



Workforce Development in the Bipartisan Infrastructure Law



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Opportunity of Infrastructure Investment for Job Creation

- IIJA (also known as BIL) adopted on November 15, 2021 and authorizes programs for 5 years. Over \$665 billion is made available for DOT.
- Infrastructure and transportation account for 11% of all jobs in the United States
- Millions of jobs will be added and not just in construction---management, logistics, operations, information technology, etc
- Many of the good jobs created do not require a BA
- Current workforce is aging and near retirement
- Opportunity to train a new generation of workers and diversify the industry



Overview of DOT-DOL Memorandum of Understanding

To help meet workforce challenges, a DOL and DOT signed an MOU on February 7, 2022

Goals and tasks include:

- Leverage DOT Federal spending to create good-paying jobs with the choice to join a union
- Create a more diverse infrastructure workforce and eliminate systemic barriers
- Align DOL funding to the needs of the infrastructure workforce.
- Assist state and local government partners

Early Actions:

- Workforce criteria in RAISE, INFRA, RURAL, MEGA, FTA Low/No Emissions, and Port Infrastructure Development programs
- Looking for input on how to dedicate DOL training resources



Policy Priorities in Discretionary Grants

- Early workforce planning by project owners
- Creation of good quality jobs and partnerships with unions
- Use of registered apprenticeship.
- Investments in supportive services
- Focus on hiring more BIPOC, women, and other underrepresented groups. Local or economic hiring preferences allow for preferencing hires from a certain geographic area or groups that are disadvantaged economically.

Use of grants for workforce

- Competitive DOT grants can be used on workforce development if related to jobs on the project



Example language of priority consideration from the MPDG grant ([link](#))

- The project results in high-quality job creation by supporting good-paying jobs with a free and fair choice to join a union in project construction and in on-going operations and maintenance, and incorporate strong labor standards, such as through the use of project labor agreements, registered apprenticeship programs, and other joint labor-management training programs
- The project results in workforce opportunities for historically underrepresented groups, such as through the use of local hire provisions or other workforce strategies targeted at or jointly developed with historically underrepresented groups, to support project development;
- The project includes comprehensive planning and policies to promote hiring of underrepresented populations including local and economic hiring preferences and investments in high-quality workforce development programs with supportive services, including labor-management programs, to help train, place, and retain people in good-paying jobs or registered apprenticeship.



What Can States Do?

1. Make sure jobs are good-quality jobs that people want to enter.
2. Expand apprenticeship and on-the-job training in all jobs, including through project incentives.
3. Identify training programs that are effective and share information with all partners.
4. Create pathways into apprenticeship and on-the-job training that meet all individuals where they are starting
5. Ensure people have the supports they need to get through programs and apprenticeships
6. Put in place accountability and incentives for hiring diversely so you can pull from all the talent in your state



State Highway Workforce Funding

States can use their major highway funding on workforce development. Missouri can use a portion of its \$1.1 billion in annual highway funding (over the next 5 years) for workforce development. The Bipartisan Infrastructure Law specifically added eligibility for funding of the following type:

- Apprenticeship, pre-apprenticeship, and on-the-job training
- Support to community colleges and vocational schools in addition to 4-year universities
- Activities associated with workforce training and employment services



Questions?

Input on where more resources are needed?

- Funding?
- Technical assistance?