

## Union Calendar No.

119<sup>TH</sup> CONGRESS  
2<sup>D</sup> SESSION

# H. R. 4307

[Report No. 119-]

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.

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### 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

JANUARY --, 2026

Reported with an amendment, committed to the Committee of the Whole House on the State of the Union, and ordered to be printed

[Strike out all after the enacting clause and insert the part printed in italics]

[For text of introduced bill, see copy of bill as introduced on (July 10, 2025)]

# **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”.*

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

7 *In this Act, the term “human trafficking” means any*  
8 *act or practice described in paragraph (11) of section 103*  
9 *of the Trafficking Victims Protection Act of 2000 (22 U.S.C.*  
10 *7102).*

11 **SEC. 3. TRAINING FOR DEPARTMENT PERSONNEL TO IDENT-**  
12 **IFY HUMAN TRAFFICKING.**

13 *(a) IN GENERAL.—Not later than 180 days after the*  
14 *date of enactment of this Act, the Secretary of Labor shall*  
15 *implement a program to provide the training and periodic*  
16 *continuing education described in subsection (b) to employ-*  
17 *ees of the Department of Labor whom the Secretary deter-*  
18 *mines should receive such training or education based on*  
19 *their official duties. In making such determination with re-*  
20 *spect to employees of the Wage and Hour Division, the Sec-*  
21 *retary shall consider the training and education needs of*  
22 *such employees operating in a State with a significant in-*  
23 *crease in oppressive child labor (as defined in section 3(l)*  
24 *of the Fair Labor Standards Act of 1938 (29 U.S.C. 203(l)).*

1           **(b) TRAINING AND CONTINUING EDUCATION DE-**  
2 *SCRIBED.—The training and continuing education pro-*  
3 *vided under the program referred to in subsection (a)—*

4                   *(1) may be conducted through in-class or virtual*  
5 *learning capabilities; and*

6                   *(2) shall include—*

7                           *(A) training or continuing education that—*

8                                   *(i) is most appropriate for the par-*  
9 *ticular location or professional environment*  
10 *in which the employees receiving such train-*  
11 *ing or continuing education perform their*  
12 *official duties;*

13                                   *(ii) covers topics determined by the*  
14 *Secretary of Labor to appropriately reflect*  
15 *current trends and best practices for such*  
16 *location or environment; and*

17                                   *(iii) includes—*

18   *(I) the provision of current infor-*  
19 *mation on matters related to the detec-*  
20 *tion of human trafficking to the extent*  
21 *relevant to the official duties of such*  
22 *employees, and consistent with privacy*  
23 *laws;*

24   *(II) methods for identifying sus-*  
25 *pected victims of human trafficking*

1                   *and parties who may be suspected of*  
2                   *the trafficking activity; and*

3                                 *(III) a clear course of action for*  
4                   *referring potential cases of human traf-*  
5                   *ficking to the Department of Justice*  
6                   *and other appropriate authorities, in*  
7                   *accordance with best practices for pro-*  
8                   *tecting the rights of victims of human*  
9                   *trafficking, including appropriate col-*  
10                  *laboration with victim advocacy orga-*  
11                  *nizations, Federal agencies, and State*  
12                  *and local officials; and*

13                                 *(B) an evaluation of the training or con-*  
14                  *tinuing education by such employees after the*  
15                  *completion of such training or education.*

16 **SEC. 4. REPORTS TO CONGRESS.**

17                 *Not later than 1 year after the Secretary of Labor first*  
18                 *implements the program under section 3(a), and each year*  
19                 *thereafter, the Secretary of Labor shall submit to the Com-*  
20                 *mittee on Education and Workforce of the House of Rep-*  
21                 *resentatives and the Committee on Health, Education,*  
22                 *Labor, and Pensions of the Senate, a report on—*

23                                 *(1) the training and continuing education pro-*  
24                  *vided under the program for the preceding year, in-*  
25                  *cluding—*

1                   (A) an evaluation (including the overall ef-  
2                   fectiveness) of such training and continuing edu-  
3                   cation; and

4                   (B) the number of individuals who have  
5                   completed such training or continuing education;  
6                   and

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