

119TH CONGRESS
1ST SESSION

H. R. 4307

To direct the Secretary of Labor to train certain employees of Department of Labor how to effectively detect and assist law enforcement in preventing human trafficking during the course of their official duties, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

JULY 10, 2025

Mr. WALBERG (for himself and Mrs. MCBATH) introduced the following bill;
which was referred to the Committee on Education and Workforce

A BILL

To direct the Secretary of Labor to train certain employees of Department of Labor how to effectively detect and assist law enforcement in preventing human trafficking during the course of their official duties, and for other purposes.

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 “Enhancing Detection
5 of Human Trafficking Act”.

1 **SEC. 2. DEFINITION OF HUMAN TRAFFICKING.**

2 In this Act, the term “human trafficking” means any
3 act or practice described in paragraph (11) of section 103
4 of the Trafficking Victims Protection Act of 2000 (22
5 U.S.C. 7102).

6 **SEC. 3. TRAINING FOR DEPARTMENT PERSONNEL TO IDENTIFY HUMAN TRAFFICKING.**

8 (a) IN GENERAL.—Not later than 180 days after the
9 date of enactment of this Act, the Secretary of Labor shall
10 implement a program to provide the training and periodic
11 continuing education described in subsection (b) to em-
12 ployees of the Department of Labor whom the Secretary
13 determines should receive such training or education based
14 on their official duties. In making such determination with
15 respect to employees of the Wage and Hour Division, the
16 Secretary shall consider the training and education needs
17 of such employees operating in a State with a significant
18 increase in oppressive child labor (as defined in section
19 3(l) of the Fair Labor Standards Act of 1938 (29 U.S.C.
20 203(l))).

21 (b) TRAINING AND CONTINUING EDUCATION DE-
22 SCRIBED.—The training and continuing education pro-
23 vided under the program referred to in subsection (a)—

24 (1) may be conducted through in-class or vir-
25 tual learning capabilities; and

26 (2) shall include—

1 (A) training or continuing education
2 that—

3 (i) is most appropriate for the par-
4 ticular location or professional environment
5 in which the employees receiving such
6 training or continuing education perform
7 their official duties;

8 (ii) covers topics determined by the
9 Secretary of Labor to appropriately reflect
10 current trends and best practices for such
11 location or environment; and

12 (iii) includes—

13 (I) the provision of current infor-
14 mation on matters related to the de-
15 tection of human trafficking to the ex-
16 tent relevant to the official duties of
17 such employees, and consistent with
18 privacy laws;

19 (II) methods for identifying sus-
20 pected victims of human trafficking
21 and parties who may be suspected of
22 the trafficking activity; and

23 (III) a clear course of action for
24 referring potential cases of human
25 trafficking to the Department of Jus-

1 tice and other appropriate authorities,
2 in accordance with best practices for
3 protecting the rights of victims of
4 human trafficking, including appro-
5 priate collaboration with victim advoca-
6 cacy organizations, Federal agencies,
7 and State and local officials; and

8 (B) an evaluation of the training or con-
9 tinuing education by such employees after the
10 completion of such training or education.

11 **SEC. 4. REPORTS TO CONGRESS.**

12 Not later than 1 year after the Secretary of Labor
13 first implements the program under section 3(a), and each
14 year thereafter, the Secretary of Labor shall submit to the
15 Committee on Education and Workforce of the House of
16 Representatives and the Committee on Health, Education,
17 Labor, and Pensions of the Senate, a report on—

18 (1) the training and continuing education pro-
19 vided under the program for the preceding year, in-
20 cluding—

21 (A) an evaluation (including the overall ef-
22 fectiveness) of such training and continuing
23 education; and

1 (B) the number of individuals who have
2 completed such training or continuing edu-
3 cation; and

4 (2) the number of cases related to the detection
5 of human trafficking, which were referred to the De-
6 partment of Justice and other appropriate authori-
7 ties during the preceding year by the Department of
8 Labor, and the processes used by the Department of
9 Labor to accurately measure and track the response
10 of the Department of Justice and other appropriate
11 authorities to such cases.

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