



National Talent Strategy Act of 2026

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Endorsed by: Bipartisan Policy Center Action, Center for American Progress, Guild, NAF, NC Chamber

Background:

At the heart of America's current and future success is our unmatched talent. The American workforce and entrepreneurial spirit have helped build the world's largest economy. Yet, with better strategic planning, we could more effectively reach national economic goals, promote pathways to high-wage careers, better match skills to employment needs, and reduce widespread workforce shortages. Additionally, rapidly evolving technologies, like artificial intelligence, require investing in skills training for workers and planning for potential economic shifts.

Dozens of federal workforce programs work toward the goal of preparing and growing American talent. In 2019, the Government Accountability Office (GAO) identified 43 federal employment and training programs spread across nine agencies.¹ Yet, there is little coordination among programs and no clear mechanism to identify gaps or duplication, anticipate future workforce needs, or develop a unified strategy. This first-of-its kind legislation would meet the moment and help better prepare workers and overall talent pipelines for a rapidly changing economy.

Bill Summary:

The **National Talent Strategy Act of 2026** would direct the U.S. Secretary of Labor to lead on the development of a comprehensive federal talent strategy to meet the needs of the American workforce and economy. Specifically, the bill would:

- Establish an American Talent Working Group to serve as an interagency forum for aligning federal policy on education, workforce, and talent goals, and proposing related legislative recommendations.
- Require the Secretary of Labor, the American Talent Working Group, and stakeholders from industry and labor organizations to develop a regularly updated four-year government-wide strategic talent plan.
- The federal talent strategy would:
 - Be grounded in a comprehensive analysis of current federal workforce programs and readiness, including barriers to uptake and success;
 - Focus on critical sectors, including industries projected to have significant job growth, industries facing shortages, and key industries for industrial capacity, security, and competitiveness; and
 - Be designed to improve cross-agency coordination and to be responsive to the changing needs of workers amidst technological disruptions.

For questions or to cosponsor, please contact Alicia Porile in Sen. Blunt Rochester's office, Alicia_Porile@bluntrochester.senate.gov.

¹ <https://www.gao.gov/products/gao-19-200>, "Employment and Training Programs: Department of Labor Should Assess Efforts to Coordinate Services Across Programs," March 28, 2019.