



DEPARTMENT OF LABOR

The Department of Labor (DOL) is responsible for protecting the health, safety, wages, and economic security of workers and retirees. The President's 2025 Budget for DOL supports: building the skills of America's workers; 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.

The Budget requests \$13.9 billion in discretionary budget authority for 2025, a \$318 million or 2.3-percent increase from the 2023 level.

The President's 2025 Budget:

- **Empowers and Protects Workers.** Workers power America's economic prosperity, building the economy from the middle out and bottom up. To ensure workers are treated with dignity and respect in the workplace, the Budget invests \$2 billion, an increase of \$121 million above the 2023 enacted level, in the Department's worker protection agencies. These investments would build upon the nearly \$100 million increase in base appropriations for these agencies since the beginning of the Administration, in addition to the \$200 million in American Rescue Plan Act funding the Administration secured for the agencies to address the unprecedented COVID-19 emergency. The Budget would enable DOL to protect workers' wages and benefits, ensure that children are working only in conditions that are safe and legal, address the misclassification of workers as independent contractors, and improve workplace health and safety. Since 2019, DOL has seen an 88-percent increase in children being employed illegally by companies. The Administration is focused on preventing and addressing child labor exploitation, and has assessed more than \$16 million in child labor penalties since taking office. The Budget includes funding to combat exploitative child labor, including among migrant children, who are particularly vulnerable. The Budget also includes funding to implement the significant reforms to employer-sponsored retirement plans enacted in the SECURE 2.0 Act of 2022, helping to ensure that workers' retirement plans are always protected.
- **Expands Access to Paid Family and Medical Leave and Proposes Paid Sick Days.** The vast majority of America's workers do not have access to employer-provided paid family leave, including 73 percent of private sector workers. Among the lowest-paid workers, who are disproportionately women and workers of color, 94 percent lack access to paid family leave through their employers. In addition, as many as one in five retirees leave the workforce earlier than planned to care for an ill family member, which negatively impacts families as well as the Nation's labor supply and productivity. The Budget proposes to establish a national, comprehensive paid family and medical leave program administered by the Social

Security Administration to ensure that all workers can take up to 12 weeks of leave to bond with a new child; care for a seriously ill loved one; heal from their own serious illness; address circumstances arising from a loved one's military deployment; find safety from domestic violence, dating violence, sexual assault, or stalking—otherwise known as “safe leave”; or up to three days to grieve the death of a loved one. The Budget also invests in a program at DOL's Women's Bureau 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 Technical Assistance Hub to share best practices among States. Further, the President continues to call on the Congress to require employers to provide seven job-protected paid sick days each year to all workers, and ensure that employers cannot penalize workers for taking time off to address their health needs, or the health needs of their families, or for safe leave.

- **Expands Workforce Training and Provides Pathways to In-Demand Jobs for More Americans.** The President's historic legislative accomplishments are rebuilding U.S. infrastructure, supporting clean energy, boosting American manufacturing, and creating millions of high-quality jobs. The Administration has worked with States, localities, and community-based organizations to leverage American Rescue Plan Act, Bipartisan Infrastructure Law, Inflation Reduction Act, and CHIPS and Science Act resources to advance effective, evidence-based training models that ensure all workers, particularly women, workers of color, those living in rural areas, workers with disabilities, and others underrepresented in growing fields, have the skills they need to compete for and fill these and other jobs. The Budget makes major new investments in expanding these strategies, through an \$8 billion mandatory Career Training Fund and a \$50 million new Sectoral Employment through Career Training for Occupational Readiness program, both of which would support the development and expansion of public-private partnerships among employers, education and training providers, and community-based groups to equitably deliver evidence-based, high-quality training, focused on creating pathways into good jobs in growing, in-demand industries. The Career Training Fund would provide full funding for 750,000 individuals to enroll in evidence-based training programs, such as Registered Apprenticeships, that are proven to deliver sustained earnings increases. These new investments would supplement Workforce Innovation and Opportunity Act programs by providing the resources necessary to deliver high-quality training at scale.
- **Broadens Access to Registered Apprenticeships.** The Budget increases support for Registered Apprenticeships, an evidence-based earn-and-learn model that is a critical tool for training future workforces for good jobs in the clean energy, construction, semiconductor, transportation and logistics, education, health, and other growing and in-demand industries. The Budget invests \$335 million, a \$50 million increase above the 2023 enacted level, and supports expanding existing Registered Apprenticeship programs in clean energy-related occupations. This investment would also be used to increase the number of workers from historically underrepresented groups, including people of color, women, and people with disabilities, who participate in Registered Apprenticeships.
- **Centers Community Colleges in American Workforce Development.** The President recognizes the crucial role that community colleges play in making high-quality training accessible to all Americans. For this reason, the Budget invests \$70 million, a \$5 million increase above the 2023 enacted level, in the Strengthening Community College training program, which builds community colleges' capacity to work with the public workforce development system and employers to design and deliver high-quality, evidence-based training programs in communities across the Nation.

- **Expands Penalties when Employers Violate Workers' Rights to Organize, Receive Fair Wages, or Have a Safe and Healthy Workplace Free from Discrimination.** For too long, employers have only received a slap on the wrist—at most—when they fire or retaliate against workers for exercising their right to organize and collectively bargain, steal wages from workers, force workers to work in unsafe conditions, exploit children, or otherwise flagrantly violate the Nation's labor laws. To create meaningful deterrence for employers from violating workers' rights, ensure those who do violate their rights are held accountable, and level the playing field for responsible employers, the Budget proposes instituting and significantly increasing penalties at DOL, the Equal Employment Opportunity Commission, and the National Labor Relations Board for employers that violate workplace safety and, health, wage and hour, child labor, equal opportunity, and labor organizing rules.
- **Modernizes, Protects, and Strengthens UI.** The UI program provides a critical safety net for workers who have lost a job through no fault of their own and helps protect the economy as a whole from further damage during downturns. The Budget invests \$3.5 billion, an increase of \$313 million above the 2023 enacted level, to modernize, protect, and strengthen the UI program. This includes investments to tackle fraud and support more robust identity verification for UI applicants. Further, the Budget proposes a comprehensive legislative package designed to provide States with new tools and resources to combat UI fraud and improper payments while ensuring equity and accessibility for all claimants. The Budget also includes principles to guide future efforts to reform the UI system, including improving benefit levels and access, scaling UI benefits automatically during recessions, expanding eligibility to reflect the modern labor force, improving Federal and State solvency through more equitable and progressive financing, expanding reemployment services, and further safeguarding the program from fraud.
- **Strengthens Mental Health Parity Protections.** The Budget requires all health plans to cover mental health and substance use disorder benefits, ensures that plans have an adequate network of behavioral health providers, and improves DOL's ability to enforce the law. In addition, the Budget includes \$275 million over 10 years to increase the Department's capacity to ensure that large group market health plans and issuers comply with mental health and substance use disorder requirements, and to take action against plans and issuers that do not comply.
- **Proposes to Reauthorize the Trade Adjustment Assistance (TAA) Program.** The TAA program provides employment services, job training, income support, job search allowances, and relocation allowances for workers who lose their jobs due to trade. Since the program's expiration in 2022, however, approximately 10,000 trade-affected workers per month have been deprived of these services. The Administration proposes to reauthorize the TAA program that expired in 2022, and looks forward to working with the Congress on a broader reauthorization to modernize the program to help trade-affected workers return to quality employment as quickly as possible.
- **Helps to Ensure Compliance with the Labor Provisions of the United States-Mexico-Canada Agreement (USMCA).** The Budget includes a \$45 million increase for the Bureau of International Labor Affairs to allow it to continue Mexico-specific technical assistance in support of ongoing USMCA implementation by advancing labor protections, improving working conditions, stabilizing labor relations, and increasing public awareness and engagement.
- **Builds Capacity and Infrastructure for Responsible Artificial Intelligence (AI) Use and Innovation.** The Budget includes funding for a new AI policy office to oversee and manage AI-related work at the Department. The office, led 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.