EARN INDUSTRIAL POLICY
RESOURCE LIBRARY

An annotated guide to resources, policy toolkits, and background research for state and local advocates working to leverage BIL, IRA, and CHIPS investments to advance job quality, equity, and worker power

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Produced by the Economic Policy Institute (EPI) for the Economic Analysis and Research Network (EARN)
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EARN Industrial Policy Resource Library

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Introduction

What’s in this resource library and who is it for
Welcome to the Economic Analysis and Research (EARN) Industrial Policy Resource Library. This document is maintained by Economic Policy Institute (EPI) staff who support the work of over 60 state and local research and policy organizations who make up the EARN network across 46 states and the District of Columbia.

The library consists of a curated, annotated compilation of links to practical resources of use to those working at the state and local level to leverage federal investments toward creating good union jobs, increasing worker power, and building high-road workforce training partnerships that advance racial and gender equity.

This resource library is designed for use by EARN groups and their many labor and grassroots partners, policymakers and public agency staff, and other stakeholders and allies who are working on the state and local level to maximize the long-term economic benefits of federal industrial policy investments created or expanded by the Bipartisan Infrastructure Law (BIL), Inflation Reduction Act (IRA) and CHIPS and Science Act.

Historic federal investments in infrastructure and clean energy transition created by the BIL, IRA, and CHIPS and Science Act are providing unprecedented opportunities to advance many of the economic justice goals EARN groups and their partners have long fought for—good jobs, worker power, strong labor standards, and progress on racial, gender, and climate justice. But these outcomes are by no means automatic, and a myriad of important policy choices and challenges lie ahead for every state and local jurisdiction across the country.

In this context, state and local policies, programs, and practices shaping labor standards and worker power have never been more important. Some of the funding opportunities and mechanisms in these laws require the kinds of labor standards necessary to ensure that good jobs, equity, and worker power result from major public investments. In most cases, however, these labor standards are purely optional, if they are mentioned at all. Individual federal program and funding rules are highly variable across agencies, allowing wide latitude for state and local governments and labor and community stakeholders to shape the uses of many federal funds and the rules that private employers and contractors receiving funds will be expected to follow.

This resource library is intended to serve as a hub for 1) sharing practical guidance on navigating complex information streams associated with the three major industrial policy bills and the federal agencies administering them, and 2) providing easy access to how-to guides, best practices, and implementation resources designed for state and local advocates.

Help us build the resource library
New resources and insights related to state and local implementation of federal industrial policy are being generated every week, and we plan to regularly add relevant resources to this library as they come to our attention. If you have created or are aware of a new or overlooked resource to suggest for the library, please share it with us at: earn@epi.org
Guides to state and local implementation of federal industrial policy

Bipartisan Infrastructure Law (BIL)/Infrastructure Investment and Jobs Act (IIJA)
The BIL is a $1.2 trillion investment in repairing and modernizing the nation’s infrastructure that was signed into law on November 15, 2021. These investments will present new opportunities in every state to create good-paying, union jobs while fighting climate change, improving public health, and advancing racial and gender equity in the labor market.

User Guide to the Bipartisan Infrastructure Law
• Source: BlueGreen Alliance
• Abstract: Accessible reference guide to BIL policies and programs in eight broad areas—clean energy; manufacturing and industrial transformation; water; buildings and schools; fairness for workers and communities; community resilience; transportation; and methane and natural gas distribution. Includes overview of policies, timelines, and implementation mechanisms for each policy area with a focus on how funds can be used to maximize benefits to workers and communities, delivering job quality, climate, health, and equity gains.

Investing in America - Build.gov
• Source: The White House
• Abstract: Landing page for BIL includes links to BIL Guidebook and technical assistance guide (see below), searchable online data file listing all BIL-funded programs, state fact sheets, 50-state interactive map tracking BIL project investments, other resources (e.g. rural playbook, tribal playbook), and form for submitting stories of state/local BIL impact.

Guidebook to the BIL for state, local, tribal, and territorial governments, and other partners
• Source: The White House
• Abstract: Roadmap to funding available under BIL, designed to serve as companion publication to online data file available on www.Build.gov that allows users to sort BIL-funded programs by agency, amount, eligible recipient, or program name. Contains 13 chapters grouping BIL programs by issue area and lists BIL statutory citation in each program description.

BIL & IRA technical assistance guide
• Source: The White House
• Abstract: Summary overview and contact information for over 65 technical assistance resources and programs across the federal government to help communities deliver infrastructure and clean energy projects. Guide is organized by types of infrastructure investments such as transportation, clean energy and power, high-speed internet, water, resilience, and environmental remediation.
BIL state/local implementation resources by agency/policy area

Clean water
- **BIL Clean Water and Drinking Water State Revolving Funds (SRFs)**
  - **Source:** US Environmental Protection Agency (EPA)
  - **Abstract:** EPA landing page for $50M authorized by BIL to transform drinking water and wastewater systems; includes tracking of SRF funds and related job creation and links to SRF implementation resources.

Energy
- **Office of State and Community Energy Programs**
  - **Source:** US Department of Energy (DOE)
  - **Abstract:** DOE landing page for program office working with state and local governments to accelerate clean energy transition and create jobs; includes link to state/local funding opportunities and state-by-state project tracking map.

Transportation
- **Bipartisan Infrastructure Law**
  - **Source:** US Department of Transportation (DOT)
  - **Abstract:** DOT BIL implementation landing page, links to funding opportunities, technical assistance resources, and project examples.

  - **Grant Application Checklist for a Strong Transportation Workforce and Labor Plan**
    - **Source:** US Department of Transportation (DOT)
    - **Abstract:** Checklist summarizing criteria associated with job quality and workforce equity linked to most BIL-funded DOT discretionary grants; useful tool for DOT funding applicants and stakeholders looking to improve job quality and workforce equity outcomes of DOT-funded projects.

EV charging infrastructure
- **The National Electric Vehicle Infrastructure (NEVI) Program: Recommendations for State EV Infrastructure Deployment Plans**
  - **Source:** BlueGreen Alliance
  - **Abstract:** Implementation guidance on NEVI program which allocates $5B to states; recommendations center on using funds to support a robust, reliable network of union-made, installed, and maintained EV charging stations to maximize benefits for workers and communities.

Public buildings
- **Roadmap to Navigating Federal Funding for Public Buildings: Funding from BIL and IRA for Municipal, University, School, and Hospital (MUSH) Buildings**
  - **Source:** BlueGreen Alliance
  - **Abstract:** Clear, detail-oriented guide on use of IRA/BIL funds to retrofit MUSH buildings (and ARPA for schools) with timelines for funding opportunities and helpful tools for applicants. Includes tables that break down funding types and sources, required labor standards, application eligibility, target recipients, and more. Provides overview of
funding opportunities by federal agency awardee, with examples (real and hypothetical) and tool to help applicants identify “disadvantaged communities” eligible for certain funds.

Broadband

- **Broadband Investments that Go the Distance: Incorporating High Road Labor Standards and Future-Proof Infrastructure into a State or Locality’s Broadband Plan**
  - **Source:** Communications Workers of America (CWA)
  - **Abstract:** High-level recommendations for ensuring good jobs and high-quality broadband deployment with BIL funds made available to states. Additional resources available on Build Broadband Better landing page.

- **State broadband legislation toolkit** [Google Drive]
  - **Source:** Communications Workers of America (CWA)
  - **Abstract:** Google folder of valuable materials including model state legislation and resolution language, research on broadband labor standards and funding rules, and summary of state broadband policy goals centering good jobs and equity outcomes.

Inflation Reduction Act

The 2022 Inflation Reduction Act includes historic investments to expand clean energy and electric vehicle (EV) manufacturing; transform the industrial sector to reduce emissions by 42% by 2030; build domestic supply chains for vital technologies; establish a host of critical investments in clean energy infrastructure, transmission, energy efficient homes and buildings, affordable housing, and resilient and healthy communities; and create a projected **9 million jobs** over the next decade in communities that need them most, including communities hit hardest by energy transition or job outsourcing.

**User Guide to the Inflation Reduction Act**

- **Source:** BlueGreen Alliance
- **Abstract:** Accessible guide explores goals, timelines, and implementation mechanisms for eight major IRA policy areas (Clean Energy; Clean Technology Manufacturing; Industrial Transformation; EV Deployment, Manufacturing, and Supply Chain; Transmission; Buildings; Energy Transition for Workers and Communities; and Resilient and Healthy Communities) with a focus on IRA provisions that address job quality and equity. Includes breakdown of implementation mechanisms and how they operate and an easy-to-reference grid of key IRA provisions and how they work.

**Investing in America - CleanEnergy.gov**

- **Source:** The White House
- **Abstract:** Landing page for IRA includes links to IRA Guidebook and technical assistance guide (see below), open funding opportunities, introduction to direct pay, and other resources (e.g., tribal guidebook).

**Inflation Reduction Act Guidebook**

- **Source:** The White House
• **Abstract:** Overview of IRA clean energy, climate mitigation, agriculture, and conservation-related investment programs, including who is eligible to apply for funding and for what activities. Designed to serve as companion publication to online searchable data file of programs available at Energy.gov

**BIL & IRA technical assistance guide**

- **Source:** The White House
- **Abstract:** Summary overview and contact information for over 65 technical assistance resources and programs across the federal government to help communities deliver infrastructure and clean energy projects. Guide is organized by types of infrastructure investments such as transportation, clean energy and power, high-speed internet, water, resilience, and environmental remediation.

**Prevailing Wage and the IRA**

- **Source:** US Department of Labor
- **Abstract:** Overview of IRA provisions offering enhanced tax benefits for a range of clean energy projects if they pay Davis-Bacon Act prevailing wages to workers and employ a minimum required percentage of registered apprentices. Includes link to DOL webinar recording, FAQs, initial Treasury Guidance on IRA Prevailing Wage and Apprentice Requirements and other technical resources helpful to stakeholders looking to implement or enforce the prevailing wage and apprenticeship (PWA) requirements on IRA-funded projects.

**Inflation Reduction Act Apprenticeship Resources**

- **Source:** US Department of Labor/ApprenticeshipUSA
- **Abstract:** Summarizes latest guidance from Treasury on how entities can meet apprenticeship utilization requirements necessary to maximize tax credits on a range of IRA clean energy projects and links to various USDOL resources on registered apprenticeship.

**Green Buildings, Labor and the IRA: Understanding the Labor Requirements for Building Incentives under the Inflation Reduction Act [Webinar recording]**

- **Source:** US Green Building Council
- **Abstract:** Recording from November, 2023, webinar featuring speakers from BlueGreen Alliance, US Green Building Council, US Department of Labor, and the International Union of Painters and Allied Trades (IUPAT)

**IRA Direct Pay (“elective pay”) Program for State/Local/Tribal and Nonprofit Entities**

Direct pay, also known as “elective pay,” is a new tax credit delivery method by which the federal government directly funds tax-exempt entities for qualified renewable energy projects under the IRA’s climate and energy provisions. Under the direct pay provisions of the IRA, all tax-exempt organizations that complete the pre-filing process and meet eligibility requirements will receive tax-exempt credits covering 30-70% of project costs. Applicants can maximize these tax credits by adhering to labor standards such as prevailing wage and apprenticeship utilization thresholds (see above).
• **Direct Pay Explainers and Community Organizing Toolkit**
  o **Source:** Congressional Progressive Caucus Center
  o **Abstract:** Website includes a one-pager, FAQ, messaging toolkit, analysis of climate and energy provisions of the IRA, top takeaways from the legislation, plus a [Step-by-Step Guide to Worker Protection Requirements](#) for Direct Pay projects.

• **Direct Pay for Clean Energy Tax Credits: A User Guide for Governments, Schools, and NonProfits**
  o **Source:** BlueGreen Alliance
  o **Abstract:** Includes guidance for public sector/nonprofit entities (including state and local governments) on using IRA tax credits to fund clean energy projects and how to maximize credits by meeting labor standards, utilizing domestic content, and locating projects in low-income and/or energy transition communities. Includes hypothetical examples.

• **A State Legislator’s Guide to Direct Pay: Building Jobs & Sustainable Public Energy**
  o **Source:** State Innovation Exchange (SIX) and Congressional Progressive Caucus Center (CPCC)
  o **Abstract:** Guide designed to help state lawmakers support full implementation of Direct Pay opportunities through 1) community education and outreach, 2) state implementation of the IRA and use of direct pay on eligible projects across all levels of state government; 3) funding and policy making to help local governments and nonprofits implement direct pay (e.g., matching funds, revolving funds or low/no-interest loans, or technical assistance programs) and creation of state policies to increase equity and protect workers on direct pay projects in the state.

• **How Local Governments Can Use Direct Pay on Clean Energy Projects**
  o **Source:** National League of Cities
  o **Abstract:** Basic overview of direct pay and how it can be used, including three local examples from municipal water and power utilities likely eligible to use the credit (Santa Rosa, CA; Athens, OH; Madison, WI)

• **Treasury Guidance on Direct Pay (Proposed Rule)**
  o **Source:** U.S. Department of the Treasury
  o **Abstract:** Proposed rules, regulations, and eligibility requirements re: direct pay under the IRA (comment period closed August 14, 2023 and final rule anticipated in 2024)

IRA Domestic Content Bonus
• **Domestic Content Bonus for Clean Energy Tax Credits: A User Guide for Project Developers**
  o **Source:** BlueGreen Alliance
  o **Abstract:** Accessible introduction to IRA domestic content bonus—which provides up to 10% tax credits to clean energy projects relying on a certain share of US-made iron and steel and various solar, wind, and battery components—and how projects can qualify for it.
• **Treasury Guidance on Domestic Content Bonus**
  o **Source:** U.S. Department of the Treasury
  o **Abstract:** Guidance on how clean energy projects and facilities can meet IRA domestic content requirements

Electric Vehicle Manufacturing
• **The stakes for workers in how policymakers manage the coming shift to all-electric vehicles**
  o **Source:** Economic Policy Institute
  o **Abstract:** Report analyzes likely employment and job-quality implications of a large-scale shift to EVs under various scenarios that are shaped by policy, including measures aimed at strengthening bargaining power for workers

• **Building back better or building back worse? The challenge of building a high-road EV industry with anti-union employers**
  o **Source:** University of Oregon Labor Education and Research Center (LERC)
  o **Abstract:** Report outlines legal and illegal means non-union automakers have used to deny workers’ collective bargaining rights and analyzes importance of restoring employees’ bargaining power in tandem with federal multi-billion-dollar investments to support the transition to electric vehicles.

• **Power Outrage: Will heavily subsidized battery factories generate substandard jobs?**
  o **Source:** Good Jobs First
  o **Abstract:** Report estimates subsidies available to EV battery factories based on IRA Advanced Manufacturing Production Credit and recommends set of policy actions that agencies and states can adopt to set the emerging EV-battery industry on a path to “high road” employment.

**CHIPS and Science Act**
The bipartisan Creating Helpful Incentives to Produce Semiconductors (CHIPS) and Science Act of 2022 established major new federal investments in research and development, science and technology, and workforce development intended to strengthen domestic manufacturing, supply chains, national security, and private industry expansion of nanotechnology, clean energy, quantum computing, and artificial intelligence facilities and capacities.

**CHIPS.gov**
• **Source:** National Institute of Standards and Technology (NIST), US Department of Commerce
• **Abstract:** Landing page for CHIPS includes links to funding opportunities, workforce development resources, implementation strategies, and more.

**Workforce Development Planning Guide: Guidance for CHIPS Incentive Applicants**
• **Source:** NIST, US Department of Commerce
• **Abstract:** Guide to workforce development provisions of the CHIPS Incentives Program, which provides funding for eligible semiconductor industry projects. Outlines requirements
for all CHIPS applicants to document workforce needs and provide a workforce development plan that demonstrates appropriate investments and commitments to recruit, train, hire, retain, and upskill a skilled and diverse workforce; proactive efforts to train and hire workers into good jobs that offer competitive wages, including by offering programs to expand employment opportunities for economically disadvantaged individuals; and secured commitments from regional educational and training entities and institutions of higher education to provide workforce training, including programming for training and job placement of economically disadvantaged individuals.

**CHIPS Child Care Requirement: How Equitable Implementation Can Promote Stable, Well-compensated Child Care Jobs**

- **Source**: University of California Berkeley Center for the Study of Child Care Employment (CSCCE)
- **Abstract**: Accessible introduction to CHIPS requirement that semiconductor manufacturers applying for more than $150 million of direct CHIPS funding must commit to providing high-quality child care for facility and construction workers. Guide includes basic implementation guidance and recommendations for CHIPS fund applicants and stakeholders engaging CHIPS recipients.

**The Big CHIPS Act Matching-Subsidy Myth**

- **Source**: Good Jobs First
- **Abstract**: Analysis of federal CHIPS Act’s broad definition of required state/local “incentives” for CHIPS-funded projects, to include investments in workforce development and other public goods (not just direct-to-company aid).

Federal multi-agency initiatives linking job quality and equity to BIL, IRA, or CHIPS implementation

**The Good Jobs Initiative**

- **Source**: US Department of Labor
- **Abstract**: Landing page of USDOL resources for workers, employers, and government entities seeking to leverage federal investments to generate good jobs. Includes overview of DOL Good Jobs Principles, a Job Quality Check List, links to open funding opportunities with job quality focus, examples of previous BIL grants with focus on equity and job quality, and much more.

**Intro to Good Jobs Initiative** [Slide deck]

- **Source**: US Department of Labor
- **Abstract**: Useful summary overview of USDOL Good Jobs Initiative goals and activities in areas of Worker Empowerment, Employer Engagement, and Agency Support. Designed for state and local stakeholder audiences (presented by USDOL staff at 2023 EARNTalk).

**Labor and Equity Standards for IRA Implementation: Lessons from the Bipartisan Infrastructure Law**
- **Source**: BlueGreen Alliance
- **Abstract**: Detailed recommendations for federal agencies on how to align USDOL Good Jobs Principles with implementation of BIL and IRA investments. While intended as a resource for federal agency staff working to build job quality and equity into BIL and IRA programs, this report is also highly useful for advocates seeking to understand how labor standards are (or are not) tied directly to various provisions of BIL and IRA, and the discretionary mechanisms and highly variable approaches some federal agencies are using to embed good jobs and equity requirements into BIL or IRA funding programs.

**Fact Sheet: Biden-Harris Administration Announces Strategies to Train and Connect American Workers to Jobs Created by Investing in America Agenda**
- **Source**: The White House
- **Abstract**: Overview of three Biden Administration workforce initiatives designed to link federal investments to job outcomes in targeted locations and/or industries: 1) Workforce Hubs (in Phoenix, Columbus, Baltimore, Augusta, and Pittsburgh), 2) an Advanced Manufacturing Workforce Sprint, and 3) the Good Jobs, Great Cities Academy (a partnership with the National League of Cities.)

**Executive Order on Increasing Access to High-Quality Care and Supporting Caregivers**
- **Source**: The White House
- **Abstract**: Sec. 3 of this Executive Order directs federal agencies to issue guidance on which federal BIL, IRA, or CHIPS funds can be used for child care and long-term care as a supportive service for workers who are being trained for and working on federally-funded projects and to consider taking steps to require or encourage applicants for federal funds to provide child care and long-term care for workers on federally-assisted projects.

**Key state and local policy & implementation levers**
State and local policy choices will critically shape implementation outcomes of federal investments under BIL, IRA, and CHIPS. State and local governments are receiving many types of federal funds directly and are eligible to compete for a vast array of additional federal funds, opening up a wide array of opportunities to shape job quality and equity in state/local-administered projects and programs. Standards set by state and local governments in many areas not covered by federal statutes will largely determine the quality of jobs created by massive investments in private industry. Moreover, even where labor standards are required under federal statute or funding rules, monitoring and enforcement of job quality and equity commitments from private or public entities will largely depend on capacities of state or local stakeholders.

**Overviews of State/Local Policy Priorities for Centering Job Quality, Worker Power, and Equity in Implementation of Industrial Policy**
- **Source**: National Employment Law Project and EARN
• **Abstract:** This agenda outlines a range of policy responses that state and local governments are now taking to protect workers by strengthening their power, raising labor standards, and cracking down on abuses. These best practices from across the country provide a roadmap for how legislatures, governors, mayors, and city councils can promote a good jobs economy in the coming years.

**State-Based Policies to Build a Clean, Safer, More Equitable Economy**

• **Source:** BlueGreen Alliance

• **Abstract:** Useful overview of state/local labor and workforce standards necessary to ensure that climate investments and transitions to clean energy generate good union jobs. Each section provides examples of implemented and proposed policies from states across the country, highlighting best practices that can be mixed and matched with policies and investments to improve job quality and opportunity, worker and community safety, adequate workforce training, and a transition for workers and communities impacted by the changing energy landscape. Includes sections on prevailing wage, local/targeted hire, organizing rights, and apprentice utilization.

**Roadmap to Equity: Ensuring Federal Infrastructure Investments Translate into Good Jobs for People of Color and Women**

• **Source:** Center for Law and Social Policy (CLASP)

• **Abstract:** Report designed for state and community leaders and advocates navigating IIJA, IRA, and CHIPS by identifying workforce and supportive service funding opportunities within the laws; highlighting initiatives that can promote equity in infrastructure jobs; and recommending a preliminary set of action steps for local and state leaders and advocates to ensure infrastructure jobs benefit women and people of color.

**Companies Succeed, Communities Benefit: A Bluegreen Alliance User Guide for Companies to Demonstrate Community Benefits in Federal Funding Applications**

• **Source:** BlueGreen Alliance

• **Abstract:** Recommendations for how companies (working in partnership with labor and community stakeholders) can create successful federal funding applications that will contribute to what the U.S. Department of Energy (DOE) describes as “broadly shared prosperity.” DOE’s Community Benefits Plans (CBPs) are a requirement of most DOE BIL- and Inflation Reduction Act-funded applications and are encouraged by other agencies’ funding opportunities. CBPs provide a comprehensive framework that applicants for grants and loans from all federal agencies can use to demonstrate commitment to creating good jobs and career pathways for a diverse pool of workers, as well as long-term economic, social, environmental, and health benefits for communities.

**Maximizing Value: Ensuring Community Benefits**

• **Source:** Reimagine Appalachia

• **Abstract:** Lays out priorities and arguments for a regional climate infrastructure plan that includes community and labor and community requirements to maximize benefits of federal investments. Presents menu of policies to ensure jobs created come with good wages, health care, and retirement benefits; prioritize displaced workers for new opportunities; pave career pathways for women, Black, Indigenous, and other workers of color into good union jobs; and
provide paid on-the-job training opportunities. Includes links to numerous examples/models of recommended policies from a wide range of states.

**Using Federal Funds for Racial and Economic Justice: IIJA/ IRA Implementation**

- **Source:** Local Progress
- **Abstract:** Memo aimed at local government leaders; provides menu of policy and oversight tools to maximize the potential for leveraging federal funds to advance equity, with focus in particular on environmental justice, job quality and worker protections, community engagement, and public capacity building. Details policy tools and best practices to add local guardrails that hold federally funded programs accountable and hold municipalities to the highest allowable standards under federal law through project-level agreements, companion policies and oversight.

**Prevailing wage**

_A prevailing wage is the standard hourly rate of wages and benefits paid to workers performing similar jobs within a specific geographic area. In the U.S., there are two primary federal laws that govern prevailing wages for construction work or services provided under a federal contract: The Davis-Bacon Act of 1931 and the Service Contract Act (SCA). Both laws ensure that government projects do not drive down local wages and help to maintain fair pay standards and a level playing field for high-road employers (including union contractors) bidding on federal contracts. Many BIL and IRA-funded programs include federal prevailing wage requirements; implementation and enforcement of these provisions will require knowledgeable on-the-ground monitoring from workers, unions, and partners. Many states and some localities have adopted prevailing wage statutes setting standards for wages and benefits on certain publicly-funded projects. These state and local policies play a critical role in setting standards on types of publicly-funded work and projects beyond those covered under federal law._

**Prevailing Wages: Frequently Asked Questions**

- **Source:** Center for American Progress
- **Abstract:** Overview of what prevailing wages are, where they are used, and impact of prevailing wage laws on supporting good wages, closing racial pay gaps, promoting quality work, and protecting union workers.

**A How-To Guide for Strengthening State and Local Prevailing Wage Laws**

- **Source:** Center for American Progress
- **Abstract:** Roadmap for state and local policymakers working to create or strengthen prevailing wage laws. Explains core features of prevailing wage legislation and lifts up existing best practices from around the country.

**How the U.S. Government Should Enforce Prevailing Wage Standards in All of Its Spending**

- **Source:** Center for American Progress Action
- **Abstract:** As lawmakers debate economic recovery investments, they must ensure that all companies receiving government funding comply with job quality standards.

**Davis-Bacon and Related Acts (DBRA) Frequently Asked Questions**
• **Source**: US Department of Labor, Wage and Hour Division
• **Abstract**: Detailed information for contractors, federal agencies, and other interested parties involved in monitoring construction projects covered by the Davis-Bacon Act or related prevailing wage statutes. Covers Davis-Bacon wage rate determinations, wage surveys, appeals process, and contracting agency responsibilities. Especially important information for unions or community groups working to ensure project owners or contractors are applying required prevailing wage rates to all covered jobs on federally-funded projects.

**Prevailing Wage**

• **Source**: Illinois Economic Policy Institute (ILEPI)
• **Abstract**: ILEPI prevailing wage landing page summarizes key findings on impact of state prevailing wage standards on public construction project outcomes, and links to several reports on impact of state prevailing wage laws.

Public procurement: Purchasing and contracting standards

Public procurement, also known as government purchasing, is the process by which governments acquire goods and services from a commercial bidder, often through a competitive process. State and local governments and other public agencies can use the procurement process to achieve goals like job quality, equity, public participation, and transparency and accountability by setting expectations and prioritizing proposals that address these considerations. The procurement process is particularly powerful because it provides state and local governments the opportunity to leverage multiple job quality and equity-enhancing tools (like those discussed elsewhere in this guide) simultaneously. For example, states and localities can make the awarding of government contracts or government business contingent upon a contractor’s agreement to adhere to certain labor standards on a certain project, and/or or past track record of adherence to various labor standards. A key element for state and local governments is that the labor standards to which a contractor is held may include federal labor standards. The following reports provide best practices and model policy language that state/local governments and agencies can use to improve both the procurement process and its outcomes for workers and communities.

**US Employment Plan**

• **Source**: Jobs to Move America
• **Abstract**: Customizable, federally-approved policy tool to help state/local governments and agencies embed job quality/equity requirements into public contracts. Provides model policy language for public agencies to incorporate directly into their own RFPs to set standards on job quality and workforce equity in public contracts. Includes case studies focused on use of model language in transportation infrastructure contracts at LA Metro, Chicago Transit Authority, and Amtrak.

**Proven State and Local Strategies to Create Good Jobs with IIJA Infrastructure Funds**

• **Source**: Center for American Progress
• **Abstract**: Outlines four proven ways to ensure that federal infrastructure investments create good jobs, boost equity, and support good value through: 1) standing up high-quality training programs and requiring diverse hiring of local workers; 2) establishing project-specific agreements on workforce quality, safety, and stability; 3) screening contractors for
responsibility; 4) enforce wage and equity standards with ongoing monitoring and partnerships.

**Contracting that Works: How State and Local Governments Can Uphold High Standards for Workers, Business, and Taxpayers**

- **Source:** Center for American Progress Action
- **Abstract:** Recommended policies/practices for state/local governments to use in all phases of contracting/procurement process: prescreening contractors; evaluating bidders; upholding wage and benefit standards and providing incentives to exceed minimum standards; post-award enforcement; data collection and transparency. Includes examples for each recommendation. Mentions strategies for navigating state preemption laws that prohibit use of certain local policy tools.

**Harnessing the Power of Procurement**

- **Source:** Local Progress and In the Public Interest
- **Abstract:** Overview of procurement process and checklist of best practices for local governments to adopt regarding: setting clear goals when contracting; public participation; ensuring performance and quality; equitable access to jobs and job quality; diversity and equity; environmental impacts; transparency and accountability. Includes examples of local procurement policies/practices implemented in New York City; Seattle; Washington, DC; Miami-Dade County; San Diego; Houston; Alexandria, VA; Mt. Rainier, MD; and Somerville, MA. Addresses emerging role of technology (algorithm-driven systems) in procurement and its risks re: unintended consequences, privacy, and transparency.

**Project Labor Agreements (PLAs) & Community Benefits or Community Workforce Agreements (CBAs/CWAs)**

A project labor agreement (PLA) is a pre-hire collective bargaining agreement negotiated among multiple contractors, unions, and project owners that establishes the terms and conditions of employment that will apply to a specific construction project. The terms and conditions negotiated into a PLA can include wages, benefits, working conditions, safety procedures, dispute resolution procedures, and apprentice utilization rates (see above). PLAs can also include agreements on a wide range of other project-specific terms, including provision of childcare or other benefits to workers on the project, local or targeted hiring preferences, partnership and investments in pre-apprentice programs, goals for hiring of apprentices and journey-workers from historically underrepresented groups on the project job sites, and more.

PLAs that also involve community stakeholders in the negotiation process to address community impacts of new development are often called “Community Benefits Agreements” or “Community Workforce Agreements.” A community benefits agreement is negotiated between a broader coalition of community groups (grassroots organizations, community members, etc.) and developers. CBAs are legally binding and typically developed in close collaboration with union partners to establish labor standards, expectations for local or targeted hiring and equitable access to jobs, and other commitments from developers and contractors that meet priority needs identified by community stakeholders as part of the project. Beyond labor and workforce considerations a CBA can help ensure that major development
projects contribute to communities in a host of ways including providing child care, developing public parks or green space, mitigating negative environmental impacts, and decreasing future carbon outputs.

Project Labor Agreement Resource Guide

- **Source**: US Department of Labor
- **Abstract**: Overview of Project Labor Agreements (PLAs), including their design, benefits, and enforcement mechanisms. This guide also discusses PLAs in relation to Community Workforce Agreements (CWAs) and Community Benefits Agreements (CBAs) and provides links to further resources.

Community Benefits – Reimagine Appalachia resource page

- **Source**: Reimagine Appalachia
- **Abstract**: Resource landing page includes links to numerous resources and toolkits, along with an introduction to community benefits agreements, key considerations for people making the agreements, and examples of successful agreements across different states.

Community Benefits Resources

- **Source**: Sugar Law Center
- **Abstract**: Community benefits landing page links to primer on CBAs, an interactive map, searchable database, and a library of resources (library includes links to many examples of CBAs negotiated on prior projects) plus contact form for organizers and stakeholders to request support services.

How Project Labor Agreements and Community Workforce Agreements Are Good for the Biden Administration’s Investment Agenda

- **Source**: Center for American Progress
- **Abstract**: Explains mechanics of PLAs and CWAs and how their use improves outcomes on public investments; highlights new federal investments that commit to using PLAs or CWAs; and provides examples of past successful use of PLAs and CWAs in the public and private sector.

Building Better: A Look at Best Practices for the Design of Project Labor Agreements

- **Source**: Economic Policy Institute
- **Abstract**: In-depth analysis of Project Labor Agreements (PLAs) in the construction industry. Offers valuable insights into designing PLAs to improve efficiency, foster innovation, and provide community benefits, including job and training opportunities for disadvantaged workers. Addresses the inclusion of nonunion firms in PLAs, promoting broad-based participation.

Community Benefits Agreements: Making Development Projects Accountable

- **Source**: California Partnerships for Working Families, Good Jobs First and LAANE
- **Abstract**: Extensive background on community benefits agreements and how CBAs can be beneficial to communities. Geared toward community members seeking to make bold demands in an agreement.
Community Benefits Agreements Policy Toolkit

- **Source**: PowerSwitch Action
- **Abstract**: Defines Community benefits agreements and lists various resources to assist community members in understanding who should be involved in creating agreements.

CBA Toolkit

- **Source**: Cincinnati Action Tank, Wave Pool, Visionaries and Voices, and Policy Link
- **Abstract**: Defines CBAs and the step-by-step process for establishing an agreement. It also provides examples of successful community benefits agreements, continued reading, and proposed agendas and illustrated map of a CBA process.

Justice40+ Community Benefit Playbook

- **Source**: Emerald Cities Collaborative
- **Abstract**: Offers frontline groups and community organizations guidance for developing a People’s Justice40+ Community Benefit Plan (CBP). It provides guidance on how CBA’s can be utilized with context for the spending bills that will drive new projects for the agreements, specifically with the federal spending bills.

Community Benefits Agreements: A Potential Negotiating Tool for Rural Communities

- **Source**: Mountain Association for Community Economic Development
- **Abstract**: Illustrates the framework for a successful CBA with a focus on planning and implementation in rural communities considering that CBA’s originated in urban environments.

Community Democracy River: Community Benefits Example Worksheet

- **Source**: Fair Shake
- **Abstract**: Provides a basic definition of community benefits along with a summary of many community benefit agreements from across the country to help readers understand what’s been done, what’s possible, and what categories of improvements past coalitions focused on.

Department of Energy's Community Benefit Agreement (CBA) guide and toolkit.

- **Source**: Department of Energy
- **Abstract**: Includes links to CBA 101 webinar hosted by the Department of Energy’s (DOE) Office of the Secretary in collaboration with the Office of Economic Impact and Diversity, frequently asked questions and answers, and definitions for terms related to CBAs.

Common Challenges in Negotiating Community Benefits Agreements —and- How to Avoid Them

- **Source**: Partnership for Working Families and Community Benefits Law Center
- **Abstract**: Discusses the challenges of CBA that were not effectively implemented due to a developer co-opting the agreement, poor drafting that leads to misled community members, or a failure to address actual community needs. The guide includes charts, case studies, checklists and additional resources for individuals and organizations pursuing a CBA to prepare them to make a strong agreement that succeeds in helping their community.

Community Workforce Agreements: Pathway to Career Opportunities

- **Source**: Jobs for the Future
Abstract: Introduces CWA’s and describes components of the agreements that enhance their success. The report provides illustrative case studies and highlights the benefits of CWA’s to many stakeholders, including impacted workers, grassroots and community-based organizations, unions, and public and private construction project leaders.

Understanding Construction Unions and Project Labor Agreements
- Source: Construction Trades Workforce Initiative
- Abstract: Provides information on Community Workforce Agreements and Project Labor Agreements for contractors discussing the benefits and guidance for working with unions.

Local Hire or Targeted Hire
Local hire is a policy that prioritizes the recruitment and employment of workers from specific geographic regions, communities, and demographic groups. Local hire almost always is focused on construction projects financed with public funds. The main objective of local hire is to support local communities by hiring individuals who reside in the area where a project is being built. Local hire is sometimes referred to as targeted hire when the policy focuses on providing employment opportunities to workers who are underrepresented in construction or are economically disadvantaged. Targeted hire can promote diversity and inclusion by specifying preference for people of color, women, veterans, or people with disabilities.

The Bipartisan Infrastructure Law (BIL) authorizes the use of local, geographic, or economic hiring preferences for construction labor in most projects funded by the Department of Transportation (previously, state and local agencies had to seek special approval for the use of local hire on construction projects). While the IRA and CHIPS do not contain provisions specifically authorizing local hire, they contain provisions encouraging Project Labor Agreements and Community Benefits Agreements, which are often used to include local hire policies on major public projects.

- Source: US Department of Transportation
- Abstract: Defines local hire for construction and application to BIL. Explains different types of construction hiring preferences (geographic factors, geography based on economic factors, and individual economic factors) and interactions with other workforce development including apprenticeships. Includes tables with known DOT-funded state and local examples of local hiring provisions.

Bipartisan Infrastructure Law – Section 25019(a) “Local Hiring Preference for Construction Jobs”
- Source: US Department of Transportation
- Abstract: Department of Transportation Q & A responses on local hire in the BIL. Topics include types of preferences allowed and oversight.

Using Local and Economically-Targeted Hire to Promote Good Jobs through the IIJA
- Source: Jobs to Move America & EARN network
• **Abstract**: Local and economically targeted hiring overview and FAQs. Includes case studies of local and targeted hire success stories from Los Angeles and Seattle.

**Local and Targeted Hiring**

- **Source**: PolicyLink
- **Abstract**: Policy brief comparing local and targeted hiring, describing mandatory requirements versus good faith and opportunities for local hire outside of construction.

**Analysis of USDOT Local Labor Hiring Pilot**

- **Source**: Jobs to Move America
- **Abstract**: History of local hire and USDOT local hire pilot (2015). Finds that local hire did not have impact on number of bidders and bid amounts in a competitive procurement process. Includes case studies from Colorado and LA Metro.

**Apprenticeship & Equitable Workforce Development: Expanding and diversifying high-quality training pathways to good union jobs**

**The High Road to the Middle Class**

- **Source**: US Department of Labor
- **Abstract**: Blog post introduces USDOL’s definition of high-road training programs (including registered apprenticeship) that are jointly supported by labor unions and employers to train infrastructure, clean energy and manufacturing workers for good jobs. Includes links to interactive “High Road to The Middle Class” map of identified high-road training partnerships, and examples of successful state models for investing in and setting standards for high-road training partnerships.

**Building Pathways to Infrastructure Careers: Framework for Preparing an Infrastructure Workforce**

- **Source**: US Department of Labor
- **Abstract**: This Training Employment Notice provides a framework and vision for the role of the public workforce system as a strategic partner in creating and supporting pathways to millions of good-paying infrastructure jobs with high labor standards, including prevailing wages and the free and fair choice to join a union and collectively bargain, as the historic Bipartisan Infrastructure Law (BIL) investments ramp up.

**Creating a Skilled and Diverse Workforce for Infrastructure Projects through Registered Apprenticeship: FAQs for State Transportation Agencies**

- **Source**: US Department of Labor and US Department of Transportation
- **Abstract**: Guidance on how state transportation agencies can leverage federal funds to support, expand, and diversify apprenticeship for infrastructure projects, including the National Electric Vehicle Infrastructure program (NEVI)

**Finishing the Job: Best Practices for a Diverse Workforce in the Construction Industry**

- **Source**: Policy Group on Tradeswomen’s Issues
• **Abstract:** Excellent practical manual “for those who are committed to building a diverse construction workforce and are struggling with how to do it on their jobsite, at their company, in their apprentice training program, in their community or in their union.” Lays out direct, evidence-based step-by-step guidance for achieving diversity goals on major construction projects and the policies, programs, and practices necessary to move systemic change.

**Access and Opportunity Committees (AOCs)**
- **Source:** US Department of Labor
- **Abstract:** Introduction to Access and Opportunity Committees (AOCs), which are multi-stakeholder groups that regularly meet to ensure compliance with diversity and equity goals on a specific construction project or in a workplace. AOCs are often established by Project Labor Agreements (PLAs) or Community Benefit Agreements (CBAs) to develop, monitor, and enforce commitments to increase representation of local workers or underrepresented workers (e.g. women, workers of color, young workers, veterans, or people with disabilities) on a project. Includes examples of projects that have made use of AOCs.

**Tools for Building an Equitable Infrastructure Workforce: Gender Equity Strategies as a Model**
- **Source:** Women’s Bureau, US Department of Labor
- **Abstract:** Guidance on best practices for recruiting and retaining women in construction, manufacturing, and clean energy jobs, intended for use by a wide range of stakeholders. Toolkit includes strategies, resources, and examples of programmatic steps necessary to build a diverse workforce, target recruitment and address barriers to entry, and retain a diverse workforce. Concludes with resource and research list.

**Building the Future Workforce: A State Playbook to Shape a New Age in Federal Infrastructure Investments**
- **Source:** National Skills Coalition
- **Abstract:** Offers six recommendations and four case studies that illustrate how state policymakers can connect more working people to quality infrastructure and clean energy jobs and create benefits for residents, businesses, and communities that rely on the implementation and maintenance of critical infrastructure. Includes overview of federal funding streams available for workforce development and examples of existing model state policies.

**Building an Equitable, Diverse, and Unionized Clean Energy Economy: What We Can Learn from Apprenticeship Readiness**
- **Source:** Climate Jobs Institute, Cornell University ILR School
- **Abstract:** Presents case studies of three apprenticeship readiness (or “pre-apprenticeship”) programs in Chicago, San Francisco, and New York City with focus on: 1) best practices for practitioners interested in starting or expanding apprenticeship readiness programs; 2) recommendations for stakeholder groups (labor unions, construction employers, and community organizations) on how to maximize impact of apprenticeship readiness programs; and 3) suggestions for policymakers and private funders on how best to support apprenticeship readiness and build organizational capacity.
On-ramps to Construction Careers in Appalachia: Federal Funding Provides an Opportunity to Grow Apprenticeships and Create Pathways to Quality Jobs

- **Source**: Keystone Research Center and Reimagine Appalachia
- **Abstract**: Profiles the potential to create high-paying union careers for people of all races, ethnicities, and genders by linking new opportunities on federally funded climate and infrastructure projects to paid on-the-job training opportunities via unionized apprenticeship and pre-apprenticeship programs. Provides a useful model for using DOL RAPIDS apprenticeship data to analyze state trends (focus of report is Pennsylvania with parallel data for surrounding states available in appendix) and includes brief case studies of PA pre-apprenticeship programs.

Building and Growing Apprenticeship with Equity in Mind: An Equitable Apprenticeships Toolkit

- **Source**: Grow Apprenticeship California
- **Abstract**: Outlines steps to understand the diversity of the community itself with resources to gather data then outlines next steps in building an equitable pre-apprenticeship or apprenticeship program that takes an intersectional approach, acknowledging diversity goes beyond sex, race, and ethnicity.

Equity in Youth Apprenticeship Programs

- **Source**: National Alliance for Partnerships in Equity
- **Abstract**: Toolkit of resources to help youth apprenticeship programs establish equitable learning environments. Three primary topics are ensuring access for all students, a sense of belonging beyond inclusion, and continuous improvement. Includes activities such as a discussion of how to achieve equity (vs equality) in hypothetical situations.

Diversity, Equity, and Inclusion Initiatives in the Building Trades

- **Source**: North America’s Building Trades Unions (NABTU)
- **Abstract**: Report analyzes DEI efforts in construction apprenticeship programs and data comparing representation and attrition of apprentices of color in union vs. non-union programs. Provides overview of programs designed to increase recruitment and retention of women and apprentices of color, ranging from pre-apprenticeship programs to programs that support more experienced journey workers.

Constructing a Diverse Workforce: Examining Union and Non-union Construction Apprenticeship Programs and Their Outcomes for Women and Workers of Color

- **Source**: University of Oregon Labor Education and Research Center (LERC)
- **Abstract**: Assesses the diversity of workers construction apprenticeships in the Greater Portland Oregon area from 2011 to 2020 for workers in union and non-union programs. Looks at employment, retention, and wages.

A Quick-Start Toolkit: Building Registered Apprenticeship Programs

- **Source**: US Department of Labor
Abstract: Makes business case for benefits of registered apprenticeship programs and outlines steps for employers and partners to take in creating and registering a new apprenticeship program. Also highlights benefits for workers and workforce intermediaries, how partnerships make apprenticeships more effective, and provides links to resources.

**Apprentice Utilization Requirements: Leveraging Public Funding to Grow Apprenticeship for All**

- **Source**: Partnership on Inclusive Apprenticeship
- **Abstract**: Report explores state/local apprentice utilization policies in public works and potential to create more demand for apprentices in other industries (e.g., health care).