RESOLUTION NO.

2	WHEREAS, the United States, through the Infrastructure Investment and
3	Jobs Act and the Inflation Reduction Act, will invest over a trillion dollars to
4	address climate needs and enhance infrastructure systems nationwide, and it has
5	been recognized that investments in workforce development are a critical
6	component to ensure communities can effectively execute infrastructure projects
7	and capitalize on federal investments; and
8	WHEREAS, the City is undertaking historic generational investments in
9	infrastructure, major capital projects, and private-sector initiatives, such as Project
10	Connect, the Austin Airport Expansion, and others, totaling over \$25 billion in
11	regional investments; and
12	WHEREAS, through investments in transformative regional construction
13	infrastructure, the City and its regional partners can address affordability
14	challenges and equity by creating family-supporting jobs and sustainable career
15	pathways, all while enhancing regional mobility and connectivity; and
16	WHEREAS, the City's infrastructure workforce employs more than
17	222,000 residents, ranking it among the region's largest employers (larger than
18	manufacturing and healthcare combined), signifying its importance to the
19	economic development future for the City; and
20	WHEREAS, the City's large capital projects will require skilled
21	infrastructure workers, significantly expanding the region's infrastructure sector by
22	more than 81% by 2040; and this expansion necessitates the addition of 10,000
23	new workers every year for the next 17 years; and
24	WHEREAS, these opportunities will span skilled trades, general
25	construction, project management, supervision operations, and more, and given the
26	expected growth, even the region's deepest wells of talent will be stretched; and

27	WHEREAS, to deliver these projects, the region will have to significantly
28	scale, connect, and systematize all recruiting, training, and career placement efforts
29	to meet the region's infrastructure human capital needs and offer a greater number
30	of career pathways, it will need to train and upskill at least an additional 4,000
31	workers each year; and
32	WHEREAS, providing prevailing wage jobs and career pathways for
33	communities that are underrepresented in the infrastructure workforce is essential
34	to meet future human capital demands while also helping individuals take full
35	advantage of the City's economic opportunities; and
36	WHEREAS, for example, women currently hold only 15% of skilled trade
37	roles in the region, and if the representation of women in these roles were
38	increased to match their share in the overall regional economy, it could cover 41%
	of the total projected demand for new infrastructure workers; and
39	of the total projected demand for new infrastructure workers; and WHEREAS , access to childcare is an obstacle for the infrastructure
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39 40 41 42	WHEREAS, access to childcare is an obstacle for the infrastructure workforce, and ensuring end-to-end workforce development services is crucial to
39 40 41 42 43	WHEREAS, access to childcare is an obstacle for the infrastructure workforce, and ensuring end-to-end workforce development services is crucial to growing our workforce; and
39 40 41 42 43	WHEREAS, access to childcare is an obstacle for the infrastructure workforce, and ensuring end-to-end workforce development services is crucial to growing our workforce; and WHEREAS, the City desires to take proactive steps to capitalize on its
39 40 41 42 43 44 45	WHEREAS, access to childcare is an obstacle for the infrastructure workforce, and ensuring end-to-end workforce development services is crucial to growing our workforce; and WHEREAS, the City desires to take proactive steps to capitalize on its once-in-a-generation infrastructure investment, ensure its large capital project
39 40 41 42 43 44 45	WHEREAS, access to childcare is an obstacle for the infrastructure workforce, and ensuring end-to-end workforce development services is crucial to growing our workforce; and WHEREAS, the City desires to take proactive steps to capitalize on its once-in-a-generation infrastructure investment, ensure its large capital project needs are met, and provide more opportunities for career pathways, small business
39 40 41 42 43 44 45 46	WHEREAS, access to childcare is an obstacle for the infrastructure workforce, and ensuring end-to-end workforce development services is crucial to growing our workforce; and WHEREAS, the City desires to take proactive steps to capitalize on its once-in-a-generation infrastructure investment, ensure its large capital project needs are met, and provide more opportunities for career pathways, small business creation, and long-term community wealth generation for Austinites; and
39 40 41 42 43 44 45 46 47 48	WHEREAS, access to childcare is an obstacle for the infrastructure workforce, and ensuring end-to-end workforce development services is crucial to growing our workforce; and WHEREAS, the City desires to take proactive steps to capitalize on its once-in-a-generation infrastructure investment, ensure its large capital project needs are met, and provide more opportunities for career pathways, small business creation, and long-term community wealth generation for Austinites; and WHEREAS, the City has entered into a joint powers agreement with the

regulations, includes the City's hiring goals to hire workers from apprenticeship 51 52 and craft training programs, and promotes the hiring of local workers; and 53 **WHEREAS**, the Austin Transit Partnership and Capital Metro contracted with Workforce Solutions Capital Area ("WFS") to support development of the 54 region's first Workforce Mobility Industry Sector Partnership that includes the 55 development and implementation of a construction workforce plan for the 56 57 construction of Project Connect; and WHEREAS, WFS is the City's designated intergovernmental partner 58 59 providing required and critical job seeker supports through subsidized child care, youth services, career counseling and matching, and career training services as 60 well as the grant recipient, fiscal agent, and administrative entity for purposes of 61 the Austin-Travis County Local Workforce Development Area as designated by 62 63 the Governor of the State of Texas: and WHEREAS, WFS established a Mobility and Infrastructure Partnership in 64 2023, composed of policymakers, capital project sponsors, job creators, and 65 66 training and community partners including representatives from local unions, 67 community colleges, high schools, and other training initiatives; and WHEREAS, the purpose of the Austin Infrastructure Academy is to launch 68 69 a one-of-a-kind public-private infrastructure network that integrates recruitment, a comprehensive training hub, childcare support, and placement services to connect 70 71 local people to career pathways in infrastructure development; and **WHEREAS**, as a comprehensive, one-of-a-kind initiative, the Austin 72 Infrastructure Academy will: (1) align training programs with in-demand skills 73 and job sequencing, based on real-time needs identified by both job creators and 74

job seekers; (2) offer childcare and other wraparound services to eliminate

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participation barriers; (3) facilitate the matching of trained job seekers with job 76 77 creators, improving navigation from training to job placement; (4) develop a robust, diverse talent pipeline with a recruitment focus on underserved Austinites; 78 (5) set up a governance and evaluation structure that reflects stakeholder input and 79 ensures accountability to funders; and (6) establish a brand that fosters increased 80 participation and funding while instilling a sense of belonging and pride; **NOW**, 81 82

THEREFORE,

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BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF AUSTIN:

The City Manager is directed to develop and implement a program to fund and support workforce development, similar to the structure of the City's existing Art in Public Places program, to support the completion of the City's generational investment of the capital improvement program, and the proposed program should address, but not limited to, the following:

- Training alignment: align training programs within demand skills and job sequencing, based on real time needs identified by both job creators and job seekers.
- Wraparound services: offer childcare and other wraparound services to eliminate participation barriers.
- Placement and navigation: facilitate the matching of trained job seekers with job creators, improving navigation from training to job placement.
- Comprehensive recruitment: develop a robust, diverse talent pipeline with a recruitment focus on underserved Austinites.
- Governance: set up a governance structure that reflects stakeholder input and ensures accountability to funders.
- Impact and evaluation: create an evaluation framework to assess the impact and outcomes of the Infrastructure Academy.

Sense of belonging: establish a brand that fosters increased participation 102 and funding while instilling a sense of belonging and pride. 103 104 BE IT FURTHER RESOLVED: The City Manager is directed to maximize the City's ability to receive 105 federal funding for workforce development. The City Manager will ensure that this 106 program aligns with the federal vision for workforce development and pursue 107 opportunities including but not limited to the Infrastructure Investment and Jobs 108 Act and the Inflation Reduction Act. 109 110 111 ADOPTED: ____ 2024 **ATTEST:** 112 Myrna Rios 113 City Clerk 114 115

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