



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%  
39 of the total projected demand for new infrastructure workers; and

40           **WHEREAS**, access to childcare is an obstacle for the infrastructure  
41 workforce, and ensuring end-to-end workforce development services is crucial to  
42 growing our workforce; and

43           **WHEREAS**, the City desires to take proactive steps to capitalize on its  
44 once-in-a-generation infrastructure investment, ensure its large capital project  
45 needs are met, and provide more opportunities for career pathways, small business  
46 creation, and long-term community wealth generation for Austinites; and

47           **WHEREAS**, the City has entered into a joint powers agreement with the  
48 Austin Transit Partnership and Capital Metro in support of Project Connect, and  
49 that agreement contemplates the development and implementation of a  
50 construction careers program that meets the requirements of federal law and

51 regulations, includes the City’s hiring goals to hire workers from apprenticeship  
52 and craft training programs, and promotes the hiring of local workers; and

53 **WHEREAS**, the Austin Transit Partnership and Capital Metro contracted  
54 with Workforce Solutions Capital Area (“WFS”) to support development of the  
55 region’s first Workforce Mobility Industry Sector Partnership that includes the  
56 development and implementation of a construction workforce plan for the  
57 construction of Project Connect; and

58 **WHEREAS**, WFS is the City’s designated intergovernmental partner  
59 providing required and critical job seeker supports through subsidized child care,  
60 youth services, career counseling and matching, and career training services as  
61 well as the grant recipient, fiscal agent, and administrative entity for purposes of  
62 the Austin-Travis County Local Workforce Development Area as designated by  
63 the Governor of the State of Texas; and

64 **WHEREAS**, WFS established a Mobility and Infrastructure Partnership in  
65 2023, composed of policymakers, capital project sponsors, job creators, and  
66 training and community partners including representatives from local unions,  
67 community colleges, high schools, and other training initiatives; and

68 **WHEREAS**, the purpose of the Austin Infrastructure Academy is to launch  
69 a one-of-a-kind public-private infrastructure network that integrates recruitment, a  
70 comprehensive training hub, childcare support, and placement services to connect  
71 local people to career pathways in infrastructure development; and

72 **WHEREAS**, as a comprehensive, one-of-a-kind initiative, the Austin  
73 Infrastructure Academy will: (1) align training programs with in-demand skills  
74 and job sequencing, based on real-time needs identified by both job creators and  
75 job seekers; (2) offer childcare and other wraparound services to eliminate

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

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

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

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

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- Sense of belonging: establish a brand that fosters increased participation and funding while instilling a sense of belonging and pride.

**BE IT FURTHER RESOLVED:**

The City Manager is directed to maximize the City’s ability to receive federal funding for workforce development. The City Manager will ensure that this program aligns with the federal vision for workforce development and pursue opportunities including but not limited to the Infrastructure Investment and Jobs Act and the Inflation Reduction Act.

**ADOPTED:** \_\_\_\_\_, 2024 **ATTEST:** \_\_\_\_\_

Myrna Rios  
City Clerk