

U.S. DEPARTMENT OF LABOR

STRATEGIC PLAN

FY 2026-2030



UNITED STATES DEPARTMENT OF LABOR

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ORGANIZATIONAL STRUCTURE

VISIT ► [U.S. Department of Labor Organizational Chart](#)

U.S. Bureau of Labor Statistics (BLS) Collects, calculates, analyzes, and publishes data essential to the public, employers, researchers, and government organizations.	Bureau of International Labor Affairs (ILAB) Ushers in a new era of American worker dominance in global supply chains, stops the egregious labor practices of our trading partners and foreign adversaries, and advances the interests of American workers and enterprise on the global stage.	Employee Benefits Security Administration (EBSA) Ensures the security of the retirement, health, and other job-based benefits of America's workers and their families.
Employment and Training Administration (ETA) Promotes pathways to economic liberty for individuals and families working to achieve the American Dream.	Mine Safety and Health Administration (MSHA) Works to prevent death, illness, and injury from mining and promote safe and healthful workplaces for U.S. miners.	Occupational Safety and Health Administration (OSHA) Assures America's workers have safe and healthful working conditions free from unlawful retaliation.
Office of Disability Employment Policy (ODEP) Develops and influences policies and practices that increase the number and quality of employment opportunities for people with disabilities.	Office of Labor-Management Standards (OLMS) Promotes union democracy, protects union assets, and advances labor-management transparency.	Office of the Assistant Secretary for Administration and Management (OASAM) Provides the infrastructure and support that enables the U.S. Department of Labor to perform its mission.
Office of the Assistant Secretary for Policy (OASP) Plays a crucial role in developing and advancing the department's priorities, providing advice to the Secretary of Labor, Deputy Secretary of Labor and department leadership on actions to improve the lives of workers, retirees and their families.	Office of the Chief Financial Officer (OCFO) Delivers timely, accurate, and reliable financial information to decision makers through efficient and effective financial systems and business processes, fosters effective stewardship of public funds, and safeguards fiscal integrity through effective internal controls.	Office of Federal Contract Compliance Programs (OFCCP)¹ Protects American veterans and individuals with disabilities.
Office of Foreign Labor Certification (OFLC)² Provides national leadership and policy guidance to carry out the responsibilities of the Secretary of Labor under the Immigration and Nationality Act, as amended, concerning the admission of foreign workers to the United States for employment.	Office of Workers' Compensation Programs (OWCP) Protects the interests of workers who are injured or become ill on the job, their families and their employers by making timely, appropriate, and accurate decisions on claims, providing prompt payment of benefits and helping injured workers return to gainful work as early as is feasible.	Veterans' Employment and Training Service (VETS) Prepares America's veterans, service members, and military spouses for meaningful careers, provides them with employment resources and expertise, protects their employment rights, and promotes their employment opportunities.
Wage and Hour Division (WHD) Promotes and achieves compliance with labor standards to protect and enhance the welfare of the nation's workforce.	Women's Bureau (WB)³ Champions policies and standards that safeguard the interests of working women, advocates for the equality and economic security of women and their families and promotes quality work environments.	

¹ The FY 2027 President's Budget proposes to shift the remaining responsibilities for statutes OFCCP administered into an Office of Civil Rights.

² The FY 2027 President's Budget moves OFLC to the Departmental Management appropriation, consolidating immigration-related responsibilities, as appropriate, and moving OFLC's work outside of ETA.

³ The FY 2027 President's Budget proposes to eliminate WB.

STRATEGIC PLAN OVERVIEW

Vision: Put American Workers First

Mission: To foster, promote, and develop the welfare of the wage earners, job seekers, and retirees of the United States; improve working conditions; advance opportunities for profitable employment; and assure work-related benefits and rights.

Administration Priorities: DOL addresses the Administration's priorities through the implementation of Presidential Executive orders.⁴ These Executive orders direct Federal agencies to take concrete and immediate steps to meet challenges facing American families and cover a wide range of priorities, including:

- Fostering partnerships between businesses, unions, and educational institutions to create a stronger, more robust workforce pipeline.
- Strengthening pathways to high-paying skilled- trade jobs of the future across U.S. industries.
- Implementing innovative strategies to enhance workforce development and boost economic growth.
- Promoting skills training, apprenticeships, and career education to meet modern workforce needs.
- Cutting the bureaucratic red tape stifling innovation and job growth while protecting workers' rights.
- Supporting federal labor policies that empower and protect both workers and job creators. Championing Made in America jobs and the industries that drive them.
- Highlighting best practices from the communities getting it right by showcasing America at Work.
- Protecting American taxpayers from fraud, waste, and abuse in DOL programs such as unemployment insurance and workers' compensation.
- Supporting American investors, industries, and manufacturers to enable the reindustrialization and reshoring of American manufacturing jobs.

Stakeholder Outreach: DOL's mission is broad and impacts the lives of workers, employers, and organizations that support workforce information, training, security, benefits, and working conditions. In addition to review by the Office of Management and Budget (OMB), the Government Performance and Results Act Modernization Act of 2010 (GPRAMA) requires agencies to solicit and consider the views and suggestions of those entities potentially affected by or interested in a strategic plan. DOL will directly engage its stakeholders via DOL.gov. Comments will be distributed to the relevant component agencies for consideration and changes will be made to the Strategic Plan as appropriate.

⁴ For more information about President Trump's Executive orders, visit [Federal Register: Executive Orders](#).

The FY 2026-2030 Strategic Plan explains how DOL improves the lives of American workers through the management of its agencies and programs. As required by GPRAMA, it provides plans on DOL's three strategic goals, 13 strategic objectives, and 22 performance goals. The performance indicators DOL will use to monitor and assess progress toward the Strategic Objectives can be found in the Appendix.

GOALS	OBJECTIVES	SUPPORTING AGENCIES
1. Making America Skilled Again	1.1 Strengthen the American workforce by expanding skilled trade jobs and propelling workers into secure, high-need jobs to support the next Golden Age.	ETA VETS ODEP WB³ OFCCP¹
	1.2 Support apprenticeship as a pathway to employment that meets the needs of the American economy.	ETA
2. Protecting American Workers	2.1 Partner with states to ensure lawful American workers receive timely and accurate unemployment benefits.	ETA
	2.2 Deliver timely and accurate workers' compensation benefits to eligible workers for qualified claims.	OWCP
	2.3 Utilize enforcement as necessary, and promote compliance with federal safety, health, labor, and employment protection standards to secure a safe and strong American workforce.	OSHA MSHA WHD VETS
	2.4 Ensure access to secure retirement, health and other work-related benefits for American workers and their families.	EBSA
	2.5 Promote labor union transparency and financial integrity in American workplaces.	OLMS
	2.6 Strengthen U.S. trade negotiations by addressing unfair labor practices around the world.	ILAB
	2.7 Facilitate lawful temporary employment of foreign workers while safeguarding American workers, employers, and farmers.	OFLC WHD
3. Restoring Government Efficiency	3.1 Serve the American worker through hiring the highest caliber workforce and optimizing internal services.	OASAM
	3.2 Reduce bureaucratic overreach and eliminate information silos across DOL Agencies.	OASP
	3.3 Promote fiscal integrity, efficiency, effectiveness, and optimize AI to safeguard American taxpayers from fraud, waste, and abuse.	OCFO OASAM
	3.4 Provide timely, accurate, and relevant information on labor market activity, working conditions, price changes, and productivity in the U.S. economy to support workforce planning and decision-making.	BLS

STRATEGIC GOAL 1

Making America Skilled Again

STRATEGIC OBJECTIVES

Strategic Objective 1.1

Strengthen the American workforce by expanding skilled trade jobs and propelling workers into secure, high-need jobs to support the next Golden Age.

PERFORMANCE GOALS

Americans for high-paying skilled trade jobs of the future (ETA)

Provide veterans, service members, and military spouses with services and support to gain and maintain employment (VETS)

Increase employment opportunities for individuals with disabilities (ODEP)

Advance initiatives that facilitate training, employment, and job retention among women (WB)

Empower qualified protected individuals to secure high-need and skilled trade jobs (OFCCP)¹

Strategic Objective 1.2

Support apprenticeship as a pathway to employment that meets the needs of the American economy.

Expand apprenticeship as a pathway to employment (ETA)

Agency Priority Goal: Increase Registered Apprenticeships to Prepare Americans for High-Paying Skilled Trade Jobs of the Future

By September 30, 2027, DOL will oversee an apprenticeship system with 900,000 active apprentices towards the President's Goal of reaching or surpassing 1 million active apprentices.

STRATEGIC OBJECTIVE 1.1

Strengthen the American workforce by expanding skilled trade jobs and propelling workers into secure, high-need jobs to support the next Golden Age.

OVERVIEW

DOL will Put American Workers First by equipping them with the skills they need to thrive in the labor market through programs and services that improve the competitive advantage of American businesses and American workers. ETA, ODEP, VETS, WB, and OFCCP¹ will enhance workforce development by optimizing federal investments to align with America's reindustrialization and economic growth needs, preparing workers to fill high-demand skilled trade positions, and empowering qualified protected veterans and individuals with disabilities to secure jobs.⁵

STRATEGIES

Build a Talented and Skilled U.S. Workforce

Enhanced Quality and Industry Alignment of Training Programs: ETA will focus on greater accountability of training programs; integration of career technical education, pre-apprenticeship, and Registered Apprenticeship programs; emphasis on work-based learning; measuring the value of credentials; and, where



⁵ Refer to [Preparing Americans for High-Paying Skilled Trade jobs of the Future](#), [Ending Illegal Discrimination and Restoring Merit-Based Opportunity](#), and [America's Talent Strategy: Building the Workforce for the Golden Age](#).

feasible, measuring the pre/post earnings change of training participants. ETA will use available funding to test new, industry-driven strategies for training in response to AI and other changes in the economy, including training for incumbent workers.

National Leadership and Technical Assistance to Support Recruitment, Hiring, and Retention of People with Disabilities: ODEP will work to improve access to training, transition services, employment-related supports, and workplace accommodations for job seekers with disabilities by equipping states, workforce systems, employers, service providers, and individuals with practical tools and targeted assistance. ODEP will promote the adoption and implementation of evidence-based policies and practices by partnering with state organizations and stakeholders. One way that ODEP will accomplish this is through the development and dissemination of implementation tools, which are resources that support the application of models, policies, and practices developed or recommended by ODEP.

Promotion of Employment Opportunities for Veterans, Service Members, and Military Spouses: VETS will strengthen national efforts to help employers find, hire, and retain military service members, veterans, and military spouses. VETS partners with entities such as federal departments, private and public sector employers, labor unions, industry groups, and workforce and economic development organizations to expand access to meaningful and long-term employment opportunities.

Initiatives that Facilitate Training, Employment, and Job Retention Among Women: WB will work in collaboration with DOL program agencies, employers, and other federal, state, and local partners to prepare women for high-demand, high-skilled jobs in industries such as manufacturing. It will help them develop skills for a rapidly evolving work environment that increasingly incorporates digital technology and AI. WB will provide technical assistance, resources, and education to promote skills training, apprenticeships, and career education that meet modern workforce needs. These efforts will broaden the reach of quality pre-apprenticeship and apprenticeship programs.

Increase Employment through Effective Policies

Workforce Participation of People with Disabilities in Priority Industries: ODEP will generate evidence on effective policies and practices that reduce barriers to employment for people with disabilities. Through applied research, demonstration projects, and policy analysis, ODEP will identify, document, and share effective models to recruit, hire, retain, and advance workers with disabilities in priority sectors such as manufacturing, infrastructure, engineering, and technology. Key stakeholders include employers, industry groups, state and local governments, and disability organizations. ODEP will mitigate possible risks of data limitations and stakeholder capacity through targeted engagement, partnerships with subject matter experts, and flexible research approaches.

Workforce Participation of Women: WB will explore policies that bring more women into the workforce, while helping caregivers balance work responsibilities and helping workers provide care to their loved ones. Through a combination of research, outreach, and education, WB will work to understand the challenges employers and families face, identify solutions, and disseminate information on promising practices that put American families first. WB also will work to promote access to childcare as a critical supportive service, in addition to other policies associated with both increased labor force participation and family well-being, such as job flexibilities and paid leave.

Modernize Workforce Data and Systems

Technology that Enhances Mobility: ETA, in collaboration with other agencies, will advance technology-enabled tools that help workers navigate training and career pathways more effectively, such as AI-powered career services and learning and employment records to make all learning assertions portable and transferable. ETA will assess processes to facilitate easier co-enrollment and data sharing across workforce development and human services programs. ETA will also issue guidance to allow eligibility determinations and data collections from one program to be used by another, to the degree authorized, to realize cost savings for grantees and reduce the duplication and burden caused by collecting information from participants multiple times.

Use of Data to Drive Skills Development: ETA will promote open-source tools that support real-time skills data infrastructure, modernizing the database of occupational characteristics and worker requirements and skill taxonomies to reflect rapidly changing occupations and workplaces, and upgrading Application Programming Interface (API) data to maximize transparency and accessibility of federal data. ETA will also review and streamline data collection procedures to identify opportunities to reduce the amount of information being collected and integrate data across multiple agencies.

Innovate and Realign DOL Programs

Expanded Innovation: The Department proposes to re-imagine workforce development programs as a streamlined and flexible “Make America Skilled Again” grant to states. When Congress enacts this proposal, ETA will operationalize the new structure, including changing grant allotments, adjusting performance reporting, and supporting states in implementing the new grant and its inherent flexibility and innovation. Until Congress enacts the new program, ETA will maximize flexibility for states and will prioritize states for funding in existing programs to the highest extent feasible.

Work that Puts American Citizens First: OFCCP will right-size operations to properly allocate resources to meet the Section 503 of the Rehabilitation Act of 1973 and the Vietnam Era Veterans’ Readjustment Assistance Act of 1974 (VEVRAA) requirements. DOL will ensure that all public-facing directives and engagements are consistent with the American worker first and merit-based priorities of the Administration. To streamline responsibilities and create efficiencies, the FY 2027 President’s Budget shifts OFCCP’s responsibilities into a stand-alone Office of Civil Rights (OCR). The proposal also combines the Civil Rights Center and whistleblower enforcement work into the same office.¹

STRATEGIC OBJECTIVE 1.2

Support apprenticeship as a pathway to employment that meets the needs of the American economy.

OVERVIEW

ETA will protect and strengthen Registered Apprenticeships and build on their successes to seize new opportunities and unlock the limitless potential of the American worker.⁶ Registered Apprenticeship is a proven strategy for developing the nation's workforce, validated by the U.S. Department of Labor or a State Apprenticeship Agency. Registered Apprenticeship programs are industry-driven, earn-and-learn programs through which employers can develop and prepare their future workforce. Participants obtain paid work experience, classroom instruction, progressive wage increases, and a transferable, nationally recognized credential. Those credentials in turn lead to a long-term, well-paid career.

STRATEGIES

Industry-Driven Strategies

One Million Active Apprentices: To meet this goal, ETA's Office of Apprenticeship (OA) will prioritize the country's reindustrialization needs through quality Registered Apprenticeship programs that equip American apprentices with the skills required to fulfill growing demand, especially in targeted industries and occupations, including AI, maritime, nuclear energy, advanced manufacturing, and other strategic sectors identified by the Administration. DOL will track progress on this as an FY 2026-2027 Agency Priority Goal (APG). Additional information about APGs is provided in the Appendix.

By September 30, 2027, DOL will oversee an apprenticeship system with 900,000 active apprentices towards the President's Goal of reaching or surpassing 1 million active apprentices.

AI Education for Youth: To prepare America's youth for the jobs of the future, ETA will encourage states and grantees to use their federal funding to develop AI skills and promote work-based learning within occupations using AI. ETA also will leverage financial incentives to increase participation in AI-related Registered Apprenticeship programs.

American Manufacturing Registered Apprenticeship Incentive Fund: Through a cooperative agreement with Arkansas Department of Commerce's Division of Workforce Services, ETA will establish an "American Manufacturing Apprenticeship Incentive Fund" that will support the expansion of advanced manufacturing registered apprenticeships nationwide. This is the first Pay for Performance (PFP) incentive model to expand Registered Apprenticeship in advanced manufacturing.

Reduce Burden for Employers and Sponsors

Scaled Registered Apprenticeship: ETA will employ a coordinated deregulation strategy that includes rulemaking, issuance of sub-regulatory guidance, and policy implementation that serves to reduce both administrative and compliance burdens across the National Apprenticeship System for a multitude of Registered Apprenticeship stakeholders. These efforts will streamline core requirements, eliminate duplicative processes, and modernize outdated provisions to reflect current workforce realities.

⁶ ETA will accomplish this by effectively implementing the President's EOs, [Preparing Americans for High-Paying Skilled Trades Jobs of the Future](#), [Advancing Artificial Intelligence Education for American Youth](#), [Restoring America's Maritime Dominance](#), and [Reinvigorating the Nuclear Industrial Base](#).

STRATEGIC GOAL 2

Protecting American Workers

STRATEGIC OBJECTIVES

Strategic Objective 2.1

Partner with states to ensure lawful American workers receive timely and accurate unemployment benefits.

Strategic Objective 2.2

Deliver timely and accurate workers' compensation benefits to eligible workers for qualified claims.

Strategic Objective 2.3

Utilize enforcement as necessary, and promote compliance with federal safety, health, labor, and employment protection standards to secure a safe and strong American workforce.

Strategic Objective 2.4

Ensure access to secure retirement, health and other work-related benefits for American workers and their families.

Strategic Objective 2.5

Promote labor union transparency and financial integrity in American workplaces.

Strategic Objective 2.6

Strengthen U.S. trade negotiations by addressing unfair labor practices around the world.

Strategic Objective 2.7

Facilitate lawful temporary employment of foreign workers while safeguarding American workers, employers, and farmers.

PERFORMANCE GOALS

Strengthen the Unemployment Insurance system (ETA)

Increase the efficiency and responsiveness in providing workers' compensation benefits to injured and ill workers (OWCP)

Reduce worker exposure to hazardous workplaces and increase compliance with safety and health standards (OSHA)

Prevent fatalities, injury, and disease from mining and secure safe and healthful working conditions for America's miners (MSHA)

Provide effective compliance assistance to employers and focus enforcement on egregious, systemic, and willful violations (WHD)

Protect the employment rights of service members and veterans (VETS)

Advance compliance with retirement and health plan standards and provide effective outreach to safeguard benefits and enhance retirement security (EBSA)

Promote union democracy, protect union assets, and advance labor-management transparency (OLMS)

Promote a level global playing field for U.S. workers and companies (ILAB)

Protect the employment of U.S. workers while facilitating lawful temporary employment of foreign workers (OFLC)

Enforce labor standards that protect U.S. workers and facilitate lawful temporary employment of foreign workers (WHD)

Agency Priority Goal: Implement the Safety Champions Program to Assist Small Businesses in Improving Their Safety and Health Programs. By September 30, 2027, DOL will increase the number of Safety Champions Program participants by 10 percent above the number of participants in FY 2026.

Agency Priority Goal: Partner with Employers to Resolve Potential Wage Violations Through the Payroll Audit Independent Determination (PAID) Program to Ensure American Workers are Paid Quickly. By September 30, 2027, DOL will increase the total concluded PAID cases from the program launch year by 5 percent.

STRATEGIC OBJECTIVE 2.1

Partner with states to ensure lawful American workers receive timely and accurate unemployment benefits.

OVERVIEW

ETA will work to reduce fraud, waste, and abuse across our nation's Unemployment Insurance (UI) system, strengthen protections to ensure UI benefits are provided only to eligible workers, and support the reemployment of UI claimants. ETA will provide leadership, direction, and assistance to state workforce agencies in the implementation and administration of state UI programs, federal unemployment compensation programs, and other wage-loss, worker dislocation and adjustment assistance compensation programs.

STRATEGIES

Reduce Fraud, Waste, and Abuse

UI Program Integrity: ETA will reduce improper payments by reinforcing existing integrity requirements, strengthening efforts through new requirements, conducting monitoring to hold states accountable, addressing root cause issues by providing states system supports and tools, and increasing collaboration across government in accordance with recent Executive orders.⁷

Support Eligible Workers

Timely Payment of UI Benefits: ETA will address barriers to the timely payment of benefits to eligible workers, including partnering with states to identify policy, process, and IT changes that are responsive to periods of workload fluctuations, conducting monitoring to hold states accountable, and providing system supports and tools.

Reemployment of UI Claimants: ETA will support the reemployment of UI claimants by modernizing work search activities, continuing to promote the Reemployment Services and Eligibility Assessment (RESEA) program, and partnering with states to support strategies that have shown to be effective in connecting individuals receiving UI benefits to workforce needs.

⁷ Refer to [Implementing the President's "Department of Government Efficiency" Cost Efficiency Initiative](#) and [Stopping Waste, Fraud, and Abuse by Eliminating Information Silos](#).

STRATEGIC OBJECTIVE 2.2

Deliver timely and accurate workers' compensation benefits to eligible workers for qualified claims.

OVERVIEW

OWCP provides workers' compensation benefits for workers who become injured or ill because of their employment. OWCP seeks to minimize programmatic costs to the American taxpayer without compromising compensation benefit delivery to workers who become injured or ill because of their employment. To accomplish this goal, OWCP will guard against claimant and provider fraud, waste, and abuse; reduce improper payments through the implementation of industry standard processes and procedures; improve its operational effectiveness to meet future claims processing needs more efficiently and consistently; and strengthen its relationships with partners within the Federal government to enhance data sharing.

STRATEGIES

Ensure the Integrity of Workers' Compensation Claims

Accurate Claims Processing and Delivery of Benefits: OWCP will expand quality assurance reviews, create efficient procedures, automate processes, and update internal performance management frameworks to emphasize the accuracy of claim adjudication, medical and disability management, and long-term periodic roll management actions. Additionally, OWCP will implement processes that are familiar to medical providers and employ commercially proven data analytics and behavioral tracking technologies to improve the accuracy of the bills paid to claimants and their survivors.

Improve Operational Effectiveness

Information Technology Modernization and Process Reengineering: Informed by industry best practices, OWCP will implement a configurable, commercially available claims management and payment system currently used by insurance companies and self-insured government agencies that will allow for faster development and implementation. OWCP will undertake a process reengineering effort that will eliminate manual processes and procedural steps that do not reflect industry best practices and that staff perform only because of antiquated systems with limited functionality. This effort will allow OWCP to maintain quality, accuracy, and timeliness of claims adjudication and benefit payments, require fewer staff to handle claims, and improve the reporting and tracking of various performance metrics.

Strengthen Relationships with Partners Within the Federal Government

Enhanced Data Sharing: Delivering workers' compensation benefits requires OWCP to work with various federal agencies to ensure accurate payments to injured and ill claimants. OWCP will enhance and expand its bi-directional cross-agency data sharing agreements with the Social Security Administration, OSHA, and other agencies to better provide data to its government agency partners, allow them to strategically share data with the programs within OWCP, and maintain and safeguard the privacy of claimants and other protected stakeholders. OWCP also will work with the Centers for Medicare and Medicaid Services to implement data sharing agreements that further reduce the burden on medical providers and improve the availability of operational payment information. Further, these agreements will improve OWCP's capabilities to release data more widely to commercial and other entities.

STRATEGIC OBJECTIVE 2.3

Utilize enforcement as necessary, and promote compliance with federal safety, health, labor, and employment protection standards to secure a safe and strong American workforce.

OVERVIEW

DOL is committed to ensuring the safety, health, and prosperity of American workers as it supports sustained growth in domestic production and manufacturing. OSHA, MSHA, WHD, and VETS play a key role in protecting workers throughout the United States and its territories. DOL will accomplish its mission through a balanced approach of efficient enforcement and strong, clear, and consistent compliance assistance to the business community.

STRATEGIES

Pivot Toward More Efficient Enforcement

Less Penalty-Dependent Enforcement: OSHA will reduce the burden on small businesses by reducing the total penalties assessed. Specifically, at citation issuance, OSHA has increased the size reduction available for small employers, increased the reduction for having a good safety history, added additional eligibility criteria for that reduction, and increased the “quick fix” reduction for violations abated during the inspection or immediately thereafter. OSHA will improve the targeting of enforcement resources on the most egregious offenders and the most dangerous workplaces and ensure that the agency is focused on the employers that show the most indifference to their Occupational Safety and Health Act obligations. OSHA also will evaluate the effectiveness of programs which use establishment-level data of previous workplace injuries and illnesses to ensure that inspections are focused on the highest-hazard industries and workplaces.

Strong and Efficient Mine Act Enforcement: MSHA will conduct mandatory inspections at active mines in the United States and its territories as they are essential to protect miners and advance a culture of safety and health in the mining industry. Data collected through the inspection process enables MSHA to monitor and address health and safety trends. MSHA will leverage advanced technology such as drones during inspections and innovative new hardware/software to convert voice dictation of inspection notes directly into reports and citations automatically. MSHA will ensure that the laws are fairly and efficiently applied throughout the country and that resources are appropriately allocated. In alignment with the President’s priorities, MSHA will review all regulations and revise those that are outdated to ensure that the regulations best reflect the current state of mining and eliminate any unnecessary regulatory burdens. MSHA will continue to review all discrimination investigations to protect a miner’s right to report health and safety hazards without fear of retaliation and will provide training and educational materials at mine sites to inform the industry and miners of their rights and responsibilities under the Mine Act.

Enforcement as a Deterrent to Egregious and Systemic Violations: WHD will prioritize enforcement efforts to find and resolve egregious, systemic, and willful violations of federal labor laws. Planned investigations, combined with complaints prioritized for investigation, ensure enforcement resources reach American workers—especially children—and workers with no private right of action. In cases involving egregious violations, the nature and complexity of the investigations require a greater focus of resources, including extensive planning, training, coordination, and analysis. Stakeholders play a crucial role in strengthening these efforts, and WHD will continue to build partnerships that further optimize resources and broadly

deter violations. These combined strategies aim for sustained compliance and deterring violations beyond employers under investigation. WHD will aim to increase the proportion of cases with serious findings and maintain a balance of cases carried out through initiatives.

Prevent Violations Through Compliance Assistance and Outreach

Enhanced Compliance Assistance and Self-Audit Programs: DOL is committed to providing smooth paths to compliance with the laws it enforces. Its compliance assistance resources, and self-audit programs aim to help employers proactively review and correct potential violations – without formal investigations or litigation.

- OSHA** will provide compliance assistance and self-audit programs that will allow employers to proactively take steps to improve workplace safety and health, leveraging expertise from OSHA and industry best practices. It also will provide strong incentives for employers to work with OSHA voluntarily by limiting the use of results of an employer's self-audit in the agency's enforcement activities, reducing penalties for employers acting in good faith, and allowing employers a chance to respond to certain complaints and referrals before OSHA conducts a worksite inspection. In addition, OSHA will implement the Safety Champions Program to assist small businesses in improving their safety and health programs and will track this program as an FY 2026-2027 APG.

By September 30, 2027, DOL will increase the number of Safety Champions Program participants by 10 percent above the number of participants in FY 2026.
- MSHA** will provide enhanced compliance assistance activities in all aspects related to its mission of protecting the health and safety of miners. It will provide outreach and compliance assistance to mine operators and labor organizations, paying special attention to small mines and new mine operations. MSHA will focus on mines associated with FAST-41 projects, those identified as covered under Title 41 of the Fixing America's Surface Transportation (FAST) Act. This effort directly supports the President's Executive orders to increase American mineral production.⁸
- WHD** is focused on promoting compliance assistance, customer service, and timely complaint case management. By relaunching the Payroll Audit Independent Determination (PAID) Program, WHD will provide an avenue for good faith employers to correct compliance issues under the Fair Labor Standards Act (FLSA) and the Family and Medical Leave Act (FMLA) without additional penalties. More employers proactively resolving compliance issues means more workers will receive the back wages and leave protections they are due. WHD will partner with industry to expand the reach of compliance assistance resources to employers, including information on the PAID Program. DOL will track this program as an FY 2026-2027 APG.

By September 30, 2027, DOL will increase the total concluded PAID cases from the program launch year by 5 percent.
- VETS** will conduct a robust public outreach campaign to educate uniformed service members, veterans, employers, and others on their employment rights and responsibilities. The goal is to prevent violations caused by misunderstandings of the law, ensure that protected individuals understand their rights, and know what assistance is available to help them. An individual who believes that his or her rights have been violated may file a claim with VETS.

⁸ Refer to [Unleashing American Energy, Immediate Measures to Increase American Mineral Production](#).

STRATEGIC OBJECTIVE 2.4

Ensure access to secure retirement, health and other work-related benefits for American workers and their families.

OVERVIEW

EBSA safeguards the welfare of America's workforce and their families by ensuring the integrity and compliance of employee benefit plans and promotes the adoption of Employee Retirement Income Security Act (ERISA)-covered plans. EBSA's strategies are designed to empower stakeholders, protect benefits, and foster a nationwide culture of compliance.

STRATEGIES

Promote ERISA Compliance

Clear, Accessible, and Accurate Guidance and Regulations: EBSA will provide employers, advisers, workers, and families with the tools and information they need to navigate their rights and responsibilities under the ERISA and promote the creation and maintenance of ERISA-compliant plans. By offering technical guidance, advisory opinions, and information letters, EBSA will promote clarity and consistency in the application of ERISA's regulations, enabling stakeholders to effectively exercise their rights and fulfill their fiduciary duties.

Public Outreach, Education, and Compliance Assistance: EBSA will continue to promote the interests of ERISA-covered plans and informs stakeholders about their rights, obligations, and opportunities under ERISA. The compliance assistance program will help participants and beneficiaries secure promised retirement, health, and other benefits, and help plan sponsors and service providers to comply with the law. By leveraging EBSA's website and social media, and through activities such as rapid response information sessions and Congressional briefings, the agency will increase public awareness and understanding of employee benefit laws.

Protect Employee Benefit Plans, Participants, and Beneficiaries

Relief for Injured Plan Participants and Beneficiaries: EBSA will identify and resolve violations, ensuring relief for affected parties through financial recoveries and corrective actions. EBSA will obtain relief for injured plan participants and beneficiaries, ensure compliance with the law, and encourage plans to proactively identify and correct violations. The agency's balanced approach will address individual and systemic issues and foster a broader culture of compliance, securing the retirement, health, and work-related benefits of American workers and their families.



STRATEGIC OBJECTIVE 2.5

Promote labor union transparency and financial integrity in American workplaces.

OVERVIEW

When the Labor-Management Reporting and Disclosure Act (LMRDA) was enacted in 1959, Congress declared, “it is essential that labor organizations, employers and their officials adhere to the highest standards of responsibility and ethical conduct in administering the affairs of their organizations, particularly as they affect labor-management relations.” To uphold these common-sense provisions and protect American workers, OLMS will resolve union election complaints, promptly take regulatory and policy actions, increase criminal enforcement through audit efforts, and enforce meaningful reporting requirements.

STRATEGIES

Resolve Officer Election Complaints

Union Officer Election Complaints: OLMS will improve its timely resolution of union officer election complaints through team investigations and better cross-agency communication. Success means that election protests are addressed in a timely manner, and that any violations uncovered are remedied promptly by a new OLMS-supervised election.

Detect and Deter Union Official Misconduct

Appropriate Use of Union Assets: Central to OLMS’ mission is enforcing the requirement that union assets must be used for the sole benefit of members – not misappropriated by corrupt union officials for personal gain. OLMS will conduct audits of local, intermediate, and national/international unions with indications of possible union fund embezzlements, determine overall compliance with the LMRDA, and provide compliance assistance to union officials. OLMS will improve its information technology systems to make its targeting methods more effective and train investigative staff in cutting-edge auditing techniques. These actions are instrumental in effectively selecting unions to audit that may be engaged in defrauding their members.

Decrease Chronically Delinquent Filers

Union Transparency: OLMS will provide targeted compliance assistance and take enforcement steps to prevent unions from remaining or becoming chronically delinquent (i.e., filing union annual financial disclosure reports 15 or more days late for three or more consecutive years). Efforts to increase timely reporting will allow OLMS, stakeholders, union members, and the public to monitor union financial operations and activities and help ensure that union assets are used solely for the benefit of the union members.

Expand IT Modernization

A Better System to More Effectively Enforce the LMRDA: OLMS will replace its current outdated system with a modern, cloud-based solution that will leverage data visualization and analytical tools to generate comprehensive reports on investigations for performance tracking and resource allocation decisions. The new system will transform the user experience for the regulated community and provide better access to public disclosure data.

STRATEGIC OBJECTIVE 2.6

Strengthen U.S. trade negotiations by addressing unfair labor practices around the world.

OVERVIEW

ILAB prioritizes the interests of American workers in U.S. trade and international labor policy by enforcing trade commitments, policy engagement, research, reporting, and technical cooperation. No worker in the United States should have to compete with cheap, exploited labor or workers whose rights, protections, and wages fall below international standards. By exposing and combating these conditions internationally, ILAB will work to put American workers and businesses first.

STRATEGIES

Usher in a New Era of American Worker Dominance in Global Supply Chains

Strong, Enforceable and Transparent Labor Provisions: ILAB will continue negotiating strong, enforceable, and transparent labor provisions in trade agreements, trade initiatives, and economic agreements to protect American workers and businesses. ILAB will secure commitments from trade partners to uphold high labor standards and combat unfair practices and will ensure that labor provisions effectively address unfair trade practices. ILAB will monitor and enforce the labor provisions of free trade agreements, investment instruments, and trade preference programs. In coordination with the Office of the U.S. Trade Representative (USTR), ILAB will help ensure that U.S. trading partners meet international labor standards and fulfill their labor-related trade commitments to the U.S. ILAB also will administer labor provisions for development finance institutions and enforce Mexico's compliance with the United States-Mexico-Canada Agreement (USMCA) labor obligations.

Stop Egregious Labor Practices of Trading Partners and Foreign Adversaries

U.S. Trade Policy Reports: ILAB's annual mandated publications protect U.S. jobs, support fair trade, and ensure a level playing field for American workers and businesses by identifying goods made with unfair trade practices and preventing the importation and procurement of products made with forced labor.⁹ ILAB will also focus on building American supply chain resilience by conducting in-country investigative research to understand supply chain dynamics, addressing wage theft and strengthening enforcement efforts that drive a race to the top.

Advance the Interests of American Workers and Enterprise on the Global Stage

Negotiation and Monitoring International Labor Standards: ILAB will serve the interests of American workers and businesses by negotiating and monitoring international labor standards and engaging with key countries around the globe. ILAB will engage with foreign governments to shape policies to keep trade fair, strategic, and focused on American interests, thus ensuring foreign competitors do not gain an advantage by violating rights or cutting corners. ILAB's engagements with foreign governments, businesses, and other organizations advance the America First Trade Policy in priority areas like workforce development in shipbuilding, restoring competitiveness in fishing and seafood, and securing critical minerals, while ensuring that U.S. labor interests are represented in international and interagency forums.

⁹ ILAB strengthens U.S. trade policy through the production of three mandated reports: [Findings on the Worst Forms of Child Labor](#), [List of Goods Produced by Child Labor or Forced Labor](#), and [List of Products Produced by Forced or Indentured Child Labor](#).

STRATEGIC OBJECTIVE 2.7

Facilitate lawful temporary employment of foreign workers while safeguarding American workers, employers, and farmers.

OVERVIEW

DOL will restructure and consolidate responsibilities related to foreign labor certification and employment-based visa programs into the Office of Foreign Labor Certification (OFLC). OFLC will facilitate timely processing of employer applications for temporary foreign workers, maintain the integrity of the employment-based immigration system, require companies to test the labor market for qualified American workers for any job vacancies they ask to fill with foreign nationals, and protect American workers from the adverse effects of hiring foreign nationals. DOL will continue to advance strategic policies and actions that ensure American workers are afforded first access to jobs with fair pay and good working conditions, while also meeting required statutory and regulatory processing times of employer applications to fill necessary jobs with foreign nationals.

WHD is responsible for administering various provisions of the Immigration and Nationality Act (INA). The intent of these programs is to help employers and farmers who cannot otherwise obtain needed business skills and abilities from the U.S. workforce by authorizing the temporary employment of qualified individuals who are not otherwise authorized to work in the United States. The law establishes certain standards to protect similarly employed U.S. workers from being adversely affected by the employment of nonimmigrant workers.

STRATEGIES

Improve Program Efficiency

H-2A Adjudication Timeliness: OFLC will meet statutory and regulatory H-2A adjudication timeframes as access to a reliable and timely agricultural workforce is critical to ensuring the nation's food supply. In collaboration with other federal immigration agencies, OFLC will implement technological enhancements to integrate its operations with a single web-based portal through which agricultural employers can easily access and navigate the entire H-2A visa admissions process to hire temporary workers in a timely fashion.

Implementation of H-2A Final Rule: OFLC will implement an H-2A final rule that focuses on improving program administration by expanding employer access and flexibility to use the H-2A program, streamlining the process by which DOL receives and processes employers' applications for temporary agricultural labor certifications, and eliminating unnecessary, burdensome, and costly regulatory requirements that are not squarely authorized by federal law.

Focused Enforcement: WHD will support efforts to strategically manage immigration-related workstreams through OFLC. Through focused enforcement efforts on situations involving egregious, systemic, and willful violations of the law, WHD can determine whether American workers were displaced by the illegal use of temporary foreign labor.

Expand Technical Assistance and Outreach

Best Practices for Employers: OFLC will continue to look for opportunities to expand technical assistance and outreach events in advance of peak filing periods to provide filing tips and best practices to employer applicants. In partnership with WHD, OFLC also will continue to host and participate in external stakeholder

events to provide technical assistance and best practices to program users, which in turn assists them in submitting higher quality applications that can be processed more efficiently, and results in lower denial rates.

Compliance Assistance: WHD will help educate employers on how to comply with the unique requirements of each program and continue progress toward removing unnecessary barriers to employers and farmers by maintaining a balance of outreach and case management strategies that focus on investigation and timely case closure.

STRATEGIC GOAL 3

Restoring Government Efficiency

STRATEGIC OBJECTIVES

Strategic Objective 3.1

Serve the American worker through hiring the highest caliber workforce and optimizing internal services.

PERFORMANCE GOALS

Optimize DOL's internal processes and resources for efficient service delivery (OASAM)

Strategic Objective 3.2

Reduce bureaucratic overreach and eliminate information silos across DOL Agencies.

Modernize data infrastructure, achieve regulatory balance, and strengthen compliance assistance (OASP)

Strategic Objective 3.3

Promote fiscal integrity, efficiency, effectiveness, and optimize AI to safeguard American taxpayers from fraud, waste, and abuse.

Promote fiscal integrity and the effective and efficient use of resources (OCFO)

Provide modern technology solutions that empower the DOL mission and serve the American public (OASAM)

Strategic Objective 3.4

Provide timely, accurate, and relevant information on labor market activity, working conditions, price changes, and productivity in the U.S. economy to support workforce planning and decision-making.

Meet the needs of customers for accurate, objective, relevant, timely, and accessible information on labor and the economy (BLS)

STRATEGIC OBJECTIVE 3.1

Serve the American worker through hiring the highest caliber workforce and optimizing internal services.

OVERVIEW

A high-performing federal workforce will advance the interests of the federal government, in line with the American values of hard work, excellence, and individual achievement.¹⁰ Additionally, the efficient use of federal space is essential to maximizing taxpayer resources. OASAM will assist DOL's work to restructure and rightsize its workforce and optimize its use of federal space in support of the Administration's plans to rebuild the American workforce and economy through agency engagement and workforce planning.

STRATEGIES

Optimize the Department of Labor's Service Delivery and Footprint

Resource Evaluation and Alignment:

By conducting needs assessments, analyzing current statutory requirements, and identifying the minimum resources necessary to support that work, OASAM will determine the total Full-Time Equivalent (FTE), space, and technological assets required as well as how they will be allocated to meet objectives. OASAM will provide policy and guidance on all human capital matters as it leads DOL's hiring efforts. It will apply personnel security standards to streamline the vetting process, provide transparency to DOL agencies, and maintain a trusted workforce.

Space Utilization: DOL will ensure work environments promote effective collaboration and management, and that the agency's real estate footprint is aligned with cross-agency efforts coordinated by the General Services Administration (GSA) to establish regional federal office hubs. OASAM will continue these efforts in line with its organizational changes while engaging GSA's leadership to further reduce its footprint.



¹⁰ Refer to [Ending Illegal Discrimination and Restoring Merit-Based Opportunity](#).

STRATEGIC OBJECTIVE 3.2

Reduce bureaucratic overreach and eliminate information silos across DOL Agencies.

OVERVIEW

OASP will reduce bureaucratic overreach and enhance performance through data infrastructure modernization, regulatory balance, and strengthened compliance assistance to help enable the Golden Age of the American economy.¹¹

STRATEGIES

Advance Gold-Standard, Evidence-Based Practices and Solutions-Oriented Governance

Evidence-Based Regulatory Reform: OASP will institutionalize evaluation practices to ensure that regulations are grounded in clear statutory authority, gold-standard scientific methods, and practical outcomes. DOL's regulatory agenda will focus on rules that are necessary, effective, and easy to understand—while streamlining or repealing those that are outdated, duplicative, or unduly burdensome. This work will be guided by credible evidence and data and will include the use of tools such as sunset provisions and retrospective reviews to maintain a regulatory framework that is lawful, relevant, and efficient.

Compliance Assistance Through Innovation: OASP will transform into a DOL-wide hub for compliance assistance that will standardize, streamline, and evaluate outreach efforts and resource development. OASP will improve the clarity, quality, and accessibility of compliance resources through AI-powered virtual assistants and user-centered digital tools, especially tailored for small businesses. It will expand strategic, partnership-driven engagement to promote voluntary compliance and reduce regulatory burdens, supporting the regulated community in understanding and meeting their obligations through a collaborative, solutions-oriented approach. OASP also will support outreach to raise awareness of [employer.gov](https://www.dhs.gov/employer.gov) and [worker.gov](https://www.dhs.gov/worker.gov).

Data Infrastructure and Governance: OASP will develop and implement an enterprise-wide data analytics and governance framework that standardizes data quality, helps different systems work together, and supports performance management, evaluations, and decision-making across DOL. OASP will leverage enterprise data and AI to drive smarter, more efficient governance. It also will institutionalize the use of rigorous evidence, evaluation methods, and maintain the scientific gold standard.

¹¹ Refer to [Implementing the President's "Department of Government Efficiency" Cost Efficiency Initiative](#), [Stopping Waste, Fraud, and Abuse by Eliminating Information Silos](#), and [Unleashing Prosperity Through Deregulation](#).

STRATEGIC OBJECTIVE 3.3

Promote fiscal integrity, efficiency, effectiveness, and optimize AI to safeguard American taxpayers from fraud, waste, and abuse.

OVERVIEW

To protect American taxpayers from fraud, waste, and abuse and ensure the effective use of funds, OCFO and OASAM will optimize AI to modernize processes, eliminate redundancies, and transform DOL's financial and technical landscape.¹² Efficient services and operations will redirect resources toward the programs that impact America's workers every day. This will enable DOL's timely compliance with Presidential EOs, mandates from the U.S. Department of the Treasury (Treasury), and produce more accurate and timely financial statements in line with OMB reporting guidance.

STRATEGIES

Demonstrate Financial Stewardship

Strong Internal Controls and Enhanced Financial Systems: OCFO will further enhance fiscal integrity and efficiencies for DOL by implementing the Administration's management priorities. OCFO will work to address and eliminate audit findings and reduce improper payments through DOL's annual financial audit. OCFO also will work with the UI program and states to remedy material weaknesses to resolve audit issues. Additionally, OCFO will work with OMB and Treasury to ensure that DOL systems and services drive innovation, integrate AI tools, and comply with federal policies through standardization and automation.

Efficient Use of Resources Through Effective Procurement Management: OASAM will ensure an agile, efficient, and effective procurement process that reduces procurement time and costs, delivers the best value, and improves the quality of goods and services. OASAM will continue to prioritize process improvement, oversight, and accountability, throughout the acquisition lifecycle. OASAM will leverage process automation, templates, training and guides for program and contracting activities. OASAM also will leverage the government's buying power as a single enterprise to make smarter purchases, including using Best-in-Class vehicles and other Government-Wide Acquisition Contracts.

Efficient Use of Resources Through Integrated Budget and Performance: OASAM will build on past efforts to integrate budget formulation, budget execution, and performance management to promote the efficient use of resources and support the Administration's focus on fiscal integrity. OASAM will use innovative, easy-to-digest dashboards to provide key data to decision-makers to monitor progress on agency spending and agency program performance.

Optimize AI to Improve Public Service

Responsible Investments in AI: Over the next four years, OASAM will transform DOL's technology to improve efficiency and user engagement through AI-driven solutions. By integrating AI, OASAM will streamline workflows, foster innovation, and strengthen public trust and accessibility. Targeted training will equip employees with the essential AI skills needed to use these tools effectively. These efforts will enhance the DOL's ability to fulfill its mission and improve the lives of American workers.

¹² Refer to [Implementing the President's "Department of Government Efficiency" Cost Efficiency Initiative](#), [Stopping Waste, Fraud, and Abuse by Eliminating Information Silos](#), and [Removing Barriers to American Leadership in Artificial Intelligence](#).

STRATEGIC OBJECTIVE 3.4

Provide timely, accurate, and relevant information on labor market activity, working conditions, price changes, and productivity in the U.S. economy to support workforce planning and decision-making.

OVERVIEW

BLS measures labor market activity, working conditions, price changes, and productivity in the U.S. economy to support public and private decision making. BLS adheres to a set of values and principles that guide it in fulfilling its mission, including:

- Executing its mission with independence from partisan interests;
- Striving to meet the needs of its customers for accurate, objective, relevant, timely, and accessible information;
- Protecting the confidentiality of its data providers;
- Employing innovative methods to keep pace with the rapidly-changing economy; and
- Hiring and maintaining a professional, highly-skilled workforce and being good stewards of the taxpayers' money.

BLS data influence many aspects of Americans' lives because they inform and support public and private decision-making. For example, the Consumer Price Index is used to adjust Social Security payments and federal income tax brackets; the Employment Cost Index is one of several BLS sources used to adjust Medicare reimbursements; and labor force statistics from the Current Population Survey, together with data from the Current Employment Statistics program, are among the earliest economic indicators available each month and represent the nation's most comprehensive measures of national employment and unemployment.

STRATEGIES

Produce Gold-Standard Statistics

BLS will prioritize four strategies to achieve its strategic objective:

- 1. Produce and advance high quality economic statistics:** BLS will produce objective data and analyses that are timely, accurate, relevant, and advance the measurement of the U.S. economy;
- 2. Enhance collection methods and investigate new data sources:** BLS will enhance collection methods and investigate new data sources to balance statistical quality, agency resources, and respondent burden;
- 3. Uphold organizational excellence:** BLS will uphold and improve our standing as a dynamic, world-class statistical agency through visionary leadership, responsible resource stewardship, and dedicated expert staff; and
- 4. Enhance public trust and customer experience:** BLS will bolster trust and ensure equitable access by providing information in ways that are transparent and easy for a broad customer base to access, understand, and use.

APPENDICES

Other Information

Quarterly Reviews

To continually improve the efficiency and effectiveness of its programs, DOL uses results-based, data-driven management techniques. Each DOL agency prepares an annual agency management plan that details the strategies and resources it will apply to reach goals and objectives at all levels of the organization. Departmental leaders review performance against those plans each quarter to monitor progress and hold agencies accountable for implementing the plans, achieving milestones, and adjusting as needed.

This review process has focused departmental leadership on strategic management of core functions using program performance data, risk assessments, evaluations, and budgets. Identification and discussion of key measures, annual and quarterly targets, and how budgets, workload, and strategies affect results have helped clarify priorities and improve performance.

Program Evaluations and Evidence-Building

The Chief Evaluation Office in OASP leads DOL's evaluation agenda, working closely with agency staff to conduct program evaluations and analyses to answer key questions. The results from evaluations inform policy and improve DOL's performance-based management initiatives in support of the GPRAMA. DOL's FY 2027 Evidence Plan and Capacity Assessment are available at [Evidence-Building Plans and Assessments | U.S. Department of Labor](#).

Agency Priority Goals

Agency Priority Goals (APGs) identify near-term improvements in outcomes, customer service, or efficiencies that advance progress toward longer-term strategic goals and objectives. They are two-year goals that reflect the top performance improvement priorities of agency leadership and the Administration and therefore do not reflect the full scope of the agency mission. Implementation and management of APGs require decisions about agency priorities, trade-offs, measurement, evidence, strategies, timing, and leadership that are reviewed at least quarterly to see that sufficient time, resources, and attention are allotted to addressing specific problems or opportunities related to the goal. DOL will report on the following FY 2026-2027 APGs:

- 1. Impact Statement:** Increase Registered Apprenticeships to Prepare Americans for High-Paying Skilled Trade Jobs of the Future

Goal Statement: By September 30, 2027, DOL will oversee an apprenticeship system with 900,000 active apprentices towards the President's Goal of reaching or surpassing 1 million active apprentices.
- 2. Impact Statement:** Implement the Safety Champions Program to Assist Small Businesses in Improving Their Safety and Health Programs

Goal Statement: By September 30, 2027, DOL will increase the number of Safety Champions Program participants by 10 percent above the number of participants in FY 2026.
- 3. Impact Statement:** Partner with Employers to Resolve Potential Wage Violations Through the Payroll Audit Independent Determination (PAID) Program to Ensure American Workers are Paid Quickly

Goal Statement: By September 30, 2027, DOL will increase the total number of concluded PAID cases from the program launch year by 5 percent.

Strategic Goal 1 – Performance Indicators

PROGRAM YEAR PERFORMANCE INDICATOR	PY 2026 Target	PY 2027 Target	PY 2028 Target	PY 2029 Target	PY 2030 Target
ETA 1.1 – Percentage of exiters engaged in work-based learning opportunities, including apprenticeships	50.0%	51.0%	52.0%	53.0%	54.0%
ETA 1.1 – Percentage of exiters attaining credentials within one year after exit	56.0%	57.0%	58.0%	59.0%	60.0%
ETA 1.1 – Percentage of program participants employed in the second quarter after exit	75.0%	75.0%	75.5%	76.0%	76.5%
ETA 1.1 – Change in earnings from cumulative three quarters before training to cumulative three quarters after training exit ^{13, 14}	Baseline	TBD	TBD	TBD	TBD
VETS 1.1 – Jobs for Veterans State Grants (JVSG) median earnings for veterans (2nd quarter after exit)	\$9,250	\$9,400	\$9,500	\$9,600	\$9,800
VETS 1.1 – Homeless Veterans' Reintegration Program (HVRP) median earnings for veterans (2nd quarter after exit)	\$9,100	\$9,300	\$9,500	\$9,600	\$9,800

FISCAL YEAR PERFORMANCE INDICATOR	FY 2026 Target	FY 2027 Target	FY 2028 Target	FY 2029 Target	FY 2030 Target
VETS 1.1 – Median wages after ENPP services (2nd quarter after exit)	\$11,750	\$12,000	\$12,250	\$12,500	\$12,750
ODEP 1.1 – Number of analyses, research, and evaluations	32	33	34	34	35
ODEP 1.1 – Number of implementation tools	91	93	96	98	100
ETA 1.2 – Active Apprentices (APG FY26-27)	850,000	900,000	1,000,000	1,100,000	1,200,000

13 The change in earnings measure is new in PY 2025 (July 1, 2025, to June 30, 2026) and the target is baselined for PY 2025 and PY 2026. Targets for PY 2027 to PY 2030 will be set after analyzing results.

14 This measure will be calculated using data from WIOA title I Adult, Dislocated Worker, and Youth programs. Records where the pre-participation earnings are unknown will be excluded. The measure will calculate the difference between cumulative three quarters before participation and the cumulative earnings three quarters after exit for all training participants and then will calculate the median of those differences.

Strategic Goal 2 – Performance Indicators

FISCAL YEAR PERFORMANCE INDICATOR	FY 2026 Target	FY 2027 Target	FY 2028 Target	FY 2029 Target	FY 2030 Target
ETA 2.1 – First Payment Timeliness (Unemployment Insurance) ¹⁵	87.00%	87.00%	87.00%	87.00%	87.00%
ETA 2.1 – Improper Payment Rate (Unemployment Insurance) ¹⁶	9.90%	9.90%	9.90%	9.90%	9.90%
ETA 2.1 – Lower Authority Appeals Promptness (Unemployment Insurance) ¹⁷	47.0%	55.0%	60.0%	60.0%	60.0%
ETA 2.1 – Reemployment Rate in the 2nd Quarter after Program Exit Quarter for RESEA Participants (Unemployment Insurance)	64.0%	64.0%	64.0%	64.0%	64.0%
OWCP 2.2 – Percentage of Federal Employees’ Compensation Act (FECA) wage-loss claims timely processed within 14 days: claims not requiring further development	92.0%	92.5%	93.0%	93.5%	94.0%
OWCP 2.2 – Percentage of Longshore settlement applications processed within 18 days	90.0%	90.5%	91.0%	91.5%	92.0%
OWCP 2.2 – Percentage of sampled Part B and Part E initial Energy claims rated as being accurate	91.50%	91.50%	92.00%	92.50%	93.00%
OWCP 2.2 – Percentage of Black Lung claims pending at the start of the fiscal year that are resolved by the end of the fiscal year	89.0%	89.5%	90.0%	90.5%	91.0%
OSHA 2.3 – Number of new Safety Champions Program participants (APG FY26-27)	Baseline	TBD	TBD	TBD	TBD
OSHA 2.3 – Average initial penalty per serious violation for small businesses (1-25 employees)	\$3,870	TBD	TBD	TBD	TBD
MSHA 2.3 – 5 year rolling average of fatal injuries per 200,000 hours worked	0.0113	0.0105	0.0090	0.0081	0.0073
MSHA 2.3 – 5 year rolling average of all injuries per 200,000 hours worked	1.73	1.62	1.49	1.34	1.21
WHD 2.3 – Percentage of initiative compliance actions ¹⁸	75%	75%	75%	75%	75%

(continued on page 33)

15 For the measure First Payment Timeliness, the Acceptable Level of Performance (ALP) that states are expected to meet is 87 percent and is in regulation (refer to Standard for Benefit Payment Promptness — Unemployment Compensation at 20 CFR part 640).

16 The targets for this measure are for the 12-month periods ending June 30. The requirement to reduce improper payments in the UI program below 10 percent is established in the following laws and guidance: Payment Integrity Information Act of 2019 and OMB Circular A-123, Management’s Responsibility for Enterprise Risk Management and Internal Control, Appendix C, Requirements for Payment Integrity Improvement (OMB Memorandum M-21-19, issued March 5, 2021).

17 For the measure Lower Authority Appeals Promptness, the ALP that states are expected to meet is 60 percent and is in regulation (refer to Standard for Appeals Promptness — Unemployment Compensation at 20 CFR part 650).

18 This measure captures the ratio of compliance actions concluded as part of an initiative, which includes PAID cases. WHD prioritizes conducting investigations through evidence-based, strategic initiatives across multiple industries.

(continued from page 32)

FISCAL YEAR PERFORMANCE INDICATOR	FY 2026 Target	FY 2027 Target	FY 2028 Target	FY 2029 Target	FY 2030 Target
WHD 2.3 – Percentage of child labor cases concluded that meet or exceed severity index category 3 ¹⁹	48%	49%	50%	51%	52%
WHD 2.3 – Percentage of FLSA cases concluded that meet or exceed severity index score of 30 ¹⁹	36%	37%	38%	39%	40%
WHD 2.3 – Number of concluded PAID cases (APG FY26-27)	Baseline	TBD	TBD	TBD	TBD
WHD 2.3 – Percentage of outreach events engaging the employer community (APG FY26-27)	50%	50%	50%	50%	50%
VETS 2.3 – Percentage of substantiated Uniformed Services Employment and Reemployment Rights Act (USERRA) claims that are resolved prior to closing	93.5%	94.0%	94.5%	95.0%	95.0%
VETS 2.3 – Number of compliance assistance events	1,200	1,250	1,300	1,350	1,400
EBSA 2.4 – Voluntary Fiduciary Correction Program applications processed (including self-correction tool)	1,000	1,000	1,000	1,000	1,000
EBSA 2.4 – Percentage of late Form 5500 filers that participate in the Delinquent Filer Voluntary Compliance (DFVC) program	50%	50%	50%	50%	50%
EBSA 2.4 – Benefit Advisors inquiries closed per Advisor	1,700	1,700	1,700	1,700	1,700
OLMS 2.5 – Percentage of audits resulting in a criminal case	14%	16%	18%	20%	22%
OLMS 2.5 – Year-over-year percentage reduction in the chronic delinquency rate	31%	32%	33%	34%	35%
OLMS 2.5 – Average number of days to resolve union officer election complaints	64.5	64.0	63.5	63.0	62.5
ILAB 2.6 – Percentage of high-priority countries that implement actions to improve labor standards to help level the playing field for American workers and businesses	85%	87%	90%	92%	95%
OFLC 2.7 – Percentage of complete H-2A employer applications resolved 30 days before the date of need	97.0%	97.0%	97.0%	97.0%	97.0%
WHD 2.7 – Median days to conclude cases involving the employment of foreign workers on H-visas	Baseline	TBD	TBD	TBD	TBD

¹⁹ Severity indexes utilize a multi-dimensional scoring system looking at egregiousness, culpability, and magnitude to differentiate between cases with different types of violations.

Strategic Goal 3 – Performance Indicators

FISCAL YEAR PERFORMANCE INDICATOR	FY 2026 Target	FY 2027 Target	FY 2028 Target	FY 2029 Target	FY 2030 Target
OASAM 3.1 – DOL space reduction (in square feet)	110,000	110,000	110,000	110,000	110,000
OASAM 3.1 – Category Management: Cumulative percentage of addressable spend through Best-in-Class solutions ²⁰	TBD	TBD	TBD	TBD	TBD
OASAM 3.1 – Percentage of contracts per quarter awarded competitively	85%	85%	85%	85%	85%
OASP 3.2 – Completed standardized metadata files for high-value DOL data assets	2	2	2	2	2
OCFO 3.3 – Number of new Notice of Findings and Recommendations (NFRs)	4	TBD	TBD	TBD	TBD
OCFO 3.3 – Percentage of payments made electronically	95%	96%	96%	96%	96%
OASAM 3.3 – Average number of days to adjudicate a background investigation for suitability	20	20	20	20	20
OASAM 3.3 – Category Management: Cumulative percentage of common spend that is under management, aligned to category management principles ²⁰	TBD	TBD	TBD	TBD	TBD
OASAM 3.3 – Percentage of AI Impact Assessments successfully implemented and reviewed for compliance with OMB guidelines	90%	92%	94%	95%	95%
BLS 3.4 – Percentage of timeliness targets achieved for the principal federal economic indicators (PFEIs)	100%	100%	100%	100%	100%
BLS 3.4 – Percentage of accuracy targets achieved for the PFEIs	100%	100%	100%	100%	100%
BLS 3.4 – Percentage of relevance targets achieved for the PFEIs	100%	100%	100%	100%	100%
BLS 3.4 – Percentage of time the BLS public website is available for data dissemination	≥99.50%	≥99.50%	≥99.50%	≥99.50%	≥99.50%
BLS 3.4 – Customer satisfaction with the BLS website (Mission Achievement)	65%	65%	65%	65%	65%

²⁰ These measures are part of a [government-wide priority initiative driven](#) by GSA and OMB, with targets set annually by OMB.