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Minnesota Department of Labor and Industry

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<https://www.dli.mn.gov/>

AT A GLANCE

The Department of Labor and Industry (DLI):

- Administers employment and health and safety laws affecting Minnesota's 2.9 million employees and 207,000 employers.
- Is responsible for administrative oversight of the workers' compensation system, which handles approximately 84,500 new workplace injuries and illnesses annually.
- Conducts more than 211,000 construction inspections each year.
- Issues more than 120,000 personal and business licenses annually.
- Monitors more than 11,500 registered apprenticeships.

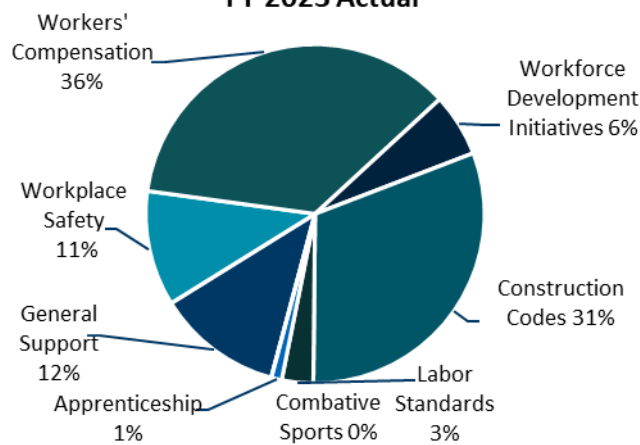
PURPOSE

The mission of the Department of Labor and Industry is to ensure Minnesota's work and living environments are equitable, healthy, and safe. DLI's commitment to the One Minnesota Plan priority of Thriving Communities, Housing and Workforce is carried out through agency regulatory, enforcement and education activities that ensure: working people, potential employees and employers have a clear understanding of their rights and responsibilities in the workplace; working people are safe from injury and illness; working people injured on the job are provided treatment and benefits; and working people who construct and inspect buildings are qualified to perform their work and buildings are safe and healthy for those who occupy them.

By modernizing technology platforms to improve stakeholder experiences and expanding intentional community education and engagement, including tribal consultations, DLI is putting the needs of Minnesotans at the center of its services, meeting the Customer Service and Measurable Results priority. Through sustainable facility operations, plus construction codes and licensing and apprenticeship program development in clean economy jobs, DLI is mitigating climate change. Through collaborative, clear, and constructive enforcement and education, DLI is making Minnesota the best state in the country to raise a family.

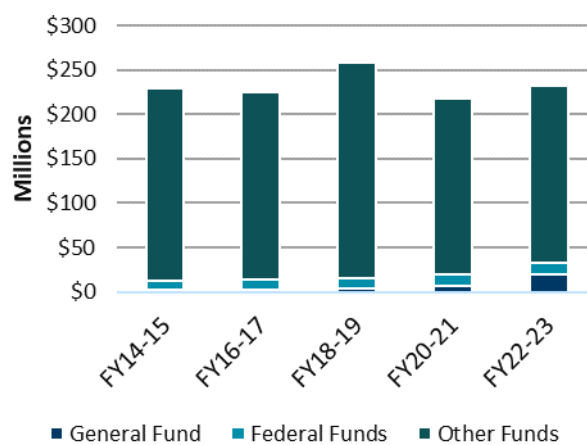
BUDGET

**Spending by Program
FY 2023 Actual**



Source: Budget Planning and Analysis System (BPAS)

Historical Spending



Source: Consolidated Fund Statement

The Workers' Compensation Division is funded by an insurer and self-insured assessment deposited to the workers compensation fund. Between SFY22-25, the average amount assessed was \$58m, sufficient to cover the liabilities of the fund. Workers' compensation benefits are paid on behalf of employees of uninsured and bankrupt self-insured employers. Reimbursements to insurers and self-insured employers under the supplemental benefits and second-injury programs make up the bulk of benefit payments.

The Workplace Safety Program is funded with federal grants and state matching funds from the workers' compensation fund. The Occupational Safety and Health Administration (OSHA) Compliance activity receives \$4.8 million each year from the federal government and is required to match 100% of the federal award. OSHA Workplace Safety Consultation activity receives \$1.1 million each year from the federal government and is required to match 11%.

The Construction Codes and Licensing Division operates on a fee-for-service basis. Revenues, such as license and permitting fees, are collected from industry stakeholders, and deposited in the construction code fund. Operating costs incurred within the construction code fund for the administration and enforcement of the statutory requirements were \$40m FY 2024.

The Labor Standards Division is financed by appropriations from the general fund, workforce development fund and paid family medical leave fund, receiving approximately \$9m base funding each year. The unit also collects back-wages owed to employees by employers, which are given to the employees; DLI does not retain these funds.

The Apprenticeship Division is funded through legislative appropriations from the workforce development fund (WDF) and federal grants. Current biennium (FY 2024-25) budgets include \$5.8m in WDF grant dollars, \$3m in WDF operating dollars, and \$3.1m in federal awards.

The General Support Division is financed by an appropriation from the workers' compensation fund at a base amount of \$9.1m each year, and through an appropriation in the special revenue fund, generating approximately \$6m in revenue through internal billing recovered from the agency's other divisions. The general support budget and indirect rate is approved through the US Dept. of Labor federal indirect cost plan.

Employment-based Training Initiatives is financed by appropriations from the workforce development fund and the general fund. The annual base operating budget is \$1.1m and \$1.5m is available for Youth Skills Training grants.

Office of Combative Sports is funded each year with a \$254k base general fund appropriation. Revenue from licensing and event fees are also appropriated to the commissioner in the special revenue fund, to conduct statutory responsibilities and obligations.

Nursing Home Workforce Standards Board is funded from an appropriation from the general fund, with a base annual operating budget of \$357k plus resources for rulemaking.

STRATEGIES

Our economy is built on the **foundations of a safe living environment and decent work** – work that pays a fair day's wage for a fair day's work, working environments that support the health of all workers, and systems for working people and their families to receive benefits and care if they are injured in the workplace. DLI ensures these foundations for our economy and our communities are present through regulation, education and engagement, enforcement, and workforce programming. DLI's staff works hard to be a trusted resource and impartial regulator for employers, working people, property owners and other stakeholders.

Regulation

As a regulatory agency, DLI is responsible for upholding safety and health standards in residential and commercial buildings, in workplaces and for working people. For example, DLI's development and implementation of progressive construction codes and licensure of skilled trades and residential contractors play a critical role in achieving the safety, security, and sustainability of the state's commercial and residential buildings. DLI staff members also regulate certain combative sports events to minimize injury and ensure fair competition. The Workers' Compensation Division oversees and administers the workers' compensation system in Minnesota so injured workers promptly receive benefits and services.

Engagement and Education

DLI is committed to engaging, educating, and collaborating with all Minnesotans, so they know their rights in the workplace and to prevent safety and health problems before they occur. A strong regulatory environment begins with people having knowledge and understanding of the codes and standards needed to promote safety and health in their industry. Dedicated staff members and resources across the agency focus on education for workers and employers in construction codes and licensing, workforce and skills training for youth and adults, labor standards, workers' compensation, and occupational safety and health.

For example, the Workers' Compensation Division offers customized training opportunities for employees, employers, health care providers, insurers, and vocational rehabilitation providers. Minnesota OSHA (MNOSHA) Workplace Safety Consultation works with employers and employees to solve safety and health problems before they occur through free on-site consultation services. MNOSHA Compliance also provides education and technical assistance. DLI staff members have developed relationships and partnerships to bring education about workers' rights and workplace safety and health protections in multiple languages across the state.

Enforcement

Having enforcement mechanisms, such as warnings and monetary fines, for employers and other stakeholders that fail to abide by the law is a necessary part of the regulatory system. Across the agency, DLI staff members follow applicable law and assess penalties when appropriate. For example, MNOSHA Compliance enforces regulations through worksite inspections, responds to employee complaints and conducts accident investigations. The Labor Standards Division enforces Minnesota wage and hour laws related to minimum wage, overtime, break time, pregnant workers' and new parents' rights, prevailing wage, and wage theft.

Workforce Programming

DLI, working alongside its many partners, is educating, and training the next generation of skilled workers through registered apprenticeship, the Dual-Training Pipeline and Youth Skills Training programs. Ensuring all Minnesotans have the opportunity to obtain necessary education and training that prepares them for jobs that pay a family-sustaining income is key to building wealth in Minnesota's families and communities.

The Department of Labor and Industry's legal authority comes from Minnesota Statutes, chapters 175-178, 181-182, 184, 184B, 326B, 327 and 327B.

Labor and Industry

Agency Expenditure Overview

(Dollars in Thousands)

	Actual FY22	Actual FY23	Actual FY24	Estimate FY25	Forecast Base	
					FY26	FY27
<u>Expenditures by Fund</u>						
1000 - General	9,142	10,711	6,136	11,555	7,344	7,363
2000 - Restrict Misc Special Revenue	7,903	10,036	9,070	12,941	11,187	11,343
2020 - Construction Code	33,772	36,624	40,636	42,341	43,950	40,125
2390 - Workforce Development	3,332	3,462	6,146	10,580	6,826	6,826
2830 - Workers Compensation	44,549	59,839	52,213	58,723	55,936	54,407
3000 - Federal	6,438	6,521	7,724	7,835	7,669	7,721
3015 - ARP-State Fiscal Recovery	100		125			
4925 - Family and Medical Benefit Ins			169	690	366	
Total	105,236	127,194	122,220	144,665	133,278	127,785
Biennial Change				34,455		(5,822)
Biennial % Change				15		(2)

Expenditures by Program

Workers Compensation	29,848	45,595	34,807	38,051	35,250	34,007
Construction Codes and Licensing	35,753	39,183	44,865	47,779	47,134	43,320
General Support	13,237	15,144	13,724	16,977	17,339	17,410
Labor Standards	4,890	4,205	6,547	11,318	8,583	8,283
Office of Combative Sports	75	108	279	319	288	305
Workplace Safety	14,098	14,186	15,687	18,987	17,123	16,894
Employment-based Initiatives	5,728	7,086	2,402	2,657	2,536	2,536
Apprenticeship	1,605	1,687	3,673	7,794	4,621	4,673
Nursing Home Workforce Standards Board			235	783	404	357
Total	105,236	127,194	122,220	144,665	133,278	127,785

Expenditures by Category

Compensation	47,126	50,774	58,136	75,550	78,502	73,069
Operating Expenses	34,227	37,345	34,167	33,301	27,507	28,817
Grants, Aids and Subsidies	23,811	38,643	29,604	35,724	27,210	25,860
Capital Outlay-Real Property	1	1				
Other Financial Transaction	71	431	313	90	59	39
Total	105,236	127,194	122,220	144,665	133,278	127,785

Labor and Industry

Agency Expenditure Overview

(Dollars in Thousands)

	Actual FY22	Actual FY23	Actual FY24	Estimate FY25	Forecast Base	
					FY26	FY27
Total Agency Expenditures	105,236	127,194	122,220	144,665	133,278	127,785
Internal Billing Expenditures	5,669	6,455	8,097	6,588	5,079	7,191
Expenditures Less Internal Billing	99,567	120,739	114,122	138,077	128,199	120,594

<u>Full-Time Equivalents</u>	427.55	464.34	479.78	600.66	611.73	562.78
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Labor and Industry

Agency Financing by Fund

(Dollars in Thousands)

	Actual	Actual	Actual	Estimate	Forecast Base	
	FY22	FY23	FY24	FY25	FY26	FY27
1000 - General						
Balance Forward In	953	8,843		2,961		
Direct Appropriation	17,029	4,504	8,976	8,462	7,212	7,231
Transfers In			132	132	132	132
Transfers Out		500				
Cancellations		2,136	11			
Balance Forward Out	8,840		2,961			
Expenditures	9,142	10,711	6,136	11,555	7,344	7,363
Biennial Change in Expenditures				(2,162)		(2,984)
Biennial % Change in Expenditures				(11)		(17)
Full-Time Equivalents	21.65	30.03	32.61	52.89	48.52	44.76

2000 - Restrict Misc Special Revenue

Balance Forward In	11,709	11,837	10,997	13,046	8,407	5,476
Receipts	8,031	9,186	11,120	8,302	8,256	10,129
Internal Billing Receipts	5,669	6,455	8,097	5,437	5,095	7,188
Balance Forward Out	11,837	10,986	13,047	8,407	5,476	4,262
Expenditures	7,903	10,036	9,070	12,941	11,187	11,343
Biennial Change in Expenditures				4,071		519
Biennial % Change in Expenditures				23		2
Full-Time Equivalents	9.12	11.86	19.09	44.55	46.53	47.12

2020 - Construction Code

Balance Forward In	22,867	22,488	21,761	18,275	12,109	4,242
Receipts	33,316	35,745	37,151	36,175	36,083	35,883
Transfers Out	75					
Balance Forward Out	22,336	21,609	18,275	12,109	4,242	
Expenditures	33,772	36,624	40,636	42,341	43,950	40,125
Biennial Change in Expenditures				12,581		1,098
Biennial % Change in Expenditures				18		1
Full-Time Equivalents	141.91	153.95	161.89	222.00	244.00	206.00

2390 - Workforce Development

Balance Forward In	1	117	1	3,754		
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Labor and Industry

Agency Financing by Fund

(Dollars in Thousands)

	Actual FY22	Actual FY23	Actual FY24	Estimate FY25	Forecast Base	
					FY26	FY27
Direct Appropriation	3,447	3,347	9,911	6,826	6,826	6,826
Cancellations			13			
Balance Forward Out	117	1	3,754			
Expenditures	3,332	3,462	6,146	10,580	6,826	6,826
Biennial Change in Expenditures				9,932		(3,074)
Biennial % Change in Expenditures				146		(18)
Full-Time Equivalents	13.51	15.47	19.59	25.56	28.57	27.15

2830 - Workers Compensation

Balance Forward In	7,164	5,916	8,072	9,517	6,772	5,537
Direct Appropriation	22,991	23,491	30,599	32,669	32,892	32,458
Open Appropriation	17,378	33,170	20,443	21,222	19,722	18,422
Receipts	2,408	4,782	2,690	2,161	2,161	2,161
Transfers Out	121	134	74	74	74	74
Balance Forward Out	5,271	7,386	9,518	6,772	5,537	4,097
Expenditures	44,549	59,839	52,213	58,723	55,936	54,407
Biennial Change in Expenditures				6,548		(593)
Biennial % Change in Expenditures				6		(1)
Full-Time Equivalents	202.22	212.80	202.36	199.80	191.40	189.50

3000 - Federal

Balance Forward In	31	31	31			
Receipts	6,436	6,521	7,718	7,835	7,669	7,721
Balance Forward Out	29	31	24			
Expenditures	6,438	6,521	7,724	7,835	7,669	7,721
Biennial Change in Expenditures				2,601		(169)
Biennial % Change in Expenditures				20		(1)
Full-Time Equivalents	39.14	40.23	43.70	52.75	50.55	48.25

3015 - ARP-State Fiscal Recovery

Direct Appropriation	100		125			
Expenditures	100		125			
Biennial Change in Expenditures				25		(125)

Labor and Industry

Agency Financing by Fund

(Dollars in Thousands)

	Actual FY22	Actual FY23	Actual FY24	Estimate FY25	Forecast Base	
					FY26	FY27
Biennial % Change in Expenditures						

4925 - Family and Medical Benefit Ins

Balance Forward In				432		
Direct Appropriation			601	374	366	0
Transfers Out				116		
Balance Forward Out			432			
Expenditures			169	690	366	
Biennial Change in Expenditures				859		(493)
Biennial % Change in Expenditures						(57)
Full-Time Equivalents			0.54	3.11	2.16	

6000 - Miscellaneous Agency

Balance Forward In	124	136	142	142	142	142
Receipts	5	6	0			
Balance Forward Out	129	142	142	142	142	142

(Dollars in Thousands)

	FY25	FY26	FY27	Biennium 2026-27
Direct				
Fund: 1000 - General				
FY2025 Appropriations	8,552	8,552	8,552	17,104
Base Adjustments				
All Other One-Time Appropriations		(1,271)	(1,271)	(2,542)
Biennial Appropriations		14	14	28
Current Law Base Change			19	19
Allocated Reduction	(90)	(90)	(90)	(180)
Minnesota Paid Leave Allocation		7	7	14
Forecast Base	8,462	7,212	7,231	14,443
Fund: 2390 - Workforce Development				
FY2025 Appropriations	6,826	6,826	6,826	13,652
Forecast Base	6,826	6,826	6,826	13,652
Fund: 2830 - Workers Compensation				
FY2025 Appropriations	32,669	32,669	32,669	65,338
Base Adjustments				
Current Law Base Change		223	(211)	12
Forecast Base	32,669	32,892	32,458	65,350
Fund: 4925 - Family and Medical Benefit Ins				
FY2025 Appropriations	374	374	374	748
Base Adjustments				
Current Law Base Change		(8)	(374)	(382)
Forecast Base	374	366		366
Open				
Fund: 2830 - Workers Compensation				
FY2025 Appropriations	28,200	28,200	28,200	56,400
Base Adjustments				
Forecast Open Appropriation Adjustment	(6,978)	(8,478)	(9,778)	(18,256)
Forecast Base	21,222	19,722	18,422	38,144
Dedicated				
Fund: 2000 - Restrict Misc Special Revenue				
Planned Spending	12,941	11,187	11,343	22,530
Forecast Base	12,941	11,187	11,343	22,530

Labor and Industry

Agency Change Summary

(Dollars in Thousands)

	FY25	FY26	FY27	Biennium 2026-27
Fund: 2020 - Construction Code				
Planned Spending	42,341	43,950	40,125	84,075
Forecast Base	42,341	43,950	40,125	84,075
Fund: 2830 - Workers Compensation				
Planned Spending	2,212	3,396	3,601	6,997
Forecast Base	2,212	3,396	3,601	6,997
Fund: 3000 - Federal				
Planned Spending	7,835	7,669	7,721	15,390
Forecast Base	7,835	7,669	7,721	15,390
Revenue Change Summary				
Dedicated				
Fund: 2000 - Restrict Misc Special Revenue				
Forecast Revenues	8,302	8,256	10,129	18,385
Fund: 2020 - Construction Code				
Forecast Revenues	36,175	36,083	35,883	71,966
Fund: 2830 - Workers Compensation				
Forecast Revenues	2,161	2,161	2,161	4,322
Fund: 3000 - Federal				
Forecast Revenues	7,835	7,669	7,721	15,390
Non-Dedicated				
Fund: 1000 - General				
Forecast Revenues	35	747	747	1,494
Fund: 2830 - Workers Compensation				
Forecast Revenues	65,046	63,246	61,246	124,492

Program: Workers' Compensation<https://dli.mn.gov/business/workers-compensation-businesses>**AT A GLANCE**

In fiscal year 2024, the Workers' Compensation Division:

- Resolved more than 1,500 disputes involving injured workers, employers, insurers, vocational rehabilitation providers and health care providers.
- Conducted 421 mandatory coverage investigations.
- Proactively contacted 8,023 new businesses to educate them about workers' compensation laws.
- Completed more than 10,100 assistance contacts including calls, log letters and walk-ins.
- Maintained more than 2.3 million workers' compensation files.
- Conducted 129 rehabilitation consultations to determine an injured worker's eligibility for statutory vocational rehabilitation services.
- Supported more than 9,100 Work Comp Campus (Campus) technology system users through outreach sessions, training materials, communication, and system improvements.

PURPOSE AND CONTEXT

The Workers' Compensation Division contributes to the agency's mission by ensuring proper benefits and services are delivered to injured workers quickly and efficiently, and at a reasonable cost to employers. The division educates workers' compensation stakeholders, including injured workers, employers, insurers, vocational rehabilitation providers and health care providers, about Minnesota's workers' compensation laws and enforces those laws. It administers the Special Compensation Fund, which provides benefits to injured workers whose employers failed to carry workers' compensation insurance. The division also provides alternative dispute resolution services to resolve workers' compensation disputes quickly and cost-effectively.

SERVICES PROVIDED

The Workers' Compensation Division provides services to stakeholders through its work units:

- Alternative Dispute Resolution;
- Business Technology Office;
- Compliance, Records and Training;
- Office of Workers' Compensation Ombudsman;
- Special Compensation Fund; and
- Vocational Rehabilitation.

The Workers' Compensation Division:

- Contributes to the One Minnesota priority of "Healthy Minnesotans" by educating employees and employers about their rights and responsibilities under workers' compensation laws.
- Provides mediation, ombudsman assistance and other dispute-resolution services.
- Provides workers' compensation benefits to injured workers whose employers did not carry workers' compensation insurance.
- Collects and maintains records pertaining to all workers' compensation injuries in Minnesota with claimed wage-loss or permanent impairment.

- Reviews files for the accuracy of benefit payments and required filings, and issues penalties when appropriate.
- Contributes to the One Minnesota priority of “Thriving Communities, Housing and Workforce” by providing vocational rehabilitation services to injured workers.
- Contributes to the One Minnesota priority of “Fiscal Accountability, Customer Experience and Measurable Results” by engaging with Campus users to identify opportunities for system enhancements and optimized user experience.

RESULTS

Measure name	Measure type	Previous	Current	Fiscal Year
Workers’ compensation benefits paid*	Quantity	\$17.1m	\$18.6m	2022, 2024
Special compensation fund uninsured recoveries	Quantity	\$701k	\$955k	2022, 2024
Hours of training provided to stakeholders**	Quantity	660	155	2022, 2024
Number of mediations conducted	Quantity	891	610	2022, 2024
Ratio of post- to pre-injury wages for Vocational Rehabilitation unit clients who returned to work	Result	93%	83%	2022, 2024

*Benefits paid will decline over time as workers’ compensation cases subject to repealed laws are settled and final payments are made.

**The increase in training hours in fiscal-year 2022 was due to an educational campaign for stakeholders related to the Campus platform.

Source: SWIFT and Workers’ Compensation tracking systems, including Campus.

Minnesota Statutes, chapter 176, provides the legal authority for this program’s activities.

Workers Compensation

Program Expenditure Overview

(Dollars in Thousands)

	Actual FY22	Actual FY23	Actual FY24	Estimate FY25	Forecast Base	
					FY26	FY27
<u>Expenditures by Fund</u>						
1000 - General		125				
2000 - Restrict Misc Special Revenue	9	58	13	58	3	60
2830 - Workers Compensation	29,838	45,412	34,794	37,993	35,247	33,947
Total	29,848	45,595	34,807	38,051	35,250	34,007
Biennial Change				(2,584)		(3,601)
Biennial % Change				(3)		(5)

Expenditures by Activity

Workers Compensation	29,848	45,595	34,807	38,051	35,250	34,007
Total	29,848	45,595	34,807	38,051	35,250	34,007

Expenditures by Category

Compensation	10,316	10,820	11,516	12,886	11,546	11,469
Operating Expenses	2,268	1,716	3,027	4,153	4,192	4,326
Grants, Aids and Subsidies	17,263	33,058	20,263	21,010	19,510	18,210
Other Financial Transaction	1	1	2	2	2	2
Total	29,848	45,595	34,807	38,051	35,250	34,007

Total Agency Expenditures	29,848	45,595	34,807	38,051	35,250	34,007
Internal Billing Expenditures	49	51	3			
Expenditures Less Internal Billing	29,799	45,544	34,805	38,051	35,250	34,007

Full-Time Equivalents

	102.05	107.52	102.58	111.90	96.30	93.20
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Workers Compensation

Program Financing by Fund

(Dollars in Thousands)

	Actual	Actual	Actual	Estimate	Forecast Base	
	FY22	FY23	FY24	FY25	FY26	FY27
1000 - General						
Direct Appropriation		125				
Expenditures		125				
Biennial Change in Expenditures				(125)		0
Biennial % Change in Expenditures						

2000 - Restrict Misc Special Revenue

Balance Forward In	9	6	12	1		
Receipts	6	64	2	57	3	60
Balance Forward Out	6	12	1			
Expenditures	9	58	13	58	3	60
Biennial Change in Expenditures				3		(8)
Biennial % Change in Expenditures				5		(11)
Full-Time Equivalents	0.07	0.13	0.10			

2830 - Workers Compensation

Balance Forward In	1,049	457	500	1,246		
Direct Appropriation	11,882	12,382	15,190	15,725	15,725	15,725
Open Appropriation	17,267	33,060	20,330	21,022	19,522	18,222
Receipts	98	13	21			
Balance Forward Out	457	500	1,247			
Expenditures	29,838	45,412	34,794	37,993	35,247	33,947
Biennial Change in Expenditures				(2,463)		(3,593)
Biennial % Change in Expenditures				(3)		(5)
Full-Time Equivalents	101.98	107.39	102.48	111.90	96.30	93.20

Program: Construction Codes and Licensing<https://dli.mn.gov/business/codes-and-laws>**AT A GLANCE**

In fiscal year 2024, the program:

- Issued or renewed 65,209 personal or business licenses and registrations across 81 categories.
- Administered 9,282 license examinations.
- Completed 2,997 building and plumbing plan reviews.
- Issued 134,927 construction permits.
- Performed 230,504 inspections.

PURPOSE AND CONTEXT

The Construction Codes and Licensing Division (CCLD) works to protect the health, safety, and welfare of the public by providing reasonable, uniform, and equitable standards for Minnesota's buildings and construction industry. This provides for the safety of the people of Minnesota and fosters a competitive construction economy that encourages business growth and employment opportunities.

SERVICES PROVIDED

CCLD performs the following services to protect the public's health, safety, and welfare:

- Code adoption and administration: Ensures building safety through a comprehensive and efficient process of code adoption and uniform statewide code administration.
- Licensing: Assesses the qualifications of construction professionals and protects consumer and worker safety through individual and business licenses.
- Plan review: Reviews construction plans for state-owned and state-licensed facilities, plumbing installations, and manufactured structures to ensure safe, code-compliant buildings.
- Construction permitting: Expedites safe building construction through the efficient processing of permits.
- Inspection services: Provides thorough inspection of building construction projects to ensure their safety and operational integrity, including the regular inspection of elevators, boilers, and high-pressure piping in accordance with state regulations. Conducts select virtual electrical and elevator inspections to streamline service and save inspector travel time.
- Enforcement: Provides fair and balanced enforcement to achieve compliance with licensure and code requirements.
- Outreach and education: Fosters and promotes safe, accessible, and energy-efficient building design and construction through outreach and education to construction professionals and the public.
- Contractor Recovery Fund: Compensates owners or lessees of residential property in Minnesota who have suffered an actual and direct out-of-pocket loss due to a licensed contractor's fraudulent, deceptive, or dishonest practices, conversion of funds or failure of performance.

RESULTS

Measure name	Measure type	Previous	Current	Fiscal year
Number of plumbing plan reviews, percent reviewed within 30 days	Quality	2,667 or 53%	2,469 or 65%	2022, 2024
Number of building plan reviews, percent reviewed within 30 days	Quality	629 or 49%	528 or 32%	2022, 2024
Percentage of plumbing and building plan reviews conducted electronically	Result	80.07% Plumbing 94.27% Building	83.18% Plumbing 95.68% Building	2022, 2024
Personal and business licenses and registrations issued	Quantity	43,723 Licenses 17,884 Registrations	45,034 Licenses 20,175 Registrations	2022, 2024
License Exams administered and personal licenses issued	Quantity	7706 Exams 4263 Licenses	9282 Exams 5571 Licenses	2022, 2024
Permits issued (all trades)	Quantity	136,918	134,927	2022, 2024
Boiler and pressure vessel inspections	Quantity	8,154	8,443	2022, 2024
Elevator inspections	Quantity	12,095	13,821	2022, 2024
Plumbing inspections	Quantity	5,493	5,202	2022, 2024
Building inspections	Quantity	4,317	4,409	2022, 2024
High-pressure piping inspections	Quantity	989	1,171	2022, 2024
Electrical inspections	Quantity	181,383	197,458	2022, 2024
Number of completed virtual electrical inspections	Quantity	NA	4,518	NA, 2024
Contractor Recovery Fund count and value of approved claims	Result	65 claims valued at \$1.69 million	99 claims valued at \$2.82 million	2022, 2023

Source: CCLD's data management system (iMS)

Minnesota Statutes, chapter 326B, provides the legal authority for all programs within the Construction Codes and Licensing Division.

Construction Codes and Licensing

Program Expenditure Overview

(Dollars in Thousands)

	Actual FY22	Actual FY23	Actual FY24	Estimate FY25	Forecast Base	
					FY26	FY27

Expenditures by Fund

1000 - General				225		
2000 - Restrict Misc Special Revenue	1,981	2,559	4,229	5,213	3,184	3,195
2020 - Construction Code	33,772	36,624	40,636	42,341	43,950	40,125
Total	35,753	39,183	44,865	47,779	47,134	43,320
Biennial Change				17,708		(2,190)
Biennial % Change				24		(2)

Expenditures by Activity

Construction Codes and Licensing	35,753	39,183	44,865	47,779	47,134	43,320
Total	35,753	39,183	44,865	47,779	47,134	43,320

Expenditures by Category

Compensation	17,030	18,495	21,304	30,349	34,052	29,018
Operating Expenses	16,827	18,024	19,074	11,892	9,445	10,665
Grants, Aids and Subsidies	1,893	2,637	4,452	5,500	3,600	3,600
Capital Outlay-Real Property	0					
Other Financial Transaction	3	26	35	38	37	37
Total	35,753	39,183	44,865	47,779	47,134	43,320

Total Agency Expenditures	35,753	39,183	44,865	47,779	47,134	43,320
Internal Billing Expenditures	3,594	4,081	5,146	4,264	3,402	4,638
Expenditures Less Internal Billing	32,159	35,101	39,719	43,515	43,732	38,682

Full-Time Equivalents

144.09	154.68	162.74	223.70	245.43	207.42
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Construction Codes and Licensing

Program Financing by Fund

(Dollars in Thousands)

	Actual FY22	Actual FY23	Actual FY24	Estimate FY25	Forecast Base	
					FY26	FY27
1000 - General						
Direct Appropriation				225	0	0
Expenditures				225		
Biennial Change in Expenditures				225		(225)
Biennial % Change in Expenditures						

2000 - Restrict Misc Special Revenue

Balance Forward In	9,273	9,564	9,425	7,975	5,212	4,628
Receipts	2,272	2,416	2,780	2,450	2,600	2,400
Balance Forward Out	9,564	9,422	7,976	5,212	4,628	3,833
Expenditures	1,981	2,559	4,229	5,213	3,184	3,195
Biennial Change in Expenditures				4,902		(3,063)
Biennial % Change in Expenditures				108		(32)
Full-Time Equivalents	2.18	0.73	0.85	1.70	1.43	1.42

2020 - Construction Code

Balance Forward In	22,867	22,488	21,761	18,275	12,109	4,242
Receipts	33,316	35,745	37,151	36,175	36,083	35,883
Transfers Out	75					
Balance Forward Out	22,336	21,609	18,275	12,109	4,242	
Expenditures	33,772	36,624	40,636	42,341	43,950	40,125
Biennial Change in Expenditures				12,581		1,098
Biennial % Change in Expenditures				18		1
Full-Time Equivalents	141.91	153.95	161.89	222.00	244.00	206.00

Program: General Support<https://dli.mn.gov/about-department/about-dli>**AT A GLANCE**

In fiscal year 2024, the General Support Division:

- Supported approximately 566 agency employees located statewide.
- Administered a \$141 million annual budget.
- Represented agency programs and/or authoritative boards in more than 300 administrative litigation appearances and eight rulemakings.
- Reached more than 5.9 million individuals through agency electronic publications and more than 9 million website views.
- Responded to 61 requests for statistical data, 70% of which were completed within a week.

PURPOSE AND CONTEXT

The General Support Division provides leadership and support to agency programs so they can successfully meet their statutory obligations and One Minnesota Plan goals. Primary General Support Division objectives include:

- Managing and training program staff on statewide and agency-specific operating policies and procedures to ensure efficient operations that are compliant with all policies.
- Managing agency resources in a transparent and responsible manner
- Supporting staff training and education to foster a positive and healthy working environment.
- Managing and analyzing data to improve program operations and service delivery.
- Managing technology used by programs and identifying modernization opportunities to improve customer experience.

SERVICES PROVIDED

The General Support Division strives to provide efficient and effective services to agency programs. These infrastructure services provide agency support that enables programs to focus on their core responsibilities and achieve agency goals. This is accomplished by each unit as follows.

- Commissioner's Office: Provides strategic One Minnesota Plan direction and servant leadership to the agency. Additional duties include legislative and stakeholder engagement support and executive order adoption and reporting.
- Financial Services: Protects and ensures accountability of the financial resources entrusted to the department. Maximizes the use of the equity procurement program to diversify government spending.
- Communications: Provides stakeholder outreach and education through social media, website management, videos, and publications to promote the work and services of the department.
- Human Resources: Supports staff recruiting, hiring, education and development, promotes a healthy, productive, and respectful work environment, and ensures all work is done in an equitable and inclusive manner to support the diversity and equity goals of the state of Minnesota as an employer.
- Office of General Counsel: Renders legal advice to the department, provides legislative and rulemaking support and advocates for the agency in enforcement and other administrative proceedings.
- Research and Data Analytics: Drives data-based decision-making through comprehensive data governance and data management practices, and ensures divisions are collecting data needed for comprehensive analysis of programmatic outcomes.
- Projects and Planning: Provides organization development and continual improvement support services, monitors agency compliance through an internal controls and risk assessment program.

- Facilities Management: Ensures the safe and sustainable operations of DLI facilities and fleet vehicles, manages shared technology, and supplies, maintains and communicates the business continuity and emergency response plans for the agency.
- Enterprise Business Technology Office and MNIT Services @ Labor and Industry: Manages information technology services through shared technology strategic planning, modernization initiatives, resource planning and a service-level agreement with MNIT for enterprise IT services.

RESULTS

Measure name	Measure type	Measure data source	Historical trend	Most recent data
Progress toward 30% energy reduction goal	Result	Facility gas and electricity usage	DLI has maintained energy reduction trend since 2020	130% of goal or 39% overall energy reduction (CY2023)
Progress toward 15% water reduction goal	Result	Facility water usage monitoring	DLI has maintained water reduction trend since 2019	311% of goal or 47% overall water reduction (CY2023)
Percentage of total revenue deposited electronically	Result	EPM Data Warehouse (SWIFT)	DLI has intentionally pursued online deposits, increasing over time.	55% (FY2024)
Progress toward 75% solid waste diversion rate	Result	Facility trash, recycling, and organic monitoring	DLI hit 76% diversion rate in 2020; DLI has since drastically reduced overall waste tonnage, primarily paper recycling, driving down diversion percent	65% of goal or 48% diversion rate (CY2023)
Number of and dollars spent with targeted vendors	Quantity	Expenditures made with Department of Administration certified vendors	Increasing	\$374,305 (FY2024)
Count of tribal consultations	Quantity	Data tracked by Public Engagement and Tribal Relations	Increasing	Eight of 11 tribes engaged (FY2024)
Two-year retention of new hires	Result	Data tracked by Human Resources	Improving	76% (FY2021 hires retained to FY2023)
Coordinated agency communication	Quantity	GovDelivery data tracked by Communications	Increasing	393 messages reached 5.9 million recipients (FY2024)
Percentage of electronic systems modernized	Quantity	Data tracked by Enterprise Business Technology Office	Modernization of 15 major systems started in 2015	66%

Minnesota Statutes, chapters 176, 16A, 43A and 341, provide authority for this program's activities.

General Support

Program Expenditure Overview

(Dollars in Thousands)

	Actual FY22	Actual FY23	Actual FY24	Estimate FY25	Forecast Base	
					FY26	FY27
<u>Expenditures by Fund</u>						
1000 - General	1,078	1,676				
2000 - Restrict Misc Special Revenue	5,837	7,311	4,792	7,605	7,966	8,037
2830 - Workers Compensation	6,029	6,015	8,804	9,232	9,232	9,232
3000 - Federal	293	143	128	140	141	141
Total	13,237	15,144	13,724	16,977	17,339	17,410
Biennial Change				2,320		4,048
Biennial % Change				8		13

Expenditures by Activity

General Support Division	13,237	15,144	13,724	16,977	17,339	17,410
Total	13,237	15,144	13,724	16,977	17,339	17,410

Expenditures by Category

Compensation	7,022	7,613	8,967	10,313	10,846	10,910
Operating Expenses	6,209	7,342	4,674	6,664	6,493	6,500
Other Financial Transaction	5	188	84			
Total	13,237	15,144	13,724	16,977	17,339	17,410

Total Agency Expenditures	13,237	15,144	13,724	16,977	17,339	17,410
Internal Billing Expenditures	23	33	25	17	13	19
Expenditures Less Internal Billing	13,214	15,111	13,700	16,960	17,326	17,391

Full-Time Equivalents

	58.76	66.80	70.11	79.50	82.00	81.50
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General Support

Program Financing by Fund

(Dollars in Thousands)

	Actual	Actual	Actual	Estimate	Forecast Base	
	FY22	FY23	FY24	FY25	FY26	FY27
1000 - General						
Balance Forward In	953	776				
Direct Appropriation	900	900				
Balance Forward Out	776					
Expenditures	1,078	1,676				
Biennial Change in Expenditures				(2,753)		0
Biennial % Change in Expenditures				(100)		
Full-Time Equivalents		0.30	0.02			

2000 - Restrict Misc Special Revenue

Balance Forward In	2,359	2,191	1,497	4,986	3,096	703
Receipts	5,669	6,613	8,282	5,715	5,573	7,589
Internal Billing Receipts	5,669	6,455	8,097	5,437	5,095	7,188
Balance Forward Out	2,191	1,492	4,986	3,096	703	255
Expenditures	5,837	7,311	4,792	7,605	7,966	8,037
Biennial Change in Expenditures				(751)		3,606
Biennial % Change in Expenditures				(6)		29
Full-Time Equivalents	6.19	9.96	17.58	42.25	44.50	45.10

2830 - Workers Compensation

Direct Appropriation	6,039	6,039	8,765	9,106	9,106	9,106
Open Appropriation	111	110	113	200	200	200
Transfers Out	121	134	74	74	74	74
Expenditures	6,029	6,015	8,804	9,232	9,232	9,232
Biennial Change in Expenditures				5,993		428
Biennial % Change in Expenditures				50		2
Full-Time Equivalents	51.06	54.99	51.36	36.00	36.25	35.25

3000 - Federal

Balance Forward In	6	6	6			
Receipts	293	143	121	140	141	141
Balance Forward Out	6	6				
Expenditures	293	143	128	140	141	141
Biennial Change in Expenditures				(168)		14

General Support

Program Financing by Fund

(Dollars in Thousands)

	Actual FY22	Actual FY23	Actual FY24	Estimate FY25	Forecast Base	
					FY26	FY27
Biennial % Change in Expenditures				(39)		5
Full-Time Equivalents	1.51	1.55	1.15	1.25	1.25	1.15

Program: Labor Standards<https://www.dli.mn.gov/laborlaw>**AT A GLANCE**

In calendar years 2022 and 2023, Labor Standards:

- Recovered approximately \$1.35 million for workers through the wage claim process.
- Recovered approximately \$1.89 million for workers through the investigative process.
- Recovered \$376,500 in child labor and other penalties.
- Directly engaged with 13,000 stakeholders at events, live trainings, presentations, and webinars (2023).
- Distributed 26,000 brochures on workplace rights for new parents and pregnant people (2023).
- Sent 215,000 letters and emails to Minnesota employers about earned sick and safe time (May 2024).
- Reached over 42,000 subscribers with monthly Wage and Hour Bulletins with law-related updates (2023).

PURPOSE AND CONTEXT

The Labor Standards Division improves Minnesota's workplaces by ensuring workers are paid correctly and workplace rights and responsibilities are understood and enforced. The Division conducts worker and employer education and engagement activities, answers stakeholder questions, handles wage claims, and pursues investigations to ensure compliance with Minnesota's labor and employment laws, including, but not limited to, minimum wage, overtime, earned sick and safe time, prevailing wage, pregnancy and parental leave, lactating employee protections and pregnancy accommodations, child labor, misclassification, certain retaliation provisions, and laws that apply to specific industries such as construction, agriculture, and food processing.

SERVICES PROVIDED

Labor Standards:

- Investigates violations of labor and employment laws, including, but not limited to, the Minnesota Fair Labor Standards Act, the Minnesota Payment of Wages Act, the Minnesota Prevailing Wage Act, the Women's Economic Security Act, the Minnesota Child Labor Standards Act, the state's earned sick and safe time law, and misclassification to recover back wages, damages, penalties, and other relief.
- Engages with and educates workers, employers, and other stakeholders on the laws it enforces to help prevent violations from occurring.
- Answers questions from stakeholders regarding the labor and employment laws under its jurisdiction.
- Conducts an "inform and educate" process with employers in which it educates employers regarding their labor and employment law-related responsibilities and provides employers with the opportunity to come into compliance with the law.
- Conciliates and resolves wage theft complaints through its wage claim process to ensure employees are paid correctly for their work and employers are competing fairly in the marketplace.
- Performs on-site investigations to observe and address ongoing violations, interview workers and employers and gather relevant documentation.
- Awards and oversees grants provided to community-based organizations to help increase worker knowledge and understanding of Minnesota's earned sick and safe time law and Women's Economic Security Act.
- Writes reports related to its work as directed by statute.
- Conducts an annual prevailing-wage survey to identify and certify wage rates for workers on publicly funded construction and public works projects.

RESULTS

Measure name	Measure type	Previous	Current	Year
Number of phone, email, and walk-in inquiries	Quantity	20,876	27,531	2022, 2023
Number of individual wage claims handled	Quantity	866	966	2022, 2023
Number of “inform and educates” handled	Quantity	248	345	2022, 2023
Number of Wage and Hour Bulletins distributed to subscribers	Quantity	335,258	532,257	2022, 2023

Source: Labor Standards Division data management systems (LS desktop and OnBase).

Minnesota Statutes, Chapters 177, 179, 181, 181A, and 326B provide authority for this program’s activities. Minnesota Statutes §§ 177.21-.35 (Minnesota Fair Labor Standards Act), 177.41-.44 (Prevailing Wage Act), 179.86 – .877 (Packinghouse Workers Bill of Rights), 181.01-.217 (Payment of Wages Act), 181.939-.944 (Nursing Mothers and Parenting Leave and Accommodations), 181.9445 – .9448 (Earned Sick and Safe Time law), 181A (Child Labor Standards Act), 326B (Construction Misclassification), and other provisions listed under 177.27, subd. 4.

Labor Standards

Program Expenditure Overview

(Dollars in Thousands)

	Actual FY22	Actual FY23	Actual FY24	Estimate FY25	Forecast Base	
					FY26	FY27
<u>Expenditures by Fund</u>						
1000 - General	4,025	3,435	5,322	8,301	6,521	6,587
2390 - Workforce Development	137	165	932	2,327	1,696	1,696
3000 - Federal	728	605				
3015 - ARP-State Fiscal Recovery			125			
4925 - Family and Medical Benefit Ins			169	690	366	
Total	4,890	4,205	6,547	11,318	8,583	8,283
Biennial Change				8,770		(999)
Biennial % Change				96		(6)

Expenditures by Activity

Labor Standards	4,890	4,205	6,547	11,318	8,583	8,283
Total	4,890	4,205	6,547	11,318	8,583	8,283

Expenditures by Category

Compensation	2,533	2,772	4,044	7,516	6,926	6,307
Operating Expenses	919	1,301	2,159	3,334	1,507	1,876
Grants, Aids and Subsidies	1,438	132	345	468	150	100
Other Financial Transaction	0		0			
Total	4,890	4,205	6,547	11,318	8,583	8,283

Total Agency Expenditures	4,890	4,205	6,547	11,318	8,583	8,283
Internal Billing Expenditures	536	613	978	1,097	692	1,008
Expenditures Less Internal Billing	4,355	3,592	5,569	10,221	7,891	7,275

Full-Time Equivalents

	24.56	26.00	34.91	60.71	57.20	50.74
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Labor Standards

Program Financing by Fund

(Dollars in Thousands)

	Actual	Actual	Actual	Estimate	Forecast Base	
	FY22	FY23	FY24	FY25	FY26	FY27
1000 - General						
Balance Forward In		456		708		
Direct Appropriation	4,479	3,479	6,041	7,593	6,521	6,587
Transfers Out		500				
Cancellations		0	11			
Balance Forward Out	454		708			
Expenditures	4,025	3,435	5,322	8,301	6,521	6,587
Biennial Change in Expenditures				6,162		(515)
Biennial % Change in Expenditures				83		(4)
Full-Time Equivalents	21.54	23.81	28.75	47.97	43.62	40.19

2390 - Workforce Development

Balance Forward In		14		631		
Direct Appropriation	151	151	1,563	1,696	1,696	1,696
Balance Forward Out	14		631			
Expenditures	137	165	932	2,327	1,696	1,696
Biennial Change in Expenditures				2,957		133
Biennial % Change in Expenditures				979		4
Full-Time Equivalents	0.89	1.12	5.61	9.63	11.42	10.55

3000 - Federal

Receipts	728	605				
Expenditures	728	605				
Biennial Change in Expenditures				(1,333)		0
Biennial % Change in Expenditures				(100)		
Full-Time Equivalents	2.13	1.07	0.01			

3015 - ARP-State Fiscal Recovery

Direct Appropriation			125			
Expenditures			125			
Biennial Change in Expenditures				125		(125)
Biennial % Change in Expenditures						

Labor Standards

Program Financing by Fund

(Dollars in Thousands)

	Actual FY22	Actual FY23	Actual FY24	Estimate FY25	Forecast Base	
					FY26	FY27
4925 - Family and Medical Benefit Ins						
Balance Forward In				432		
Direct Appropriation			601	374	366	0
Transfers Out				116		
Balance Forward Out			432			
Expenditures			169	690	366	
Biennial Change in Expenditures				859		(493)
Biennial % Change in Expenditures						(57)
Full-Time Equivalents			0.54	3.11	2.16	

6000 - Miscellaneous Agency

Balance Forward In	124	136	142	142	142	142
Receipts	5	6	0			
Balance Forward Out	129	142	142	142	142	142

Program: Office of Combative Sports<https://dli.mn.gov/ocs>**AT A GLANCE**

In fiscal year 2024, the Office of Combative Sports:

- Regulated 14 events.
- Issued 681 licenses.
- Added regulation of kickboxing and Muay Thai.
- Trained 57 individuals to be mixed martial arts referees and judges, and Muay Thai referees and judges.

PURPOSE AND CONTEXT

The Office of Combative Sports (OCS) ensures Minnesota's combative sporting events are safe, fair, and conducted in a manner that minimizes injuries and protects the short and long-term health of combatants. Combative sporting events directly regulated by OCS include professional boxing, professional and amateur mixed martial arts, professional and amateur tough person, professional and amateur kickboxing, and professional and amateur Muay Thai. OCS approves regulatory bodies to oversee martial arts and amateur boxing contests and ensures all youth combative sports events are overseen by a widely recognized organization or local government.

SERVICES PROVIDED

The Office of Combative Sports licenses combative sports promotions, combatants, officials, and coaches for events that take place within Minnesota. Licenses are required for referees, judges, timekeepers, ringside physicians, promoters, combatants, trainers, and seconds. OCS employs a staff of 21 inspectors who are responsible for ensuring fighters and their coaches are adhering to the rules and statutes that govern their sports outside of the competition area, ensuring the health and safety of fighters at events.

OCS staff members:

- Review licensing applications to ensure the health and fitness of combatants.
- Review proposed matchups to ensure fair competition.
- Ensure promoters meet financial and safety obligations.
- Ensure adult combative sport events not directly regulated by OCS, such as amateur boxing, are overseen by an OCS-approved sanctioning organization.
- Ensure all youth combative sport events, such as youth karate or Jiu Jitsu, are overseen by a widely recognized organization or local government.
- Train and assign inspectors and officials.
- Collect licensing and event fees.
- Attend regulated combative sporting events to ensure event procedures are followed and compliance with all rules and regulations.
- Ensure compliance with all federal laws.
- Process and hear grievances.
- Work with other state, national and international regulatory bodies to ensure uniformity.
- Investigate any illegal activities.

RESULTS

Measure name	Measure type	Measure data source	Historical trend	Most recent data
Combatant licenses issued	Quantity	236	276	2023, 2024
Trainer/second licenses issued	Quantity	223	335	2023, 2024
Number of combative sports events	Quantity	16	14	2023, 2024
Officials' licenses issued <i>(may be more than one license per individual)</i>	Quantity	55	61	2023, 2024
Number of regulatory bodies approved to oversee martial arts and amateur boxing contests	Quantity	NA	8	NA, 2024

Source: Office of Combative Sports data management system (iMS)

Minnesota Statutes, chapter 341, provides authority for this program's activities.

(Dollars in Thousands)

	Actual FY22	Actual FY23	Actual FY24	Estimate FY25	Forecast Base	
					FY26	FY27

Expenditures by Fund

1000 - General			243	254	254	254
2000 - Restrict Misc Special Revenue	75	108	36	65	34	51
Total	75	108	279	319	288	305
Biennial Change				414		(5)
Biennial % Change				225		(1)

Expenditures by Activity

Office of Combative Sports	75	108	279	319	288	305
Total	75	108	279	319	288	305

Expenditures by Category

Compensation	43	68	187	207	211	215
Operating Expenses	32	40	91	82	77	90
Other Financial Transaction	0		1	30		
Total	75	108	279	319	288	305

Total Agency Expenditures	75	108	279	319	288	305
Internal Billing Expenditures	9	15	45	29	21	34
Expenditures Less Internal Billing	66	93	234	290	267	271

Full-Time Equivalents

0.68	1.04	1.98	2.10	2.10	2.10
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(Dollars in Thousands)

	Actual FY22	Actual FY23	Actual FY24	Estimate FY25	Forecast Base	
					FY26	FY27
1000 - General						
Direct Appropriation			243	254	254	254
Expenditures			243	254	254	254
Biennial Change in Expenditures				497		11
Biennial % Change in Expenditures						2
Full-Time Equivalents			1.42	1.50	1.50	1.50

2000 - Restrict Misc Special Revenue

Balance Forward In	68	77	63	84	99	145
Receipts	85	92	57	80	80	80
Balance Forward Out	77	61	84	99	145	174
Expenditures	75	108	36	65	34	51
Biennial Change in Expenditures				(83)		(16)
Biennial % Change in Expenditures				(45)		(16)
Full-Time Equivalents	0.68	1.04	0.56	0.60	0.60	0.60

Program: Workplace Safety<http://dli.mn.gov/business/safety-and-health-work>**AT A GLANCE**

In federal fiscal year 2023, the MNOSHA work units:

- Conducted more than 1,200 compliance inspections.
- Assisted employers through 1,016 consultation visits and 300 consultation interventions.
- Responded to 1,769 employee complaints.
- Investigated 24 workplace fatalities.
- Provided safety grants for 124 employer safety improvement projects.
- Presented safety and health outreach to more than 21,000 compliance participants.
- Worked with 84 partnership employers (MNSTAR Program/MNSHARP) and 7 alliances with organizations committed to workplace safety and health.
- Oversaw the safety and health of 2.8 million workers at 201,000 Minnesota worksites.

PURPOSE AND CONTEXT

The goal of the Minnesota Occupational Safety and Health Administration (MNOSHA) is that every employee returns home safe and healthy at the end of each working day. MNOSHA believes workplaces must share a commitment to workplace safety by employers, employees, and their authorized representatives. MNOSHA focuses on regulation through its Compliance unit and on assistance through its Workplace Safety Consultation unit, helping industries with the highest injury and illness rates. MNOSHA is a state plan, one of 29 states and territories authorized by Congress to administer an occupational safety and health program performing at or above the standards of the federal OSHA program.

SERVICES PROVIDED

MNOSHA keeps Minnesota employees and workplaces safe by:

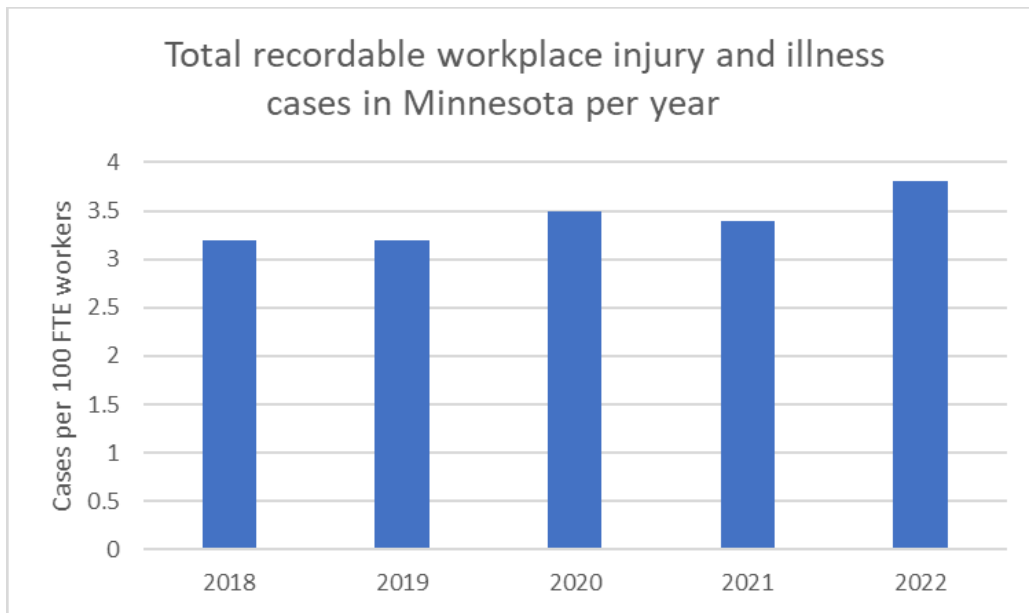
- Conducting planned compliance inspections focused on high-hazard industries.
- Investigating workplace fatalities, serious injuries, and catastrophic events.
- Responding to complaints by employees about unsafe conditions at their workplace.
- Reviewing employee's protected rights after alleged improper termination or other adverse action.
- Providing training and outreach to employee, employer and citizen groups about safety and health topics.
- Making consultation visits to employers that request assistance to make their workplaces safer.
- Working cooperatively with employers through voluntary prevention programs and partnerships.
- Issuing safety grants to help employers boost their safety and health programs.

RESULTS

Fatal occupational injuries per 100,000 full-time-equivalent workers, calendar-year 2022

State	2018	2019	2020	2021	2022
Minnesota	2.7	2.6	2.4	2.8	2.8
Wisconsin	3.8	3.8	4.1	3.4	4.3
Iowa	4.9	4.7	4.0	3.3	3.6
South Dakota	6.9	4.7	7.8	4.7	5.6
North Dakota	9.6	9.7	7.4	9.0	9.8

Source: Census of Fatal Occupational Injuries (CFOI), Bureau of Labor Statistics. CFOI accounts for all fatalities resulting from a work injury. Minnesota has a lower percentage of employees dying from work-related injuries than neighboring states, demonstrating the success of the MNOSHA program.



Source: Survey of Occupational Injuries and Illnesses (SOII), Bureau of Labor and Statistics (BLS). SOII surveys a sample of employers to gather OSHA log data and estimates the number of work-related injuries and illnesses and the rate at which they occur.

Measure name	Measure type	Previous	Current	Year
Percentage of timely responses to imminent danger and fatality inspections within one workday	Quality	Imminent danger complaint inspections, 97.22% (136 of 140); national OSHA data, 95.04% Response to fatalities: 100% (24 of 24); national OSHA data, 97.29%	Imminent danger complaint inspections, 100% (46 of 46) Response to fatalities: 100% (19 of 19)	FFY2023, FFY2024 (Q1-Q3)
Lapse time for safety and health inspections within the acceptable review level (ARL) of national OSHA data	Result measured in workdays	MNOSHA: Safety, 41.01 (National FRL, 44.1 to 66.28); Health, 64.97 (National FRL, 55.78 to 83.66)	MNOSHA (Q1-3): Safety, 38.06 (National FRL, 43.65 to 65.45); health, 51.72 (National FRL, 59.31 to 79.30)	FFY2023, FFY2024 (Q1-Q3)
Percent in compliance for safety and health inspections	Results	MNOSHA: Safety, 34.40% (National FRL, 25.38% to 38.08%); Health, 42.75% (National FRL, 35.06% to 52.58%)	MNOSHA: Safety, 35.23% (National FRL, 26.64% to 39.96%); Health, 35.51% (National FRL, 32.8% to 49.2%)	FFY2023, FFY2024 (Q1-Q3)
Average number of workdays to initiate complaint inspections	Results	4.06 (FRL, 9)	3.55 (FRL, 9)	FFY2023, FFY2024 (Q1-Q3)
Percent of initial consultation visits completed in high-hazard industries – requirement of not less than 90%	Results	98.65%	99.10%	FFY2023, FFY2024 (Q1-Q3)
Percent of initial visits to small businesses (fewer than 250 employees) – requirement of not less than 90%	Results	96.99%	96.20%	FFY2023, FFY2024 (Q1-Q3)

Source: MNOSHA State Activity Mandated Measures Report and Mandated Activity Report for Consultation.

Minnesota Statutes 182 provides the legal authority for this program’s activities. As a state plan, Minnesota OSHA Compliance enforces: 29 CFR 1904, 1910, 1915, 1917, 1918, 1926 and 1928; and Minnesota Rules 5205 through 5208, 5210 and 5215. MNOSHA Workplace Safety Consultation regulations are: 29 CFR 1908; 29 CFR 1910.266; Minn. Stat. 79.253, 90.145 and 176.130; and Minn. Rules 5203.

Workplace Safety

Program Expenditure Overview

(Dollars in Thousands)

	Actual FY22	Actual FY23	Actual FY24	Estimate FY25	Forecast Base	
					FY26	FY27

Expenditures by Fund

1000 - General			177	1,823		
2830 - Workers Compensation	8,681	8,413	8,614	11,498	11,457	11,228
3000 - Federal	5,417	5,773	6,896	5,666	5,666	5,666
Total	14,098	14,186	15,687	18,987	17,123	16,894
Biennial Change				6,390		(657)
Biennial % Change				23		(2)

Expenditures by Activity

Workplace Safety	14,098	14,186	15,687	18,987	17,123	16,894
Total	14,098	14,186	15,687	18,987	17,123	16,894

Expenditures by Category

Compensation	8,805	9,088	10,003	11,217	11,969	12,254
Operating Expenses	3,440	3,391	4,009	4,602	3,809	3,315
Grants, Aids and Subsidies	1,792	1,491	1,487	3,148	1,325	1,325
Capital Outlay-Real Property	0	1				
Other Financial Transaction	61	215	187	20	20	
Total	14,098	14,186	15,687	18,987	17,123	16,894

Total Agency Expenditures	14,098	14,186	15,687	18,987	17,123	16,894
Internal Billing Expenditures	1,166	1,237	1,388	741	655	1,029
Expenditures Less Internal Billing	12,933	12,949	14,298	18,246	16,468	15,865

Full-Time Equivalents

84.68	88.03	88.95	97.00	104.15	104.15
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Workplace Safety

Program Financing by Fund

(Dollars in Thousands)

	Actual	Actual	Actual	Estimate	Forecast Base	
	FY22	FY23	FY24	FY25	FY26	FY27
1000 - General						
Balance Forward In				1,823		
Direct Appropriation			2,000			
Balance Forward Out			1,823			
Expenditures			177	1,823		
Biennial Change in Expenditures				2,000		(2,000)
Biennial % Change in Expenditures						(100)

2830 - Workers Compensation

Balance Forward In	6,115	5,459	7,572	8,271	6,772	5,537
Direct Appropriation	5,070	5,070	6,644	7,838	8,061	7,627
Receipts	2,310	4,770	2,669	2,161	2,161	2,161
Balance Forward Out	4,813	6,886	8,271	6,772	5,537	4,097
Expenditures	8,681	8,413	8,614	11,498	11,457	11,228
Biennial Change in Expenditures				3,018		2,573
Biennial % Change in Expenditures				18		13
Full-Time Equivalents	49.18	50.42	48.52	51.90	58.85	61.05

3000 - Federal

Balance Forward In	24	24	24			
Receipts	5,415	5,773	6,896	5,666	5,666	5,666
Balance Forward Out	22	24	24			
Expenditures	5,417	5,773	6,896	5,666	5,666	5,666
Biennial Change in Expenditures				1,372		(1,230)
Biennial % Change in Expenditures				12		(10)
Full-Time Equivalents	35.50	37.61	40.43	45.10	45.30	43.10

Program: Employment-based Training Initiatives<https://www.dli.mn.gov/pipeline> and <https://www.dli.mn.gov/yst>**AT A GLANCE**

In fiscal year 2024:

Minnesota Dual-Training Pipeline:

- Planned and hosted initial industry stakeholder meetings for 3 new industries including childcare, transportation, and the legal cannabis industry.
- Planned and hosted 14 industry forums and 1 all-industry forum.
- Supported 236 unique employers with tools, technical resources, consulting, and pairing for employer mentorships.
- Developed and approved 12 new occupational competency models.

Youth Skills Training (YST):

- Granted \$1.5 million to 17 YST partnerships throughout the state.
- Provided 24,538 students with opportunities for industry exposure.
- Supported 13,722 students in the completion of an industry-related class for high school credit.
- Supported 1,295 student learners in obtaining industry-recognized credentials.
- Supported 368 student learners in paid work experiences in high-growth, in-demand industries.
- Approved 35 additional employers to host YST student learners with paid work experiences.

PURPOSE AND CONTEXT

Employment-based training programs—Minnesota Dual-Training Pipeline and Youth Skills Training—support employers striving for innovative ways to address current and future workforce needs in key industries, such as advanced manufacturing, agriculture, automotive, childcare, health care services, information technology, legal cannabis, and transportation. Programs also works with K-12 educators, higher education, business and trade associations, nonprofits, and community-based organizations to further efforts for workforce development and training. In addition, school districts, students, and families with an interest in the industries identified work with YST to create programs to develop a workforce with the necessary skills for students and apprentices.

SERVICES PROVIDED

Minnesota Dual-Training Pipeline (“Pipeline” stands for “Private Investment, Public Education, Labor and Industry Experience”) supports the growth and development of employment-based dual-training programs in advanced manufacturing, agriculture, childcare, health care services, information technology, legal cannabis, and transportation. Dual-training programs combine related instruction, resulting in the completion of a degree, certificate, or industry-recognized credential, with competency-based on-the-job training to benefit Minnesota workers and their employers. Objectives of Minnesota Dual-Training Pipeline include:

- Engaging employers, higher education, labor, representatives of the disabled community, government, nonprofits, and community-based organizations to support employment-based dual-training.
- Enhancing Minnesota’s skilled workforce by bringing together leaders from industry to identify, define, create, and validate occupational competencies for in-demand occupations.
- Helping employers meet their workforce needs.
- Expanding earn-and-learn dual-training and registered apprenticeship across Minnesota.

Youth Skills Training encourages, promotes, and supports the development of local partnerships among schools, employers, and community organizations to benefit students and businesses statewide. These local partnerships provide students with:

- career exploration;
- industry exposure opportunities;
- related classroom instruction;
- safety training;
- industry-recognized credentials; and
- paid work experience in high-growth and in-demand industries.

Training occurs in the industries of advanced manufacturing, agriculture, automotive, health care and information technology. Successful YST programs demonstrate the ability to achieve the above objectives through various means, including outreach, education, training and supportive services for students and employers.

RESULTS

Measure name	Measure type	Previous	Current	Fiscal Year
Number of occupations with competency-based models	Quantity	82	94	2023, 2024
Number of unique employers assisted through Pipeline programming and activities to support their efforts with dual training	Quantity	204	236	2023, 2024
Employers with grant-funded dual-training programs	Quantity	59	84	2023, 2024
Number of dual trainees awarded funding through the dual-training grant and who were anticipated to receive dual training at the time of award	Quantity	644	728	2023, 2024
Average wage increase following participation in a dual-training program for reported participants	Result	\$3.66	NA	2023, 2024
YST: Number of students participated in industry exposure experiences (tours, speakers, job shadow, career fairs, etc.)	Quantity	37,732	24,538*	2023, 2024
YST: Number of students who have completed an industry-related class for high school credit	Result	13,998	13,722*	2023, 2024
YST: Number of employers approved to provide paid work experience to student learners	Quantity	42	35	2023, 2024
YST: Number of partnerships awarded grant funding	Quantity	17	17	2023, 2024
YST: Percent of students in a paid work experience who graduated when eligible (FY 2022 and 2023)	Result	95% (FY 2022)	96% (FY 2023)	2022, 2023
YST: Percent of students in a paid work experience who earned an industry-recognized credential	Result	100%	100%	2023, 2024

Sources: Minnesota Dual-Training Pipeline Annual Program Re-cap, Dual Training Grant Program Annual Report, Youth Skills Training Legislative Report

***Quarterly reports for final quarter still in progress; number will increase.**

Minnesota Statutes, chapters 175.45 and 175.46, provide authority for this program's activities.

Employment-based Initiatives

Program Expenditure Overview

(Dollars in Thousands)

	Actual FY22	Actual FY23	Actual FY24	Estimate FY25	Forecast Base	
					FY26	FY27
<u>Expenditures by Fund</u>						
1000 - General	4,039	5,475	159	169	165	165
2390 - Workforce Development	1,589	1,611	2,242	2,488	2,371	2,371
3015 - ARP-State Fiscal Recovery	100					
Total	5,728	7,086	2,402	2,657	2,536	2,536
Biennial Change				(7,756)		13
Biennial % Change				(61)		0

Expenditures by Activity

Employment-based Initiatives	5,728	7,086	2,402	2,657	2,536	2,536
Total	5,728	7,086	2,402	2,657	2,536	2,536

Expenditures by Category

Compensation	466	870	678	923	791	816
Operating Expenses	4,262	5,217	224	234	245	220
Grants, Aids and Subsidies	1,000	1,000	1,500	1,500	1,500	1,500
Total	5,728	7,086	2,402	2,657	2,536	2,536

Total Agency Expenditures	5,728	7,086	2,402	2,657	2,536	2,536
Internal Billing Expenditures	99	192	164	131	79	130
Expenditures Less Internal Billing	5,630	6,894	2,238	2,526	2,457	2,406

Full-Time Equivalents

4.18	10.66	6.06	7.50	6.50	6.50
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Employment-based Initiatives

Program Financing by Fund

(Dollars in Thousands)

	Actual FY22	Actual FY23	Actual FY24	Estimate FY25	Forecast Base	
					FY26	FY27
1000 - General						
Balance Forward In		7,611		4		
Direct Appropriation	11,650		31	33	33	33
Transfers In			132	132	132	132
Cancellations		2,136				
Balance Forward Out	7,611		4			
Expenditures	4,039	5,475	159	169	165	165
Biennial Change in Expenditures				(9,186)		2
Biennial % Change in Expenditures				(97)		0
Full-Time Equivalents	0.11	5.92	1.12	1.17	1.15	1.07

2390 - Workforce Development

Balance Forward In		11		117		
Direct Appropriation	1,600	1,600	2,359	2,371	2,371	2,371
Balance Forward Out	11		117			
Expenditures	1,589	1,611	2,242	2,488	2,371	2,371
Biennial Change in Expenditures				1,530		12
Biennial % Change in Expenditures				48		0
Full-Time Equivalents	4.07	4.74	4.94	6.33	5.35	5.43

3015 - ARP-State Fiscal Recovery

Direct Appropriation	100					
Expenditures	100					
Biennial Change in Expenditures				(100)		0
Biennial % Change in Expenditures						

Program: Apprenticeship<https://www.apprenticeship.mn.gov/>**AT A GLANCE**

In calendar year 2023, Apprenticeship Minnesota:

- Supported 11,546 active apprentices.
- Ensured compliance and provided technical assistance to 233 registered apprenticeship programs.
- Registered 4,229 new apprentices including 923 women, 2,655 people of color, 115 individuals with disabilities and 692 veterans.
- Attended 55 outreach events reaching 10,300 participants.

PURPOSE AND CONTEXT

Apprenticeship Minnesota supports Minnesota's economy by promoting, developing, and sustaining registered apprenticeship programs. These employment-based training programs recruit, train and retain a highly skilled and diverse workforce through on-the-job learning and related classroom training, and ensure apprentices are working in healthy and safe work environments under the supervision of journeymen and mentors.

Four goals guide the work of the division:

- Increase the number of registered apprenticeship programs in new industries, including information technology, health care, manufacturing, and education.
- Expand existing registered apprenticeship programs in the trades through the addition of more apprentices, new occupations, and new employers.
- Increase diversity, equity, inclusion, and accessibility within registered apprenticeship.
- Improve the state's overall alignment to the national apprenticeship system and the state's education and workforce systems.

SERVICES PROVIDED

Apprenticeship Minnesota services include program development for prospective apprenticeship program sponsors; technical assistance and compliance monitoring for existing apprenticeship programs; outreach and engagement to community-based organizations, workforce development boards and school districts; and grant management for multiple apprenticeship grants. Specific services provided by the division include:

- Engaging with and assisting employers, employer associations and labor unions in developing new registered apprenticeship programs for in-demand jobs across the state.
- Conducting ongoing technical assistance and compliance activities to ensure programs deliver the training, instruction and other requirements outlined in their program registered standards.
- Awarding grants to support registered apprenticeship including Labor Education Advancement Program (LEAP) grants to community-based organizations and apprenticeship training committees to provide recruitment and retention services for women, people of color, individuals with disabilities and veterans.
- Training and presenting to community-based organizations, local workforce boards and school districts to foster greater entrance and successful completion by underrepresented groups, including women, people of color, individuals with disabilities and veterans, in registered apprenticeship programs.
- Connecting jobseekers and apprentices with apprenticeship resources.

RESULTS

Measure name	Measure type	Previous value	Date	Current value	Date
Number of active apprentices	Quantity	11,120	2022	11,546	2023
Percentage of active apprentices by women/people of color/ veterans	Result	8%/22%/7%	2022	8%/23%/6%	2023
Number of apprenticeship completions	Result	1,741	2022	1,769	2023
Number of registered apprenticeship programs	Quantity	257	2022	233	2023
Percentage of apprentices passing Class A Journeyworker Electrician licensure exam on the first try versus percentage non-apprentices.	Quality	NA	NA	97.2%/75.2%	2023

Source: Apprenticeship MN data management system (RAPIDS)

Minnesota Statutes, Chapter 178, Apprentice Training, provides authority for this program's activities in accordance with 29 Code of Federal Regulations part 29 and part 30.

Apprenticeship

Program Expenditure Overview

(Dollars in Thousands)

	Actual FY22	Actual FY23	Actual FY24	Estimate FY25	Forecast Base	
					FY26	FY27

Expenditures by Fund

2390 - Workforce Development	1,605	1,687	2,972	5,765	2,759	2,759
3000 - Federal			701	2,029	1,862	1,914
Total	1,605	1,687	3,673	7,794	4,621	4,673
Biennial Change				8,175		(2,173)
Biennial % Change				248		(19)

Expenditures by Activity

Apprenticeship	1,605	1,687	3,673	7,794	4,621	4,673
Total	1,605	1,687	3,673	7,794	4,621	4,673

Expenditures by Category

Compensation	911	1,049	1,267	1,849	1,863	1,807
Operating Expenses	269	313	844	1,847	1,633	1,741
Grants, Aids and Subsidies	425	325	1,557	4,098	1,125	1,125
Other Financial Transaction			5			
Total	1,605	1,687	3,673	7,794	4,621	4,673

Total Agency Expenditures	1,605	1,687	3,673	7,794	4,621	4,673
Internal Billing Expenditures	193	232	306	268	187	289
Expenditures Less Internal Billing	1,412	1,455	3,367	7,526	4,434	4,384

Full-Time Equivalents

	8.55	9.61	11.15	16.00	15.80	15.17
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Apprenticeship

Program Financing by Fund

(Dollars in Thousands)

	Actual	Actual	Actual	Estimate	Forecast Base	
	FY22	FY23	FY24	FY25	FY26	FY27
2390 - Workforce Development						
Balance Forward In	1	92	1	3,006	2,759	2,759
Direct Appropriation	1,696	1,596	5,989	2,759		
Cancellations			13			
Balance Forward Out	92	1	3,006			
Expenditures	1,605	1,687	2,972	5,765	2,759	2,759
Biennial Change in Expenditures				5,445		(3,219)
Biennial % Change in Expenditures				165		(37)
Full-Time Equivalents	8.55	9.61	9.04	9.60	11.80	11.17

3000 - Federal

Receipts			701	2,029	1,862	1,914
Expenditures			701	2,029	1,862	1,914
Biennial Change in Expenditures				2,730		1,046
Biennial % Change in Expenditures						38
Full-Time Equivalents			2.11	6.40	4.00	4.00

Program: Nursing Home Workforce Standards Board (NHWSB)<https://dli.mn.gov/about-department/boards-and-councils/nursing-home-workforce-standards-board>**AT A GLANCE**

In its first year of operation, the Minnesota Nursing Home Workforce Standards Board (NHWSB):

- Conducted 15 full board meetings and 32 work group meetings.
- Investigated working conditions in the nursing home industry through Board discussion, data review, five public hearings and three online questionnaires.
- Proposed rules establishing initial wage standards.
- Began drafting rules for certifying worker organizations to train workers.
- Discussed processes for waivers and variances and other implementation plans.

PURPOSE AND CONTEXT

Created during the 2023 legislative session, NHWSB's purpose is to conduct investigations into working conditions in the nursing home industry and adopt rules establishing minimum employment standards reasonably necessary and appropriate to protect the health and welfare of nursing home workers.

Comprised of nine members including three employer representatives, three employee representatives, and the commissioners of labor and industry, health, and human services or their designees, the NHWSB conducts research and public engagement to inform rulemaking on minimum wages for nursing home workers. As required by statute, more than half of nursing home workers should see a wage increase and experience the benefits that come with a higher income once these standards are in effect.

It is estimated approximately 26,000 workers fall under the NHWSB Act, including certified nursing assistants, trained medication aides, licensed practical nurses, laundry/housekeeping staff, dietary aides, cooks, activity aides, plant/maintenance staff, medical records staff, social workers, mental health workers, and other direct care staff who perform more than 44 million hours of work annually for nursing facilities and their residents.

SERVICES PROVIDED

The NHWSB:

- Conducts research into nursing home working conditions.
- Proposes rules to set minimum wage standards in nursing homes using the research it has conducted to meet statutory obligations.
- Reviews data to determine current wages for nursing home workers and cost of living in Minnesota.
- Engages with workers, employers, advocates, and the public including through statewide public forums and online.
- Develops and implements a process for waivers and variances from the standards.
- Certifies Works with Department of Human Services to report to the Legislature the cost to the state of Minnesota of minimum standards.

RESULTS

Measure name	Measure type	Previous	Current	Fiscal Year
Number of individuals engages through public forums and online questionnaires	Quantity	NA	429	NA, 2024
Number of Publicly held Data Workgroup meetings	Quality	NA	8	NA, 2024
Estimated number of workers seeing a wage increase if proposed rules are adopted	Result	NA	13,705 or 52.7% of all nursing home workers	NA, 2026
Estimated number of workers seeing an increase in wages if working on a holiday if proposed rules are adopted	Result	NA	26,006 or 100% of all nursing home workers	NA, 2026

Sources: Public forums, public meetings, industry data, Minnesota Department of Human Services nursing home employment and wage data, collective bargaining agreements.

Minnesota Statutes 181.211-217 (<https://www.revisor.mn.gov/statutes/cite/181.211>) provides the legal authority for NHWSB.

(Dollars in Thousands)

	Actual FY22	Actual FY23	Actual FY24	Estimate FY25	Forecast Base	
					FY26	FY27

Expenditures by Fund

1000 - General			235	783	404	357
Total			235	783	404	357
Biennial Change				1,018		(257)
Biennial % Change						(25)

Expenditures by Activity

Nursing Home Workforce Standards Board			235	783	404	357
Total			235	783	404	357

Expenditures by Category

Compensation			170	290	298	273
Operating Expenses			65	493	106	84
Total			235	783	404	357

Full-Time Equivalents

			1.30	2.25	2.25	2.00
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(Dollars in Thousands)

	Actual FY22	Actual FY23	Actual FY24	Estimate FY25	Forecast Base FY26 FY27	
1000 - General						
Balance Forward In				426		
Direct Appropriation			661	357	404	357
Balance Forward Out			426			
Expenditures			235	783	404	357
Biennial Change in Expenditures				1,018		(257)
Biennial % Change in Expenditures						(25)
Full-Time Equivalents			1.30	2.25	2.25	2.00