

Linking Infrastructure and Capital Investments with Jobs and Training Policy Recommendations

- 1) Set employment hiring targets and job quality standards on publicly-funded projects (construction, infrastructure, public works and/or sector) in legislation, regulation, or contract provisions.
 - a) Set a minimum percentage (or goal) of work hours be performed by low-wage individuals
 - b) Establish first-source hiring requirements for low-wage workers and fund employment and training programs
 - c) Encourage (and reward) use of project labor agreements and community benefits agreements
 - d) Set job quality standards (prevailing/livable wages, health and sick-leave benefits, work conditions, fair labor practices)
 - e) Establish pre-qualification and responsible contracting standards to support the awarding of projects to “high-road” contractors.
- 2) Set apprenticeship utilization requirements (with specific apprentice/master ratios) for publicly-funded projects to increase job opportunities for entry-level workers.
- 3) Require that a portion of the public construction, infrastructure and sector funds be used for training and job readiness services on all types of publicly-funded projects.
 - a) Engage public workforce system, community-based organizations, and/or community colleges to deliver training and job readiness services.
- 4) Tie job access, quality, and training policies together (#1-3) in legislation, regulation or contract provisions.
- 5) Establish state guidelines for pre-apprenticeship programs and require registered apprenticeship programs partner with pre-apprenticeship programs.
 - a) Develop a state pool of funds for pre-apprenticeship programs: WIA funds, portion of federal/state project funds or entire capital budget, general revenue.
- 6) Connect registered apprenticeship and pre-apprenticeship to education and training systems
 - a) Include apprenticeship and pre-apprenticeship as a workforce strategy in the WIA state and local plans.
 - b) Streamline eligible training provider approval process for registered apprenticeship providers.
 - c) Require one-stops to take steps to promote apprenticeship and pre-apprenticeship, including: posting apprenticeship notices, actively counseling clients about apprenticeship opportunities, and co-locating apprenticeship staff
 - d) Use WIA training funds to support apprenticeship and pre-apprenticeship: ITAs to pay for an apprentices’ related classroom instruction or entry into pre-apprenticeship program; use of customized training or on-the-job training funds to design and deliver employer-

based apprenticeship programs for incumbent workers or new hires; 15% discretionary funds to support pre-apprenticeship programs.

- e) Establish statewide credit articulation agreement between registered apprenticeship programs and community and technical colleges.
- f) Ensure state financial aid programs apply to apprentices' related classroom instruction.

7) Ensure compliance with federal job access and training policies

- a) Strengthen equal employment opportunities: require detailed annual reports (and disseminate publicly) of women and minority participation in registered apprenticeship programs and on publicly-funded projects.
- b) Require state housing agency to have dedicated staff to actively enforce compliance with new hire and low-income contractor requirements at state and local levels.
- c) Establish income-based hiring preferences for federal (and state) funded transportation projects, in line with Sense of Senate and in compliance with federal DOT rules.
- d) Ensure state DOT uses ½% of federal highway funds for construction training programs targeted at low-wage individuals.