



# 5 winning strategies for leveraging Bipartisan Infrastructure Law (BIL) dollars to meet workforce development and job creation goals in your city

## #1 Advocate for workforce training to be included in new BIL funded transportation projects.

Though the BIL included very little funding specifically for workforce development, it did make changes to allow many transportation projects to use a portion of funds for [workforce training programs](#), including apprenticeships, pre-apprenticeships, and on-the-job training. Prior to BIL, this was not an allowable use of funds, but mayors and city leaders can work to include workforce training requirements in the design of new transportation projects, thereby creating new local jobs.

## #2 Leverage job training and workforce development funds from other new funding sources to meet the skilled workforce needs of new infrastructure projects.

The BIL provided a major federal investment in transportation and infrastructure, but many cities and regions [do not currently have the skilled workforce](#) needed to carry out the projects they envision. Recovery funding from the [American Rescue Plan \(ARP\)](#) can be accessed to expand and upskill the local transportation and infrastructure workforce and is available for obligation until the end of September 2024. The Inflation Reduction Act (IRA) which passed over the summer will also soon provide [additional funding](#) that can be used for training for infrastructure projects, particularly around energy efficient buildings and operating and maintaining zero emissions vehicles. Cities are encouraged to use workforce development funds in ARP and IRA, as well as those from BIL, to build more equitable and inclusive pathways into infrastructure jobs than have existed historically.

## #3 Integrate workforce requirements into procurement processes and contracts for BIL projects.

Some cities have integrated [workforce requirements](#) or [community benefit agreements](#) into their contracting and procurement processes. Examples include requiring a minimum share of workers who must be apprentices, setting goals for the share of work performed by women and people of color, integrating job standards like wage and benefits requirements, and setting a minimum share of local workers. BIL made important changes to allow cities to expand these types of provisions by [ending the prohibition on local hiring preferences](#) for construction projects.

## #4 Prepare now to make your city more competitive for future NOFOs that include workforce development.

[Inclusive and equitable workforce development](#) is one of the top priorities for the administration, and it is likely that applications for many upcoming competitive grants will include workforce development requirements or requests. For example, with competitive grant BIL funds, the Department of Transportation (DOT) will be prioritizing applications with strong plans for creating good jobs and expanding workforce opportunities. DOT has published a [series of questions](#) potential applicants can ask themselves as they develop their plans, which will be a consistent requirement in the agency's competitive grant NOFOs. Similarly, the Department of Energy is requesting that all clean energy infrastructure applications include a [Community Benefits Plan](#) that demonstrates, among other things, how a project will invest in America's workforce. It is likely that applications for competitive grants funded by other agencies and upcoming IRA funding opportunities will include similar provisions.

## #5 Collaborate and consult with your local workforce development office or department on grant applications and project planning.

Working with city, local, or regional workforce development offices when you are seeking funding or planning how to use new funding, even if the funding source is not specifically about workforce development, is in keeping with the intent of BIL, ARP, and IRA. In addition, including other agencies and entities that play a role in workforce development, such as community colleges, K-12 schools, public housing agencies, labor unions, and nonprofit organizations can strengthen your city's application, increase project buy-in, and ultimately improve project outcomes.