through funding provided in the American Rescue Plan Act (ARPA). The Budget includes an increase of \$25,000,000 to sustain the national identity verification offering the Department launched with ARPA funds. These identity-proofing services include both online and in-person verification options that can significantly reduce fraud and overpayments. The Budget's commitment to UI program integrity is further augmented by a package of legislative proposals that would provide new tools to states to ensure the right payments go to the right workers.

In addition to legislative proposals in the UI program, the Budget includes several important reform proposals to make programs more efficient and effective and save taxpayer money. These proposals include technical changes in the RESEA program to align authorizing language with program operations, a more specific and targeted Foreign Labor Certification fee proposal, and a modification to the Work Opportunity Tax Credit (WOTC) program authority to counter abusive practices.

On July 1, 2022, the Trade Adjustment Assistance (TAA) program, which provides job training assistance and support to workers adversely affected by foreign trade, entered a phase-out termination. Under termination, the program can no longer certify new petitions to make additional groups of workers eligible for benefits or training. This is a loss of vital support for workers displaced by foreign trade, who are generally older, more diverse, and have less educational attainment than the civilian labor force at large. The Budget proposes to reauthorize the TAA reversion program that was in effect from July 1, 2021, through June 30, 2022, to allow TAA to continue serving newly eligible manufacturing workers. Further, the Administration and the Department have broad interest in working with Congress on a long-term reauthorization of the TAA program that includes reforms to improve employment outcomes for workers.

Successful implementation of all these programs requires adequate funding for the ETA staff who administer them. The Budget provides more than \$35 million for Job Corps Administration, \$64 million for the Office of Foreign Labor Certification, and \$184 million for ETA Program Administration. The number of grant programs and individual grants ETA oversees have both increased in recent years, significantly stretching the agency's capacity. The requested resources for FY 2025 would provide the minimum administrative capacity necessary to manage the workload.

The FY 2025 Budget represents the Department's commitment, through investment, to provide workers in America the skills they need to succeed, to strengthen the pathways to success, and to ensure that the jobs that are created are good jobs. For generations, entrenched disparities, disinvestment in people and places, and persistent economic inequities—many times facilitated by laws and policies—have undermined opportunity for millions of workers and made it particularly difficult for historically marginalized and underserved communities to have a fair shot at the American Dream. These investments would prioritize underserved communities and communities negatively impacted by the transforming economy.

TRAINING AND EMPLOYMENT SERVICES

	2023 <u>Enacted</u>	2024 <u>Estimate</u>	2025 <u>Request</u>
Adult Employment and Training Activities	885,649	885,649	885,649
Youth Activities	948,130	948,130	948,130
Dislocated Workers Employment and Training Activities	1,421,412	1,421,412	1,373,412
Formula Grants	1,095,553	1,095,553	1,095,553
National Dislocated Worker Grants	325,859	325,859	277,859
Indian and Native American Programs	60,000	60,000	60,000
Migrant and Seasonal Farmworkers	97,396	97,396	97,396
Reentry Employment Opportunities	115,000	115,000	120,000
Apprenticeship Program	285,000	285,000	335,000
Community Projects	217,324	217,324	0
Workforce Data Quality Initiative	6,000	6,000	6,000
YouthBuild	105,000	105,000	105,000
Total Budget Authority	4,140,911	4,140,911	3,930,587

The Training and Employment Services (TES) programs help workers get and keep family-sustaining jobs and provide employers with skilled and qualified workers to fill their current and future openings. The majority of the program activities are authorized by the Workforce Innovation and Opportunity Act (WIOA). The funding for the TES activity is provided on a program year (PY) basis. Funding requested in FY 2025 will be available from April 1, July 1, or October 1, 2025 through June 30, 2026 or September 30, 2026.

Adult Employment and Training Activities

The WIOA Adult program helps adults with barriers to employment gain new skills and find in-demand jobs in sectors that are projected to grow. The Adult program also provides employment services to our Nation's separating military service members, as well as military spouses having difficulty in finding employment. The Budget includes \$885,649,000 to fund Adult Activities for FY 2025. This funding level would provide services to an estimated 302,975 participants in 2025.

Youth Activities

The WIOA Youth program supports a wide range of activities and services to prepare low-income youth for academic and employment success, including summer and year-round jobs. To address the skill and youth employment needs anticipated in FY 2025, the Department is requesting \$948,130,000. This would provide services to an estimated 134,850 eligible in-school and out-of-school youth who face barriers to employment in 2025.

Dislocated Worker Employment and Training Activities

The WIOA Dislocated Worker (DW) program helps workers who have lost their jobs gain new skills and find meaningful jobs in sectors that are projected to grow. The DW program provides an array of employment, supportive, and workforce development services to veterans; formerly self-employed individuals; and displaced people who had previously been dependent on the income of another family member but are no longer supported by that income. Additionally, a portion of DW program funds is set aside to the National Reserve, which funds National Dislocated Worker Grants, demonstrations, technical assistance, workforce development activities, and DW programs in the United States' outlying areas.

To provide dislocated workers with employment and training services and disaster-affected communities with needed resources, the Department is requesting \$1,373,412,000 for FY 2025. Of the requested amount, \$277,859,000 is proposed for the National Reserve to help states and localities facing mass layoffs and natural disasters. This includes \$70,000,000 for the Strengthening Community Colleges program, an increase of \$5,000,000 from the FY 2023 enacted level. This investment, which would be implemented in coordination with the Department of Education, would support the Biden-Harris Administration's priority of increasing capacity at community colleges to provide effective training programs and build partnerships with industry. The National Reserve funding also includes \$50,000,000 for the Workforce Opportunities for Rural Communities grant program. The Budget proposes a new set-aside of \$50,000,000 in the National Reserve to launch the SECTOR program. The SECTOR grant program would provide funds to support sector partnership models, high-road training partnerships that are both industry-led and worker-centered. This grant program would incorporate equity, job quality, worker empowerment, and partnerships with labor and management that prioritize worker voice, enabling disadvantaged workers to enter on-ramps to middle-class jobs, with a particular focus on clean energy sectors of the economy.

The remaining \$1,095,553,000 of requested funds will be directed by formula to states to provide WIOA dislocated worker services and rapid response services. This funding level would provide services to an estimated 264,681 dislocated workers in 2025.

Indian and Native American Programs

The Indian and Native American (INA) program is designed to help American Indian, Alaska Native, and Native Hawaiian individuals obtain good jobs and stay employed through the

provision of employment, education, training, and supportive services necessary for them to succeed in the labor market.

To meet the employment and training needs of the American Indian, Alaskan Native, and Native Hawaiian population in FY 2025, the Department requests \$60,000,000. At this funding level, the program would serve approximately 9,050 unemployed and under-skilled American Indian, Alaska Native, and Native Hawaiian adults in 2025.

Migrant and Seasonal Farmworkers

The National Farmworker Jobs Program (NFJP) provides job training and employment assistance for migrant and seasonal farmworkers and their dependents to address the chronic unemployment and underemployment they face and help them prepare for jobs that provide stable, year-round employment both within and outside agriculture. Services include classroom and on-the-job training, as well as supportive services such as nutrition, health care, child care, and temporary shelter. The request for NFJP for FY 2025 is \$97,396,000. At this funding level, the program would serve approximately 11,649 participants through 53 Career Services and Training grants and would provide housing services to 10,455 individuals through 9 Housing grants.

Reentry Employment Opportunities

The Reentry Employment Opportunities (REO) program promotes opportunity by preparing justice-impacted adults and youth for the job market. The REO program helps participants obtain employment and/or occupational skills training in industries that offer good wages and opportunities for advancement. REO participants receive comprehensive career assistance and supportive services to ensure they can complete the workforce development programs that they have started.

The Department requests \$120,000,000 for FY 2025 to serve adults and young adults with criminal justice system involvement, an increase of \$5,000,000. This funding would serve an estimated 10,668 adult participants and an estimated 3,585 young adult participants in 2025. The increase would be targeted to provide post-release services to participants in the DOL/Department of Justice Partners for Reentry Opportunities in Workforce Development (PROWD) initiative, thereby implementing a vital, state-tested, and successful evidence-based intervention designed to maximize the likelihood of participants obtaining and retaining high-quality employment and reducing their risk of recidivism. The Department will continue to focus on testing and replicating evidence-based strategies for serving individuals leaving incarceration. The Department of Labor will also continue to coordinate closely with the Department of Justice and other relevant agencies in carrying out this program.

Apprenticeship Program

This funding is aimed at supporting approaches that result in the growth of Registered Apprenticeship programs to upgrade the skills of workers and meet the 21st century needs of employers and industry. This work-based training model combines job-related technical instruction with structured on-the-job learning experiences. Apprentices earn a salary from day 1 and receive wages that rise with their skill attainment throughout the program.

In FY 2025, the Department requests \$335,000,000 in funding for the Apprenticeship activity, an increase of \$50,000,000. The Department would use these resources to expand Registered Apprenticeship opportunities while increasing access for historically underrepresented groups, including people of color and women, and diversifying the industry sectors involved. The increase would be focused on expanding existing Registered Apprenticeship programs to support clean energy and climate-related industries and occupations, and in support of the Inflation Reduction Act implementation. The funds would also enhance the Department's support for pre-apprenticeships, youth apprenticeships, and degreed apprenticeships to ensure that more workers have career pathways to good jobs.

Workforce Data Quality Initiative

The Workforce Data Quality Initiative (WDQI) provides competitive grants to states to support the development and enhancement of longitudinal data systems that integrate education and workforce data. In FY 2025, the Department is requesting \$6,000,000. The Department will focus on using WDQI resources to enable the disaggregation of employment and earnings outcomes by race, ethnicity, and gender as well as help states to develop linkages of program and other data sources with the goal of improved performance information.

YouthBuild

The YouthBuild program helps ensure that youth have an opportunity to develop the skills and knowledge that prepare them to succeed in a knowledge-based economy. The YouthBuild program specifically targets at-risk, high school dropouts ages 16-24 and addresses the challenges they face by providing them with an opportunity to gain both the education and occupational skills that will prepare them for employment with a living wage. The Department's YouthBuild program will continue to provide education and occupational skills training to program participants leading to entry into a chosen career field. Participants obtain industry-recognized credentials which support placements in postsecondary education, Registered Apprenticeships, and employment. In FY 2025, the Department is requesting \$105,000,000. Funding would support approximately 83 grants to serve an estimated 4,337 youth. The Department is also requesting a legislative proposal to allow YouthBuild grant funds to be applied to matching requirements for AmeriCorps programs.

Job Training for Employment in High Growth Industries

Funding for job training for employment in high growth industries is provided through a portion of H-1B visa fees, which are authorized under the American Competitiveness and Workforce Improvement Act (ACWIA). The Department awards competitive grants to entities preparing American workers for jobs currently filled by foreign workers, especially in STEM fields.

JOB CORPS

	2023 <u>Enacted</u>	2024 <u>Estimate</u>	2025 <u>Request</u>
Operations	1,603,325	1,603,325	1,605,741
Construction	123,000	123,000	123,000
Administration	33,830	33,830	35,635
Total Budget Authority	1,760,155	1,760,155	1,764,376
Total FTE	130	131	131

Note: 2023 reflects actual FTE.

Job Corps is the nation's largest residential workforce development program for disadvantaged youth. The Department's request for Job Corps Operations is \$1,605,741,000. This reflects funding to continue operating 121 Job Corps Centers in all 50 states, Puerto Rico, and the District of Columbia. These centers are operated by both contractors and the U.S. Forest Service. The Department will maintain focused efforts on increasing enrollment, expanding credentialing opportunities, and connecting students and employers to build pathways to careers. The Department will continue to maintain strong oversight of operations and performance outcomes for all centers in accordance with WIOA.

For Job Corps Construction, the Department is requesting \$123,000,000. In addition, the Department is requesting the authority to transfer funds from the Operations account to the Construction account. Updating and rehabilitating Job Corps Centers and maintaining student safety and security will continue to be a top priority for the Job Corps program.

The Department is requesting \$35,635,000 and 131 FTE for Job Corps Administration. This funding level is critical to prevent staff erosion amid inflationary increases in pay and benefits and would allow Job Corps to sustain the staffing resources necessary to provide oversight of all 121 center locations. ETA will continue to focus on program quality and risk management within the Job Corps program. The FY 2025 Budget also requests that the Job Corps Administration appropriation become two-year funding. This change would enable ETA to better maintain staffing levels and would help minimize the impact of continuing resolutions.

COMMUNITY SERVICE EMPLOYMENT FOR OLDER AMERICANS

	2023	2024	2025
	<u>Enacted</u>	<u>Estimate</u>	<u>Request</u>
Community Service Employment for Older Americans	405,000	405,000	405,000
Total Budget Authority	405,000	405,000	405,000

The Community Service Employment for Older Americans (CSEOA) program, also known as the Senior Community Service Employment Program (SCSEP), supports employment of older workers by providing part-time, paid community service positions and work-based training for unemployed, low-income individuals, age 55 and older. The income eligibility requirement allows participants at income levels up to 133 percent of the federal poverty level and the average age of participants at entry is 62 years. For FY 2025, the Department is requesting \$405,000,000.

FEDERAL UNEMPLOYMENT BENEFITS AND ALLOWANCES

	2023 <u>Enacted</u>	2024 <u>Estimate</u>	2025 <u>Current Law</u>	2025 <u>Legislative Proposal</u>
Trade Adjustment Assistance	466,219	30,700	33,900	414,700
TAA Benefits	219,000	21,000	15,000	34,000
TAA Training	238,219	8,700	18,300	377,100
Alternative-Reemployment TAA	9,000	1,000	600	3,600
Total Budget Authority	466,219	30,700	33,900	414,700

The Trade Adjustment Assistance (TAA) program assists U.S. workers who have lost their jobs as a result of foreign trade, providing them with an opportunity to reskill for a new career. The Trade Adjustment Assistance Reauthorization Act (TAARA) of 2015 reauthorized TAA through June 30, 2021 (2015 Program). TAARA 2015 contains sunset provisions that went into effect on July 1, 2021, transitioning the TAA Program to an earlier version of the program, known as Reversion 2021, for one year. Beginning on July 1, 2022, the TAA program entered a phase-out termination. Under this termination provision, the Department could only provide TAA benefits and services to workers covered by petitions certified prior to July 1, 2022, who were also adversely affected (totally or partially separated or threatened with separation) prior to that date.

The FY 2025 President's Budget proposes a reauthorization of Reversion 2021. Restoring Reversion 2021 would allow new eligible manufacturing workers displaced by foreign trade to receive the critical services of the TAA program, including employment and case management services, training, and income support. Additionally, the Biden-Harris Administration and the Department are committed to working with Congress on a long-term reauthorization of TAA that includes broader reforms to improve employment outcomes for workers.

The FY 2025 Budget request for TAA under Reversion 2021 is \$414,700,000. This request includes \$34,000,000 for Trade Readjustment Allowances, \$377,100,000 for Training and Other Activities, and \$3,600,000 for Alternative/Reemployment Trade Adjustment Assistance.

*STATE UNEMPLOYMENT INSURANCE AND EMPLOYMENT SERVICE
OPERATIONS*

	2023	2024	2025
	<u>Enacted</u>	<u>Estimate</u>	<u>Request</u>
Unemployment Insurance	3,157,635	3,157,635	3,470,274
State Administration	2,759,635	2,759,635	3,034,274
Reemployment Services and Eligibility Assessments-UI Integrity	117,000	117,000	117,000
RESEA Cap Adjustment	258,000	258,000	271,000
National Activities	23,000	23,000	48,000
Employment Service	705,052	705,052	705,052
Grants to States	680,052	680,052	680,052
Employment Service National Activities	25,000	25,000	25,000
Technical Assistance and Training	4,015	4,015	4,015
WOTC	20,985	20,985	20,985
Foreign Labor Certification	83,810	83,810	87,450
Federal Administration	60,528	60,528	64,168
FLC State Grants	23,282	23,282	23,282
Workforce Information-Electronic Tools-System Building	62,653	62,653	62,653
Total Budget Authority	4,009,150	4,009,150	4,325,429
Total FTE	199	204	214

Note: 2023 reflects actual FTE.

The State Unemployment Insurance and Employment Service Operations (SUIESO) account provides funding to support the UI system, including State Administration, Reemployment Services and Eligibility Assessments (RESEA), and National Activities. The SUIESO account also funds Employment Service Grants to States; Employment Service National Activities, which includes administration of the Work Opportunity Tax Credit (WOTC) and Technical Assistance and Training for Employment Service Activities; the Foreign Labor Certification (FLC) Program including FLC Federal Administration and FLC State Grants; and Workforce Information-Electronic Tools-System Building.

Unemployment Insurance

The Federal-state UI program provides temporary, partial wage replacement to workers temporarily or permanently laid off from their jobs.

States administer the UI program directly. The major functions performed by the states are: (1) determining benefit entitlement; (2) paying benefits; and (3) collecting state UI taxes from employers. The states also administer federal programs for payments to former federal military and civilian personnel; claimants who qualify for extended or special federal unemployment benefits; workers certified under the Trade Adjustment Assistance and Reemployment Trade Adjustment Assistance programs; and individuals unemployed due to disasters. During the unprecedented economic upheaval created by the COVID-19 pandemic, the Federal-state UI program provided lifesaving benefits to millions of workers through Pandemic Unemployment Assistance, Federal Pandemic Unemployment Compensation, Pandemic Emergency Unemployment Compensation, and other emergency programs.

The FY 2025 Budget request for UI State Administration is \$3,034,274,000. The funds requested are sufficient to process, on average, 2,121,000 continued claims per week. During the year, states are expected to collect \$46.7 billion in state unemployment taxes and pay an estimated \$44.6 billion in federal and state UI benefits to 5.6 million beneficiaries.

The Budget request will improve states' ability to serve claimants more quickly and effectively by fully funding the formula for determining the amount states receive to administer UI benefits. Fully funding states' projected workload is critical to ensuring states have the necessary capacity to process all claims quickly and accurately. The request continues the contingency reserve language that provides for additional funds to meet unanticipated UI workloads. The request also includes \$9,000,000 for continued support for the UI Integrity Center of Excellence.

In addition to outlining the Biden-Harris Administration's principles for reform of the UI system, the Budget proposes a package of legislative changes to improve UI program integrity. This compilation of proposals would provide new tools to states to ensure that only the workers who have earned those benefits receive them. The package would require states to conduct certain anti-fraud steps, incentivize them to recover overpayments, and provide the Department with more actionable enforcement authority.

The FY 2025 Budget also includes \$388,000,000 for RESEA, which combines evidence-based reemployment services with an assessment of claimants' continuing eligibility for UI benefits. This request level consists of \$117,000,000 in base funding and \$271,000,000 in allocation adjustment. Research has shown that the approach of combining eligibility assessments and reemployment services reduces UI duration and saves UI trust fund resources by helping beneficiaries find jobs faster and eliminating payments to ineligible individuals.

UI National Activities provides funds to support states collectively in administering their state UI programs. The FY 2025 Budget request for UI National Activities is \$48,000,000. This total includes a \$25,000,000 increase to support states' critical efforts to reduce identity fraud by funding the Department's online and in-person identity verification services. Identity verification services are currently anticipated to be funded with ARPA resources through FY 2024 and will

continue to save the UI system billions of dollars in the face of significant increases in sophisticated fraudulent claims in recent years. The Department requests that the funding for the identity verification services have a two-year period of availability to better ensure continuity during unanticipated spikes in UI claims activity.

Employment Service

The Wagner-Peyser Act of 1933 established a nationwide system of public employment offices, known as the Employment Service (ES). ES provides labor exchange services to all job seekers and helps businesses to meet their hiring needs by referring qualified workers. The FY 2025 Budget requests \$680,052,000 to operate the ES in all 50 states and three territories. This funding level would enable the ES to provide labor exchange services to a projected 2,345,941 participants in 2025. The ES funding allotments for states are based on formula provisions defined in the Wagner-Peyser Act. States then distribute resources to local ES offices, which are part of the American Job Center network.

The ES National Activities appropriation provides funding to support the Work Opportunity Tax Credit (WOTC) program and technical assistance activities. The WOTC program provides a federal tax incentive to employers that hire individuals who face significant barriers to employment. Technical assistance resources support online and in-person assistance for states to implement promising strategies in addressing the skills mismatch and speeding reemployment of the long term unemployed, as well as increasing employment opportunities for all populations. In FY 2025, the Department is requesting \$25,000,000 for ES National Activities. The Budget also proposes a legislative change to require longer-term employment of at least 400 hours in order to receive a tax credit under the WOTC program. This proposal better aligns the WOTC program with its original legislative intent by ensuring that taxpayer funds are only being used to help workers with significant barriers to employment find permanent jobs.

Foreign Labor Certification

The programs currently administered by the Office of Foreign Labor Certification (OFLC) include the: immigrant Permanent Labor Certification Program (commonly referred to as PERM or the “Green Card” program); non-immigrant H-1B and H-1B1 Specialty Occupations Programs; E-3 Specialty Worker Program; H-2A Temporary Agricultural Worker Program; H-2B Temporary Non-agricultural Worker Program; D-1 Longshore Crewmember Program; CW-1 CNMI-only Transitional Worker Program; and determination of Prevailing Wages.

For FY 2025, the Department requests \$64,168,000 and 214 FTE for Federal Administration. These resources would support the operation, management, and oversight of OFLC programs. The Budget includes an increase of \$1,890,000 and 10 FTE to restore OFLC's case adjudication capacity, which has fallen by as much as 40 percent in some foreign labor certification programs. The funding increase would help address this shortfall and strengthen program integrity by dedicating resources to ensure employer compliance with program requirements designed to protect the wages and working conditions of U.S. and foreign workers. The FY 2025 Budget also requests that the FLC Federal Administration appropriation become two-year funding. This

change would enable ETA to support the foreign labor programs and help minimize the impact of continuing resolutions.

For FY 2025, the Department requests \$23,282,000 to support State Workforce Agencies' (SWA) foreign labor certification activities. Under the State Grants budget activity, the Department provides annual grants to SWAs in the 50 states and U.S. territories to fund employment-based immigration activities that are required components of the various OFLC programs.

The FY 2025 Budget also proposes two legislative changes to improve the efficiency and efficacy of the foreign labor certification process. The first proposal would provide the Department with authority to retain and use existing H-2A fees to partially offset the direct costs of administering the H-2A program. By using revenue from fees it already collects but is not currently allowed to keep, the Department could help mitigate the risk of processing delays amid record-setting application levels without imposing additional fees on employers or requiring increased federal appropriations. The Department continues to support and believe that a broader fee proposal, applying to all labor certification programs, is the right policy, so that only employers who use the foreign labor certification system are paying for it. However, as that broader, longstanding fee proposal has not been taken up by Congress despite having bipartisan support, the FY 2025 Budget narrows the request to focus exclusively on authority to retain a fee that is already collected. The second proposal would confirm the Department's independent authority to regulate the H-2B program. Codifying this authority would halt costly, protracted litigation and streamline the H-2B rulemaking process, saving resources across multiple federal agencies and stabilizing the administration of the H-2B program for the employers and workers it serves.

Workforce Information-Electronic Tools-System Building

The resources supported through this line item are foundational to creating innovative workforce strategies and ensuring a skilled workforce for high demand and emerging industries and occupations.

Program activities include: 1) collecting, producing, and analyzing workforce information through activities such as state and local employment projections for occupations and industries; 2) collecting information on the skills necessary to perform work in occupations; and 3) disseminating information through Web-based guidance on how to search for work; where to obtain employment counseling; how to identify related education, workforce development, credentials, or licenses to qualify for careers; and where to find relevant course offerings.

In FY 2025, the Department requests \$62,653,000 to support workforce information grants to states, the ongoing operation and maintenance of the suite of online career tools, and performance reporting systems.

ADVANCES TO THE UNEMPLOYMENT TRUST FUND

	2023 Enacted	2024 Estimate	2025 Request
Total Budget Authority	0	0	0

This account makes available funding for repayable advances (loans) to two accounts in the Unemployment Trust Fund (UTF): the Extended Unemployment Compensation Account (EUCA), which pays the federal share of extended unemployment benefits; and the Federal Unemployment Account (FUA), which makes loans to states to fund unemployment benefits. In addition, the account has provided repayable advances to the Black Lung Disability Trust Fund (BLDTF) when its balances proved insufficient to make payments from that account. The BLDTF now has authority to borrow directly from the Treasury under the trust fund debt restructuring provisions of Public Law 110-343. Repayable advances are shown as borrowing authority within the UTF or the BLDTF, and they do not appear as budget authority or outlays in the Advances to the Unemployment Trust Fund and Other Funds account.

This account also makes available funding as needed for non-repayable advances to the Federal Employees Compensation Account (FEC Account) to pay the costs of unemployment compensation for former federal employees and ex-servicemembers, to a revolving fund from which the Employment Security Administration Account (ESAA) may borrow to cover administrative costs, and to the Federal Unemployment Benefits and Allowances (FUBA) account to pay the costs of benefits and services under the Trade Adjustment Assistance for Workers (TAA) program. These non-repayable advances show as budget authority and outlays in the Advances account.

Advances were not needed for the FUA and EUCA accounts in FY 2023, and the Department estimates that no advances will be necessary in FY 2024 or FY 2025. Due to the potential need for significant and somewhat unpredictable advances to various accounts, this request assumes continuation of the Advances appropriations language providing “such sums as may be necessary” authority to permit advances should they become necessary.

PROGRAM ADMINISTRATION

	2023 <u>Enacted</u>	2024 <u>Estimate</u>	2025 <u>Request</u>
Training and Employment	78,172	78,172	81,035
Workforce Security	46,195	46,195	53,304
Apprenticeship	38,913	38,913	40,340
Executive Direction	9,635	9,635	9,989
Total Budget Authority	172,915	172,915	184,668
Total FTE	651	671	691

Note: 2023 reflects actual FTE.

The Program Administration (PA) appropriation provides for the federal administration of most Employment and Training Administration (ETA) programs. Federal staff in the national office and six regional offices provide leadership and policy direction, oversight and performance management, technical assistance to grantees, administrative infrastructure and customer-oriented workforce tools, funds management, and administration for programs under the Workforce Innovation and Opportunity Act (WIOA), the National Apprenticeship Act, Older Americans Act, and the Trade Act of 1974. The PA appropriation also finances staff to carry out similar responsibilities for Unemployment Insurance (UI), the Employment Service (ES), and the Work Opportunity Tax Credit (WOTC). The PA account would also be the primary source of funding for the Department's administration of newly appropriated workforce development investments. Federal staff also provide administrative support for financial management and administrative services, including grant management services for the entire Department. The PA account provides funds to support information technology (IT) costs as well.

The FY 2025 request is \$184,668,000 and an estimated 691 direct full time equivalent (FTE) positions. Federal staff provide critical oversight, monitoring, and technical assistance to mitigate any potential risks of fraud and abuse in Federal investments. This request includes \$11,753,000 in built-in and program increases:

- \$5,416,000 and 20 FTE to enable ETA to sustain critical staff brought on to shore up oversight and administration of unemployment compensation programs that were supported by supplemental funding provided in the American Rescue Plan Act (ARPA). With the ARPA funds projected to be exhausted by the end of FY 2024, ETA will need additional resources in PA to maintain the staff's invaluable work.
- \$6,337,000 of built-in increases for inflationary costs related to compensation and benefits for existing staff, FECA increases, and administrative costs.

PA's annual budget authority did not increase between FY 2017 and FY 2021, despite increases in the federal pay scale, increases to non-personnel administrative costs, and new requirements, including implementing and overseeing funding increases, new statutory requirements, and provisions and funding from supplemental appropriations. Although the agency received some inflationary increases in recent years, these increases have not realigned PA's funding with its required activities. In addition, ETA continues to fund and support shared service consolidation of IT, human resources, and procurement staff.

The FY 2025 Budget requests that the PA appropriation become two-year funding. This change would enable ETA to continue making progress on hiring by minimizing the impact of continuing resolutions. ETA had seen net decreases in FTE utilization in recent years; however, more recently hiring on the PA account picked up, attrition slowed, and ETA began to rebuild its staffing capacity. With two-year budget authority, ETA would have greater certainty to continue hiring early in the fiscal year even if operating under a continuing resolution.

In FY 2025, the Department will continue to utilize the HHS GrantSolutions system as a shared service providing comprehensive grants management services. The Department will complete the decommissioning of the legacy e-Grants system in FY 2024 and will retain access to system data to reference historical information and serve as an archive. By Q1 FY 2024, the Department had provided approximately \$22 million from PA and the Program Integrity transfer to PA to support ETA's transition and operations within the GrantSolutions system, including incorporating an integrated Grants Risk Monitoring component. Current estimated costs for operations and maintenance of ETA grants in the GrantSolutions environment annually is approximately \$5.9 million.

The Department's grants management system processes and administers approximately \$32 billion in active grants. Under the Enterprise Shared Services delivery model, the decision was made to migrate all DOL grants into the HHS GrantSolutions environment by FY 2023. Major improvements in reliability and functionality will allow stakeholders across the Department's eight grant-making agencies to better process and manage more than 5,922 active grants. The modernization effort aims to address issues of limited functionality, high operating and maintenance costs, poor data quality, inadequate reporting capabilities, fragmented architecture, and vulnerable system security.

The Department's request retains the current authority to make the following transfers: 1) transfer funds made available to the Employment and Training Administration, either directly or through a set-aside, for technical assistance services to grantees to "Program Administration" when it is determined that those services will be more efficiently performed by federal employees; and 2) transfer 0.5 percent of funds made available to the ETA programs to Program Administration to carry out program integrity activities.

CAREER TRAINING FUND

	2023 <u>Enacted</u>	2024 <u>Estimate</u>	2025 <u>Current Law</u>	2025 <u>Legislative Proposal</u>
Career Training Fund	0	0	0	8,000,000
Total Budget Authority	0	0	0	8,000,000

To ensure that workers from all backgrounds have the opportunity to obtain a good job, the Budget proposes a new \$8 billion Career Training Fund. This Fund, which would be administered by the Department in collaboration with the Departments of Commerce and Education, would provide up to \$10,000 per worker to support the cost of high-quality, evidence-based training. Additional wrap-around supports would also be provided, allowing the program to serve approximately 750,000 workers within the 10-year budget window. The Career Training Fund would provide full funding for individuals to enroll in evidence-based training programs operated by unions, non-profits, community colleges, and other providers that are proven to deliver earnings increases, particularly for underserved workers, and that provide industry-recognized credentials. The Career Training Fund would support workforce needs in in-demand industries, including advanced manufacturing and infrastructure.

VETERANS' EMPLOYMENT AND TRAINING SERVICE

	2023	2024	2025
	<u>Enacted</u>	<u>Estimate</u>	<u>Request</u>
State Grants	185,000	185,000	185,000
Transition Assistance Program	34,379	34,379	34,379
Federal Administration - USERRA Enforcement	47,048	47,048	49,008
National Veterans' Employment and Training Service Institute	3,414	3,414	3,414
Homeless Veterans' Reintegration Program	65,500	65,500	65,500
Total Budget Authority	335,341	335,341	337,301
Total FTE	248	237	237

Note: 2023 reflects actual FTE.

The Veterans' Employment and Training Service (VETS) serves America's veterans and separating service members by providing them with employment resources and expertise, protecting their employment rights, and promoting their employment opportunities. In FY 2025, VETS will continue DOL's commitment to support the employment needs of veterans and employers in the job markets of today and tomorrow. VETS will also continue to provide employment opportunities for our Nation's veterans, transitioning service members, and military spouses as they transition from active duty to civilian life.

Recognizing the impact of veteran employment success on the national economy and the recruitment of our all-volunteer force, this budget invests in meeting the employment needs of transitioning service members, veterans, and military spouses. VETS will continue to build upon both in-person and virtual service delivery methods in a post-COVID environment to reach those we serve and to speed our nation's veterans' return to work.

The FY 2025 Budget requests \$337,301,000 and 237 FTE, an increase of \$1,960,000 over the FY 2024 estimated level. This includes critical increases to prevent staff erosion amid inflationary increases in pay and benefits. Without those resources, VETS will not be able to sustain its capacity to effectively serve the Nation's veterans and transitioning service members.

The FY 2025 Budget requests the VETS Federal Administration appropriation become two-year funding. With two-year budget authority, VETS would have greater capacity to maintain staffing even if operating under a continuing resolution. The Department notes that while programs have received increased funding, the VETS Federal Administration appropriation has not kept pace with those increases to manage the larger programs.

The FY 2025 budget includes \$34,379,000 for the Transition Assistance Program (TAP). In FY 2025, VETS will continue to improve the TAP as directed by the FY 2019 National Defense Authorization Act. VETS and its interagency partners will be able to better measure the employment outcomes of veterans entering the civilian labor force.

The Jobs for Veterans State Grants (JVSG) budget of \$185,000,000 provides Disabled Veterans' Outreach Program (DVOP) specialists' services to veterans with significant barriers to employment, funds the Local Veterans' Employment Representatives (LVERs), and allows the Consolidated Role of DVOPs and LVERs within the state formula. In FY 2025, DVOP specialists will continue to serve additional populations outlined in the appropriation language, including transitioning service members identified as needing intensive services, wounded warriors in military treatment facilities, and their spouses and family caregivers. The request also includes language to specify surviving spouses as being eligible for JVSG services.

The FY 2025 request for the Homeless Veterans' Reintegration Program (HVRP) is \$65,500,000. The funding would serve an estimated 18,000 veterans at risk of or experiencing homelessness and allow DOL VETS to fund approximately 160 HVRP grantees. HVRP is the only federal nationwide program that focuses on the employment of veterans experiencing homelessness. Additionally, a portion of HVRP grants serve specific subsets of the population of veterans experiencing homelessness, including homeless female veterans, veterans with children, and veterans transitioning from incarceration.

The FY 2025 request includes \$3,414,000 for the National Veterans' Training Institute (NVTI). These resources are used to develop and provide competency-based training to DVOP specialists, LVER staff, other State Workforce Agency staff, and federal staff. NVTI ensures high quality services for veterans by providing training and educational resources to service providers.

VETS will continue to implement the HIRE Vets Medallion Program (HVMP) as described by the Honoring Investments in Recruiting and Employing American Military Veterans Act of 2017 (HIRE Vets). VETS will continue to conduct outreach to increase applications, as the HIRE Vets statute prescribes that the program be entirely fee-funded. HVMP allows the Secretary to recognize employer efforts to recruit, employ, and retain veterans. The Budget proposes changes to HVMP's criteria to address unnecessary burdens on employers, increase the number of applications, and better fulfill the congressional intent of the program.

EMPLOYEE BENEFITS SECURITY ADMINISTRATION

	2023 <u>Enacted</u>	2024 <u>Estimate</u>	2025 <u>Request</u>
Enforcement and Participant Assistance	155,758	161,375	169,535
Policy and Compliance Assistance	28,239	19,051	24,607
Executive Leadership, Program Oversight and Administration	7,103	10,674	11,521
Total Budget Authority	191,100	191,100	205,663
Total FTE	718	724	738

Note: 2023 reflects actual FTE.

The Employee Benefits Security Administration's (EBSA) mission is to ensure the security of the retirement, health and other workplace related benefits of America's workers and their families. Although EBSA is a small agency, currently employing less than 850 people, it is responsible for protecting more than 153 million workers, retirees and their families who are covered by approximately 765,000 private retirement plans, 2.8 million health plans, and 619,000 other welfare benefit plans. Together, these plans hold estimated assets of \$12.7 trillion. At current staffing levels, EBSA has less than 1 investigator for every 13,000 plans.

The agency also has important interpretive and regulatory responsibilities with respect to individual retirement accounts, which hold about \$10.8 trillion in assets, as well as audit responsibilities with respect to the Federal Thrift Savings Plan, which is the world's largest employee contributory plan with more than 6.85 million participants and \$814 billion in assets.

The FY 2025 EBSA discretionary request is \$205,663,000 and 738 FTE. This includes program increases of \$4,672,000 and 12 FTE to implement the SECURE 2.0 Act of 2022, and \$350,000 and 2 FTE to improve the customer experience.

Although EBSA has been assigned important, challenging, and numerous additional responsibilities under legislation in recent years, its budget has not increased in step with the increased responsibilities. With the requested resources, EBSA will implement a wide range of retirement-focused provisions and numerous new requirements required under the SECURE 2.0 Act, which includes amendments to existing law as well as new provisions focused on increasing retirement savings, improving rules governing the administration of retirement plans, and lowering the cost of setting up retirement plans. Some provisions have already gone into effect, while others will go into effect in 2024, 2025, and later. The Department is tasked with conducting studies, submitting reports to Congress, establishing a public-facing database,

opening initiatives, issuing multiple regulations, providing other formal guidance, and consulting with other agencies on various regulatory and sub-regulatory projects.

Along with these SECURE 2.0 Act tasks, EBSA will continue to:

- provide a multi-faceted employee benefits security program that effectively targets the most egregious and persistent violators,
- carry out the agency’s interpretive and regulatory activities through the timely issuance of advisory opinions, field assistance bulletins and other guidance,
- provide innovative outreach and education that helps workers protect and understand their pension and health benefits, and
- conduct a well-integrated research program based on evidence and comprehensive analysis.

The FY 2025 Budget also proposes for Congress to replenish the supplemental funding for the continued implementation of the Mental Health Parity and Accountability Act, No Surprises Act and Title II Transparency provisions. DOL has used this fund source to carry out its obligations to enforce these laws. This \$500 million appropriation would be shared between the Departments of Health and Human Services, Treasury, and Labor and would be a mandatory fund to be used until expended.

Without this additional funding, EBSA will have no choice but to dramatically reduce its operations, leading to a severe reduction of its ability to protect the interests of health and retirement plan participants and their families. The supplemental funding currently supports 117 FTEs not reflected in the EBSA FTE levels listed above who have specialized technical and operational expertise to ensure the consumer protections and industry oversight is being carried out as envisioned by the law. Additional implementation funding is critical to EBSA’s ability to maintain this workforce and their institutional knowledge, in addition to continue building upon existing work to ensure industry compliance with MHPAEA. Absent renewed funding, EBSA will experience a precipitous drop in staffing, with drastically fewer staff to meet its ongoing and increasing obligations.

The FY 2025 Budget also requests that the EBSA appropriation provide 2-year funding. With 2-year budget authority, the agency would have greater capacity to maintain staffing even if operating under a continuing resolution. EBSA also continues to seek a statutory language change to make expert witness procurement appropriations available until expended (no-year funds), rather than available for 2 years as currently provided.

PENSION BENEFIT GUARANTY CORPORATION

	2023 <u>Enacted</u>	2024 <u>Estimate</u>	2025 <u>Request</u>
Consolidated Administrative Activities	484,720	512,900	514,063
Office of Inspector General - Non-Add	7,632	7,857	8,384
Investment Management Fees Program	139,800	139,800	139,800
Single-Employer Program Benefit Payments	8,009,000	7,419,000	8,006,000
Multiemployer Program Financial Assistance	239,000	197,000	207,000
Custodian Bank Fees	0	0	4,000
Total Budget Authority¹	8,872,520	8,268,700	8,870,863
Total FTE	959	970	970

Note: 2023 reflects actual FTE.

The Pension Benefit Guaranty Corporation (PBGC or the Corporation) is a federal corporation established under the Employee Retirement Income Security Act (ERISA) of 1974, as amended. It guarantees payment of basic pension benefits earned by more than 31,000,000 of America's workers and retirees participating in more than 24,500 private-sector defined benefit pension plans. The Single-Employer Program protects about 20,600,000 workers and retirees in about 23,500 pension plans. The Multiemployer Program protects about 11,000,000 workers and retirees in about 1,360 pension plans. The Corporation's two insurance programs are funded and administered separately, and their financial conditions, results of operations, and cash flows are reported separately. PBGC strengthens retirement security by preserving plans and protecting participants' benefits. When companies undertake major transactions that might threaten their ability to pay pensions, PBGC negotiates protections for their pension plans.

The Single-Employer Program is financed by insurance premiums paid by companies that sponsor defined benefit pension plans, investment income from plan assets trusted by PBGC and recoveries from companies formerly responsible for the plans. The Multiemployer Program is financed by premiums paid by insured plans and investment income. Congress sets PBGC premium rates.

In addition, the American Rescue Plan (ARP) Act of 2021 (Public Law 117-2) — a historic law passed by Congress and signed by President Biden on March 11, 2021 — established the Special Financial Assistance (SFA) Program for financially troubled multiemployer pension plans. The

¹ FY 2022 and FY 2023 reflect sequestration reductions for mandatory accounts pursuant to the Balanced Budget and Emergency Deficit Control Act, as amended.

law addresses the solvency of the Multiemployer Program, which was projected to become insolvent in 2026. The SFA Program provides funding assistance to severely underfunded multiemployer pension plans and will enable millions of America's workers, retirees, and their families to receive the pension benefits they earned through many years of hard work. The SFA program is funded entirely by an appropriation from the General Fund of the U.S. Department of the Treasury (Treasury).

PBGC is requesting \$514,063,000 in spending authority for administrative purposes in FY 2025 to include the following enhancements:

Safeguarding Information Technology Infrastructure (\$4,055,000). Funding will provide the necessary resources to strengthen PBGC's modernization efforts for its Acquisition Management System, support the accuracy and timeliness of mandatory DATA Act reporting requirements, and modernize and secure customer call center and cloud software infrastructure to safeguard the Corporation's critical systems. These requests are a recurring cost.

Providing Mandated Financial Statement Audit Services (\$400,000). Funding will provide the necessary resources to fund the Office of Inspector General's Financial Statement Audit mandates, ensure PBGC meets statutory Government Corporation Control Act and ERISA requirements, and continue to mitigate any risks that threaten the Corporation's programs. These requests are a recurring cost.

Cost of Living Adjustment (\$5,108,000). Built-ins have been included to fund a two percent cost of living adjustment. This request is a recurring cost.

Meet Industry Standards for Investment Management Custodian Activities (-\$4,000,000). This request realigns PBGC's treatment of custodian bank service fees from the administrative expenses budget to the program budget. This is a budget-neutral request as it recategorizes funds from consolidated administrative activities to program activities.

Zero Trust Architecture Implementation (-\$4,400,000). Program decrease for one-time hardware and software procurement and development costs to implement Zero Trust Architecture. This is a one-time FY 2025 reduction.

PBGC's Single-Employer Program: The financial status of the Single-Employer Program showed improvement and achieved a positive net position of \$44,615,000,000 at the end of FY 2023. The Single-Employer Program's financial status has evolved to a positive net financial position which is projected to grow over the next ten years.

PBGC's Multiemployer Program: The net financial position of the Multiemployer Program improved during FY 2023 to a positive net position of \$1,453,000,000. Estimates from PBGC's FY 2022 Projections Report show that the Multiemployer Program is likely to remain solvent for more than 40 years, primarily due to the enactment of ARP and PBGC's implementation of the final rule for SFA. The SFA program is expected to protect the benefits of millions of participants in financially troubled plans and to reduce the demand on PBGC to provide traditional financial assistance to insolvent plans.

Premiums: The Budget urgently calls for the immediate repeal of the provision accelerating FY 2026 premiums into FY 2025. Congressional action is necessary to repeal this provision before FY 2025. If not repealed, this provision will create unnecessary confusion and burden on insured plans and employers because they are forced to pay PBGC premiums early for just one year. The provision will create unnecessary accounting and management costs for both the plans and PBGC given the high likelihood of late or incorrect premium payments, which trigger interest and late payment penalty charges. In addition, the early premium due date disrupts the timing of employer pension contributions for the prior plan year. That is because the acceleration results in premiums and plan contributions being due on the same day and the employer contribution to the plan affects the amount of premium owed to PBGC. It is impractical for plans to receive employer contributions and then calculate, file, pay, and certify PBGC premium payments on the same day. Most employers that sponsor PBGC-insured plans are small, so repeal of the provision supports the goal of reducing compliance burdens and cost for small businesses. Repealing this provision will be budget neutral, enhance compliance, and avoid unnecessary administrative costs for pension plans and the PBGC.

OFFICE OF WORKERS' COMPENSATION PROGRAMS

	2023 ² <u>Enacted</u>	2024 <u>Estimate</u>	2025 <u>Request</u>
Special Benefits (FECA) ³	2,879,136	3,490,819	3,611,366
Energy Employees Occupational Illness Compensation Program ³	2,322,908	2,643,705	2,834,619
Special Benefits for Disabled Coal Miners ³	46,744	33,140	31,367
Black Lung Disability Trust Fund (BLDTF) ⁴	334,809	500,918	485,706
Special Workers' Compensation Fund (Longshore)	100,162	99,265	102,647
Total Mandatory Budget Authority	5,683,759	6,767,847	7,065,705
Total OWCP FTE⁵	1,466	1,480	1,493

The Office of Workers' Compensation Programs (OWCP) administers four benefit programs for workers who become ill or are injured on the job. These programs ensure income support for these workers when work is not possible due to their injury or illness.

The Division of Federal Employees', Longshore and Harbor Workers' Compensation (DFELHWC) administers the Federal Employees' Compensation Act (FECA) and the Longshore and Harbor Workers' Act (LHWCA) programs. The Federal Employees' Program provides benefits to civilian employees of the federal government injured at work and to certain other designated groups. The Longshore Program provides benefits to injured private sector workers engaged in certain maritime and related employment, plus certain non-maritime employment covered by extensions such as the Defense Base Act. Requested administrative resources for DFELHWC are \$214,651,000 and 871 FTE. Of these FTE, the American Rescue Plan Act

² FY 2023 reflects reductions for mandatory authority pursuant to the Balanced Budget and Emergency Deficit Control Act, as amended: 5.7 percent non-defense for Division of Coal Mine Worker's Compensation and Special Benefits for Disabled Coal Miners and 8.3 percent defense reduction for Energy Employees Occupational Illness Compensation Program mandatory authority pursuant to the Balanced Budget and Emergency Deficit Control Act, as amended.

³ Includes amounts for program administrative costs and estimates for benefits costs.

⁴ Includes definite amounts for program administrative costs and indefinite amounts for the cost of benefits and payment of interest.

⁵ Includes FTE for Federal Programs for Workers' Compensation.

funding authority provides reimbursable resources from the Employee Compensation Fund for 30 FTE to support the COVID-19 related workload in DFELHWC.

The Black Lung Benefits Act program, administered by OWCP's Division of Coal Mine Workers' Compensation (DCMWC) provides compensation and medical benefits to coal miners totally disabled by pneumoconiosis stemming from mine employment, and monetary benefits to their dependent survivors. Requested administrative resources for DCMWC are \$56,747,000 and 165 FTE.

The FY 2025 Budget requests that OWCP discretionary appropriation become two-year funding. With two-year budget authority, OWCP would have greater capacity to maintain staffing even if operating under a continuing resolution.

The Energy Employees Occupational Illness Compensation Program Act provides compensation and medical benefits to employees or survivors of employees of the Department of Energy (DOE), contractors or subcontractors with DOE, who have been diagnosed with cancer due to exposure to radiation or toxic substances stemming from work in the DOE nuclear weapons complex. Requested administrative resources for OWCP's Division of Energy Employees Occupation Illness are \$150,888,000 and 457 FTE which includes \$1,827,000 and 5 FTE for the Office of the Ombudsman and, \$532,000 and 1 FTE for the Advisory Board on Toxic Substances and Worker Health.

OWCP requests include program increases in FY 2025 of \$439,000 and 9 FTE in DFELHWC for maintenance of FTE in the Federal Employees Program; \$7,000,000 and 0 FTE for DCMWC's IT Modernization of Black Lung's Automated Support System (ASP) request in funding transferred from the BLDTF; and, \$800,000 and 4 FTE for OWCP's Customer Experience (CX) request.

WAGE AND HOUR DIVISION

	2023 <u>Enacted</u>	2024 <u>Estimate</u>	2025 <u>Request</u>
Wage and Hour Division	260,000	260,000	294,901
Wage Hour H-1B	50,000	55,000	55,000
Total Budget Authority	310,000	315,000	349,901
Total FTE	1,431	1,401	1,588

Note: 2023 reflects actual FTE.

The Wage and Hour Division (WHD) enforces fundamental worker protections including the federal minimum wage, overtime, child labor, and other laws under the authorization set forth in 29 U.S.C. 207, et seq. WHD ensures America’s workers receive wages earned as required by law and provides resources and assistance to employers to promote and achieve compliance with labor standards. Collectively, the laws WHD enforces include most private, state, and local government employment and protect more than 165 million of America’s workers in more than 11 million workplaces throughout the United States and its territories.

WHD enforces and administers:

- The minimum wage, overtime, child labor, recordkeeping, anti-retaliation, and time and space to pump breast milk provisions of the Fair Labor Standards Act (FLSA);
- The prevailing wage requirements and wage determination provisions of the Davis Bacon Act (DBA) and Related Acts (DBRA), the Service Contract Act (SCA), the Contract Work Hours and Safety Standards Act (CWHSA), the Walsh-Healey Act, and the Copeland Act, an anti-kickback law, and Executive Orders 13658 and 13706, establishing a minimum wage and paid sick leave, respectively, for federal contractors;
- The wages and working conditions (including housing and transportation standards) under the Migrant and Seasonal Agricultural Worker Protection Act (MSPA);
- The field sanitation and temporary labor camp standards in agriculture under the Occupational Safety and Health Act (OSH Act);
- The Family and Medical Leave Act (FMLA);
- Enforcement of the labor standards protections of the Immigration and Nationality Act (INA) for certain temporary nonimmigrant workers admitted to the U.S. This includes enforcing the labor protections of the H-1B, H-2A, and H-2B programs so that the

employment of non-immigrant workers does not adversely affect the wages and working conditions of similarly employed US workers;

- The Employee Polygraph Protection Act (EPPA);
- The garnishment provisions of the Consumer Credit Protection Act (CCPA); and
- The Labor Value Content (LVC) requirements of the United States-Mexico-Canada Implementation Act (USMCA).

WHD prioritizes resources to achieve the greatest impact on compliance. Outreach, education, compliance assistance, and strong enforcement strategies, including investigations, are effective in improving employer compliance with laws and regulations. WHD strengthens enforcement results through industry-level and worker focused approaches, extensive outreach, worker education, stakeholder engagement, and strategic partnerships.

The FY 2025 Budget request of \$294,901,000 and 1,398 FTE includes a total programmatic increase of \$20,818,000 and 187 FTE to maintain current enforcement levels while strengthening the agency's capacity to address the most vulnerable worker populations and combat child labor.

The FY 2025 increases will support:

- \$13,318,000 and 137 FTE to maintain the FY 2023 FTE enforcement level and help unleash the full potential of WHD's enforcement activities. These resources would allow WHD to increase and strengthen engagement with underserved communities, deter and address the most egregious violations through impactful cases, and leverage strategic partnerships dedicated to amplifying the effects of enforcement and outreach.
- \$7,500,000 to support 50 FTE for enforcement to protect the most vulnerable workers and combat exploitative child labor. The increased resources would allow WHD to maintain progress in rebuilding enforcement staff responsible for carrying out mission-critical, evidence-based strategies. A strengthened WHD workforce would be better able to advance priorities, particularly around vulnerable worker populations, and deliver high-impact cases.

WHD's FY 2025 Budget request includes two-year availability of funding to increase flexibility for program execution. The multi-year availability would reduce the impact of short-term continuing resolutions at no cost to the annual appropriations bill and enhance staff oversight of the programs they are administering.

OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS

	2023 <u>Enacted</u>	2024 <u>Estimate</u>	2025 <u>Request</u>
Office of Federal Contract Compliance Programs	110,976	110,976	116,132
Total Budget Authority	110,976	110,976	116,132
Total FTE	487	492	492

Note: 2023 reflects actual FTE.

The Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) is charged with protecting America's workers by ensuring that those who do business with the federal government fulfill the promise of equal employment opportunity. With staff in over 50 offices around the country, OFCCP works to remove barriers to opportunity on the basis of race, color, sex, sexual orientation, gender identity, religion, national origin, disability, or status as a protected veteran. OFCCP has jurisdiction over approximately 25,000 federal contractors and subcontractors with 120,000 establishments that employ more than 20 percent of the American workforce.

The FY 2025 OFCCP funding request of \$116,132,000 and 492 FTE will support OFCCP's ability to effectively oversee the growing number of contractors, projects, and workers under its purview. To meet these demands, in FY 2025, OFCCP will maintain its workforce and support enforcement and hiring initiatives to help workers access good jobs and employers to fully utilize the talent across their communities. As a result, the requested funding will enable OFCCP to serve workers and contractors most in need of assistance. OFCCP will also leverage technology and data analytics to evaluate contractors' employment practices more expeditiously and effectively across multiple establishments to remove barriers to opportunity and improve its risk-based methodology to schedule contractors for review.

Continuing to Build the Mega Construction Project Program

OFCCP will remove barriers to hiring and promote access to good jobs in construction by continuing to build the Mega Construction Project (Megaproject) Program, which launched in FY 2023.

In FY 2025, OFCCP will begin conducting compliance evaluations of the construction contractors whose projects OFCCP has designated to participate in the Megaproject Program. OFCCP anticipates that the robust front-end outreach and compliance assistance it provides prior to the start of work on these Megaprojects will lead to increased diversity on the projects and increased contractor compliance with their equal employment opportunity obligations. The agency will also continue to select projects that have the greatest potential to make a positive

economic impact on their communities, particularly in underserved communities. OFCCP will evaluate the impact of its efforts under the Megaproject Program to identify high-impact strategies to replicate.

Strategic Enforcement

OFCCP will focus on the development of strong systemic cases, with an emphasis on hiring and a strategic approach to pursuing compensation indicators. Through the active management of its compliance reviews, the agency will continue to improve its tools and techniques to prioritize those matters with the strongest evidence of systemic discrimination and the greatest potential to help workers. This will include periodic assessment of the agency's triaging techniques relative to agency metrics, and the adjustments to thresholds and parameters applied by field staff to meet enforcement priorities in FY 2025. OFCCP will utilize new information and data submitted by contractors under review to streamline and improve its analysis of contractor employment and compensation data. Data scientists will assist field staff with structuring and analyzing data during the desk audit to identify patterns worthy of further investigation, including evidence of use of artificial intelligence or other technology in employment decisions. They will also collaborate with other OFCCP social scientists to develop and sophisticate the desk audit and triage tools used by the staff in the field.

OFCCP seeks appropriate relief for workers impacted by discriminatory practices. To this end, the agency will continue to sharpen its analytical assessments of contractor employment data. The agency will also foster its collaboration with the Department of Justice, to identify cases for potential litigation where informal efforts to conciliate violations prove ineffective. Additionally, OFCCP will enforce its right to access information relevant to determining compliance with the non-discrimination provisions of the Executive Order, VEVRAA, and Section 503.

Strategic Enforcement in Construction Program

In FY 2025, OFCCP will enhance its construction enforcement program, including implementing updated data collections, such as the revised construction scheduling letter. The data collection will strengthen OFCCP's construction program by clarifying what type of payroll data should be submitted by contractors and in what format for OFCCP to make the most efficient and effective assessment of the neutrality of employment decisions. This will be supported by the investments made in new analytical tools, techniques, and data analysis. These innovations will allow the field to make more efficient and extensive use of payroll data to ensure that disparities in pay, promotion, assignment, and other opportunities are not veiled by convoluted data disclosures.

Enhancing Outreach and Stakeholder Engagement

In FY 2025, OFCCP will expand outreach to workers, contractors, and other stakeholders to widen access to good jobs and focus resources on areas of greatest need. At the national and regional level, OFCCP will continue conducting outreach to workers, job seekers, and worker-focused organizations to educate them about workplace rights. OFCCP through its compliance assistance and outreach efforts will continue to work to connect training programs, including apprenticeship and pre-apprenticeship programs, with federal contractors seeking to recruit

individuals from underserved communities. Additionally, OFCCP's Megaproject Program provides front-end assistance to link federal construction contractors with training programs that can provide qualified individuals when work begins on projects that will have significant economic impacts in underserved communities.

OFCCP will continue to improve its language access by translating material into multiple languages to ensure access both to vital documents as well as informational content. OFCCP will also continue to increase the agency's social media presence and enhance its repository of stakeholder information.

In addition, the FY 2025 Budget requests that the OFCCP appropriation become two-year funding. With two-year budget authority, OFCCP would have greater capacity to maintain staffing even if operating under a continuing resolution.

OFFICE OF LABOR-MANAGEMENT STANDARDS

	2023 <u>Enacted</u>	2024 <u>Estimate</u>	2025 <u>Request</u>
Office of Labor-Management Standards	48,515	48,515	50,845
Total Budget Authority	48,515	48,515	50,845
Total FTE	186	208	208

Note: 2023 reflects actual FTE.

The Office of Labor-Management Standards (OLMS) administers the Labor-Management Reporting and Disclosure Act (LMRDA) and related laws. The LMRDA was enacted to protect union members by ensuring that unions have the transparency, democracy, and financial integrity members need to make informed decisions about their membership in a union as well as its operations and to ensure that members and employees who are engaged in organizing activities know the sources and extent of their employers' messages about their right to organize. These laws were enacted to strengthen labor unions. While the vast majority of America's labor unions and their leaders operate for the benefit of the hard-working people who comprise their membership, OLMS is tasked with protecting the union members by administering the LMRDA. OLMS also administers employee protections under various federally sponsored transportation programs that require fair and equitable protective arrangements for mass transit employees when federal funds are used to acquire, improve, or operate a transit system.

The FY 2025 funding level provides an additional \$2,330,000 to maintain OLMS' staffing level to provide workers with the protections to which they are entitled under the LMRDA. Additionally, the FY 2025 funding level would help OLMS promote and leverage labor-management partnerships, expand worker outreach and education, and more closely and timely review employer and consultant reports required under the Labor-Management Reporting and Disclosure Act.

The FY 2025 Budget maintains OLMS' ability to safeguard union members' rights under the LMRDA. The resources requested would allow OLMS to increase the number of compliance audits and number of criminal investigations undertaken as compared to the FY 2024 targets.

OLMS' ability to pursue program improvements that deliver more effective and efficient protection for union members would be enhanced as follows:

- Strengthen the effectiveness and reach of our Compliance Assistance Program and provide more robust support and training for our field investigators. The additional resources would enable us to: 1) restore and increase our participant contact hours and general assistance to International Unions (IUs) currently participating in the Voluntary

Compliance Partnership (VCP) program; 2) conduct outreach to encourage IUs that are not partners yet to partner with us going forward; 3) improve data analysis services to the IUs to help locate their affiliates that are having compliance issues; 4) provide training and compliance assistance for the IUs and their affiliates nationally, on a regular, ongoing basis; 5) develop new compliance assistance materials – in both English and Spanish – to help union officers and union members better understand their respective responsibilities and rights under the LMRDA; and 6) create, update, and conduct investigator training to ensure OLMS is able to develop and retain the highly skilled, professional workforce it needs to carry out its important mission.

- Advance transparency by focusing on reducing the delinquency rate of LM-10 employer and LM-20 consultant reports. We would commit resources to identify delinquent filers and continue developing methods to identify and correct deficiencies in those reports.
- Leverage compliance assistance resources to achieve 12,000 participant compliance assistance hours. This would 1) ensure filers submit their forms in a correct and timely manner, 2) help union officials learn how to conduct their officer elections in compliance with the LMRDA, and 3) provide assistance with bonding requirements.
- Conduct 284 compliance audits of unions to uncover violations of the LMRDA and complete 177 criminal investigations annually.
- Promote and advance the benefits to workers and employers from cooperative labor-management relationships achieved through collective bargaining.
- Implement a newly created Compliance Review Program that will proactively review the operations, and records, of employers and consultants to evaluate their compliance with their mandatory Form LM-10 and Form LM-20 reporting requirements.

The FY 2025 Budget requests that the OLMS appropriation become two-year funding. With two-year budget authority, OLMS would have greater capacity to maintain staffing even if operating under a continuing resolution.

OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION

	2023 <u>Enacted</u>	2024 <u>Estimate</u>	2025 <u>Request</u>
Safety and Health Standards	21,000	21,000	21,476
Federal Enforcement	243,000	243,000	261,635
Whistleblower Programs	22,500	22,500	23,121
State Programs	120,000	120,000	120,000
Technical Support	26,000	26,000	26,483
Compliance Assistance-Federal	78,262	78,262	80,561
Compliance Assistance-State Consultations	63,160	63,160	63,160
Compliance Assistance-Training Grants	12,787	12,787	12,787
Safety and Health Statistics	35,500	35,500	35,915
Executive Direction	10,100	10,100	10,325
Total Budget Authority	632,309	632,309	655,463
Total FTE	2,064	1,962	1,980

Note: 2023 reflects actual FTE. Targets and FTE reflect a reprogramming from State Consultation to Federal Enforcement.

Established in 1971 by the Occupational Safety and Health Act (OSH Act) (Public Law 91-596), the Occupational Safety and Health Administration's (OSHA) mission is to ensure employers provide safe and healthful working conditions for all workers by setting and enforcing standards and by providing training, outreach, education, and assistance. OSHA seeks to prevent work-related injuries, illnesses, and deaths by encouraging employers to eliminate workplace hazards. The agency is also responsible for administering 25 whistleblower laws to prevent any person or entity from discharging, or in any manner retaliating, against any employee who has exercised their rights under a covered Act.

OSHA's FY 2025 Budget request continues the Department's commitment to ensure all workers have access to a high-quality job in a safe workplace, enabling them to build a better life for themselves and their family. In FY 2025, OSHA will focus on vulnerable workers in high-hazard conditions; enhance OSHA's enforcement presence; prioritize employer and worker requests for outreach, training, and compliance assistance, particularly in vulnerable and underserved communities; and continue to build a transformative agency that is both proactive and responsive to improving workplace safety and health across the country -- and unleashes the full power of the agency.

The Department is requesting two-year budget availability to increase flexibility for program execution. The annual uncertainty in the appropriations timing results in delayed hiring and rushed execution of contracts. The two-year availability would reduce the impact of short-term continuing resolutions at no cost to the annual appropriations bill. This change would also enhance staff oversight of the programs they are administering.

The FY 2025 Budget provides \$655,463,000 and 1,980 FTE for OSHA and includes program increases totaling \$2,798,000 and 18 FTE, and built-in increases of \$20,356,000. The request includes a program increase of \$2,106,000 and 16 FTE in **Federal Enforcement** to hire 14 compliance safety and health officers (CSHO), who are the frontline staff responsible for ensuring employer compliance with OSHA regulations. They will perform an additional 528 inspections when fully trained. OSHA will also hire two additional enforcement staff to support the influx of CSHOs, provide necessary management and policy oversight of the compliance officers, and support the enforcement process.

The request also includes \$350,000 in the **Compliance Assistance – Federal** budget activity to hire two Customer Experience FTE to conduct customer research, feedback collection, and service design activities in support of the Voluntary Protection Program and safety and health management systems. Finally, the request also includes \$342,000 in this budget activity for HoloLens, an artificial intelligence technology used to help train CSHOs by providing realistic virtual hazardous workspaces and allowing for application of hazard recognition techniques without physical exposure to hazards or requiring training to occur offsite at actual workplaces or labs.

MINE SAFETY AND HEALTH ADMINISTRATION

	2023 <u>Enacted</u>	2024 <u>Estimate</u>	2025 <u>Request</u>
Mine Safety and Health Enforcement	265,774	265,774	279,923
Office of Standards, Regulations, and Variances	5,000	5,000	5,235
Office of Assessments	7,191	7,191	7,549
Educational Policy and Development	39,820	39,820	41,051
Technical Support	36,041	36,041	37,730
Program Evaluation and Information Resources	17,990	17,990	18,273
Program Administration	16,000	16,000	16,777
Total Budget Authority	387,816	387,816	406,538
Total FTE	1,708	1,729	1,742

Note: 2023 reflects actual FTE.

Established by the Federal Mine Safety and Health Act of 1977 (Mine Act), the Mine Safety and Health Administration’s (MSHA) mission is to prevent death, disease, and injury from mining and promote safe and healthful workplaces for the nation’s miners. Specifically, in creating MSHA, Congress gave the Agency and its employees a clear mandate by declaring that “the first priority and concern of all in the coal or other mining industry must be the health and safety of its most precious resource—the miner.”

More than 322,000 people work directly in the mining industry at more than 12,600 mines nationwide. Their work includes the initial mining of raw materials through processing in preparation for commercial distribution. Miners help supply iron and coal necessary to produce steel, sand and gravel needed to build our roads and bridges, and copper and other important minerals essential to manufacturing electronics and batteries for electric vehicles. MSHA develops and enforces safety and health standards and regulations for all U.S. mines regardless of size, number of employees, commodity mined, or method of extraction. MSHA also provides technical, educational, compliance, and other types of assistance to mine operators, including small mines. MSHA works with industry, labor, and other federal and state agencies to improve safety and health conditions for all miners in the United States.

The FY 2025 President’s Budget includes \$406,538,000 and 1,742 FTE for MSHA. This FY 2025 request reflects MSHA’s strong commitment to targeted enforcement, compliance assistance, training, and innovative technologies to protect the safety and health of the nation’s miners.

The FY 2025 Budget requests that the MSHA appropriation become two-year funding. With two-year budget authority, MSHA would have greater capacity to maintain staffing even if operating under a continuing resolution. In addition, the Budget includes a program increase of \$2,084,000 and 13 FTE in **Mine Safety and Health Enforcement (MSHE)** to complete statutorily mandated inspections and investigations and expand efforts working with the mining community to reduce fatalities, injuries, and illnesses. The additional funds will support completion of mandatory inspections and accident investigations as required by the Mine Act, as well as compliance assistance, outreach and enforcement as a result of MSHA's final surface mobile equipment and silica regulations. In addition, the Budget includes \$16,638,000 in inflationary increases.

BUREAU OF LABOR STATISTICS

	2023 <u>Enacted</u>	2024 <u>Estimate</u>	2025 <u>Request</u>
Labor Force Statistics	243,952	246,487	253,058
Trust Funds	68,000	68,000	68,000
Prices and Cost of Living	246,000	242,516	247,521
Compensation and Working Conditions	91,000	90,480	92,554
Productivity and Technology	12,000	12,952	13,244
Executive Direction and Staff Services	37,000	37,517	38,409
Total Budget Authority	697,952	697,952	712,786
Total FTE	2,036	2,023	2,023

Note: 2023 reflects actual FTE.

The Bureau of Labor Statistics (BLS) of the Department of Labor is the principal federal statistical agency responsible for measuring labor market activity, working conditions, price changes, and productivity in the United States economy to support public and private decision-making. Policies and decisions based on BLS data affect virtually all Americans, and the wide range of BLS data products is necessary to fulfill the needs of a diverse customer base. The BLS budget comprises six activities, encompassing 20 economic programs in 2025. The FY 2025 Budget requests the BLS appropriation become two-year funding. With two-year budget authority, BLS would have greater capacity to maintain staffing even if operating under a continuing resolution. In FY 2025, the BLS requests \$712,786,000 and 2,023 direct FTE, and a total of 2,192 including reimbursable FTE.

In FY 2025, BLS funding will support the following activities:

The FY 2025 request includes \$15,234,000 for built-ins, primarily for pay and benefit related built-ins for federal BLS staff, as well as pay-related increases for Census staff funded by Interagency Agreements, state partners funded through Cooperative Agreements, and staff funded through contracts. This request for mandatory built-ins is necessary as it will enable the BLS to focus efforts on maintaining statistical capacity and continue to prioritize executing its mission and sustaining the quantity and quality of its base programs. BLS programs are critical toward supporting scientific integrity, evidence-based policy making, and advancing equity by ensuring that the BLS can support the U.S. statistical and evidence-building infrastructure. The FY 2025 request also proposes flat funding for the National Longitudinal Surveys program, forgoing the increase shown in the previous report to Congress for the new youth cohort. This will elongate the development and

implementation of the new cohort beyond the previously reported 2026 timeline. Also in FY 2025, the BLS will continue working with the Census Bureau in support of developing an Internet Self Response option for the Current Population Survey (CPS) and will continue to consult with its large community of stakeholders in government, academia, and the private sector, through relevant advisory committees and other outreach opportunities, to receive feedback on how to modernize the survey. In addition, in FY 2025, the Occupational Safety and Health Statistics (OSHS) program expects to publish Census of Fatal Occupational Injuries (CFOI) data that reflect the 2022 North American Industry Classification System (NAICS) revision and new Occupational Injury and Illness Classification System (OIICS), providing more detailed information on emerging diseases (e.g., COVID) and newly-identified workplace hazards.

DEPARTMENTAL MANAGEMENT

	2023 <u>Enacted</u>	2024 <u>Estimate</u>	2025 <u>Request</u>
Program Direction and Support	32,658	32,658	35,876
Legal Services	130,754	130,754	145,245
Trust Funds	308	308	308
International Labor Services	116,125	116,125	162,395
Administration and Management	30,804	30,804	31,991
Adjudication	37,000	37,000	38,405
Women's Bureau	23,000	23,000	26,282
Civil Rights	7,586	7,586	9,252
Chief Financial Officer	5,681	5,681	5,883
Departmental Program Evaluation	8,281	8,281	8,613
Government-Wide Transformation Services	0	0	1,351
Subtotal Departmental Management	392,197	392,197	465,601
Departmental Management, Legal Services, BLDTF	8,026	8,780	8,864
Departmental Management, Adjudication, BLDTF	28,192	32,398	32,706
Total Budget Authority	428,415	433,375	507,171
Total FTE	1,211	1,248	1,293

Note: 2023 reflects actual FTE.

The **Program Direction and Support** (PDS) activity encompasses the Office of the Secretary of Labor, Office of the Deputy Secretary of Labor, Office of the Assistant Secretary for Policy (OASP), Office of Congressional and Intergovernmental Affairs, Office of Public Affairs, Center for Faith-Based and Neighborhood Partnerships, and the Office of Public Engagement.

The FY 2025 Budget requests \$35,876,000 and 115 FTE for PDS, which includes an increase of \$2,000,000 and 5 FTE for the Good Jobs Initiative. With these resources, the Department would be able to provide training and technical assistance to agencies as they work to embed and promote good jobs principles in procurement, loans, and grants; and engage employers on strategies and initiatives to improve job quality.

The **Office of the Solicitor (SOL)** is the legal enforcement and support arm of the Department. Its mission is to meet the legal service demands of the entire Department – legal advice, regulatory support, enforcement litigation, defensive litigation, and investigative assistance – in order to support the President’s strategic vision. The President’s FY 2025 request for SOL is \$154,417,000 across general and trust funds and 551 FTE, excluding reimbursable funds and FTE. This includes an increase of \$3,000,000 and 15 FTE to help mitigate the effects of over a decade of near-flat funding and the loss of supplemental appropriated funding under the American Rescue Plan Act. These resources would help SOL to credibly enforce this nation’s labor and employment laws and keep stride with the urgent enforcement agenda of the Department. The request also includes \$3,800,000 and 19 FTE for legal services to combat exploitative child labor, which complements a program increase for Wage and Hour Division for this purpose.

This request level would help to address the erosion of SOL’s staffing and legal service capability resulting from years of unfunded increases in operational costs. These resources are critical to enable SOL to remain credible and focused on protecting and empowering the American worker, including the most vulnerable workers, while leveling the playing field for the majority of employers who comply with the law.

The **Bureau of International Labor Affairs (ILAB)** advances worker rights and promotes a fair global playing field by enforcing trade commitments, strengthening compliance with labor standards, and combating international child labor, forced labor, and human trafficking. In FY 2025, ILAB’s budget request is \$162,395,000 and 140 FTE. The Budget includes a program increase of \$45 million to replace the annual level of the USMCA appropriation that expired in December 2023. This program increase would allow the Department to continue Mexico-specific technical assistance through awards of grants, contracts, and cooperative agreements primarily to nongovernmental organizations whose projects and activities support USMCA implementation, including building capacity to legislate and implement new labor protections, improve working conditions, stabilize labor relations, and increase public awareness and engagement. The Budget also provides ILAB with the necessary resources to support the President’s trade policy agenda through technical assistance grants and staff, as well as resources for the agency’s child labor and forced labor reporting mandate. Resources would also enable ILAB to lead within the interagency on several priority White House initiatives, including the ongoing Multilateral Partnership for Organizing, Worker Empowerment and Rights (M-POWER), the new Presidential Memorandum on Advancing Worker Rights (“Global Labor Strategy,” launched in November 2023), and the Partnership for Workers’ Rights with the government of Brazil, announced by Presidents Biden and Lula in September 2023. ILAB will also continue its enforcement and monitoring of the labor provisions of the USMCA, including use of the facility-specific Rapid Response Mechanism and labor attachés stationed in Mexico to ensure compliance.

The **Office of the Assistant Secretary for Administration and Management (OASAM)** supports key aspects of Department-wide administration and management. OASAM provides the infrastructure and support that enables DOL to carry out its mission by providing leadership and support for the Department via the following management disciplines: Business Operations,

Procurement and Acquisition, Information Technology, Human Resources, Civil Rights and Workplace Equality, Security and Emergency Management, Budget, and Strategic Planning. The FY 2025 request for OASAM is \$31,991,000 and direct 100 FTE.

Agencies in the **Adjudication** budget activity render timely decisions on appeals of claims filed before four different components, which include the Office of Administrative Law Judges (OALJ), the Administrative Review Board (ARB), the Benefits Review Board (BRB), and the Employees' Compensation Appeals Board (ECAB). The FY 2025 request for Adjudication activities is \$71,111,000 and 252 FTE across both general and the Black Lung Disability Trust Fund.

The **Women's Bureau (WB)** delivers research, evidence-based policy analysis, grant programming, and education and outreach that advances equity in employment and economic outcomes for working women, especially women of color and others who have been historically underserved, marginalized, and adversely affected by persistent poverty. The FY 2025 request for the WB is \$26,282,000 and 65 FTE. This funding level would ensure the WB could maintain a diverse staff to sustain critical operational lines of work, including expanded grant-making and regional programming, thereby increasing the agency's reach and influence, particularly with regard to place-based strategies that ensure women and people of color are equitably represented in the proliferation of infrastructure jobs fostered by the Bipartisan Infrastructure Law, CHIPS and Science Act, Inflation Reduction Act and other historic public investments in infrastructure. In addition, this request includes funding to sustain the Women in Apprenticeship and Nontraditional Occupations (WANTO) grant program and Fostering Access, Rights and Equity (FARE) grant program, as well as an increase of \$2,500,000 for Paid Leave State Grants.

The **Civil Rights Center (CRC)** is responsible for ensuring nondiscrimination and equal opportunity for two primary populations: 1) employees of, and applicants for employment with, the Department; and 2) the tens of millions of individuals served by programs and activities across the nation that are related to labor and the workforce and/or receive federal financial assistance from the Department. For FY 2025, the CRC budget request is \$9,252,000 and 35 direct FTE. This funding level includes a \$1,400,000 and 6 FTE program increase to extend the reach and breadth of CRC's external enforcement program. This increase is critical to supporting the Office of External Enforcement's (OEE) mission to promote compliance with nondiscrimination and equal opportunity requirements within the Nation's workforce system as it would allow for the reconstitution of the Office of Compliance and Policy. Additionally, an increase in staff would directly contribute to more efficient complaint investigations and compliance reviews, policy development and review, and more complex data collection and analysis to support equity and antidiscrimination requirements and related initiatives.

The **Office of the Chief Financial Officer (OCFO)** is responsible for oversight of all financial management activities in the Department. In FY 2025, the Budget requests \$5,883,000 and 18 direct FTE for the Office of the Chief Financial Officer (OCFO). The funds continue to support the quarterly financial statement preparation, preparation of the Annual Financial Report, and the

implementation of corrective and preemptive action plans to ensure agency internal controls over financial reporting and systems are well documented, sufficiently tested, and properly assessed. Funding will also provide resources to continue core financial management review operations, including leadership of efforts to update the Department's internal policies and regulations.

The **Chief Evaluation Office** (CEO), within OASP, is the Department's centralized evaluation office and is responsible for the distribution and oversight of the **Departmental Program Evaluation** funds. CEO builds the Department's evaluation capacity and expertise by (1) ensuring high-quality standards in evaluations undertaken by or funded by the Department; (2) ensuring independence and objectivity in the production and dissemination of evaluation research; and (3) making sure that research findings are accessible in a timely and user-friendly way for policymakers, program managers, and the public. For FY 2025, the Department requests \$8,613,000 and 17 FTE to pursue its evaluation agenda. This funding level supports the Department in the following manner:

- Building new evidence about DOL programs and services, focusing on conducting rigorous evaluations about worker protection and employment and training programs;
- Improving internal capacity to integrate evidence across all of its activities, in programs and operations; and
- Expanding outreach on DOL's evidence-building activities to external stakeholders, including our state and local partners, to identify a portfolio of evidence on what works and for whom, with a particular focus on equity.

The Departmental Management budget also includes \$1,351,000 for **Government-wide Technology Transformation Services**. This is in support of a new Technology Transformation Services reimbursable program in alignment with the recently authorized section 753 of Division E of the Financial Services and General Government Appropriations Act, 2023. Funds would also support a U.S. Digital Service initiative to provide digital service expertise and assistance attracting and hiring technical talent to de-risk large-scale or high-priority technical implementations and launches, respond in urgent situations, and provide technology strategy and planning support. Without these additional resources, the Department would be unable to fund these initiatives.

Across all accounts, the FY 2025 Budget requests the DM appropriation become two-year funding. With two-year budget authority, the DM agencies would have greater capacity to maintain staffing even if operating under a continuing resolution. In addition, the Budget shows the full need for inflationary increases across all DM accounts. Due to constrained funding levels, this request is not fully funded and a decrease is shown in pay built-ins.

OFFICE OF DISABILITY EMPLOYMENT POLICY

	2023 <u>Enacted</u>	2024 <u>Estimate</u>	2025 <u>Request</u>
Office of Disability Employment Policy	43,000	43,000	44,876
Total Budget Authority	43,000	43,000	44,876
Total FTE	55	63	63

Note: 2023 reflects actual FTE.

Congress established the Office of Disability Employment Policy (ODEP) in order to increase employment opportunities for individuals with disabilities (currently 27 percent of working-age Americans).⁶ ODEP works to expand opportunities and to address the significant inequities in employment for individuals with disabilities through policy research, development, leadership and coordination. The FY 2025 Budget request for ODEP is \$44,876,000 and 63 FTE. This would allow the agency to conduct strategic initiatives to promote disability employment and to serve as an authoritative resource regarding these issues within DOL and in collaboration with other federal agencies.

The request includes:

- \$3,300,000 for expansion of the Workforce Recruitment Program (WRP). Funds would be used to strengthen and expand the WRP applicant pool and the number of Federal agencies utilizing the program. ODEP, in partnership with the Department of Defense (DoD), proposed these actions in a report to the President required by [Executive Order 14035, Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce](#) (DEIA EO), to help make the Federal government a model employer of individuals with disabilities.

The request for FY 2025 also allows continuation of the following initiatives:

- Funding in the amount of \$6,200,000 to continue the Equitable Transition Model (ETM) projects, including intensive technical assistance to grantees to support project implementation. ETM projects will develop scalable strategies to enable low-income youth with disabilities, including youth experiencing homelessness, leaving foster care, and/or involved in the justice system, to be more likely to successfully transition to employment.

⁶ Centers for Disease Control and Prevention. Disability and Health Data System (DHDS) [Internet]. [updated 2023 May; cited 2023 December 19]. Available from: <https://www.cdc.gov/ncbddd/disabilityandhealth/infographic-disability-impacts-all.html>

- ODEP will continue to fund the Job Accommodation Network (JAN), which is the leading national source of free, expert, confidential, individual guidance on workplace accommodations, the ADA and other legal requirements, and resources to enable employers to recruit and retain employees with disabilities.
- Continued funding of several policy development centers, including the Center for Advancing Policy on Employment for Youth (CAPE-Youth) to conduct policy analysis and provide technical assistance to ensure successful transitions for youth with disabilities into competitive integrated employment; the Employer Assistance and Resource Network on Disability Inclusion (EARN) to conduct research and provide resources to assist employers as they recruit, retain, and advance individuals with disabilities; the Leadership for Employment and Advancement of People with Disabilities (LEAD) Policy Development Center to assist state and service providers to support implementation of the Workforce Innovation and Opportunity Act (WIOA); and the Partnership on Employment and Accessible Technology (PEAT) to promote the employment, retention, and career advancement of people with disabilities through development, adoption, and promotion of accessible technology policy.

In addition to the above initiatives and additional projects presently underway, ODEP will continue to provide expertise, leadership, and coordination to enhance federal efforts to improve employment opportunities and outcomes for people with disabilities. The FY 2025 Budget requests the ODEP appropriation become two-year funding. With two-year budget authority, ODEP would have greater capacity to maintain staffing even if operating under a continuing resolution.

OFFICE OF THE INSPECTOR GENERAL

	2023 <u>Enacted</u>	2024 <u>Estimate</u>	2025 <u>Request</u>
OIG Program Activity	91,187	91,187	100,396
Trust Funds	5,841	5,841	5,841
Subtotal Office of Inspector General	97,028	97,028	106,237
OIG BLDTF	333	368	373
Total Budget Authority	97,361	97,396	106,610
Total FTE	319	285	305

Note: 2023 reflects actual FTE.

The Office of Inspector General (OIG) is an independent agency within the U.S. Department of Labor (DOL) and was created by the Inspector General Act of 1978. The OIG is responsible for conducting audits and investigations of DOL programs and operations, including those performed by its contractors and grantees; identifying actual and potential problems or abuses; developing and making recommendations for corrective action; and informing the Secretary and Congress of problems or concerns. The OIG is also responsible for carrying out criminal investigations to eliminate the influence of organized crime and labor racketeering on employee benefit plans, labor-management relations, and internal union affairs. The OIG continues to work with other law enforcement partners on human trafficking matters.

In FY 2025, the OIG requests \$106,610,000 in general and trust funds and 305 FTE. The FY 2025 request includes a program increase of \$5,000,000 and 20 FTE. The FY 2025 funding will allow the OIG to provide oversight and criminal law enforcement activities. However, with the depletion of funds from both the Coronavirus Aid, Relief, and Economic Security Act (CARES Act) and American Rescue Plan Act (ARPA) and the tolling of the statute of limitations related to Unemployment Insurance (UI) program fraud, the OIG efforts to thoroughly evaluate UI program fraud complaints and initiate additional investigations on potentially actionable, high-impact UI program fraud investigations are being hampered and, as such, the OIG will need to reduce its program integrity oversight and criminal investigative efforts as it relates to the UI programs.

The OIG is the primary federal law enforcement agency responsible for investigating fraud involving UI benefit programs. As reported by the OIG in numerous [reports](#), fraudulent activities pose a significant threat to the integrity of UI programs, with thieves and organized criminal groups continuing to exploit federal and state program weaknesses previously identified by the OIG's Office of Audit. The volume of UI investigative matters currently under review is unprecedented in OIG history. Since the pandemic started, the OIG has opened more than

200,000 investigative matters concerning UI fraud. In the average year prior to the pandemic, the OIG opened approximately 100 UI investigative matters. That is an increase of more than 1,000 times in the volume of UI work that we are facing. The OIG has also seen a substantial increase in the volume of UI fraud complaints that we are receiving post pandemic. Throughout FY 2023, the OIG continued to receive 100 to 300 new UI fraud complaints each week. It appears that the organized criminal groups that targeted the UI system during the pandemic have continued to target the UI system.

As of September 2023, the OIG's pandemic audit oversight work has resulted in 47 published audit reports with 136 recommendations to reduce programmatic vulnerabilities. We have also identified over \$74 billion in Funds for Better Use and over \$277 million in Questioned Costs. The OIG's pandemic investigations have resulted in more than 1500 indictments; 950 convictions; and approximately \$1 billion in monetary accomplishments. Our pandemic UI fraud convictions have resulted in the imposition of over 19,000 months of incarceration. The OIG has also referred over 45,000 fraud matters that do not meet federal prosecution guidelines back to the states for further action. In addition, data scientists in the Office of Investigations and Office of Audit worked collaboratively to identify approximately \$46.9 billion of potentially fraudulent UI benefits paid in six high-risk areas to individuals with Social Security numbers: (1) filed in multiple states, (2) of deceased persons, (3) of federal prisoners, (4) with suspicious email accounts, (5) of persons under age 14, and (6) of persons aged 100 or older.

Although the OIG has focused the majority of its resources on UI benefit programs since the onset of the COVID-19 pandemic, the OIG has a vast oversight responsibility of other high-risk DOL programs that continue to warrant significant oversight. As funding for UI-related investigations is depleted, the OIG will begin to transition resources away from oversight of pandemic programs and will return its attention to the other DOL programs that are susceptible to fraud, waste, abuse, and mismanagement. Areas of significant concern include managing medical benefits such as opioids, maintaining the integrity of Foreign Labor Certification programs, protecting the security of employee benefit plan assets, ensuring the solvency of the Black Lung Disability Trust Fund, and improving the Job Corps' procurement process. It is crucial that the OIG help DOL ensure programmatic strength by reviewing the effectiveness, efficiency, economy, and integrity of DOL programs and operations.

DOL IT MODERNIZATION

	2023 <u>Enacted</u>	2024 <u>Estimate</u>	2025 <u>Request</u>
Departmental Support Systems	6,889	6,889	6,889
IT Infrastructure Modernization	27,380	27,380	28,397
Total Budget Authority	34,269	34,269	35,286

Note: 2023 reflects actual FTE.

The FY 2025 request for the Information Technology Modernization (ITM) appropriation is \$35,286,000 and 24 FTE. The request includes \$1,000,000 in funding and 6 FTE for a new Artificial Intelligence (AI) policy office to oversee and manage AI-related work at the Department. The office, helmed by a new Chief AI Officer, would guide the effective use of AI, promote AI innovation in DOL programs, and help DOL agencies mitigate risk, as well as coordinate the AI-related activities already occurring across the Department.

WORKING CAPITAL FUND

	2023 <u>Enacted</u>	2024 <u>Estimate</u>	2025 <u>Request</u>
Financial and Administrative Services	175,548	175,548	177,730
Field Services	22,454	22,454	22,733
Human Resources	70,035	70,035	73,606
IT Operations	174,065	174,064	176,226
Telecommunications	20,004	20,004	20,004
Agency Applications	290,511	293,748	297,397
Non-DOL Reimbursables	1,500	1,500	1,500
Total Budget Authority	754,117	757,353	769,196
Total FTE	1,148	1,186	1,189

Note: 2023 reflects actual FTE.

The Working Capital Fund (WCF) provides resources for the Department’s centralized administrative services. The FY 2025 Budget request for the WCF is \$769,196,000 and 1,189 FTE. The request includes \$2,700,000 and 3 FTE to build a robust centralized internship program. With these resources, DOL would create a Centralized Pathways Program, including internship, recent graduate program, and Presidential Management Fellows Program. Participants would have the opportunity to experience working for different agencies in the Department, which would expose them to the mission of the Department and provide career development opportunities.

DOL is requesting a new general provision authorizing the Department to transfer expired unobligated balances to the Working Capital Fund for the payment of claims, settlements, and judgments. In the rare instances where DOL agencies must pay legal judgments, such authority would alleviate the burden on the agency’s annual appropriation, allowing appropriated funds to be spent on mission-critical activities.

This Budget also includes a general provision to reform financing for space projects. With this new authority, agencies would be able to transfer funds into a dedicated WCF account, providing them the flexibility they need to build up resources for larger space projects. This would allow the Department to transition from a pre-pandemic model of work to a new model that utilizes all the benefits of technology, and maximizes opportunities for engagement and collaboration, while delivering on mission.

U.S. DEPARTMENT OF LABOR
Summary of Discretionary Funds, Fiscal Years 2016 - 2025
(Dollars in Thousands)

Program	Fiscal Year 2016	Fiscal Year 2017	Fiscal Year 2018 2/	Fiscal Year 2019 3/	Fiscal Year 2020 4/	Fiscal Year 2021 5/	Fiscal Year 2022 6/	Fiscal Year 2023 7/	Fiscal Year 2024 Estimate 8/	Fiscal Year 2025 Request	FY 2016 - FY 2025	
											Amount	Percent
Employment and Training												
Training and Employment Services												
Adult Employment and Training Activities	815,556	813,233	845,556	845,556	854,649	862,649	870,649	885,649	885,649	885,649	70,093	8%
Youth Activities	873,416	873,416	903,416	903,416	913,130	921,130	931,834	947,053	948,130	948,130	74,714	8%
Dislocated Workers Employment and Training Activities	1,166,719	1,225,683	1,208,719	1,261,719	1,322,912	1,342,412	1,375,412	1,421,412	1,421,412	1,373,412	206,693	15%
Native Americans	50,000	50,000	54,000	54,500	55,000	55,500	56,921	59,932	60,000	60,000	10,000	17%
Migrant and Seasonal Farmworkers	81,896	81,896	87,896	88,896	91,896	93,896	95,264	97,287	97,396	97,396	15,500	16%
Technical Assistance	3,232	2,500	0	0	0	0	0	0	0	0	-3,232	0%
Reentry Employment Opportunities	88,078	88,078	93,079	93,079	98,079	100,079	101,937	114,869	115,000	120,000	31,922	27%
Apprenticeship Program	90,000	95,000	145,000	160,000	175,000	185,000	234,674	284,676	285,000	335,000	245,000	73%
Workforce Data Quality Initiative	6,000	6,000	6,000	6,000	6,000	6,000	5,992	5,993	6,000	6,000	0	0%
Youth Build	84,534	84,534	89,534	89,534	94,534	96,534	98,897	104,881	105,000	105,000	20,466	19%
National Programs	994	0	0	0	0	0	0	0	0	0	-994	0%
Community Projects	0	0	0	0	0	0	137,638	217,324	217,324	0	0	0%
Civilian Climate Corps	0	0	0	0	0	0	0	0	0	0	0	0%
SECTOR	0	0	0	0	0	0	0	0	0	0	0	0%
Subtotal, Training and Employment Services	3,260,425	3,320,340	3,433,200	3,502,700	3,611,200	3,663,200	3,909,218	4,139,076	4,140,911	3,930,587	670,162	17%
Older Workers	434,371	400,000	400,000	400,000	403,705	405,000	402,438	403,040	405,000	405,000	-29,371	-7%
Job Corps	1,689,155	1,704,155	1,718,655	1,718,655	1,743,655	1,748,655	1,747,155	1,760,155	1,760,155	1,764,376	75,221	4%
State Unemployment Insurance and Employment Services 1/	3,589,878	3,523,691	3,464,691	3,343,899	5,491,907	3,416,649	3,709,087	4,006,456	4,009,150	4,325,429	735,551	17%
Program Administration	154,559	158,656	158,656	158,656	158,656	158,656	169,341	177,904	172,915	184,668	30,109	16%
Subtotal, Older Workers, JC, SUIESO, and PA	5,867,963	5,786,502	5,742,002	5,621,210	7,797,923	5,728,960	6,028,021	6,347,555	6,347,220	6,679,473	811,510	12%
Veterans' Employment and Training	271,110	279,041	295,041	300,041	311,341	316,341	325,341	335,341	335,341	337,301	66,191	20%
Subtotal, Employment and Training	9,399,498	9,385,883	9,470,243	9,423,951	11,720,464	9,708,501	10,262,580	10,821,972	10,823,472	10,947,361	1,547,863	14%
Worker Protection												
Employee Benefits Security Administration	181,000	183,000	181,000	181,000	181,000	181,000	185,500	191,100	191,100	205,663	24,663	12%
Office of Workers' Compensation Programs	115,501	117,601	117,261	117,601	117,601	117,601	120,129	122,705	122,705	130,545	15,044	12%
Wage and Hour Division	227,500	227,500	227,500	229,000	242,000	246,000	251,000	260,000	260,000	294,901	67,401	25%
Office of Federal Contract Compliance Programs	105,476	104,476	103,476	103,476	103,476	105,976	108,476	110,976	110,976	116,132	10,656	9%
Office of Labor-Management Standards	40,593	39,332	40,187	41,187	44,482	44,437	45,937	48,515	48,515	50,845	10,252	20%
Occupational Safety and Health Administration	552,787	552,787	552,787	557,787	581,233	591,233	609,961	632,309	632,309	655,463	102,676	16%
Mine Safety and Health Administration	375,887	373,816	373,816	373,816	379,816	379,816	383,816	387,816	387,816	406,538	30,651	8%
Solicitor	125,308	122,053	124,053	124,053	126,253	124,053	132,062	131,062	131,062	145,553	20,245	14%
Subtotal, Worker Protection	1,724,052	1,720,565	1,720,080	1,727,920	1,778,361	1,790,116	1,836,881	1,884,483	1,884,483	2,005,640	281,588	14%
Bureau of International Labor Affairs												
	86,125	86,125	86,125	86,125	94,925	96,125	106,125	116,125	116,125	162,395	76,270	47%
Bureau of Labor Statistics												
	609,000	609,000	612,000	615,000	655,000	655,000	687,952	697,952	697,952	712,786	103,786	15%
Other Salaries and Expenses												
Departmental Management, Other	122,940	126,666	133,791	127,886	127,740	129,740	136,204	146,650	145,010	157,653	34,713	22%
Office of Disability Employment Policy	38,203	38,203	38,012	38,203	38,203	38,500	40,360	42,860	43,000	44,876	6,673	15%
Office of Inspector General	86,300	87,721	89,147	89,147	90,847	90,847	90,847	97,028	97,028	106,237	19,937	19%
IT Modernization	29,778	18,778	20,769	23,269	25,269	27,269	28,269	34,269	34,269	35,266	5,508	16%
Subtotal, Other Salaries and Expenses	277,221	271,368	281,719	278,505	282,356	286,356	295,680	320,807	319,307	344,052	66,831	19%
Total, Department of Labor Discretionary Funds 1/	12,095,896	12,072,941	12,170,167	12,131,501	14,531,106	12,536,098	13,189,218	13,841,339	13,841,339	14,172,234	2,076,338	15%

1/ Includes the following in ETA SUIESO, RESEA Adjustment amounts - FY 2019: \$33M; FY 2020: \$58M; FY 2021: \$83M; FY 2022: \$133M; FY 2023: \$258M; FY 2024: \$258M; and FY 2025: \$271M. AWIU Contingency amounts - FY 2020: \$2,117M; and FY 2021: \$948K.

2/ FY 2018 excludes Disaster Relief Funding provided in P. L. 115-123 (including transfer of \$500K to OIG).

3/ FY 2019 excludes Disaster Relief Funding provided in P. L. 116-20 (including transfer of \$500K to OIG).

4/ FY 2020 reflects the Department's Budget Operating Plan. FY 2020 excludes supplemental funding provided by the following Public Laws: P. L. 116-113 (USMCA), P. L. 116-127 (FFCRA), P. L. 116-136 (CARES Act).

5/ FY 2021 reflects the Department's Budget Operating Plan. FY 2021 excludes supplemental funding provided by the following Public Laws: P. L. 116-260 (CAUIW), P. L. 117-2 (ARRP Act).

6/ FY 2022 reflects the Department's Budget Operating Plan.

7/ FY 2023 reflects the Department's Budget Operating Plan.

8/ FY 2024 reflects discretionary amounts equal to FY 2023 Enacted.

**U.S. DEPARTMENT OF LABOR
FY 2025 President's Budget
(Dollars in Thousands)**

<i>DOL PROGRAMS</i>	FY 2023 Revised Enacted P.L. 117-328 12/	FY 2024 Estimate	FY 2025 Current Law	FY 2025 Legislative Proposals	FY 2025 President's Budget	FY 2025 President's Budget vs. FY 2024 Estimate	
						\$	%
Budget Authority							
DISCRETIONARY							
Employment and Training Administration							
Training and Employment Services							
Grants to States:							
<i>Adult Employment and Training Activities (Non-Advance)</i>	173,649	173,649	173,649		173,649	0	0%
<i>Adult Employment and Training Activities (Advance) 1/ 2/ 4/ 5/</i>	708,976	712,000	712,000		712,000	0	0%
Subtotal Adult Employment and Training Activities	882,625	885,649	885,649	0	885,649	0	0%
<i>Youth Activities 2/ 3/ 4/</i>	947,053	948,130	948,130		948,130	0	0%
<i>Dislocated Worker Employment and Training Activities (Non-Advance)</i>	235,553	235,553	235,553		235,553	0	0%
<i>Dislocated Worker Employment and Training Activities (Advance) 1/ 2/ 4/ 5/</i>	856,348	860,000	860,000		860,000	0	0%
Subtotal Dislocated Workers Employment and Training Activities	1,091,901	1,095,553	1,095,553	0	1,095,553	0	0%
Subtotal Grants to States	2,921,579	2,929,332	2,929,332	0	2,929,332	0	0%
National Activities:							
<i>National Dislocated Worker Grants (Non-Advance)</i>	125,859	125,859	77,859		77,859	-48,000	-38%
<i>National Dislocated Worker Grants (Advance) 1/ 2/ 4/ 5/</i>	199,150	200,000	200,000		200,000	0	0%
Subtotal National Dislocated Worker Grants	325,009	325,859	277,859	0	277,859	-48,000	-15%
<i>Indian and Native American Programs 3/</i>	59,932	60,000	60,000		60,000	0	0%
<i>Migrant and Seasonal Farmworkers 3/</i>	97,287	97,396	97,396		97,396	0	0%
<i>Reentry Employment Opportunities 2/ 3/ 4/</i>	114,869	115,000	120,000		120,000	5,000	4%
<i>Apprenticeship Program 2/ 3/ 4/</i>	284,676	285,000	335,000		335,000	50,000	18%
<i>Workforce Data Quality Initiative 3/</i>	5,993	6,000	6,000		6,000	0	0%
<i>YouthBuild 2/ 3/</i>	104,881	105,000	105,000		105,000	0	0%
<i>Community Projects Earmarks</i>	217,324	217,324	0		0	-217,324	-100%
<i>H-1B CHIMP 0</i>	0	-142,000	0		0	142,000	-100%
Subtotal National Activities	1,209,971	1,069,579	1,001,255	0	1,001,255	-68,324	-6%
Total Training and Employment Services	4,131,550	3,998,911	3,930,587	0	3,930,587	-68,324	-2%
Community Service Employment for Older Americans 2/ 3/ 4/	403,040	405,000	405,000		405,000	0	0%
Job Corps							
<i>Operations 2/ 4/</i>	1,603,325	1,603,325	1,605,741		1,605,741	2,416	0%
<i>Construction</i>	123,000	123,000	123,000		123,000	0	0%
<i>Administration</i>	33,830	33,830	35,635		35,635	1,805	5%
Subtotal, Job Corps	1,760,155	1,760,155	1,764,376	0	1,764,376	4,221	0%

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						\$	%
Budget Authority							
State Unemployment Insurance and Employment Service Operations							
Unemployment Insurance: UTF							
<i>State Administration - UTF</i>	2,759,635	2,759,635	3,034,274		3,034,274	274,639	10%
<i>Reemployment Services and Eligibility Assessments / UI Integrity - UTF 2/ 3/ 4/</i>	115,125	117,000	117,000		117,000	0	0%
<i>RESEA Adjustment - UTF 6/</i>	258,000	258,000	271,000		271,000	13,000	5%
<i>National Activities - UTF</i>	23,000	23,000	48,000		48,000	25,000	109%
Subtotal, Unemployment Insurance	3,155,760	3,157,635	3,470,274	0	3,470,274	312,639	10%
Employment Service:							
National Programs:							
<i>Grants to States</i>	679,304	680,052	680,052	0	680,052	0	0%
<i>Federal Funds</i>	21,413	21,413	21,413		21,413	0	0%
<i>Trust Funds 2/ 3/ 4/</i>	657,891	658,639	658,639		658,639	0	0%
<i>Employment Service National Activities - UTF</i>	25,000	25,000	25,000		25,000	0	0%
Subtotal, Employment Service	704,304	705,052	705,052	0	705,052	0	0%
Federal Funds	21,413	21,413	21,413	0	21,413	0	0%
Trust Funds	682,891	683,639	683,639	0	683,639	0	0%
Foreign Labor Certification:							
<i>FLC State Grants</i>	23,282	23,282	23,282	0	23,282	0	0%
<i>Federal Administration</i>	60,528	60,528	64,168	0	64,168	3,640	6%
Subtotal, Foreign Labor Certification	83,810	83,810	87,450	0	87,450	3,640	4%
Workforce Information-Electronic Tools-System Building 2/ 3/	62,582	62,653	62,653		62,653	0	0%
SUIESO Total Gen Funds	83,995	84,066	84,066	0	84,066	0	0%
SUIESO Total Trust Funds	3,922,461	3,925,084	4,241,363	0	4,241,363	316,279	8%
Total SUIESO	4,006,456	4,009,150	4,325,429	0	4,325,429	316,279	8%
Program Administration							
<i>Training and Employment 3/</i>	73,746	68,919	71,504		71,504	2,585	4%
<i>UTF Transfer (S&E) 3/</i>	11,876	9,253	9,531		9,531	278	3%
<i>Workforce Security</i>	3,621	3,621	4,155		4,155	534	15%
<i>UTF Transfer (S&E)</i>	42,574	42,574	49,149		49,149	6,575	15%
<i>Apprenticeship</i>	38,913	38,913	40,340		40,340	1,427	4%
<i>Executive Direction</i>	7,447	7,447	7,735		7,735	288	4%
<i>UTF Transfer (S&E)</i>	2,188	2,188	2,254		2,254	66	3%
Total General Funds	123,727	118,900	123,734	0	123,734	4,834	4%
Total UTF Transfer	56,638	54,015	60,934	0	60,934	6,919	13%
Total, Program Administration	180,365	172,915	184,668	0	184,668	11,687	7%
Total, ETA	10,481,566	10,346,131	10,610,060	0	10,610,060	263,863	3%

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						\$	%
Budget Authority							
Employee Benefits Security Administration							
<i>Enforcement and Participant Assistance</i>	0	155,758	169,535		169,535	13,777	9%
<i>Policy and Compliance Assistance</i>	0	28,239	24,607		24,607	-3,632	-13%
<i>Executive Leadership, Program Oversight and Administration</i>	0	7,103	11,521		11,521	4,418	62%
<i>Employee Benefits Security Programs</i>	191,100	0	0		0	0	0%
Total, EBSA	191,100	191,100	205,663	0	205,663	14,563	8%
Office of Workers' Compensation Programs	120,500	120,500	128,271		128,271	7,771	6%
<i>SWC Transfer</i>	<i>2,205</i>	<i>2,205</i>	<i>2,274</i>		<i>2,274</i>	<i>69</i>	<i>3%</i>
Wage and Hour Division	260,000	360,000	294,901		294,901	-65,099	-18%
Office of Federal Contractor Compliance Programs	110,976	110,976	116,132		116,132	5,156	5%
Office of Labor-Management Standards	48,515	48,515	50,845		50,845	2,330	5%
Occupational Safety and Health Administration							
<i>Safety and Health Standards</i>	20,100	21,000	21,476		21,476	476	2%
<i>Federal Enforcement</i>	246,243	243,000	261,635		261,635	18,635	8%
<i>Whistleblower Programs</i>	22,500	22,500	23,121		23,121	621	3%
<i>State Programs</i>	120,000	120,000	120,000		120,000	0	0%
<i>Technical Support</i>	25,675	26,000	26,483		26,483	483	2%
<i>Compliance Assistance - Federal</i>	77,762	78,262	80,561		80,561	2,299	3%
<i>Compliance Assistance - State Consultations</i>	62,661	63,160	63,160		63,160	0	0%
<i>Compliance Assistance - Training Grants</i>	12,787	12,787	12,787		12,787	0	0%
<i>Safety and Health Statistics</i>	34,750	35,500	35,915		35,915	415	1%
<i>Executive Direction</i>	9,831	10,100	10,325		10,325	225	2%
Total, OSHA	632,309	632,309	655,463	0	655,463	23,154	4%
Mine Safety and Health Administration							
<i>Mine Safety and Health Enforcement</i>	263,190	265,774	279,923		279,923	14,149	5%
<i>Office of Standards, Regulations, and Variances</i>	5,382	5,000	5,235		5,235	235	5%
<i>Office of Assessments and Special Enforcement</i>	7,745	7,191	7,549		7,549	358	5%
<i>Educational Policy and Development</i>	40,020	39,820	41,051		41,051	1,231	3%
<i>Technical Support</i>	36,041	36,041	37,730		37,730	1,689	5%
<i>Program Evaluation and Information Resources</i>	19,083	17,990	18,273		18,273	283	2%
<i>Program Administration</i>	16,355	16,000	16,777		16,777	777	5%
Total, MSHA	387,816	387,816	406,538	0	406,538	18,722	5%
Bureau of Labor Statistics							
<i>Labor Force Statistics</i>	248,560	246,487	253,058		253,058	6,571	3%
<i>Prices and Cost of Living</i>	240,868	242,516	247,521		247,521	5,005	2%
<i>Compensation and Working Conditions</i>	91,000	90,480	92,554		92,554	2,074	2%
<i>Productivity and Technology</i>	12,524	12,952	13,244		13,244	292	2%
<i>Executive Direction and Staff Services</i>	37,000	37,517	38,409		38,409	892	2%
Total General Funds	629,952	629,952	644,786	0	644,786	14,834	2%
UTF Transfer (S&E)	68,000	68,000	68,000		68,000	0	0%

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						\$	%
Budget Authority							
Departmental Management							
<i>Program Direction and Support</i>	34,158	32,658	35,876		35,876	3,218	10%
<i>Legal Services</i>	130,754	130,754	145,245		145,245	14,491	11%
<i>International Labor Services</i>	116,125	116,125	162,395		162,395	46,270	40%
<i>Administration and Management</i>	30,804	30,804	31,991		31,991	1,187	4%
<i>Adjudication</i>	37,000	37,000	38,405		38,405	1,405	4%
<i>Women's Bureau</i>	23,000	23,000	26,282		26,282	3,282	14%
<i>Civil Rights</i>	7,586	7,586	9,252		9,252	1,666	22%
<i>Chief Financial Officer</i>	5,681	5,681	5,883		5,883	202	4%
<i>Departmental Program Evaluation 2/</i>	13,486	8,281	8,613		8,613	332	4%
<i>GSA Technology Transformation</i>	0	0	1,351		1,351	1,351	0%
Total General Funds	398,594	391,889	465,293	0	465,293	73,404	19%
Legal Services UTF Transfer (S&E)	308	308	308		308	0	0%
Office of Disability Employment Policy	42,860	43,000	44,876		44,876	1,876	4%
Office of Inspector General							
<i>Program Activities</i>	91,187	91,187	100,396		100,396	9,209	10%
Total General Funds	91,187	91,187	100,396	0	100,396	9,209	10%
UTF Transfer (S&E)	5,841	5,841	5,841		5,841	0	0%
Veterans' Employment and Training Service							
<i>State Grants (UTF)</i>	179,450	185,000	185,000		185,000	0	0%
<i>Transition Assistance Program (UTF)</i>	33,348	34,379	34,379		34,379	0	0%
<i>Federal Administration - USERRA Enforcement (UTF)</i>	54,284	47,048	49,008		49,008	1,960	4%
<i>National Veterans' Employment and Training Service Institute (UTF)</i>	3,414	3,414	3,414		3,414	0	0%
<i>Homeless Veterans' Reintegration Program (GF)</i>	64,845	65,500	65,500		65,500	0	0%
Total General Funds	64,845	65,500	65,500	0	65,500	1,960	3%
UTF Transfer (S&E)	270,496	269,841	271,801	0	271,801	0	0%
IT MODERNIZATION							
<i>Departmental Support Systems</i>	6,889	6,889	6,889		6,889	0	0%
<i>IT Infrastructure Modernization</i>	27,380	27,380	28,397		28,397	1,017	4%
Total, IT Modernization	34,269	34,269	35,286	0	35,286	1,017	3%
Working Capital Fund	0	0	0		0	0	0%
TOTAL, DISCRETIONARY	13,841,339	13,799,339	14,172,234	0	14,172,234	372,895	3%
Budget Authority	9,515,390	9,474,045	9,521,713	0	9,521,713	49,628	1%
General Funds	9,515,390	9,474,045	9,521,713	0	9,521,713	49,628	1%
Gifts and Bequests	0	0	0	0	0	0	0%
Trust Fund Transfer	4,325,949	4,325,294	4,650,521	0	4,650,521	323,267	7%
UTF Transfer (Includes S&E)	4,323,744	4,323,089	4,648,247	0	4,648,247	323,198	7%
SWC Transfer	2,205	2,205	2,274	0	2,274	69	3%

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						\$	%
Budget Authority							
MANDATORY							
Employment and Training Administration							
Training and Employment Services							
<i>TES Skills Training Grants (H-1B Fees) 7/ 8/ 10/</i>	31,000	180,000	174,000		174,000	-6,000	-3%
<i>Career Accounts</i>		0		8,000,000	8,000,000	8,000,000	0%
Subtotal, Training and Employment Services	31,000	180,000	174,000	8,000,000	8,174,000	7,994,000	4441%
Federal Unemployment Benefits and Allowances							
<i>TAA - Benefits 11/</i>	219,000	23,000	15,000	19,000	34,000	11,000	48%
<i>TAA - Training 7/ 11/</i>	238,219	38,000	16,462	337,000	353,462	315,462	830%
<i>Alternative-Reemployment TAA 11/</i>	9,000	2,000	600	3,000	3,600	1,600	80%
Subtotal, FUBA - Trade Adjustment Assistance	466,219	63,000	32,062	359,000	391,062	328,062	521%
Unemployment Trust Fund							
<i>State Benefits, FECA, FUTA Interest</i>	36,774,000	51,919,000	48,446,000	-139,000	48,307,000	-3,612,000	-7%
<i>Treasury Administration</i>	124,000	114,000	125,000		125,000	11,000	10%
<i>Interest on General Fund Advances</i>	1,080,000	930,000	930,000		930,000	0	0%
<i>EUC/EB Administration/PUTF CARES/FFCRA (from UTF)</i>	225,000	259,000	0		0	-259,000	-100%
<i>RESEA Allocation Adjustment Effect</i>	0	0	388,000	-388,000	0	0	0%
<i>Repayment of Repayable Advances</i>	-8,000,000	-7,000,000	-5,500,000		-5,500,000	1,500,000	-21%
Subtotal, Unemployment Trust Fund	30,203,000	46,222,000	44,389,000	-527,000	43,862,000	-2,360,000	-5%
State Unemployment Insurance and Employment Service Operations							
<i>H-1B Fee Revenue (FLC) 7/ 8/ 10/</i>	17,000	18,000	17,000		17,000	-1,000	-6%
<i>ARP UI Fraud</i>	-1,000,000	0	0		0	0	0%
Subtotal, State Unemployment Insurance and Employment Service Operations	-983,000	18,000	17,000	0	17,000		
Foreign Labor Certification Processing (Fee Proposal for PERM, H2A, H2B, PW, CW1)	0	0	0	3,000	3,000	3,000	0%
Payments to the UTF							
<i>FFCRA, CARES, CAUW, ARP</i>	225,000	275,000	0		0	-275,000	-100%
Subtotal, Payments to the UTF	225,000	275,000	0	0	0	-275,000	-100%
Short Time Compensation	-80,000	0	0	0	0	0	0%
Federal Additional Unemployment Compensation							
<i>Federal Pandemic Unemployment Compensation (FPUC)</i>	18,000	19,000	0		0	-19,000	-100%
<i>Mixed Earner Unemployment Compensation (MEUC)</i>	2,000	9,000	0		0	-9,000	-100%
Subtotal, Federal Additional Unemployment Compensation	20,000	28,000	0	0	0	-28,000	-100%
Total, Employment and Training Administration	29,882,219	46,786,000	44,612,062	7,835,000	52,447,062	5,661,062	12%
Employee Benefits Security Administration							
<i>Mental Health Parity and Addiction Equality Act</i>	0	0	0	2,000	2,000	2,000	0%
Total, Employee Benefits and Security Administration	0	0	0	2,000	2,000	2,000	0%

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						\$	%
DOL PROGRAMS							
Budget Authority							
Pension Benefit Guaranty Corporation							
Consolidated Administrative Activities 8/ 9/	484,720	503,203	514,063		514,063	10,860	2%
Administrative Funds, Subtotal [non-add]	484,720	503,203	514,063	0	514,063	10,860	2%
ARP Act - Special Financial Assistance	45,910,000	21,685,000	3,302,000		3,302,000	-18,383,000	-85%
ARP Act - Special Financial Assistance, Admin. 8/	21,000	32,000	15,000		15,000	-17,000	-53%
Total, Pension Benefit Guaranty Corporation	45,931,000	21,717,000	3,317,000	0	3,317,000	-18,400,000	-85%
Office of Workers' Compensation Programs							
Federal Workers' Compensation Programs - ARP FECA	-1,000	0	0		0	0	0%
Special Benefits							
Longshore and Harbor Workers' Compensation Benefits	2,000	2,000	2,000		2,000	0	0%
Federal Employees' Compensation Act Appropriation	248,000	698,000	724,670		724,670	26,670	4%
Subtotal, Special Benefits	250,000	700,000	726,670	0	726,670	26,670	4%
Energy Employees Occupational Illness and Compensation Program							
EEOICPA - Admin Part B 7/	59,205	61,010	61,408		61,408	398	1%
EEOICPA - Admin Part E 7/	74,567	76,457	76,956		76,956	499	1%
EEOICPA - Admin Subtotal	133,772	137,467	138,364	0	138,364	897	1%
EEOICPA - Benefits Part B	1,673,039	1,901,722	2,068,313		2,068,313	166,591	9%
EEOICPA - Benefits Part E	516,097	592,075	615,419		615,419	23,344	4%
EEOICPA - Benefits Subtotal	2,189,136	2,493,797	2,683,732	0	2,683,732	189,935	8%
Subtotal EEOIC Admin and Benefits	2,322,908	2,631,264	2,822,096	0	2,822,096	190,832	7%
Special Benefits for Disabled Coal Miners, Subtotal							
Administration	4,744	4,847	4,872		4,872	25	1%
Benefits	31,000	17,750	19,200		19,200	1,450	8%
Advanced Appropriation - Benefits 1/	11,000	10,250	7,000		7,000	-3,250	-32%
Subtotal, Spec Ben for Disabled Coal Miners	46,744	32,847	31,072	0	31,072	-1,775	-5%
Black Lung Disability Trust Fund							
Benefit Payments & Interest on Advances	258,133	414,957	391,827		391,827	-23,130	-6%
BLDTF Administration 7/							
OWCP BLDTF S&E	39,789	41,548	48,640		48,640	7,092	17%
DM/SOL BLDTF S&E	8,026	8,280	8,359		8,359	79	1%
DM/ADJ BLDTF S&E	28,192	30,551	30,842		30,842	291	1%
OIG BLDTF S&E	333	347	352		352	5	1%
Treasury BLDTF S&E	336	336	336		336	0	0%
Subtotal BLDTF Administration	76,676	81,062	88,529	0	88,529	7,467	9%
Subtotal, Black Lung Disability Trust Fund	334,809	496,019	480,356	0	480,356	-15,663	-3%

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						\$	%
DOL PROGRAMS							
Budget Authority							
<i>Panama Canal Commission</i>	0	1,000	1,000		1,000	0	0%
<i>Special Workers Compensation</i>	98,000	96,000	94,000		94,000	-2,000	-2%
Total, Office of Workers' Compensation	3,051,461	3,957,130	4,155,194	0	4,155,194	198,064	5%
Wage and Hour Division							
<i>Wage Hour H-1B and L-Fraud Prev Revenue 7/ 8/ 10/</i>	46,000	52,000	52,000		52,000	0	0%
Total, Wage and Hour Division	46,000	52,000	52,000	0	52,000	0	0%
Occupational Safety and Health Administration - ARP Act	-24,000	0	0		0	0	0%
Departmental Management							
<i>Mental Health Parity and Addiction Equality Act</i>		0	0	1,000	1,000	1,000	0%
Total, Departmental Management	0	0	0	1,000	1,000	1,000	0%
Net Interest & Interfund Transactions	-2,238,000	-3,921,000	-4,192,000	0	-4,192,000	-271,000	7%
TOTAL, MANDATORY	76,648,680	68,591,130	47,944,256	7,838,000	55,782,256	-12,808,874	-19%
DISCRETIONARY TOTAL	13,841,339	13,799,339	14,172,234	0	14,172,234	372,895	3%
MANDATORY TOTAL	76,648,680	68,591,130	47,944,256	7,838,000	55,782,256	-12,808,874	-19%
GRAND TOTAL	90,490,019	82,390,469	62,116,490	7,838,000	69,954,490	-12,435,979	-15%

1/ All Advance Appropriation information is shown in the year in which it is authorized to be spent. [Affects all fiscal years]

2/ The CEO Transfer for FY 2023 was \$18.640M, of which \$5.065M from TES Advances (\$2.035M from Adults, \$2.458M from Dislocated Worker, and \$0.572M from National Dislocated Worker Grants) is shown on this table. The TES - Youth (\$2.667M), TES - Reemployment Opportunities (\$0.291M), TES - Apprenticeship (\$0.672M), CSEOA (\$1.157M), OJC - Operations (\$4.905M), and SUIESO UTF (\$3.743M - \$1.875M from RESEA and \$1.868M from ES Grants to States) portions are not shown as transfers of budget authority in MAX or this table as they were executed in FY 2023 using unobligated balances in the 22/23 accounts. The ODEP portion was \$0.140M.

3/ The Program Integrity (PI) transfer in FY 2023 was \$4.989M. It was transferred to the program year 2023 (23/24 period of availability) account. The entirety of the program year 2023 transfer is shown on this table: \$1.835M from TES (\$1.077 from Youth Activities, \$0.068M from INAP, \$0.109M from MSFW, \$0.131M from REO, \$0.324M from Apprenticeship, \$0.007M from WDQI, and \$0.119M from YouthBuild), \$0.460M from CSEOA, \$0.071M from SUIESO GF (Workforce Information), and \$2.623M from SUIESO UTF (\$1.875M from RESEA and \$0.748M from ES Grants to States). These were transfers of budget authority and are displayed as such in MAX and on this table.

4/ The CEO Transfer for FY 2024 is \$19.000M, of which \$4.768M from TES Advances (\$1.916M from Adults, \$2.314M from Dislocated Worker, and \$0.538M from National Dislocated Worker Grants) is shown on this table. The TES - Youth Activities (\$2.552M), TES - Reemployment Opportunities (\$0.309M), TES - Apprenticeship (\$0.767M), TES YouthBuild (\$0.283M), CSEOA (\$1.090M), OJC - Operations (\$4.646M), and SUIESO UTF (\$4.585M - \$2.8125M from RESEA and \$1.7725M from ES Grants to States) portions are not shown as transfers of budget authority in MAX or this table as they were executed in FY 2024 using unobligated balances in the 23/24 accounts.

5/ The Program Integrity (PI) transfer in FY 2024 executed to date is \$2.011M to the FY 2024 (single-year period of availability) account. The entirety of this transfer is shown on this table from TES Advances (\$0.808M from Adults, \$0.976M from Dislocated Workers, and \$0.227M from National Dislocated Worker Grants). These were transfers of budget authority and are displayed as such in MAX and on this table.

6/ The Bipartisan Budget Act of 2018 (P.L. 115-123; 132 STAT. 131-132) provided up to \$258M in RESEA adjustment funding for FY 2023; \$433M for FY 2024; and \$533M for FY 2025. The Fiscal Responsibility Act of 2023 (P.L. 118-5) revised the RESEA adjustment funding to \$265M for FY 2024, and \$271M for FY 2025. This funding does not count against the overall discretionary spending limits for the Federal budget.

7/ FY 2023 through FY 2025 amounts in this table include applicable sequestration as shown in MAX. Current Year and Budget Year amounts in the FY 2025 CBJ exclude sequestration.

8/ Includes Mandatory Sequestration Pop-Ups. [Affects all fiscal years]

9/ Not displayed in MAX. Displayed as a non-add on this table.

10/ Reflects anticipated collections for all Fiscal Years.

11/ FY 2024 & FY 2025 FUBA amounts in this table differ from amounts within the CBJ, as they include data based on updated economic assumptions and other changes.

12/ FY 2023 Revised Enacted is P.L. 117-328 including all reprogrammings and transfers reflected in the Operating Plan.

U.S. DEPARTMENT OF LABOR
Full-Time Equivalent (FTE) Employment
FY 2025 President's Budget

DOL Agency	FY 2023 Actuals 2/ 3/	FY 2024 Estimate 3/	Program Increases	Program Decreases	Other Changes /4	FY 2025 President's Budget 3/	FY 2025 President's Budget vs. FY 2024 Estimate
Employment and Training Administration 1/	1,085	1,144	30	-	(7)	1,167	23
Job Corps	130	131	-	-	-	131	-
Foreign Labor Certification S&E	199	204	10	-	-	214	10
Foreign Labor Certification H-1B Fees 1/	49	60	-	-	-	60	-
Program Administration 1/	707	749	20	-	(7)	762	13
Employee Benefits Security Administration	718	724	14	-	-	738	14
Pension Benefit Guaranty Corporation	959	970	-	-	-	970	-
Office of Workers' Compensation Programs 1/	1,466	1,480	13	-	-	1,493	13
Office of Workers' Compensation Programs S&E	806	812	10	-	-	822	10
Special Benefits 1/	222	198	3	-	-	201	3
Ombudsman	5	5	-	-	-	5	-
Energy Employees' Occupational Illness Comp Part B	213	226	-	-	-	226	-
Energy Employees' Occupational Illness Comp Part E	207	226	-	-	-	226	-
Special Benefits for Disabled Coal Miners	13	13	-	-	-	13	-
Wage-Hour Division 1/	1,431	1,401	187	-	-	1,588	187
Wage-Hour Division S&E	1,284	1,211	187	-	-	1,398	187
Wage-Hour Division H-1B Fees 1/	147	190	-	-	-	190	-
Office of Federal Contract Compliance Programs	487	492	-	-	-	492	-
Office of Labor-Management Standards	186	208	-	-	-	208	-
Occupational Safety and Health Administration 1/	2,064	1,962	18	-	-	1,980	18
Mine Safety and Health Administration	1,708	1,729	13	-	-	1,742	13
Office of the Solicitor	587	588	34	-	-	622	34
Bureau of Labor Statistics 1/	2,206	2,192	-	-	-	2,192	-
Departmental Management [Excluding Solicitor] 1/	696	741	11	-	-	752	11
Office of Disability Employment Policy	55	63	-	-	-	63	-
Office of Inspector General	319	285	20	-	-	305	20
Veterans' Employment and Training 1/	248	237	-	-	-	237	-
IT Modernization	12	18	6	-	-	24	6
Working Capital Fund	1,148	1,186	3	-	-	1,189	3
Total FTE	15,375	15,420	349	-	(7)	15,762	342

^{1/} Includes Reimbursable or Fee Funded FTE for all years.

^{2/} Reflects actual FTE usage.

^{3/} Excludes FTE funded by the following supplemental appropriations: Disaster Relief Act (2019), CARES Act, USMCA, No Surprises Act, and ARP Act.

^{4/} Excludes 7 FTE in ETA PA that were part of a one-year reimbursable agreement with HHS.