



U.S. DEPARTMENT OF LABOR

**ETA VISION 2030**

**WORKFORCE CONVENING**

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**MAY 16-18, 2023**



# WORKSHOP:

## Strategic Approach to Infrastructure Partnerships & Funding



# Welcome & Introductions

*Melissa Smith (DOL)*



# Expanding the Infrastructure Talent Pipeline

*Martha Ross and Jade Arn (Brookings)*

Expanding the infrastructure talent pipeline and maximizing new funding through the Infrastructure Investment and Jobs (IIJA) Act



# The infrastructure field has multiple subsectors

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## Transportation

- *within a region*

Local bridges & roads, public transit, bike/pedestrian infrastructure

- *between regions*

Passenger rail, airports, highways

## Trade and logistics

Freight rail, air cargo, trucking, seaports, warehousing, express/local deliveries

## Energy

Generation, transmission, and distribution of energy

## Water

Clean/drinking water, stormwater treatment

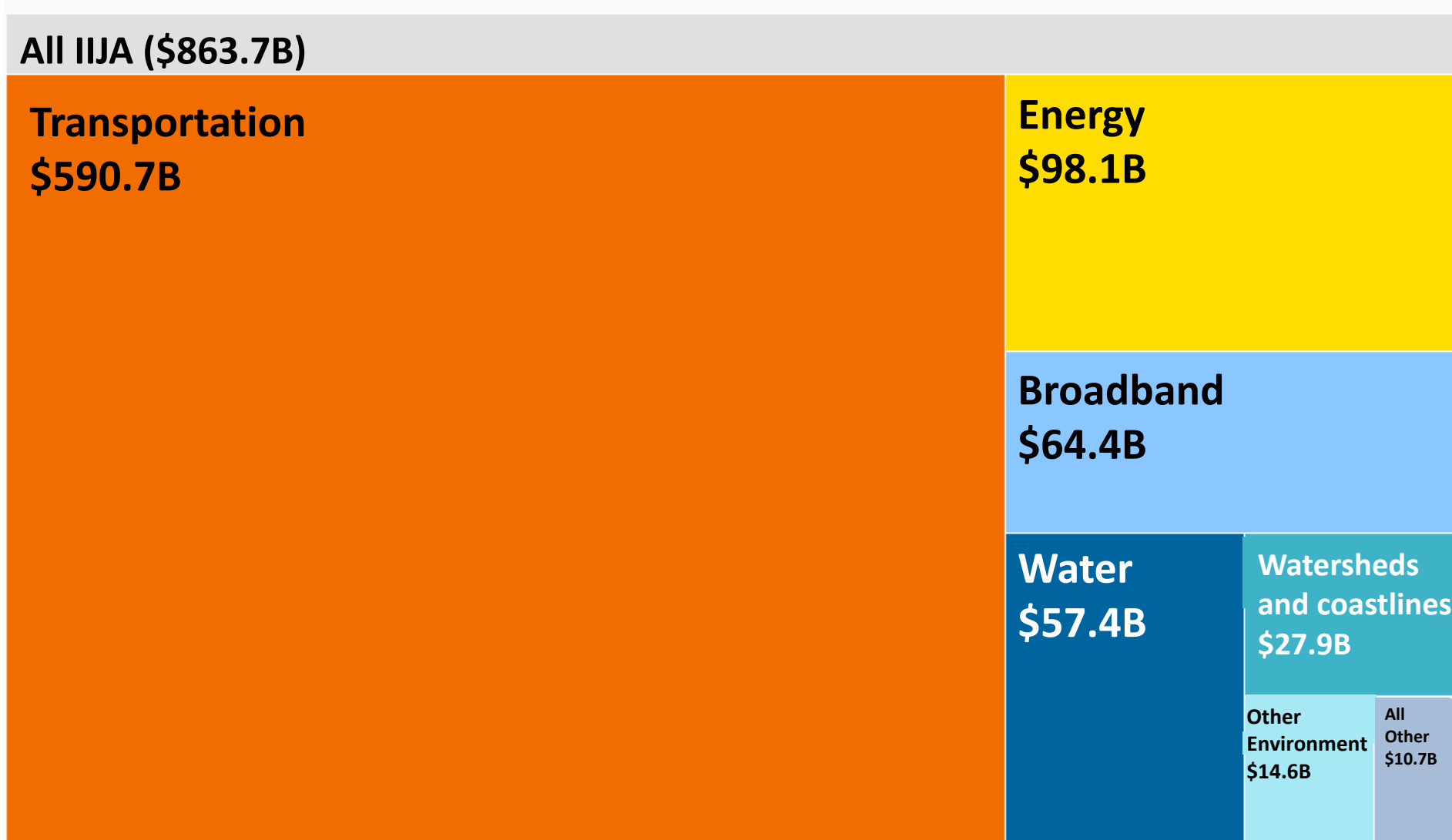
## Telecommunications

Broadband and transmission infrastructure

## Public Works

Streetscapes, land redevelopment, waste/landfills

# Two-thirds of the infrastructure bill's funding goes to transportation



# Infrastructure dollars flow from multiple federal agencies

## FEDERAL AGENCIES



## STATE AGENCIES



State Departments of Transportation (DOTs)



State Departments of Environment

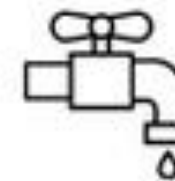


State Energy Offices

## LOCAL ENTITIES



City DOTs and Metropolitan Planning Organizations (MPOs)



Water Utilities



Energy Utilities



Broadband Providers



Other Community Partners



# Infrastructure workers total **16.6 million**, or **11.8%** of national employment



Laborers and Movers:  
*2,729,010*



Heavy Truck Drivers:  
*1,903,420*



Electricians:  
*650,580*



Civil Engineers:  
*304,310*



Bus and Truck  
Mechanics:  
*261,420*



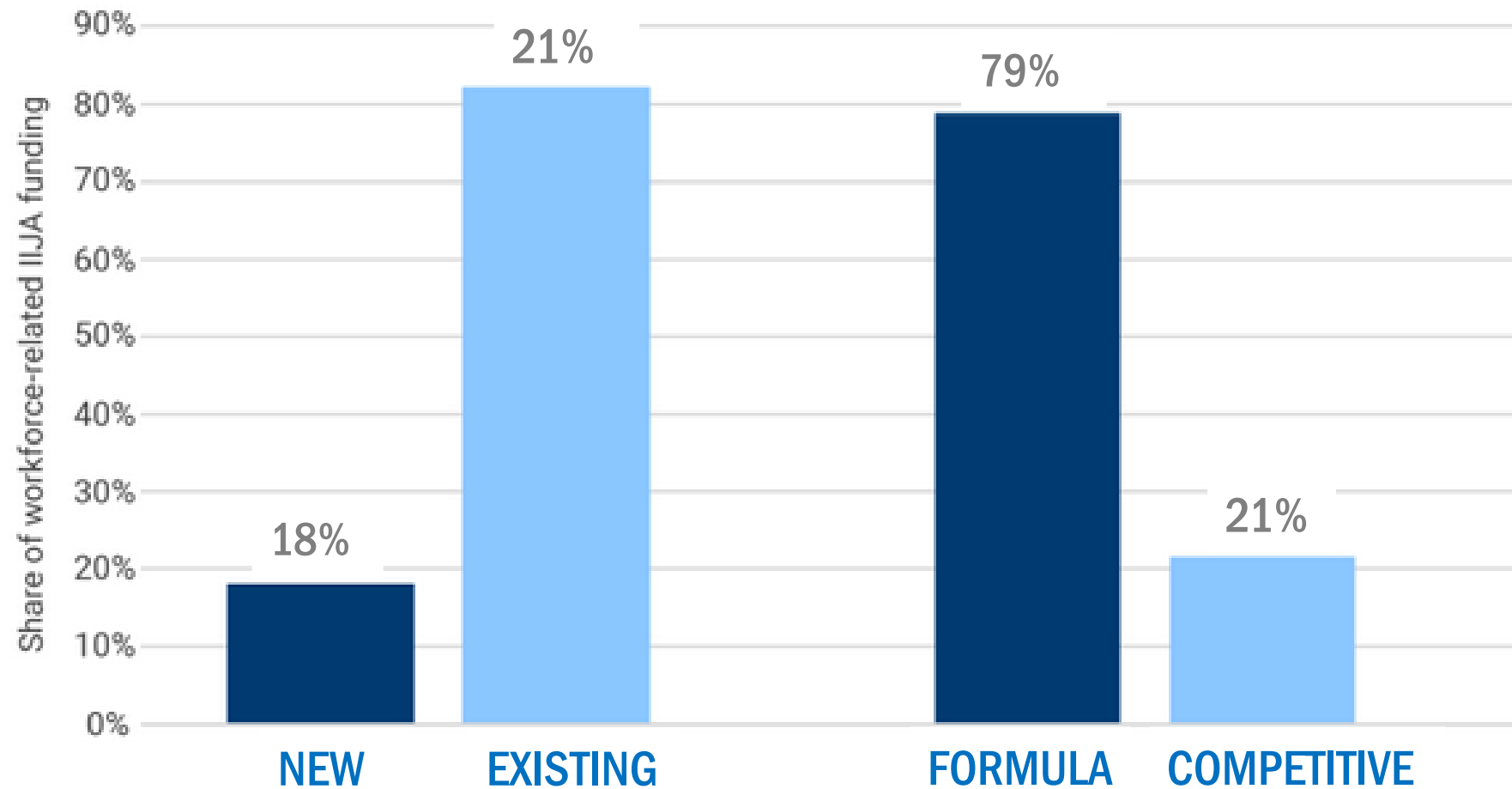
Dispatchers:  
*194,330*

The infrastructure bill **allows** a strong focus on workforce development . . .

. . . but does not generally **require** it.

# Most IJA workforce funding flows through existing & formula programs

*Share of IJA funding emphasizing or allowing workforce activities, by selected program characteristics*



Expanding the infrastructure talent pipeline and  
maximizing new funding through the  
Infrastructure Investment and Jobs (IIJA) Act

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# Building Pathways to Infrastructure Careers

*Maya Kelley (DOL)*



# **BUILDING PATHWAYS TO INFRASTRUCTURE CAREERS:** Framework for Preparing an Infrastructure Workforce

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**Training and Employment Notice (TEN) 08-22**

# Building a Workforce Plan | The Three P's Checklist

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## Partnership Development

- Engage, convene and **link key demand side and supply side workforce partners** positioned to support a comprehensive workforce plan across various project and sector needs.

## Planning Resources

- **Leverage local workforce partners' capacity to support planning** activities and formulate strategies that meet project needs and advance equity in communities and for underrepresented workers.

## Proven Programs

- **Design, deliver and scale proven workforce programs** and practices with a track record for delivering and opening up access to high-quality training.

# Building a Workforce Plan | Partnership Development

## Partnership Development

- Engage, convene, and link key demand side and supply side workforce partners positioned to support a comprehensive workforce plan across various project and sector needs.
- **Strategic Partnership & Engagement** – Workforce system partners should actively engage with the community, especially disadvantaged or underserved communities, where the project is based early in the project planning process.
- **Build Diverse Partnerships**, including high-road employers and both traditional and nontraditional stakeholders.
  - Federal agencies and State, Local, and Tribal governments
  - Employers and Industry Associations
  - Contractors who bid on government projects and run project delivery
  - Unions, local labor councils, and labor-management partnerships
  - Job Corps centers and local youth-serving organizations
- **Equity and Job Quality as Shared Priorities** – Advancing shared job quality and equity priorities is critical in building a skilled infrastructure workforce.



# Building a Workforce Plan | Planning Resources

## Planning Resources

- Leverage local workforce partners' capacity to support planning activities and formulate strategies that meet project needs and advance equity in communities and for underrepresented workers.
- **Understand the Jobs That Are Going to Be Created and Skills Needs** – Workforce system partners and project leads should engage in strategic planning with community partners and use data to inform decision-making.
- **Build Quality Jobs and Quality Training That Reaches Underserved Communities into Project Planning and Project Bids** – Consider using
  - Apprenticeship Utilization Requirements
  - OFCCP Participation Goals in Construction Trades
  - Local and Economic Hiring Preferences
  - Project-Specific Agreements (e.g., PLAs or CBAs)
  - Vendor/Contractor Accountability
  - Wage and Equity Standards
- **Determine Funding Sources That Can Be Leveraged for Workforce Development Needed to Support Infrastructure Projects** – A wide variety of federal formula and discretionary funding can and does support quality workforce development initiatives.

# Building a Workforce Plan | Proven Programs

## Proven Programs

- Design, deliver, and scale proven workforce programs and practices with a track record for delivering and opening up access to high-quality training.
- **Quality Pre-apprenticeships** should provide underserved populations with educational and pre-vocational services and directly connect to RAPs.
- **Registered Apprenticeships** are industry-driven, paid training programs that produce strong results for both employers and workers.
- **Sector Strategies** connect employers, education and training entities, economic development, workforce systems, and community organizations to collaboratively meet the workforce needs of a regional labor market.
- **Labor-Management Partnerships** coordinate employee and worker representation to develop training programs with job quality embedded.
- **Project Labor Agreements** are collective bargaining agreements between building trade unions and contractors. PLAs can promote workforce development by including local hire and disadvantaged worker provisions, along with apprenticeship utilization requirements.
- **Supportive services** enable underserved populations to access and complete training. Consider supports like basic needs, cash, transportation, and childcare assistance to remove barriers to participation.



# DOL Building Pathways to Infrastructure Jobs Grant Program

**FOA-ETA-23-31**

# Program Overview

- Train job seekers in **advanced manufacturing; information technology;** and **professional, scientific, and technical services occupations** that support renewable energy, transportation, and broadband infrastructure sectors.
- Focused on particular occupations and industries related to these investments, particularly those that are middle- to high-skilled occupations within the infrastructure sectors highlighted above.
- Expand the workforce partnerships necessary to build equitable pathways to good infrastructure jobs, particularly for workers from underserved and underrepresented populations in the local/regional communities where these infrastructure projects are located, as well as within these occupations (such as women).
- Financed by a user fee paid by employers to bring foreign workers into the United States under the H-1B nonimmigrant visa program.

# Program Tracks

- Applicants must choose one of the following tracks for this grant program:
  - **Development Track:** Developing and Implementing Local/Regional Worker-Centered Sector Strategy Programs
    - The goal of the Development Track is to establish local and regional partnerships that will develop and implement worker-centered sector strategy training programs in one or more infrastructure-related sectors.
  - **Scaling Track:** Scaling Effective Worker-Centered Sector Strategy Programs
    - The goal of the Scaling Track is to invest in established partnerships that have demonstrated evidence of effectiveness in implementing a sector strategy training program in one or more infrastructure-related sectors.

# Worker-Centered Sector Strategies

- Build on the sector partnership to provide training programs that are industry-driven and responsive to local and regional infrastructure sector demands, to meet industry needs while also engaging workers in training program designs that support the attainment of quality jobs.
- Quality jobs are those that ensure adequate staffing, offer family-sustaining wages and career pathway progression, require robust safety and health protocols, offer quality worker benefits, and support recruitment and retention practices that promote diversity, equity, inclusion, and accessibility.
- Ensure that workforce development and employment opportunities are accessible to and shaped by communities of color and low-paid workers.

# Core Principle 1

- Strategies for Ensuring Diversity, Equity, Inclusion, and Accessibility and Prioritizing Recruitment, Training and Retention of a Local Workforce
  - Propose strategies that advance equity and embed these strategies in the grant program design.
  - Demonstrate how the proposed program
    - Will be developed with the input of impacted workers, worker organizations, or labor-management partnerships;
    - Incorporates the lived experience of historically marginalized or underrepresented populations;
    - Prioritizes local targeted hires from these communities; and
    - Utilizes recruitment and supportive services that attract, retain, and advance historically marginalized and underrepresented populations in the infrastructure-related occupations within their service areas.

# Core Principle 2

- Career Pathways
  - Advance strategies that support participants entering and progressing in career pathways programs leading to good-quality in-demand jobs in middle- to high-skilled infrastructure-related occupations.
  - Develop career plans that directly align with the current and planned infrastructure projects in the proposed target area and describe how the grant will help participants navigate and assess their various career pathway options.



# Core Principle 3

- Approaches for Increasing Job Quality
  - Good-quality jobs are jobs that pay family-sustaining wages with wage progression, benefits, access to paid leave, opportunities for career advancement through training and education and, to the strongest extent possible, a platform for worker voice to support all workers and ensure fair pay and safe working conditions.
- Eight Principles of Job Quality
  - Recruitment and Hiring
  - Benefits
  - Diversity, Equity, Inclusion, and Accessibility
  - Empowerment and Representation
  - Job Security and Working Conditions
  - Organizational Culture
  - Pay
  - Skills and Career Advancement

# Project Design

- Developing or scaling sector partnerships of public and private sector entities and engaging employers, workers, labor, and education and training institutions in the adoption and deployment of employment and training services to address in-demand workforce needs;
- Incorporating worker voice into training programs;
- Offering high-quality training options (including work-based learning models);
- Advancing diversity, equity, inclusion, and accessibility in the infrastructure workforce;
- Developing or scaling career pathways programs that emphasize the skills, competencies, and credentials needed for middle- to high-skilled H-1B occupations that are aligned with industry and employer needs;
- Providing intensive wrap-around supportive services to participants;
- Leveraging other private, federal, and state funding resources, including BIL resources; and
- Institutionalizing the practice of worker-centered sector strategies.

# Eligible Lead Applicants

- The following entities are eligible to apply as a lead applicant:
  - National or Community-based Nonprofit Organizations;
  - Labor Unions, Labor-Management Organizations, and Worker Organizations;
  - Education/Training Provider(s);
  - Workforce Development Entities;
  - Economic Development Agencies;
  - Native American Tribal Governments (Federally recognized); and
  - State, County, and Local Governments.

# Worker-Centered Sector Strategy Partnership – Required Partners

## ■ Required Partners:

### – **Employer Partners**

- Development Track: A representative group of, and no less than two (2), employer partners who are committed to providing hiring opportunities for participants trained through the grant.
- Scaling Track: A representative group of, and no less than four (4), employer partners who are committed to providing hiring opportunities for participants trained through the grant and who support the employment needs of the skilled workforce being created in those service areas.

### – **Education/Training Provider(s)**

### – **Workforce Development Entities**

### – **Worker Organizations, Labor-Management Organizations, or Labor Unions**

### – **State Apprenticeship Agencies (SAAs)** (Required only if applicant is proposing to provide RAP training in an SAA state.)

# Award Information

- **Solicitation Period:** 4/5/23 – 7/7/23
- Approximately **\$80 million** to fund approximately **15-25 grants** in round 1.
  - **Track 1 (Development Track):** Up to 50 percent of the total available funding. Individual grant amounts for this track will range from \$500,000 to \$2 million.
  - **Track 2 (Scaling Track):** The remaining funding. Individual grant amounts for this track will range from \$2 million to \$5 million.
- Pending availability of funds, the Department intends to make approximately \$200 million total available over the multiple competitive rounds of funding for this grant program.
  - The same FOA will be used for each round; Round 2 open date: 3/15/2024; close date: 6/14/24.
- Successful applicants who are awarded funding as a lead in the first round are not eligible to apply for the second round of funding as a lead applicant; however, they may be a required or optional partner in applications for the second round. Unsuccessful round 1 applicants may apply for round 2 as a lead applicant.
- **Questions:** [IN\\_FOA-ETA-23-31@dol.gov](mailto:IN_FOA-ETA-23-31@dol.gov)
- **FAQs and Prospective Applicant Webcast:** <https://www.dol.gov/agencies/eta/grants/apply/find-opportunities>



# Small Group Breakouts

*Melissa Smith (DOL)*

# SMALL GROUPS: **ROUND 1**

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- 1. Exploring the Wisconsin Transportation Project** – Tracey Carey, Midwest Urban Strategies
- 2. Building Equitable Pipelines for Women into Infrastructure Careers** – Leah Rambo, Women’s Bureau (DOL)
- 3. Partnering with Transportation Entities on Infrastructure Projects** – Paige Shevlin, U.S. Dept of Transportation
- 4. Leveraging State and Local Fiscal Recovery Funds (SLFRF) for Workforce Development** – Jed Herrmann, U.S. Dept of Treasury

# SMALL GROUPS: ROUND 2

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5. **Project Labor Agreements as Tools for Equity** – Lafe Solomon, Good Jobs Initiative (DOL)
6. **CHIPS for America Vision and Programs & Tech Hubs** – David Langdon and Rachel Lipson, U.S. Dept of Commerce
7. **Partnering to Develop Clean Energy and EV Apprenticeships** – Dr. Balu Gokaraju, North Carolina A&T State University
8. **Strategies For Deploying Surface Transportation Funds for Workforce Development & Postsecondary Education** – Rachael Stephens-Parker and Jack Porter, National Governors Association





# Reconvene & Report Out

*Melissa Smith (DOL)*