

119TH CONGRESS
2D SESSION

S. _____

To authorize Secretary of Labor to develop a comprehensive Federal Talent Strategy.

IN THE SENATE OF THE UNITED STATES

Ms. BLUNT ROCHESTER introduced the following bill; which was read twice and referred to the Committee on _____

A BILL

To authorize Secretary of Labor to develop a comprehensive Federal Talent Strategy.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “National Talent Strat-
5 egy Act of 2026”.

6 **SEC. 2. TALENT WORKING GROUP.**

7 (a) ESTABLISHMENT.—Not later than 120 days after
8 the date of enactment of this Act, the Secretary of Labor
9 shall establish a working group to be known as the “Amer-

1 ican Talent Working Group” (in this Act referred to as
2 the “Working Group”)—

3 (1) to serve as a standing forum for aligning
4 Federal policy, funding, and data infrastructure re-
5 lated to education, workforce, and talent; and

6 (2) to support coordination of State and local
7 efforts to meet the needs of the labor market.

8 (b) COMPOSITION.—The Working Group shall be
9 composed of the following:

10 (1) The Secretary of Labor.

11 (2) The Secretary of Agriculture.

12 (3) The Secretary of Commerce.

13 (4) The Secretary of Defense.

14 (5) The Secretary of Education.

15 (6) The Secretary of Energy.

16 (7) The Secretary of Health and Human Serv-
17 ices.

18 (8) The Secretary of Homeland Security.

19 (9) The Secretary of Transportation.

20 (10) The Chief Executive Officer of the Cor-
21 poration for National and Community Service.

22 (11) A representative from the Council of Eco-
23 nomic Advisers.

24 (12) A representative from the Domestic Policy
25 Council.

1 (13) The Chief Executive Officer of the Inter-
2 nal Revenue Service.

3 (14) The Commissioner of Labor Statistics.

4 (15) The Director of the National Science
5 Foundation.

6 (16) The Director of the Office of Management
7 and Budget.

8 (17) The Director of the Office of Personnel
9 Management.

10 (18) The Director of the Office of Science and
11 Technology Policy.

12 (c) ACTIVITIES.—The Working Group shall—

13 (1) drive the development of the Federal stra-
14 tegic talent plan outlined in section 3;

15 (2) meet not less often than once a year to re-
16 port on workforce development activities to improve
17 communication and alignment of programs, to dis-
18 cuss progress made on the recommendations out-
19 lined in the Federal strategic talent plan, and to
20 identify barriers to the adoption of recommenda-
21 tions;

22 (3) identify challenges and barriers to the
23 reach, utilization, and successful outcomes of work-
24 force development programs that may inform up-
25 dates to the Federal strategic talent plan;

1 (4) submit a report, not later than 30 days
2 after the date of a meeting, to the Committee on
3 Health, Education, Labor, and Pensions of the Sen-
4 ate and the Committee on Education and Workforce
5 of the House of Representatives summarizing—

6 (A) key points from the meeting;

7 (B) progress on enactment of the Federal
8 strategic talent plan, including specific goals
9 that have been met, specific actions taken by
10 each member of the Working Group to imple-
11 ment the Federal strategic talent plan, and a
12 description of the metrics used to evaluate suc-
13 cess;

14 (C) common barriers identified and com-
15 mon projected trends that may impact the Fed-
16 eral strategic talent plan; and

17 (D) any legislative recommendations;

18 (5) engage not less often than annually with
19 State and local government leaders, business owners
20 and industry leaders, labor union representatives,
21 local chambers of commerce, local boards and State
22 boards (as such terms are defined in section 3 of the
23 Workforce Innovation and Opportunity Act (29
24 U.S.C. 3102)), education officials from secondary
25 schools (as defined in section 8101 of the Elemen-

1 tary and Secondary Education Act of 1965 (20
2 U.S.C. 7801)), postsecondary schools, and area ca-
3 reer and technical education schools (as defined in
4 section 3 of the Carl D. Perkins Career and Tech-
5 nical Education Act of 2006 (20 U.S.C. 2302)), in-
6 stitutions of higher education, and Tribal leaders,
7 which shall include direct conversations and the col-
8 lection and consideration of recommendations;

9 (6) host regional meetings to better understand
10 varied needs for job development across the Nation;
11 and

12 (7) ensure that workforce programs are aligned
13 with updates to the President's List of Critical and
14 Emerging Technologies (CET) and consider related
15 skills needs and talent development strategies.

16 (d) SUNSET.—The Working Group shall cease to
17 exist effective on the date that is 8 years after the date
18 of enactment of this Act, unless reauthorized by an Act
19 of Congress.

20 **SEC. 3. COMPREHENSIVE FEDERAL STRATEGIC PLAN.**

21 (a) IN GENERAL.—Not later than 1 year after the
22 date of enactment of this Act, the Secretary of Labor, in
23 coordination with the Working Group and with representa-
24 tives from industries and labor organizations (as defined
25 in section 2 of the National Labor Relations Act (29

1 U.S.C. 152)) that are connected with Federal workforce
2 development programs, shall develop a comprehensive
3 Federal strategic talent plan covering a 4-year period that
4 shall serve as a strategic planning document for all Fed-
5 eral agencies engaged in workforce development activities.

6 (b) EVALUATION OF WORKFORCE PROGRAMS
7 ACROSS THE FEDERAL GOVERNMENT.—

8 (1) IN GENERAL.—The Federal strategic talent
9 plan developed under subsection (a) shall—

10 (A) evaluate all workforce programs across
11 the Federal Government;

12 (B) provide analysis on program participa-
13 tion, program outcomes for participants, and
14 program effectiveness in meeting statutory
15 goals;

16 (C) provide analysis on larger indicators,
17 including unemployment, earnings growth, and
18 labor participation;

19 (D) identify areas of overlap among pro-
20 grams; and

21 (E) identify areas where programs could
22 have more efficient strategic alignment.

23 (2) INSIGHT FROM REPORT.—The evaluation
24 described in paragraph (1) shall leverage relevant in-
25 sights from the Government Accountability Office

1 report “Employment and Training Programs: De-
2 partment of Labor Should Assess Efforts to Coordi-
3 nate Services Across Programs”, GAO-19-200,
4 March 2019, including from any updates to such re-
5 port.

6 (c) IDENTIFICATION AND EVALUATION OF BAR-
7 RIERS.—

8 (1) IN GENERAL.—The Federal strategic talent
9 plan developed under subsection (a) shall—

10 (A) identify and evaluate barriers to na-
11 tional workforce readiness with a focus on the
12 areas described in paragraph (2); and

13 (B) identify the capacity of existing na-
14 tional workforce development programs to sup-
15 port reducing the identified barriers.

16 (2) FOCUS AREAS.—The areas described in this
17 paragraph are the following:

18 (A) Industries projected to have significant
19 job growth in the next decade, including those
20 identified by the Bureau of Labor Statistics as
21 the fastest-growing occupations.

22 (B) Industries in sectors critical to na-
23 tional success facing significant workforce
24 shortages.

1 (C) Industries of importance to global eco-
2 nomic competitiveness.

3 (D) Domestic manufacturing and indus-
4 trial capacity.

5 (E) Industries that offer consistent, high-
6 wage career pathways for workers.

7 (F) Industries of importance to national
8 security, national defense, and research and de-
9 velopment capacity, including areas listed under
10 the Critical and Emerging Technologies (CET)
11 List, the Cybersecurity and Infrastructure Se-
12 curity Agency critical infrastructures sectors,
13 and the key technology focus areas under sec-
14 tion 10387 of the CHIPS Act of 2022 (42
15 U.S.C. 19107).

16 (G) Members of the Armed Forces
17 transitioning to civilian employment or serving
18 in the National Guard or Reserves, and vet-
19 erans reentering the civilian workforce.

20 (H) Workers in occupations and industries
21 most susceptible to disruption from automation,
22 artificial intelligence, and other emerging tech-
23 nologies.

1 (3) INTERAGENCY STRATEGIC PLAN.—The Fed-
2 eral strategic talent plan developed under subsection
3 (a) shall create an interagency strategic plan to—

4 (A) address barriers identified in para-
5 graph (1) through existing or new Federal
6 workforce development initiatives;

7 (B) improve cross-agency implementation
8 of programs;

9 (C) increase labor force participation
10 across populations;

11 (D) increase the reach of Federal work-
12 force programs to populations such programs
13 are intended to serve;

14 (E) identify and obtain data that is nec-
15 essary to improve Federal workforce develop-
16 ment programs and supports for workers;

17 (F) increase utilization of apprenticeships
18 registered under the Act of August 16, 1937
19 (commonly known as the “National Apprentice-
20 ship Act”; 50 Stat. 664, chapter 663; 29
21 U.S.C. 50 et seq.); and

22 (G) support workers affected by automa-
23 tion or other disruptive impacts of artificial in-
24 telligence and emerging technologies through

1 re-skilling, upskilling, and educational opportu-
2 nities.

3 (4) RECOMMENDATIONS.—The Federal stra-
4 tegic talent plan developed under subsection (a) shall
5 include recommendations to Congress to resolve ineff-
6iciencies and address barriers in Federal workforce
7 development programs.

8 (d) SUBMISSION AND UPDATE.—

9 (1) IN GENERAL.—The Federal strategic talent
10 plan developed under subsection (a) shall be sub-
11 mitted to the Committee on Health, Education,
12 Labor, and Pensions of the Senate and the Com-
13 mittee on Education and Workforce of the House of
14 Representatives in unclassified form, but may in-
15 clude a classified annex.

16 (2) UPDATES.—The Federal strategic talent
17 plan developed under subsection (a) shall be re-
18 viewed and updated not less often than once every
19 2 years and updated in its entirety not less often
20 than once every 4 years. Each such update shall be
21 submitted to the Committee on Health, Education,
22 Labor, and Pensions of the Senate and the Com-
23 mittee on Education and Workforce of the House of
24 Representatives in unclassified form, but may in-
25 clude a classified annex.

1 (e) SUNSET.—The Federal strategic talent plan de-
2 veloped under subsection (a) shall cease to exist effective
3 on the date that is 8 years after the date of enactment
4 of this Act, unless reauthorized by an Act of Congress.

5 **SEC. 4. EVALUATIONS.**

6 At the end of the 4-year period described in section
7 3(a), the Comptroller General of the United States shall
8 conduct an evaluation of the effectiveness of the Working
9 Group and the Federal strategic talent plan developed
10 under section 3(a), including an assessment of the degree
11 of participation of participants in the Working Group and
12 the success of the Federal agencies engaged in workforce
13 development activities in meaningfully executing the Fed-
14 eral strategic talent plan. The Comptroller General shall
15 conduct an additional evaluation of each update of the
16 Federal strategic talent plan described in section 3(d)(2).