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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 2.94 million employees and 212,000 employers
- Is responsible for administrative oversight of the workers' compensation system, which handles approximately 84,500 new workplace injuries and illnesses annually
- Conducts approximately 228,000 construction inspections each year
- Issues/renews approximately 68,000 personal and business licenses annually
- Monitors more than 12,000 registered apprentices

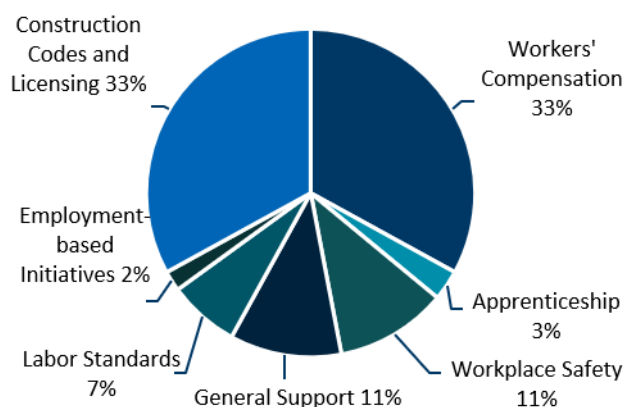
PURPOSE

The mission of the Department of Labor and Industry (DLI) is to ensure Minnesota's work and living environments are equitable, healthy, and safe. DLI carries out 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 ensure buildings are safe and healthy for those who occupy them.

By modernizing technology platforms to improve stakeholder experience and expanding intentional community education and engagement, including Tribal consultations, DLI is putting the needs of Minnesotans at the center of its services. Through sustainable facility operations, 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.

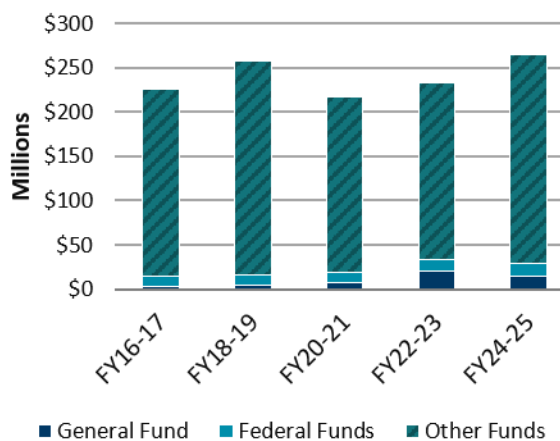
BUDGET

**Spending by Program
FY 2025 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 into the workers' compensation fund. Between State Fiscal Year 2022-2025, the average amount assessed was \$58.8 million, 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 through 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 percent 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 percent.

The Construction Codes and Licensing Division operates on a fee-for-service basis. Revenues, such as licensing 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 \$45 million FY 2026.

The Labor Standards Division is financed by appropriations from the general fund, workforce development fund, and family and medical benefit insurance fund, receiving approximately \$9.2 million 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 2026-27) budgets include \$12.7 million in WDF grant dollars, \$3 million in WDF operating dollars, and \$4.1 million in federal awards.

The General Support Division is financed by an appropriation from the workers' compensation fund at a base amount of \$9.1 million each year and through an appropriation in the special revenue fund, generating approximately \$6 million in revenue for FY 2025 through internal billing recovered from the agency's other divisions. The general support budget and indirect rate are approved through the U.S. Dept. of Labor's federal indirect cost plan and are updated annually.

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

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

The 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 worker safety and health standards in residential and commercial buildings and in the workplace. 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 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 to ensure 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 the knowledge and understanding of the codes and standards needed to promote safety and health in their industries. Dedicated staff 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 Occupational Safety and Health Administration (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 have developed relationships and partnerships to provide 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 follow applicable laws 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 the education and training necessary to prepare 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.

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

In Fiscal Year 2026, the Workers' Compensation Division:

- Resolved more than 2,000 disputes involving injured workers, employers, insurers, vocational rehabilitation providers, and health care providers
- Conducted 398 mandatory coverage investigations
- Proactively contacted 11,402 new businesses to educate them about workers' compensation laws
- Completed 10,365 Help Desk assistance contacts including calls and emails
- Maintained nearly 3 million workers' compensation files
- Conducted 162 rehabilitation consultations to determine an injured worker's eligibility for statutory vocational rehabilitation services
- Supported nearly 12,000 Work Comp Campus (Campus) technology system users through outreach sessions, training materials, communication, and system improvements

PURPOSE AND CONTEXT

The Workers' Compensation Division (WCD) 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 WCD 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 WCD 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 (ADR):** ADR helps resolve disputes between workers' compensation stakeholders without formal litigation. Services include mediation, administrative conferences, responding to complex stakeholder inquiries, and dispute-resolution support to keep claims moving efficiently.
- **Business Technology Office (BTO):** BTO supports WCD's technology infrastructure, including the Work Comp Campus electronic claims system, data management, electronic filing, and system improvements that support both internal staff and external stakeholders. BTO's workers' compensation help desk offers live support to stakeholders by answering basic questions related to Work Comp Campus.
- **Compliance, Records, and Training (CRT):** CRT maintains required workers' compensation claim records/filings, reviews filings for statutory compliance, assesses penalties when required, oversees reporting requirements, and provides education to stakeholders about workers' compensation laws and procedures.
- **Office of Workers' Compensation Ombudsman (Ombudsman):** The Ombudsman serves as an independent, neutral resource for injured workers and employers by answering complex questions, explaining rights and responsibilities, helping people navigate the claims process, and attempting to resolve issues before they become formal disputes.

- **Special Compensation Fund (SCF):** SCF serves as Minnesota’s safety net within the workers’ compensation system by paying benefits to injured employees whose employers were uninsured at the time of injury; SCF seeks reimbursement of benefits paid plus penalties for these claims from the uninsured employer. SCF enforces Minnesota’s mandatory workers’ compensation insurance requirements, reimburses insurers and self-insured employers for portions of benefits they have paid, and collects and administers the statewide assessment program that funds various workers’ compensation programs.
- **Vocational Rehabilitation unit (VRU):** VRU provides vocational rehabilitation services that help injured workers return to suitable, gainful employment. Staff coordinate return-to-work planning, vocational evaluations, job placement assistance, and oversight of rehabilitation plans. VRU primarily serves injured workers who are disputing the denial of their workers’ compensation claim.

RESULTS

Part A: Performance Data

Measure	Measure type	Previous	Current	Fiscal Year
Workers’ compensation benefits paid*	Quantity	\$18.6 million	\$48.3 million	2024, 2026
Special compensation fund uninsured recoveries	Quantity	\$955k	\$405k	2024, 2026
Number of mediations conducted	Quantity	610	618	2024, 2026
Ratio of post- to pre-injury wages for Vocational Rehabilitation unit clients who returned to work	Result	83%	79%	2024, 2026
Percentage of employers previously penalized for lack of workers’ compensation coverage who have remained compliant since penalty	Result	-	78%	2026

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

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

Part B: Evidence of Effectiveness

Evidence-based practice:	Source:	FY 26-27 Expenditures
Vocational Rehabilitation – DLI’s Vocational Rehabilitation unit (VRU) provides vocational rehabilitation services that help injured workers return to suitable, gainful employment. VRU staff operate out of six offices across the state of Minnesota to serve workers where they reside. VRU primarily serves injured workers legally contesting denial of their workers’ compensation claim. This ensures that all workers who have a claimed injury receive the benefit of return-to-work assistance.	Return to Work After Work-Related Injuries: A Systematic Review and Meta-Analysis of Incidence and Determinants Assessing the Costs and Benefits of Return-to-Work Programs	VRU’s FY 26 operating Budget was \$2.27M

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

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

In Fiscal Year 2026, the program:

- Issued or renewed 67,728 personal or business licenses and registrations across 81 categories
- Administered 9,170 license examinations
- Completed 3,154 building and plumbing plan reviews
- Issued 136,171 construction permits
- Performed 227,799 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 licensing.
- **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 inspections of building construction projects to ensure safety and operational integrity, including the regular inspection of elevators, boilers, and high-pressure piping in accordance with state regulations. CCLD also 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 for 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 to perform.

RESULTS

Part A: Performance Data

Measure	Measure type	Previous	Current	Fiscal year
Number of plumbing plan reviews/ percent reviewed within 30 days	Quantity	2,469 / 65%	2,324 / 51%	2024, 2026
Number of building plan reviews/ percent reviewed within 30 days	Quantity	528 / 32%	830 / 50%	2024, 2026
Percentage of plumbing and building plan reviews conducted electronically	Result	88.0% Plumbing 95.85% Building	93.39% Plumbing 96.9% Building	2024, 2026
Personal and business licenses and registrations issued	Quantity	65,209	67,728	2024, 2026
License Exams administered and personal licenses issued	Quantity	9,282 Exams 5,571 Licenses	9,170 Exams 5,494 Licenses	2024, 2026
Permits issued (all trades)	Quantity	134,927	136,171	2024, 2026
Boiler and pressure vessel inspections	Quantity	8,443	9,762	2024, 2026
Elevator inspections	Quantity	13,821	16,835	2024, 2026
Plumbing inspections	Quantity	5,202	5,873	2024, 2026
Building inspections	Quantity	4,409	4,773	2024, 2026
High-pressure piping inspections	Quantity	1,171	1,182	2024, 2026
Electrical inspections	Quantity	197,458	189,374	2024, 2026
Number of completed virtual electrical inspections	Quantity	4,518	56,763	2024, 2026
Enforcement services	Quantity	1,210 complaints received 1,004 investigations concluded	1,376 complaints received 1,158 investigations concluded	2024, 2026
Contractor Recovery Fund count and value of approved claims	Result	208 claims valued at \$5.52 million	117 claims valued at \$2.50 million	2024, 2025

Source: CCLD's data management system (iMS)

Part B: Evidence of Effectiveness

This program cannot be evaluated using randomized control or quasi-experimental design methods.

CCLD has statutory authority under Minnesota Statutes, Chapter 326B, to operate and enforce.

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

In Fiscal Year 2026, the General Support Division:

- Supported approximately 668 agency employees located statewide
- Administered a \$120.5 million annual budget
- Represented agency programs and/or authoritative boards in more than 345 administrative litigation appearances and 21 rulemakings
- Reached more than 5.8 million individuals through agency electronic publications and more than 7.4 million website views
- Awarded and managed over 200 grant contracts

PURPOSE AND CONTEXT

The General Support Division provides leadership, operational support, and strategic guidance to agency programs so they can effectively meet their statutory obligations. General Support's work is rooted in strong internal controls, proactive risk management, and a firm commitment to preventing fraud and waste across all operations.

Key Objectives:

- Manage and train program staff on statewide and agency-specific operating policies, procedures, and controls to promote consistency, compliance, and operational excellence
- Oversee the stewardship of agency resources with transparency, accountability, and strong financial and operational controls
- Provide training, tools, and educational opportunities that foster a positive, healthy, and inclusive working environment
- Collect, manage, and analyze data to strengthen program performance, identify risks, improve service delivery, and support informed decision-making
- Oversee systems and digital tools used by programs, identify modernization opportunities, and support technology solutions that improve program integrity and customer experience

SERVICES PROVIDED

The General Support Division delivers efficient, reliable, and integrity-focused services that enable agency programs to focus on their core responsibilities while advancing agency goals. Each unit contributes essential infrastructure and oversight as follows.

- **Commissioner's Office:** Provides strategic leadership to guide operations in accordance with the agency's mission and statutory obligations. Oversees legislative and stakeholder engagement, coordinates executive order adoption and reporting, and ensures alignment between agency priorities and statewide goals.
- **Financial Services:** Safeguards the financial resources entrusted to the department through strong internal controls, transparent practices, and rigorous accountability measures. Ensures compliance with

all statewide grant programs administered by the department and maximizes participation in equity procurement to diversify government spending and support economic inclusion.

- **Communications:** Delivers clear, accessible stakeholder outreach and education through the agency's social media, website, videos, publications, and other communication channels. Ensures information about departmental programs and services is timely, accurate, and easy for Minnesotans to find and understand.
- **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:** Provides legal advice and guidance to the department, supports legislative and rulemaking activities, and represents the agency in enforcement and other administrative proceedings. Ensures the department's actions are legally sound, transparent, and aligned with public policy.
- **Research and Data Analytics:** Advances data-driven decision-making by managing robust data governance and data management practices. Ensures divisions collect and maintain data necessary for comprehensive program evaluation, outcome analysis, and continuous improvement.
- **Projects and Planning:** Supports organizational development, strategic planning, and continuous improvement initiatives. Strengthens operational integrity through an internal controls and risk assessment program designed to identify risks, promote accountability, and prevent fraud.
- **Facilities Management:** Ensures safe, sustainable, and efficient operations of DLI facilities and fleet vehicles. Oversees supplies management and maintains and communicates business continuity and emergency response plans.
- **Enterprise Business Technology Office and MNIT Services @ Labor and Industry:** Manages information technology services through shared technology strategic planning, modernization initiatives, and resource coordination. Oversees the service-level agreement with MNIT for enterprise IT services, ensuring secure, reliable, and modern systems that support program performance and customer experience.

RESULTS

Part A: Performance Data

Measure	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.	159% of goal or 48% overall energy reduction (CY 2025)
Progress toward 15% water reduction goal	Result	Facility water usage monitoring	DLI has maintained water reduction trend since 2019.	298% of goal or 45% overall water reduction (CY 2025)
Percentage of total revenue deposited electronically	Result	EPM Data Warehouse (SWIFT)	DLI has intentionally pursued online deposits, increasing over time.	53% (FY 2026)
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 percentage.	69% of goal or 52% diversion rate (CY 2025)
Number of dollars spent with targeted vendors	Quantity	Expenditures made with Department of Administration certified vendors	Steady	\$396,216 (FY 2026)
Count of Tribal consultations	Quantity	Data tracked by Public Engagement and Tribal Relations	Increasing	11 of 11 Tribes engaged (FY 2026)
Two-year retention of new hires	Result	Data tracked by Human Resources	Improving	79% (FY 2024 hires retained to FY 2026)
Coordinated agency communication	Quantity	GovDelivery data tracked by Communications	Increasing	385 messages reached 5.8 million recipients (FY 2026)
Percentage of electronic systems modernized	Quantity	Data tracked by Enterprise Business Technology Office	Modernization of major systems started in 2015	90%

Part B: Evidence of Effectiveness

This program funds infrastructure, core staffing, and operations, all of which cannot be evaluated using randomized control or quasi-experimental design methods.

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

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

In Calendar Years 2024 and 2025, the Labor Standards Division:

- Recovered approximately \$5.32 million for workers
- Recovered approximately \$2.28 million in child labor and other penalties
- Handled approximately 41,850 stakeholder contacts through phone calls, emails, and walk-in visits to answer questions and take complaints
- Directly engaged with approximately 72,000 stakeholders at events, presentations, webinars, business visits, and other outreach to provide information about labor standards rights and responsibilities

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. This compliance includes, but is not limited to, minimum wage, overtime, other wage theft, breaks, prevailing wage, earned sick and safe time, lactating employee protections and pregnancy accommodations, child labor, misclassification, job protections under Minnesota's Paid Leave law, certain retaliation provisions, and laws that apply to specific industries such as construction, nursing homes, transportation network companies, agriculture, and food processing.

SERVICES PROVIDED

Labor Standards provides the following services:

- 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 (ESST), job protections under Minnesota's Paid Leave 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; methods include presentations, webinars, business visits, and other events.
- 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 to community-based organizations to help increase worker knowledge and understanding of the laws enforced by the Labor Standards Division.
- Conducts an annual prevailing wage survey to identify and certify wage rates for workers on publicly funded construction and public works projects.

RESULTS

Part A: Performance Data

Measure name	Measure type	Previous	Current	Year
Number of individual wage claims handled	Quantity	1,098	1,481	2024, 2025
Number of “inform and educates” handled	Quantity	760	1,152	2024, 2025
Number of earned sick and safe time hours recovered	Quantity	2,200	49,272	2024, 2025
Number of Wage and Hour Bulletins distributed to subscribers each month	Quantity	38,063	45,327	2024, 2025

Source: Labor Standards Division data management system (OnBase).

Part B: Evidence of Effectiveness

No evidence-based practices were identified - the studies referenced below identify the harm caused by lack of sick leave and misclassification, and that labor standards intend to result in reduction of this harm.

Evidence-based practice:	Source:	FY 26-27 Expenditures
Earned sick and safe time	Mandated Sick Pay: Coverage, Utilization, and Welfare Effects Potential Economic Benefits of Paid Sick Leave Do Paid Sick Leave Mandates Increase Productivity Do Paid Sick Leave Mandates Increase Productivity? PDF Paid sick leave improves workers’ health and the economy Employee Benefits in the United States Summary	FY 2026 budgeted expenditures – \$1.8 million FY 2026 budgeted expenditures – \$2.0 million
Misclassification	Misclassifying workers as independent contractors is costly for workers and social insurance systems The economic costs of worker misclassification	FY 2026 budgeted expenditures - \$328K FY 2027 budgeted expenditures - \$379K

Minnesota Statutes, Chapters 177, 179, 181, 181A, 181C 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), 181.01-.172 (Payment of Wages Act), 181.939-.944 (Nursing Mothers and Parenting Leave and Accommodations), 181.9445-.9448 (Earned Sick and Safe Time), 181A (Child Labor Standards Act), 268B.09 and 268B.14, subd. 3 (Minnesota’s Paid Leave Employment Protections and Premiums), 326B (Construction Misclassification), and other provisions listed under 177.27, subd. 4.

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

In Fiscal Year 2026, the Office of Combative Sports:

- Regulated 10 events
- Issued 437 licenses
- Trained 50 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, who are trainer coaches. 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, such as in locker rooms and weigh-in areas, ensuring the health and safety of fighters at events.

OCS staff members do the following:

- 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

Part A: Performance Data

Measure	Measure type	Previous	Current	Year
Combatant licenses issued	Quantity	167	200	2025, 2026
Trainer/second licenses issued	Quantity	186	228	2025, 2026
Number of combative sports events	Quantity	12	10	2025, 2026
Officials' licenses issued (<i>may be more than one license per individual</i>)	Quantity	55	61	2025, 2026
Number of regulatory bodies approved to oversee martial arts and amateur boxing contests	Quantity	15	17	2025, 2026

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

Part B: Evidence of Effectiveness

No evidence-based practices were identified.

The Office of Combative Sports is a small unit within the Minnesota Department of Labor and Industry, with an annual budget of less than \$300K. Additional resources would be needed to implement tracking and support for evidence-based practices.

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

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

In Federal Fiscal Year 2025, the Minnesota Occupational Safety and Health Administration (MNOSHA) work units:

- Conducted 1,519 compliance inspections
- Assisted private and public sector employers through 935 consultation visits and 271 consultation interventions
- Responded to 1,368 employee complaints, with an average time to respond to onsite serious complaints of 3.27 days
- Investigated 20 workplace fatalities, down from 31 the previous year
- Provided safety grants for 146 employer safety improvement projects in State Fiscal Year 2025
- Presented safety and health outreach to more than 18,800 consultation participants
- Worked with 74 partnership employers (MNSTAR Program/MNSHARP) and 7 alliances with organizations committed to workplace safety and health
- Oversaw the safety and health of 2.94 million workers at 212,000 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 the employees' 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, and Minnesota is 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 an 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

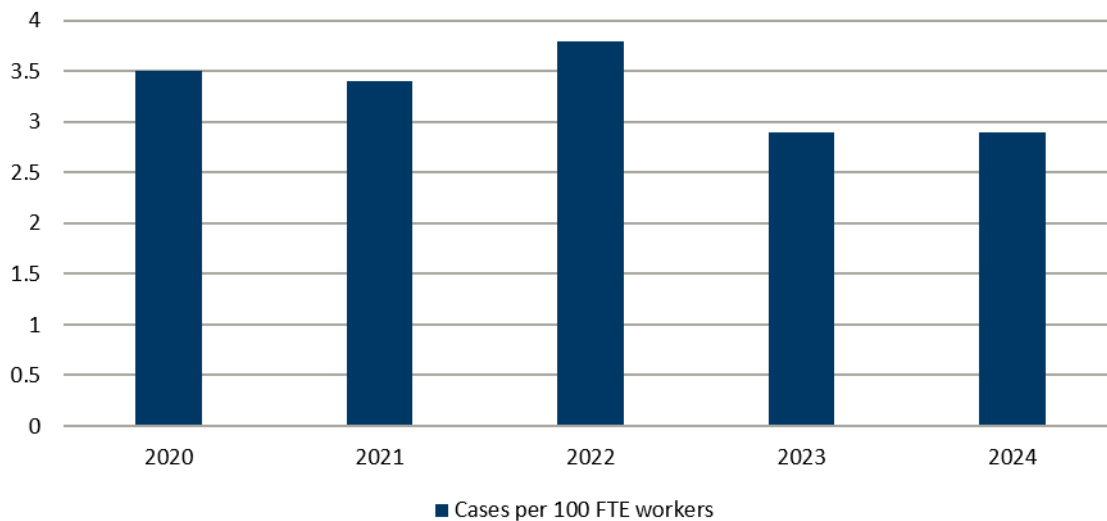
Part A: Performance Data

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

State	2020	2021	2022	2023	2024
Minnesota	2.4	2.8	2.8	2.5	2.9
Wisconsin	4.1	3.4	4.3	3.9	3.7
Iowa	4.0	3.3	3.6	5.9	5.2
South Dakota	7.8	4.7	5.6	4.3	5.8
North Dakota	7.4	9.0	9.8	6.9	6.8

Source: 02/19/2026 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.

Total recordable workplace injury and illness cases in Minnesota per year



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.

The 2.9 OSHA-recordable nonfatal workplace injuries and illnesses per 100 full-time-equivalent (FTE) workers in 2024 was the same rate as 2023. This is the lowest rate recorded since the measurement started in 1973.

Measure	Measure type	Previous	Current	Year
Percentage of timely responses to imminent danger and fatality inspections within one workday	Quality	Imminent danger complaint inspections, 100% (National OSHA data, 97.41%) Response to fatalities: 95% (19 of 20); (National OSHA data, 97.44%)	Imminent danger complaint inspections, 100% (National OSHA data 98.21%) Response to fatalities: 100% (National OSHA data, 97.47%)	Federal FY2025, Federal FY2026 (Q1-Q3)
Lapse time for safety and health inspections compared to combined state plan and Nationwide Federal OSHA data	Results measured in workdays	MNOSHA: Safety, 22.7 (National, 56.29); Health, 42.99 (National, 67.00)	MNOSHA: Safety, 16.56 (National, 47.72); Health, 30.21 (National, 57.58)	Federal FY2025, Federal FY2026 (Q1-Q3)
Percent of in compliance programmed inspections for safety and health	Results	MNOSHA: Safety, 23.19% (National, 38.08); Health, 28.9% (National, 43.40%)	MNOSHA: Safety, 23.87% (National, 28.98); Health, 23.17% (National, 29.13%)	Federal FY2025, Federal FY2026 (Q1-Q3)
Average number of workdays to initiate serious complaint inspections	Results	3.64 (Federal Review Level (FRL), 9)	1.97 (FRL, 9)	Federal FY2025, Federal FY2026 (Q1-Q3)
Percent of initial consultation visits completed in high-hazard industries – requirement of not less than 90%	Results	99.43 %	99.81 %	Federal FY2025, Federal FY2026 (Q1-Q3)
Percent of initial visits to small businesses (fewer than 250 employees) – requirement of not less than 90%	Results	98.29 %	97.86 %	Federal FY2025, Federal FY2026 (Q1-Q3)

Source: MNOSHA State Activity Mandated Measures Report and Mandated Activity Report for Consultation. Federal Fiscal Year (FFY) - FFY2025 is 10/01/24 to 09/30/25 and FFY26 is 10/01/25 to 09/30/26.

Part B: Evidence of Effectiveness

Evidence-based practice:	Source:	FY 26-27 Expenditures
Workplace Safety Consultation – onsite visits	Benefits of the OSHA On-Site Consultation Program	N/A; External Practice/Report
Site-Specific Targeting	Economic Effects of the Virginia Occupational Safety and Health (VOSH) Compliance Programs	N/A; External Practice/Report

Minnesota Statutes, Chapter 182, provides 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 the following: 29 CFR 1908; 29 CFR 1910.266; Minn. Stat. 79.253, 90.145 and 176.130; and Minn. Rules 5203.

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

In Fiscal Year 2026, Minnesota Dual-Training Pipeline and Youth Skills Training successfully accomplished the following to further advance employment-based training.

Minnesota Dual-Training Pipeline (Pipeline):

- Planned and hosted 14 industry forums and 1 all-industry forum
- Planned and hosted 8 workforce community conversations in Alexandria, Hermantown, Maple Grove, Redwood Falls, Rosemount, Rochester, Roseville, and Thief River Falls
- Assisted 270 unique employers through Pipeline programming and activities to support their dual training efforts
- Developed and approved 6 new occupational competency models and consolidated 4 similar occupations into 2 occupations to improve alignment
- Engaged with 65.8 percent of Round 15 dual training grant awardees through programming and activities led by the Pipeline in the year prior to the application deadline

Youth Skills Training (YST):

- Granted \$1.5 million to 17 YST partnerships throughout the state
- Provided more than 47,600 students with opportunities for industry exposure
- Supported more than 16,000* students in completing an industry-related class for high school credit
- Supported more than 3,100* student learners in obtaining industry-recognized credentials
- Supported more than 200* student learners in paid work experiences in high-growth, in-demand industries
- Approved 38 additional employers to host YST student learners with paid work experience

PURPOSE AND CONTEXT

The Department of Labor and Industry's (DLI's) 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. The programs also work with K-12 educators, higher education institutions, business and trade associations, nonprofits, and community-based organizations to advance workforce development and training efforts.

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 technical instruction, which results 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. Minnesota Dual-Training Pipeline also works closely with the Minnesota Office of Higher Education to support the Dual-Training Grant.

Objectives of Minnesota Dual-Training Pipeline include the following:

- Engaging employers, higher education institutions, 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 the following:

- Career exploration
- Industry exposure opportunities
- Related classroom instruction
- Safety training
- Industry-recognized credentials
- 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

Part A: Performance Data

Measure	Measure type	Previous	Current	Fiscal Year
Number of occupations with competency-based models	Quantity	104	108	2025, 2026
Number of unique employers assisted through Pipeline programming and activities to support their efforts with dual-training	Quantity	289	270	2025, 2026
Number of dual-training grants awarded to help fund dual-training programs	Quantity	80	76	2025, 2026
% of dual-training grant awardees engaged with the Pipeline team through programming and activities led by Pipeline in the year prior to the application deadline	Result	72.5	65.8	2025, 2026
Number of dual trainees anticipated to receive dual-training at the time of award	Quantity	902	867	2025, 2026
YST: Number of students participating in industry exposure experiences (tours, speakers, job shadow, career fairs, etc.)	Quantity	51,584	47,608*	2025, 2026
YST: Number of students who have completed an industry-related class for high school credit	Result	15,051	16,084*	2025, 2026
YST: Number of students who have gained an industry recognized credential	Result	1,705	3,172*	2025, 2026

Measure	Measure type	Previous	Current	Fiscal Year
YST: Number of students who have been placed in a YST industry paid work experience	Result	178	213*	2025, 2026
YST: Number of employers approved to provide paid work experience to student learners	Quantity	35	38	2025, 2026
YST: Number of partnerships awarded grant funding	Quantity	17	17	2025, 2026
YST: Percent of students in paid work experience who graduated when eligible (FY 2022 and 2025)	Result	89% (FY 2025)	94%* (FY 2026)	2025, 2026

Sources: Minnesota Dual-Training Pipeline Annual Recaps, Dual-Training Grant press release announcements, Youth Skills Training Legislative Report, and internal data collection systems

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

Part B: Evidence of Effectiveness

Evidence-based practice:	Source:	FY 26-27 Expenditures
Minnesota Dual-Training Pipeline work-based learning model	Synthesis from WCC -Please note that this evidence is not specific to Minnesota Dual-Training Pipeline; however, work-based learning is a core component of Minnesota Dual-Training Pipeline.	FY26 Expense: \$328,020.00 FY27 Projection: \$482,245.00
Minnesota Dual-Training Pipeline competency models	Competency Modeling: An Essential Practice for the Future of Strategic Human Capital Management -Please note that this evidence is not specific to Minnesota Dual-Training Pipeline; however, considering best practices for developing competency models is something Pipeline works to do, as developing competency models is a core component of creating competency standards for Minnesota Dual-Training Pipeline approved occupations.	FY26 Expenses: \$33,000.00 FY27 Projection: \$33,000.00
Minnesota Youth Skills Training career academies model	Evidence on the Effectiveness of Career Academies for High School Students U.S. Department of Labor -Please note that this evidence is not specific to MN Youth Skills Training; however, the career academies model is often a foundational component of YST programs across the State.	N/A; External Practice/Report

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

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

In Calendar Year 2025, Apprenticeship Minnesota:

- Supported a record high 12,220 active apprentices, including 977 women, 3,470 people of color, 244 individuals with disabilities, and 597 veterans
- Ensured compliance with federal regulations and state statutes and provided technical assistance to 148 registered apprenticeship programs, including 18 new programs
- Registered 4,910 new apprentices and completed 1,700 active apprentices
- Attended 39 outreach events, reaching over 3,000 participants
- Hosted 45 training events, serving over 500 apprenticeship stakeholders

PURPOSE AND CONTEXT

Apprenticeship Minnesota strengthens the State'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 structured, on-the-job learning and related classroom instruction. They also ensure apprentices learn in healthy and safe work environments under the supervision of qualified journeyworkers and mentors.

Four goals guide the work of the division:

1. Increase the number of registered apprenticeship programs in emerging and high-demand industries, such as health care, manufacturing, information technology, and education
2. Expand existing registered apprenticeship programs in the trades by adding more apprentices, creating new, approved training occupations within programs, and engaging additional employers
3. Increase the recruitment of new apprentices, including those facing barriers to employment, and provide services to promote program retention and completion of existing apprentices
4. Improve alignment between registered apprenticeship and Minnesota's broader education and workforce systems through coordinated efforts with the Minnesota Department of Education and the Minnesota Department of Employment and Economic Development

SERVICES PROVIDED

Apprenticeship Minnesota services include program development and registration 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 emerging and in-demand jobs across the state
- Providing ongoing technical assistance and conducting compliance monitoring to ensure programs deliver high-quality training and instruction as outlined in their program's 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 individuals facing barriers to employment, including women, people of color, individuals with disabilities, and veterans
- Administering the Registered Teacher Apprenticeship Program grant to establish and operationalize statewide teacher apprenticeship programs that create an additional career pathway into the education field
- Delivering training and presentations to community-based organizations, local workforce boards, and school districts to foster greater participation and successful completion by individuals facing barriers to employment in registered apprenticeship programs
- Connecting job seekers and apprentices with resources and services that help them successfully progress through and complete their registered apprenticeship program

RESULTS

Part A: Performance Data

Measure	Measure type	Previous value	Date	Current value	Date
Number of active apprentices	Quantity	11,546	2023	12,220	2025
Percentage of active apprentices by women/people of color/veterans	Result	8%/23%/6%	2023	8%/28%/5%	2025
Number of apprenticeship completions	Result	1,769	2023	1,700	2025
Number of registered apprenticeship programs	Quantity	233	2023	148	2025
Percentage of apprentices passing Class A Journeyworker Electrician licensure exam on the first try versus percentage of non-apprentices.	Quality	97.2%/75.2%	2023	90.3%/71.5%	2025
Average apprentice exit wage at program completion	Quality	NA	2023	\$32.27	2025

Source: Apprenticeship MN data management system (RAPIDS); [US DOL Apprentices by State Dashboard](#)

Part B: Evidence of Effectiveness

Evidence-based practice:	Source:	FY 26-27 Expenditures
Registered Apprenticeship	An Effectiveness Assessment and Cost-Benefit Analysis of Registered Apprenticeship in 10 States	N/A; External Practice/Report
Registered Apprenticeship	The Impact of Registered and Unregistered Apprenticeship: Evidence from the Scaling Apprenticeship and Closing the Skills Gap Grants	N/A; External Practice/Report
Registered Apprenticeship	The Return on Investment (ROI) to Employers from Registered Apprenticeships	N/A; External Practice/Report
Registered Apprenticeship	Registered Apprenticeship and Work-Based Learning Synthesis	N/A; External Practice/Report

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.

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 Fiscal Year 2026, the Minnesota Nursing Home Workforce Standards Board (NHWSB):

- Conducted 12 full board meetings and 18 work group meetings
- Investigated working conditions in the nursing home industry through Board discussions, data review, five public hearings soliciting general feedback, and one public hearing on training curriculum
- Completed rulemaking for initial wage standards, holiday pay, and the certification of worker organizations to train workers
- Implemented a waivers and variances process, granting one waiver and one waiver extension
- Certified three worker organizations and established training curriculum
- Began the biennial review of standards

PURPOSE AND CONTEXT

Created during the 2023 legislative session, the Minnesota Nursing Home Workforce Standards Board's (NHWSB) purpose is to conduct investigations into working conditions in the nursing home industry and adopt rules establishing minimum employment standards that are 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 the Departments 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 that 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. Collectively, these employees perform more than 44 million hours of work annually for nursing facilities and their residents.

SERVICES PROVIDED

The NHWSB offers the following services:

- 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 the cost of living in Minnesota
- Engages with workers, employers, advocates, and the public, including through statewide public forums and online engagement
- Develops and implements a process for waivers and variances from the standards
- Certifies worker organizations to train workers
- Works with Department of Human Services to report to the Legislature the cost to the State of Minnesota of minimum standards

RESULTS

Part A: Performance Data

Measure	Measure type	Previous	Current	Fiscal Year
Number of individuals engaged through public forums and online questionnaires	Quantity	429	138	2024, 2026
Estimated number of workers seeing a wage increase if adopted wage standards are implemented	Result	NA	13,705 or 52.7% of all nursing home workers	NA, 2027
Estimated number of workers seeing an increase in wages if working on a holiday	Result	NA	26,006 or 100% of all nursing home workers	NA, 2025

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

Part B: Evidence of Effectiveness

Evidence-based practice:	Source:	FY 26-27 Expenditures
Setting minimum wages for hourly work	<i>Minimum Wage Effects in Low-Wage Areas – Institute for Research on Labor and Employment</i> <i>Myths vs. facts about the minimum wage: An FAQ on the economics of increasing wage floors Economic Policy Institute</i>	N/A; External Practice/Report

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