

FY 2021

DEPARTMENT OF LABOR

BUDGET IN BRIEF

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Budget Summary

The FY 2021 request for the Department of Labor (DOL) is \$11.1 billion in discretionary budget authority, with additional mandatory funding, and 15,338 full-time equivalent employees (FTE).

DOL promotes the welfare of workers, job seekers, and retirees by helping them improve their skills, find work, and get back on their feet after job loss, injury, or illness; and by safeguarding their working conditions, health and retirement benefits, and wages. Workers are the backbone of the American economy, and the Nation needs a skilled and competitive workforce to keep the economy growing. Accordingly, the Budget makes targeted investments in evidence-based programs to help workers remain competitive and gain access to family-sustaining jobs.

The FY 2021 Budget also reflects the Administration's commitment to national security and fiscal responsibility. The Budget focuses the Department on its highest priority functions and disinvests in programs that are duplicative, unproven, non-essential, or ineffective.

Building a Skilled and Competitive Workforce for the 21st Century

The January 2020 Employment Situation Report marked the 23rd consecutive month with the unemployment rate below 4 percent, demonstrating steady and consistent growth in the American economy. Workers are also benefiting from strong wage growth: for the past 18 months, wage growth has matched or exceeded 3.0%.

Despite millions of job openings and millions of workers seeking new jobs, businesses report difficulty hiring workers with the right skills for the jobs they need to fill. To pursue the Department's mission of helping American workers gain and maintain family-sustaining careers and supporting a skilled American workforce that meets the needs of job-creators, we must continue to close the skills gap. This budget seeks to do so in a cost-effective manner by investing in proven programs while eliminating activities that are ineffective, unproven, non-essential, or duplicative.

- The Budget requests \$200 million for apprenticeships, a proven earn-while-you-learn strategy that equips workers with the skills and experience they need to fill high-paying jobs in in-demand fields. Apprenticeship is a great option for both employers looking for a skilled workforce and workers seeking an affordable path to a secure future. DOL set an ambitious target of adding 1 million new apprentices over five years, and the Department expects to achieve the goal by the end of FY 2021. The Department is working to further expand apprenticeships by empowering third party "accreditors" to recognize new, industry-driven apprenticeship programs, focusing on those in high-growth sectors where apprenticeships are underutilized, such as healthcare, information technology, and advanced manufacturing.
- DOL seeks to reform Job Corps, finding better ways to educate and provide skill instruction to youth to set them on a path to good-paying jobs. The Budget proposes significant reforms to improve Job Corps for the youth it serves by: improving center safety; empowering new, more effective entities to operate centers; focusing the program

on the older youth for whom the program is more effective; and closing centers that are unsafe or inadequately prepare students for jobs. To enable the needed program right-sizing and reform, the Budget proposes new legislative flexibilities that would enable the Department to more expediently close low-performing centers, target the program to groups more likely to benefit, and make the necessary capital investments to ensure successful pilot programs. These reforms would save money and improve results by eliminating ineffective centers and finding better ways to educate and provide skills instruction to youth.

- The Budget proposes to double the American Competitiveness and Workforce Improvement Act fee for the H-1B program to prepare American workers for jobs that are currently being filled by foreign workers, especially in STEM fields. The increased revenue would support the Department of Labor's grants to expand apprenticeship and provide additional support for technical skills instruction at the K-12 and community college levels through the Department of Education's Career and Technical Education formula grants.
- The Budget invests in our Nation's veterans, transitioning service members, and their spouses by better assisting their transitions from active duty to civilian life. The Budget provides funding for the Veterans' Employment and Training Service's core programs, which help improve skills and provide employment opportunities for veterans across the country. DOL proposes funding to support Wounded Warriors, with curriculum tailored specifically to give employment assistance to service members facing medical separation.

Supporting Working Families and Getting Americans Back to Work

- The Budget proposes to refocus the Trade Adjustment Assistance (TAA) program on apprenticeship and on-the-job training, earn-as-you-learn strategies that ensure that participants are training for relevant occupations. States would also be encouraged to place a greater emphasis on intensive reemployment services for workers who are not participating in work-based training, helping get those workers back into the workforce more quickly.
- The Budget invests in a better future for Americans with a proposal to provide at least six weeks of paid parental leave to new parents, including adoptive parents, so all families can afford to take time to recover from childbirth and bond with a new child. Using the Unemployment Insurance (UI) system as a base, the proposal will allow states to establish paid parental leave programs in a way that is most appropriate for their workforce and economy. The Administration looks forward to continuing to work with Congress to advance policies that would make paid parental leave a reality for families across the Nation.
- The Budget proposes major steps to improve the Federal-State UI Program by providing grants to States to combat the top two root causes of improper payments in their programs. The Budget also offers a package of program integrity proposals. These proposals would require States to use the tools already at their disposal for combatting

improper payments while expanding their authority to spend certain UI program funds on activities that reduce waste, fraud, and abuse in the system.

- The Budget proposes transferring administrative management of the Ticket to Work (Ticket) program from the Social Security Administration (SSA) to DOL's Employment and Training Administration (ETA), where it would be simplified, streamlined, and improved to better accomplish its goal of getting individuals with disabilities back into the labor force. The Administration seeks to increase the number of disability beneficiaries who participate in the program, succeed in employment, and achieve economic mobility while decreasing reliance on public assistance. The Ticket program falls outside of SSA's core mission of administering disability and retirement programs, and provides services that more closely align with ETA's core mission. The proposal will empower the American Job Center network to coordinate the Ticket program with other federal employment programs. This transition will create a more integrated, effective, and efficient program to support disability beneficiaries in obtaining and sustaining employment.

Protecting American Workers

The American workforce is the greatest in the world, and it deserves a fair, safe, and healthful workplace. DOL is committed to protecting the safety and financial security of all workers by fully and fairly enforcing the law while helping employers follow the law. The Department also ensures that American workers are not unfairly displaced or disadvantaged by immigrant workers.

- The Budget maintains targeted investments in the Occupational Safety and Health Administration (OSHA) and Mine Safety and Health Administration (MSHA) aimed at preventing worker deaths, injuries, and illnesses through enforcement, outreach, and compliance assistance.
- The Budget reinforces DOL's commitment to ensuring workers' financial security by requesting additional resources for enforcement and administration of Multiple Employer Welfare Arrangements (MEWAs) and Multiple Employer Plans (MEPs). These resources will enable the Employee Benefits Security Administration (EBSA) to investigate self-insured MEWAs that EBSA has identified as showing warning signs of possible underfunding, mismanagement or misconduct, intervening when necessary before plan participants face unpaid claims or catastrophic losses.
- The Budget takes steps to restore the Office of Labor-Management Standards' investigative workforce and will strengthen protections for union members by supporting more audits and investigations to uncover flawed officer elections, fraud, and embezzlement.
- DOL will have an active role in supporting implementation of the United States-Mexico-Canada Agreement (USMCA). DOL's Wage and Hour Division (WHD) is tasked with writing the regulations and establishing an enforcement program for wage-related

components of provisions in the trade agreement. Accordingly, the Budget requests funding to support WHD’s efforts to undertake these new responsibilities.

- DOL administers the labor certification component of foreign temporary work visa programs, which ensure that American workers are not unfairly displaced or disadvantaged by foreign workers. However, the certification programs lack a reliable workload-based source of funding, which has created recurring seasonal backlogs for employers. The Budget proposes to establish fees to create a workload-based funding source that would reduce backlogs and place responsibility for funding this work on the program’s users rather than taxpayers.

Improving Government Efficiency

- DOL continues to seek ways to achieve the President’s Management Agenda priority of IT modernization, investing in agency-specific projects that can improve efficiency and reduce long-run costs. The Budget requests funding to modernize critical IT systems in FY 2021, including in ETA, OSHA, MSHA, the Office of Federal Contract Compliance Programs (OFCCP), the Office of Workers’ Compensation Programs (OWCP), and the Pension Benefit Guaranty Corporation (PBGC). DOL also seeks to establish an IT Working Capital Fund to ensure transparency in IT spending with no impact on total departmental spending.
- Many of DOL’s administrative activities, including information technology, procurement, human resources, financial management, and physical security, are separated across its subcomponents, creating duplication and preventing DOL from achieving economies of scale that would allow resources to be better spent on core mission-related work. To remove this inefficiency, DOL is implementing an enterprise-wide shared services delivery model for these activities, enabling the Department to improve oversight, eliminate duplication, save money, and achieve economies of scale.

FY 2021 DOL Budget Request Budget Authority in Billions			
	FY 2020 Enacted	FY 2021 Request	Change
Discretionary	\$12.4	\$11.1	-\$1.3
Mandatory	\$28.0	\$29.9	\$1.9
Total, Current Law	\$40.4	\$41.0	\$0.6
Legislative Proposals, Mandatory	\$0.0	\$0.7	\$0.7
Total with Legislative Proposals	\$40.4	\$41.7	\$1.3
<i>Full Time Equivalents</i>	<i>15,176</i>	<i>15,338</i>	<i>162</i>

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 benefits. These services are primarily provided through state and local workforce development systems with support from federal and other funding sources. ETA's budget pursues efforts to streamline these programs, decrease improper payments, and provide state and local governments with the flexibility to administer programs to meet the needs of their workforce and economy. ETA also plays an important role in ensuring that American workers are prioritized for jobs over foreign workers.

The Budget prioritizes investments in evidence-based programs. The Budget expands apprenticeships, a proven earn-while-you-learn strategy that equips workers with the skills they need to fill open, high-paying jobs. The Department is expanding apprenticeships in high-growth sectors where apprenticeships are underutilized, including health care, information technology, and advanced manufacturing.

The Department is committed to streamlining or eliminating programs based upon a rigorous analysis of available data and careful examination of those programs that lack evidence to justify continued support. The Budget proposes additional flexibility in the formula grants to ensure that state and local governments are empowered to make decisions that best suit their state and that meet the needs of local employers and job seekers.

Reforming Job Corps continues to be a high priority of the Administration. The Budget takes important aggressive steps to improve Job Corps for the youth it serves by improving center safety; empowering new, more effective entities to operate centers; focusing the program on the older youth for whom the program is more effective; and closing centers that inadequately prepare students for jobs. The Department plans to continue using pilot projects to explore new approaches to delivering job training; increase the use of partnerships with local institutions of higher education and workforce development systems to support recruitment and placement of graduates in jobs in the fields in which they trained; meet local employer hiring and staffing demands; and promote cost savings. The Budget also proposes new legislative flexibilities that would enable the Department to more expediently close low-performing centers, target the program to groups more likely to benefit, and make the necessary capital investments to ensure successful pilot programs. These reforms would save money and improve results by eliminating ineffective centers and finding better ways to educate and provide skills instruction to youth.

The President's Budget modernizes the unemployment safety net, reducing waste, fraud, and abuse and getting claimants back to work quickly. The Budget proposes legislative changes to improve program solvency and reduce waste, fraud, and abuse in the UI program.

The Administration proposes to establish a paid parental leave benefit to provide at least six weeks of paid parental leave to new mothers and fathers, including adoptive parents, allowing them to spend time with their children during the earliest and some of the most critical moments of their lives. Using the UI system as a base, the proposal allows states to establish paid parental leave programs in a way that is most appropriate for their workforce and economy.

The Trade Adjustment Assistance (TAA) program is in need of reform. A 2012 evaluation of TAA found that only 37 percent of participants became employed in the occupations for which they received training. The Budget refocuses TAA on apprenticeship and other work-based job training to ensure that participants are preparing for in-demand jobs and industries. States would also be encouraged to place a greater emphasis on intensive reemployment services for workers who are not participating in work-based learning, getting those workers into the workforce more quickly.

Imported labor should only be used if American workers are unavailable to do the job. In June 2017, the Department announced actions to increase protections of American workers while more aggressively confronting entities committing visa program fraud and abuse. The Department is committed to vigorously enforcing all laws within its jurisdiction governing the administration and enforcement of non-immigrant visa programs.

The Budget proposes that Congress provide authorizing legislation for ETA to establish and retain fees to cover the costs of operating Foreign Labor Certification (FLC) programs. Currently, only the cost of operating the H-1B program is covered by fees. Other major FLC programs (H-2A, H-2B, PERM, CW-1, and Prevailing Wage Determinations) are funded with discretionary annual appropriations. The ability to retain fees for these programs would give ETA a more reliable, workload-based source of funding that would ultimately eliminate the need for congressional appropriations. In addition to helping ETA handle workload and decrease potential backlogs during peak times, a fee would discourage employers from abusing the system, ensuring that American workers are not disadvantaged, and place the responsibility of paying for the program solely on the entities that utilize the program.

The Budget proposes to transfer administrative management of the Ticket to Work program from the Social Security Administration (SSA) to ETA, where it would be simplified, streamlined, and improved to better accomplish its goal of getting individuals with disabilities back into the labor force. The Ticket program falls outside of SSA's core mission of administering disability and retirement programs, and provides services that more closely align with ETA's core mission. ETA, with its American Job Center network, is in a better position to coordinate the Ticket to Work with other federal employment programs. The Administration also proposes to simplify program rules, make funding allotments more performance-based, and integrate the program more fully into the broader workforce system. The reformed program will improve the experience of the individual program participants, reduce program fragmentation and duplication, and financially reward states that perform well.

ETA is taking the necessary steps to ensure that its programs help the American workforce by fulfilling their intended purpose of putting Americans back to work. These initiatives contribute to a strong, growing economy by responding to the workforce needs of regional and local job seekers, businesses, and other employers to ensure positive employment outcomes for job seekers and more productive and resilient regional economies.

TRAINING AND EMPLOYMENT SERVICES

	2019 ¹	2020 ²	2021
	<u>Enacted</u>	<u>Enacted</u>	<u>Request</u> ³
Adult Employment and Training Activities	845,556	854,649	854,649
Youth Activities	903,416	913,130	913,130
Dislocated Workers Employment and Training Activities	1,311,219	1,322,912	1,212,912
Formula Grants	1,040,860	1,052,053	1,052,053
National Dislocated Worker Grants	270,359	270,859	160,859
Indian and Native American Programs	54,500	55,000	0
Migrant and Seasonal Farmworkers	88,896	91,896	0
Reentry Employment Opportunities	93,079	98,079	93,079
Apprenticeship Program	160,000	175,000	200,000
Workforce Data Quality Initiative	6,000	6,000	0
YouthBuild	89,534	94,534	84,534
Total Budget Authority	3,552,200	3,611,200	3,358,304

The Training and Employment Services (TES) programs provide employers with skilled and qualified workers to fill their current and future openings and help Americans get and keep family-sustaining jobs. The majority of the program activities are authorized by the Workforce Innovation and Opportunity Act (WIOA).

To help states and localities make the best possible use of their funding, the Budget includes a number of proposals to maximize the use of the flexibilities and waivers available under WIOA for both States and outlying areas.

The funding for the TES activity is provided on a program year (PY) basis. Funding requested in FY 2021 will be available from April 1 or July 1, 2021 through June 30, 2022 or September 30, 2022.

¹ Includes disaster supplemental appropriation of \$50.0 million, less transfer of \$0.5 million to OIG, pursuant to P.L. 116-20.

² FY 2020 does not reflect proposed rescission of \$60.0 million against the FY 2020 National Dislocated Worker Advance appropriations.

³ The amounts do not reflect the proposed transfer of \$23 million in discretionary resources from the Social Security Administration to ETA for grants to states for the Ticket to Work program. The amounts also do not reflect mandatory funding of approximately \$91 million to be awarded as performance-based grants for the Ticket to Work program.

In FY 2021, the Administration proposes to transfer the Ticket to Work program from the Social Security Administration to ETA.

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 \$854,649,000 to fund Adult Activities for FY 2021.

The Department also requests a 1.5 percent set-aside to fund grants for adult and employment training activities for American Indians, Native Hawaiians, and Native Alaskans, and eliminates the standalone Indian and Native American Program.

Youth Activities

To address the skill and youth employment needs anticipated in FY 2021, the Department is requesting \$913,130,000.

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 are 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 \$1,212,912,000 for FY 2021. Of the requested amount, \$160,859,000 is proposed for the National Reserve to help states and localities facing mass layoffs and natural disasters. The remaining \$1,052,053,000 of requested funds will be directed by formula to States to provide WIOA dislocated worker services and rapid response services.

The program continues the set-aside proposal of \$30,000,000 for the Appalachian Region Commission and the Delta Regional Authority.

Indian and Native American Programs

The 2021 Budget eliminates the Indian and Native American program. The program is unproven, having never been rigorously evaluated. To ensure a dedicated source of funding for this population, the Budget establishes a 1.5 percent Native Adult set-aside within the WIOA Adult

funding stream. The set-aside will fully integrate the provision of employment and training activities for Indians, Native Hawaiians and Native Alaskans into the core WIOA system.

Migrant and Seasonal Farmworkers

The FY 2021 Budget eliminates the National Farmworker Jobs Program. The program is duplicative in that it creates a parallel workforce system for migrant and seasonal farmworkers, despite the fact that they are eligible to receive services through the core WIOA formula programs.

Reentry Employment Opportunities

The Reentry Employment Opportunities (REO) program promotes opportunity by preparing justice-involved 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 \$93,079,000 for FY 2021 to serve adult and juvenile offenders. The Department will focus on providing apprenticeships and building evidence for effective workforce development models for this population.

Apprenticeship Program

This funding is aimed at supporting approaches that result in the growth of 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 starting salary and receive wages that rise with their skill attainment throughout the program.

In FY 2021, the Department requests \$200,000,000 in funding for the Apprenticeship activity. The Budget also proposes to allow this funding to be used to support the rapid expansion of Industry-Recognized Apprenticeship Programs in high-growth sectors where apprenticeships are underutilized, including advanced manufacturing, information technology, cybersecurity, and health care.

Workforce Data Quality Initiative

The Workforce Data Quality Initiative provides competitive grants to states to support the development and enhancement of longitudinal data systems that integrate education and workforce data. The Department is not requesting funding for the WDQI program in FY 2021.

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. YouthBuild specifically targets at-risk, high school dropouts who are particularly vulnerable in the current economy. YouthBuild addresses the challenges faced by unemployed high school dropouts by providing them with an opportunity to gain both the education and occupational skills that will prepare them for employment with a living wage. In FY 2021, the Department requests \$84,534,000.

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 Budget includes a legislative proposal to double the ACWIA fee for the H-1B visa program (to \$3,000 per worker for large employers and \$1,500 for small employers) to prepare American workers for jobs currently filled by foreign workers, especially in STEM fields.

The Department will continue to direct investments to industries and occupations for which employers are using H-1B visas to hire foreign workers. The Department is requesting a revision to the H-1B appropriations rider to allow for skills instruction of in-school youth. This revision would expand skills instruction and apprenticeship opportunities that bridge secondary and post-secondary institutions, providing a career pathway for new entrants to the labor force.

The Department's budget also proposes to transfer \$9,000,000 of H-1B training grant fee receipts to the Office of Foreign Labor Certification in FY 2021, as a temporary measure, until Congress enacts permanent fee authority for the foreign labor certification program.

JOB CORPS

	2019 <u>Enacted</u>	2020 <u>Enacted</u>	2021 <u>Request</u>
Operations	1,603,325	1,603,325	883,334
Construction	83,000	108,000	100,016
Administration	32,330	32,330	32,547
Total Budget Authority	1,718,655	1,743,655	1,015,897
Total FTE	113	113	113

NOTE: 2019 reflects actual FTE. FTE for all years reflect the Shared Services Realignment.

The FY 2021 Budget takes aggressive steps to improve Job Corps for the youth it serves by: improving center safety; empowering new, more effective entities to operate centers; focusing the program on the older youth for whom the program is more effective; and closing centers that inadequately prepare students for jobs.

The Department's request for Job Corps Operations is \$883,334,000. The Department will continue efforts to reform the Job Corps program, including by refining center safety plans, exploring new approaches to delivering job training, and closing chronically low-performing centers. The Department has intensified, and will continue to reinforce, oversight of operations and performance outcomes for all centers in accordance with WIOA. The Budget also proposes new legislative flexibilities that would enable the Department to more expediently close low-performing centers, target the program to groups more likely to benefit, and make the necessary capital investments to ensure successful pilot programs.

For Job Corps Construction, the Department is requesting \$100,016,000. Job Corps has begun implementation of targeted security measures at the most vulnerable centers, and safety and security will continue to be a top priority for the Job Corps program.

The Department is requesting \$32,547,000 and 113 FTE for Job Corps Administration. These staff have oversight responsibility of the Job Corps program and will help institutionalize strong quality assurance and risk management practices across the Job Corps program.

COMMUNITY SERVICE EMPLOYMENT FOR OLDER AMERICANS

	2019 <u>Enacted</u>	2020 <u>Enacted</u>	2021 <u>Request</u>
Community Service Employment for Older Americans	400,000	405,000	0
Total Budget Authority	400,000	405,000	0

The FY 2021 Budget proposes the elimination of this program. While the program provides some income support to about 60,000 individuals each year, it fails to meet its other major statutory goals of fostering economic self-sufficiency and moving low-income seniors into unsubsidized employment. The ETA budget eliminates funding for the Senior Community Service Employment Program (SCSEP). The goal of supporting the self-sufficiency and employment of older workers will be addressed through Workforce Innovation and Opportunity Act (WIOA) programs.

FEDERAL UNEMPLOYMENT BENEFITS AND ALLOWANCES

	2019 ⁴ <u>Enacted</u>	2020 <u>Enacted</u>	2021 <u>Request</u>
Trade Adjustment Assistance	741,020	639,880	633,600
TAA Benefits	301,000	208,000	207,000
TAA Training	401,020	409,880	406,600
Alternative-Reemployment TAA	39,000	22,000	20,000
Total Budget Authority	741,020	639,880	633,600

The Trade Adjustment Assistance Program (TAA Program) assists U.S. workers who have lost their jobs as a result of foreign trade. The Trade Adjustment Assistance Reauthorization Act (TAARA) of 2015 reauthorized TAA through June 30, 2021. TAARA 2015 contains sunset provisions to transition the TAA Program on July 1, 2021 to a previous iteration of the program known as Reversion 2014. Reversion 2014 would provide states with reduced funding for training, among other changes.

The FY 2021 Budget request for TAA is \$633,600,000. This request includes \$406,600,000 for Training and Other Activities, \$207,000,000 for Trade Readjustment Allowances and \$20,000,000 for Alternative/Reemployment Trade Adjustment Assistance. Since the last quarter of FY 2021 is subject to the Reversion 2014 version of the program, this request provides less funding than would be authorized under a full year of TAARA 2015.

A rigorous 2012 evaluation of the TAA Program demonstrated that workers who participated in the program had lower earnings than the comparison group at the end of a four-year follow-up period, in part because they were more likely to participate in long-term job training programs rather than immediately reentering the workforce. However, this training was not targeted to in-demand industries and occupations; and, as found in Mathematica's evaluation of the TAA program, only 37 percent of participants became employed in the occupations for which they trained.

In the FY 2021 Budget, the Department addresses these issues by continuing to propose reauthorization of the TAA Program that refocuses TAA on apprenticeship and on-the-job skills development strategies, ensuring participants are learning skills for in-demand occupations. States will also be encouraged to place a greater emphasis on intensive reemployment services for workers who are not participating in work-based education, getting those workers into the workforce more quickly.

⁴ FY 2019 reflects 6.2 percent reduction and FY 2020 reflects 5.9 percent reduction for mandatory authority pursuant to the Balanced Budget and Emergency Deficit Control Act, as amended. FY 2021 reflects the reduced funding provisions of Reversion 2014 to the TAA Training budget activity.

Without enactment of reauthorizing legislation, termination of the TAA Program will take effect on July 1, 2022.

*STATE UNEMPLOYMENT INSURANCE AND EMPLOYMENT SERVICE
OPERATIONS*

	2019 <u>Enacted</u>	2020 <u>Enacted</u>	2021 <u>Request</u>
Unemployment Insurance	2,527,816	2,552,816	2,664,686
State Administration	2,365,816	2,365,816	2,446,686
Reemployment Services and Eligibility Assessments-UI Integrity	117,000	117,000	117,000
RESEA Cap Adjustment	33,000	58,000	83,000
National Activities	12,000	12,000	18,000
Employment Service	682,870	690,370	687,870
Grants to States	663,052	668,052	668,052
Employment Service National Activities	19,818	22,318	19,818
Technical Assistance and Training	1,333	1,333	1,333
WOTC	18,485	20,985	18,485
Foreign Labor Certification	70,560	68,810	79,898
Federal Administration	56,278	54,528	62,616
FLC State Grants	14,282	14,282	17,282
Workforce Information-Electronic Tools-System Building	62,653	62,653	64,826
Total Budget Authority	3,343,899	3,374,649	3,497,280
Total FTE	144	144	154

NOTE: 2019 reflects actual FTE. FTE for all years reflect the Shared Services Realignment.

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), 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.

The FY 2021 Budget request for UI State Administration is \$2,446,686,000. The funds requested are sufficient to process, on average, 1,728,000 continued claims per week. During the year, states are expected to collect \$35.8 billion in state unemployment taxes and pay an estimated \$29.6 billion in federal and state UI benefits to 5.4 million beneficiaries. The Budget includes \$90,000,000 to help states combat improper payments in their UI systems and \$6,000,000 for continued support of the UI Integrity Center of Excellence, which supports the Integrated Data Hub (IDH) and data analytics to reduce fraud in state trust fund accounts. The request continues the contingency reserve language that provides for additional funds to meet unanticipated UI workloads.

The FY 2021 Budget includes \$200,000,000 for RESEA, which combines reemployment services with an assessment of claimants' continuing eligibility for UI benefits. Consistent with the cap adjustment for RESEA enacted in the Bipartisan Budget Act of 2018, this request level consists of \$117,000,000 in base funding and \$83,000,000 in cap 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 in administering their state UI programs. The FY 2021 Budget request for UI National Activities is \$18,000,000. In addition to funding activities which support states collectively, the request will support the continuation of IT upgrades and technical assistance activities that focus on three priority areas: 1) program performance and accountability, 2) program integrity, and 3) connecting UI claimants to reemployment services through the American Job Centers.

The FY 2021 Budget requests a new legislative proposal to simplify the Short Time Compensation (STC) program by providing greater flexibility in the level of work reduction for impacted employees and streamlining employer application requirements. STC is a voluntary program administered by state UI agencies that offers employers an opportunity to avert layoffs when experiencing a reduction in available work. The proposal will increase state adoption and employer take-up of the program in a budget-neutral manner.

The Budget continues to include proposals to support paid parental leave, institute a minimum solvency standard for state trust fund accounts, offset overlapping UI and Disability Insurance benefits, and strengthen program integrity in the UI program by helping states improve their prevention, detection, and recovery of improper UI payments.

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 2021 Budget requests \$668,052,000 to operate the ES in all 50 states and three territories. 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 2021, the Department is requesting \$19,818,000 for ES National Activities. This funding consists of \$18,485,000 for the WOTC program and \$1,333,000 for technical assistance activities.

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 Program; D-1 Longshore Crewmember Program; CW-1 CNMI-only Transitional Worker Program; and Determination of Prevailing Wages.

For FY 2021, the Department requests \$62,616,000 and 154 FTE for Federal Administration. These resources will support the operation, management, and oversight of OFLC programs.

The FY 2021 Budget proposes new legislation to codify the Department's legal authority to independently issue regulations in the H-2B temporary labor certification program. Such legislation would clarify that the Department may issue H-2B labor certification regulations independently rather than jointly with the Department of Homeland Security. Clarifying the Department's legal authority in this manner would save significant time and resources across the Federal government.

The Budget continues to seek authorization to establish and retain fees to cover the costs of operating the PERM, H-2A, H-2B, CW-1, and prevailing wage determination programs. The market-based funding structure of this proposal would allow the supply of available resources to be directly determined by the demand for foreign labor certification services. Requiring the entities that utilize these programs to cover their costs would ultimately eliminate the need for annual appropriations for these activities. The Budget also continues to include a legislative proposal to double the American Competitiveness and Workforce Improvement Act (ACWIA) fee for the H-1B visa program (to \$3,000 per worker for large employers and \$1,500 for small

employers) to prepare American workers for jobs that are currently being filled by foreign workers, especially in STEM fields.

For FY 2021, the Department requests \$17,282,000 to support State Workforce Agencies' (SWA) foreign labor certification activities. Under the State Grants 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.

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 2021, the Department requests \$64,826,000 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

	2019 <u>Enacted</u>	2020 <u>Enacted</u>	2021 <u>Request</u>
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 show 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 (FECA) 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.

The Department estimates that no advances will be necessary in FY 2021. 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

	2019 <u>Enacted</u>	2020 <u>Enacted</u>	2021 <u>Request⁵</u>
Training and Employment	70,679	70,679	83,070
Workforce Security	42,704	42,704	42,968
Apprenticeship	36,160	36,160	36,390
Executive Direction	9,113	9,113	9,172
Total Budget Authority	158,656	158,656	171,600
Total FTE	620	620	620

NOTE: 2019 reflects actual FTE. FTE for all years reflect the Shared Services Realignment.

The Program Administration (PA) appropriation provides for the federal administration of most Employment and Training Administration (ETA) programs. The FY 2021 request is \$171,600,000 and an estimated 620 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.

The Department continues to request 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 that lead to a reduction in improper payments or prevent the unauthorized use of funds.

In FY 2021, the Department will act upon its assessment of agency activities with the goal of improving organizational efficiency. One key component of improving efficiency is continued investment in Information Technology (IT) systems to better leverage IT resources, automate processes, and increase productivity of existing federal staff.

ETA's Office of Apprenticeship is helping to implement the President's Executive Order on Expanding Apprenticeships in America, in particular supporting the expansion of apprenticeship opportunities in high-growth sectors where apprenticeships are underutilized, including advanced manufacturing, information technology, cyber security, and health care.

⁵ The amounts do not reflect proposed transfer of \$11 million in discretionary resources from the Social Security Administration to ETA for Federal administration of the Ticket to Work program.

The Budget proposes to transfer administrative management of the Ticket to Work program from the Social Security Administration (SSA) to ETA. The PA account will receive funds from SSA for the federal administration of this program.

EMPLOYEE BENEFITS SECURITY ADMINISTRATION

	2019 <u>Enacted</u>	2020 <u>Enacted</u>	2021 <u>Request</u>
Enforcement and Participant Assistance	147,400	147,400	156,756
Policy and Compliance Assistance	26,901	26,901	28,811
Executive Leadership, Program Oversight and Administration	6,699	6,699	7,171
Total Budget Authority	181,000	181,000	192,738
Total FTE	788	826	875

NOTE: 2019 reflects actual FTE. FTE for all years reflect the Shared Services Realignment.

The Employee Benefits Security Administration (EBSA) protects the integrity and security of 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 154 million workers, retirees and their families who are covered by 710,000 private retirement plans, 2.4 million health plans, and similar numbers of other welfare benefit plans. Together, these plans hold estimated assets of \$10.7 trillion. In addition, the agency has important interpretive and regulatory responsibilities with respect to IRAs, which hold about \$8.8 trillion in assets, and audit responsibilities with respect to the Federal Thrift Savings Plan (TSP), which is the world’s largest employee contributory plan with more than 5.8 million participants and more than \$621 billion in assets.

The FY 2021 Budget request for EBSA is \$192,738,000 and 875 FTE. With the requested resources, EBSA will continue to: (1) provide a multi-faceted employee benefits security program that effectively targets the most egregious and persistent violators; (2) carry out the agency’s interpretive activities concerning the provisions of ERISA and related statutes through the timely issuance of advisory opinions and field assistance bulletins addressing relevant interpretive issues; (3) provide innovative outreach and education that assists workers in protecting their pension and health benefits; and (4) conduct a well-integrated research program based on evidence and comprehensive analysis. The request includes \$10,165,000 in program increases:

- \$8,165,000 and 49 FTE to investigate self-insured Association Health Plans or Multiple Employer Welfare Arrangements (MEWAs) that the agency has identified as showing warning signs of possible underfunding, mismanagement, or misconduct. These self-insured MEWAs pose the greatest risk to plan participants of unpaid claims and catastrophic losses.
- \$2,000,000 for enhanced oversight of the Federal Retirement Thrift Investment Board to enable EBSA to better oversee the performance of the Thrift Savings Plan (TSP).

The Setting Every Community Up for Retirement Enhancement (SECURE) Act of 2019, P.L.116–94, was signed into law by President Donald Trump on December 20, 2019 as part of the Further Consolidated Appropriations Act, 2020. The SECURE Act includes amendments of both ERISA and related Internal Revenue Code provisions. Major elements of the bill with impacts on policy, regulatory, research, compliance and reporting, participant assistance, and enforcement functions, include: establishing a new type of multiple employer retirement plan (pooled employer plan) that allows unrelated employers to join, and which is sponsored by a pooled plan provider that registers with the Department; requiring EBSA to modify the Form 5500 Annual Return/Report of Employee Benefit Plans to allow groups of plans meeting certain similarity requirements to file a single Form 5500; expanding portability of lifetime income options; allowing long-term, part-time workers to participate in 401(k) plans; providing a fiduciary safe harbor for selection of a lifetime income provider; modifying the treatment of custodial accounts on termination of 403(b) plans; extending the current required minimum distribution requirements to age 72; and requiring 401(k)-type retirement plans to make disclosures that present account balances as lifetime income streams.

PENSION BENEFIT GUARANTY CORPORATION

	2019 <u>Enacted</u>	2020 <u>Enacted</u>	2021 <u>Request</u>
Operational Support	0	0	0
Consolidated Administrative Activities	437,018	444,844	465,289
Office of Inspector General - Non-Add	6,802	6,917	7,287
Investment Management Fees Program	117,400	124,300	129,700
Single-Employer Program Benefit Payments	6,974,000	6,855,000	7,289,000
Multiemployer Program Financial Assistance	189,000	190,000	350,000
Total Budget Authority⁶	7,717,418	7,614,144	8,233,989
Total FTE	925	968	968

Note: 2019 reflects actual FTE.

The Pension Benefit Guaranty Corporation (PBGC) is a federal corporation, established under the Employee Retirement Income Security Act of 1974, as amended. It guarantees payment of basic pension benefits earned by over 35,000,000 of America's workers and retirees participating in more than 25,000 private-sector defined benefit pension plans. The Single-Employer Program protects about 24,700,000 workers and retirees in about 24,000 pension plans. The Multiemployer Program protects about 10,800,000 workers and retirees in about 1,400 pension plans. The Corporation receives no funds from general tax revenues. Operations are financed by insurance premiums set by Congress and paid by sponsors of PBGC-insured defined benefit plans, investment income, assets from pension plans trusted by PBGC, and recoveries from the companies formerly responsible for the plans.

As part of risk mitigation activities, PBGC identifies transactions and events that may pose risks to plan participants. The Corporation works collaboratively with employers to better safeguard pension benefits.

PBGC works diligently to encourage the continuation of pension plans where possible. When companies enter bankruptcy, PBGC first seeks to preserve their plans. PBGC takes an active role in bankruptcies and works to prevent unnecessary plan termination. If a pension plan must be terminated as part of a bankruptcy proceeding, PBGC pursues claims and recoveries on behalf of the pension plan and the pension insurance program.

PBGC is requesting \$465,289,000 in spending authority for administrative purposes in FY 2021.

⁶ FY 2019 and FY 2020 reflect sequestration reductions for mandatory accounts pursuant to the Balanced Budget and Emergency Deficit Control Act, as amended.

The Budget proposes to reform multiemployer premiums and improve the solvency of the program by creating a variable-rate premium (VRP) and an exit premium that together would raise approximately \$26,000,000,000 over the budget window. A multiemployer VRP would require plans to pay additional premiums based on their level of underfunding, up to a cap, as is done in the Single-Employer Program. An exit premium, equal to ten times the variable-rate premium cap, would be assessed on employers that withdraw from a multiemployer plan to compensate the Multiemployer Program for the additional risk imposed on it when employers exit and cease making plan contributions. Employers that withdraw from a multiemployer plan owe withdrawal liability to the plan for the employer's share of the plan's unfunded liabilities, but plans are often unable to collect the full amount of these liabilities.

PBGC would have limited authority to design waivers for some or all of the multiemployer VRP assessed to terminated or ongoing plans that are in critical status, if there is a substantial risk that the payment of premiums will accelerate plan insolvency and financial assistance to the plan. The multiemployer premiums proposed in the Budget are expected to be sufficient to fund the Multiemployer Program for the next 20 years. The Budget also calls for the repeal of provisions accelerating fiscal year 2026 premiums into fiscal year 2025 and repeals the requirement for certain multiemployer premium revenues to be held in non-interest-bearing investments.

The need for additional reforms of the multiemployer system is urgent, and the Administration stands ready to work with Congress on a long-term solution that appropriately balances the interests of all those affected by the multiemployer pension system —retirees, workers, employers, unions, and taxpayers. The solution should simultaneously accomplish several goals: protect retirees and prevent the collapse of the multiemployer pension system, limit the burden on taxpayers, save the federal backstop, and prevent a future crisis.

The Budget also proposes to rebalance premiums in the Single-Employer program by pausing the indexation of single-employer premium rates for three years and increasing the cap on the VRP, currently \$561 in 2020, to \$900 in 2021 and indexed thereafter. This targets higher premiums on plans that present a greater exposure to PBGC and strengthens the incentive to improve plan funding. On net, combined with the premium changes in the recently enacted fiscal year 2020 appropriations legislation (P.L. 116-94, Further Consolidated Appropriations Act, 2020), this proposal will be approximately budget neutral.

OFFICE OF WORKERS' COMPENSATION PROGRAMS

	2019 <u>Enacted</u>	2020 <u>Enacted</u>	2021 <u>Request</u>
Division of Federal Employees' Compensation	102,670	102,670	102,262
Division of Longshore and Harbor Workers' Compensation	12,754	12,754	12,700
General Funds	115,424	115,424	114,962
Division of Longshore and Harbor Workers' Compensation	2,177	2,177	4,350
Division of Coal Mine Workers' Compensation	35,875	35,989	40,643
Trust Funds	38,052	38,166	44,993
Total Federal Programs for Workers' Compensation Budget Authority	153,476	153,590	159,955
Total FTE	843	837	839

Note: 2019 reflects actual FTE. FTE for all years reflect the Shared Services Realignment.

	2019 <u>Enacted</u>	2020 <u>Enacted</u>	2021 <u>Request</u>
Special Benefits (FECA)	3,104,007	3,143,095	3,182,397
Energy Employees Occupational Illness Compensation Program	1,578,285	1,583,046	1,604,843
Special Benefits for Disabled Coal Miners	23,989	34,677	54,970
Black Lung Disability Trust Fund (BLDTF)	2,343,970	2,328,048	2,507,075
Special Workers' Compensation Fund (Longshore)	100,084	112,373	109,265
Total Mandatory Budget Authority⁷	7,150,335	7,201,239	7,458,550
Total OWCP FTE⁸	1,413	1,436	1,438

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 Federal Employees' Compensation Act (FECA) program provides benefits to civilian employees of the federal government injured at work and to certain other designated groups. Requested administrative resources are \$182,519,000 and 753 FTE. The Budget

⁷ FY 2019 and 2020 reflect sequestration reductions for mandatory accounts pursuant to the Balanced Budget and Emergency Deficit Control Act, as amended.

⁸ Includes FTE for Federal Programs for Workers' Compensation

proposes to reform FECA by modernizing program administration, simplifying benefit rates, and introducing controls to prevent waste, fraud, and abuse.

The Longshore and Harbor Workers' Compensation Act (LHWCA) 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 are \$17,050,000 and 81 FTE.

The Black Lung Benefits Act (BLBA) program 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 are \$45,613,000 and 172 FTE.

The Energy Employees Occupational Illness Compensation Program Act (EEOICPA) 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 are \$141,763,000 and 432 FTE.

OWCP program increases in FY 2021 include an increase of \$2,000,000 and 0 FTE in the Division of Coal Mine Workers' Compensation (DCMWC) to support a paper to digital transition, \$235,000 and 2 FTE in DCMWC for self-insurance activities that will allow OWCP to evaluate requests from coal mine operators to self-insure their BLBA obligations, \$2,173,000 and 2 FTE in Longshore Trust Fund for Insurance Authorization and Risk Securitization to enable the program to support more through financial analysis and auditing to protect the Special Workers' Compensation Fund from liability, and \$7,759,000 and 0 FTE in Special Benefits and Energy B to continue modernizing and enhancing OWCP's Employees Compensation Operations and Management Portal.

The Budget also includes mandatory administrative funding to fully meet program and claims processing needs.

WAGE AND HOUR DIVISION

	2019 <u>Enacted</u>	2020 <u>Enacted</u>	2021 <u>Request</u>
Wage and Hour Division	229,000	242,000	244,283
Wage Hour H-1B	48,000	50,000	53,000
Total Budget Authority	277,000	292,000	297,283
Total FTE	1,248	1,596	1,601

NOTE: 2019 reflects actual FTE. FTE for all years reflect the Shared Services Realignment.

The Wage and Hour Division (WHD) enforces minimum wage, overtime, and other wage laws under the authorization set forth in 29 U.S.C. 207, *et seq.* WHD ensures America's workers receive wages required by law and provides resources and assistance to employers in order to promote and achieve compliance with certain labor standards. Collectively, the laws WHD enforces cover most private, state, and local government employment and protect more than 143 million of America's workers in more than 9.8 million establishments throughout the United States and its territories.

WHD enforces and administers:

- The minimum wage, overtime, child labor, anti-retaliation, and break time for nursing mothers 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;
- The wages and working conditions (including housing and transportation standards) under the Migrant and Seasonal Agricultural Worker Protection Act (MSPA);
- 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); and

- The garnishment provisions of the Consumer Credit Protection Act (CCPA).

For FY 2021, WHD requests \$244,283,000 and 1,304 direct FTE, which is \$2,283,000 and 5 FTE above the FY 2020 Enacted level. Investments in additional FTE will support implementation of the United States-Mexico-Canada Agreement (USMCA). The USMCA includes a first of its kind provision to the Rules of Origin Chapter, called the Labor Value Content (LVC) provision. In order to qualify for reduced tariffs, the LVC requires that a percentage of the value of vehicles must be produced in North American facilities where workers who are directly involved in the production earn an average of \$16 per hour. WHD will be responsible for writing the regulations to implement the LVC and establishing an enforcement program for the wage-related component of the provision. The LVC represents an entirely new enforcement program requiring dedicated staff, training, travel, and an IT system equipped with program-specific capabilities.

OFFICE OF FEDERAL CONTRACT COMPLIANCE PROGRAMS

	2019 <u>Enacted</u>	2020 <u>Enacted</u>	2021 <u>Request</u>
Office of Federal Contract Compliance Programs	103,476	105,976	106,412
Total Budget Authority	103,476	105,976	106,412
Total FTE	474	496	496

NOTE: 2019 reflects actual FTE. FTE for all years reflect the Shared Services Realignment.

The Office of Federal Contract Compliance Programs (OFCCP) examines the employment practices of federal contractors and subcontractors to determine whether they comply with equal employment opportunity and affirmative action obligations under legal authorities.

The FY 2021 OFCCP funding request is \$106,412,000 and 496 FTE. This includes a program increase of \$2,500,000 for data centralization efforts to address agency modernization needs. This funding level will enable OFCCP to significantly increase the number of compliance reviews it conducts annually to 3,000, by building upon work initiated in FY 2019 and FY 2020 to expand its reach of federal contractors and subcontractors. This funding level also provides OFCCP with the resources necessary to support the Department's Enterprise Shared Services Initiative, which creates an administrative service delivery model that is streamlined, consistent, and efficient. In addition, the requested funds will enable OFCCP to fully institutionalize IT modernization systems built to foster contractor compliance through education and certification.

OFCCP is committed to fulfilling its mission with more transparency, certainty, efficiency, and recognition of high performing federal contractors. With careful stewardship of taxpayer dollars, in FY 2021, OFCCP will use innovative approaches to increase contractor compliance, reach more establishments, and remedy violations more quickly for the benefit of employees, applicants, and contractors. By realizing efficiencies, OFCCP will continue to expand its capacity to provide focused compliance assistance to stakeholders that will recognize high performing federal contractors. In addition, the agency will continue programmatic outreach to encourage contractor compliance with their contractual obligations and promoting fair workplaces for more of America's federal contractor employees.

The request supports the agency's efforts to enforce equal employment opportunity laws, protect workers, and promote diversity in contractor workplaces that fall under OFCCP's jurisdiction.

OFFICE OF LABOR-MANAGEMENT STANDARDS

	2019 <u>Enacted</u>	2020 <u>Enacted</u>	2021 <u>Request</u>
Office of Labor-Management Standards	42,422	43,187	50,410
Total Budget Authority	42,422	43,187	50,410
Total FTE	187	193	238

NOTE: 2019 reflects actual FTE. FTE for all years reflect the Shared Services Realignment.

The Office of Labor-Management Standards (OLMS) administers the Labor-Management Reporting and Disclosure Act (LMRDA) and related laws. These laws primarily establish safeguards for labor union democracy and union financial integrity and require public disclosure reporting by unions, union officers, union employees, employers, labor consultants, and surety companies. 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 2021 request for OLMS is \$50,410,000 and 238 FTE, which comprises a program increase totaling \$6,925,000 to restore OLMS' enforcement program. OLMS enforcement programs have experienced substantial funding cuts over the past 10 years which have greatly impacted its capacity to perform compliance audits on local and intermediary unions and virtually eliminated its capacity to perform more complex national and international union audits. Restoring the enforcement program through these additional resources will better position OLMS to fulfill its statutory purpose to protect union members by conducting 535 compliance audits, 365 criminal investigations, and raising the number of indictments and convictions achieved annually.

OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION

	2019 <u>Enacted</u>	2020 <u>Enacted</u>	2021 <u>Request</u>
Safety and Health Standards	18,000	18,000	18,133
Federal Enforcement	209,000	221,711	223,848
Whistleblower Programs	17,500	18,564	20,231
State Programs	102,350	108,575	108,575
Technical Support	24,469	24,469	24,622
Compliance Assistance-Federal	73,481	74,481	75,410
Compliance Assistance-State Consultations	59,500	61,500	61,500
Compliance Assistance-Training Grants	10,537	11,537	0
Safety and Health Statistics	32,900	32,900	34,950
Executive Direction	9,496	9,496	9,544
Total Budget Authority	557,233	581,233	576,813
Total FTE	1,808	1,884	1,896

NOTE: 2019 reflects actual FTE. FTE for all years reflect the Shared Services Realignment.

The Occupational Safety and Health Administration (OSHA) ensures employers provide safe and healthful workplaces for the nation's workers through a combination of enforcement, outreach, training, and compliance assistance. OSHA, combined with its 28 State Plan partners, has just under 2,000 inspectors responsible for the health and safety of 130 million workers employed at eight million worksites around the nation. To reduce workplace injuries, illnesses, and fatalities, OSHA enforces statutory protections, provides technical support and assistance to small businesses, promulgates and enforces safety and health standards, strengthens the accuracy of safety and health statistics, and educates workers about the hazards they may face and their rights under the law.

The FY 2021 budget provides \$576,813,000 and 1,896 direct FTE for OSHA to maintain a robust enforcement program, and includes program increases totaling \$3,919,000 and 12 FTE. Specifically, the FY 2021 budget includes additional staff resources, including a program increase of \$1,460,000 and 10 FTE to hire whistleblower investigators.

The FY 2021 budget request includes an increase in federal compliance assistance of \$459,000 and 2 FTE to hire additional instructors and support additional compliance officers and whistleblower training.

OSHA's FY 2021 budget request includes a \$2,000,000 increase in statistics, including an increase of \$1,000,000 to migrate the agency's business software applications to the commercial cloud and an increase of \$1,000,000 to support modernization of training programs.

In addition, the Department proposes to eliminate the Susan Harwood Training Grants to maximize flexibility and allow alternative methods to develop and distribute training materials to reach the broadest possible audience.

MINE SAFETY AND HEALTH ADMINISTRATION

	2019 <u>Enacted</u>	2020 <u>Revised</u> <u>Enacted</u>	2021 <u>Request</u>
Mine Safety and Health Enforcement	0	258,913	256,988
Coal Mine Safety and Health	156,704	0	0
Metal and Nonmetal Mine Safety and Health	96,209	0	0
Office of Standards, Regulations, and Variances	5,382	5,382	5,416
Office of Assessments	7,445	7,445	7,555
Technical Support	34,079	34,079	34,548
Educational Policy and Development	38,559	38,559	38,834
Program Evaluation and Information Resources	19,083	19,083	21,693
Program Administration	16,355	16,355	16,553
Total Budget Authority	373,816	379,816	381,587
Total FTE	1,826	1,826	1,826

NOTE: 2019 reflects actual FTE. FTE for all years reflect the Shared Services Realignment.

The Mine Safety and Health Administration (MSHA) protects the safety and health of miners in approximately 1,200 coal and 12,000 metal and nonmetal mines by enforcing current regulations, providing technical assistance and training, and developing improved programs to increase protections. MSHA is required to complete four inspections per year in underground mines and two inspections per year in surface mines. MSHA also conducts compliance assistance programs at the mines. MSHA develops and coordinates mine safety and health education and training activities for the mining industry and provides classroom instruction at the National Mine Health and Safety Academy. MSHA provides engineering and technical assistance and evaluation of new mining technologies, equipment, and processes, as well as support for mine rescue preparedness.

The FY 2021 Budget includes \$381,587,000 and 1,826 FTE for MSHA, a net increase of \$1,771,000 over the FY 2020 enacted level. The Budget requests \$256,988,000 for the Mine Safety and Health Enforcement activity, which comprises the formerly separate Coal Mine Safety and Health and the Metal and Nonmetal Mine Safety and Health budget activities. The new enforcement structure provides the flexibility to address industry changes and maximizes the efficient use of MSHA's resources.

The MSHA funding request includes \$2,500,000 in the Program Evaluation and Information Resources activity to modernize MSHA's Standardized Information System (MSIS), the agency's 20-year-old core mission system that has outlived its useful life. A modernized MSIS will

leverage cutting edge digital and mobile technologies and industry best practices to provide improved customer response and security posture in addition to reduced program and infrastructure maintenance costs.

The FY 2021 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.

BUREAU OF LABOR STATISTICS

	2019 <u>Enacted</u>	2020 <u>Enacted</u>	2021 <u>Request</u>
Labor Force Statistics	211,000	220,300	228,261
Trust Funds	65,000	68,000	68,000
Prices and Cost of Living	210,000	210,000	218,503
Compensation and Working Conditions	83,500	83,500	84,031
Productivity and Technology	10,500	11,200	11,295
Executive Direction and Staff Services	35,000	35,000	35,228
Headquarters Relocation	0	27,000	13,000
Total Budget Authority	615,000	655,000	658,318
Total FTE	1,899	1,941	1,977

NOTE: 2019 reflects actual FTE. FTE for all years reflect the Shared Services Realignment.

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. The BLS provides data that reflect the changing labor market and responds to data users' needs. The BLS comprises five activities, encompassing 20 economic programs in 2021. In FY 2021, the BLS requests \$658,318,000, and 1,977 FTE. The FY 2021 request includes \$13,000,000 to remain available until September 30, 2024, for the remainder of the one-time costs associated with the physical move of the BLS headquarters for which BLS received partial funding in FY 2020. In addition, the BLS request for FY 2021 includes \$7,100,000 to improve the Job Openings and Labor Turnover Survey by expanding the sample to produce sample-based state estimates and more detailed industry data for the nation as a whole, accelerating data review and the production of estimates, and adding focused questions to provide more information about job openings, hires, and separations; as well as \$7,126,000 to research the nature and construction of a potential consumption-based poverty measure and improve the Consumer Expenditure program in support of improved poverty measurement. In FY 2021, BLS funding will support the following activities:

The Current Population Survey will begin developing a new Contingent Worker Supplement, after considering recommendations from the consensus report of the Committee on National Statistics of the National Academies of Sciences, Engineering, and Medicine. The Occupational Employment Statistics program will continue to implement the 2018 Standard Occupation Classification system in collection, which will reflect the current occupational composition of the U.S and ensure the comparability of occupation-based statistical data across federal statistical agencies. The Employment Projections program will develop and release the 2020-2030

economic and employment projections and incorporate these projections into the *Occupational Outlook Handbook*. In addition, the Consumer Price Index program will continue to introduce an updated geographic area sample based on the 2010 Decennial Census and will introduce Commodities and Services (C&S) samples and Housing samples in the third wave of new primary sampling units. The International Price Program will collaborate with the Census Bureau and the Bureau of Economic Analysis to analyze the best approach to calculate research export price unit value indexes from administrative trade data, and begin calculating research import price unit value indexes from administrative trade data for select product areas that are homogenous. The Office of Safety and Health Statistics will complete the decennial update to the Occupational Injury and Illness Classification System. The Occupational Requirements Survey will continue its five-year collection cycle using a sampling methodology that is expected to maximize occupational specific estimates without an increase in annual sample size. The Office of Productivity and Technology will incorporate detailed data from the 2017 Economic Census into its measures of labor productivity and multifactor productivity.

DEPARTMENTAL MANAGEMENT

	2019 <u>Enacted</u>	2020 <u>Enacted</u>	2021 <u>Request</u>
Program Direction and Support	30,250	30,250	32,342
Legal Services	123,745	123,745	130,371
International Labor Services	86,125	96,125	18,660
Administration and Management	29,004	29,004	29,158
Adjudication	35,000	35,000	37,081
Women's Bureau	13,750	14,050	3,525
Civil Rights	6,880	6,880	6,927
Chief Financial Officer	5,516	5,516	5,540
Departmental Program Evaluation	8,040	8,040	8,040
Subtotal Departmental Management	338,618	348,918	271,952
Departmental Management, Legal Services, BLDTF	7,619	7,644	8,169
Departmental Management, Adjudication, BLDTF	22,391	23,262	24,864
Total Budget Authority	368,628	379,824	304,985
Total FTE	1,199	1,199	1,198

NOTE: 2019 reflects actual FTE. FTE for all years reflect the Shared Services Realignment.

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 2021 Budget requests \$32,342,000 and 101 FTE for PDS, which includes an increase of \$1,777,000 and five FTE for the Office of Compliance Initiatives.

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, including providing the legal support necessary to enable the Secretary of Labor to further goals that support the President's strategic vision to improve opportunities and quality of life for the American people. The President's FY 2021 request for SOL is \$138,848,000 and 600 FTE. This includes an increase of \$5,879,000 and 28 FTE to support client agencies.

The **Bureau of International Labor Affairs** (ILAB) supports the Department's goals of improving job opportunities and working conditions in the United States through its international engagement. In FY 2021, ILAB's budget request is \$18,660,000 and 94 FTE. The Budget

provides ILAB with the necessary resources to focus on ensuring that U.S. trade agreements are fair for American workers and eliminates the program's grant funding.

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, Information Technology, Human Resources, Civil Rights, Security and Emergency Management, and Strategic Planning. The FY 2021 request for OASAM is \$29,158,000 and 99 FTE.

Agencies in **Adjudication** 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 2021 request for Adjudication activities is \$61,945,000 and 230 FTE, which includes an increase of \$1,664,000 to fund OALJ's move.

The **Women's Bureau** conducts research to help Departmental agencies develop policies that advance the interests of working women. The FY 2021 request for the Women's Bureau is \$3,525,000 and 18 FTE, which provides the resources to focus on high-priority policy areas.

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 more than 40 million individuals served by programs and activities across the nation that are related to labor and the work force and receive federal financial assistance from the Department. For FY 2021, the CRC budget request is \$6,927,000 and 30 FTE.

The **Office of the Chief Financial Officer (OCFO)** is responsible for oversight of all financial management activities in the Department. In FY 2021, the budget request for the Office of the Chief Financial Officer (OCFO) is \$5,540,000 and 17 FTE.

The **Departmental Program Evaluation (DPE)** activity is responsible for: (1) building evaluation capacity and expertise in the Department; (2) ensuring high standards in evaluations undertaken by, or funded by the Department; (3) ensuring the independence of the evaluation and research functions; and (4) making sure that evaluation and research findings are available and accessible in a timely and user-friendly way, so they inform policymakers, program managers, and the public. The Chief Evaluation Office, in the OASP in the PDS activity, is responsible for the distribution and oversight of the DPE funds. For FY 2021, the Department requests \$8,040,000 and nine FTE to pursue its evaluation agenda.

OFFICE OF DISABILITY EMPLOYMENT POLICY

	2019 <u>Enacted</u>	2020 <u>Enacted</u>	2021 <u>Request</u>
Office of Disability Employment Policy	38,203	38,500	27,100
Total Budget Authority	38,203	38,500	27,100
Total FTE	46	46	46

Note: 2019 reflects actual FTE.

The FY 2021 Budget request for the Office of Disability Employment Policy (ODEP) is \$27,100,000. This allows the agency to conduct activities to increase the number and quality of employment opportunities for individuals with disabilities. ODEP works to address the significant gap in labor-related outcomes for individuals with disabilities, as shown in Bureau of Labor Statistics and Census Bureau reports.

The request includes \$9,000,000 to support the Retaining Employment and Talent after Injury/Illness Network (RETAIN). The demonstration project is jointly funded by the Employment and Training Administration (ETA) and the Social Security Administration (SSA). The RETAIN third party evaluation will be funded by and implemented in collaboration with SSA. The demonstration tests the key components of the Centers of Occupational Health and Education model as a strategy to return recently ill, injured, or disabled employees to work. The ODEP FY 2021 funding will support the Phase 2 full implementation projects.

ODEP will provide support and policy guidance to ETA for the transfer and reform of SSA's Ticket to Work program, which assists recipients of Social Security benefits in obtaining and retaining employment. ETA will receive funding from SSA for program administration and state grants.

ODEP will also continue to fund the Employer Assistance and Resource Network in Disability Inclusion and the Job Accommodation Network to assist employers in recruiting, hiring and retaining qualified individuals with disabilities; the Workforce Recruitment Program to connect qualified college graduates with disabilities to federal and private sector employment opportunities; and the State Exchange on Employment and Disability, a partnership with state legislators and administrators designed to encourage the adoption and implementation of ODEP's policies and practices at the state level.

OFFICE OF THE INSPECTOR GENERAL

	2019 <u>Enacted</u>	2020 <u>Enacted</u>	2021 <u>Request</u>
OIG Program Activity	83,487	85,187	87,833
Trust Funds	5,660	5,660	5,660
Subtotal Office of Inspector General	89,147	90,847	93,493
OIG BLDTF ⁹	310	311	333
Total Budget Authority	89,457	91,158	93,826
Total FTE	333	334	336

Note: 2019 reflects actual FTE.

The Office of Inspector General (OIG) is an independent agency within the Department of Labor and was created by the Inspector General Act of 1978. The OIG is responsible for conducting audits and investigations of DOL programs and operations; identifying actual and potential problems or abuses; developing and making recommendations for corrective action; and informing the Secretary and the Congress of problems or concerns. The OIG is also responsible for carrying out a criminal investigations program to eliminate the influence of organized crime and labor racketeering on employee benefit plans, labor-management relations, and internal union affairs.

In FY 2021, the OIG requests \$93,823,000 and 349 FTE. At this funding level, the OIG would be able to focus on combatting improper payments and fraud in the Unemployment Insurance program; using innovative techniques to enhance and optimize our oversight and investigative operations; and overseeing the efficiency and integrity of DOL programs and operations. In addition, this funding level includes \$835,000 for fighting fraud involving compounded drug medications and opioids in the Federal Employees' Compensation Act (FECA) Program.

⁹ FY 2019 reflect sequestration reductions for mandatory accounts pursuant to the Balanced Budget and Emergency Deficit Control Act, as amended.

VETERANS' EMPLOYMENT AND TRAINING SERVICE

	<u>2019</u> <u>Enacted</u>	<u>2020</u> <u>Enacted</u>	<u>2021</u> <u>Request</u>
State Grants	180,000	180,000	180,000
Transition Assistance Program	23,379	29,379	29,379
Homeless Veterans' Reintegration Program	50,000	55,000	55,000
National Veterans' Employment and Training Service Institute	3,414	3,414	3,414
Federal Administration - USERRA Enforcement	43,248	43,548	44,207
Total Budget Authority	300,041	311,341	312,000
Total FTE	209	221	223

NOTE: 2019 reflects actual FTE. FTE for all years reflect the Shared Services Realignment.

The Veterans' Employment and Training Service (VETS) serves America's veterans and separating service members by preparing them for meaningful careers, providing them with employment resources and expertise, protecting their employment rights, and promoting their employment opportunities. The FY 2021 Budget requests \$312,000,000 for VETS, an increase of \$659,000 over the FY 2020 enacted level.

In FY 2021, VETS will continue to improve the Transition Assistance Program (TAP) as directed by the FY 2019 National Defense Authorization Act (NDAA). Additionally, the request for TAP includes \$1,000,000 for the development and implementation of a course curriculum designed specifically to the employment needs of the wounded warrior population and their caregivers. The TAP request also includes \$500,000 to allow VETS to match and analyze transitioning service member data with National Directory of New Hire Data. With this additional information, VETS and its interagency partners will be able to better measure the employment outcomes of veterans entering the civilian labor force and use the findings to develop future improvements to the transition process.

The Jobs for Veterans State Grants (JVSG) budget of \$180,000,000 provides Disabled Veterans' Outreach Program (DVOP) specialists' services to veterans with significant barriers to employment. In FY 2020, DVOP specialists 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 budget proposes a legislative change to make Gold Star spouses eligible for DVOP services. The Department also requests an appropriation language change so that JVSG funds can be available for expenditure by the States for 3 years rather than the current window of 15 months. This revision would not require additional resources and would improve the States' ability to hire and maintain a workforce of qualified individuals to provide services to our most vulnerable veterans.

The FY 2021 request for the Homeless Veterans' Reintegration Program (HVRP) is \$55,000,000. 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 homeless veteran population, including: Homeless Female Veterans and Veterans with Families and Incarcerated Veterans.

The FY 2021 Budget 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, Local Veterans' Employment Representative (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 supports the enforcement of the Uniformed Services Employment and Reemployment Rights Act (USERRA), which protects the employment and reemployment rights of veterans and members of the National Guard and Reserve Forces. VETS also supports the enforcement of veterans' preference rights in federal hiring pursuant to the Veterans' Employment Opportunities Act. Funds appropriated under the Federal Administration - USERRA Enforcement activity support this work, in addition to the oversight and administration of all of VETS' grant and training programs. The FY 2021 request for Federal Administration is \$44,207,000.

In FY 2020, VETS continues to implement the HIRE Vets Medallion Program as required by the Honoring Investments in Recruiting and Employing American Military Veterans Act of 2017, signed by President Trump on May 5, 2017. The program is intended to be a fee-funded program that allows the Secretary to positively recognize employer efforts to recruit, employ, and retain veterans. The FY 2021 Budget proposes a legislative change to reduce the administrative burden on federal contractors who receive the HIRE Vets Medallion Award, removing redundant reporting requirements related to affirmative action efforts toward employing veterans.

DOL IT MODERNIZATION

	2019 <u>Enacted</u>	2020 <u>Enacted</u>	2021 <u>Request</u>
Departmental Support Systems	4,889	4,889	4,889
IT Infrastructure Modernization	18,380	20,380	32,111
Total Budget Authority	23,269	25,269	37,000

The FY 2021 Request for the Information Technology Modernization (ITM) appropriation is \$37,000,000. This includes a request for a program increase of \$11,731,000 for infrastructure modernization. These resources will support DOL in implementing the IT Strategic Plan, including creating DOL IT platform services, modernizing legacy agency applications, and securing and enhancing IT infrastructure.

WORKING CAPITAL FUND

	2019 <u>Enacted</u>	2020 <u>Enacted</u>	2021 <u>Request</u>
Financial and Administrative Services	159,320	164,490	164,490
Information Technology Services	0	0	0
Field Services	42,512	40,870	40,870
Human Resources	46,518	46,518	46,518
Non-DOL Reimbursables	1,500	1,500	1,500
Total Budget Authority	249,850	253,378	253,378
Total FTE	759	759	759

NOTE: 2019 reflects actual FTE. FTE for all years reflect the Shared Services Realignment.

The Working Capital Fund (WCF) provides resources for the Department's centralized administrative services. The FY 2021 Budget request for the WCF is \$253,378,000 and 759 FTE. In FY 2021, the Department is committed to continuing implementation of the President's Management Agenda through its Enterprise-wide Shared Services Initiative. The Department is focused on the areas of human resources (HR), information technology (IT), procurement and personnel security. Realignment of staff and modification of service delivery minimizes duplicative resources within the Department and allows mission agency staff to devote more time and resources to mission-related versus administrative work. The Budget reflects Shared Services implementation and shows the realignment of FTE from agencies to the WCF through a comparative transfer.

In addition, the Department proposes to establish an IT Working Capital Fund (IT WCF). In line with the Modernizing Government Technology Act, the Department continues to evaluate ways to ensure IT financing supports IT modernization. The Department has determined that establishing a separate IT WCF will support implementation of the IT Strategic Plan and the Enterprise-Wide Shared Services initiative. A separate IT WCF will support transparency for all internal and external stakeholders. This fund would include all the activity currently financed through the WCF as well as IT activity currently funded directly by agencies.

Both the shared services realignment and the establishment of an IT WCF are budget neutral.

WORKING CAPITAL FUND INFORMATION TECHNOLOGY

	2019 <u>Enacted</u>	2020 <u>Enacted</u>	2021 <u>Request</u>
IT Operations	158,695	158,695	158,695
Agency Applications	32,230	32,230	32,230
Telecommunications	26,701	26,701	26,701
Total Budget Authority	217,626	217,626	217,626
Total FTE	290	290	290

NOTE: 2019 reflects actual FTE. FTE for all years reflect the Shared Services Realignment.

The current funding model for information technology (IT) investments does not support the Department's long-term planning or oversight needs. The Department proposes to establish an IT Working Capital Fund (IT WCF). This new IT WCF would include all the IT activity currently financed through the WCF as well as the development and operational costs for agency-specific applications currently funded directly by agencies. A separate IT WCF will support transparency for all internal and external stakeholders, support OCIO in allocating costs for agency-specific investments, and provide OCIO with additional flexibility. Shifting these activities into an IT WCF has no impact on total spending at the Department. The FY 2021 Budget request for the IT WCF is \$217,626,000 and 290 FTE.

UNITED STATES DEPARTMENT OF LABOR
Summary of Discretionary Funds, Fiscal Years 2012 - 2021
(Dollars in Thousands)

Program	Fiscal Year	Fiscal Year	Fiscal Year	Fiscal Year	Fiscal Year	Fiscal Year	Fiscal Year	Fiscal Year	Fiscal Year	Fiscal Year	Fiscal Year	Fiscal Year	Fiscal Year	Fiscal Year	Fiscal Year	Fiscal Year	Fiscal Year
	2012 4/	2013	2014 5/	2015	2016	2017	2018 6/	2019 7/	2020 8/	2021	Request	FY 2012 - FY 2021	Amount	Percent			
Employment and Training																	
Training and Employment Services																	
Adult Employment and Training Activities	770,811	730,624	766,080	776,736	815,556	813,233	845,556	845,556	854,649	854,649	854,649	83,838	1%				
Youth Activities	824,353	781,375	820,430	831,842	873,416	873,416	903,416	903,416	913,130	913,130	88,777	1%					
Dislocated Workers Employment and Training Activities 1/	1,220,535	1,179,657	1,222,457	1,236,389	1,166,719	1,225,683	1,208,719	1,261,719	1,322,912	1,322,912	-7,623	-1%					
Native Americans	47,562	45,082	46,082	46,082	50,000	50,000	54,000	54,500	55,000	55,000	-47,562	-100%					
Migrant and Seasonal Farmworkers	84,291	79,896	81,896	81,896	81,896	81,896	87,896	88,896	91,896	91,896	-84,291	-100%					
Technical Assistance	0	0	0	0	0	2,322	2,500	0	0	0	0	0	0%				
Reentry Employment Opportunities	80,238	76,055	80,078	82,078	88,078	88,078	93,079	93,079	98,079	98,079	12,841	16%					
Apprenticeship Program	0	0	0	0	90,000	95,000	145,000	160,000	175,000	200,000	200,000	200,000	0%				
Workforce Data Quality Initiative	6,463	6,126	6,000	4,000	6,000	6,000	6,000	6,000	6,000	6,000	-6,463	-100%					
Youth Build	79,689	75,534	77,534	79,689	84,534	84,534	89,534	89,534	94,534	94,534	8,845	6%					
Workforce Innovation Fund	49,905	47,304	47,304	0	0	0	0	0	0	0	-49,905	-100%					
National Programs	17,162	16,268	994	994	994	0	0	0	0	0	-17,162	-100%					
H-1B CHIMP	0	0	0	0	0	0	0	0	0	-9,000	-9,000	0%					
Subtotal, Training and Employment Services	3,181,009	3,037,922	3,148,855	3,139,706	3,260,425	3,320,340	3,433,200	3,502,700	3,611,200	3,349,304	168,295	5%					
Older Workers	448,251	424,805	434,371	434,371	434,371	400,000	400,000	400,000	405,000	405,000	-448,251	-100%					
State Unemployment Insurance and Employment Services 2/	4,322,285	3,813,282	3,698,379	3,597,150	3,589,878	3,523,691	3,464,691	3,343,899	3,374,649	3,497,280	-825,005	-19%					
Program Administration	147,081	139,388	150,559	154,559	154,559	158,656	158,656	158,656	158,656	171,600	24,519	17%					
State Paid Leave Program	0	0	0	0	0	0	0	0	0	0	0	0%					
Subtotal, Employment and Training Administration	4,917,617	4,377,475	4,283,309	4,186,080	4,178,808	4,082,347	4,023,347	3,902,555	3,938,305	3,668,880	-1,248,737	-25%					
Job Corps	1,702,947	1,613,872	1,688,155	1,688,155	1,689,155	1,704,155	1,718,655	1,718,655	1,743,655	1,015,897	-687,050	-40%					
Subtotal, Employment and Training	9,721,884	8,953,734	9,042,785	8,934,252	9,043,854	9,022,308	9,175,202	9,123,910	9,293,160	8,034,081	-1,687,803	-17%					
Worker Protection																	
Employee Benefits Security Administration	183,153	173,573	178,500	181,000	181,000	183,000	181,000	181,000	181,000	192,738	9,585	5%					
Employment Standards Administration 3/	0	0	0	0	0	0	0	0	0	0	0	0%					
Office of Workers' Compensation Programs	117,840	111,783	111,783	113,000	115,501	117,601	117,261	117,601	117,601	119,312	1,472	1%					
Wage and Hour Division	227,061	215,184	224,330	227,500	227,500	227,500	227,500	229,000	242,000	244,283	17,222	8%					
Office of Federal Contract Compliance Programs	105,187	99,685	104,976	106,476	105,476	104,476	103,476	103,476	105,976	106,412	1,225	1%					
Office of Labor-Management Standards	41,289	39,129	39,129	39,129	40,593	39,332	40,187	41,187	43,187	50,410	9,121	22%					
Occupational Safety and Health Administration	564,788	535,246	552,247	552,787	552,787	552,787	552,787	557,787	581,233	576,813	12,025	2%					
Mine Safety and Health Administration	373,293	353,768	375,887	375,887	375,887	373,816	373,816	373,816	379,816	381,587	8,294	2%					
Solicitor	129,202	122,444	125,444	126,444	125,308	122,053	124,053	124,053	124,053	130,679	14,777	1%					
Subtotal, Worker Protection	1,741,813	1,650,812	1,722,296	1,722,223	1,724,052	1,720,565	1,720,080	1,727,920	1,774,866	1,802,234	60,421	3%					
Bureau of International Labor Affairs	92,309	87,481	91,125	91,125	86,125	86,125	86,125	86,125	96,125	18,660	-73,649	-80%					
Bureau of Labor Statistics	609,071	577,213	592,212	592,212	609,000	609,000	612,000	615,000	655,000	658,318	49,247	8%					
Other Salaries and Expenses																	
Departmental Management, Other	124,842	118,312	120,360	120,360	122,940	126,666	133,791	127,886	128,740	122,613	-2,229	-2%					
Office of Disability Employment Policy	38,879	36,846	37,745	38,500	38,203	38,203	38,012	38,203	38,500	27,700	-11,779	-30%					
Office of Inspector General	83,687	79,310	80,311	81,590	86,300	87,721	89,147	89,147	90,847	93,493	9,806	12%					
IT Modernization	19,814	18,778	19,778	15,394	29,778	18,778	20,769	23,269	25,269	37,000	17,186	87%					
Subtotal, Other Salaries and Expenses	267,222	253,246	258,194	255,844	277,221	271,368	281,719	278,505	283,356	280,206	12,984	5%					
Veterans' Employment and Training	264,438	250,604	269,523	269,981	271,110	279,041	295,041	300,041	311,341	312,000	47,562	18%					
Working Capital Fund	0	0	0	0	0	0	0	0	0	0	0	0%					
IT Working Capital Fund	0	0	0	0	0	0	0	0	0	0	0	0%					
Total, Department of Labor Discretionary Funds	12,776,426	11,848,625	12,043,669	11,945,326	12,095,896	12,072,941	12,170,167	12,131,501	12,413,848	11,105,499	-1,670,927	-13%					

1/ FY 2013 amount does not include supplemental appropriation enacted by Public Law 113-2, the Disaster Relief Appropriations Act of 2013.

2/ Foreign Labor Certification is included with State Unemployment Insurance and Employment Services (effective FY 2009).

3/ The Employment Standards Administration was reorganized into 4 separate components (effective FY 2012).

4/ Excludes \$18.2 million supplemental appropriation to DM (of which \$7.259 million was transferred to MSHA) for mine safety and legal services related to DOL's caseload before the Federal Mine Safety and Health Review Commission.

5/ This is full funding for Job Corps for Program Year 2012 (7/1/2012-6/30/2013) and does not include the Advance that was enacted in FY 2011 for use during the last three quarters of PY 2011. The FY 2011 Advance is included in the FY 2011 column.

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

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

8/ FY 2020 reflects the Department's Budget Operating Plan.

U.S. DEPARTMENT OF LABOR
FY 2021 President's Budget
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	FY 2019 Revised Enacted P.L. 115-245 (enacted 9/28/18) 10/	FY 2020 Enacted P.L. 116- 94 (enacted 12/20/19)	FY 2021 Current Law	FY 2021 Legislative Proposals	FY 2021 President's Budget	FY 2021 Request vs. FY 2020 Enacted	
						\$	%
DOL PROGRAMS							
Budget Authority							
DISCRETIONARY							
Employment and Training Administration							
Training and Employment Services							
Grants to States:							
<i>Adult Employment and Training Activities (Non-Advance)</i>	133,556	142,649	142,649		142,649	0	0%
<i>Adult Employment and Training Activities (Advance)</i>	712,000	712,000	712,000		712,000	0	0%
Subtotal Adult Employment and Training Activities 3/ 4/	845,556	854,649	854,649	0	854,649	0	0%
<i>Youth Activities 4/ 5/</i>	903,416	913,130	913,130		913,130	0	0%
<i>Dislocated Worker Employment and Training Activities (Non-Advance)</i>	180,860	192,053	192,053		192,053	0	0%
<i>Dislocated Worker Employment and Training Activities (Advance)</i>	860,000	858,110	860,000		860,000	1,890	0%
Subtotal Dislocated Workers Employment and Training Activities 3/ 4/ 12/	1,040,860	1,050,163	1,052,053	0	1,052,053	1,890	0%
Subtotal Grants to States	2,789,832	2,817,942	2,819,832	0	2,819,832	3,780	0%
National Activities:							
<i>National Dislocated Worker Grants (Non-Advance)</i>	20,859	70,859	20,859		20,859	-50,000	-71%
<i>National Dislocated Worker Grants (Advance) 11/</i>	146,829	200,000	140,000		140,000	-60,000	-30%
<i>National Dislocated Worker Grants (Supplemental) 8/</i>	49,500	0	0		0	0	0%
Subtotal National Dislocated Worker Grants 3/ 4/ 5/	217,188	270,859	160,859	0	160,859	-110,000	-41%
<i>Indian and Native American Programs</i>	54,500	55,000	0		0	-55,000	-100%
<i>Migrant and Seasonal Farmworkers</i>	88,896	91,896	0		0	-91,896	-100%
<i>Technical Assistance</i>	0	0	0		0	0	0%
<i>Reentry Employment Opportunities</i>	93,079	98,079	93,079		93,079	-5,000	-5%
<i>Apprenticeship Program</i>	160,000	175,000	200,000		200,000	25,000	14%
<i>Workforce Data Quality Initiative</i>	6,000	6,000	0		0	-6,000	-100%
<i>YouthBuild</i>	89,534	94,534	84,534		84,534	-10,000	-11%
<i>Ticket to Work</i>	0	0	0		0	0	0%
<i>H-1B CHIMP</i>	0	0	-9,000		-9,000	-9,000	0%
Subtotal National Activities	709,197	791,368	529,472	0	529,472	-261,896	-33%
Total Training and Employment Services	3,499,029	3,609,310	3,349,304	0	3,349,304	-258,116	-7%
Worker's Compensation	0	0	0		0	0	0%
Community Service Employment for Older Americans 4/ 5/	400,000	405,000	0		0	-405,000	-100%
Job Corps							
<i>Operations 4/</i>	1,603,325	1,603,325	883,334		883,334	-719,991	-45%
<i>Construction</i>	83,000	108,000	100,016		100,016	-7,984	-7%
<i>Construction(Supplemental)</i>	0	0	0		0	0	0%
<i>Administration</i>	32,330	32,330	32,547		32,547	217	1%
Subtotal, Job Corps	1,718,655	1,743,655	1,015,897	0	1,015,897	-727,758	-42%

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State Unemployment Insurance and Employment Service Operations							
Unemployment Insurance: UTF							
State Administration - UTF 10/	2,364,581	2,365,816	2,446,686		2,446,686	80,870	3%
Reemployment Services and Eligibility Assessments / UI Integrity - UTF	117,000	117,000	117,000		117,000	0	0%
RESEA Cap Adjustment - UTF	33,000	58,000	83,000		83,000	25,000	43%
National Activities - UTF	12,000	12,000	18,000		18,000	6,000	50%
Subtotal, Unemployment Insurance	2,526,581	2,552,816	2,664,686	0	2,664,686	111,870	4%
Employment Service:							
National Programs:							
Grants to States	663,052	668,052	668,052	0	668,052	0	0%
Federal Funds 1/	21,413	21,413	21,413		21,413	0	0%
Trust Funds 4/	641,639	646,639	646,639		646,639	0	0%
Employment Service National Activities - UTF	19,818	22,318	19,818		19,818	-2,500	-11%
Subtotal, Employment Service	682,870	690,370	687,870	0	687,870	-2,500	0%
Federal Funds	21,413	21,413	21,413	0	21,413	0	0%
Trust Funds	661,457	668,957	666,457	0	666,457	-2,500	0%
Foreign Labor Certification:							
FLC State Grants	14,282	14,282	17,282	0	17,282	3,000	21%
Federal Funds (General Fund Transfers In) 1/	0	0	3,000		3,000	3,000	0%
Trust Funds	14,282	14,282	14,282		14,282	0	0%
Federal Administration	56,278	54,528	62,616	0	62,616	8,088	15%
Federal Funds (CNMI and General Fund Transfers In) 1/9/	8,250	0	6,000		6,000	6,000	0%
Trust Funds	48,028	54,528	56,616		56,616	2,088	4%
Subtotal, Foreign Labor Certification	70,560	68,810	79,898	0	79,898	22,176	32%
Federal Funds	8,250	0	9,000	0	9,000	9,000	0%
Trust Funds	62,310	68,810	70,898	0	70,898	2,088	3%
Workforce Information-Electronic Tools-System Building 1/	62,653	62,653	64,826		64,826	2,173	3%
Gen Funds Offsetting Collections 1/	0	0	0		0	0	0%
SUIESO Total Gen Funds	92,316	84,066	95,239	0	95,239	11,173	13%
SUIESO Total Trust Funds	3,250,348	3,290,583	3,402,041	0	3,402,041	111,458	3%
Total SUIESO	3,342,664	3,374,649	3,497,280	0	3,497,280	133,719	4%

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Program Administration							
<i>Training and Employment</i>	62,040	62,040	74,377		74,377	12,337	20%
<i>UTF Transfer (S&E)</i>	8,639	8,639	8,693		8,693	54	1%
<i>Workforce Security</i>	3,440	3,440	3,461		3,461	21	1%
<i>UTF Transfer (S&E)</i>	39,264	39,264	39,507		39,507	243	1%
<i>Apprenticeship</i>	36,160	36,160	36,390		36,390	230	1%
<i>Executive Direction</i>	7,034	7,034	7,079		7,079	45	1%
<i>UTF Transfer (S&E)</i>	2,079	2,079	2,093		2,093	14	1%
<i>Ticket to Work</i>	0	0	0		0	0	0%
Total General Funds	108,674	108,674	121,307	0	121,307	12,633	12%
Total UTF Transfer	49,982	49,982	50,293	0	50,293	311	1%
Total, Program Administration	158,656	158,656	171,600	0	171,600	12,944	8%
Total ETA	9,119,004	9,291,270	8,034,081	0	8,034,081	-1,244,211	-13%
Employee Benefits Security Administration							
<i>Enforcement and Participant Assistance</i>	147,400	147,010	156,748		156,748	9,738	7%
<i>Policy and Compliance Assistance</i>	26,901	26,641	26,641		26,641	0	0%
<i>Executive Leadership, Program Oversight and Administration</i>	6,699	7,349	9,349		9,349	2,000	27%
Total, EBSA	181,000	181,000	192,738	0	192,738	11,738	6%
Office of Workers' Compensation Programs	115,424	115,424	114,962		114,962	-462	0%
SWC Transfer	2,177	2,177	4,350		4,350	2,173	100%
Wage and Hour Division	229,000	242,000	244,283		244,283	2,283	1%
Office of Federal Contractor Compliance Programs	103,476	105,976	106,412		106,412	436	0%
Office of Labor-Management Standards 10/	42,422	43,187	50,410		50,410	7,223	17%
Occupational Safety and Health Administration							
<i>Safety and Health Standards</i>	18,000	18,000	18,133		18,133	133	1%
<i>Federal Enforcement</i>	209,000	221,711	223,848		223,848	2,137	1%
<i>Whistleblower Programs</i>	17,500	18,564	20,231		20,231	1,667	9%
<i>State Programs</i>	102,350	108,575	108,575		108,575	0	0%
<i>Technical Support</i>	24,469	24,469	24,622		24,622	153	1%
<i>Compliance Assistance - Federal</i>	73,481	74,481	75,410		75,410	929	1%
<i>Compliance Assistance - State Consultations</i>	59,500	61,500	61,500		61,500	0	0%
<i>Compliance Assistance - Training Grants</i>	10,537	11,537	0		0	-11,537	-100%
<i>Safety and Health Statistics</i>	32,900	32,900	34,950		34,950	2,050	6%
<i>Executive Direction 10/</i>	9,496	9,496	9,544		9,544	48	1%
Total, OSHA	557,233	581,233	576,813	0	576,813	-4,420	-1%

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Budget Authority							
Mine Safety and Health Administration							
<i>Coal Mine Safety and Health</i>	156,704	0	0		0	0	0%
<i>Metal and Nonmetal Mine Safety and Health</i>	96,209	0	0		0	0	0%
<i>Mine Safety and Health Enforcement</i>	0	258,913	256,988		256,988	-1,925	-1%
<i>Office of Standards, Regulations, and Variances</i>	5,382	5,382	5,416		5,416	34	1%
<i>Office of Assessments and Special Enforcement</i>	7,445	7,445	7,555		7,555	110	1%
<i>Educational Policy and Development</i>	38,559	38,559	38,834		38,834	275	1%
<i>Technical Support</i>	34,079	34,079	34,548		34,548	469	1%
<i>Program Evaluation and Information Resources</i>	19,083	19,083	21,693		21,693	2,610	14%
<i>Program Administration</i>	16,355	16,355	16,553		16,553	198	1%
Total, MSHA	373,816	379,816	381,587	0	381,587	1,771	0%
Bureau of Labor Statistics							
<i>Labor Force Statistics</i>	211,000	219,600	228,261		228,261	8,661	4%
<i>Prices and Cost of Living</i>	210,000	210,000	218,503		218,503	8,503	4%
<i>Compensation and Working Conditions</i>	83,500	83,500	84,031		84,031	531	1%
<i>Productivity and Technology</i>	10,500	11,900	11,295		11,295	-605	-5%
<i>Headquarters Relocation (available through 9/30/2024)</i>		27,000	13,000		13,000	-14,000	-52%
<i>Executive Direction and Staff Services</i>	35,000	35,000	35,228		35,228	228	1%
Total General Funds 14/	550,000	587,000	590,318	0	590,318	3,318	1%
UTF Transfer (S&E)	65,000	68,000	68,000		68,000	0	0%
Departmental Management							
<i>Program Direction and Support</i>	30,250	30,250	32,342		32,342	2,092	7%
<i>Legal Services</i>	123,745	123,745	130,371		130,371	6,626	5%
<i>International Labor Services</i>	86,125	96,125	18,660		18,660	-77,465	-81%
<i>Administration and Management 10/</i>	29,004	29,004	29,158		29,158	154	1%
<i>Adjudication</i>	35,000	35,000	37,081		37,081	2,081	6%
<i>Women's Bureau</i>	13,750	14,050	3,525		3,525	-10,525	-75%
<i>Civil Rights</i>	6,880	6,880	6,927		6,927	47	1%
<i>Chief Financial Officer</i>	5,516	5,516	5,540		5,540	24	0%
<i>Departmental Program Evaluation 4/ 5/</i>	8,211	8,040	8,040		8,040	0	0%
Total General Funds	338,481	348,610	271,644	0	271,644	-76,966	-22%
Legal Services UTF Transfer (S&E)	308	308	308		308	0	0%
Office of Disability Employment Policy	38,203	38,500	27,100		27,100	-11,400	-30%
Office of Inspector General							
<i>Program Activities (Supplemental) 8/</i>	83,987	85,187	87,833		87,833	2,646	3%
Total General Funds	83,987	85,187	87,833	0	87,833	2,646	3%
UTF Transfer (S&E)	5,660	5,660	5,660		5,660	0	0%

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DOL PROGRAMS							
Budget Authority							
Veterans' Employment and Training Service							
State Grants (UTF) 10/	178,750	180,000	180,000		180,000	0	0%
Transition Assistance Program (UTF) 10/	24,379	29,379	29,379		29,379	0	0%
Homeless Veterans' Reintegration Program (GF)	50,000	55,000	55,000		55,000	0	0%
National Veterans' Employment and Training Service Institute (UTF) 10/	3,664	3,414	3,414		3,414	0	0%
Federal Administration - USERRA Enforcement - UTF Transfer	43,248	43,548	44,207		44,207	659	2%
Total General Funds	50,000	55,000	55,000	0	55,000	0	0%
UTF Transfer (S&E)	250,041	256,341	257,000	0	257,000	659	0%
IT MODERNIZATION							
Departmental Support Systems	4,889	4,889	4,889		4,889	0	0%
IT Infrastructure Modernization	18,380	20,380	32,111		32,111	11,731	58%
Total, IT Modernization	23,269	25,269	37,000	0	37,000	11,731	46%
Working Capital Fund	0	0	0		0	0	0%
IT Working Capital Fund	0	0	0	0	0	0	0%
Gifts and Bequests	0	0	0	0	0	0	0%
TOTAL DISCRETIONARY 2/	12,128,501	12,411,958	11,105,499	0	11,105,499	-1,304,569	-11%
Budget Authority	8,504,985	8,738,907	7,317,847	0	7,317,847	-1,419,170	-16%
General Funds	8,504,985	8,738,907	7,317,847	0	7,317,847	-1,419,170	-16%
Gifts and Bequests	0	0	0	0	0	0	0%
Trust Fund Transfer	3,623,516	3,673,051	3,787,652	0	3,787,652	114,601	3%
UTF Transfer (Includes S&E)	3,621,339	3,670,874	3,783,302	0	3,783,302	112,428	3%
SWC Transfer	2,177	2,177	4,350	0	4,350	2,173	100%
MANDATORY							
Employment and Training Administration							
Training and Employment Services							
TES Skills Training Grants (H-1B Fees) 5/ 13/	188,000	45,000	205,000	195,000	400,000	355,000	789%
Ticket to Work	0	0	0	18,000	18,000	18,000	0%
TAA Community College and Career Training Grant Fund	0	0	0		0	0	0%
Federal Unemployment Benefits and Allowances							
TAA - Benefits	301,000	208,000	207,000	-31,000	176,000	-32,000	-15%
TAA - Training	401,020	409,880	406,600	-107,000	299,600	-110,280	-27%
Alternative-Reemployment TAA	39,000	22,000	20,000	-5,000	15,000	-7,000	-32%
DUA Reimbursements	0	0	0		0	0	0%
Subtotal, FUBA - Trade Adjustment Assistance	741,020	639,880	633,600	-143,000	490,600	-149,280	-23%

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Unemployment Trust Fund							
<i>State Benefits, FECA, FUTA Interest</i>	27,195,000	27,348,000	29,396,000	-109,000	29,287,000	1,939,000	7%
<i>Treasury Administration</i>	93,000	93,000	93,000		93,000	0	0%
<i>Interest on General Fund Advances</i>	0	0	0		0	0	0%
<i>EUC/EB Administration (from UTF)</i>	1,000	1,000	1,000		1,000	0	0%
<i>Paid Parental Leave Proposal</i>	0	0	0	750,000	750,000	750,000	0%
Subtotal, Unemployment Trust Fund	27,289,000	27,442,000	29,490,000	641,000	30,131,000	2,689,000	10%
SUIESO H-1B Fee Revenue (FLC)	20,000	19,000	19,000	19,000	38,000	19,000	100%
Foreign Labor Certification (Fee Proposal for PERM, H2A, H2B, PW, CW1)	0	0	0		0	0	0%
Job Driven Training Proposals							
<i>Apprenticeship Training</i>	0	0	0	0	0	0	0%
<i>21st Century Talent Compact</i>	0	0	0	0	0	0	0%
<i>Career Navigators</i>	0	0	0	0	0	0	0%
<i>Opening Doors for Youth</i>	0	0	0	0	0	0	0%
Subtotal, Job Driven Training Proposals	0	0	0	0	0	0	0%
Payments to the UTF	1,000	1,000	1,000		1,000	0	0%
Short Time Compensation	0	0	0	0	0	0	0%
Federal Additional Unemployment Compensation	0	1,000	1,000		1,000	0	0%
Total, Employment and Training Administration	28,239,020	28,147,880	30,349,600	730,000	31,079,600	31,079,600	110%
Pension Benefit Guaranty Corporation		0	0		0	0	0%
<i>Pension Insurance</i>	0	0	0		0	0	0%
<i>Pension Plan Termination and Benefits Administration</i>	0	0	0		0	0	0%
<i>Operational Support</i>	0	0	0		0	0	0%
<i>Consolidated Administrative Activities</i>	437,018	444,844	465,289		465,289	20,445	5%
Administrative Funds, Subtotal[non-add] 6/	437,018	444,844	465,289	0	465,289	20,445	5%
<i>Net Program 5/</i>	0	0	0		0	0	0%
Office of Workers' Compensation Programs							
Special Benefits							
<i>Longshore and Harbor Workers' Compensation Benefits</i>	3,000	2,000	2,000		2,000	0	0%
<i>Federal Employees' Compensation Act Appropriation</i>	227,000	232,600	237,000	-31,000	206,000	-26,600	-11%
Subtotal, Special Benefits	230,000	234,600	239,000	-31,000	208,000	-26,600	-11%

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DOL PROGRAMS							
Budget Authority							
Energy Employees Occupational Illness and Compensation Program							
EEOICPA - Admin Part B	53,956	54,699	62,507		62,507	7,808	14%
EEOICPA - Admin Part E	72,122	72,201	79,256		79,256	7,055	10%
EEOICPA - Admin Subtotal	126,078	126,900	141,763	0	141,763	14,863	12%
EEOICPA - Benefits Part B	1,077,000	1,110,818	1,130,835		1,130,835	20,017	2%
EEOICPA - Benefits Part E	353,648	345,328	332,245		332,245	-13,083	-4%
EEOICPA - Benefits Subtotal	1,430,648	1,456,146	1,463,080	0	1,463,080	6,934	0%
Subtotal EEOIC Admin and Benefits	1,556,726	1,583,046	1,604,843	0	1,604,843	43,594	3%
Special Benefits for Disabled Coal Miners, Subtotal							
Administration	4,989	4,677	4,970		4,970	293	6%
Benefits	5,000	16,000	36,000	0	36,000	20,000	125%
Advanced Appropriation - Benefits 3/	15,000	14,000	14,000		14,000	0	0%
Subtotal, Spec Ben for Disabled Coal Miners	24,989	34,677	54,970	0	54,970	20,293	59%
Black Lung Disability Trust Fund							
Benefit Payments & Interest on Advances	262,000	271,612	308,626		308,626	37,014	14%
BLDTF Administration							
OWCP BLDTF S&E	35,875	35,989	40,643		40,643	4,654	13%
DM/SOL BLDTF S&E	7,619	7,644	8,169		8,169	525	7%
DM/ADJ BLDTF S&E	22,391	23,262	24,864		24,864	1,602	7%
OIG BLDTF S&E	310	311	333		333	22	7%
Treasury BLDTF S&E	334	335	356		356	21	6%
Subtotal BLDTF Administration	66,529	67,541	74,365	0	74,365	6,824	10%
Total, Black Lung Disability Trust Fund	328,529	339,153	382,991	0	382,991	43,838	13%
Panama Canal Commission	1,000	0	0		0	0	0%
Special Workers Compensation	98,000	110,000	105,000		105,000	-5,000	-5%
Total, Office of Workers' Compensation	2,239,244	2,301,476	2,386,804	-31,000	2,355,804	76,125	3%
Wage Hour H-1B and L-Fraud Prev Revenue 5/ 7/	52,000	52,000	56,000		56,000	4,000	8%
HIRE VETS Act (Fee Proposal)	0	0	0		0	0	0%
Net Interest & Interfund Transactions	-2,147,000	-2,528,000	-2,891,000		-2,891,000	-363,000	14%
GROSS MANDATORY TOTAL	28,383,264	27,973,356	29,901,404	699,000	30,600,404	2,627,048	9%

**U.S. DEPARTMENT OF LABOR
FY 2021 President's Budget
(Dollars in Thousands)**

DOL PROGRAMS Budget Authority	FY 2019 Revised Enacted P.L. 115-245 (enacted 9/28/18) 10/	FY 2020 Enacted P.L. 116- 94 (enacted 12/20/19)	FY 2021 Current Law	FY 2021 Legislative Proposals	FY 2021 President's Budget	FY 2021 Request vs. FY 2020 Enacted	
						\$	%
DISCRETIONARY TOTAL	12,128,501	12,411,958	11,105,499	0	11,105,499	-1,306,459	-11%
MANDATORY TOTAL	28,383,264	27,973,356	29,901,404	699,000	30,600,404	2,627,048	9%
GRAND TOTAL	40,511,765	40,385,314	41,006,903	699,000	41,705,903	1,320,589	3%

- 1/ The Gen Funds Offsetting Collections line is the sum of discretionary gross outlays (+) and offsetting collections (-) in the SUIESO (0179) account. GF gross outlays for ES Grants to States, FLC, and Workforce Information-Electronic Tools-System Building are reflected in the SUIESO (0179) MAX account. UTF gross outlays are reflected in the UTF (8042) MAX account. In the MAX Net BA and Outlay Report, net outlays shown in the SUIESO lines (both 504 and 603) are the sum of GF gross outlays, UTF gross outlays, and offsetting collections from the UTF, DUA, and NAWS. BA is not affected by this issue. [Affects all Fiscal Years]
- 2/ As the result of an Inter-agency agreement that transfers discretionary funds from Treasury to PBGC, MAX requires that discretionary outlays be reported from this balance. An error occurred because PBGC only received \$400K out of the \$1.5 million in discretionary authority; the outlays round down to zero and/or may need to be reported in the respective Treasury MAX account. The amount showing in "Policy Program" outlays reflects the remaining IAA funds as a negative. Because of this, bottom-line discretionary outlays appear \$1M too low in MAX. Affects all fiscal years shown.
- 3/ All Advance Appropriation information is shown in the year in which it is authorized to be spent. [Affects all fiscal years TES and SBDCM]
- 4/ The FY 2019 Enacted shows ETA to CEO transfer of Advance funds in TES totaling \$0.171M (all from NDWG Advance). The TES - Youth Activities (\$1.129M) and CSEOA (\$0.500M) portions not shown in MAX or this table because they were executed in FY 2019 using unobligated balances in the 18/19 accounts. Total Transfer is \$1.800M.
- 5/ Includes Mandatory Sequestration Pop-Ups. [Affects all fiscal years; affected accounts vary by fiscal year]
- 6/ Not displayed in MAX. Displayed as a non-add on this table.
- 7/ Reflects anticipated collections for all Fiscal Years.
- 8/ FY 2019 Enacted includes disaster relief funding provided in P.L.116-20. This includes \$0.500M transfer from TES to OIG.
- 9/ FLC Federal Admin - General Funds FY 2018 BA is \$1.000M Federal Funds transferred in from OFCCP. FY 2019 Outlays include those from the OFCCP transfer (\$1.000M) and from CNMI Federal Funds.
- 10/ FY 2019 Revised Enacted reflects all transfers and reprogramming including \$1.235M transfer from SUIESO State Admin to OLMS; \$0.554M transfer (also included in FY 2020) from OSHA to DM/Administration and Management; and VETS reprogramming from JSVG to TAP and NVTI.
- 11/ FY 2019 reflects a rescission of \$53M in the National Dislocated Workers Reserve budget activity within Employment and Training Administration as part of P.L. 115-245.
- 12/ FY 2020 reflects a transfer of \$1.890M from DW Formula Advance. The TES - Apprenticeship (0.210M), CSEOA (\$1.162M), and RESESA (\$0.038M) portions not shown as a transfer of budgetary authority in MAX as they were executed in FY 2020 using unobligated balances in the 19/20 accounts. Total transfer is \$3.3M.
- 13/ FY 2020 reflects a rescission of \$150M in the TES H-1B training grants enacted as part of P.L. 116-94.
- 14/ FY 2020 reflects a reprogramming for BLS.

**U.S. Department of Labor
FULL-TIME EQUIVALENT (FTE) EMPLOYMENT
FY 2021 President's Budget**

DOL Agency	FY 2019 Actuals (Comparable)	FY 2020 Enacted	Program Increases	Program Decreases	FY 2021 President's Budget	FY 2021 Pres. Bud. vs. FY 2020 Enacted
Employment and Training Administration	926	929	10	-	939	10
Job Corps	113	113	-	-	113	-
Foreign Labor Certification S&E	144	144	10	-	154	10
Foreign Labor Certification H-1B Fees 1/ 2/	36	36	-	-	36	-
Program Administration 1/ 2/	633	636	-	-	636	-
Employee Benefits Security Administration	788	826	49	-	875	49
Pension Benefit Guaranty Corporation	925	968	-	-	968	-
Office of Workers' Compensation Programs	1,413	1,436	4	(2)	1,438	2
Office of Workers' Compensation Programs S&E	843	837	4	(2)	839	2
Special Benefits 1/	147	154	-	-	154	-
Ombudsman	6	5	-	-	5	-
Energy Employees' Occupational Illness Comp Part B	206	214	-	-	214	-
Energy Employees' Occupational Illness Comp Part E	195	213	-	-	213	-
Special Benefits for Disabled Coal Miners	16	13	-	-	13	-
Wage-Hour Division	1,476	1,596	5	-	1,601	5
Wage-Hour Division S&E	1,248	1,382	5	-	1,387	5
Wage-Hour Division H-1B Fees 1/	228	214	-	-	214	-
Office of Federal Contract Compliance Programs	474	496	-	-	496	-
Office of Labor-Management Standards	187	193	45	-	238	45
Occupational Safety and Health Administration 1/	1,812	1,888	12	-	1,900	12
Mine Safety and Health Administration	1,826	1,826	-	-	1,826	-
Bureau of Labor Statistics 1/	2,054	2,108	36	-	2,144	36
Departmental Management 1/	1,260	1,260	33	(34)	1,259	(1)
Office of Disability Employment Policy	46	46	-	-	46	-
Office of Inspector General	333	334	2	-	336	2
Veterans' Employment and Training 1/	209	221	2	-	223	2
Working Capital Fund	759	759	-	-	759	-
IT Working Capital Fund	290	290	-	-	290	-
Total FTE	14,778	15,176	198	(36)	15,338	162

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

^{2/} FY 2021 excludes 36 FTE for the H-1B Filing Fee and 30 FTE for the Ticket to Work (transfer from SSA to DOL) Legislative Proposals.

GOOD ACCOUNTING OBLIGATION IN GOVERNMENT ACT

The Good Accounting Obligation in Government Act (the GAO-IG Act; <https://www.congress.gov/bill/115th-congress/senate-bill/2276>) was signed into law on January 4, 2019. The law requires that a report accompany agency Congressional Budget Justifications that includes information on the status of various Inspector General and Government Accountability Office recommendations. These recommendations are available at the following links:

OFFICE OF INSPECTOR GENERAL

<https://www.oig.dol.gov/recommendationdashboard.htm>

GOVERNMENT ACCOUNTABILITY OFFICE

https://www.gao.gov/reports-testimonies/recommendations-database/?q=%22Department+of+Labor%22&field=agency_part_ss&list=1&rec_type=all_open#results